

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

FOURTEENTH REPORT

MINISTRY OF STEEL & MINES
(Department of Steel)

Reservations for, and Employment of Scheduled Castes and Scheduled Tribes in the Hindustan Steel Limited (Headquarters Organisation); (ii) Bhilai Steel Plant; (iii) Rourkela Steel Plant; (iv) Durgapur Steel Plant and (v) Bokaro Steel Limited.



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C O R R I G E N D A
to

The Fourteenth Report of the Committee on the
Welfare of Scheduled Castes and Scheduled Tribes
(Fifth Lok Sabha). —

<u>Page</u>	<u>Para</u>	<u>No.</u>	<u>Line</u>	<u>For</u>	<u>Read</u>
(v)			2 from bottom	29	20
4	1.10		10 from bottom	of	for
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47	4.6		3	accommodaatin	accommodation
			6	ordinary	ordinarily

	C O N T E N T S	P A G E
COMPOSITION OF THE COMMITTEE		(iii)
INTRODUCTION		(v)
CHAPTER I—Introductory :		
A. Organisation		1
B. Issue of Directive and Liaison with the Bureau of Public Enterprises		2
CHAPTER II—Recruitment :		
A. Recruitment Procedure		10
B. Recruitment of Executives and non-Executives		19
C. Graduate Engineers		22
D. Trade Apprentices		23
E. Casual Labour		25
F. Inclusion of Scheduled Caste/Tribe Officers in Recruitment Boards		26
G. Complaints Cell		27
H. Staff Position and Shortfalls		28
I. Reservation		36
J. Inservice Training		37
CHAPTER III—Promotions :		
A. Promotion Procedure		41
B. Supersessions		44
CHAPTER IV—Housing facilities		46
APPENDICES :		
I. Advertisement regarding recruitment of Graduate Engineers in Hindustan Steel Limited (Headquarters Organisation)		49
II. Summary of Conclusions/Recommendations Contained in the Report		51

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

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*Ceased to be member of the Committee on his retirement from Rajya Sabha w.e.f. 2nd April, 1972 and re-elected on 24th May, 1972.

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 Fourteenth Report on the Ministry of Steel and Mines (Department of Steel)—Reservations for, and Employment of, Scheduled Castes and Scheduled Tribes in the Hindustan Steel Limited (Headquarters Organisation and Steel Plants) and Bokaro Steel Limited.

2. The Committee took the evidence of the representatives of the Ministry of Steel and Mines (Department of Steel), Hindustan Steel Limited (Headquarters Organisation), and Bokaro Steel Limited on the 5th and 6th April, 1972. The Committee wish to express their thanks to the Secretary of the Department of Steel, the Chief, Industrial Relations of Hindustan Steel Limited (Headquarters Organisation) and the Chief Personnel Manager of the Bokaro Steel Limited and other officers of the Department of Steel and of the Steel Plants for placing before the Committee the information they wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 16th September, 1972.

4. A summary of conclusions|recommendations contained in the Report is appended.

NEW DELHI;

September 29, 1972.

Bhadra 29, 1894 (Saka).

BUTA SINGH,

Chairman,

*Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.*

CHAPTER I

INTRODUCTORY

A. Organisation

1.1. The Hindustan Steel Limited was formed in January, 1954, as a joint stock company under the Companies Act to construct and manage the first steel plant in public sector, *viz.* Rourkela Steel Plant. On the 1st April, 1957, the other two public sector steel projects, *viz.* Durgapur Steel Plant and Bhilai Steel Plant, which were under the control of the then Ministry of Iron and Steel, were also transferred to Hindustan Steel Limited, as Government considered that it would be advantageous if all the three projects were under a unified Company management.

1.2. These three steel plants, which had initially the capacity of one million tonne each, have been expanded subsequently. Besides these three steel plants, Hindustan Steel Limited has set up the Alloy Steels Plant at Durgapur which accounts for the bulk of the country's production of alloy and tool steel. It has also developed a unit offering consultancy—engineering services—the Central Engineering and Design Bureau—and operates several coal washeries, iron ore mines and limestone quarries.

1.3. The Hindustan Steel Limited has at present the following projects/offices under its control:—

1. Head Office at Ranchi.
2. Central Engineering and Design Bureau, Ranchi.
3. Central Coal Washerries Organisation.
4. Central Sales Organisation.
5. Transport and Shipping Organisation.
6. Alloy Steels Plant.
7. Bhilai Steel Plant.
8. Durgapur Steel Plant.
9. Rourkela Steel Plant.
10. Fertilizer Plant at Rourkela.

1.4. Hindustan Steel Limited is by far the largest Government undertaking in India, apart from the Railways. The total investment in this concern partly in equity and partly in loan amounted to Rs. 1063 crores on the 31st March, 1970 which is about 1 $\frac{1}{4}$ th

of the entire investment by the Central Government (outside Railways) in the public sector. The combined capacity of Hindustan Steel Limited plants constitute nearly 70 per cent of India's total steel making potential. Today, over 1,20,000 people are employed in the Company's steel plants and other units.

1.5. The Bokaro Steel Limited was incorporated on the 29th January, 1964 as a private limited company under the Indian Companies Act, 1956. The Company has undertaken the setting up of the Bokaro Steel Plant including the development of ancillary facilities, namely, the township, water and power facilities, development of sources of supply of raw materials including opening of lime-stone mines at Bhavanthpur in Palamau district of Bihar and Kuteshwar in Madhya Pradesh. Before the formation of the Company, the affairs of Bokaro Steel Project were being handled by Hindustan Steel Limited.

1.6. The Bokaro Steel Project is being executed in two stages. In the first stage, it will have a capacity of 1.7 million tonnes of ingot steel and 880,000 tonnes of pig iron. According to the present schedule, the construction of the first stage of the project is due to be completed by March 1973. The commissioning of the plant will take some more time after the erection has been completed. The expansion of the plant to 4 million tonnes capacity has also been taken up simultaneously. The expansion is being phased in a manner so as to achieve a capacity of 2.5 million tonnes on a 'crash' programme basis by the end of the Fourth Plan, i.e., March 1974.

1.7. The work on Bokaro plant commenced in right earnest only from the middle of 1966 after finalisation of the Detailed Project Report and conclusion of contracts with the Soviet suppliers for supply of equipment and materials from U.S.S.R.

1.8. The Bokaro Steel Limited functions under its own management with a Board of Directors, including the Chairman and the Managing Director.*

B. Issue of Directive and Liaison with the Bureau of Public Enterprises

1.9. The Ministry of Finance (Bureau of Public Enterprises) finalised a draft directive in consultation with the Ministry of Home Affairs and the Ministry of Law, directing the public enterprises

* At present the Chairman is also functioning as Managing Director.

to take the necessary measures with regard to the reservations for Scheduled Castes and Scheduled Tribes in appointments to various posts under them. The directive was issued to the Secretaries of all administrative Ministries concerned with Public Enterprises *vide* D.O. letter No. 2(115)/68—BPE (GM) dated the 18th September, 1969 from the Additional Secretary and Director General, Bureau of Public Enterprises. The Bureau of Public Enterprises also instituted annual returns to be submitted by the enterprises *vide* their O.M. No. 2(115)|68—BPE (GM) dated 25th September, 1969 and O.M. No. 2(115)|68—BPE (GM) dated 24th October, 1969 showing in detail the position about recruitment, promotion etc. of Scheduled Caste|Scheduled Tribe candidates in Public Enterprises, to the Ministry of Home Affairs, with copies to the Cabinet Secretariat and the Bureau of Public Enterprises. The intention was that the Bureau would keep a watch over the implementation of the directive, keeping the necessary liaison with the administrative Ministries and the Ministry of Home Affairs. It was also decided that the responsibility for implementing the directive should be fixed on the Head of the Department in a formal manner, both in the administrative Ministries and the Public Enterprises. For this purpose, the Ministries, Departments were advised to institute a system under which their administrative control was made responsible to keep a watch over the implementation of decisions regarding representation of Scheduled Castes|Tribes in the Public Enterprises under the control of that Ministry and also to keep the Secretary informed of the progress. Similarly, the Chief Personnel Officer of a Public Enterprise, whether at the Board level or below the Board level (if there is no full-time Personnel Officer in the Board), was to be made responsible for the implementation and keeping the Chief Executive informed of the progress. In multi-unit enterprises, the Chief Personnel Officer of each unit was to be given this responsibility in regard to implementation of the decisions in the unit, *vide* Ministry of Finance (Bureau of Public Enterprises) O.M. No. 2(115)|68—BPE (GM), dated 24th September, 1969.

1.10. The Bureau of Public Enterprises, *vide* their O.M. No. 2(115)|68—BPE(GM), dated the 2nd February, 1971, forwarded to the Ministries|Departments of the Government of India, a copy of the consolidated directive, after incorporating therein the earlier directives concerning the reservations for Scheduled Castes and Scheduled Tribes in appointments in Public Enterprises. The highlights of the directive are as follows:

(1) *Recruitment*

The reservations for Scheduled Castes and Scheduled Tribes for direct recruitment on All India basis by means of open competitive

test are 15% and 7½% respectively. The reservations in direct recruitment on an All India basis, otherwise than by open competition, is 16-2½% and 7½% for Scheduled Castes and Scheduled Tribes respectively. Direct recruitment to Class III and Class IV posts will be according to the percentages fixed for each State.

(2) Percentages of Reservations in Promotions

For posts filled by promotion through limited departmental competitive examinations within or to Class II, Class III and Class IV in which the element of direct recruitment, if any, does not exceed 50 per cent, or for posts filled by promotion made by selection in or to Class III and Class IV, in which the element of direct recruitment, if any, does not exceed 50%, there will be reservation of 15 % and 7½% for Scheduled Castes and Scheduled Tribes respectively. These reservations, however, will not apply to—

- (i) vacancies filled by transfer or by deputation;
- (ii) temporary appointment of less than 45 days' duration;
- (iii) purely temporary establishments, such as, work charged staff including the daily-rated and the monthly-rated staff; and
- (iv) posts for conducting research or for organising, guiding and directing research.

(3) Annual Statements

Each undertaking will send to the administrative Ministry concerned, with copies to the Bureau of Public Enterprises, the Cabinet Secretariat (Department of Personnel) and the Cabinet Secretariat (Department of Cabinet Affairs), a statement showing the total number of posts and the number held by members of Scheduled Castes and Scheduled Tribes in each Class, as on the first January of each year.

(4) Procedure of Dereservation

Before any reserved vacancy is dereserved and filled up by a general candidate, the prior approval of the Board of Directors for Class I and Class II posts and that of the Managing Director for Class III and Class IV posts should be obtained. The following steps should be taken to bring the reserved vacancies in direct recruitment quota to the notice of members of Scheduled Castes and Scheduled Tribes before they are dereserved:

- (i) Advertisement in newspapers; and
- (ii) Intimation to Employment Exchanges.

(5) Separate Interview of Scheduled Caste and Scheduled Tribe candidates

When direct recruitment, otherwise than through examination, is to be made, the interview of Scheduled Caste|Tribe candidates should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste and Scheduled Tribe candidates are not judged in comparison with general candidates.

(6) Ad hoc Appointment

If it becomes necessary to fill a reserved vacancy pending selection according to the procedure laid down, the Public Enterprises may make *ad hoc* appointment of suitable Scheduled Caste or Scheduled Tribe candidates, as the case may be, against such reserved vacancy.

(7) Procedure for Promotions

In promotions by selection to posts within Class I, which carry an ultimate salary of Rs. 2,000 per month, or less, the Scheduled Caste|Tribe Officers, who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up, would be included in that list provided they are not considered unfit for promotion. Their position in the select list would however, be the same as assigned to them by the Department Promotion Committee on the basis of their record of service. They would not be given, for this purpose one grading higher than the grading otherwise assignable to them on the basis of their record of service.

In order to improve the chances of Scheduled Caste|Tribe Officers for selection to the higher categories of posts in Class I, the following measures should be taken:

- (i) Scheduled Caste|Tribe Officers in Class I services|posts should be provided with more opportunities for institutional training and for attending seminars|symposia|conferences. Advantage could in this connection be taken of the training facilities available at the Indian Institute of Public Administration, New Delhi, the Administrative Staff College, Hyderabad, etc.; and
- (ii) It should be the special responsibility of the immediate superior officers of the Scheduled Caste|Scheduled Tribe Officers in Class I to give advice and guidance to the latter to improve the quality of their work.

In regard to promotions by selection from Class III to Class II and within Class II and from Class II to the lowest rung or category in Class I, the following procedure will be adopted:

- (i) The Scheduled Caste/Tribe candidates within the zone of promotion will be given by the Department one grading higher than the grading otherwise assignable to them on the basis of their record of service. This concession will be confined to 25 per cent of the total vacancies in a particular grade or post filled in a year from the Select List.
- (ii) There will be no reservation for Scheduled Castes and Scheduled Tribes in appointments made by promotion on the basis of seniority subject to fitness, but cases involving supersession of Scheduled Caste and Scheduled Tribe Officers in Class I and Class II appointments will be submitted for prior approval to the Board of Directors. Cases involving supersession of Scheduled Caste and Scheduled Tribe Officers in Classes III and Class IV appointments will be reported within a month to the Board of Directors for information.

(8) Rosters

To give proper effect to the reservations prescribed, every appointing authority will treat vacancies as reserved or unreserved according to the model roster each consisting of 40 points/100 points, as the case may be.

1.11. The Committee have been informed that the first directive issued by the Bureau of Public Enterprises was received in the Department of Steel on the 26th September, 1969. It was issued to the Hindustan Steel Limited, on the 22nd June, 1970 and to the Bokaro Steel Limited on the 7th August, 1970. It was further stated that the directive to the Hindustan Steel Limited was issued under Article 46 of the Articles of Association of that company.

1.12. The Committee wanted to know the reasons for the delay of over six months in the issue of the directive by the Department of Steel to the Hindustan Steel Limited and the Bokaro Steel Limited. The representative of the Ministry has stated during evidence that "when the draft directive was received, it was felt in the Department of Steel at that time that there may be some difficulty in implementing it fully in the Hindustan Steel Limited, and there were one or two discussions with the officers of Hindustan Steel Limited. Then the Department was advised that if it was necessary

to reconsider any part of the directive, this could be done after some experience, but the directives should be issued as they stood and then the directives were issued. The directive to the Bokaro Steel was not issued until one had been issued to the Hindustan Steel Limited. I would accept that there was undue delay in the issue of the directives". The representative of the Ministry has further stated that there is no difference between the directive issued by the President to the Public Sector Steel Undertakings and the directive issued by the Bureau of Public Enterprises to the Controlling Ministries.

1.13. Asked to state the machinery available in the Ministry of Steel and Mines to ensure that the provisions contained in the directives are strictly adhered to by the Public Sector Steel Undertakings, the representative of the Ministry has stated: "The directive itself lays down that there will be an annual report made to the Ministry, and on receipt of the annual report it can be examined whether the directive is being implemented in full or not. But apart from that, there have been some discussions with the undertakings regarding the implementation of the directives, especially as some difficulty was experienced with regard to one part of the directive, namely, promotions. We also have kept statistics of increase in the recruitment of Scheduled Castes and Scheduled Tribes in the two organisations."

1.14. Asked to state whether the Ministry got the annual returns from the various undertakings about the shortfalls in the intake of Scheduled Castes|Tribes, the representative of the Ministry has stated that annual returns for 1969 and 1970 have been received in the Department and these have shown that while there is improvement in the situation, there are still deficiencies against the percentages which have been fixed.

1.15. He has further stated that "as far as Hindustan Steel Limited is concerned, there is a genuine difficulty in the sense that most of the recruitment had been undertaken in previous years before the directive was issued. As far as Bokaro is concerned, broadly speaking, the position is that in the lower ranks, the recruitment is satisfactory but in the higher ranks though it is improving from year to year, overall recruitment may not be adequate against the percentages which have been fixed by Government."

1.16. Asked to state the nature of liaison and coordination in regard to the employment of Scheduled Castes and Scheduled Tribes among the (i) Ministry of Steel and Mines, (ii) Headquarters of Hindustan Steel Limited Office, and (iii) Steel Plants, the Hindustan Steel Limited have in a note stated:

“From time to time our Head Office have been receiving directives/instructions from the Ministry of Steel and Mines. Suitable instructions have been issued to the Plants/Units/ Departments/Officers concerned to implement the concessions envisaged in the above directives and the situation is watched and reviewed periodically. In case of any deviations, corrective action is considered. Government of India are also kept informed of the position through annual statements on the subject. We also furnish information on the subject to the Ministry from time to time when required by them. Besides, responsible officers from the personnel department at different plants/units have been designated as Liaison Officers who have the specific responsibility to watch the implementation of policy decisions in respect of Scheduled Caste/Scheduled Tribe candidates.”

The Hindustan Steel Limited have stated that they consider the existing procedures/liaison fairly adequate.

1.17. During the course of evidence, the Committee enquired whether the Public Sector Steel Undertakings mentioned in their annual reports the position regarding the employment of Scheduled Castes and Scheduled Tribes against the quotas reserved for them. In reply, the representative of the Ministry has stated that it is not necessary because the Annual Report of the Public Sector Steel Undertakings generally speak of the commercial side of the undertaking, industrial relations welfare activities, etc. Whether there would be any advantage including in the annual report the position regarding the employment of Scheduled Castes and Scheduled Tribes is really a matter for the management to decide. In reply to a further question, the representative of the Ministry has stated that they would certainly include the information about employment of Scheduled Castes and Scheduled Tribes in the annual reports of the Ministry from the next year.

1.18. The Committee regret to note that there was a delay of nearly nine months in the issue of the directives by the Department of Steel to the Hindustan Steel Limited and the Bokaro Steel Limited, after it was received in the Department from the Bureau of Public Enterprises.

1.19. The Committee note that apart from the annual returns which are to be supplied by these undertakings to the Bureau of Public Enterprises and the Department of Steel, there is no other

machinery to ensure that the provisions contained in the directives are strictly observed. Since, under the Government's directive, a Joint Secretary in-charge of public enterprises in the Ministry has been made responsible to keep a watch over the implementation of the decisions regarding representation of Scheduled Castes and Scheduled Tribes in the public enterprises under the control of the Ministry, it should be his duty to maintain an effective liaison with the Chief Personnel Officers of the Public undertakings and to ensure that the quotas reserved for Scheduled Castes and Scheduled Tribes are being rapidly filled up. The difficulties, if any, in filling up of the reserved quotas should be discussed at periodic meetings with the Bureau of Public Enterprises and the undertakings concerned. The Committee need hardly emphasise that mere issue of directive will not improve the situation unless it is observed in letter and spirit.

1.20. During the course of evidence, the representative of the Department of Steel informed the Committee that the annual returns for 1969 and 1970 were received in the Department and these showed that, while there was improvement in the situation, there was still deficiency against the percentages which had been fixed. The Committee fail to understand why the annual return for 1971 should not have been received by the Ministry till the 6th April, 1972, when the Committee took the evidence of the representatives of the Department of Steel. In any case, the Committee would like that the statement for 1971 should be thoroughly scrutinised so as to see what progress has really been achieved in this direction by the Hindustan Steel Limited and the Bokaro Steel Limited after the receipt of the directive. The Committee would like to be informed about the results of such scrutiny.

1.21. The Committee further recommend that, as agreed to by the representative of the Department of Steel, the figures showing the representation of Scheduled Castes and Scheduled Tribes in the services of these undertakings should be included in the annual reports of the Ministry. The Committee also feel that there should be no objection to the similar information being included in the Annual Reports of Hindustan Steel Limited and of each of the Steel Plants respectively.

CHAPTER II

RECRUITMENT

A. Recruitment Procedure

2.1. In the Hindustan Steel Limited posts in the grade of Rs. 550—1100 and above are treated as Executive posts and posts lower than the grade of Rs. 550—1100 are non-executive posts. Bulk of the recruitment in the Hindustan Steel Limited is confined to the following categories|grades of posts:

Executive posts

- (i) Graduate Engineer Trainees (550—1100): For these posts, the Hindustan Steel Limited take fresh engineering graduates within 25 years of age (relaxable for Scheduled Caste|Scheduled Tribes candidates) for training and absorption in technical departments.
- (ii) Executive Trainees (Rs. 550—1100): These trainees also should be within 25 years of age (relaxable for Scheduled Caste|Scheduled Tribe candidates) and are taken for non-technical and Administrative Departments.

Non-Executive Posts

- (i) Senior Operative Trainees (Rs. 330—510): For Supervisory positions on technical side.
- (ii) Junior Operative Trainees (Rs. 230—284): For Junior Supervisory positions on the technical side.
- (iii) Artisan Trainees (Rs. 255—327): For skilled positions on technical side.
- (iv) Unskilled Workers (Rs. 200—221): Like Khalasis, Messengers, etc.
- (v) Typists|Assistants (Rs. 240—460): For Ministerial jobs.

Recruitment of executive personnel is made on all India basis through open advertisement. In the case of trainees such as Graduate Engineer Trainees, Executive Trainees, etc., there is a written test followed by interviews. In other cases selections are generally made through interviews.

Non-executive recruitment is made through the local employment exchange. In case they fail to sponsor suitable candidates, vacancies are advertised in the newspapers. Wherever necessary written tests|trade tests are held. In all other cases selections are made through interviews only.

2.2. The following categories of posts exist in the Bokaro Steel Limited :

- (1) Managerial (Rs. 1450—1750 and above).
- (2) Supervisory (Rs. 550—1100 to Rs. 1250—1550)
- (3) Ministerial and other staff (Rs. 240—460 to 520—930)
- (4) Skilled (Rs. 230—284 to 450—775).
- (5) Semi-skilled (Rs. 210—252)
- (6) Unskilled (Rs. 200—221).

All posts in the scale of Rs. 550—1100 and above are advertised in all important newspapers on all India basis. The press advertisements are sent to the Directorate of Advertising and Visual Publicity for publication in the newspapers which are on their approved list. Copies of such press advertisements are also circulated to other public sector undertakings and the State Government. As required under the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959, posts are also notified to the Central Employment Exchange, New Delhi with a copy to the Local Employment Exchange. Posts which carry a pay of Rs. 500 or less are always filled up by the candidates sponsored by the Employment Exchange except in those categories where the Employment Exchange are unable to sponsor candidates. Where suitable candidates are not available from the Employment Exchange, posts are advertised in the first instance in the newspapers having circulation in the State of Bihar. Where it becomes necessary in the interest of Company's work, employees are taken on deputation from the Central Government|State Government.

2.3. A suggestion has been made by the Bokaro Steel Limited that to improve the intake of Scheduled Caste|Tribe candidates the Employment Exchange could send periodically list of available candidates in various categories to the projects such as Bokaro, so that the Liaison Cell in the Company could promptly coordinate the consideration of such candidates as soon as vacancy arises.

2.4. Asked to state the concessions given to Scheduled Caste|Scheduled Tribe candidates at the time of recruitment, the Hindustan Steel Limited have, in a written note, stated as under:

"We are making all possible efforts to increase the intake of Scheduled Caste/Scheduled Tribe candidates, consistent with requirement of efficiency. Some of the concessions given are mentioned below:

- (a) Allowing them age-relaxation : There is age relaxation in the maximum age-limit to the extent of 5 years in case of Scheduled Caste/Scheduled Tribe candidates.
- (b) Charging reduced application fee to encourage them to apply: The application fees for direct recruitment charged for Scheduled Caste/Scheduled Tribe candidates is 1/4 of the fees charged for other categories of candidates.
- (c) Allowing suitable relaxation in selection standards, for Scheduled Caste/Scheduled Tribe candidates consistent with the minimum requirements of efficiency. We are already having lower screening as well as final selection standards for Scheduled Caste/Scheduled Tribe candidates *vis-a-vis* those applicable to other candidates. For Example in the case of Graduate Engineers, who constitute the bulk of our recruitment, the minimum qualifying marks both in the written tests as also in the interviews as applicable to Scheduled Caste/Scheduled Tribe candidates are lower than other candidates.
- (d) In the case of 'experience' also, for Scheduled Caste/Scheduled Tribe candidates we are insisting only on the minimum experience considered essential for efficient performance of duties."

2.5. The following concessions are allowed to Scheduled Caste/Scheduled Tribe candidates in respect of their employment in the Bokaro Steel Limited:

- (1) As per the recruitment rules for the posts of Technical Assistants in the scale of Rs. 450—775 only those engineering graduates who secure 60 per cent marks at their qualifying examination are selected for interview. But candidates belonging to Scheduled Castes/Tribes are considered for appointment irrespective of the marks obtained by them in the engineering examination.
- (2) In the case of candidates belonging to Scheduled Castes and Scheduled Tribes, a relaxation in age to the extent of 5 years is given.

- (3) The Scheduled Caste and Scheduled Tribe candidates are given priority in matters of filling up of posts from the selected panel. In the event of any vacancy arising in a particular post, the candidate belonging to Scheduled Castes|Tribes is offered the appointment first against the vacant post irrespective of his position in the panel.
- (4) For posts in the scale of Rs. 550—1100 and above, which are advertised in the press, the candidates are required to submit their applications with a Postal Order worth Rs. 7.50. But in the case of Scheduled Caste and Scheduled Tribe candidates, a Postal Order for a value of Rs. 1.75 only is required to be submitted. In the case of lower categories of posts, Postal Order of the value of Rs. 0.50 is only charged from Scheduled Caste and Scheduled Tribe candidates as against Rs. 2 that is levied from candidates belonging to other categories.
- (5) All Class IV posts are generally reserved for candidates belonging to Scheduled Castes|Scheduled Tribes, and local displaced persons.

2.6. Information regarding recruitment procedure followed by Steel Plants of Bokaro, Rourkela and Bhilai and the Hindustan Steel Limited's Sales Organisation, Calcutta, is given below:

Durgapur Steel Plant

Recruitment to Executive Posts including recruitment of Graduate Apprentices, both Technical and non-Technical is done centrally by Head Office.

50 per cent and 40 per cent of all vacancies in the category of Operative Grade III and Skilled Worker Grade III levels, respectively, are filled up by direct recruitment generally by induction of senior Operative Trainees and Junior Operative Trainees.

50 per cent vacancies of Accountants Posts are filled up by direct recruitment.

All vacancies in the Unskilled level are filled up by the direct recruitment.

In the Ministerial cadre direct recruitment is made at the level of Assistant|Assistant (Typist).

In addition, direct recruitment is also made to fill up such posts for which suitable candidates for promotion or for filled up of vacancies by serving employees are not available.

Recruitment of personnel is made through the agency of Employment Exchange or press advertisement where necessary.

Rourkela Steel Plant

Normally the recruitment of Executive Personnel is done through advertisement on All India basis centrally at Head Office. For Non-executives, the point of recruitment is at the lowest level of Class IV posts because the higher posts are filled by promotion. Recruitment to higher posts is very rare and it is done only when suitable departmental candidates are not available for promotion.

Recruitment to Non-Executive posts is done through Local Employment Exchange. If Employment Exchange fails, advertisements are issued in the press.

Bhilai Steel Plant

The normal procedure for recruitment in Bhilai Steel Plant is (i) circulation of posts amongst the regular employees of the Plant; (ii) circulation of posts amongst the work-charged and temporary employees of the Plant; (iii) Through Employment Exchange. Preference is given to the local displaced persons, retrenched employees, ex-trainees trained by the Plant and the local persons (belonging to the area|State) in accordance with order of priority prepared by the Head Office; and (iv) press advertisement in the case of non-availability of personnel from the above sources.

HSL's Sales Organisation

In the Central Sales Organisation and the Central Transport and Shipping Organisation, direct recruitment is generally made in respect of non-technical personnel (non-executive employees). Whenever technical persons are required, their services are obtained on transfer from the Plants. Direct recruitment is now being made through Employment Exchange. If candidates are not available through Employment Exchange posts are advertised. Notification is also sent to local Scheduled Castes|Tribe organisations. Appointment is made on the basis of selection.

2.7. Asked to state the form of advertisement that is issued to the press, the Hindustan Steel Limited has stated that advertisements are issued mentioning educational qualifications, experience, age requirements for the posts, salary and fringe benefits offered, etc. Age relaxation for Scheduled Caste|Tribe candidates is indicated in the advertisement involving bulk recruitment. Percentage of posts reserved for Scheduled Caste|Tribe candidates is also mentioned in the advertisement for Graduate Engineer Trainees and Executive Trainees, etc. for which bulk recruitment is made (Appendix). Specific number of posts reserved for them is, however, not mentioned in the advertisement.

2.8. In the Bokaro Steel Limited, no specific form of advertisement is adopted for inviting applications for recruitment. The advertisements *inter alia* spell out the name of the post, the number of vacancies, the scale of pay, the job content, the qualifications and experience required. It is also mentioned that Scheduled Caste|Tribe candidates will be given preference in employment. It has been stated that percentage of posts for Scheduled Castes|Tribes is not laid down in the advertisement because the Bokaro Steel Limited intend to take all suitable candidates of those categories to make up the backlog.

2.9. The Bokaro Steel Limited has agreed to the suggestion made by a Study Group of the Committee which visited the Plant in February, 1972, that advertisements for posts carrying a pay of Rs. 500 or less should also be advertised in the regional newspapers and that copies of advertisements should also be sent to the local Scheduled Caste|Tribe MLAs and MPs and also to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. It has also agreed to the suggestion that the number of posts reserved for Scheduled Castes and Scheduled Tribes should be specified in all the future advertisements.

2.10. Asked to state whether vacancies are notified to the various Scheduled Caste and Scheduled Tribe Organisations, the Hindustan Steel Limited has in a written note stated:

“As per the Government instructions we notify the vacancies to employment exchanges. In one of our plants i.e. Bhilai Steel Plant and one of the units, i.e. Central Sales Organisation, copy of advertisement|notice is sent to the local Scheduled Caste|Scheduled Tribe organisations. In case of other plants|units it has not been done presumably because there are no such recognised associations. We do not have a list of such organisations.”

2.11. With regard to the vacancies notified to the various Scheduled Caste/Tribe organisations, the Bokaro Steel Limited has stated:

"As far as we are aware, there are only two Scheduled Castes/Scheduled Tribes organisations viz.:—

(i) Adamjati Seva Mandal, Ranchi;

(ii) Bharati Adivasi Dharam Tankhi Samiti, Bokaro.

The Adamjati Seva Mandal have been requested to sponsor adequate number of candidates for posts in the various categories including ministerial cadre in Bokaro Steel Limited. This organisation has also agreed to sponsor names of persons with requisite qualifications and experience. The second association is a local organisation with which we are in day to day contact."

2.12. On being asked to indicate the nature of liaison and coordination which exist between the headquarters and individual steel plants with the employment exchanges in the matter of recruitment of clerical staff, apprentices and workmen and what action is taken by them if the employment exchanges are not able to sponsor the requisite number of Scheduled Caste and Scheduled Tribe candidates for the above posts in response to the requisitions sent to them, the representative of the Hindustan Steel Limited has, during the course of evidence, stated as under:

"According to the Employment Exchanges (Compulsory Notification of Vacancies) Act, we are required to fill in all non-executive posts through the employment exchange. Periodical liaison is kept between the employment exchange and the steel plants. The employment exchange officers visit the plants virtually every week because they have always something to discuss and something to suggest. The question of not getting the required number of candidates in the lower categories does not normally arise. As far as the selection for assistants, clerical staff is concerned, there is a large number of qualified people available in the employment exchange and we have never had any shortage of Scheduled Caste and Scheduled Tribe candidates in that category."

2.13. On being asked to indicate if the specific number of posts reserved for Scheduled Castes and Scheduled Tribes is mentioned

in the requisitions sent to the Employment Exchange, the representative of the Ministry has stated:

"The position has been that in many advertisements they do specify the percentage of vacancies for Scheduled Castes but in my opinion that is not the correct way. They should, as far as possible, give the exact number of vacancies which have to be filled viz., what has now arisen and what is the carry over, so that the agencies that send the names are aware whether there are 7, 21, 3 or 1 vacancy, and not merely in the shape of percentage. In future both Bokaro and Hindustan Steel Limited will do it."

2.14. In reply to the question if the procedure to convey the reasons for the rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchange is being followed by Hindustan Steel Limited (Headquarters Organisation) and the Steel Plants, the representative of the Ministry has stated that there is no set procedure in this regard. The various difficulties that arise in the selection of Scheduled Castes and Scheduled Tribes in the steel plants are discussed with the employment exchanges.

2.15. On being asked to indicate if the Scheduled Caste and Scheduled Tribe candidates are interviewed in separate blocs or on separate dates according to the Government's directive on the subject, the representative of the Ministry of Steel and Mines has stated during evidence:

"The position is that in many cases there may be only one or two Scheduled Caste candidates to be interviewed and so they do not have a separate day to interview them. But what I have told Hindustan Steel Limited is that even when there are a few candidates they should be put together and they should be interviewed consecutive to each other. They should not be dispersed among other people. But it is not necessary to have a separate day to interview them."

2.16. In reply to a further question, he has said:

"Whatever they may have done in the past if there is a large number, it should be on a separate day and if it is not a larger number, they should be interviewed consecutively and not dispersed among the others."

2.17. The Committee note that in the Hindustan Steel Limited as also in the Bokaro Steel Limited, recruitment of the Executive

personnel is made on an All-India basis through open advertisement whereas recruitment of Non-Executive personnel is made through the Employment Exchanges. Vacancies are advertised in the newspapers in case the Employment Exchanges fail to sponsor the required number of candidates.

2.18. The Committee commend the suggestion made by the Bokaro Steel Limited that to improve the intake of Scheduled Caste/Tribe candidates, the Employment Exchanges should send periodically list of available candidates in various categories to the projects so that the Liaison Cell could consider their cases for appointment. The Committee would urge that the Department of Steel should take up this matter with the Director General of Employment and Training in so far as the recruitment of Scheduled Caste/Tribe candidates in the public sector steel undertakings is concerned.

2.19. The Committee also appreciate the procedure followed by the Bokaro Steel Limited where, in the event of any vacancy arising in a particular post, the candidate belonging to Scheduled Castes/Tribes is offered the appointment first against the vacant post irrespective of his position in the panel. The Committee hope that similar procedure will be followed by the Hindustan Steel Limited.

2.20. The Committee note that in the advertisements issued by the Bokaro Steel Limited inviting applications for recruitment, it is stated that preference will be given to Scheduled Castes/Tribes; the actual number of posts reserved for Scheduled Castes/Tribes is not mentioned in the advertisement. In the advertisements issued by the Hindustan Steel Limited (Headquarters Organisation) and public sector Steel Plants, the specific number of posts reserved for Scheduled Castes/Tribes is not mentioned nor is such information given in the requisitions for recruitment sent to the Employment Exchanges. The Committee would like to emphasise that the Hindustan Steel Limited (Headquarters Organisation) and the Steel Plants as also the Bokaro Steel Limited should invariably specify the exact number of posts reserved for Scheduled Castes and Scheduled Tribes in the advertisements or in the requisitions sent to the Employment Exchanges.

2.21. The Committee note that the Hindustan Steel Limited (Headquarters Organisation and the Steel Plants) and the Bokaro Steel Limited do not intimate to the Employment Exchanges the reasons for the rejection, if any, of the Scheduled Caste/Tribe candidates sponsored by them. The Committee would urge that the appointing authorities should indicate the precise reasons for the

rejection of Scheduled Caste/Tribe candidates to the Employment Exchanges so as to facilitate the latter in sponsoring the right type of candidates belonging to these communities.

2.22. The Committee would also suggest that the advertisements for posts carrying a pay of Rs. 500 or less should be issued in the regional newspapers and copies of such advertisements should be sent to the local Scheduled Caste/Tribe MLAs and MPs and also to the members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The Committee emphasise that a minimum of one month notice should be given in the case of Scheduled Caste/Tribe candidates who are called for interview by the Public Sector Steel Undertakings. Interview letters to be issued to these candidates should be sent by Registered Post Acknowledgement due.

.. 2.23. The Committee note that the Hindustan Steel Limited do not send copies of advertisements to the associations of Scheduled Castes and Scheduled Tribes. The Committee hope that the Hindustan Steel Limited as also the Bokaro Steel Limited would in future notify the vacancies to the recognised all-India associations of Scheduled Castes and Scheduled Tribes.

2.24. The Committee note that the Scheduled Caste/Tribe candidates are at present not interviewed on separate dates and in separate blocs. The Committee not from the consolidated directive issued by the Bureau of Public Enterprises, vide their O.M. No. 2(115)/68-BPE(GM) dated the 2nd February, 1971, that when direct recruitment, otherwise than through examination, is to be made, the interview of Scheduled Caste/Tribe candidates should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste and Scheduled Tribe candidates are not judged in comparison with general candidates. The Committee hope that the Hindustan Steel Limited as also the Bokaro Steel Limited would comply with the directive laid down in this regard.

B. Recruitment of Executives and Non-Executives

2.25. The Committee desired from the Hindustan Steel Limited a statement showing the number of candidates recruited in Executive and Non-Executive posts during 1969 to 1971 through (a) Employment Exchange and (b) Direct Recruitment (through advertisement and other sources) and the number of Scheduled Castes and Scheduled Tribes among them. The required infor-

mation in respect of executives in the grade of Rs. 550—1100 and above is given below:

Year	By Adv.	No. Recruited Through Employment Exchanges	Total	SC	ST
1969	178	—	178	2	1
1970	57	—	57	—	—
1971	611	—	611	6	1

2.26. A statement showing the recruitment of non-executives (below Rs. 550—1100) for the years 1969, 1970 and 1971 is given below:

Dist/U it	No Recruited							S.T.	
	By Advt.			Through Emp. Exchanges		Total	S.C.		
	69	70	71	6)	70				
Bh lai	43	93	420	322	214	1778	365	312	
R oke	259	582	245	35	134	269	294	716	
Mly(ASP)	25	31	22	506	472	418	531	503	
Hd Office	13	6	..	35	90	64	48	96	
Durgapur	97	447	355	370	947	1289	467	1394	
								1644	
								10	
								266	
								193	
								13	
								27	
								21	
								20	
								31	
								10	
								3	
								189	
								83	
								85*	
								*Figures include S.T. also.	

2.27. The representative of the Hindustan Steel Limited (Head-quarters Organisation) has stated during evidence that no Non-Executive trainees have been recruited after the directive has been issued. He would take the directive into consideration and comply with the instructions in the case of future recruitments. He has further stated that in the case of Executive trainees they insist on a First Class Degree.

2.28. The Committee note that during 1969 and 1971, 846 Executives were recruited by means of open advertisements and out of these only 8 belonged to Scheduled Castes and 2 belonged to Scheduled Tribes. From the figures relating to the recruitment of Non-Executives for the years 1969, 1970 and 1971, the Committee note that the recruitment of Scheduled Castes and Scheduled Tribes is far below the percentages fixed for them. The Committee hope that, as assured by the representative of the Ministry during evidence, the directive would be taken into consideration more seriously in the case of future recruitments.

C. Graduate Engineers

2.29. The number of Graduate Engineers recruited by the Hindustan Steel Limited from 1969 to 1971 and the number of Scheduled Castes and Scheduled Tribes among them is given below:

Year	No. of G Es. recruited	SC	ST
1969	141	2	1
1970	—	—	—
1971	462	5	1

2.30. It has been stated by the Hindustan Steel Limited that "the actual number of Scheduled Caste|Scheduled Tribe candidates recruited is below the prescribed reserved quota. The main reasons for this shortfall are:

- (a) Non-availability of suitable Scheduled Caste|Scheduled Tribe candidates;
- (b) Non-acceptance of our appointment offers by a large number of Scheduled Caste|Scheduled Tribe candidates selected by us. For instance in 1971, out of eight Scheduled Caste|Scheduled Tribe Graduate Engineers selected only five joined Hindustan Steel Limited.

However, it will be noted that the number of Scheduled Caste|Scheduled Tribe candidates being recruited has been gradually improving. We have recruited about 14 Scheduled Caste|Scheduled Tribe candidates as Graduate Engineers in 1972."

2.31. The Bokaro Steel Limited has stated that under an arrangement with the Hindustan Steel Limited, the Graduate Engineers are jointly selected for Hindustan Steel Limited's plants and the Bokaro Steel Limited and placed for training in Hindustan Steel Limited plants. The allocation of Graduate Engineers to the Bokaro Steel Limited is decided only towards the end of their training period.

2.32. Asked to state the concessions given to candidates belonging to Scheduled Castes and Scheduled Tribes at the time of the evaluation of the answer papers of the competitive examination for recruitment as Graduate Engineers, the representative of the Hindustan Steel Limited has stated that they show relaxation in respect of qualifying marks. For instance, if they insist upon 50 per cent marks for general candidates, they keep 40 per cent or 45 per cent marks as the minimum qualifying marks in the case of Scheduled Castes and Scheduled Tribes.

2.33. The Committee are unhappy to note that only 2 Scheduled Caste and 1 Scheduled Tribe candidates and 5 Scheduled Caste and 1 Scheduled Tribe candidates were recruited as Graduate Engineers in the Hindustan Steel Limited (Headquarters Organisation) during the years 1969 and 1971, respectively. The Committee feel that with a relaxation in the minimum standards of recruitment for such candidates, it would be possible to improve their intake.

2.34. The Committee note the improvement in the intake of Scheduled Castes|Tribes as Graduate Engineers during 1972.

D. Trade Apprentices

2.35. It has been stated by the Hindustan Steel Limited that recruitment of trade apprentices is done locally by Bhilai and Rourkela through Employment Exchanges. In Durgapur Steel Plant this is done by advertising in newspapers and by sending the requirements to Industrial Training Institutes.

2.36. The basic educational qualification required for Trade Apprentices is matriculation|matriculation with ITI Certificate. There is no proposal to lower the educational qualifications for Scheduled

Caste|Scheduled Tribe candidates nor is there any proposal to increase the intake of apprentices.

2.37. Asked to state the number of apprentices recruited in the various Steel Plants during 1969, 1970 and 1971 and the number of Scheduled Castes|Tribes among them, the Hindustan Steel Limited has furnished the following information:

Plant	No. of Apprentices			SC			ST		
	69	70	71	69	70	71	69	70	71
Bhilai	533	271	—	9	8	—	4	13	—
Rourkela	165	137	—	9	9	—	26	13	—
Alloy (ASP)	20	18	—	1	2	—	—	—	—
Durgapur	74	—	—	2	—	—	—	—	—

2.38. In reply to a question, the representative of the Ministry has stated during evidence that it is proposed to absorb such of the trained Scheduled Caste|Tribe apprentices, who are declared surplus, against all the backlog under the directive. "If, as it happens today, there is a surplus still from Hindustan Steel Limited, they should be absorbed against the vacancies in Bokaro."

2.39. It has been stated in a written note by the Bokaro Steel Limited that "there are two different schemes in Bokaro Steel Limited for recruitment of Artisan Trainees. One is exclusively meant for displaced persons and the other is open to all. Under the first scheme, displaced candidates who have read upto Class VIII standard are recruited, and they are trained in Industrial Training Institutes for a period of one to two years depending upon the trade. Thereafter, these trainees are given further in-plant training in steel plants. During the entire period of training for a period of three years, they are paid a monthly stipend at the rate of Rs. 115, 120 and 125 in the first, second and third year respectively.

The second scheme is for Junior Operatives for whom the minimum qualification prescribed is Matriculation. These Junior Operative Trainees are trained in different steel plants and suitable stipend is paid during the training period. A relaxation in favour of Scheduled Caste and Scheduled Tribe candidates has now been made in recruitment of Junior Operative Trainees. The qualifying marks for selection of Junior Operative Trainees is 33 per cent. But for Scheduled Caste and Scheduled Tribe candidates, this has been reduced to 28 per cent. No relaxation has, however, been made in

the matter of minimum qualification for the recruitment of Junior Operative Trainees. Similar facilities have been granted in the matter of recruitment of Senior Operative Trainees for which the minimum prescribed qualification is Bachelor in Science."

2.40. It has further been stated that since the Bokaro Steel Limited is still under construction, no apprentice is trained under the Apprentices Act, 1961. This will be considered after the plant is commissioned.

2.41. From the information furnished by the Hindustan Steel Limited (Headquarters Organisation), the Committee find that the recruitment of Scheduled Caste/Tribe candidates as Trade Apprentices in the various Steel Plants during the years 1969—1971 is deplorably low. They also note that there is no proposal in the Steel Plants to lower down the educational qualifications in the case of Scheduled Caste/Tribe candidates nor is there any proposal to increase the intake of Trade Apprentices. The Committee hope that the Hindustan Steel Limited and the other Public Sector Steel Plants will take concrete steps to improve the intake of the Scheduled Castes and Scheduled Tribes in the vacancies of Trade Apprentices till such time as their shortfall is made up.

2.42. The Committee further suggest that avenues should be explored for absorbing the present surplus trained Scheduled Caste/Tribe Apprentices in the Hindustan Steel Limited against the vacancies in Bokaro Steel Limited as a special measure.

2.43. The Committee note that the Bokaro Steel Limited have reduced the qualifying marks for Scheduled Caste/Tribe candidates for recruitment as Junior Operative Trainees. They also note that similar facilities have been granted in the matter of recruitment of Senior Operative Trainees for which the minimum prescribed qualification is Bachelor in Science. The Committee hope that the Bokaro Steel Limited would also augment the intake of Scheduled Caste/Tribe candidates as Junior and Senior Operative Trainees so that they could be absorbed straightaway after the commissioning of the Plant.

E. Casual Labour

2.44. The representative of the Ministry has stated during evidence that recruitment for casual labour is made ordinarily through the Employment Exchanges. A casual employee is considered for regular employment if vacancies suited to his background and training occur. There is no reservation for Scheduled Castes and Sche-

duled Tribes in the recruitment of casual labour, but generally speaking, preference is given to Scheduled Castes and Scheduled Tribes for this type of employment. Unskilled categories of workers are recruited through employment exchanges and skilled categories are recruited from out of the apprentices. In connection with the recruitment of skilled categories, the representative of the Ministry has agreed to consider the suggestion that if there are any Scheduled Caste and Scheduled Tribe trained people amongst the apprentices they should be taken against the vacancies even though other people may be declared surplus.

2.45. The Committee observe that there is at present no reservation in favour of Scheduled Castes and Scheduled Tribes in the recruitment of casual labour. The Committee would like the Ministry to examine whether it would be possible to provide for reservations for Scheduled Castes and Scheduled Tribes in all categories of casual labour. The Committee also recommend that the Scheduled Caste and Scheduled Tribe Casual labourers who have worked for more than 300 working days in the Public Sector Steel Plants should be made regular in those Steel Plants.

F. Inclusion of Scheduled Caste|Tribe Officers in Recruitment Boards

2.46. On being asked to indicate the steps taken to include a representative of the Scheduled Castes and Scheduled Tribes in Selection|Promotion Boards set up for selection of, and appointment to, higher categories of posts, the representative of the Bokaro Steel Limited has stated:

"I must confess that in our Selection Committees, we do not have a representative of Scheduled Caste and Scheduled Tribe communities. There is a representative of the Personnel Department as well as of the Finance Department, and the department concerned. Recently, we have been able to recruit an Assistant Personnel Officer who belongs to Scheduled Caste and Scheduled Tribe community. We are also trying to associate him in our Selection Committees. We have also advertised for the post of an Assistant Personnel Officer exclusively for Scheduled Caste and Scheduled Tribe candidates. If we get a large number of candidates from Scheduled Castes and Scheduled Tribes, we will recruit them. We have no objection if a representative of the Department of Tribal

Welfare, State Government, is deputed of nominated in these Selection Committees."

2.47. With regard to the position in the Hindustan Steel Limited, the representative of the Ministry has stated that it is not possible to take a specific decision that there must be a representative from Scheduled Castes and Scheduled Tribes on Selection Boards. Wherever it can be conveniently done, it is being done. In fact, in Bhilai Steel Plant, the Senior Personnel Officer belongs to a Scheduled Caste.

G. Complaints Cell

2.48. On being asked to indicate the procedure for attending to the complaints and grievances of the Scheduled Caste/Tribe employees in the public sector steel plants and whether there is a separate Complaints Cell in each of the Steel Plants for the redressal of the grievances of such employees, the representative of the Ministry has stated during evidence that there is a well-established grievance procedure in all the Steel Plants and it is being followed. There is a three-tier organisation. A complaint is first registered and within a time limit an answer is to be given by the Head of the Department and if he is not in a position to dispose of the complaint satisfactorily within the time prescribed, the employee has the option to refer it to the next higher Grievance Committee—the Central Grievance Committee—and in that Grievance Committee equal number of Employees' Union representatives and Management representatives sit and decide. If this Committee also does not solve or satisfactorily dispose of the complaint, the aggrieved employee can make a final appeal.

2.49. The representative of the Ministry has further stated that there are, generally speaking, no separate Cells for Scheduled Caste and Scheduled Tribe employees. In his opinion, it would not be desirable to open a separate Cell because it merely produces a separate kind of community consciousness in a plant where everybody is working or should be working smoothly. He has added that there has not been any complaint of a Scheduled Caste employee saying that he is being discriminated against in the matter of disposal of complaints.

2.50. In reply to a question whether complaints regarding social attitude towards a particular employee are attended to by a special officer in the steel plant, the representative of the Ministry has

stated :

"I believe that anybody who has a grievance has a right to make a complaint and go to the officer concerned and discuss it with him. In case, he is dissatisfied with the manner of disposal of his complaint, he can go to a more superior authority but to have a separate cell, for a particular community of people, in my opinion, is not good. We have been working really towards integration and not separation. And specially as there is no feeling, at least I have not gathered the impression that there is a feeling amongst Scheduled Caste or Scheduled Tribe people that they are being specially badly treated. There might have been incidents but they are isolated incidents."

2.51. The Committee note that there is well-established grievance procedure in all the Steel Plants and this is being followed for redressal of grievances. However, the Ministries and Departments of the Government of India have been directed by the Ministry of Home Affairs *vide* their O.M. No. 27/22/68-Est(SCT), dated the 19th April, 1969, to set up a cell under the direct control of a Liaison Officer. The Cell would mainly assist the Liaison Officer in the discharge of his duties. The Committee hope that a cell—not necessarily a complaint cell—will be set up in all the Steel Plants to look into the grievances of the Scheduled Castes and Scheduled Tribes in the matter of appointment, promotion, supersession, etc.

H. Staff Position and Shortfalls

2.52. The Committee have been informed that the staff strength in the Hindustan Steel Limited as on 1st January, 1972, is as given below:

Grade	Category of Posts	Total No. of employees as on 1-1-1972	No. of employees		Percentage	
			SC	ST	SC	ST
1	3	3	4	5	6	7
Rs. 550 & above EXECUTIVE :						
1100 & above	Head Office	133	—	—	—	—
	C.E. & D.B.	706	1	—	0.14	—
	C.C.W.O.	108	—	—	—	—
	Central Sales Organisation	195	—	—	—	—
	Transport and Shipping Organisation	30	—	—	—	—
	Alloy Steel Plant	475	2	1	0.42	0.21
	Bhilai Steel Plant	2227	4	1	0.18	0.05
	Durgapur Steel Plant	1577	6	—	0.38	—
	Rourkela Steel Plant	1605	6	2	0.37	0.12
Total:		7056	19	4	0.29	0.05

1	2	3	4	4	6	7
Below NON-EXECUTIVE						
Rs.550- 1100	Head Office	761	54	179	7.0	23.5
	C.E. & D.B.	705	32	62	4.5	8.9
	C.C.W.O.	2454	216	39	8.8	1.6
	Central Sales Organisation	1555	70	3	4.5	0.19
	Transport & Shipping Organisation	883	16	2	1.9	0.23
	Alloy Steel Plant	5555	306	43	5.5	0.77
	Bhilai Steel Plant	39926	3542	1040	3.8	2.6
	Durgapur Steel Plant	26613	3350	433	12.6	1.6
	Rourkela Steel Plant	30748	2407	3293	7.8	10.7
	Total :	109200	9993	5094	9.1	4.7

2.53. As regards the Bokaro Steel Plant, the staff position as on 1st January, 1972, is as follows:

Grade	Category of posts	Total No. of employees	No. of employees		Percentage to the total	
			SC	ST	SC	ST
Rs. 1450- 1750 & above	Managerial	103	1	—	1	—
Rs.550-1100 to						
Rs.1250-1550	Supervisory	979	4	2	0.4	0.2
Rs.240-460 to Rs.520-930	Ministerial and other staff	1658	46	18	2.8	1.1
Rs.230-284 to	Skilled	5997	257	118	4.3	2.0
Rs.450-775						
Rs.210-252	Semi-Skilled	919	162	155	17.6	16.9
Rs.200-221	Unskilled	2513	568	139	22.6	5.5

2.54. A statement showing the number of candidates recruited in non-executive and executive posts in Bokaro Steel Plant during each of the last three years from 1969 to 1971 through (i) Employ-

ment Exchange; and (ii) direct recruitment (through advertisement and other sources) is given below:

Year	Non-Executives			Executives		
	TOTAL	SC	ST	TOTAL	SC	ST
Employment Exchange						
1969	863	53	..	59	Executives are recruited against press advertisements/surplus personnel of public sector undertakings (ex-Army personnel sponsored by Director of Resettlement, Ministry of Defence.	
1970	2214	175	146			
1971	4535	342	98			
Other Sources						
1969	42	2	1	106	—	—
1970	84	5	3	118	—	—
1971	53	4	2	229	2	2

2.55. During the course of evidence, the representative of the Ministry has stated that during the years 1969 to 1971, the following was the intake of Scheduled Castes and Scheduled Tribes in the Hindustan Steel Ltd.:

Year	Scheduled Castes	Scheduled Tribes
1969	193	105
1970	446	229
1971	638	275

“These figures”, the representative of the Ministry has stated, “are not absolutely correct. There may be mistake of one per cent or so but they are generally correct.”

2.56. According to the spokesman of the Ministry, the above figures show that recruitment in Hindustan Steel Limited has gone up over the years. It has been stated in the material supplied by the Bokaro Steel Plant that “although reservation of posts for Scheduled Castes/Tribes candidates as per the directive of the Government of India is made, adequate number of such candidates are not available from the local employment exchange.” It has been further stated that 15 per cent reservation for Scheduled Caste candidates and 7-1/2 reservation for Scheduled Tribe candidates has been made in respect of posts filled up by direct recruitment. In cases where recruitment is made on local and regional basis, i.e., Class III and IV categories, 14 per cent reservation is made in respect of Scheduled Caste candidates and 9 per cent reservation is made in respect of Scheduled Tribe candidates as per the directive of the Government of India for the State of Bihar.

2.57. In accordance with the Government instructions, the reservation of vacancies for Scheduled Caste and Scheduled Tribe candidates is being made to the following extent:

Plant/ Unit	Executive Posts		Non-Executive Posts			
	Through Competitive Test		Otherwise		SC	ST
	SC	ST	SC	ST	SC	ST
Head office	15	7½	16½	7½	14	9
Bhilai		do			13	21
Durgapur		do	-		20	6
Rourkela		do			16	24

2.58. In a written note furnished to the Committee, by the Hindustan Steel Limited through the Ministry of Steel and Mines, it has been stated as follows:

“In case of non-executive employment in our headquarters there is 15 per cent excess over the reservation quota for Scheduled Tribe candidates. However, in terms of absolute number the representation of Scheduled Caste/Tribe candidates in our organisation is satisfactory; but the position is not so good when the percentage of representation is compared against the stipulated reservation quota. The main reasons for the shortfall are: First, bulk of the recruitment was done in the initial stages when there was no reservations for Scheduled Castes/Tribes candidates, and in the interest of expeditious commissioning and production, suitable hands had to be recruited quickly and from whatever sources available. The impact of the reservation quota prescribed now will be felt only after some time. Second factor is the non-availability of adequate number of Scheduled Caste/Tribe candidates with the requisite qualifications and experience.”

2.59. Regarding the low intake of Scheduled Castes/Tribes in all the ranks, the representative of the Ministry has stated during evidence that “As far as Hindustan Steel Limited is concerned, there is a genuine difficulty in the sense that most of the recruitment had been undertaken in previous years before the directive was issued. As far as Bokaro is concerned, broadly speaking, the position is that in the lower ranks the recruitment is satisfactory but in the higher

ranks though it is improving from year to year, the overall recruitment may not be adequate against the percentages which have been fixed by Government."

2.60. When the Committee inquired about the special steps taken to step up recruitment of Scheduled Castes and Scheduled Tribes in the Public Sector Steel Undertakings the representative of the Ministry has stated during evidence:

"We will certainly examine it, but I must say that if we were to recruit these people today or tomorrow, there should be no question of having any special selection for them. In fact, in Bokaro, where a large recruitment is going to take place, they have got in touch with the Director of Employment in State Headquarters, they had a number of discussions, they have advertised—and they have in fact taken a number of people. But the trouble is that—as you will see in the answer to one of the questions even on the Executive side, out of the eight persons selected, three did not join. I know of a case where a person was selected to a high office but did not join. I think it was a woman who was selected for the post of Assistant Personnel Officer and went away. So, the people who are well qualified do not find any difficulty in getting a suitable job, but the difficulty is that there are not enough of them."

2.61. The Bokaro Steel Limited have in a written note stated:

"In lower categories, it has been possible to recruit Scheduled Caste/Tribe candidates in excess of the reserved quota. However, despite best efforts, this could not be achieved in higher categories of posts mainly due to the non-availability of suitable candidates from amongst Scheduled Castes and Scheduled Tribes. Since such candidates with requisite qualifications and experience are not available from the local Employment Exchange in adequate number, the Director of Employment Exchange, Bihar, has been approached to notify vacancies to other exchanges to sponsor suitable Scheduled Caste/Scheduled Tribe candidates. Various Scheduled Caste/Scheduled Tribe organisations have also been approached. In an attempt to secure more and more employment to the Scheduled Caste and Scheduled Tribe candidates, local Employment Exchange has been requested to sponsor only displaced,

Scheduled Caste and Scheduled Tribe candidates in certain categories of posts where Scheduled Caste/Scheduled Tribe candidates are likely to be available."

2.62. In reply to a question whether the Department of Steel proposed to hold *ad hoc* recruitment to wipe out the shortfalls in the appointment of Scheduled Castes and Scheduled Tribes in the Public Sector Steel Plants, the representative of the Department of Steel has stated during evidence:

"I am not in favour of making an *ad hoc* recruitment Scheduled Castes and Scheduled Tribes especially in Hindustan Steel Limited and Bokaro where a certain standard of efficiency is a basic point. But generally speaking, I would like to say that what is required is to equip candidates of Scheduled Castes and Scheduled Tribes and bring them on par with other people as fast as is possible and in relation to the Steel Plants I would like to make one or two suggestions which might be able to help in better recruitment of this category of personnel. One is that the Apprentices Act under which personnel are taken for training. It does not provide for any reservation for Scheduled Castes and Scheduled Tribes. If there were reservations for Scheduled Castes and Scheduled Tribes, a percentage of people of this category could be taken and trained."

2.63. He suggested that when the apprentices reached a minimum standard at the end of the training, they could under the directive, be absorbed in the undertaking. He has further stated:

"Another way in which an improvement can come is that to-day Steel Plants are running artisan schools for displaced people, i.e. people who have been displaced because their lands had been taken away in order to start the Steel Plants. It should be possible to either take a proportion of Scheduled Castes and Scheduled Tribes in the same artisan schools or have similar training for Scheduled Caste and Scheduled Tribe candidates. Here again once we have selected personnel and trained them, they will automatically improve their eligibility for jobs at the end of the training."

2.64. Asked to state whether he favoured the setting up of a Central School for Artisans, the representative of the Ministry has stated that he does not favour the setting up of any such schools.

The Steel Plants have training facilities and Scheduled Caste and Scheduled Tribe personnel could also avail of them.

2.65. Elaborating further the point regarding *ad hoc* recruitment, the representative of the Ministry has stated during evidence:

"It would be fair to say that if there are suitable candidates available today, we will take them. The point is that you make special recruitment where there are a large number of candidates available and you have a large number of vacancies. The number of vacancies that we have are substantial and if they fulfil the conditions and they fall within the directive, there is no reason why we should not take them immediately. The difficulty is that adequate number of qualified people is not available. That is why I recommend that we should make a provision for special training which will equip them for our undertaking."

2.66. With regard to non-availability of trained personnel for higher appointments among Scheduled Castes and Scheduled Tribes in the Public Sector Steel Undertakings, the representative of the Ministry has stated :

"Action is being taken by the Steel Plant to get into touch with the Director of Training and Employment of the State Governments concerned as also the associations prescribed by the Home Ministry's circular. There are, however, two things that should be borne in mind. One is that the number of trained personnel for higher appointments among the Scheduled Castes and Scheduled Tribes is so limited and then even where they are offered jobs, they get something better and they go away. There are so many instances of this. The second is that sometimes those who are well-trained and deserve to be selected in competition, they do not want to reveal themselves as Scheduled Castes and even though they have been selected, they have not been enumerated. But they come on merit. Such number will, of course, be very limited. But this is also a factor."

2.67. On being asked whether the Ministry are getting the regular annual returns from the public sector undertakings on the shortfalls in the intake of Scheduled Castes/Tribes, the Ministry of Steel and Mines have stated:

"We get the annual report and the reports which we have got in respect of 1969 and 1970 have shown two things, (i)

that generally there is an improvement in the situation and (ii) there are still deficiencies against the percentages which had been fixed."

2.68. The Committee are distressed to find that the representation of the Scheduled Castes and Scheduled Tribes in the Executive Posts in the Hindustan Steel Limited (Headquarters Organisation) as also in the Steel Plants under its control, is practically nil. There is also a dismal shortfall in the representation of Scheduled Castes and Scheduled Tribes in the non-Executive posts, especially in the Central Engineering and Design Bureau, Central Coal Washerries Organisation, Central Sales Organisation, Transport and Shipping Organisation and Alloy Steel Plant under the control of the Hindustan Steel Limited.

2.69. The Committee need hardly emphasise that a review of the existing procedure for recruitment of Executives and Non-Executives in the Headquarters Organisation as well as in the Steel Plants is called for so as to make good the shortfalls in the representation of Scheduled Castes and Scheduled Tribes in the Steel Plants.

2.70. The Committee have been informed that out of 8 Scheduled Caste persons selected on the Executive side, 3 did not join and the one who joined left the organisation. The Committee are not aware of the reasons why the persons who were selected did not join the Hindustan Steel Ltd. The Committee suggest that the Hindustan Steel Limited may examine whether the present system of asking the candidates to sign bond for serving the undertaking for four to five years is not the principal factor discouraging suitable Scheduled Caste/Tribe or other candidates from joining the organisation.

2.71. The Committee note from the figures furnished by the Ministry of Steel and Mines (Department of Steel) that the percentages of the Scheduled Castes and Scheduled Tribes in the Managerial, Supervisory, Ministerial and Skilled staff of the Bokaro Steel Limited are deplorably low. The Committee would urge the Department of Steel to take immediate and effective steps to augment the representation of Scheduled Castes and Scheduled Tribes in the services of the Bokaro Steel Plant according to the quotas reserved for them.

2.72. The Committee also suggest that with a view to augment the intake of Scheduled Caste/Tribe candidates the Hindustan Steel Ltd. as also the Bokaro Steel Ltd. may intimate in future the vacancies and the probable dates of various examinations to the Pre-Examination Training Centres which have been set up by the Government

of India|State Governments at various places. The Centres may also be advised as to the standard that is expected of the candidates.

2.73. The Committee would also like the Ministry to examine the question of holding *ad hoc* recruitment for Scheduled Castes and Scheduled Tribes at least for non-Executive posts in order to wipe out the shortfalls.

I. Deservation

2.74. Asked to state the procedure followed in regard to dereservation of posts, the Hindustan Steel Limited, has, in a written note, stated that in a production unit being run on commercial lines, it is not feasible to keep any post unfilled for long. Therefore, in case required number of Scheduled Caste|Tribe candidates are not available for any positions, these have to be filled in by appointing others.

2.75. Asked to state whether intimation prior to the dereservation of posts is sent to the Ministry concerned and to the Commissioner for Scheduled Castes and Scheduled Tribes, the Hindustan Steel Limited has stated that "under the Government Directive issued to Hindustan Steel Limited final decision in regard to dereservation of posts is taken by the Board of Directors|General Managers, as the case may be. In terms of this Directive, Hindustan Steel Limited is not required to refer such matters either to the Ministry or the Commissioner for Scheduled Castes|Scheduled Tribes for prior information|approval. The orders of the Ministry of Home Affairs referred to in the question apply to Government Departments only."

2.76. The Bokaro Steel Limited has stated, "Dereservation of posts reserved for Scheduled Caste|Scheduled Tribe candidates has not been made so far. There is large number of vacancies in each category and the shortfall will be made up if suitable Scheduled Caste|Scheduled Tribe candidates become available. Serious efforts are being made in this direction."

2.77. In reply to a question whether the carry-forward system is followed for the posts of Scheduled Castes and Scheduled Tribes de-reserved in the Public Sector Steel Plants, the representative of the Ministry has stated during evidence that the directive provides the carry-forward system and it is after three years that the reserved vacancies for Scheduled Castes and Scheduled Tribes lapse. The directive lays down that in all the vacancies that arise, the prescribed percentage must be from the Scheduled Castes and Scheduled Tribes. The carry-forward vacancies plus the current vacancies should not exceed 45 per cent of the total number of vacancies. The

Hindustan Steel Limited are in fact implementing the directive in this regard.

2.78. The Committee recommend that even though the final decision in regard to dereservation of posts may be taken by the Board of Directors or the General Managers, as the case may be, precise reasons for dereservation of each post should be recorded in writing and intimation of the posts dereserved should invariably be sent to the Ministry of Steel and Mines (Department of Steel) and the Commissioner for Scheduled Castes and Scheduled Tribes. Statistics regarding the posts de-reserved during a year should also be included in the Annual Reports of the Hindustan Steel Limited (Headquarters Organisation), Bokaro Steel Limited, etc.

J. Inservice Training

2.79. It has been stated by the Bokaro Steel Ltd. that there is a well organised Training Department in Bokaro Steel Limited which formulates and implements the training schemes for the benefit of the employees of the Company. The training is given to the employees of the Company who are on the rolls of the Company with a view either to develop them for specialised jobs or to make them eligible for promotion to the next higher grade. Besides organising training for the employees of the organisation, this Department also coordinates a number of training programmes with a view to absorb the candidates on a regular basis. The training schemes are equally applicable to the candidates belonging to the Scheduled Castes and Scheduled Tribes. However, now it is proposed to start a training scheme exclusively for the Scheduled Castes and Scheduled Tribes.

2.80. The Hindustan Steel Limited have, in a written note, stated that with a view to provide full opportunities to the Company employees for development and to prepare them to hold higher posts, 'in service training schemes' have been introduced in all the plants. Under the 'Employees Training Scheme' all categories of employees upto the rank of Chargeman (Electrician, Turners, Moulders, Crane Operators, Operators of various machines, etc.) are covered for training. The actual training needs of the plant, with a view to improving and upgrading of skill among all the skilled workers and chargemen, are taken into consideration while working out details of the training programme. The syllabi are drawn for each course by the concerned shop training engineers in consultation with the departmental heads. It has also been stated that there is a regular training scheme for preparing non-executive employees for executive-posts. Under this scheme, eligible employees are imparted 9 months' part-

time training outside their working hours. Reading material covering the syllabi is made available to the employees.

2.81. On being asked whether the trained personnel coming from I.T.Is. come up to the requirements of the Steel Plants, the representative of the Hindustan Steel Limited (Headquarters Organisation) has stated that the trained personnel coming from I.T.Is. have got a fairly good standard, and they are given 18 months' in-plant training before they become fairly fitted for the Steel Plant jobs. The multi-disciplined training required for Steel Plants is not available normally in that degree at the I.T.Is.

2.82. The Committee asked about the duration of training for I.T.I. trained personnel and the direct recruitment personnel in the Steel Plants. The representative of the Hindustan Steel Limited has stated that the difference is that there are some persons who are doing straightway the job on the machines and others are helping in operation. The I.T.I. trained personnel taken for artisan jobs like machinists, fitters, etc. are given special training because they have to handle sophisticated machinery; these equipments are not available in the I.T.Is. That is why even the I.T.I.-trained people are required to undergo this training.

2.83. The Committee enquired about the action taken by the Ministry of Steel and Mines on the recommendation of the Yardi Working Group in its Report (1967) in regard to special in-service training to Scheduled Castes/Tribes in non-technical and quasi-technical Class III and IV services under the Public Sector Steel Plants to bring them at par with others. The representative of the Ministry has stated in reply during evidence:

"The directive which has been issued is based on the recommendations of the Yardi Committee. The recommendations I have made really more or less amount to that, because once you have selected personnel for steel plants, all of them are given training, whether they belong to Scheduled Castes or non-Scheduled Caste community. It is quite a long training but if we select people under the schemes in which training is given, it will entitle them to recruitment later. That, in my opinion, will probably help to recruit a larger number of Scheduled Caste and Scheduled Tribe people than it has been possible in the past."

2.84. In reply to a question whether the Ministry has any proposal for giving in-service training exclusively to Scheduled Caste

and Scheduled Tribe people to make up the shortfall, the representative of the Ministry has stated:

"I have made two proposals [*viz.* (i) provide reservations for Scheduled Castes and Scheduled Tribes under the Apprentices Act, and (ii) take a proportion of Scheduled Caste/Tribe employees in the Artisans' School], still both will require Government decision at high level because it covers not only the area of steel plants but the whole area of public sector undertakings. If this Committee accept these recommendations and suggest this, Government will no doubt seriously consider it. As far as the Steel Plants are concerned, I want to reiterate that persons who are suitable will be selected. You see, a question was asked a little earlier about the position for the higher types of jobs. I expect that the recruitment is very fair and we must take steps to recruit them after they have attained those standards."

2.85. The representative of the Ministry has further stated that pre-recruitment training could possibly be given, especially to Scheduled Castes and Scheduled Tribes. Elucidating his idea in regard to pre-recruitment training, he has stated during evidence:

"I suggest that this could be done under the scheme of Apprentices Act. In a functioning undertaking there should be by law a reservation for Scheduled Castes and Scheduled Tribes; and the other suggestion was that a scheme similar to the one that plants have for training of displaced persons, should be introduced for Scheduled Castes and Scheduled Tribes. For the higher appointments, training which is given for management purposes like participation in seminars or sending them for their courses for management studies, is there, but I think more can be done for Scheduled Castes and Scheduled Tribes. A few people who are there in the higher ranks, they may be given some preference for sending them for such training so that they equip themselves for still higher appointments. That we propose to take up with Hindustan Steel Limited as well as other undertakings."

2.86. The Committee note that the Public Sector Steel Plants have in-service training schemes for their employees including those belonging to Scheduled Castes and Scheduled Tribes. The Committee, however, feel that the Scheduled Castes/Tribes because of their general and educational backwardness are in need of special

lised training so that they can compete with others in matters of promotions, etc. The Ministry of Home Affairs have issued instructions that while deputing officers to seminars and conferences, preference should be given to officers of Scheduled Castes and Scheduled Tribes. That Ministry have also expressed the view that it would also be useful if officers of Scheduled Castes and Scheduled Tribes are included in various training programmes abroad. It would enable them to broaden their outlook and also build up specialised knowledge. The Committee hope that the directives of the Government of India would be kept in view while arranging training programmes of Scheduled Caste and Scheduled Tribe officers in the Steel Plants.

2.87. As regards the lower categories of employees, the Ministry may examine whether there should be a separate scheme for the training of Scheduled Castes and Scheduled Tribes on the lines of the scheme that is in operation in some of the Steel Plants for the training of the displaced persons.

2.88. The Committee also appreciate the suggestion of the Ministry that there should be reservation of seats for Scheduled Caste and Scheduled Tribe apprentices under the Apprentices Act, 1961. In this connection, the attention of the Government is drawn to the recommendations contained in para 2.59 of their Seventh Report (5th Lok Sabha) on reservations for Scheduled Castes and Scheduled Tribes in the Defence Public Sector Undertakings, wherein the Committee stressed that the Director General of Employment and Training should adhere to the reservations in favour of Scheduled Castes/Tribes while selecting candidates for the vacancies of trade apprentices.

CHAPTER III

A. Promotion Procedure

3.1. It has been stated by the Hindustan Steel Ltd. that the entry level in the executive category is the grade of Rs. 550—1100, and the rules lay down that not less than 50 per cent of the posts occurring during a calendar year will be filled by direct recruitment. The remaining vacancies subject to a limit of 50 per cent in the grade of Rs. 550—1100 are filled in by promotion from employees in the lower below grades. All other posts above the grade of Rs. 550—1100 are filled in by promotions from down below.

3.2. Promotion to the executive posts are made on the basis of merit on the recommendation of a duly constituted departmental promotion committee in the plant/unit or Inter-Plant Promotion Committee in the case of inter-plant promotions. There is no reservation stipulated for Scheduled Castes/Tribes in the case of promotions from one executive post to the other.

3.3. Policies and procedures of promotion in the non-executive category have been systematised and drawn up in detail. Promotion procedures have been incorporated in collective agreement with the recognised unions in the plants|units. Promotion is made on the basis of seniority-cum-suitability. Promotion of employees is done on the recommendations of a departmental promotion committee consisting of not less than three persons, namely, a representative of the department concerned, a representative of the personnel department and a representative of an applied department. Written trade tests are given when the nature of the job warrants.

3.4. It has also been stated that so far no concession for Scheduled Caste|Tribe candidates was being made in case of promotions. However, the latest government directive on the subject requires certain concessions for Scheduled Caste|Tribe candidates. Promotion procedures for non-executive position form part of agreement with the labour unions, and any change therein has to have Union approval. Negotiations have been initiated with the Unions and are in progress.

3.5. A statement showing the number of posts filled in by promotion both in the Executive and non-Executive categories during the period 1969 to 1971 and the number of Scheduled Castes and Scheduled Tribes among them is given below:

Year Plant/Unit	Executive												Non-Executive											
	No. Promoted			No. of SC			No. of ST			No. Promoted			No. of SC			No. of ST								
	69	70	71	69	70	71	69	70	71	69	70	71	69	70	71	69	70	71	69	70	71	69	70	71
Head office	35	28	24							31	49	37	1	..	1				2	..				
Alloy (ASP)	104	169	91							2123	1993	1693	247	227	161	27	38	22						
Bhilai	238	190	273	2	1	2	..	..	..	2170	3325	2874	217	313	351	31	82	41						
Rourkela	187	252	317	..	1		1	..	..	2241	2561	1968	81	139	58	303	404	184						
Durgapur	263	378	576	3	3	4	..	..	..	1731	1049	1680	142	123	194	22	24	22						

3.6. It has been stated that the reasons for shortfall of Scheduled Caste/Tribe candidates are that candidates in adequate numbers with requisite qualification and experience are not available at the time of recruitment to lower posts wherefrom the promotions are made. All eligible Scheduled Caste and Scheduled Tribe candidates have been promoted subject to vacancies in higher posts. It has also been stated that the Bokaro Steel Ltd. has not framed any rules regarding reservation in promotion for Scheduled Caste/Tribe candidates. This would require negotiation with the various Unions before modifications of the existing seniority and promotion rules could be made in order to implement the directive on the subject.

3.7. The Committee enquired about the reasons for not providing reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion in the Public Sector Steel Undertakings and whether the Ministry had any proposal to evolve a uniform promotion procedure in all the Steel Plants. In reply, the representative of the Ministry has stated during evidence:

"It is only with regard to promotion where they have difficulty. The directive stated that certain relaxations will be made in the case of Scheduled Castes and Scheduled Tribes for purpose of promotion. But as you know, promotion is determined not merely by what the employer desires, but

also as a result of agreements reached with the workers' Unions and the Unions in every place have opposed any preference being given for purposes of promotion."

3.8. He has further stated:

"Executive posts are not within this sphere. Non-executive posts generally have all got trade unions. This is the real difficulty and you may also bear in mind that the directive of the Government applies only to Public Sector Undertakings and not to private sector."

3.9. On his attention being drawn to Article 335 of the Constitution wherein it was stated that the claims of the members of Scheduled Castes and Scheduled Tribes should be taken into consideration, consistently with the maintenance of efficiency of administration, in making appointments to service and posts in connection with the affairs of the Union or of a State, and also circular orders issued by the Ministry of Home Affairs on the subject, the representative of the Ministry has stated during evidence as follows:

"The constitutional provision to which you have made reference applies to people who are employed in the affairs of the State, i.e. the Central or the State Governments. It applies therefore to the employees of Government and those directives which the Home Ministry has issued are fully enforceable in the case of Government employees. The directive which we have issued to the public sector undertakings has been issued as proprietors of the public sector undertakings. President owns the undertakings and so he tells them. It is not a Government decision. It has been applied universally to all industries. In fact, it will be legally enforceable if you pass an Act of Parliament and apply it to all the undertakings and frankly my third recommendation was that such an Act should be passed and then you can apply universally. The question of any Union coming in the way will not arise. But as we stand today, the constitutional provision does not apply to the promotions in the case of employees of any private sector commercial undertaking."

3.10. The Committee further enquired how many attempts had been made so far with the various Trade Unions in the Steel Plants to get the point regarding reservation in promotion for Scheduled Caste and Scheduled Tribe employees in the Steel Plants settled

between the management and the labour unions. In reply the representative of the Ministry has stated:

"We have entered into tripartite agreements introducing promotion policies in Rourkela Steel Plant and Bhilai Steel Plant. I am not quite sure about the Durgapur Steel Plant. But these two plants have got tripartite agreements on promotion policy."

3.11. The Committee recommend that the Ministry of Steel and Mines (Department of Mines) should issue necessary instructions to the Hindustan Steel Limited and the Bokaro Steel Limited that reservations and concessions for the Scheduled Castes and Scheduled Tribes in the matter of promotions in the Executive posts in all these undertakings should strictly be followed as laid down in para 9 of the directives issued by the Ministry of Steel and Heavy Engineering vide their letters No. Coy-6(55)69 dated the 22nd June, 1970 and No. Coy-6(1)71 dated the 28th January, 1971.

3.12. As regards reservations for Scheduled Castes and Scheduled Tribes in promotions in the non-Executive categories, the Committee urge that the management of these undertakings should immediately initiate negotiations, where it has not already been done, with the representatives of the employees' unions with a view to amend or revise the agreement with the employees' unions which prevent these undertakings from providing for reservations for Scheduled Castes and Scheduled Tribes in promotions in the non-Executive categories made on the basis of selection. The Committee would like to be informed of the result of such efforts.

B. Supersessions

3.13 The Committee desired to know the number of Scheduled Caste|Tribe candidates superseded by others during the last three years in cases of promotion on the basis of seniority subject to fitness in the Hindustan Steel Limited Steel Plants. In a written note, the Hindustan Steel Ltd. has stated that in the non-Executive categories the promotions go mostly by seniority-cum-fitness and supersessions seldom occur. However, a few such cases have taken place in the Headquarters office and Alloy Steel Plant, Durgapur. The numbers of supersessions are two, four and four in the years 1969, 1970 and 1971, respectively. The reasons for such supersession are recorded and they are either medical unfitness or cases of disciplinary action or very poor performance. The Ministry is not apprised of the reasons for supersession in such cases.

9.14. In reply to a question whether the Hindustan Steel Ltd. is not required to obtain prior approval of the Ministry in regard to cases of supersession, the representative of the Hindustan Steel Ltd. has stated during evidence that the directive does not provide that cases of supersession should be referred to the Controlling Ministry. All cases of supersession have also to go through a procedure. If they involve Class I or Class II appointments in the case of Scheduled Castes and Scheduled Tribes, they have to have the prior approval of the Board of Directors. In the case of Class III and Class IV appointments, all cases of supersession are reported within a month to the Board.

3.15. **The Committee would like that an annual statement showing cases involving supersession of Scheduled Castes and Scheduled Tribes in these undertakings should be sent to the Ministry of Steel & Mines (Department of Steel) and the Commissioner for Scheduled Castes and Scheduled Tribes. Figures of supersession of Scheduled Caste and Scheduled Tribe employees should also be included in the Annual Reports of the Department of Steel|Hindustan Steel Limited (Headquarters Organisation) and the Bokaro Steel Limited.**

CHAPTER IV

Housing Facilities

4.1. The Committee enquired whether any housing scheme has been formulated by the Ministry for the employees in the public sector steel undertakings, especially in the lower category of posts. The representative of the Ministry has stated during evidence:

“As it happens, steel plants are in small cities. For instance, Bhilai, Rourkela or Durgapur were not big cities. They are steel plant cities and there are no houses nearby. In fact, one of the greatest difficulties we are facing is that because of accommodation not being provided 100 per cent, many people are facing a lot of difficulties. In such circumstances, I would respectfully oppose such a proposal (i.e. special housing provision for Scheduled Castes and Scheduled Tribes), because it simply helps to isolate the Scheduled Caste people. Everybody is having difficulties and everybody must accept those difficulties in an equal measure. This is my opinion. But if you were having an undertaking whose houses are limited and other houses are available like in the case of the Vizag Shipyard, then you might consider these things. But if you want a special colony or special allocation, in my opinion, it is not fair, nor will it be conducive to good relations.”

4.2. Asked to state if any special consideration is given in the matter of allotment of houses to the Scheduled Caste/Tribe employees in view of the difficulty being faced in the Steel Plant areas, the representative of the Ministry has stated that the difficulties are felt equally by everybody in this matter because there are not enough houses.

4.3. On being asked to indicate what has been done to provide housing facilities to the slum dwellers around Rourkela and Bhilai who are working in the Steel Plants, the representative of the Hindustan Steel Limited has stated during evidence:

“With the permission of the Government of India, a scheme has been sanctioned for the removal of slum areas in Bhilai and they have started operating on it. It is hoped that within a short time a great part of this problem of

slums may be solved. In respect of Rourkela there is not that kind of slum development and it is not as much a problem as it is in Bhilai."

4.4. Asked to state if houses could be provided to Scheduled Caste and Scheduled Tribe employees on a special consideration in the general pool, the representative of the Bokaro Steel Limited has started during evidence:

"Our difficulties are common. There are not enough houses to go round. There are people waiting on the queue. They belong to both the communities Scheduled Castes and Scheduled Tribes and other communities. If a person who does not belong to Scheduled Caste and Scheduled Tribe community is waiting for two years and he is not allotted a house but a person belonging to Scheduled Castes and Scheduled Tribes who has just joined is allotted a house, then it will create a resentment among the non-Scheduled Caste and Scheduled Tribe community, which will not be conducive to the whole organisation."

4.5. In reply to a question whether the Hindustan Steel Limited/Steel Plants have sanctioned financial assistance to the employees for house building purposes, the representative of the Ministry has informed during evidence that there is already a non-company housing scheme which offers financial assistance to such of the employees who would like to build their own houses. It has been discussed and details are being worked out.

4.6. The Committee note that the Hindustan Steel Ltd./Steel Plants do not have any quotas reserved for Scheduled Castes/Tribes in the matter of housing accommodation. In view of the fact that members of the Scheduled Castes and Scheduled Tribes, especially employees in the lower categories, viz. Class III and Class IV ordinary experience difficulties in acquiring residential accommodation in the city areas, the Committee feel that some special preference should be given to such employees in the matter of provision of residential quarters in the Company's township quarters, wherever these exist. A decision has been taken by the Government of India in respect of Central Government employees working in offices in Delhi/New Delhi, vide the Department of Works, Housing and Urban Development Office Memorandum No. 12035(5)/69-Pol(II) dated 6-11-1969 to reserve five per cent of the vacancies in Types I and II for Government servants belonging to the Scheduled Castes and Scheduled Tribes. In the light of this, the Committee suggest

that the Hindustan Steel Ltd. and the Bokaro Steel Ltd. should also reserve five per cent of the vacancies in houses of types I and II of the residential accommodation in the Company's townships or quarters where these exist or which come up in the future for allotment to the Scheduled Caste/Tribe employees of the undertakings entitled to those types who specially apply for this benefit. The Committee hope that a directive to this effect would be issued by the Ministry to the Hindustan Steel Limited and the Bokaro Steel Ltd.

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APPENDIX I

HINDUSTAN STEEL

OFFERS

CAREER OPPORTUNITIES TO 200 GRADUATE ENGINEERS

Hindustan Steel's Graduate Engineer Training Scheme is designed for young men with high technical competence and determination to succeed in a demanding environment.

Applicants must have at least a good second class degree in Metallurgy, Mechanical Engineering, Chemical Engineering, Electrical Engineering, Instrumentation or Ceramics from leading Colleges of engineering/Institutes of Technology.

Applicants should be below 25 years on July 1, 1971. Age limit is relaxable by 2 years for post-graduates; 3 years for displaced persons from East Pakistan who immigrated to India after January 1, 1964; 5 years for Scheduled Castes/Tribes and HSL employees; the extent of service as Emergency Commissioned Officers. They should be physically fit and not colour blind.

Those who have appeared for the final examinations this year and expect results by the first week of August may also apply. Those who appeared for our Selection tests last year and were not called for interview need not apply.

Selection will be based on written tests followed by interviews. Selected candidates will be given 18 months' comprehensive training to prepare them for positions of executive responsibility.

During training the remuneration will be about Rs. 600 per month. Benefits of provident fund, gratuity, free medical facilities, leave travel concession, etc. will also be admissible. On successful completion of training, Trainees will be appointed to executive positions in the Company's Steel Plants, Central Engineering & Design Bureau,

Central Research & Development Organisation and Central Coal Washeries Organisation. Prospects to rise to senior positions are good. They will be under a bond to serve the Company for 5 years.

Vacancies are reserved for suitable Scheduled Caste and Tribe candidates to the extent of 15 per cent and 7½ per cent respectively.

Application forms can be obtained by sending, within 15 days, a self addressed envelop (10×4 inch size) to the RECRUITMENT DEPARTMENT, HINDUSTAN STEEL LIMITED, RANCHI-2, BIHAR.

APPENDIX II

(*Vide para 4 of Introduction*)

Summary of Conclusions/Recommendations contained in the Report

Sl. No.	Reference to Para Number in the Report	Summary of Conclusions/Recommendations
1	2	3
1	1.18	<p>The Committee regret to note that there was a delay of nearly nine months in the issue of the directives by the Department of Steel to the Hindustan Steel Limited and the Bokaro Steel Limited, after it was received in the Department from the Bureau of Public Enterprises.</p>
2	1.19	<p>The Committee note that apart from the annual returns which are to be supplied by these undertakings to the Bureau of Public Enterprises and the Department of Steel, there is no other machinery to ensure that the provisions contained in the directives are strictly observed. Since, under the Government's directive, a Joint Secretary in-charge of public enterprises in the Ministry has been made responsible to keep a watch over the implementation of the decisions regarding representation of Scheduled Castes and Scheduled Tribes in the public enterprises under the control of the Ministry, it should be his duty to maintain an effective liaison with the Chief Personnel Officers of the Public undertakings and to ensure that the quotas reserved for Scheduled Castes and Scheduled Tribes are being rapidly filled up. The difficulties, if any, in filling up of</p>

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the reserved quotas should be discussed at periodic meetings with the Bureau of Public Enterprises and the undertakings concerned. The Committee need hardly emphasise that mere issue of directive will not improve the situation unless it is observed in letter and spirit.

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1.20

During the course of evidence, the representative of the Department of Steel informed the Committee that the annual returns for 1969 and 1970 were received in the Department and these showed that, while there was improvement in the situation, there was still deficiency against the percentages which had been fixed. The Committee fail to understand why the annual return for 1971 should not have been received by the Ministry till the 6th April, 1972, when the Committee took the evidence of the representatives of the Department of Steel. In any case, the Committee would like that statement for 1971 should be thoroughly scrutinised so as to see what progress has really been achieved in this direction by the Hindustan Steel Limited and the Bokaro Steel Limited after the receipt of the directive. The Committee would like to be informed about the results of such scrutiny.

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1.21

The Committee further recommend that, as agreed to by the representative of the Department of Steel, the figures showing the representation of Scheduled Castes and Scheduled Tribes in the services of these undertakings should be included in the annual reports of the Ministry. The Committee also feel that there should be no objection to the similar information being included in the Annual Reports of Hindustan Steel Limited and of each of the Steel Plants respectively.

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2.17

The Committee note that in the Hindustan Steel Limited as also in the Bokaro Steel Limited, recruitment of the Executive personnel is

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made on an All-India basis through open advertisement whereas recruitment of Non-Executive personnel is made through the Employment Exchanges. Vacancies are advertised in the newspapers in case the Employment Exchanges fail to sponsor the required number of candidates.

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2.18

The Committee commend the suggestion made by the Bokaro Steel Limited that to improve the intake of Scheduled Caste/Tribe candidates, the Employment Exchanges should send periodically list of available candidates in various categories to the projects so that the Liaison Cells could consider their cases for appointment. The Committee would urge that the Department of Steel should take up this matter with the Director General of Employment and Training in so far as the recruitment of Scheduled Caste/Tribe candidates in the public sector steel undertakings is concerned.

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2.19

The Committee also appreciate the procedure followed by the Bokaro Steel Limited where, in the event of any vacancy arising in a particular post, the candidate belonging to Scheduled Castes/ Tribes is offered the appointment first against the vacant post irrespective of his position in the panel. The Committee hope that similar procedure will be followed by the Hindustan Steel Limited.

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2.20

The Committee note that in the advertisements issued by the Bokaro Steel Limited inviting applications for recruitment, it is stated that preference will be given to Scheduled Castes/ Tribes; the actual number of posts reserved for Scheduled Castes/Tribes is not mentioned in the advertisement. In the advertisements issued by the Hindustan Steel Limited (Headquarters Organisation) and public sector Steel Plants, the specific number of posts reserved for Scheduled Castes/Tribes is not mentioned nor is such infor-

fmation given in the requisitions for recruitment sent to the Employment Exchanges. The Committee would like to emphasise that the Hindustan Steel Limited (Headquarters Organisation) and the Steel Plants as also the Bokaro Steel Limited should invariably specify the exact number of posts reserved for Scheduled Castes and Scheduled Tribes in the advertisements or in the requisitions sent to the Employment Exchanges.

9 2.21 The Committee note that the Hindustan Steel Limited (Headquarters Organisation and the Steel Plants) and the Bokaro Steel Limited do not intimate to the Employment Exchanges the reasons for the rejection, if any, of the Scheduled Caste/Tribe candidates sponsored by them. The Committee would urge that the appointing authorities should indicate the precise reasons for the rejection of Scheduled Caste/Tribe candidates to the Employment Exchanges so as to facilitate the latter in sponsoring the right type of candidates belonging to these communities.

10 2.22 The Committee would also suggest that the advertisements for posts carrying a pay of Rs. 500 or less should also be issued in the regional newspapers and copies of such advertisements should be sent to the local Scheduled Caste/Tribe MLAs and MPs and also to the members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

The Committee emphasise that a minimum of one month notice should be given in the case of Scheduled Caste/Tribe candidates who are called for interview by the Public Sector Steel Undertakings. Interview letters to be issued to these candidates should be sent by *Registered Post Acknowledgement due*.

11 2.23 The Committee note that the Hindustan Steel Limited do not send copies of advertisements to

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the associations of Scheduled Castes and Scheduled Tribes. The Committee hope that the Hindustan Steel Limited as also the Bokaro Steel Limited would in future notify the vacancies to the recognised all-India associations of Scheduled Castes and Scheduled Tribes

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2.24

The Committee note that the Scheduled Caste/Tribe candidates are at present not interviewed on separate dates and in separate blocs. The Committee note from the consolidated directive issued by the Bureau of Public Enterprises, *vide* their O.M. No. 2(115) | 68-BPE(GM) dated the 2nd February, 1971, that when direct recruitment, otherwise than through examination, is to be made, the interview of Scheduled Caste/Tribe candidates should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste and Scheduled Tribe candidates are not judged in comparison with general candidates. The Committee hope that the Hindustan Steel Limited as also the Bokaro Steel Limited would comply with the directive laid down in this regard.

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2.28

The Committee note that during 1969 and 1971, 846 Executives were recruited by means of open advertisements and out of these only 3 belonged to Scheduled Castes and 2 belonged to Scheduled Tribes. From the figures relating to the recruitment of Non-Executives for the years 1969, 1970 and 1971, the Committee note that the recruitment of Scheduled Castes and Scheduled Tribes is far below the percentages fixed for them. The Committee hope that, as assured by the representative of the Ministry during evidence, the directive would be taken into consideration more seriously in the case of future recruitments.

1	2	3
14	2.33	<p>The Committee are unhappy to note that only 2 Scheduled Castes and 1 Scheduled Tribe candidates and 5 Scheduled Caste and 1 Scheduled Tribe candidates were recruited as Graduate Engineers in the Hindustan Steel Limited (Headquarters Organisation) during the years 1969 and 1971, respectively. The Committee feel that with a relaxation in the minimum standards of recruitment for such candidates, it would be possible to improve their intake.</p>
15	2.34	<p>The Committee note the improvement in the intake of Scheduled Castes/Tribes as Graduate Engineers during 1972.</p>
16	2.41	<p>From the information furnished by the Hindustan Steel Limited (Headquarters Organisation), the Committee find that the recruitment of Scheduled Caste/Tribe candidates as Trade Apprentices in the various Steel Plants during the years 1969—1971 is deplorably low. They also note that there is no proposal in the Steel Plants to lower down the educational qualifications in the case of Scheduled Caste/Tribe candidates nor is there any proposal to increase the intake of Trade Apprentices. The Committee hope that the Hindustan Steel Limited and the other Public Sector Steel Plants will take concrete steps to improve the intake of the Scheduled Castes and Scheduled Tribes in the vacancies of Trade Apprentices till such time as their shortfall is made up.</p>
17	2.42	<p>The Committee further suggest that avenues should be explored for absorbing the present surplus trained Scheduled Caste/Tribe Apprentices in the Hindustan Steel Limited against the vacancies in Bokaro Steel Limited as a special measure.</p>
18	2.43	<p>The Committee note that the Bokaro Steel Limited have reduced the qualifying marks for</p>

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Scheduled Caste/Tribe candidates for recruitment as Junior Operative Trainees. They also note that similar facilities have been granted in the matter of recruitment of Senior Operative Trainees for which the minimum prescribed qualification is Bachelor in Science. The Committee hope that the Bokaro Steel Limited would also augment the intake of Scheduled Caste/Tribe candidates as Junior and Senior Operative Trainees so that they would be absorbed straightaway after the commissioning of the plant.

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2.45

The Committee observe that there is at present no reservation in favour of Scheduled Castes and Scheduled Tribes in the recruitment of casual labour. The Committee would like the Ministry to examine whether it would be possible to provide for reservations for Scheduled Castes and Scheduled Tribes in all categories of casual labour. The Committee also recommend that the Scheduled Caste and Scheduled Tribe Casual labourers who have worked for more than 300 working days in the Public Sector Steel Plants should be made regular in those Steel Plants.

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2.51

The Committee note that there is well-established grievance procedure in all the Steel Plants and this is being followed for redressal of grievances. However, the Ministries and Departments of the Government of India have been directed by the Ministry of Home Affairs *vide* their O.M. No. 27/22/68-Est(SCT), dated the 19th April, 1969, to set up a cell under the direct control of a Liaison Officer. The Cell would mainly assist the Liaison Officer in the discharge of his duties. The Committee hope that a cell—not necessarily a complaint cell—will be set up in all the Steel Plants to look into the grievances of the Scheduled Castes and Scheduled Tribes in the matter of appointment, promotion, supersession, etc.

1	2	3
21	2.68	The Committee are distressed to find that the representation of the Scheduled Castes and Scheduled Tribes in the Executive Posts in the Hindustan Steel Limited (Headquarters Organisation) as also in the Steel Plants under its control, is practically nil. There is also a dismal shortfall in the representation of Scheduled Castes and Scheduled Tribes in the non-Executive posts, especially in the Central Engineering and Design Bureau, Central Coal Washeries Organisation, Central Sales Organisation, Transport and Shipping Organisation and Alloy Steel Plant under the control of the Hindustan Steel Limited.
22	2.69	The Committee need hardly emphasise that a review of the existing procedure for recruitment of Executive and Non-Executives in the Headquarters Organisation as well as in the Steel Plants is called for so as to make good the shortfalls in the representation of Scheduled Castes and Scheduled Tribes in the Steel Plants.
23	2.70	The Committee have been informed that out of 8 Scheduled Caste persons selected on the Executive side, 3 did not join and the one who joined left the organisation. The Committee are not aware of the reasons why the persons who were selected did not join the Hindustan Steel Ltd. The Committee suggest that the Hindustan Steel Limited may examine whether the present system of asking the candidates to sign bond for serving the undertaking for four to five years is not the principal factor discouraging suitable Scheduled Caste/Tribe or other candidates from joining the organisation.
24	2.71	The Committee note from the figures furnished by the Ministry of Steel and Mines (Department of Steel) that the percentages of the Scheduled Castes and Scheduled Tribes in the Managerial, Supervisory, Ministerial and skilled staff of the Bokaro Steel Limited are deplorably

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low. The Committee would urge the Department of Steel to take immediate and effective steps to augment the representation of Scheduled Castes and Scheduled Tribes in the services of the Bokaro Steel Plant according to the quotas reserved for them.

25 2.72 The Committee also suggest that with a view to augment the intake of Scheduled Caste/Tribe candidates the Hindustan Steel Ltd. as also the Bokaro Steel Ltd. may intimate in future the vacancies and the probable dates of various examinations to the Pro-Examination Training Centres which have been set up by the Government of India/State Governments at various places. The Centres may also be advised as to the standard that is expected of the candidates.

26 2.73 The Committee would also like the Ministry to examine the question of holding *ad hoc* recruitment for Scheduled Castes and Scheduled Tribes at least for non-Executive posts in order to wipe out the shortfalls.

27 2.78 The Committee recommend that even though the final decision in regard to dereservation of posts may be taken by the Board of Directors or the General Managers, as the case may be, precise reasons for dereservation of each post should be recorded in writing and intimation of the posts dereserved should invariably be sent to the Ministry of Steel and Mines (Department of Steel) and the Commissioner for Scheduled Castes and Scheduled Tribes. Statistics regarding the posts de-reserved during a year should also be included in the Annual Reports of the Hindustan Steel Ltd. (Headquarters Organisation), Bokaro Steel Limited, etc.

28 2.86 The Committee note that the Public Sector Steel Plants have in-service training schemes for their employees including those belonging to Scheduled Castes and Scheduled Tribes. The

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Committee, however, feel that the Scheduled Castes/Tribes because of their general and educational backwardness are in need of specialised training so that they can compete with others in matters of promotions, etc. The Ministry of Home Affairs have issued instructions that while deputing officers to seminars and conferences, preference should be given to officers of Scheduled Castes and Scheduled Tribes. That Ministry have also expressed the view that it would also be useful if officers of Scheduled Castes and Scheduled Tribes are included in various training programmes abroad. It would enable them to broaden their outlook and also build up specialised knowledge. The Committee hope that the directives of the Government of India would be kept in view while arranging training programmes of Scheduled Caste and Scheduled Tribe officers in the Steel Plants.

29 2.87

As regards the lower categories of employees, the Ministry may examine whether there should be a separate scheme for the training of Scheduled Castes and Scheduled Tribes on the lines of the scheme that is in operation in some of the Steel Plants for the training of the displaced persons.

30 2.88

The Committee also appreciate the suggestion of the Ministry that there should be reservation of seats for Scheduled Caste and Scheduled Tribe apprentices under the Apprentices Act, 1961. In this connection, the attention of the Government is drawn to the recommendations contained in para 2.59 of their Seventh Report (5th Lok Sabha) on reservations for Scheduled Castes and Scheduled Tribes in the Defence Public Sector Undertakings, wherein the Committee stressed that the Director General of Employment and Training should adhere to the reservations in favour of Scheduled Castes/Tribes while selecting candidates for the vacancies of trade apprentices.

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31 3.11 The Committee recommend that the Ministry of Steel and Mines (Department of Mines) should issue necessary instructions to the Hindustan Steel Limited and the Bokaro Steel Limited that reservations and concessions for the Scheduled Castes and Scheduled Tribes in the matter of promotions in the Executive posts in all these undertakings should strictly be followed as laid down in para 9 of the directions issued by the Ministry of Steel and Heavy Engineering vide their letters No. Coy-6(55) 69 dated the 22nd June, 1970 and No. Coy-6(1) 71 dated the 28th January, 1971.

32 3.12 As regards reservations for Scheduled Castes and Scheduled Tribes in promotions in the non-Executive categories, the Committee urge that the management of these undertakings should immediately initiate negotiations, where it has not already been done, with the representatives of the employees' unions with a view to amend or revise the agreements with the employees unions which prevent these undertakings from providing for reservations for Scheduled Castes and Scheduled Tribes in promotions in the non-Executive categories made on the basis of selection. The Committee would like to be informed of the result of such efforts.

33 3.15 The Committee would like that an annual statement showing cases involving supersession of Scheduled Castes and Scheduled Tribes in these undertakings should be sent to the Ministry of Steel & Mines (Department of Steel) and the Commissioner for Scheduled Castes and Scheduled Tribes. Figures of supersession of Scheduled Caste and Scheduled Tribe employees should also be included in the Annual Reports of the Department of Steel|Hindustan Steel Limited (Headquarters Organisation) and the Bokaro Steel Limited.

34 4.6 The Committee note that the Hindustan Steel Ltd./Steel Plants do not have any quotas reser-

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ved for Scheduled Castes|Tribes in the matter of housing accommodation. In view of the fact that members of the Scheduled Castes and Scheduled Tribes, especially employees in the lower categories, *viz.* Class III and Class IV, ordinarily experience difficulties in acquiring residential accommodation in the city areas, the Committee feel that some special preference should be given to such employees in the matter of provision of residential quarters in the Company's township quarters, wherever these exist. A decision has been taken by the Government of India in respect of Central Government employees working in offices in Delhi|New Delhi, *vide* the Department of works, Housing and Urban Development Office Memorandum No. 12035(5)|69-Po1 (II) dated 6.11.1969 to reserve five per cent of the vacancies in Types I and II for Government servants belonging to the Scheduled Castes and Scheduled Tribes. In the light of this, the Committee suggest that the Hindustan Steel Ltd. and the Bokaro Steel Ltd. should also reserve five per cent of the vacancies in houses of types I and II of the residential accommodation in the Company's townships or quarters where these exist or which come up in the future for allotment to the Scheduled Caste|Tribe employees of the undertakings entitled to those types who specially apply for this benefit. The Committee hope that a directive to this effect would be issued by the Ministry to the Hindustan Steel Limited and the Bokaro Steel Ltd.