

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

(TWELFTH LOK SABHA)

THIRD REPORT

ON

DEPARTMENT OF TOURISM

Reservation for and employment of Scheduled Castes and
Scheduled Tribes in India Tourism Development Corporation Ltd.

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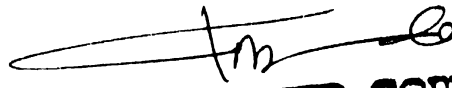
Present to Lok Sabha on 4. 12 - 1998

Laid in Rajya Sabha on 4. 12 - 1998

LOK SABHA SECRETARIAT

NEW DELHI

December 1998/ Agrahayana 1920(Saka)


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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 Lal
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 Babu Ram Kanathia - Director

INTRODUCTION

1. 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 Third Report (Twelfth Lok Sabha) on the Department of Tourism - Reservation for and employment of Scheduled Caste and Scheduled Tribes in India Tourism Development Corporation Limited.

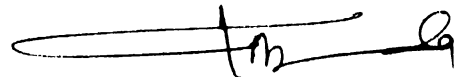
2. The Committee took evidence of the representatives of the Department of Tourism and India Tourism Development Corporation on 13 June, 1997. The Committee wish to express their thanks to the officers of the Department of Tourism and India Tourism Development Corporation Limited for placing before the 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 August, 1998.

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

New Delhi

December 1998
Agrahayana 1920 (Saka)



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

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CHAPTER I

INTRODUCTORY

(a) Organisational Set-up

India Tourism Development Corporation (ITDC) came into existence on 1st October, 1966 for looking after tourism development. It is engaged in three functions-Management of Hotels, Management of Ashoka Tour and Travels which is for tours and transport operation and management of duty free shops in Airports.

1.2 India Tourism Development Corporation, have 33 hotels in different parts of the country. Some of them are Joint Ventures and other are fully owned and managed by India Tourism Development Corporation on its own. Some of the hotels are on land leased out to ITDC while others are on its own properties. Some of them are prime properties like Ashoka, Kanishka etc.

(b) Board of Directors

1.3 The Committee were informed that at the present the Board of Directors of India Tourism Development Corporation comprises of the Chairman & Managing Director, two Official Directors and two functional Directors and four non official Directors.

1.4 As regards the procedure for selection and appointment of Directors in ITDC, the Committee were informed that the Public Enterprises Selection Board (PESB) is responsible for the selection of personnel to the post of Functional Directors in various public sector

enterprises including the ITDC. It was also stated that after the receipt of recommendations of the PESS, the approval of the "Appointments Committee" of the Cabinet is also to be obtained for appointing persons to the posts of Functional Directors. In respect of non official directors, such appointments will be made after obtaining the approval of the Appointments Committee of the Cabinet. Before finding its proposal the Minister concerned would consult the Chairman of the public Sector Enterprises and give due weight to his opinion. The Department may also seek the advice of the PESS.

1.5 The Committee were also informed that the present Board of ITDC does not include any member belonging to the SC/ST community.

1.6 When asked as to why no SC/ST member had not been considered for appointment in the Board of Directors of ITDC the representative of the Department stated during evidence:-

"The reasons for not having any SC/ST person on the Board of Directors are not available in their file. It is finally decided by the Appointments Committee of the Cabinet".

1.7 It was stated that the Government would keep in view the possibility of appointing non official Directors belonging to either SC or ST category on the Board of ITDC.

1.8 The Committee note that the Board of Directors of ITDC consists of 3 full time Functional Directors including the Chairman and Managing Director, two Official Directors and Four Non-Official Directors but none of them belong to SC/ST category.

1.9 The Committee are perturbed to note that reasons for not appointing SC/ST person on the Board of Directors of ITDC are not available in the file of the Department.

1.10 As per para 2.1 of the Brochure on Reservation for SCs and STs (8th Edition) brought out by the Department of Personnel, Public Grievances & Pensions. There is reservation of 16.3% and 7% for SCs and STs in all appointments to Group filled by direct recruitment through nomination/advertisement.

1.11 Further it has been stated that no post except some scientific and technical posts is exempted from the purview of reservation orders. Therefore, the reply of the Department that there is no reservation for appointment to the post of Directors is not in accordance with the provisions of the reservation policy of the Government of India.

1.12 The Committee strongly recommend that serious efforts should be made by the Government to find a suitable SC/ST person, official or non-official for appointment as Director on the Board of Directors of ITDC.

CHAPTER II

RESERVATION IN SERVICES

2.1 The Committee were informed that the percentage of Reservation applicable in ITDC was as per instructions issued by the Government and reservation directions have been followed by the Corporation w.e.f. 1 January, 1972.

2.2 The prescribed percentage of reservation in favour of Scheduled Castes and Scheduled Tribes is as under :-

1. Posts filled by direct recruitment:-

(a) Scheduled Castes	16.67%
(b) Scheduled Tribes	7.5%

2. Posts filled by promotions:-

(a) Scheduled Castes	15%
(b) Scheduled Tribes	7.5%

(A) Recruitment

The statement of recruitments made by ITDC during the year 1994, 1995 and 1996 is as under:-

STATEMENT SHOWING RECRUITMENT MADE IN ITDC BUREAU THE CALENDAR YEAR 1994

CATEGORY OF POST	TOTAL NO. OF VACANCIES ACTUALLY ACCRUED	TOTAL NO. OF VACANCIES ACTUALLY FILLED	NO. OF VACANCIES RESERVED FOR SC			NO. OF VACANCIES RESERVED FOR ST			NO. OF CANDIDATES APPOINTED		NO. OF VACANCIES CARRIED FORWARD		NO. OF BACKLOG VACANCIES	
			CARRIED FORWARD FROM PREVIOUS YEAR	RESERVED DURING THE YEAR	TOTAL	CARRIED FORWARD FROM PREVIOUS YEAR	RESERVED DURING THE YEAR	TOTAL	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
(c + b)														
A	49 (43+06)	02	04	07	11	02	03	05	-	-	11	05	33	20
B	01 (00+01)	01	01	-	01	-	-	-	01	-	-	-	-	-
C	108 (94+12)	57	11	16	27	01	07	08	19	07	06	01	10	63
D	85 (82+03)	43	-	14	14	06	06	12	11	12	03	-	06	07
D(S)	18 (18+00)	15	-	03	03	-	02	02	03	04	-	-	-	-

c - Current Vacancies
b - Backlog Vacancies

1995

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
(c + b)														
A	48 (32+16)	27	11	05	16	05	02	07	05	-	11	07	33	22
B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C	49 (40+09)	47	08	07	15	01	03	04	10	04	05	-	07	62
D	48 (45+03)	48	03	06	11	-	04	04	13	02	-	02	-	09
D(S)	01 (01+00)	01	-	-	-	-	-	-	-	-	-	-	-	-

c - Current Vacancies
b - Backlog Vacancies

1996

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
(c + b)														
A	89 (48+41)	15	24	06	30	17	03	20	01	-	29	20	38	25
B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
C	53 (48+05)	23	05	08	13	-	04	04	07	01	06	03	06	65
D	115 (113+2)	85	-	19	19	02	07	09	31	09	-	-	-	07
D(S)	06 (06+00)	05	-	01	01	-	-	-	03	-	-	-	-	-

c - Current Vacancies
b - Backlog Vacancies

2.3 From the statement of recruitment made during the years 1994 to 1996, it has been observed that there has been huge backlog of reserved posts in almost all the categories of posts except in category 'B'. The reasons for this backlog stated to be non-availability of suitable SC/ST candidates with requisite qualifications & experience particularly in specialised trades and non-availability of ST candidates at unit places.

2.4 When asked about the measures taken by ITDC to reduce the backlog of SC/ST, the representatives stated that they tried their level best to wipe out the backlog/shortfall as much as possible. The Committee were informed that the following concessions/relaxation are provided to SC/ST candidates :-

- (i) Relaxation in qualifications;
- (ii) Relaxation in age and experience over and above prescribed in Government directives;
- (iii) Adjudging of Jr. Executive Trainees, Kitchen executive Trainees and Apprentices by lowering the percentage of marks in written examination from 50% to 40%;
- (iv) 1/4 th relaxation in length of service/experience while considering them for promotion/recruitment through selection;

2.5 The Committee were informed that the vacancies reserved for SCs and STs are not advertised through All India Radio/Doordarshan.

2.6 When the Committee asked specifically whether copies of advertisement are sent to the recognised SC/ST Associations, the Department stated that it was not being done regularly.

2.7 On being asked whether SC/ST candidates are interviewed on the days other than the days on which general candidates are interviewed, it was stated that "SC/ST candidates are interviewed along with general candidates. It was also stated that, however, candidates of reserved categories are adjusted for selection on relaxed standards."

2.8 The Committee note that there is a huge backlog of reserved posts in almost all categories of posts except in category 'B'. The Committee are unhappy to note that instead of clearing the earlier backlog the ITDC has failed to fill up even the current reserved vacancies. The plea of non availability of suitable SC/ST candidates is not at all convincing to the Committee. The Committee feel that no serious and sincere efforts have been made by the ITDC in the past to clear the backlog. The Committee are distressed to note that the reserved vacancies are not advertised in All India Radio and Doordarshan. What anguished to the Committee more is that the copies of advertisements are not sent even to the recognised SC/ST Welfare Associations and also SC/ST candidates are interviewed along with the general candidates on the same day. The Committee recommend that serious efforts should be made by ITDC to clear the backlog of SCs/STs as early as possible.

2.9 The Committee also recommend that in order to clear the backlog, reserved vacancies should be advertised through All India Radio and Doordarshan besides sending the copies of the same to the recognised All India SC/ST Associations. The Committee also recommend that in order to give justice to the SC/ST candidates they should be interviewed on a day other than the days when general candidates are interviewed.

(B) SPECIAL RECRUITMENT DRIVES

2.10 The Committee were informed that Special Recruitment Drive exclusively for STs was launched by ITDC. In 1993, in Group 'C' and 'D' categories of posts. Out of 38 posts for which advertisement was made the Coporation could fill up only 15 posts. No Special recruitment Drive was made during 1994, 1995 and 1996 for filling up exclusively reserved posts for SC/ST categories. However, a Special Recruitment Drive for filling up reserved posts for SC/ST candidates is being made during 1997.

2.11 The Committee observe that there is still backlog of vacancies of SC/ST candidates despite the fact that Special Recruitment Drive has been undertaken in 1993. The Committee fail to understand as to why Special Recruitment Drives have not been undertaken by ITDC after 1993 to clear the backlog of reserved vacancies. The Committee observe that ITDC have not made serious efforts to minimise the

backlog of SCs/STs. The Committee, therefore, strongly recommend that ITDC should make vigorous efforts including launching of special recruitment drives to wipe out the backlog of SC/ST reserved vacancies.

(c) Staff Strength

The staff strength and the shortfall in all the categories of posts as on 1.1.1994 , 1.1.1995 and 1.1.1996 is stated to be as under:-

STATEMENT SHOWING STAFF-STRENGTH OF ITDC INCLUDING THE NUMBER OF SCs AND STs AMONGST THEM AS ON 1.1.94, 1.1.95 AND 1.1.96

CATEGORIES OF POST	TOTAL NO. OF EMPLOYEES	NUMBER OF		PERCENTAGE OF		NO. OF SHORTFALLS		PERCENTAGE OF SHORTFALL	
		SC	ST	SC	ST	SC	ST	SC	ST
<u>As on 1.1.1992</u>									
A (As a whole)	74	-	-	-	-	12	5	16.66%	7.8%
B	170	-	01	-	0.59%	20	12	11.66%	6.9%
C	3470	668	13	19.8%	0.37%	-	247	-	7.12%
D	109	19	-	-	17.43%	-	08	-	7.34%
D(a)	12	12	-	-	100.00%	-	01	-	8.33%
<u>As on 1.1.1994</u>									
A (Lowest Rung)	336	40	02	11.90%	0.60%	16	23	4.76%	6.89%
A (As a whole)	728	05	13	11.67%	1.79%	36	42	4.95%	5.77%
B	332	38	01	11.44%	0.30%	17	24	5.12%	7.22%
C	3005	539	32	17.93%	1.06%	-	193	-	6.42%
D	3134	293	08	31.60%	2.01%	-	147	-	4.69%
D(a)	612	440	15	71.56%	2.45%	-	31	-	5.06%
<u>As on 1.1.1995</u>									
A (Lowest Rung)	348	41	02	11.78%	0.57%	17	24	4.88%	6.90%
A (As a whole)	721	08	14	12.21%	1.94%	32	40	4.46%	5.55%
B	313	50	02	15.97%	0.64%	02	21	0.69%	6.71%
C	3105	522	34	16.81%	1.09%	-	199	-	6.41%
D	3066	560	99	31.31%	3.23%	-	131	-	4.27%
D(a)	654	447	19	68.35%	2.90%	-	30	-	4.59%
<u>As on 1.1.1996</u>									
A (Lowest Rung)	324	51	03	15.74%	0.92%	03	21	0.92%	6.48%
A (As a whole)	751	99	15	13.18%	2.00%	26	41	3.46%	5.46%
B	345	56	03	16.23%	0.87%	01	23	0.47%	6.87%
C	3067	599	36	17.57%	1.17%	-	194	-	6.33%
D	3015	230	91	31.11%	3.02%	-	135	-	4.48%
D(a)	598	433	16	72.41%	2.68%	-	29	-	4.85%

2.12 It has been observed from the figures of staff strength that there is continuous shortfall of ST employees in all the categories of posts and SC employees in A and B categories of posts.

2.13 When the Committee asked about the reasons for shortfall, it was stated that the shortfall was due to non-availability of adequate number of eligible SC/ST candidates with requisite qualifications, experience and non availability of ST candidates at Unit places as most of their units are located in big cities, where there is little concentration of ST Community.

2.14 The Committee note with concern that there has been a continuous shortfall of ST people in all the categories of posts and SC Employees particularly in Group A and B posts in ITDC. The usual plea of non-availability of adequate number of suitable/eligible SC/ST candidates is hardly convincing. The Committee regret to note that there was lack of serious efforts on the part of ITDC to recruit adequate number of SC/ST persons to fill up the shortfall. The Committee, therefore, recommend that vigorous efforts should be made by the ITDC to find suitable candidates particularly STs to fill up the shortfall within a period of six months.

(D) PROMOTIONS

STATEMENT SHOWING THE NUMBER OF PERSONS PROMOTED IN ITDC FOR PERIOD ENDING DECEMBER, 1993, 1994 AND 1995 IS AS UNDER :

Y E A R	CATEGORY/GROUP OF POSTS	TOTAL NO. OF EMPLOYEES PROMOTED	NO. OF POST			RACE OF			NO. OF BACKLOG VACANCIES/SHORTFALLS	
			FILLED	ST	SC	ST	SC	ST	SC/N.O.	ST/N.O.
<u>1993</u>	A	188	18	-	-	21.4%	-	-	-	7.5% (2)
	B	39	06	-	-	15.38%	-	-	-	7.5% (3)
	C	100	25	04	-	25%	4%	-	-	3.5% (4)
	D	40	06	-	-	15%	-	-	-	7.5% (3)
	D (a)	-	-	-	-	-	-	-	-	-
<u>1994</u>	A	10	-	-	-	-	-	-	-	-
	B	06	02	03	-	33.33%	50%	-	-	-
	C	144	28	11	-	19.44%	7.64%	-	-	-
	D	37	07	01	-	18.92%	2.7%	-	-	4.8% (2)
	D (a)	-	-	-	-	-	-	-	-	-
<u>1995</u>	A	32	3	-	-	66.66%	-	-	-	7.5% (4)
	B	49	1	-	-	2.04%	-	-	-	7.56% (14)
	C	217	20	02	-	9.22%	0.92%	-	-	2.09% (2)
	D	74	19	04	-	25.68%	5.41%	-	-	7.5% (1)
	D (a)	12	10	-	-	83.33%	-	-	-	-

Out of 188 promotions in Group 'A', 160 promotions are from within Group 'A' through Departmental Selection where reservation does not apply. Out of 28 employees promoted through seniority where reservation is applicable, 6 employees belongs to SC Category. The percentage has accordingly been calculated i.e. 21.4%.

All the 10 promotions in Group 'A' were made through Departmental Selection from within Group 'A' where reservation does not apply as per para 14 of the revised Government directives.

Out of 32 promotions in Group 'A', 29 promotions are from within Group 'A' through Departmental Selection where reservation does not apply as per Govt. directives. Out of 3 employees promoted through seniority where reservation is applicable, 2 employees belongs to SC category.

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2.15 From the statement of promotions made in ITDC during the period ending December, 1993, 1994 and 1995 it has been observed that the backlog of STs in category A, B, C, and D was 7.5%, 7.5%, 3.5% and 7.5% respectively in the year 1993. In the year 1994 the percentage of backlog in respect of Group D was 4.8 in ST category. During 1995 the percentage of backlog in Group B and C categories in respect of SCs and STs were 12.96 - 7.5 and 5.75 - 6.58 respectively. And the percentage of backlog in Group D in respect of ST was 2.09 during that period.

2.16 The major reason for shortfalls in promotion it stated to the non-availability of SC/ST candidates within the zone of consideration in the respective category.

2.17 The Committee are distressed to note that there is huge backlog of SCs in Group B & C posts and STs almost in all the categories of posts. The major reason for this backlog is stated to be non-availability of SC/ST candidates within the zone of consideration in the respective categories.

2.18 The Committee recommend that all-out efforts should be made to clear the shortfall of SC/ST employees in promotion by giving them some further concessions/relaxations including the period of service. The Committee also recommend that in case eligible SC/ST employees are 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.

(D) TRAINING

2.19 As regards training provided to SC/ST candidates the Committee were informed that, while recruiting Junior Executive Trainees for their eventual appointment as Assistant Manager (Hotels) the candidates are imparted intensive training after their selection as "Trainees". Similarly for appointment to Executive level SC/ST candidates are selected alongwith others for the career Development posts, and training is imparted to them by the manpower development centre of ITDC. It was also stated that under the apprenticeship Act, apprentices are inducted and reservations are made for SCs/STs for imparting training in various Hoteliering Trades to enable them to get proper employment within ITDC as well as outside.

2.20 The Committee were informed that in order to fill up posts requiring profession qualifications ITDC makes campus recruitment for selecting 'Management Trainee' and appoint them after putting them on training.

2.21 Details of such recruitments made during the last three years are as under.

<u>Year</u>	<u>Total Number</u>	<u>SC</u>	<u>ST</u>
1994-95	15	6	-
1995-96	22	3	-
1996-97	15	2	1

2.22 It was also stated that at present there is no other scheme of pre-recruitment training for providing regular appointments.

2.23 The Committee note that various training is imparted to the employees of ITDC including those of SC/STs after their selection to various posts/Trainees etc. The Committee are unhappy to note that at present there is no scheme in ITDC for imparting pre-recruitment training to SC/ST candidates except initially appointing as trainees and making campus recruitments for selecting Management Trainees. The Committee also note that the intake of ST candidates in the campus recruitment for selecting management training was very poor in ITDC. During the year 1994-95 and 1995-96 nobody was selected from ST category and during the year 1996-97 only one ST candidate was selected. The Committee urge upon the Management of ITDC to immediately start imparting pre-recruitment training to SC/ST candidates which in their opinion would lead to an improved intake of these candidates especially in view of the existing shortfall in various categories of posts. The Committee also recommend that while selecting the candidates for Management trainees through campus interviews/selection proper representation of ST candidates be given in future.

CHAPTER - III
ORGANISATIONAL MATTER

Complaint/Grievances

3.1 On being asked about the procedure prescribed for the redressal of the grievances of SC/ST employees the Committee were informed that the Grievances of SC/ST employees arising at the unit level are looked into by the concerned Unit Heads who are the appointing authorities. The grievances which are not settled at the unit level are referred to the Corporate SC/ST Cell who examines them and communicates proper advice to the units concerned.

3.2 When asked whether any complaint register was being maintained to note the grievances of SC/ST employees, the Committee were informed that the General Grievances Procedure followed in ITDC for the staff which also apply to SC/ST employees. No separate complaint register was being maintained for SC/ST employees and a record of grievances of all the employees under the grievances procedure was maintained. The exact number of complaints received from SC/ST employees are shown in the general register. However, in the post evidence reply it was mentioned that instructions have since been issued to maintain a separate register for SC/ST employees.

3.3 It was also stated that all the complaints of SC/ST employees except one were relating to promotions.

3.4 The Committee find that there is no separate grievances redressal procedure in ITDC for its SC/ST employees and no separate complaint register is maintained for SC/ST employees. They, therefore, recommend that separate grievances/complaint register should be maintained at all the units as well as Head Office of ITDC for the SC/ST employees and it should be ensured that prompt disposal of complaint/grievances are made which are received from SC/ST employees. Since most of the complaints/grievances of SC/ST employees are relating to promotion the authorities of ITDC should be very careful in handling those complaints.

Roster

3.5 The Committee were informed that in ITDC rosters are maintained centrally at Headquarter. It was also stated that those rosters for Group 'B', 'C' and 'D' were maintained at regional offices and units of ITDC. These rosters are inspected by the respective Liaison Officer. Committee were further informed that during the last three years the representatives of the Department of Tourism had not visited the Head Office/regional offices of ITDC for inspection of rosters.

3.6 On being asked about when were the roster register last inspected, the Committee were informed that the roster of Ashok Yatri Niwas was checked in June, 1997. Prior to this the roster of the Headquarter of ITDC was checked in March, 1991 and rosters in four other units were checked between November 1990 and January, 1991.

3.7 The Committee further enquired whether any discrepancies were found during the inspection of the rosters it was stated that during the inspection of rosters of Ashok Yatri Niwas, New Delhi, the following discrepancies/deficiencies were found :

- (i) The number of sanctioned posts for each category not indicated in the roster which is required for ensuring proper grouping of posts.
- (ii) The posts reserved for SC/ST candidates have been filled by general candidates without prior approval of C&MD, ITDC and intimation to the Board of Directors as per instructions laid down on the subject.
- (iii) Rosters were not inspected by Liaison Officer of ITDC every year. ITDC Liaison officer carried out inspection on 3.4.1997 only;
- (iv) Entries in the rosters were not signed by the appointing authority or authorised officer.

3.8 The Committee note with concern that during the last three years the representatives of the Department of Tourism have not visited the head office/regional offices of ITDC to inspect the rosters. It is also a matter of concern that these rosters have not been checked specially by ITDC and the Department. The Committee, therefore, recommended that Department should inspect the rosters immediately and also ensure that the rosters are maintained by ITDC properly and the same should also be checked regularly in future.

3.9 The Committee are also unhappy to note that several discrepancies/deficiencies were found during the inspection of rosters of Ashok Yatri Niwas. The Committee recommend that the authorities of ITDC should be careful in maintaining the rosters in future so that such discrepancies/deficiencies do not occur and these shortcomings are rectified immediately.

CHAPTER IV
MISCELLANEOUS

(a) Posting/Training abroad

4.1 The Committee were informed that ITDC did post its employees abroad from amongst the interested departmental candidates who were interviewed by the duly constituted selection committee for the same. It was stated that ITDC in collaboration with the Trust of Restaurant, MOS-Soviet, Mosco set up an Indian cuisine joint venture restaurant at Mosco in July, 1987. It was also informed that 2 General Managers, 3 Assitant Managers and 2 Chef were posted at Mosco during 1994-1995 under the India Cuisine Joint Venture but none of them belonged to SC/ST community.

4.2 On being asked whether any employee of ITDC was sent' abroad for training, attending seminars/symposia/conference etc. during last three years it was replied that nine officers were sent abroad by Indian Tourism Development Corporation during the last three years (1994-96) and none of these officers belonged to SC/ST community.

4.3 The Committee are unhappy to note that out of the seven officers given foreign postings during the year 1994 and 1995 not even

a single SC/ST officer was posted abroad. The Committee are also distressed to note that out of the nine officers sent for training abroad none of them belonged to SC/ST community. The Committee strongly recommend that ITDC should make sincere efforts in future to send SC/ST persons for posting abroad and also adequate number SC/ST employees should be sent abroad for training, seminars, symposia, conference etc.

4.4 The Committee strongly feel that the officers responsible for not selecting SC/ST candidates for foreign training should be identified and necessary penal action be taken against them.

(b) False caste certificate

4.5 The Committee desired to know whether there were instances where persons had obtained job in ITDC on the basis of false caste certificate and if so, how many such cases had been detected and what action was taken in such cases. In reply it was stated that one case had been detected and chargesheet had been issued to the person concerned.

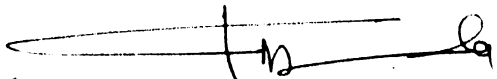
4.6 The Committee note that one case of false caste certificate has been detected and ITDC issued chargesheet to the person concerned. The Committee feel that mere issuing of chargesheet to the victim is not enough and penal action should have been initiated against him. The Committee therefore, recommend that besides the termination of

service of such employees should be prosecuted for making false claim.

The Committee also recommend that Government should issue necessary instructions to all the undertakings/departments under the Ministry of Tourism that person who obtain employment on the basis of false caste certificate should be prosecuted for making false claim to avoid recurrence of such cases in future.

4.7 The Committee feel that there is a deliberate attempt on the part of ITDC Management for non-implementation of reservation provisions and the same should be thoroughly examined by the concerned Department and necessary action taken in this regard may be intimated to this Committee within three months.

NEW DELHI;
December , 1998
Agrahayana, 1920 (Saka)


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

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