

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1993-94)

(TENTH LOK SABHA)

TWENTY-FIFTH REPORT

MINISTRY OF CHEMICALS AND FERTILISERS  
(DEPARTMENT OF FERTILISERS)

ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS  
CONTAINED IN THE FIFTH REPORT OF THE COMMITTEE ON  
THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES  
(TENTH LOK SABHA) ON THE MINISTRY OF CHEMICALS AND  
FERTILISERS (DEPARTMENT OF FERTILISERS) - RESERVATIONS  
FOR AND EMPLOYMENT OF SCHEDULED CASTES AND SCHEDULED  
TRIBES IN PARADEEP PHOSPHATES LIMITED.

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LOK SABHA SECRETARY  
NEW DELHI

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<u>CONTENTS</u>	<u>PAGE</u>
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(iv)
CHAPTER - I      REPORT	1
CHAPTER - II      Recommendations/Observations which have been accepted by the Government.	
CHAPTER - III    Recommendations/Observations which the Committee do not desire to pursue in view of the Government replies.	
CHAPTER - IV    Recommendations/Observations in respect of which replies of the Government have not been accepted.	
CHAPTER - V    Recommendations/Observations in respect of which final replies have not been received.	
APPENDIX :      Analysis of Action Taken by Government on the recommendations contained in the <i>File</i> <del>Report</del> Report of the Committee.	
	Minutes of the sitting of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes held on <del>30.06.1993</del> 30.06.1993 <i>and 7.10.1993</i>

## 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 Twenty-Fifth Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Fifth Report (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilisers (Department of Fertilisers)-Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Ltd.

2. The Draft Report was considered and adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes at their sittings held on 30 June, 1993 and 7 October, 1993.

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 Government replies.
- IV. Recommendations/observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.
- V. Recommendations/observations in respect of which final replies of Government have not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Fifth Report (Tenth Lok Sabha) of the Committee is given in Appendix. It would be observed, therefore, that out of the 23 recommendations made in the Report, 17 recommendations i.e. 73.9 per cent have been accepted by the Government; the Committee do not desire to pursue 4 recommendations i.e. 17.3 per cent of their total recommendations in view

of Government replies; 2 recommendations i.e. 8.6 per cent in respect of which replies of Government have not been accepted by the Committee require reiteration and for no recommendations final replies of Government have been awaited.

NEW DELHI



PARAS RAM BHARDWAJ

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

December 13, 1993  
1915(Saka)

CHAPTER-I  
R E P O R T

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the Action Taken by Government on the recommendations contained in the 5th Report (Tenth Lok Sabha) of the Committee on the Ministry of Chemicals & Fertilizers (Deptt. of Fertilizers) regarding Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

1.2 The Fifth Report was presented to Lok Sabha on 10.4. 1992. It contained 23 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under :-

- (i) Recommendations and observations which have been accepted by the Government (Sl.Nos. 2, 3, 4, 5, 6, 7, 8, 10, 12, 13, 14, 15, 16, 18, 19, 20 & 21).
- (ii) Recommendations and observations which the Committee do not desire to pursue taking into consideration the replies of the Government (Sl.Nos.9, 11, 17 & 22).
- (iii) Recommendations and observations, replies to which have not been accepted by the Committee and which require reiteration (Sl.Nos.1 & 23).
- (iv) Recommendations and observations in respect of which final replies have not been received (Nil).

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

(A) BOARD OF DIRECTORS

(Recommendation at Sl.No.1, Para 1.12)

1.4 In paragraph 1.12 of the Fifth Report (Tenth Lok Sabha) the Committee recommended that the Government should take serious efforts to draw a panel of suitable SC/ST persons with requisite background and experience for appointment on the Board of the Public Undertakings under the Department of Fertilizers and ensure that at least one SC/ST, official or non-official, is appointed as Director on the Board of Directors of PPL as well as other eight undertakings under the Department of Fertilizers.

1.5 In their reply the Government have stated as follows :-

"The recommendation has been noted. All efforts would be made to have at least one SC/ST Member on the Board of the Public Sector Undertakings under the administrative control of this Department."

1.6 The Committee are not convinced and consider the reply of the Government to be vague. Keeping in view the non-representation of either SC or ST in the Board of Directors of the Public Sector Undertakings under <sup>the</sup> administrative control of the Ministry of Chemicals and Fertilizers (Department of Fertilizers) the Committee would like to reiterate their recommendation that immediate <sup>steps</sup> ~~and serious efforts~~ should be <sup>take</sup> ~~made~~ to <sup>ensure that</sup> ~~include~~ at least one SC/ST as official or non-official Director <sup>is appointed</sup> on the Board of Directors of Paradeep Phosphates Ltd. as well as those of other eight Public Sector Undertakings under the Department of Fertilizers.

TRAINING ABROAD

(Recommendation S1 No.23,  
Para 5.12).

1.7 In para 5.12 of their Report the Committee recommended that keeping in view the fact the PPL is a new and small organisation and only four employees have been sent for training abroad during the last 3 years,

the Committee would like to recommend that in future, whenever names of employees are proposed for training abroad, a fair and proportionate representation should be given to SC/ST employees.

1.8. The Government in their reply have stated as follows:-

"A number of officers deputed to training abroad so far has been very limited. As far as possible a fair and proportionate representation of SC/ST employees will be considered while nominating officers for training abroad".

1.9. The Committee are not satisfied with the reply of the Government and would like to reiterate that a definite ~~percentage of~~ <sup>percentage of</sup> representation should be given to SC/ST employees whenever names of employees in PPL are proposed for training abroad.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

2

Recommendation (Sl. No. ~~1~~ Para 1.13)

The committee further note that the PPL Board had never discussed about the representation of SC/ST in services and other allied matters. They recommend that the Board of Directors of PPL and other undertakings should invariably review at regular interval the representation of SCs/STs and allied matters as one of the agenda items.

REPLY

1.13 The recommendation has been noted for compliance. Instructions are being issued to all the public sector undertakings under the administrative control of this Department that their Board of Directors should review at regular intervals the representation of SCs/STs and allied matters.



PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

Recommendation (Sl.No. <sup>3</sup> Para 2.21)

The committee recommend that the Directives of the Department of Personnel regarding the appointment of Liaison Officer and the constitution of a separate SC/ST cell in regard to its functioning should be strictly followed by the Department of Fertilizers in letter and spirit. Considering the importance of periodical inspection of rosters for ensuring proper implementation of reservation orders in offices/public undertakings under the Ministry/Department the committee desire that the Liaison officer appointed by the Ministry/Department, should undertake periodical inspection of rosters maintained by PPL.

REPLY

2.21 Deputy Secretary incharge of Administration in the Department of Fertilizers has been nominated as Liaison Officer to look after the matters pertaining to SCs/STs in the public undertakings under the administrative control of this Department. A separate SC/ST Cell in the General Coordination Section of the Department of Fertilizers is also functioning for the purpose. The rosters maintained by PPL were last inspected in December, 1991. Periodical inspection of rosters maintained by PPL would be undertaken by the Liaison Officer.

- 6 -

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

Recommendation (Sl. No. <sup>4</sup> Para 2.22)

The Committee are surprised to note that the process of appointing Liaison Officers in PPL started only in 1989 i.e. 8 years after the incorporation of the Company and adequate attention was not paid initially to SC/ST representation on various posts. This is a serious lapse on the part of the Management as well as the administrative Ministry. They desire that immediate steps should be taken to ensure implementation of reservation orders.

REPLY

2.22 PPL has taken following steps to ensure implementation of reservation orders :

1. Rosters have been prepared and the same were inspected by the Director of SC/ST and Ex-Official Deputy Commissioner (SC/ST), Government of India, Bhubaneswar.
2. Officers have been trained for implementation of SC/ST Reservation policy.
3. A special recruitment drive to clear the backlog of reserved vacancies for SC/ST has been undertaken and action plan for filling up 130 backlog vacancies for SC/ST has been prepared.
4. The matter regarding representation of SC/ST would be put up to Board of Directors of PPL at regular intervals for their review.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

Recommendation (Sl. No. <sup>5</sup> Para 2.23)

The Committee further desire that the two Liaison Officers at Corporate Office and in Plant Office should meet periodically to exchange their views and sort out the difficulties experienced in their day to day working in implementation of the reservation orders.

REPLY

2.23            The procedure of holding periodical meetings of Liaison Officers has been finalised and adopted by PPL.

- 8 -

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee of the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

6

Recommendation (Sl. No. 4 Para 2.24)

The Committee find that although the rosters in the Plant Office and Corporate Office of PPL were initially maintained from January 1988, and January 1989 respectively, these rosters have been recast and got prepared from the date of inception with the assistance of the Director for Scheduled Castes and Scheduled Tribes, Bhubaneswar. The Committee, with a view to preventing any aberration in the implementation of reservation rules in future, recommend that the Officers of PPL be given training in reservation rules and maintenance of rosters in order to enable them to inspect the rosters meticulously and ensure compliance of other orders connected with the reservation rules.

REPLY

2.24 Two Officers of PPL have already been trained. Some more Officers would be deputed for training to ensure compliance of Reservation Rules and maintenance of rosters.

- 9 -

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SCERETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Deparatment of Fertilizers) - Reservations for and employment of Scheduled Castes and Schduled Tribes in Paradeep Phosphates Limited.

Recommendation (Sl.No. <sup>7</sup> Para 2.25)

The Committee are not inclined to agree with the Statement of the Management of PPL that no complaint whatsoever has been received from either SC or ST employees during the last three years even though no separate complaint register was maintained for this purpose. In their opinion instead of leaving things to memory, a separate complaint/ grievance register should be maintained to record the complaints, as and when received from SCs/STs, and steps taken for their prompt disposal.

REPLY

2.25           A separate Complaint/Grievance Registeer is now being maintained by the SC/ST Grievance Cell of PPL to record the complaints /grievances received from SC/ST and for their disposal.

- 10 -

PRORORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

Recommendation (Sl. No. <sup>8</sup> Para 3.19)

The committee note with dismay that there has been huge shortfalls both in direct recruitment and in vacancies filled through promotions in PPL. The overall percentage of SC Employees in categories A, B, C, and D is 2.4, 4.4, 9.4 and 17 respectively and the corresponding percentage of STs is Nil, 1.5, 1.8 and Nil. The usual plea that suitable SC/ST candidates are not available is hardly convincing as there is no evidence to show that serious efforts were made in the past to recruit required number of SCs/STs. The location of the plant which obstructs the SCs/STs to join services in PPL, as stated, seems to be a distant truth. The principal reason for dismal low representation of SC/ST in the services of PPL, as has been stated elsewhere, is that in the initial stages recruitment was made on the plea of urgency to meet the requirement of project construction without paying adequate attention to the representation of SC/ST. The committee are not happy with the indifferent attitude adopted by the company in following the Presidential Directives. They recommend that all out efforts should be made to ensure prescribed representation of SCs/STs in the services of PPL without further delay. They also recommend that the PPL should assess the requirement of SC/ST manpower for the next five years category-wise and trade-wise and take measures for their timely selection and recruitment. In case candidates for a particular trade are generally not available the matter may be taken up with Govts. of Orissa and adjoining states for introduction

of such disciplines in their respective Industrial Training Institutes with provision for reservation of seats for SCs/STs in those disciplines.

REPLY

3.19 PPL have launched a Special Recruitment Drive to clear the backlog vacancies reserved for SC/ST. An Action Plan has been drawn for clearance of 130 backlog vacancies for SC/ST. The category-wise break up is as under :

<u>Catagory</u>	<u>SC</u>	<u>St</u>	<u>Total</u>
A	14	08	22
B	17	13	30
C	Nil	78	78
D	Nil	Nil	Nil
<hr/>			
Total	31	99	130
<hr/>			

2. As a part of Special Recruitment Drive, 1 Officer (SC) in Group B; 1 Accounts Assistant (SC) and 4 Trainees (ST) in Group C have joined. In addition to above the following offers have been issued :

<u>Catagory</u>	<u>SC</u>	<u>ST</u>	<u>Total</u>
A	03	Nil	03
B	02	Nil	02
C	02	23	25
D	Nil	Nil	Nil
<hr/>			
Total	07	23	30
<hr/>			

(A Committee inter alia comprising a representative of DOF was deputed to various Colleges/Educational Institutions located in the Districts predominantly inhabited by the Scheduled Tribes in the State of Orissa for selection of final year students for appointment in PPL as Trainees against regular vacancies. AS a result of this exercise, PPL have been able to issue 23 offers to the final year students belonging to Scheduled Tribe.

3. A written test for Junior Executive Trainees (JETs) in Chemicals Engineering, Accounts, Administration & Commercial and Marketing was held on 26.4.92 followed by interviews. Both in the written test and in the interview, the SC/ST candidates have been given concessions. Recruitment process is also on for exclusive selection of SC/ST trade/technician apprentices as well as to the regular posts.

4. As regards assessment of requirement of SC/ST manpower for the next five years category-wise and trade-wise it may be mentioned that the manpower requirement in PPL is under review and the requirement of SC/St manpower will be assessed after the review is completed by October, 1992.

5. The recommendation that in case candidates for a particular trade are generally not available, the matter might be taken up with the Govt. of Orissa and adjoining States for introduction of such disciplines in the respective industrial training institutes with the provision for reservation of seats for SCs/STs has been noted for compliance.



PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers  
(Department of Fertilizers) - Reservations for and employment  
of Scheduled Castes and Scheduled Tribes in Paradeep  
Phosphates Limited.

10

REcommendation (Sl.No. 4 para 3.21)

The committee further recommend that as per Government  
instructions whenever circumstances demand, vacancies  
reserved for SCs and STs should be interchanged.

REPLY

3.21 The vacancies reserved for SC/ST would be inter-  
changed as per the Government instructions.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Caste and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited .

Recommendation (Sl.No. <sup>12</sup> Para 4.7)

The Committee note that the Management of PPL have started giving advertisements for the reserved vacancies in various newspapers including local/regional newspapers, announcing these vacancies over All India Radio/Doordarshan and sending the copies of advertisements to recognised SC/ST associations since last year. This is a step in right direction and they would urge upon the Management to follow this procedure meticulously.

REPLY

4.7 The observation of the Committee has been noted for compliance. The procedure of giving advertisements for the reserved vacancies in the various newspapers including local/regional newspapers and announcement of these vacancies over All India Radio/Doordarshan and transmission of the copies of advertisement to recognised SC/ST Associations would be scrupulously followed.

PROFORMA FOR SENDING ACTION REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers  
(Department of Fertilizers) - Reservations for and employment  
of Scheduled Castes and Scheduled Tribes in Paradeep  
Phosphates Limited.

13  
Recommendation (Sl. No. 13 Para 4.8)

The Committee stress that besides sending the notification/  
advertisements for reserved vacancies to the concerned  
local Employment Exchange and special Employment Exchange  
for SC/ST at Bhubaneswar, the copies thereof should also  
be forwarded to central Employment Exchange, Employment  
Exchanges of neighbouring districts, especially the tribally  
populated ones, the Director General of Employment and  
Training as well as Director of Social Welfare of Orissa  
for sponsoring suitable SC/ST candidates.

REPLY

4.8 At present PPL are sending copies of the Advertise-  
ments issued to the following Agencies for sponsoring  
the names from SC/ST candidates :

1. Local Employment Exchange
2. Special Employment Exchange for SC /ST, Bhubaneswar
3. Orissa State Depressed Classes League, Bhubaneswar

In addition to the above, copies of advertisement would  
also be sent in future to Central Employment Exchange;  
Employment of Exchanges of neighbouring Distdricts; Director  
General of Employment and Training as well as Director  
of Social Welfare of Orissa as recommended by the Committee.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers  
(Department of fertilizers) - Reservations for and employment  
of Scheduled Castes and Scheduled Tribes in Paradeep  
Phosphates Limited .

Recommendation (Sl. No. <sup>14</sup> Para 4.9)

The Committee would also like the Management to forward  
copies of recruitment notifications, especially relating  
to SCs/STs, to various recognised SC/ST Welfare Organisa-  
tions in the country who may motivate the SC/ST candidates  
of that area to apply for these posts.

REPLY

4.9        Copies of the Advertisement are sent to SC/ST  
Associations in the State of Orissa. Hence-forth copies  
of the Advertisement would also be sent to various recognised  
SC/ST Welfare Organisations in the country.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

Recommendation (Sl. NO. <sup>15</sup> Para 4.10)

The Committee are not convinced with the grounds put forward for not communicating the reasons for the rejection of SC/ST candidates to the sponsoring employment exchange and they hope that henceforth, as assured to the Committee, reasons for the rejection of SC/St candidates alongwith other details would be furnished to the Employment Exchange as per Government guidelines.

REPLY

4.10 This procedure has been adopted and will continue to be followed in future.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(Tenth Lok Sabha) on the Ministry of Chemicals and Fertiliz-  
ers (Department of Fertilizers) - Reservations for and  
employment of Scheduled Castes and Scheduled Tribes in  
Paradeep Phosphates Limited.

Recommendation (Sl. No. <sup>16</sup> Para 4.11)

The Committee would also like to emphasise that interviews  
for recruitment of SC/ST candidates, whether exclusively  
for recruitment of SCs/STs or otherwise, should be held  
separately vis-a-vis the general candidates as per the  
Government Directives.

REPLY

4.11 The interviews for Scheduled Castes and Scheduled  
Tribes are conducted separately and not alongwith the  
General candidates.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers  
(Department of Fertilizers) - Reservations for and employment  
of Scheduled Castes and Scheduled Tribes in Paradeep  
Phosphates Limited.

Recommendation (Sl.No. <sup>18</sup> Para 4.18)

They would also like the Management to give due concessions  
to SCs/STs at the time of effecting their promotions  
both for officers and other grades. Besides, while considering  
the SC/ST employees for promotion their ACRs should be  
evaluated as per Government instructions and due weightage  
be given to them.

REPLY

4.18 SC/ST candidates are given concession of 10%  
marks at the time of effecting promotion. Weightage as  
per the Government policy while evaluating the Appraisal  
Reports of the SC/ST employees will be given .

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAL

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited .

Recommendation (Sl.No. <sup>19</sup> Para 4.24)

The Committee note that during 1989, six DPCs and 17 Selection Committees were constituted but no SC/ST representatives was included in any of the DPCs/Selection Committees . In 1990 also out of 28 DPCs and 30 Selection Committees, SC/ST was represented only in 6 DPCs and 20 Selection Committees. No reason whatsoever, has been given for non-inclusion of SC/ST representative in all the DPCs/Selection Committees. Considering the fact that there are clear instructions of the Department of Personnel that atleast one person belonging to SC/ST community should invariably be included in all such Recruitment Boards/Departmental Promotion Committees. The Committee consider the non-inclusion of any SC/ST member on the DPCs and Selection Boards as a serious lapse on the part of the Management. They hope that in future PPL would follow the instructions of Department of Personnel scrupulously and take every possible care to ensure that such mistakes are not repeated.

REPLY

4.24 The procedure of associating representative of SC/ST in DPCs/Selection Board Committees has been adopted and will be scrupulously followed.



PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers  
(Department of Fertilizers) - Reservations for and employment  
of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates  
Limited.

20  
REcommendation (Sl. No. 4.25) Para 4.25)

The Committee are glad to note that due weightage was  
given to the views of SC/ST members on the Board in  
the selection of a Hindi Typist and would urge upon the  
Management to maintain that spirit in future recruitments  
and similar concessions be extended to SC/ST candidates  
in their selection for other posts.

REPLY

4.25      The observation of the Committee has been noted.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers  
(Department of Fertilizers) - Reservations for and employment  
of Scheduled Castes and Scheduled Tribes in Paradeep  
Phosphates Limited.

Recommendation (Sl.No. <sup>21</sup> ~~2~~ Para 5.10)

The Committee find that under the general 'Apprentice  
Training Scheme' the number of SCs and STs given training  
was negligible until the commencement of the exclusive  
apprentice training programme for SCs and STs in 1991  
when 35 SC/ST candidates were given training. They would  
suggest that PPL should resort to such exclusive training  
programmes for SCs and STs periodically.

REPLY

5.10 Training programme exclusively for SCs/STs would  
be resorted to periodically. Recently some 23 ST candidates  
from colleges have been selected for exclusive training  
in the various trades and their appointment in the  
company.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limitd.

Recommendation (Sl. No. 4 Para 3.20)

As a measure to improve the position, the Management should undertake immediate special recruitment drives to wipe out the existing shortfalls in both SC and ST categories. Particularly in the case of STs, the Committee suggest, as agreed to during evidence, that a special recruitment team should visit the tribal districts in Orissa within three months with a view to finding out suitable ST candidates for appointment in the Company.

REPLY

3.20 A committee was constituted in PPL inter-alia comprising the Liaison Officer of Department of Fertilizers and deputed to visit various Educational institutions located in District predominantly inhabited by Scheduled Tribes in the State of Orissa. The committee interviewed final year students and as a result of this exercise, 23 offers as Trainees in PPL have been issued to Scheduled Tribe candidates. They will be regularised on completion of their Training against the backlog vacancies for ST. Further, a special recruitment drive is also on for the recruitment of SC/ST trade/technician apprentices as well as for the regular posts.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(tenth Lok Sabha ) on the Ministry of Chemicals and Fertilizers  
(Department of Fertilizers) - Reservations for and  
employment of Scheduled Castes and Scheduled Tribes in  
Paradeep Phosphates Limited .

Recommendation (Sl. No. <sup>11</sup> Para 3.22)

The Committee also desire PPL to take adequate remedial  
measures to wipe out shortfall of SCs/STs in promotions.  
The Committee would like to be apprised of the steps  
taken by the Management to improve the representation  
of SCs/STs in PPL and the results achieved within six  
months.

REPLY

3.22        A report on the steps taken by PPL to improve  
the representation of SCs/STs would be sent to the Committee  
within six months. It may be mentioned that all eligible  
SC/ST employees have been promoted in PPL in the past.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

Recommendation (Sl.No. <sup>17</sup> Para 4.17)

The Committee regret to note that there was no promotion policy for the officers cadre in PPL till April 1991 and for other employees it is yet to be finalised by the Industrial Tribunal and formulated thereafter. The committee feel that such an inordinate delay amount to denial of promotion to eligible persons in time and not only puts them to financial loss but also affects adversely their future career and efficiency. They recommend that the management should take up the matter with the Tribunal on a priority basis and get the workers promotion policy case settled expeditiously.

REPLY

4.17 The matter relating to promotion policy in respect of workers is pending before the Industrial Tribunal. However, the workers have been promoted to the next higher grade on the basis of norms for promotion agreed to between the management and the Union. The pendency of matter before the Industrial Tribunal has not, in any way, resulted in denial of promotion to the workers, and as such the career of the workers has not been affected. The management of PPL is pursuing with the Tribunal to dispose off the matter at the earliest possible.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Sceduled Castes and SCheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

22

Recommendation (Sl.No. 4 Para 5.11)

The Committee note that the second phase of the PPL project is yet to be completed and pending completion of its Project. PPL might be facing difficulties in initiating pre-recruitment training programmes. The Committee are, however, not fully convinced with the reply that PPL does not have adequate infrastructural facilities for imparting in servcie training. It is a matter of concern that even though there is a huge shortfall in the promotion of SC/ST employees, no in-service training is being imparted to SC/ST employes in PPL The Committee, therefore, recommend that PPL should immediately start imparting in-service training to SC/ST candidates, as per Government instructions, to bring them up to the requisite standard so that they can compete with the general candidates for promotion to the next higher posts.

REPLY

5.11 The Human Resources Development Deptt. had started functioning in the Plant very recently. As per Government instructions, HRD Department at Plant will impart training exclusively for SC/ST employees so as to bring them up to the requisite standard so that they may compete with the general candidates.

## CHAPTER - IV

Recommendations/observations replies to which have not been accepted by a Committee at which require reiteration.

### PROFORMA FOR SENDING ACTION TAKEN REPLIES TO LOK SABHA SECRETARIAT

Statement showing the action taken on the recommendations/ conclusions contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers (Department of Fertilizers) Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited.

Recommendation (Sl. No. 1 Para 1.12)

The committee recommend that the Government should make serious efforts to draw a panel of suitable SC/ ST persons with requisite background and experience for appointment on the Board of the public undertakings under the Department of Fertilizers and ensure that at least one SC/ST, official or non-official, is appointed as Director on the Board of Directors of PPL as well as other eight undertakings under the Department of Fertilizers.

#### REPLY

1.12 The recommendation has been noted. All efforts would be made to have atleast one SC/ST Member on the Board of the public sector undertakings under the administrative control of this Department.

PROFORMA FOR SENDING ACTION TAKEN REPLIES  
TO LOK SABHA SECRETARIAT

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Statement showing the action taken on the recommendations/  
conclusions contained in the Fifth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled Tribes  
(Tenth Lok Sabha) on the Ministry of Chemicals and Fertilizers  
(Department of Fertilizers) - Reservations for and employment  
of Scheduled Castes and Scheduled Tribes in Paradeep  
Phosphates Limited.

Recommendation (Sl.No. <sup>23</sup> Para 5.12)

Keeping in view the fact that PPL is a new and small  
organisation and only four employees have been sent for  
training abroad during the last three years, the Committee  
would like to recommend that in future, whenever names  
of employees are proposed for training abroad, a fair  
and proportionate representation should be given to SC/ST  
employees.

REPLY

5.12 A number of Officers deputed to training abroad  
so far has been very limited. AS far as possible a fair  
and proportionate representation of SC/ST employees will  
be considered while nominating officers for training  
abroad.



CHAPTER-V

RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLY  
OF GOVERNMENT HAS NOT BEEN RECEIVED.

----- I I L -----

NEW DELHI;

13 December, 1993

17 Agrahayana, 1915 (S).



PARASRAM BHARDWAJ

Chairman,

Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

## APPENDIX

Analysis of the Action Taken by Government on the recommendations/observations contained in the Fifth Report(Tenth Lok Sabha) of the Committee.

(vide para 4 of introduction)

I. Total number of Recommendations .....

II. Recommendations/observations which have been accepted by Government(vide Recommendations Sl Nos.2,3,4,5,6,7,8,10,12,13,14,15,16,18, 19,20 and 21)

Number .....

Percentage to total .....

III. Recommendations/observations which the Committee do not desire to pursue in view of Government replies(vide Recommendations Sl Nos.9,11,17 & 22.)

Number .....

Percentage to total .....

IV. Recommendations/observations in respect of which replies of Government have not been accepted and which require reiteration (vide Recommendations Sl Nos. 1 & 23)

Number .....

Percentage to total .....

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

Number .....

Percentage to total .....

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1993-94)  
..

(TENTH LOK SABHA)

SECOND SITTING

30.06.1993

The Committee sat from 15.00 hrs. to 16.00 hrs.

PRESENT

Shri Paras Ram Bhardwaj - Chairman

MEMBERS

LOK SABHA

2. Shri Mahendra Baitha
3. Shri Anadi Charan Das
4. Shri Birsingh Mahato
5. Shri Rup Chand Murmu
6. Shri Raj Narain
7. Dr. (Smt.) Padma
8. Dr. Ramesh Chand Tomar
9. Shri Phool Chand Verma

RAJYA SABHA

10. Shri N.E. Balram
11. Shri Ram Deo Bhandari
12. Dr. Faguni Ram
13. Smt. Kailashpati
14. Shri G.Y. Krishnan
15. Shri Mentay Padmanabhan
16. Shri Nam Ratan Ram

SECRETARIAT

1. Shri R.K. Chatterjee, Deputy Secretary.
2. Shri Babu Ram, Under Secretary.

2. The Committee sat to consider and adopt the Draft  
X Report on Action Taken by Government on recommendation  
contained in the Fifth Report (Tenth Lok Sabha) of the  
Committee on the Welfare of Scheduled Castes and Scheduled  
Tribes on the Ministry of Chemicals and Fertilisers  
(Department of Fertilisers) - Reservations for and  
Employment of Scheduled Castes and Scheduled Tribes in  
Paradeep Phosphates Limited.

3. After some discussion the Committee decided to adjourn  
for certain latest information from the Ministry and to  
sit on a later date to consider and adopt the aforesaid  
Report.

4. The Committee then adjourned.

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1993-94)

...

(TENTH LOK SABHA)

ELEVENTH SITTING

07.10.1993

The Committee sat from 15.00 hrs. to 17.00 hrs.

PRESENT

Shri Paras Ram Bhardwaj - Chairman

MEMBERS

LOK SABHA

2. Shri Mahendra Baitha
3. Shri Ram Prakash Chaudhary
4. Shri Anadi Charan Das
5. Shri Kadambur M.R. Janardhanan
6. Shri Bheru Lal Meena
7. Shri K.H. Muniyappa
8. Shri Raj Narain
9. Shri Harchand Singh
10. Dr. Ramesh Chand Tomar
11. Shri Phool Chand Verma

RAJYA SABHA

12. Shri Prakash Yashwant Ambedkar
13. Shri N.E. Balram
14. Shri Ram Deo Bhandari
15. Dr. Faguni Ram
16. Shri G.Y. Krishnan
17. Shri Ram Ratan Ram

SECRETARIAT

1. Shri S.C. Gupta , Joint Secretary
2. Shri R.K. Chatterjee, Deputy Secretary
3. Shri Babu Ram, Under Secretary.

2. The Committee considered Draft Reports on (i) Action Taken by Government on the recommendations contained in their Fifth Report (Tenth Lok Sabha) on the Ministry of Chemicals and Fertilisers (Department of Fertilisers ) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Paradeep Phosphates Limited and (ii) Action Taken by Government on the recommendations contained in their Thirteenth Report (Tenth Lok Sabha) on the Ministry of Petroleum and Natural Gas - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Gas Authority of India Limited and adopted those with certain modifications as shown in Annexure.

3. The Committee also decided not to go on Tour during the month of October in view of the Assembly Elections to be held in Delhi and some other States in November, 1993. They however decided to go on tour as already approved in January, 1994, after the Assembly Elections and Winter Session of the Lok Sabha.

4. The Committee then adjourned.

MODIFICATION AS CARRIED OUT IN THE DRAFT REPORT ON ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS OF THE COMMITTEE CONTAINED IN THEIR FIFTH REPORT (TENTH LOK SABHA) ON THE MINISTRY OF CHEMICALS AND FERTILISERS (DEPARTMENT OF FERTILISERS).

Sl. No.	Page No.	Para No.	Line No.	Modification
1.	4	1.6	7	<u>For</u> "and serious efforts" <u>Read</u> "steps"
2.	4	1.6	7	<u>For</u> "made" <u>Read</u> "taken"
3.	4	1.6	8	<u>For</u> "include" <u>Read</u> "ensure that"
4.	4	1.6	9	<u>After</u> "Director" <u>Add</u> "is appointed"
5.	5	1.9	3	<u>For</u> "proportion and" <u>Read</u> "percentage of"