

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

(TENTH LOK SABHA)

TWENTY NINTH REPORT

ON

MINISTRY OF COAL


AUTHENTICATED COPY

RESERVATIONS FOR AND EMPLOYMENT OF SCHEDULED CASTES
AND SCHEDULED TRIBES IN COAL INDIA LIMITED.

Presented to Lok Sabha on 29.04.1994

Laid ~~in~~ in Rajya Sabha on 29.04.1994

LOK SABHA SECRETARIAT

NEW DELHI

April, 1994/Vaisakha, 1916(S)

Price : Rs.

CONTENTS

| | <u>Pages</u> |
|---|--------------|
| Composition of the Committee | |
| Introduction | |
| <u>CHAPTER I</u> | |
| <u>REPRESENTATION & IN BOARD OF DIRECTORS</u> | |
| A. Organisational Set Up | 1 |
| B. Board of Directors | 1-5 |
| <u>CHAPTER II</u> | |
| <u>RESERVATIONS IN SERVICES</u> | |
| A. Recruitment | 6 |
| B. Promotions | 17 |
| <u>CHAPTER III</u> | |
| <u>TRAINING FACILITIES</u> | |
| A. Pre-Recruitment Training | 30 |
| B. In-Service Training | 32 |
| C. Training Abroad | 32 |
| <u>CHAPTER IV</u> | |
| <u>MISCELLANEOUS</u> | |
| A. Advertisement of Reserved Vacancies | 35 |
| B. Rejection of SC/ST candidates | 35 |
| C. Interview of SC/ST candidates | 36 |
| D. Notice Period | 36 |
| E. Complaints/Grievances | 37 |
| F. False Caste Certificates | 39 |
| G. Socio-Economic Development | 40 |
| H. Supervision and Vigilance | 41 |
| I. Annual Report | 41 |

.....

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-Ninth Report (Tenth Lok Sabha) on Ministry of Coal - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Coal India Limited.

2. The Committee took evidence of the representatives of Ministry of Coal and Coal India Limited on 23.8.1993 and 24.3.1994. The Committee wish to express their thanks to the officers of the Ministry of Coal and Coal India Limited for placing before the Committee material and information the Committee desired in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 26 April, 1994.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix).


AUTHENTICATED COPY

(PARAS RAM BHARDWAJ)

Parliamentary Secretary on the Welfare of Scheduled Castes and Tribes
Chairman,

Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

NEW DELHI ;

April, 1994
Vaisakha, 1916(S)

CHAPTER-I

RESERVATION IN BOARD OF DIRECTORS

A. Organisational set-up

1.1 The Committee have been informed that with effect from 1 November, 1975 the entire coal industry excepting Singreni Collieries has been reorganised with Coal India Limited as the Holding Company having its headquarters at Calcutta under the administrative control of the Ministry of Coal with seven producing subsidiaries i.e. Eastern Coalfields Limited, Bharat Coking Coal Limited, Central Coalfields Limited, Northern Coalfields Limited, Western Coalfields Limited, South Eastern Coalfields Limited, and Mahanadi Coalfields Limited and one Planning and Design subsidiary i.e. Central Mines Planning and Design Institute Limited all situated in different parts of the country.

B. Board of Directors

1.2 The Board of Directors of Coal India Ltd. consists of three Functional Directors viz. Director (Technical), Director (Finance) and Director (Personnel) and a few part-time Directors headed by the Chairman-cum-Managing Director. Similarly, each producing subsidiary company has its own Board of Directors consisting of four Functional Directors i.e. Director (Operations), Director (Finance), Director (Planning & Projects), and Director (Personnel) and other part-time Directors headed by the Chairman and Managing Director. The Committee have been apprised that in the constitution of the Board of Directors of the subsidiaries there are some minor variations depending upon the requirement.

1.3 As regards the procedure regarding selection and appointment of Directors the Committee have been informed that the Department of Personnel and Training vide their Resolution dated the 3rd March, 1987 have set up the Public Enterprises Selection Board(PESB) and it is the responsibility of the PESB for making selection to Board level posts in the Central Public Sector Undertakings. The posts of full-time Directors including the Chairman and Managing Director are filled up by Government on the recommendations of Public Enterprises Selection Board.

1.4 So far as appointment of part-time Directors on the Board of Coal India Ltd. is concerned the policy has been to appoint representatives of Coal India Ltd. subsidiaries, Ministry of Coal, related Ministries like Steel, Power, Railway and management experts, labour representatives and nominees of national level Trade Associations for representing consumers.

1.5 The Committee desired to know as to who was appointing the full-time Directors prior to March, 1987 i.e. the date of constitution of the PESB, the Ministry replied that the date of constitution of PESB had inadvertently been mentioned as 3.3.1987 whereas the PESB has been in existence since 1974 and has been responsible for making selection to Board level posts in the Central Public Sector Undertakings.

1.5 Similarly, regarding the appointment of non-functional or part-time Directors when the Committee desired to know whether any eligibility criteria had been fixed for appointment of representatives of the subsidiaries of Coal India Ltd., various Ministries etc. on the Board, it was

CHAPTER-I

RESERVATION IN BOARD OF DIRECTORS

A. Organisational set-up

1.1 The Committee have been informed that with effect from 1 November, 1975 the entire coal industry excepting Singreni Collieries has been reorganised with Coal India Limited as the Holding Company having its headquarters at Calcutta under the administrative control of the Ministry of Coal with seven producing subsidiaries i.e. Eastern Coalfields Limited, Bharat Coking Coal Limited, Central Coalfields Limited, Northern Coalfields Limited, Western Coalfields Limited, South Eastern Coalfields Limited, and Mahanadi Coalfields Limited and one Planning and Design subsidiary i.e. Central Mines Planning and Design Institute Limited all situated in different parts of the country.

B. Board of Directors

1.2 The Board of Directors of Coal India Ltd. consists of three Functional Directors viz. Director (Technical), Director (Finance) and Director (Personnel) and a few part-time Directors headed by the Chairman-cum-Managing Director. Similarly, each producing subsidiary company has its own Board of Directors consisting of four Functional Directors i.e. Director (Operations), Director (Finance), Director (Planning & Projects), and Director (Personnel) and other part-time Directors headed by the Chairman and Managing Director. The Committee have been apprised that in the constitution of the Board of Directors of the subsidiaries there are some minor variations depending upon the requirement.

1.3 As regards the procedure regarding selection and appointment of Directors the Committee have been informed that the Department of Personnel and Training vide their Resolution dated the 3rd March, 1987 have set up the Public Enterprises Selection Board(PESB) and it is the responsibility of the PESB for making selection to Board level posts in the Central Public Sector Undertakings. The posts of full-time Directors including the Chairman and Managing Director are filled up by Government on the recommendations of Public Enterprises Selection Board.

1.4 So far as appointment of part-time Directors on the Board of Coal India Ltd. is concerned the policy has been to appoint representatives of Coal India Ltd. subsidiaries, Ministry of Coal, related Ministries like Steel, Power, Railway and management experts, labour representatives and nominees of national level Trade Associations for representing consumers.

1.5 The Committee desired to know as to who was appointing the full-time Directors prior to March, 1987 i.e. the date of constitution of the PESB, the Ministry replied that the date of constitution of PESB had inadvertantly been mentioned as 3.3.1987 whereas the PESB has been in existence since 1974 and has been responsible for making selection to Board level posts in the Central Public Sector Undertakings.

1.5 Similarly, regarding the appointment of non-functional or part-time Directors when the Committee desired to know whether any eligibility criteria had been fixed for appointment of representatives of the subsidiaries of Coal India Ltd., various Ministries etc. on the Board, it was

stated that no specific eligibility criteria had been fixed except that they should belong to the Deptt/Organisation or specialised field sought to be represented. It was clarified that representation of the various Institutions/Organisations, as mentioned above, in the Board of Coal India Ltd. was necessary since Coal, being a core industry, had many linkages with the Government and Industry and such representation help^{ed} in co-ordination, resolution of inter-departmental issues and provides valuable feedback. It was further elaborated that appointment of the representatives of the subsidiaries of Coal India Ltd. in the Board of Directors of the latter had been provided for proper coordination between the holding company and its subsidiaries.

1.7 The Committee have also been informed that at present there is no one belonging to either SC or ST community in the Board of Directors of Coal India Ltd. When the Committee desired to know the constraints/difficulties, the Ministry of Coal or Coal India Ltd. was facing in appointing an SC or ST on the Board of Directors of Coal India Ltd. especially as a part-time Director it was stated that there was no difficulty in appointing a person belonging to SC/ST category as a part-time Director in the Board of Coal India Ltd. provided his name was suggested by the concerned organisation and his selection was based on similar criteria as in the case of others.

1.8 During evidence the representative of the Ministry of Coal elaborated that there was no provision of reservation for SCs and STs in the Board of Directors. But if there was any eligible candidate belonging to SC/ST community he might be considered for the post of Director. He further submitted that whenever they got an opportunity they tried to appoint an SC/ST on the Board of Directors.

1.9 When asked whether any SC/ST had ever been appointed as Director, full-time or part-time in any of the subsidiaries of Coal India Ltd. the Committee have been informed that since there is no provision of reservation provided for SCs and STs for appointment on the Boards of Public Sector Undertakings no such record has been maintained. It was, however, added that in the very recent past two ST officers of the Ministry of Coal had been appointed as part-time Directors on the Boards of Central Coalfields Ltd. and Eastern Coalfields Ltd.. Further, one officer belonging to the SC/ST community was appointed as full-time Director on the Board of Central Coalfields Ltd. in May, 1990 and he retired on attaining the age of superannuation on 31 December, 1992 from Northern Coalfields Ltd. which was his last posting as Director (Personnel).

1.10 The Committee are unhappy to note that at present there is no Director belonging to SC/ST category on the Board of Directors of Coal India Ltd. They feel that the scope for appointment of an SC/ST especially as a part-time Director on the Board of Coal India Ltd. and its subsidiaries is much wider in comparison to some other Public Sector Undertakings the Committee have examined in the past. Taking into consideration the various Organisations/Institutions/Departments/Ministries from which Coal India Ltd. draw its part-time Directors it should not be difficult to find suitable SC or ST persons for appointment on the Board. The Committee therefore recommend that serious and sincere efforts should be made to appoint at least one person belonging to SC or ST community as a part-time Director on the Board of Coal India Ltd. They would also like the Ministry of Coal to advise the concerned organisations/departments to suggest the names of suitable SC/ST officers as it would facilitate their appointment on the Board of Coal India Limited.

1.11 The Committee regret to note that no records of the SC/ST officers so far appointed on various Boards is being maintained. However, as per records of the Ministry, in the very recent past, two ST officers of the Ministry of Coal have been appointed as part-time Directors on the Boards of Central Coalfields Ltd. and Eastern Coalfields Ltd. A member of SC community also function^{ed} as full-time Director from May, 1990 to December, 1992. The Committee recommend that henceforward the records of appointment of SC/ST officers on the Boards of all the eight subsidiaries of Coal India Ltd. be maintained. Efforts should also be made to increase their representation on the Board of Directors of the subsidiaries.

CHAPTER-II

RESERVATION IN SERVICES

A. Recruitment

2.1 The Committee have been informed that the percentage of reservation for recruitment of executives which is done centrally by Coal India Ltd. on All India basis has been fixed at 15% for SCs and 7½% for STs whereas percentage of reservation for recruitment of non-executives which is done at subsidiary level varies from State to State as per Government instructions.

Staff Strength

2.2 The staff strength of Coal India Ltd. and all of its subsidiaries as ^{on} 31.12 1993 was stated to be as under :-

| Company | Category of Posts | Total No. of employee | Number of employee E.1-E.3 | Number of Employees | | Percentage of | | Shortfalls of | |
|---------|-------------------|-----------------------|----------------------------|---------------------|-------|----------------------|-------|---------------|---------|
| | | | | SC | ST | SC | ST | SC | ST |
| ECL | A | 3141 | 1047 | 102 | 11 | 3.25 | 0.35 | 369.2 | 224.6 |
| | B | 2644 | | 112 | 20 | 4.24 | 0.76 | 284.6 | 178.3 |
| | C | 113900 | | 30875 | 12889 | 27.11 | 11.32 | -13790.0 | -4346.5 |
| | D | 53800 | | 10783 | 3701 | 20.04 | 6.88 | -2713.0 | 334.0 |
| | D(S) | 1317 | | 1314 | 3 | 99.77 | 0.23 | -1116.5 | 95.8 |
| Total | | 174802 | 1047 | 43186 | 16624 | 24.71 | 9.51 | -16965.7 | -3513.9 |
| BCCL | A | 3663 | 1945 | 82 | 24 | 2.24 2.24 | 0.66 | 467 | 250 |
| | B | 3019 | | 42 | 19 | 1.39 | 0.66 | 411 | 207 |
| | C | 109442 | | 34186 | 12156 | 31.24 | 11.11 | -17770 | -3940 |
| | D | 39572 | | 12205 | 3019 | 30.84 | 7.63 | -6269 | -51 |
| | D(S) | 2024 | | 2024 | - | 100.00 | - | -1720 | - |
| Total | | 157720 | 1945 | 48539 | 15210 | 80.70 | 9.65 | | |
| CCL | A | 2997 | 1509 | 85 | 81 | 2.84 | 2.70 | 364.6 | 143.8 |
| | B | 2543 | | 209 | 137 | 8.22 | 5.39 | 172.5 | 83.7 |
| | C | 65674 | | 12917 | 9625 | 19.67 | 14.56 | -3065.9 | -4699.5 |
| | D | 23423 | | 6229 | 5187 | 26.59 | 22.14 | -2715.6 | -3430.3 |
| | D(S) | 1644 | | 1635 | 1 | 99.45 | 0.06 | -1388.4 | 122.3 |
| Total | | 96281 | 1509 | 21075 | 15031 | 21.89 | 15.61 | -6632.9 | -7809.9 |

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------|---|-------|---|------|-------|-------|--------|-------|---------|----------|
| WGL | | | | | | | | | | |
| A | | 2300 | | 1473 | 178 | 43 | 7.74 | 1.87 | 167.0 | 129.5 |
| B | | 2750 | | | 298 | 120 | 10.84 | 4.36 | 114.5 | 86.3 |
| C | | 44895 | | | 11393 | 6384 | 25.38 | 14.22 | -4658.8 | -3016.9 |
| D | | 33971 | | | 8587 | 5265 | 25.28 | 15.50 | -3491.4 | -2717.2 |
| D(S) | | 778 | | | 764 | 14 | 98.20 | 1.80 | -647.3 | 44.4 |
| Total | | 84694 | | 1473 | 21220 | 11826 | 25.05 | 13.96 | -8515.9 | -5474.0 |
| SFCL | | | | | | | | | | |
| A | | 2520 | | 179 | 127 | 46 | 5.04 | 1.83 | 251.0 | 143.0 |
| B | | 3499 | | | 684 | 666 | 19.55 | 19.03 | -159.2 | -403.6 |
| C | | 49983 | | | 9657 | 10046 | 19.32 | 20.10 | -2159.6 | -6297.3 |
| D | | 40293 | | | 12204 | 11167 | 30.29 | 27.71 | -6160.1 | -8145.0 |
| D(S) | | 898 | | | 896 | 0 | 99.78 | 00.00 | -761.3 | 67.4 |
| Total | | 97193 | | 179 | 23568 | 21925 | 24.25 | 22.56 | -8989.1 | -14635.5 |
| NCL | | | | | | | | | | |
| A | | 452 | | 715 | 81 | 10 | 17.92 | 2.21 | -13.2 | 23.9 |
| B | | 894 | | | 40 | 11 | 4.47 | 1.23 | 94.1 | 56.1 |
| C | | 9010 | | | 911 | 322 | 10.11 | 3.57 | 440.5 | 353.8 |
| D | | 4714 | | | 1048 | 457 | 22.23 | 9.69 | -340.9 | -103.5 |
| D(S) | | 361 | | | 361 | 0 | 100.00 | 0.00 | -306.9 | 27.1 |
| Total | | 15431 | | 769 | 2441 | 800 | 15.82 | 5.18 | -126.4 | 357.3 |
| CMPDIL | | | | | | | | | | |
| A | | 1146 | | 512 | 20 | 13 | 1.75 | 1.13 | 151.9 | 73.0 |
| B | | 405 | | | 32 | 25 | 7.90 | 6.17 | 28.8 | 5.4 |
| C | | 1410 | | | 151 | 127 | 10.71 | 9.01 | 60.5 | -21.3 |
| D | | 1195 | | | 140 | 177 | 11.72 | 14.81 | 39.3 | -87.4 |
| D(S) | | 58 | | | 40 | 9 | 68.97 | 15.52 | -31.3 | 4.7 |
| Total | | 4214 | | 512 | 383 | 351 | 9.09 | 8.33 | 249.1 | -35.0 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------------------|-------|-------|-----|------|------|--------|-------|--------|---------|
| NEC | A | 124 | 93 | 9 | 7 | 7.26 | 5.65 | 9.6 | 2.3 |
| | B | 55 | | 5 | 0 | 9.09 | 0.00 | 3.3 | 4.1 |
| | C | 2342 | | 70 | 20 | 2.99 | 0.85 | 281.3 | 155.7 |
| | D | 2559 | | 113 | 14 | 4.42 | 0.55 | 270.9 | 177.9 |
| | Total | 5080 | 93 | 197 | 41 | 3.88 | 0.81 | 565.0 | 340.0 |
| DCC | A | 84 | 54 | 3 | 1 | 3.57 | 1.19 | 9.6 | 5.3 |
| | B | 35 | | 1 | 0 | 2.86 | 0.00 | 4.3 | 2.6 |
| | C | 494 | | 34 | 6 | 6.88 | 1.21 | 40.1 | 31.1 |
| | D | 93 | | 9 | 0 | 9.68 | 0.00 | 5.0 | 7.0 |
| | D(S) | 4 | | 4 | 0 | 100.00 | 0.00 | -3.4 | 0.3 |
| | Total | 710 | 54 | 51 | 7 | 7.18 | 0.99 | 55.5 | 46.3 |
| MCL | A | 364 | 505 | 35 | 2 | 9.62 | 0.55 | 19.6 | 25.3 |
| | B | 397 | | 25 | 16 | 6.30 | 4.03 | 34.6 | 13.8 |
| | C | 12261 | | 1531 | 1348 | 12.49 | 10.99 | 308.2 | -428.4 |
| | D | 8233 | | 1647 | 1318 | 19.99 | 16.00 | -411.3 | -700.2 |
| | D(S) | 233 | | 219 | 14 | 93.99 | 6.01 | -184.1 | 3.5 |
| | Total | 21493 | 505 | 3457 | 2698 | 15.08 | 12.55 | -233.1 | -1086.0 |
| CIL (HQ) & RSOs | A | 415 | 312 | 3 | 0 | 0.72 | 0.00 | 59.3 | 31.1 |
| | B | 241 | | 4 | 0 | 1.66 | 0.00 | 32.2 | 18.1 |
| | C | 722 | | 14 | 3 | 1.94 | 0.42 | 94.3 | 51.2 |
| | D | 253 | | 11 | 2 | 4.35 | 0.79 | 27.0 | 17.0 |
| | D(S) | 13 | | 13 | 0 | 100.00 | 0.00 | -11.1 | 1.0 |
| | Total | 1644 | 312 | 45 | 5 | 2.74 | 0.30 | 201.6 | 118.3 |

2.3 The number of backlog vacancies in the posts reserved for SCs and STs in various categories in Coal India Ltd.(HQRS.) and its subsidiaries as on 31.12. 1993 was stated to be as under :-

| | Category | No. of Backlog vacancies | |
|------------|----------|--------------------------|-----|
| | | SC | ST |
| CIL(HQRS.) | A | 322 | 255 |
| | B | - | - |
| | C | - | - |
| | D | 20 | 4 |
| Total | | 342 | 260 |
| BOCL | B | 19 | 13 |
| | C | 189 | 294 |
| | D | 58 | 92 |
| | Total | 266 | 399 |
| OCL | B | 3 | 2 |
| | C | 47 | 12 |
| | D | 324 | - |
| | Total | 374 | 14 |
| WCL | B | 3 | 7 |
| | C | 5 | 21 |
| | D | 4 | 20 |
| | Total | 12 | 48 |
| | | | |

| | Category | No. of backlog vacancies | |
|-------|---------------------------|--------------------------|-----|
| | | SC | ST |
| NCL | B | 7 | 23 |
| | C | 1 | 142 |
| | D | - | 573 |
| | Total | 8 | 738 |
| MCL | B | 0 | - |
| | C | 13 | 22 |
| | D | 7 | 39 |
| | Total | 20 | 61 |
| CMPDI | NIL in all the categories | | |
| NEC | C | 2 | - |
| | D | - | - |
| | Total | 2 | - |
| ECL | C | 5 | 4 |

2.4 As regards the reasons for shortfalls in various categories of posts, especially in Groups A and B in Coal India Ltd. and its subsidiaries the Committee have been informed that the shortfall is mainly due to the fact that the percentage of SC/ST employees was virtually nil at the time of nationalisation of coking and non-coking coal mines. Lack of interest in the candidates belonging to these communities to work in the hazardous coal industry especially when various alternative avenues are available has been stated to be another reason for existing shortfalls.

2.5 When asked about the remedial measures Coal India Limited had taken to wipe out the shortfalls it was stated that in addition to normal advertisements for appointment of Executives exclusive advertisements were being resorted to as a result of which in 1989, 153 SCs and 33 STs, in 1990, 73 SCs and 03 STs; in 1991 14 SCs and 02 STs were given appointment in various Executive cadre posts whereas in 1992 in some cases results of written Examination held were under process and in some cases appointments were under issue. In another upto date information furnished to the Committee it has been stated that 120 SCs and 30 STs have been selected to be appointed in different Executive cadres as a result of the 1992 exclusive advertisement. In all these cases the Committee were informed that the appointment letters issued to SC/ST candidates were much higher than the number of such candidates who had actually joined the services of the Company.

2.6 When the Committee desired to know whether the Company had ever made any indepth study to find out the reasons for such a small turn out of SC/ST candidates to join the services of the Company and its subsidiaries even after being issued appointment letters it was stated that working units i.e. Coal Mines and Projects in Coal India Ltd. and subsidiary companies were situated in isolated and remote areas where facilities of modern civilisation were not available for which SC/ST candidates did not prefer to join Coal India.

2.7 During evidence when the Committee expressed their doubts why SC/ST candidates who could come for written test and interviews would face constraints to join the services of the Company after receiving appointment letters, it was stated that if such candidates get two/three appointment letters at a time from different organisations they always preferred to join companies like Indian Airlines, BHEL, etc. and not Coal India Ltd.

2.8 When the Committee enquired about the proof that the SC/ST candidates were actually getting the appointment letters the representative submitted that those letters were being sent by Registered Post with A.D. When the Committee reacted that somebody else might receive the letter on his/their behalf the representative stated that they would advertise the names of successful SC/ST candidates in news papers.

2.9 When the Committee suggested Coal India Ltd. to provide modern facilities lack of which has become an obstacle in the way of selected SC/ST candidates to join its services the representative replied in the affirmative.

2.10 As regards the Special Recruitment Drive undertaken for Group C and D posts the Committee have been informed that during 1990, 1991 and 1992 1510 SCs and

436 STs have been given appointment in Coal India Ltd. and its subsidiaries as a result of Special Recruitment Drive launched for the aforesaid two groups.

2.10 In an upto date information the Committee were apprised that as on 1.3.1994, 1218 SC and 1127 ST posts in various categories were identified for filling up through Special Recruitment Drives in various subsidiaries of Coal India Limited including the HQRS and out of these identified posts only 222 SCs and 129 STs have been appointed through SRDs till date.

2.12 However when the Committee desired to know the reasons for not making any Special Recruitment Drive for Group B posts during the years 1991 and 1992 it was stated that Group B posts were supervisory and highly skilled posts generally filled up by promotion from Group C posts.

2.13 Similarly, when the Committee desired to know the reason for which only 3 SCs and no ST were given appointment in Group B posts during the 1990 Special Recruitment Drive it was clarified that there was a backlog i.e. 18 for SCs and 12 for STs in Group B for the post of Accountant for which a Special Recruitment Drive was made by BCCL in 1989 and in response to which only 03 SC candidates submitted applications having requisite qualifications and all of them were selected. However there was no response from ST candidates and the posts are still lying vacant for want of SC/ST candidates.

2.14 When asked about further efforts made by C.I.L. to make good the shortfalls existing even after launching Special Recruitment Drives it was stated that the Special Drive launched for filling up the backlog would continue in future also. It was also stated that Coal India Limited

had evolved a scholarship scheme for Mining Engineering students studying in different Universities in which 20% seats were reserved for SC/ST students in order to attract them right from their colleges.

2.15 When enquired by what time C.I.L. would be able to clear the backlog vacancies completely in all categories of posts it was replied that it was not possible to indicate specific time schedule for clearing the backlog.

2.16 When the Committee sought the view of the representative of the Ministry of Coal he stated that the Special Recruitment Drive was a continuous process and assured the Committee that it would continue in future also till the backlog vacancies were completely wiped out. He also apprised the Committee that they were planning to give more importance and attention towards students for institutional recruitment to do away with the backlog vacancies. He suggested that the Boards of Directors of C.I.L. and its subsidiaries should review the special measures quarterly for removing backlog vacancies.

2.17 During the course of evidence on 24.3.1994 when the Committee desired to know the reasons for which some of the subsidiaries of CIL i.e. CCL, BCCL etc. had not made any recruitment under SRDs it was replied that these subsidiaries had been running at heavy loss of about Rs.1 crore per day and wages and salaries cost to 50% of the total cost of production. Because of excess manpower also these companies have made ^{no} recruitment.

2.18 To a query of the Committee as to the solution of this excess manpower problem it was replied that C.I.L. was following the policy of redeploying the people from surplus areas to shortage areas.

2.19 When the Committee enquired whether SC/ST employees would suffer due to this redeployment the representative of the Company stated that the SC/ST employees would not suffer as the Company was not retrenching anybody.

B. PROMOTION

2.20 The Committee have been informed that the percentage of reservation in respect of promotions in Coal India Ltd. has been fixed at 15% for SCs and 7½% for STs.

2.21) As regards total number of persons and the number and percentage of SCs and STs among them in the subsidiaries of Coal India Limited during 1990, 1991 and 1992 the following information was furnished to the Committee:-

STATEMENT SHOWING THE NUMBER OF EMPLOYEES PROMOTED AND THE NUMBER AND PERCENTAGE OF SCs AND STs AMONG THEM DURING THE YEARS 1990, 1991 AND 1992

| Company | Year | Category of posts | Total No. of Employee promoted | Number of posts filled | | Percentage of | |
|---------|------|-------------------|--------------------------------|------------------------|----|---------------|------|
| | | | | SC | ST | SC | ST |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| BCCL | 1990 | A | 524 | 3 | 0 | 2.48 | 0.00 |
| | | B | 234 | 16 | 9 | 6.84 | 3.85 |
| | | C | 976 | 87 | 20 | 8.91 | 2.05 |
| | | D | 479 | 68 | 15 | 14.20 | 3.13 |
| TOTAL | | | 2213 | 184 | 44 | 8.31 | 1.99 |
| | 1991 | A | 72 | 12 | 1 | 2.78 | 1.39 |
| | | B | 187 | 16 | 1 | 8.56 | 0.53 |
| | | C | 1241 | 147 | 46 | 11.85 | 3.71 |
| | | D | 137 | 21 | 5 | 15.33 | 3.65 |
| TOTAL | | | 1637 | 186 | 53 | 11.36 | 3.24 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------|------|-------|------|-----|-----|--------|-------|
| BCCL | 1992 | A | 278 | 1 | 0 | 0.36 | 0.00 |
| | | B | 457 | 17 | 0 | 3.72 | 0.00 |
| | | C | 687 | 57 | 8 | 8.30 | 1.16 |
| | | D | 221 | 62 | 4 | 28.05 | 1.81 |
| | | TOTAL | 1643 | 137 | 12 | 8.34 | 0.73 |
| ECL | 1990 | | 856 | 141 | 78 | 16.47 | 9.11 |
| | 1991 | | 918 | 162 | 106 | 17.65 | 11.55 |
| | 1992 | | 805 | 129 | 63 | 16.02 | 7.83 |
| | | TOTAL | 2579 | 432 | 247 | 16.75 | 9.58 |
| DDC | 1990 | A | 1 | 1 | 0 | 100.00 | 0.00 |
| | | B | 6 | 0 | 0 | 0.00 | 0.00 |
| | | C | 72 | 2 | 1 | 2.78 | 1.39 |
| | | D | 28 | 2 | 0 | 7.14 | 0.00 |
| | | TOTAL | 107 | 5 | 1 | 4.67 | 0.93 |
| | 1991 | A | 1 | 1 | 0 | 100.00 | 0.00 |
| | | B | 9 | 1 | 0 | 11.11 | 0.00 |
| | | C | 21 | 1 | 0 | 4.76 | 0.00 |
| | | D | 3 | 2 | 0 | 66.67 | 0.00 |
| | | TOTAL | 34 | 5 | 0 | 14.71 | 0.00 |
| | 1992 | A | 0 | 0 | 0 | 0.00 | 0.00 |
| | | B | 4 | 0 | 0 | 0.00 | 0.00 |
| | | C | 47 | 3 | 0 | 6.38 | 0.00 |
| | | D | 0 | 0 | 0 | 0.00 | 0.00 |
| | | TOTAL | 51 | 3 | 0 | 5.88 | 0.00 |

| 1 | 2 | 3 | 4 | 19 | 5 | 6 | 7 | 8 |
|------|-------|-------|------|-----|-------|-------|-------|---|
| SECL | 1990 | A | 553 | 6 | 5 | 1.08 | 0.90 | |
| | | B | 110 | 3 | 1 | 2.73 | 0.91 | |
| | | C | 34 | 3 | 10 | 8.82 | 29.41 | |
| | | D | 79 | 34 | 7 | 43.04 | 8.86 | |
| | | TOTAL | 776 | 46 | 23 | 5.93 | 2.96 | |
| 1991 | A | 623 | 11 | 10 | 1.77 | 1.61 | | |
| | B | 164 | 8 | 14 | 4.88 | 8.54 | | |
| | C | 582 | 48 | 42 | 8.25 | 7.22 | | |
| | D | 604 | 87 | 94 | 14.40 | 15.56 | | |
| | TOTAL | 1973 | 154 | 160 | 7.81 | 8.11 | | |
| 1992 | A | 465 | 7 | 1 | 1.51 | 0.22 | | |
| | B | 72 | 2 | 2 | 2.78 | 2.78 | | |
| | C | 813 | 51 | 86 | 6.27 | 10.58 | | |
| | D | 424 | 78 | 153 | 18.40 | 36.08 | | |
| | TOTAL | 1774 | 138 | 242 | 7.78 | 13.64 | | |
| NCL | 1990 | A | 147 | 5 | 3 | 3.40 | 2.04 | |
| | | B | 158 | 7 | 1 | 4.43 | 0.63 | |
| | | C | 1045 | 133 | 45 | 12.73 | 4.31 | |
| | | D | 755 | 121 | 29 | 16.03 | 3.84 | |
| | | TOTAL | 2105 | 266 | 78 | 12.64 | 3.71 | |
| 1991 | A | 201 | 21 | 2 | 10.45 | 1.00 | | |
| | B | 125 | 29 | 4 | 23.20 | 3.20 | | |
| | C | 1070 | 40 | 16 | 3.74 | 1.50 | | |
| | D | 697 | 244 | 37 | 35.01 | 5.31 | | |
| | TOTAL | 2093 | 334 | 59 | 15.96 | 2.82 | | |
| 1992 | A | 89 | 5 | 0 | 5.62 | 0.00 | | |
| | B | 78 | 9 | 3 | 11.54 | 3.85 | | |
| | C | 997 | 100 | 42 | 10.03 | 4.21 | | |
| | D | 423 | 188 | 25 | 44.44 | 5.91 | | |
| | TOTAL | 1587 | 302 | 70 | 19.03 | 4.41 | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|--------|------|---|------|-----|-----|-------|-------|
| CMPDIL | 1990 | A | 122 | 0 | 3 | 0.00 | 2.46 |
| | | B | 6 | 0 | 0 | 0.00 | 0.00 |
| | | C | 59 | 1 | 4 | 1.69 | 6.78 |
| | | D | 76 | 0 | 3 | 0.00 | 3.95 |
| TOTAL | | | 263 | 1 | 10 | 0.38 | 3.80 |
| | 1991 | A | 252 | 5 | 0 | 1.98 | 0.00 |
| | | B | 147 | 13 | 12 | 8.84 | 8.16 |
| | | C | 213 | 18 | 13 | 8.45 | 6.10 |
| | | D | 0 | 0 | 0 | 0.00 | 0.00 |
| TOTAL | | | 612 | 36 | 25 | 5.88 | 4.08 |
| | 1992 | A | 200 | 3 | 1 | 1.50 | 0.50 |
| | | B | 1 | 0 | 0 | 0.00 | 0.00 |
| | | C | 39 | 4 | 7 | 10.26 | 17.95 |
| | | D | 0 | 0 | 0 | 0.00 | 0.00 |
| TOTAL | | | 240 | 7 | 8 | 2.92 | 3.33 |
| CCL | 1990 | A | 473 | 5 | 15 | 1.06 | 3.17 |
| | | B | 61 | 9 | 8 | 14.75 | 13.11 |
| | | C | 901 | 129 | 146 | 14.32 | 16.20 |
| | | D | 371 | 47 | 55 | 12.67 | 14.82 |
| TOTAL | | | 1806 | 190 | 224 | 10.52 | 12.40 |
| | 1991 | A | 492 | 9 | 12 | 1.83 | 2.44 |
| | | B | 130 | 13 | 7 | 10.00 | 5.38 |
| | | C | 1282 | 186 | 156 | 14.51 | 12.17 |
| | | D | 437 | 75 | 76 | 17.16 | 17.39 |
| TOTAL | | | 2341 | 283 | 251 | 12.09 | 10.72 |
| | 1992 | A | 997 | 23 | 17 | 2.31 | 1.71 |
| | | B | 74 | 6 | 7 | 8.11 | 9.46 |
| | | C | 534 | 50 | 53 | 9.36 | 9.93 |
| | | D | 95 | 20 | 12 | 21.05 | 12.63 |
| TOTAL | | | 1700 | 99 | 89 | 5.82 | 5.24 |

Details of promotions made during 1993 in CIL and its subsidiaries was stated to be as under :

| Company | Category of Posts | Total No. of employees promoted | Number of posts filled | | Percentage of | | No. of backlog vacancies/Shortfalls | |
|---------|-------------------|---------------------------------|------------------------|----|---------------|------|-------------------------------------|-------|
| | | | SC | ST | SC | ST | SC | ST |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| BCCL | A | 132 | 1 | 1 | 0.76 | 0.76 | 19 | 9 |
| | B | 130 | 6 | 2 | 4.62 | 1.54 | 14 | 8 |
| | C | 1482 | 247 | 53 | 16.67 | 3.58 | -25 | 53 |
| | D | 121 | 30 | 8 | 24.79 | 6.61 | -12 | -1 |
| | Total | 1865 | 284 | 64 | | | | |
| BCL | B | 189 | 9 | 2 | 4.76 | 1.06 | 19.35 | 12.18 |
| | C | 563 | 112 | 48 | 9.89 | 8.53 | -27.55 | -5.78 |
| | D | 94 | 12 | 7 | 12.77 | 7.45 | 2.10 | 0.05 |
| | Total | 846 | 133 | 57 | 15.72 | 6.74 | -6.10 | 6.45 |
| DCC | A | 0 | 0 | 0 | 0.00 | 0.00 | 0.00 | 0.00 |
| | B | 4 | 0 | 0 | 0.00 | 0.00 | 0.60 | 0.30 |
| | C | 47 | 3 | 0 | 6.38 | 0.00 | 4.05 | 3.53 |
| | D | 0 | 0 | 0 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Total | 51 | 3 | 0 | 5.88 | 0.00 | 4.65 | 3.83 |

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|--------|-------|------|-----|-----|-------|-------|---------|---------|---|
| SECL | A | 592 | 7 | 3 | 1.18 | 0.51 | 81.80 | 41.40 | |
| | B | 78 | 4 | 3 | 5.13 | 3.85 | 7.70 | 2.85 | |
| | C | 825 | 57 | 90 | 6.91 | 10.91 | 66.75 | - 28.13 | |
| | D | 457 | 82 | 162 | 17.94 | 35.45 | -13.45 | -127.73 | |
| | Total | 1952 | 150 | 258 | 7.68 | 13.22 | 142.80 | -111.60 | |
| NCL | A | 159 | 25 | 1 | 15.72 | 0.63 | - 1.15 | 10.93 | |
| | B | 69 | 6 | 2 | 8.70 | 2.90 | 44.35 | 3.18 | |
| | C | 832 | 175 | 26 | 21.03 | 3.13 | -50.20 | 36.40 | |
| | D | 427 | 59 | 47 | 13.82 | 11.01 | 5.05 | - 14.98 | |
| | Total | 1487 | 265 | 76 | 17.82 | 5.11 | -41.95 | 35.53 | |
| CMFDIL | A | 300 | 3 | 4 | 1.00 | 1.33 | 42.00 | 18.50 | |
| | B | 37 | 6 | 1 | 16.22 | 2.70 | - 0.45 | 1.78 | |
| | C | 88 | 19 | 15 | 21.59 | 17.05 | - 5.80 | - 8.40 | |
| | D | 97 | 13 | 19 | 0.00 | 0.00 | 1.55 | -11.73 | |
| | Total | 522 | 41 | 39 | 7.85 | 7.47 | 37.30 | 0.15 | |
| WCL | A | 596 | 36 | 8 | 6.84 | 1.34 | 53.40 | 36.70 | |
| | B | 305 | 25 | 4 | 8.20 | 1.31 | 20.75 | 18.88 | |
| | C | 2483 | 562 | 160 | 22.63 | 6.44 | -189.55 | 26.23 | |
| | D | 686 | 222 | 93 | 32.36 | 13.56 | -119.10 | - 41.55 | |
| | Total | 4070 | 845 | 265 | 20.76 | 6.51 | -234.50 | 40.25 | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------|-------|------|-----|-----|-------|-------|---------|--------|
| NEC | B | 4 | 2 | 0 | 50.00 | 0.00 | - 1.40 | 0.30 |
| | C | 126 | 13 | 2 | 10.32 | 1.59 | 5.90 | 7.45 |
| | D | 102 | 23 | 2 | 22.55 | 1.96 | - 7.70 | 5.65 |
| | Total | 232 | 38 | 4 | 16.38 | 1.72 | - 3.20 | 13.40 |
| CCL | A | 747 | 23 | 20 | 3.08 | 2.68 | 89.05 | 36.03 |
| | B | 206 | 17 | 19 | 8.25 | 9.22 | 13.90 | - 3.55 |
| | C | 1136 | 200 | 163 | 17.61 | 14.35 | - 29.60 | -77.80 |
| | D | 996 | 164 | 113 | 16.47 | 11.35 | - 14.60 | -38.30 |
| | Total | 3085 | 404 | 315 | 13.10 | 10.21 | 58.75 | -83.63 |
| CIL (HQ) RSOs | A | 37 | 3 | 0 | 8.11 | 0.00 | 2.55 | 2.78 |
| | B | 0 | 0 | 0 | 0.00 | 0.00 | 0.00 | 0.00 |
| | C | 54 | 1 | 0 | 1.85 | 0.00 | 7.10 | 4.05 |
| | D | 16 | 1 | 1 | 6.25 | 6.25 | 1.40 | 0.20 |
| | Total | 107 | 5 | 1 | 4.67 | 0.93 | 11.05 | 7.03 |

2.23 When the Committee desired to know the causes of shortfalls in promotion it was stated that shortfalls were predominant in Group A & B posts which was mainly due to non-availability of eligible SC/ST employees in feeder cadres.

2.24 To a query as to what steps are being taken/proposed to be taken to find out adequate number of eligible SC/ST candidates in feeder cadres it was replied that **majority** of the posts were filled up at area/project level and wherever possible efforts were made to identify suitable candidates in other areas also within the Company for filling up the vacancies.

2.25 After analysing the above statements furnished to the Committee, when the Committee enquired the reasons of such poor performance on the part of some of the subsidiaries of C.I.L. like **DCC**, CMPDIL etc. in promoting SC/ST candidates it was replied that the posts in **DCC** and CMPDI were highly technical and sophisticated for which SC/ST candidates were not available.

2.25 During evidence when the Committee desired to know what efforts were being made and by what time the Company would be able to wipe out the existing shortfalls in promotional posts, especially in A & B categories, the representative of the Ministry replied that they had issued instructions to all the Selection Boards to take

steps with a view to ensuring that representation of SCs and STs in promotional posts were improved. He added that in near future they would be able to find out one solution or the other to wipe out the shortfalls existing in promotional posts.

2.27 The Committee note with dismay that the overall percentage of SCs in Group A, B, C and D posts in C.I.L. as on 31.12.93 stands at 0.72, 1.66, 1.94 and 4.35 respectively. The position with regard to STs is more dismal as their corresponding percentage in the above mentioned groups is 0.00, 0.00, 0.42, and 0.79 only. Similarly in Western Coalfields Ltd. the representation of SCs and STs in Group A posts as on 31.12.93 is a meagre 7.74% and 1.87% respectively whereas in Group B posts the percentage is 10.84 for SCs and 4.36 for STs. As on the same date the representation percentage of SCs in Eastern Coalfields Ltd. in Group A and B posts is 3.25 and 4.24 respectively whereas the corresponding percentage of STs is 0.35 and 0.76. Needless to mention that in almost all the Subsidiaries of C.I.L., the overall representation percentage of SCs and STs in Group A & B posts is far below the required number. Lack of interest in the candidates belonging to SC/ST communities to work in in the hazardous coal industry, as has been stated to the

Committee, is hardly convincing especially when there is vast unemployment problem all over the country. Similarly the other reason put forward that whenever SC/ST candidates get two/three appointment letters at a time from different organisations, they always prefer to join organisations like IA, BHEL etc. is unacceptable to the Committee as a cause for the huge backlog in SC/ST categories in CIL because in their opinion there are only a handful of such candidates who get simultaneous appointment offers from different organisations. Therefore, the Committee recommend that instead of trying to somehow explain away the reasons for shortfall all out efforts should be made to ensure due representation of SC/ST candidates in all the categories of posts in C.I.L. and in Group A & B categories in its subsidiaries.

2.23 The Committee appreciate the efforts made by Coal India Ltd. in launching Special Recruitment Drives in 1989, 1990, 1991 and 1992 as a result of which quite a good number of SC/ST candidates were given appointment in various categories of posts, excepting Group B, in Coal India Ltd. and its subsidiaries. They also appreciate the determination of the Ministry of Coal and Coal India Ltd. to continue the Special Recruitment Drives till the backlog is completely wiped out. But they find that no time limit has been fixed to wipe out the existing backlog. The

Committee are of the opinion that a definite time bound programme, should be chalked out to make good the shortfalls in various categories of posts.

2.29 After going through the latest information the Committee are, however, dissatisfied to note that as on 31.3.94 out of a total no. of 1218 and 1127 identified backlog posts for SCs and STs respectively in various categories in CIL and its subsidiaries only 222 SCs and 129 STs have been given appointment through Special Recruitment Drives till date. The Committee also note that some of the Subsidiaries of CIL like BCCL and CIL etc. are not undertaking any Special Recruitment Drive due to excess manpower and financial crunch. The Committee desire that at least in the subsidiaries where there is no such problem of excess manpower, the Special Recruitment Drives should be carried out vigorously with a view to wiping out the backlog of vacancies in various categories.

2.30 The Committee are perturbed to note that the number of SC/ST candidates actually joining the services of CIL is far too less in comparison to the number of appointment issued to such candidates. They suggest that besides issuing the appointment letters through Registered Post with A.D., the names of successful SC/ST candidates should be advertised in prominent national and local dailies in order to doubly ensure that these candidates become aware of their success.

2.31 The Committee feel that greater attention towards institutional recruitment is a step in right direction to increase the representation of SCs and STs in the services of C.I.L. and its subsidiaries. They would like to encourage the company in evolving scholarship schemes and reserving certain percentage therein for SCs and STs, as has been done in case of Mining, Engineering in other similar faculties also to attract more and more SC/ST candidates. The Committee would also like to stress that the Board of Directors of Coal India Ltd. and the Boards of its subsidiaries should at regular intervals review the special measures, as suggested by the representative of the Ministry of Coal during evidence, undertaken/proposed to be taken to fill up the backlog vacancies.

2.32 One of the worst features that has come to the notice of the Committee is the dismal number of SCs and STs promoted during 1990, 1991, 1992^{and 1993} in almost all the categories of posts, especially in Category A & B in the subsidiaries of Coal India Ltd. except ECL, NCL and to some extent CCL. They would like to recommend that C.I.L. should take suitable steps to recruit more employees in the feeder cadres with a view to compensating the non-availability of such employees in the cadre which has become, as has been stated to the Committee, a major cause in accumulating backlogs in Group A & B posts. The

Committee are more concerned about Group B posts to which direct recruitment is rarely resorted to and would like C.I.L. to pay special attention to this Group by promoting more and more SC/ST employees from Group C categories. In their opinion once adequate steps are taken to promote the required number of SC/ST employees to Group B posts, backlogs existing in Group A promotional posts would automatically cease to exist.

2.33 The Committee also recommend that the Selection Boards should take necessary steps to ensure that representation of SCs and STs is improved in promotional posts. They would also like the Ministry to find out a permanent solution, as assured during evidence, to completely wipe out the existing shortfalls in various promotional posts, especially in Group A & B categories.

2-34 The Committee would like to be apprised about the number of vacancies reserved for SCs/STs which could not be filled up due to the eligible persons being not available in the lower categories from which promotions are made and the vacancies which remained unfilled due to eligible persons not found fit for promotion during the years 1990 to 1994.

CHAPTER III

TRAINING FACILITIES

A. Pre-Recruitment Training

3.1 The Committee have been informed that there is one Training Institute established in the year 1982 at NK Area, Dakra for imparting training especially to Scheduled Tribe candidates. It has further been stated that so far three batches have been trained as follows :-

| Year | Batches | No. selected for training | No. completed training | No. provided employment |
|------|---------|---------------------------|------------------------|---------------------------------|
| 1983 | I | 45 | 42 | 41 (one person medically unfit) |
| 1987 | II | 10 | 9 | 9 |
| 1991 | III | 13 | 13 | Under active consideration |

3.2 When the Committee desired to know what difficulties did Coal India Limited face in arranging pre-recruitment training programmes for ST candidates at the above mentioned Training Institute each year instead of doing it in every four or five years it was replied that as per recruitment training was organised and since the Institute is not a recognised one it would not be appropriate to train SC/ST candidates every year as they would not get employment in other companies.

3.3 To another specific query as to whether any Training Institute for imparting pre-recruitment training to SC candidates has been set up by Coal India or any of its subsidiaries, it was replied in the negative.

3.4 During evidence when the Committee emphasised that instead of conducting training programmes in every four years, the Company should resort to such pre-recruitment training each year keeping in view the large number of shortfalls of SC/ST candidates in various categories of posts the representative replied that they could do the same. He added that wherever shortfalls were existing they could open pre-recruitment training centres to induct more and more SC/ST candidates into the services of the Company. He again stated that special cells might be opened in every Training Institute to oversee the arrangements and functioning of respective Institutes in regard to pre-recruitment training for SC/ST candidates.

3.5 During evidence on 24.3.1994 the Committee pointed out that there were eight subsidiaries under Coal India Limited but pre-recruitment training arrangements had been made only at one place & wanted to know the arrangements made in this regard in other subsidiaries. In reply the representative of Coal India Limited submitted that so far as pre-recruitment training arrangements were concerned their activities were not sufficient and they had to take some measures to start this in other places besides intensifying the training activities in Dakra as well.

B. IN-SERVICE TRAINING

3.6 The Committee have been informed that Scheduled Caste and Scheduled Tribe employees are given preference in in-house training.

3.7 When the Committee desired to know whether the Company had arranged any exclusive in-service training programme for SC/ST employees to make good the shortfalls existing in promotional posts, it was stated that no exclusive in-service training programme was conducted for SC/ST candidates and these candidates were trained alongwith general candidates.

C. TRAINING ABROAD

3.8 As regards training facilities provided abroad for the employees of Coal India Limited and the number of SCs and STs amongst them the Committee have been informed that out of a total number of 255 employees sent for training abroad during 1990-91, 1991-92 and 1992-93, there were no SC and 6 STs among them.

3.9 When the Committee desired to know the reasons for such a low representation of ST employees and no representation at all of SC employees in foreign training and whether any eligibility criteria had been fixed for employees to be sent on training abroad, it was replied that selection is made out of the lot received for specialised course for which certain qualifications and experience were necessary. The candidates are also required to conform certain performance ratings and vigilance clearance.

3.10 The Committee appreciate the efforts made by Coal India Limited in arranging pre-recruitment training programmes for ST candidates during 1983, 1987 and 1991 in the Training Institute at Dakra as a result of which, the Committee observe, that fifty such candidates have been provided with employment and thirteen others are under active consideration. But they are unhappy to note that these training programmes are being conducted once in every four years. The plea that this is being done as per the anticipated requirement and that it would be inappropriate to train such candidates each year as they would not get employment in other companies is hardly convincing taking into consideration the shortfalls of such candidates in various categories of posts, especially in categories A & B. The Committee, therefore, recommend that the pre-recruitment training programmes for ST candidates should be arranged more frequently instead of every four years so that more ST candidates are inducted into the services of Coal India and its subsidiaries.

3.11 They would ~~like~~ also like that such training programmes are also arranged for SC candidates as the percentage of shortfalls of these candidates in Coal India is no less alarming than those of the ST candidates. As assured to them during evidence the Committee would also like to recommend that more Training Institutes like the one existing in Dakra, should be set up so that backlogs existing in SC and ST categories in subsidiaries where shortfalls especially in A & B categories are high like ECL, WCL, DCL, NCL etc. are wiped out at a faster rate.

3.12 The Committee further recommend that special cells should be formed in various Training Institutes already established or to be established not only to take care of the training needs of SC/ST candidates but also to monitor the proper functioning of such Institutes.

3.13 Keeping in view the dismal number of SCs and STs promoted in Coal India Limited as a whole during the last three years, it is apparent that the in-service training provided to these employees who are found below the required standard necessary for promotion has not proved effective. They, therefore, urge that the in-service training programmes for SC/ST employees should be intensified expeditiously with a view to bringing them upto the required standard so that they can compete with the general candidates for promotional posts.

3.14 The Committee are constrained to note that out of a total number of 255 employees sent for training abroad during the last three years no SC and 6 ST were represented. They recommend that in future a fair and proportionate representation should be given to SC/ST employees, if necessary by relaxing the required qualifications and experience.

3.15 The Committee also desire to stress that while deputing officers to training, seminars and conferences etc. within the country also preference should be given to officers belonging to SC and ST communities.

CHAPTER IV

MISCELLANEOUS

A. ADVERTISEMENT OF RESERVED VACANCIES

4.1 The Committee have been informed that vacancies reserved for SCs and STs are advertised in newspapers; announced over All India Radio and steps are being taken to take advantage of Doordarshan slots.

4.2 When the Committee desired to know the reasons for not telecasting the reserved vacancies over Doordarshan so far and when would they propose to telecast it it was replied that all the subsidiary companies would be advised to take advantage of Doordarshan.

B. REJECTION OF SC/ST CANDIDATES

4.3 To a specific query of the Committee as to whether the appointing authorities indicate the precise reasons for the rejection of SC/ST candidates to the Employment Exchanges so as to facilitate the latter in sponsoring right type of candidates belonging to these communities it has been stated that all cases of selection are reported to Employment Exchanges in placement Reports.

4.4 It was elaborated that normally reasons for rejection of general candidates as well as SC/ST candidates were not indicated to the local Employment Exchanges. But candidates selected are intimated to the Employment Exchanges under compulsory Notifications Act, 1959.

4.5 During evidence when the Committee emphasized that reasons of rejection of SC/ST candidates should be intimated to the Employment Exchanges the representative of Coal India Limited assured the Committee that they would do it in future.

C. INTERVIEW OF SC/ST CANDIDATES

4.6 The Committee have been informed that normally SC/ST candidates are interviewed on separate date or separate sitting according to the number of candidates.

4.7 When the Committee enquired whether at any point of time SCs and STs were interviewed jointly with the General candidates in Coal India Limited and its subsidiaries it was stated that where the number of SC/ST candidates was very few they were interviewed jointly with general candidates.

D. NOTICE PERIOD

4.8 The Committee have been informed that interview letters are normally issued atleast 15 days in advance so as to give reasonable time to the candidates to receive the letters. It has further been stated that the period given for joining time, however, varies in different subsidiaries from 15 days to one month.

4.9 When the Committee asked whether 15 days time was reasonable enough for SC/ST candidates residing in remote and far off places to attend the interview after receiving

CHAPTER IV

MISCELLANEOUS

A. ADVERTISEMENT OF RESERVED VACANCIES

4.1 The Committee have been informed that vacancies reserved for SCs and STs are advertised in newspapers; announced over All India Radio and steps are being taken to take advantage of Doordarshan slots.

4.2 When the Committee desired to know the reasons for not telecasting the reserved vacancies over Doordarshan so far and when would they propose to telecast it it was replied that all the subsidiary companies would be advised to take advantage of Doordarshan.

B. REJECTION OF SC/ST CANDIDATES

4.3 To a specific query of the Committee as to whether the appointing authorities indicate the precise reasons for the rejection of SC/ST candidates to the Employment Exchanges so as to facilitate the latter in sponsoring right type of candidates belonging to these communities it has been stated that all cases of selection are reported to Employment Exchanges in placement Reports.

4.4 It was elaborated that normally reasons for rejection of general candidates as well as SC/ST candidates were not indicated to the local Employment Exchanges. But candidates selected are intimated to the Employment Exchanges under compulsory Notifications Act, 1959.

4.5 During evidence when the Committee emphasized that reasons of rejection of SC/ST candidates should be intimated to the Employment Exchanges the representative of Coal India Limited assured the Committee that they would do it in future.

C. INTERVIEW OF SC/ST CANDIDATES

4.6 The Committee have been informed that normally SC/ST candidates are interviewed on separate date or separate sitting according to the number of candidates.

4.7 When the Committee enquired whether at any point of time SCs and STs were interviewed jointly with the General candidates in Coal India Limited and its subsidiaries it was stated that where the number of SC/ST candidates was very few they were interviewed jointly with general candidates.

D. NOTICE PERIOD

4.8 The Committee have been informed that interview letters are normally issued atleast 15 days in advance so as to give reasonable time to the candidates to receive the letters. It has further been stated that the period given for joining time, however, varies in different subsidiaries from 15 days to one month.

4.9 When the Committee asked whether 15 days time was reasonable enough for SC/ST candidates residing in remote and far off places to attend the interview after receiving

4.15 During evidence on 24.3.1994 it was elaborated that the SC/ST Cells had been advised to ensure that the pending complaints/grievances were disposed of without further delay.

F. FALSE CASTE CERTIFICATES

4.16 The Committee have been informed that a few cases of false caste certificates were detected in Coal India Limited during the course of interview and the names of such bogus caste certificate holders were removed from the panel.

4.17 When the Committee desired to know how many cases of false caste certificates were detected in the subsidiaries of Coal India Limited and what action had been taken thereto it was stated that two such cases, one each in CCL and BCCL were detected. In case of the former the candidate was not allowed to join whereas the other one is under investigation in BCCL.

4.18 To a specific query of the Committee as to what preventive/pre-cautionary measures had been initiated by the Company to check recurrence of such frauds it was replied that at the time of interview the Committee members including the representatives of SC/ST thoroughly verify the caste certificates. In case there is any doubt, it is referred to the concerned issuing authority to ascertain genuineness of the caste certificate.

4.19 During evidence it was elaborated that when an employee was found to have produced false caste certificates he was dismissed from the service immediately and thereafter the case was being referred to the District Magistrate to take necessary action against him.

G. SOCIO-ECONOMIC DEVELOPMENT

4.20 The Committee have been informed that Coal India Limited has spent on an average Rupees Five Crores per annum towards socio-economic development, mostly for SC/ST people within the periphery of different Coal Mines/Projects.

4.21 From a detailed information furnished to the Committee it has been observed that almost all the subsidiaries of Coal India Limited have undertaken several welfare measures i.e. Education, Health Care, Electrification, Link Road, Water Supply, Self-Employment Schemes, Sports and Culture and other various developmental activities. It has been found that an overall amount of Rs.1932.43 lakhs have been spent by the subsidiaries of Coal India Limited during the last five years for the socio-economic development, especially for SC/ST people.

H. SUPERVISION AND VIGILANCE

4.22 The Committee have been informed that Coal India Limited and all its subsidiaries have SC/ST Cells consisting of suitable number of assistants under the control of Liaison Officers to ensure prompt disposal of grievances of Scheduled Caste and Scheduled Tribe employees and also ensuring due compliance with the orders and instructions pertaining to reservation and other benefits admissible to SCs and STs.

I. ANNUAL REPORT

4.23 While scrutinising the Annual Report (1991-92) of Coal India Limited, the Committee observe that matters relating to representation of SCs and STs in the undertaking and its subsidiaries have not been incorporated as per the Government instructions.

4.24 The Committee find that vacancies reserved for SCs and STs have not been telecast over Doordarshan by Coal India Limited and its subsidiary Companies so far. They recommend that steps may be taken immediately to take advantage of the Doordarshan facilities for attracting more and more SC/ST candidates in the services of Coal India Limited and its subsidiaries.

4.25 The Committee are unhappy to note that the reasons for rejection of SC/ST candidates are not intimated to the Employment Exchanges by the Subsidiaries of Coal India Limited. They strongly urge that henceforth the precise reasons for the rejection of SC/ST candidates be intimated, as assured during evidence, invariably by all the subsidiaries of Coal India Limited to their respective Employment Exchanges as per the Government instructions so that right type of candidates belonging to SC/ST communities can be sponsored.

4.26 The Committee also recommend that under no circumstances the SC/ST candidates, even if their number is very few, should be interviewed jointly with the General candidates.

4.27 The Committee are glad to note that on a few occasions the SC/ST candidates were allowed to appear before the interview Board on the following day when these candidates failed to turn up on a day fixed for interviews due to non-receipt of call letters in time. They are also

happy to note the same consideration being extended by the Company to SC/ST candidates in appointments. However, in order to avoid unnecessary risk, the Committee would like to stress that candidates belonging to SC/ST categories be intimated at least thirty days in advance for attending interviews as well as joining the services of Coal India Limited and its subsidiaries.

4.28 The Committee would also like to emphasize that the complaints/grievances of SC/ST employees pending in different subsidiaries of Coal India Limited, especially in ECL, BCCL, WCL and CCL be attended to and disposed of expeditiously. As assured during evidence the Committee would also like the SC/ST Cells to pay special attention towards expeditious disposal of pending complaints/grievances in CIL and its subsidiaries.

4.29 The Committee agree with the precautionary measures adopted by Coal India Limited for checking recurrence of false caste certificate cases. They would simultaneously like to recommend that the procedure be vigorously continued in the Company to apprehend the false caste certificate holder so that genuine SCs/STs do not suffer. They would also like BCCL to complete the investigation of one such case pending with them at the earliest.

4.30 The Committee appreciate the welfare measures undertaken by Coal India Limited for overall socio-economic development of Scheduled Castes and Scheduled Tribes. They would like Coal India Limited and its subsidiaries to keep up their activities for the amelioration of the down troddens.

4.31 The Committee are glad to note that Government orders regarding appointment of Liaison Officers, constitution of SC/ST Cells and maintenance of rosters are properly followed by Coal India Limited and its subsidiaries. They would like the Company to maintain the spirit in future also.

4.32 The Committee regret to note that the Annual Report of the Coal India Limited for 1991-92 does not contain information about the representation of SCs and STs in the services of the Company. The Committee, therefore, recommend that in future the requisite information should invariably be incorporated in the Annual Report of Coal India Limited.

ATTESTED COPY

(PARAS RAMBHARDWAJ)

Chairman

Parliamentary Committee on the Welfare
of Scheduled Castes & Scheduled Tribes

PARAS RAM BHARDWAJ

Chairman

Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes

NEW DELHI;

April, 1994

Jaisankar, 1916(S)