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## PART-II

Minutes of the meeting of the  
Committee on the welfare of  
scheduled castes and tribes  
held on 12-11-52

COMMITTEE ON THE WELFARE OF SCHEDULED  
CASTES AND SCHEDULED TRIBES (1992-93)

Shri K. Pradhani - Chairman

MEMBERS

LOK SABHA

2. Shri Mahendra Baitha
3. Shri Birbal
4. Shri Ram Prakash Chaudhary
5. Shri Anadi Charan Das
6. Shri N. Dennis
7. Shri Ramchandra Dome
8. Shri A. Jayamohan
9. Shri Kalka Das
10. Shri Ram Kapse
11. Dr. Ravi Mallu
12. Shri Kariya Munda
13. Shri Rup Chand Murmu
14. Shri Shashi Prakash
15. Shri V. Sreenivasa Prasad
16. Shri Mangal Ram Premi
17. Shri Ram Singh
18. Shri Naranbhai Jamlabhai Rathava
19. Shri K.D. Sultanpuri
20. Kumari Vimla Verma

RAJYA SABHA

21. Dr. Z.A. Ahmad
22. Shri Prakash Yashwant Ambedkar
23. Shri Sunil Basu Ray
24. Shri Anantray Devshanker Dave
25. Dr. Faguni Ram
26. Shrimati Kailashpati
27. Shri G.Y. Krishnan
28. Shri Radhakishan Malaviya
29. Shri Subramanian Swamy
30. Shri Nyodek Yonggam

SECRETARIAT

1. Shri G.L. Batra, ~~Additional Secretary~~ \*-----\*  
2. Shri S.C. Gupta, Joint Secretary
3. Shri R.K. Chatterjee, Deputy Secretary
4. Shri Babu Ram, Under Secretary

## INTRODUCTION.

1. 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 Tenth Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Ninth Report (Tenth Lok Sabha) on the Ministry of Urban Development-Reservations for and employment of Scheduled Castes and Scheduled Tribes in National Buildings Construction Corporation Limited.

2. The Draft Report was considered and adopted by the Committee on 12th November, 1992. *Minutes of the Sitting form Part II of the Report.*

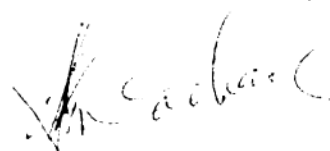
3. The Report has been divided into the following

Chapters :-

- I. Report.
- II. Recommendations/Observations which have been accepted by Government.
- III. Recommendations/Observations which the Committee do not desire to pursue in view of Government's replies.
- IV. Recommendations/Observations in respect of which Replies of Government has not been accepted by the Committee and which require reiteration.
- V. Recommendation/Observations in respect of which final replies of Government have not been received.

4. An analysis of the Action Taken by Government on the recommendations contained in the 9th Report of the Committee is given in Appendix. It would be observed therefrom that out of 20 recommendations made in the Report 15 recommendations i.e. 75% have been accepted by the Government; the Committee do not desire to pursue 2 recommendations i.e. 10 per cent of their recommendations in view of Government's replies; three recommendations i.e. 15 per cent in respect of which

Replies of Government have not been retained  
accepted by the Committee, requires reiteration:



MEMORANDUM  
25th November 1947  
to Government (1947/10)

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

4

CHAPTER - I

REPORT

This Report of the Committee deals with the Action Taken by Government on the recommendations/Observations contained in the Ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Tenth Lok Sabha) on the Ministry of Urban Development - Reservations for and employment of Scheduled Castes and Scheduled Tribes in National Buildings Construction Corporation Limited.

1.2 In Paragraph 1.10 of the 9th Report, the Committee recommended that at least one SC/ST person, official or non-official should invariably be appointed as Director on the Board of Directors of NBCC to look after the interests of Scheduled Castes and Scheduled Tribes.

1.3 In their reply dated 24th September, 1992, the Ministry of Urban Development have stated that recruitment of Functional Directors in the NBCC is done by the Public Enterprises Selection Board who make the recruitment on the basis of criteria involving eligibility and merit of the candidates. As regards non-official Directors, the recent Industrial Policy statement reaffirmed the need for making the Boards of Public Sector Enterprises more professional. In this background the Govt. should however, consider claims of a suitable person who is otherwise competent and has the necessary background and record in industry, commerce, administration, finance, etc. for a Board level appointment in a Public Sector Enterprise. In the circumstances it is not possible to accept the recommendation for appointment of one SC/ST person as official or non-official Director on the Board of Directors of NBCC to look after inter-alia the interests of Scheduled Castes/Scheduled Tribes.

1.4 The Committee reiterates that at least one SC/ST person, official or non-official should invariably be appointed as Director on the Board of Directors of NBCC.

1.5 In Para 2.15 of their 9th Report, the Committee recommended that even if the recruitment for Group C & D posts is centralised, such recruitment for Group C and D posts should be made from different regions following 100 points rosters as provided in the reservation rules.

1.6 In their reply dated 24th September, 1992, the Ministry of Urban Development have stated that recruitment for project team as also for the Zonal Office is being done at the Corporate level after following the 40 points roster. This is done because of the fact that the staff of the Zonal Offices and also the project team are transferable throughout India. It may be added that the Corporation gets work in different parts of the country and the posting of the staff for the project will have to be done keeping in view the actual requirement of the staff for each such project.

As and when the project is completed, the staff of the project will have to be transferred to any new project which have to be transferred any where in India. It was due to this reason that the Corporation has been following the 40 point roster.

1.7 The Committee, keeping in view the huge shortfall of SC/ST in Group C and D, reiterates that NBCC should make recruitment for Group C and D posts from different regions following 100 points rosters as provided in the reservation rules, *to attract specially ST candidates from different regions* even though the recruitment for these posts is made *which are not there at the Corporate level.* at Corporate level.

1.8 In Para 5.9 of their 9th Report the Committee recommended that pre-promotional training should be imparted to the SC/ST employees to improve their efficiency and to make them fit for promotion.

1.9 In their reply dated 24th September, 1992, the Ministry of Urban Development have stated that the Corporation has already got a scheme for giving in-service training to its employees. It will be the endeavour of the Corporation to nominate for such training, persons belonging to SC/ST community. The in-service training being given would also meet the requirement of pre-promotion training. In view of the fact that the number of employees to be promoted every year would be comparatively few, it will be difficult to organise pre-promotion training to SC/ST employees.

1.10 The Committee, keeping in view the huge shortfall of SC/ST in promotion and recruitment they reiterate that NBCC should organise pre-promotional/<sup>training</sup> programmes for SC/ST employees.



RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN  
ACCEPTED BY THE GOVERNMENT.

-: 4 :-

~~ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN  
THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE  
ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF  
URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT  
OF SCs AND STs IN NBCC LIMITED~~

RECOMMENDATION (S.No.3 Para 2.14)

The Committee note that consequent upon the voluntary retirement of Chief Manager(Personnel) from the H.O., the Director(Projects) in NBCC is temporarily functioning as Liaison Officer in the Corporate Office and no liaison officer has been appointed nor SC/ST Cell has been set up at the zonal offices probably on the ground that the recruitment and promotion of NBCC is centralised. Since one of the functions of the Liaison Officer/SC/ST Cell is to look into the grievances of SC/ST employees and their prompt disposal, the Committee desire that some senior officers in the zonal offices may be appointed to function as Liaison Officers and they may be provided with one or two assistants to help them in the discharge of their duties. The officers so appointed/nominated may be given due training on reservation rules so as to enable them to observe reservation orders, as per Government directives.

REPLY OF THE GOVERNMENT

Necessary orders to this effect has been issued on 06.06.92 (copy enclosed). As regard giving training to the officers on reservation rules, the recommendation of the Committee will be kept in view and the Corporation will arrange suitable training through the Institute of Secretarial Training and Management.

(Ministry of Urban Development OM No. 0-17031/24/90-P  
dt. 24-9-92 )

NBCC House  
Lodi Road,  
New Delhi-110 003.

No. Estt/2.2/92

Date: 6.6.1992

The Zonal Heads,  
N.B.C.C. Ltd.,

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CIRCULAR

So far we have only one Liaison Officer at the Corporate Office of the rank of Director who looks after the welfare of SC/ST employees. In order to streamline this process further, it has been decided that each Zonal Head will hereafter act as Liaison Officer for SC/ST matters also in respect of their respective Zone. Duties and responsibilities attached to the post Liaison Officer are given hereunder :-

1. The Zonal Heads who have been nominated as Liaison Officer are responsible for work relating to grievance of SC/ST. They should ensure the extention of necessary assistance to the Commissioner for SC/ST in the investigation of complaints received in regard to the service matter.
2. The Liaison Officer will also look after welfare of SC/ST candidates.

Copy to :-

( J.S. Tyagi )  
Asstt. Manager (Personnel)

1. All CPNs/PNs/OPNs/RCO/AC Incharge, NBCC Ltd.,
2. Sr. PS to Director (Projects), Planning/PS to CMD,  
N.B.C.C. Ltd., New Delhi.

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No. 5 Para 2.17)**

The Committee find that a Central Grievance Committee, comprising senior officers (including one SC/ST representative) and Group General Manager as its Chairman, look into the grievances of all the employees including scheduled Caste and scheduled Tribes. The grievances of SCs and STs are also being looked into by SC/ST Cell attached to Personnel Division. However, no separate records are maintained in respect of grievances of SC/ST employees received in Personnel Division and these grievances are dealt with in the respective personal files and disposed of within 2 to 4 months. The Committee were informed that only 7 complaints from SC/ST employees had been received in the Grievance Cell during the last 3 years. The Committee get an impression that all the complaints from SCs/STs are not being taken note of for proper and speedy action and recommend that a separate grievance register showing the records of the complaints of SC/ST employees together with their disposal should be maintained. They also suggest that publicity be given about this arrangement amongst SC/ST employees through their Associations.

**REPLY OF THE GOVERNMENT**

The recommendation of the committee for maintaining a separate grievance register showing records of complaints of SC/ST employees together with their disposal has been implemented. The Secretary of NBCC SC/ST Cell has also been informed of the position. A copy of the Corporation's letter dt. 22.5.92 to the AKhil Bharati Anusuchit Jati Janpati NBCC Employees Parishad is enclosed.

Ministry of Urban Development - O.M No. 0-177 /24/90-PS dt 24-7-92

No. Estt/2.3/92 | 137

Date: 22.5.92

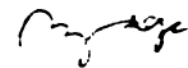
The Secretary,  
Akhil Bharat Anusuchit  
Jati Janjati  
NBCC Employees Parishad,  
New Delhi.

Dear Sir,

In order to streamline the procedure (of grievance <sup>handling</sup> of SC/ST employees, it has been decided to open a separate grievance register relating to SC/ST employees in the SC/ST Cell of the Corporate office. We are sure that this will further enable us to expedite disposal of the grievances. You are requested to kindly advise the members of your parishad accordingly.

Thanking you,

Yours faithfully,

  
( V.S. TYAGI )  
Asstt. Manager (Personnel)

Chapter II

-: 10 :-

ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN  
THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE  
ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF  
URBAN DEVELOPMENT & RESERVATION FOR AND EMPLOYMENT  
OF SCs AND STs IN NBCC LIMITED.

RECOMMENDATION (S.No. 6 Para 3.12)

The Committee find from the staff strength of NBCC as on 1.1.92 that there is a shortfall in reservation for SCs/STs in almost all categories of posts viz. in Group 'A' 6.34% for SCs and 6.72% for STs, in Group 'B' 1.13% for SCs and 6.57% for STs, in Group 'C' 5.72% for STs and in Group 'D' 2.66% for SCs and 6.74% for STs. It also appears that the shortfall has been calculated following their recruitment percentage which may not give a correct picture of shortfall as the shortfall has to be obtained or calculated from the roster points filled up by recruitment as well as by promotion. In the opinion of the Committee shortfall position of staff strength in NBCC needs review/revision and they would like the Corporation to take suitable steps in this direction in consultation with the Department of Personnel and Training/National Commission for Scheduled Castes and Scheduled Tribes.

REPLY OF THE GOVERNMENT

As suggested by the Committee, the position is being reviewed in consultation with the Deptt. of Personnel and Training/National Commission for SC/ST. On receipt of the replies of the Deptt. of Personnel & Training/National Commission for SC/ST, further action will be taken.

(Ministry of Urban Development OM No. 0-17031/24/90-PS)

( 24-9-92 )

No. Estt/2.3/92 / 132

Date: 22.5.92

1. The Chairman,  
National Commission of SC/ST,  
5th Floor, Lok Nayak Bhawan,  
Humayun Road,  
New Delhi-110 003.
2. The Secretary,  
Deptt. of Pers. & Administrative Affs.,  
Sarwar Patel Bhawan,  
Sansad Marg,  
New Delhi-110 001.

Dear Sir,

Although position of induction of SC/ST employees in this organisation has been relatively better, yet we have not been able to wipe off the backlog/shortfall of SC/ST vacancies in Group A, B, C and D despite our efforts over the years. The Lok Sabha Committee vide its ninth report on the welfare of SC/ST have asked the Corporation to take suitable steps in this direction in consultation with your department.

In this connection, it may be mentioned that we have been making concerted efforts to recruit SC/ST employees over the year through direct recruitment/zonal recruitment by advertising the posts in the national/regional newspapers and circulating the vacancies to the SC/ST Federation/Associations, Directorate General of Resettlement, etc. Yet, the position of shortfall stays. We shall, therefore, request you to kindly advise us about further action/taken for tapping the possibility of more and more SC/ST candidates.

Thanking you,

Yours faithfully,

  
( J. S. TYAGI )  
Asst. Manager (Personnel)

(7)

ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED

RECOMMENDATION (S.No. 7 Para 3.45)

Non-availability of SCs and STs which has been advanced as the reason for shortfall in all the categories of services in NBCC is not convincing as will be seen from the results of special recruitment drives undertaken during 1989 to 1991 when as many as 41 SCs candidate could be selected against the vacancy of 58. The Committee, recommend that in order to wipe out the existing shortfall in all categories of posts especially of STs within a stipulated period, NBCC should immediately resort to further special recruitment drives through its regional offices.

REPLY OF THE GOVERNMENT

The recommendation of the Committee for further Special recruitment of SC/ST has been noted. The Corporation is taking action for recruitment of Group 'C' category employees for which the vacancies are readily available. As and when vacancies in Group 'A' and 'B' arise, special recruitment drive for filling up these posts through SC/ST candidates will be taken.

(Ministry of Urban Development OM No. 0-17031/24/90-PS)

dt. 24-9-92 )

*Chopra*

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No. 9 Para 3.17)**

The Committee find that the seeking of ex-post-facto approval for dereservation of 17 and 5 vacancies respectively on 29.12.1989 and 21.6.1990 from NBCC Board of Directors is not in accordance with the BFE directives which provide that before any reserved vacancy is dereserved and filled up by a general candidate, the prior approval of the Board of Directors for Group 'A' and 'B' posts and that of the Managing Director for Group 'C' and 'D' posts should be obtained. They desire the management of NBCC to follow the government instructions in regard to dereservation of vacancies scrupulously in future.

**REPLY OF THE GOVERNMENT**

Recommendation of Committee has been noted for implementation.

(Ministry of Urban Development OM No. 0-17031/24/90-PS dated 24-9-92 )



**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN  
THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE  
ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF  
URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT  
OF SCs AND STs IN NBOC LIMITED**

**RECOMMENDATION (S.No. 10 Para 3.18)**

The Committee further note that the ban on dereservation came into force with effect from 1.4.1989. However, the offers of appointment in respect of three posts, i.e. for posts at Serial numbers 20 to 22, were issued on 20 and 26 April, 1989. The Committee are, therefore, not convinced with the explanation that the review of the decision taken by the Board in respect of these three vacancies, which were filled after 1.4.1989 and before the receipt of the orders was not called for and they desire the Board to review the decision afresh.

**REPLY OF THE GOVERNMENT**

The Corporation has considered the matter and taken a decision on 1.6.92 to restore the 3 vacancies which were dereserved earlier.

(Ministry of Urban Development OM No. 0-17031/24/88-PS

dt. 29-7-92 )

13  
:- 14 :-

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT & RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED.**

**RECOMMENDATION (S.No.11 Para 3,24)**

The Committee find from the statement of promotions given during the years 1989 to 1991 that in 1989 SC employees in all categories excepting in Group 'D' got promotion as per their prescribed percentage or more; during 1990 percentage of SC employees got promotion in Group A came down to 11.94% and during 1991 SC employees got promotion less than their prescribed percentage i.e. 10.94 for Group 'A', 8.96 for Group 'B' and 13.64 for Group 'D'. As regards promotion of STs in all categories and during all these years the position is far from satisfactory. During 1989 in Group 'D'; in Groups 'A', 'C' and 'D' during 1990; and in Group 'A' and 'D' in 1991 no ST employees could be promoted. The Committee urge that immediate steps should be taken to promote required number of SCs and STs in different categories of posts in NBCC, if required by giving further relaxations or by resorting to direct recruitment wherever permissible.

**REPLY OF THE GOVERNMENT**

The recommendation of the Committee for taking steps for promotion of SC/ST officials in different categories has been noted. This will be implemented as and when the posts become available.

(Ministry of Urban Development OM No. 0-17031/24/90-PS

dt. 29-7-90 )

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No.12 Para 4.5)**

The Committee in their various reports have recommended from time to time that the specific reasons for rejection of SC/ST candidates sponsored by the Employment Exchange should be communicated to the concerned Exchange as per Government directions on the subject so as to enable them to sponsor in subsequent recruitment right type of candidates from these communities.

**REPLY OF THE GOVERNMENT**

The recommendation of the Committee has been noted for compliance. Necessary internal instructions have been issued by the Corporation on 23.6.92 to the concerned officers for communicating to the Employment Exchange specific reasons for reservation for SC/ST candidates sponsored by them.

(Ministry of Urban Development OM No. 0-17031/24/90-PS

dt. 24-7-92 )

**NATIONAL BUILDINGS CONSTRUCTION CORPORATION LIMITED**  
( Home Recruitment Cell )

**Subj:- Specific reasons for the rejection of  
SC/ST candidates sponsored by Employment  
Exchange.**

As per Parliamentary Committee Report on the status of SC/ST which reviewed NBCC, the Committee recommended in its Ninth report that specific reasons for the rejection of SC/ST candidates sponsored by the Employment Exchange should be communicated to the concerned Employment Exchange so as to enable them to sponsor in subsequent recruitment right type of candidates from those communities.

The above recommendation may please be noted for compliance & follow up.

*M. S. Tyagi*  
( V. S. Tyagi )  
Asst. Manager (Personnel)  
23/10/02

1. Sh. H. S. Saroya, AAO
2. Sh. D. S. Soodia, AAO
3. Smt. J. K. Chaula, AAO

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No.13 Para 4.7)**

The Committee regret to note that NBCC is not mentioning in the advertisements given in the leading newspapers and the requisitions sent to the Employment Exchanges the exact nature of relaxations available to SC & ST candidates in direct recruitment. The specific reasons for rejection of SC/ST candidates are also not communicated to the sponsoring Employment Exchanges which is in violation of the Government instructions. The Committee, recommend that henceforth the NBCC should follow the Government directives in this regard meticulously.

**REPLY OF THE GOVERNMENT**

The recommendation of the Committee for mentioning in the advertisement/requisition of the Employment Exchange exact nature of relaxation available to SC/ST candidates in direct recruitment has been noted for compliance. Necessary internal instructions have been issued to the concerned officers of the Corporation. As for intimating specific reasons for rejection of SC/ST to Employment Exchange, as already mentioned in the recommendation No.12 the observation of the Committee has been noted for compliance.

(Ministry of Urban Development OM.No. 0-17031/24/90-PS  
dt. 24-7-72 )

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No. 14 Para 4.12).**

The Committee note that in NBCC the second channel of recruitment other than the direct recruitment, is regularisation of persons from Nominal muster Roll/Casual/Jorks Establishments, after the completion of the prescribed years of continuous service as per the settlement reached with the unions. The Committee also find that out of a total of 1966 (1136 persons regularised and 850 to be regularised) casual labourers/UTs, 1136 persons have been regularised in which the number of SCs and STs are 171 and 8 respectively whereas as per prescribed quota their number should have been approximately 184 and 78 respectively. It has been further stated that 850 persons are yet to be regularised. The Committee recommend that at the time of regularising remaining 850 casual labourers efforts may be made to regularise the required percentage of Scheduled Castes/Scheduled Tribes. At the same time they would like the management to make effort while recruiting casual labourers to recruit persons from SCs/STs following the prescribed reservation per percentage as far as practicable.

**REPLY OF THE GOVERNMENT**

The recommendation of the Committee for regularising required percentage of SC/ST candidates at the time of regularisation of casual labourers has been noted. The recommendation of the Committee that while recruiting casual labourers persons from SC/ST should also be appointed by following the prescribed reservation percentage as far as practicable has also been noted. It may be added that Presidential Directives issued on 27.1.92 has specifically provided vide

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No. 14 Para 4.12).**

The Committee note that in NBCC the second channel of recruitment other than the direct recruitment, is regularisation of persons from Nominal muster Roll/Casual/Jorke Establishments, after the completion of the prescribed years of continuous service as per the settlement reached with the unions. The Committee also find that out of a total of 1968 (1136 persons regularised and 850 to be regularised) casual labourers/WTs, 1138 persons have been regularised in which the number of SCs and STs are 171 and 8 respectively whereas as per prescribed quota their number should have been approximately 184 and 78 respectively. It has been further stated that 850 persons are yet to be regularised. The Committee recommend that at the time of regularising remaining 850 casual labourers efforts may be made to regularise the required percentage of Scheduled Castes/Scheduled Tribes. At the same time they would like the management to make effort while recruiting casual labourers to recruit persons from SCs/STs following the prescribed reservation per percentage as far as practicable.

**REPLY OF THE GOVERNMENT**

The recommendation of the Committee for regularising required percentage of SC/ST candidates at the time of regularisation of casual labourers has been noted. The recommendation of the Committee that while recruiting casual labourers persons from SC/ST should also be appointed by following the prescribed reservation percentage as far as practicable has also been noted. It may be added that Presidential Directives issued on 27.1.92 has specifically provided vide para 1.2(iii) as under :-

~~-18-~~  
-: ~~21~~ :-

"While there is no reservation for SC/ST in purely temporary appointment such as work charged staff including the daily rated and monthly rated staff, regularisation of such work charged staff against regular posts would have to be treated as fresh appointment for the purpose of the orders on reservation. In other words, absorption of muster roll employees has to be treated as fresh appointment as from a post to which the reservation does not apply to a post to which the reservation applies."

(Ministry of Urban Development OM No. 0-17031/24/90-PS)

dt. 24-7-92)



**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NCC LIMITED**

**RECOMMENDATION (S.No.15 Para 4.15)**

The Committee note that a member belonging to SC/ST one level higher than the post to be filled up is always included in all the Recruitment boards/DPCs. The Committee recommend that the status of SC/ST member should generally be comparable with other members of the Recruitment Boards/Selection Committees/DPCs.

**REPLY OF THE GOVERNMENT**

The recommendation of the Committee that the status of SC/ST member should generally be comparable with other members of Recruitment Board/Selection Committee/DPC has been noted and would be implemented as far as practicable. Necessary amendment in the Recruitment Rules of the Corporation to this effect is also being made.

(Ministry of Urban Development OM No. 0-17031/24/90-PS

dt. 24-7-92 )

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

RECOMMENDATION (S.No. 16 Para 4.18)

The Committee are unhappy to note that out of 45 officers who have been posted abroad during 1987 to 1989, there are only 4(9.00%) SCs and 1(2.22%) STs. They were informed that although there is no reservations for Scheduled Castes/Scheduled Tribes for overseas posting due weightage was given by NBCC to SC/ST candidates if they fulfill the job requirements. The committee desire that continuous efforts should be made to improve the representation of scheduled castes/scheduled Tribes in the foreign postings.

REPLY OF THE GOVERNMENT

The recommendation of the Committee has been noted for implementation in future. At present, the Corporation has no plan to post officers abroad.

(Ministry of Urban Development OM No. 0-17031/24/90-PS

dt. 24-5-94 )

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NDC LIMITED**

**RECOMMENDATION (S.No. 17 Para 5.3)**

The Committee recommend that at the time of recruitment the pre-condition of experience should be dispensed with for SC/ST candidates as far as possible with a view to wipe out the backlog of SCs and STs and the SC/ST candidate so appointed should be imparted intensive training, as agreed to during evidence.

**REPLY OF THE GOVERNMENT**

The Recruitment Rules for various categories of posts of the Corporation provide for relaxation of the condition of experience marginally. However, in respect of certain higher posts where requirement of experience is a pre-condition, it may not be possible to dispense with the same. It may be possible to dispense with such experience in cases such as recruitment of management trainees, graduate engineers etc. who are inducted at the lowest level. The recommendation of the Committee for imparting in service training to such candidates has been noted for implementation.

(Ministry of Urban Development CM No. 0-17031/24/90-PS)

dt. 24-9-92 )

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No. 18 Para 5.6)**

The Committee find that during 1987-88 to 1991-92 (upto December, 1991) as many as 2378 officers have been sponsored for institutional trainings/ seminars but the representation of Scheduled Castes/ Scheduled Tribes is only 219(9.12%) and 10(0.42%) respectively. The Committee also note that NBCC have no separate in-service training arrangement for SCs/STs. The Committee would like the management of NBCC to nominate more SC/ST employees for institutional training/seminars to enable them to come up to the standards of other candidates.

**REPLY OF THE GOVERNMENT**

The Corporation has a Scheme for giving in service training to all its employees including SC/ST Employees. The SC/ST candidates would continued to be nominated for such persons in service training as also for Institutional training/seminars as recommended by the Committee.

(Ministry of Urban Development OM No. 0-17031/24/90-PS ,  
dt. 24-9-92 )

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN  
THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE  
ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF  
URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT  
OF SCs AND STs IN NECC LIMITED**

**RECOMMENDATION (S.No. 20 Para 5.12)**

The Committee note from the 29th and 30th Annual Report respectively for the year 1988-89 and 1989-90 of National Buildings Construction Corporation Ltd., that although the Construction Industry does not lend itself for a systematic manpower planning in view of its peculiar nature of working but all the same the Corporation has been successful in formulating annual manpower plan after taking into account the future uncertainties. The Committee, desire the manpower plan should also include the requirement of SC/STs categorywise and tradewise, and measures should be taken for their timely selection and recruitment.

**REPLY OF THE GOVERNMENT**

The recommendation of the Committee has been noted for compliance.

(Ministry of Urban Development OM No. 0-17031/24/90-PS  
dt. 24-7-92 )

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

*Recommendations/ Observations which the Committee do not class as a basis in view of the Government's Action.*

**RECOMMENDATION (S.No. 2 Para 2.6)**

The Committee note that the Director Administration and Coordination who is incharge of the SC/ST Cell and is also responsible for looking after the reservation has never visited NBCC offices with a view to inspect rosters and other documents relating to implementation of reservation orders. The Committee recommend that the Director (Administration and Coordination) who is looking after the reservation work should regularly visit offices of NBCC and periodically check the rosters to ensure strict compliance of reservation orders. Further SC/ST cell may be put under the charge of one Officer exclusively for the purpose to look after properly to the functioning of the Cell.

**REPLY OF THE GOVERNMENT**

The recommendation of the Committee that the Director (A&C) who is looking after the reservation work should visit the Offices of the NBCC for periodical check of rosters to ensure strict compliance of reservation orders has been noted. The Director (A&C), has also visited the Offices of the NBCC and checked the rosters. As regards the other recommendation regarding SC/ST Cell to be put under the charge of one officer exclusively, it may be stated that due to shortage of staff, it will not be possible to put one officer exclusively for the purpose and the existing arrangements of looking after the SC/ST Cell by the Director (A&C) will continue.

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No. 8 Para 3,13)**

They also desire implementation of the suggestion made by the Commissioner for SCs and STs to work out special schemes to induct STs as trainees at different levels for their regularisation in due course. The Committee would like to be apprised of the steps taken to wipe out the shortfall for STs in the services of NBCC within six months.

**REPLY OF THE GOVERNMENT**

The Corporation is already having a Scheme of inducting SC/ST candidates as management trainees at the induction level. The Corporation has been able to get the same from SC employees over the last two years. However, despite best efforts the response against this scheme from ST was not encouraging. The Corporation will continue with the Scheme of inducting SC/ST candidates as management trainees. After induction, such candidates are given training for a period of one year and thereafter they are placed on regular jobs at the level of Asstt. Engineers. However, it may be stated that it may not be possible to wipe out the shortfall within six months. But every effort will be made to make the recruitment subject to availability of vacancies.

(Ministry of Urban Development OM No. 0-17031/24/90-FS

dt. 24-7-92 )

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CHAPTER IV

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**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

RECOMMENDATIONS / OBSERVATIONS IN RESPECT OF WHICH /  
REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED /  
BY THE COMMITTEE AND WHICH REQUIRE REITERATION  
**RECOMMENDATION (S.No. 1 Para 1.10)**

The Committee regret to note that inspite of their repeated recommendations for inclusion of atleast one SC/ST Director in the Board of Directors of all the public undertakings, none of the Directors in the Board of Directors of NBCC belongs to SC/ST. They also note that neither the Management of NBCC nor the Government ever suggested the name of any SC/ST candidate for inclusion in the Board of Directors. The Committee find that at present there is no non-official Director on the Board of NBCC. The Committee recommend that atleast one SC/ST person, official or non-official, should invariably be appointed as Director on the Board of Directors of NBCC to look after inter-alia the interests of Scheduled Castes and scheduled Tribes.

**REPLY OF THE GOVERNMENT**

Recruitment of Functional Directors in the NBCC is done by the Public Enterprises Selection Board who make the recruitment on the basis of criteria involving eligibility and merit of the candidates. As regards non-official Directors, the recent Industrial policy Statement reaffirmed the need for making the Boards of Public Sector Enterprises more professional. In this back ground the Govt. could however consider claims of a suitable person who is otherwise competent and has the necessary background and record in industry, commerce, administration, finance etc. for a Board level appointment



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in a Public Sector Enterprise. In the circumstances, it is not possible to accept the recommendation for appointment of one SC/ST person as Official or non-official Director on the Board of Directors of NBCC to look after inter alia the interests of SC/STs.

(Ministry of Urban Development UM No.0-17031/24/90-PS dated 24-9-92 )

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Comments of the Committee

Please see Chapter I para 1.4

ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED

RECOMMENDATION (S.No. 4 Para 2.15)

The Committee notes with surprise that NBCC provide 16 $\frac{2}{3}$ % reservation for SCs and 7 $\frac{1}{2}$ % for STs for recruitment in all groups of its services and maintain 40 point roster. NO recruitment even for groups C and D is made on regional basis nor regional percentage on reservation is provided for these groups. The committee recommend that, even if the recruitment for group C and D posts is centralised, such recruitment for Group C and D posts should be made from different regions following 100 points rosters as provided in the reservation rules.

REPLY OF THE GOVERNMENT

The Corporation has got its Corporate Office in Delhi and Zonal Offices which are located at following places :-

1. Vadodara
2. Patna
3. Chandigarh
4. Hyderabad
5. Bangalore
6. Bombay
7. New Bombay
8. Calcutta

In addition, in these Zonal Offices, the Corporation post project teams for execution of the specific project functions. Recruitment for Project team as also for the Zonal office is being done at the Corporate level after following the 40 points roster. This is done because of the fact that the staff of the Zonal Offices and also the Project team are transferable through out India. It may be added that the Corporation gets work in different parts of the country.

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and the posting of the staff for the project will have to be done keeping in view the actual requirement of the staff for each such project.

As and when the project is completed, the staff of the project will have to be transferred to any new project anywhere in India. It was due to this reason that the Corporation has been following the 40 point roster.

The recommendations of the Committee for making recruitment for Group 'C' and 'D' posts to be made from different regions has been noted. However, it may be mentioned that such recruitment is being made from different parts of the country but in view of the fact that such recruitment is being done on a centralised basis through the Corporate Office, only the 40 point roster is being followed.

(Ministry of Urban Development OM No. 0-17031/24/90-PS  
dt. 24-9-92)

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Comments of the Committee

Please see Chapter I, para 1.7

(2)

**ACTION TAKEN ON THE RECOMMENDATIONS CONTAINED IN THE NINTH REPORT (TENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCs AND STs ON THE MINISTRY OF URBAN DEVELOPMENT - RESERVATION FOR AND EMPLOYMENT OF SCs AND STs IN NBCC LIMITED**

**RECOMMENDATION (S.No. 19 Para 5.9)**

On the suggestions of the Committee regarding imparting of pre-promotion training to the SC/ST employees to improve their efficiency and to make them fit for promotion, the Chairman of the NBCC admitted that such a type of training was not being imparted exclusively to SC/ST employees. The Committee, keeping in view of the huge shortfall both in promotion and recruitment, feel that the SC/ST employees specially STs need intensive training to bring them at par with the other candidates and recommend NBCC to organise pre-promotion training programmes for SC & ST employees accordingly.

**REPLY OF THE GOVERNMENT**

The Corporation has already got a Scheme for giving in service training to its employees. It will be the endeavour of the Corporation to nominate for such training, persons belonging to SC/ST community. The in-service training being given would also meet the requirement of pre-promotion training.

In view of the fact that the number of employees to be promoted every year would be comparatively few, it will be difficult to organise pre-promotion training to SC/ST employees.

(Ministry of Urban Development OM No. 0-17031/24/90-PS

dt. 24-9-92)

*Comments of the Committee*

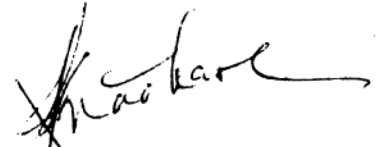
*Please see Chapter I, para 10*

**CHAPTER V**

**RECOMMENDATION ON WHICH FINAL REPLY OF GOVERNMENT HAS NOT BEEN RECEIVED**

**— N I L —**

NEW DELHI  
25 November, 1992  
4 Azad Kalyana, 1914(S)

  
K. PRADHANI  
Chairman  
Committee on the Welfare of  
Scheduled Castes and Scheduled Tribes