

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

(TWELFTH LOK SABHA)

SECOND REPORT

ON

MINISTRY OF FOOD PROCESSING INDUSTRIES

Action taken by the Government on the recommendations contained in the Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on Ministry of Food Processing Industries - Reservation for and employment of Scheduled Castes and Scheduled Tribes in Modern Food Industries (India) Ltd,

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Present to Lok Sabha on 4. 12. 1998

Laid in Rajya Sabha on 4. 12. 1998

LOK SABHA SECRETARIAT

NEW DELHI

December 1998/ Agrahayana 1920(s)

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

Shri Kariya Munda - Chairman

MEMBERS - LOK SABHA

2. Shri Padma Nava Behera
3. Shri S.K. Bwiswmuthiary
4. Shri Kishanlal Diler
5. Shri Thawar Chand Gehlot
6. Shri Paban Singh Ghatowar
7. Shri Prabhudayal Katheria
8. Shri Jogendra Kawade
9. Shri Bheru Lal Meena
10. Shri Muni Lall
11. Shri Rup Chand Murmu
12. Shri Salkhan Murmu
13. Shri Jang Bahadur Singh Patel
14. Shri P. Rajarethinam
15. Shri N.J.Rathwa
16. Shri Bajju Ban Riyan
17. Shri Larang Sai
18. Shri Harpal Singh Sathi
19. Shri Sandipan Bhagwan Thorat
20. Shri Ratilal Kalidas Varma

MEMBERS - RAJYA SABHA

21. Shri Gandhi Azad
22. Shri Ram Nath Kovind
23. Shri Sanatan Bisi
24. Shri Mohd. Azam Khan
25. Shri Govindram Miri
26. Shri Rajubhai A. Parmar
27. Smt. Jayaprada Nahata
28. Shri C.P. Thirunavukkarasu
29. Shri Sukhdev Singh Libra
30. Shri Jhumuk Lal Bhendia

SECRETARIAT

1. Shri J.P. Ratnesh - Additional Secretary
2. Shri B.R. Kanathia - Director

(20)

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Second Report (Twelfth Lok Sabha) on Action Taken by the Government on the recommendations contained in the 7th Report (11th Lok Sabha) on the Ministry of Food Processing Industries regarding Reservation for and employment of Scheduled Castes and Scheduled Tribes in Modern Food Industries (India) Limited.

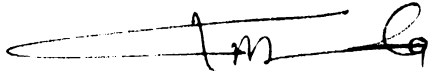
The Draft Report was considered and adopted by the Committee on 26, August, 1998.

The Report has been divided into the following Chapters:-

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

An analysis of the Action Taken by the Government on the recommendations contained in the 4th Report of the Committee is given in the Appendix. It would be observed there from that out of 09 recommendations in the Report 5 recommendations, i.e. 55.55% have been adopted by the Government. The Committee do not desire to pursue 2 recommendations i.e. 22.22% of the total recommendations in view of Government replies. There is 1 recommendation i.e. 11.11% in respect of which reply of Government has not been accepted by the Committee and requires further comment. In respect of 1 recommendaion i.e. 1% final reply of Government has not been received.

New Delhi
1998
, 1920 (Saka)


KARIA MUNDA
CHAIRMAN
COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES

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CHAPTER - I

REPORT

The Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in the Seventh Report (Eleventh Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Food Processing Industries regarding - Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Modern Food Industries (India) Ltd.

1.2 The Seventh Report was presented to Lok Sabha on 30.4.97. It contained 9 recommendations/observations. Replies of the Government in respect of these recommendations/observations have been examined and may be categorized as under:-

- (i) Recommendations/observations which have been accepted by the Government (Sl.No. 2,3,4,7,9,).
- (ii) Recommendations/observations which the Committee do not desire to pursue taking into consideration the replies of the Government (Sl.No. 5,6).
- (iii) Recommendations/observations replies to which have not been accepted by the Committee and which need reiteration (Sl.No.1).
- (iv) Recommendations/observations in respect of which final replies have not been received (Sl.No.8).

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

Recommendation no. 1 and Para 1.4

Composition of Board of Directors

1.4 In para 1.4 of the Seventh Report (Eleventh Lok Sabha), the Committee had recommended that some serious efforts should be made by the Ministry to explore the possibilities of appointing an officer belonging to SCs/STs on the Board of Directors of Modern Food Industries (India) Ltd.

1.5 The Ministry of Food Processing Industries in their reply have stated that the organisation is small and therefore, a small Board is provided for. The Board consists of Chairman-cum- Managing Director and two ex-official Directors. The disinvestment recommendation of the commission is under consideration of the Government and, therefore, at this stage no change in the composition of the Board is being considered.

Comments of the Committee

1.6 The Committee are not satisfied with the reply of the Government that the organisation is small and therefore a small Board is provided for. The Committee feel that how does it matter to the constitution of the Board of Directors if the organisation is small. They therefore, reiterate their earlier recommendation that some serious efforts should be made to appoint an SC/ST person having necessary qualification on the Board of Modern Food Industries (India) Ltd.

Promotion

Recommendations no. 4 para 2.13

1.7 The Committee had recommended that Modern Food Industries (India) Limited should clear the shortfall in respect of SCs and STs in all Groups of posts at the earliest and positively apprise the Committee within a period of six months of the progress in this regard. The Committee had also recommended that in case eligible SC/ST employees were not available in the feeder cadre then promotional posts should be diverted to direct recruitment posts and should be filled in from amongst the SC/ST candidates.

1.8 In their reply the Government have stated that the recommendations of the Committee on promotion would be kept in view alongwith the Government Directives on the matter in respect of all such posts where the Recruitment Rules provide for filling up the vacancy by direct recruitment as well as by promotion.

Comments of the Committee

1.9 The Committee desire that the backlog position of SCs and STs in promotion in respect of all grades and also the progress made in overcoming the same may be provided.

4

Complaints

Recommendations S.No.5 para 3.4

1.10 The Committee had recommended that the complaints received from SC/ST employees relating to promotions etc. should be gone through in depth and immediate corrective measures be taken so that the complaints of SC/ST employees are reduced to the minimum.

Reply of the Government

1.11 The Company has been advised to note the observations of the Committee for compliance.

Comments of the Committee

1.12 Considering the fact that most of the complaints are pertaining to supersession and promotions, the Committee desire that the progress made in adopting corrective measures in this regard and also the latest figures of complaints made may be provided.

Housing facilitiesRecommendations S. No. 6 para 3.7

1.13 The Committee had recommended that the accommodation should be provided to all categories of staff specially to the SC and ST employees.

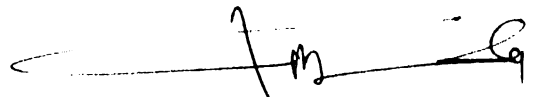
Reply of the Government

1.14 Even in view of the Company's present financial position, it has not been possible to provide accommodation to all categories of staff.

Comments of the Committee

1.15 Considering the financial position of the company and the difficulties faced by the SCs and STs in getting accommodation, the Committee desire that accommodation should be provided to SC/ST employees in all categories of post.

NEW DELHI;
~~December 1998~~
 Agrahayana 1998(S)


 Shri Kariya Munda - Chairman

Committee on the Welfare
 of Scheduled Castes and
 Scheduled Tribes.

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