

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1976-77)**

**(FIFTH LOK SABHA)**

**FIFTY-EIGHTH REPORT**

**MINISTRY OF SHIPPING AND TRANSPORT**

**Reservation for, and employment of, Scheduled  
Castes and Scheduled Tribes in the services of Delhi  
Transport Corporation.**

*[Presented to Lok Sabha on 2-II-1976 and laid on the Table  
of Rajya Sabha on 3-II-1976]*



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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES

1976-77)

Shri Nihar Laskar—*Chairman*

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Shri H. L. Malhotra—*Senior Legislative Committee Officer.*

## 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 Fifty-eighth Report on the Ministry of Shipping and Transport—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in the services of Delhi Transport Corporation.

2. The Committee took the evidence of the representatives of the Ministry of Shipping and Transport and of the Delhi Transport Corporation on the 27th February, 1976. The Committee wish to express their thanks to the Officers of the Ministry of Shipping and Transport and of the Delhi Transport Corporation for placing before the Committee material and information they wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 17th September, 1976.

NIHAR LASKAR,

*Chairman,*

*Committee on the Welfare of*

*Scheduled Castes and Scheduled Tribes.*

NEW DELHI;

October 27, 1976.

Kartika 5, 1898 (Saka).

## **A. Introductory**

1. The Delhi Transport Corporation was previously working as a private transport organisation under the name of the Gwalior and Northern India Transport Company and that Company was taken over by the Delhi Transport Service under the Administrative control of the Ministry of Transport in 1948. A Statutory Board called the Delhi Road Transport Authority was constituted with effect from the 1st July, 1950, which then took over the affairs of the Delhi Transport Service. In the year 1958, the Delhi Transport Service was transferred to the Municipal Corporation of Delhi under the Municipal Corporation Act, 1957, under whose control it remained upto the 2nd November, 1971. The Delhi Transport Corporation was established on the 3rd November, 1971 under the Road Transport Corporations Act, 1950.

2. In a note furnished to the Committee, it has been stated that the Delhi Administration is not directly concerned with the day-to-day affairs of the Delhi Transport Corporation. The Delhi Administration is only responsible for the enforcement of the regulatory provisions of the Motor Vehicles Act, 1939 which is applicable to the Delhi Transport Corporation also, as an operator of Transport Services. The Ministry of Shipping and Transport provides financial assistance to the Delhi Transport Corporation, appoints the Chairman, Vice-Chairman, General Manager and Chief Accounts Officer of the Corporation and other members of the Corporation. Subject to the provisions of the Road Transport Corporations Act, 1950, as extended to Delhi by the Delhi Road Transport Laws (Amendment) Act, 1971, the Delhi Transport Corporation functions as an autonomous body. The Corporation is competent to appoint all other officers and staff. The Board of the Delhi Transport Corporation consists of eleven members, including the Chairman.

3. Asked during evidence whether there were any Scheduled Caste/Tribe members in the Board of Management of the Delhi Transport Corporation, the representative of the Ministry of Shipping and Transport replied in the negative.

## **B. Reservations**

4. It has been stated in a note furnished to the Committee that instructions and reservation orders, issued by the Ministry of Home

Affairs/Cabinet Secretariat (Department of Personnel and Administrative Reforms) in favour of Scheduled Castes and Scheduled Tribes from time to time have been *mutatis mutandis* implemented in the Delhi Transport Corporation. The Delhi Transport Corporation has prescribed reserved quotas in all categories of posts in the matter of direct recruitment. As regards departmental promotions, provision for reservation of vacancies to these communities is being made.

5. The representative of the Delhi Transport Corporation has stated during evidence that, "Since 1971, when the Corporation was formed, reservation is there."

6. In reply to a question whether orders/instructions on reservations for Scheduled Castes and Scheduled Tribes were adhered to when the Delhi Transport Corporation remained under the control of (i) the Delhi Road Transport Authority from the 1st July, 1950 to 31st March, 1958, and (ii) the Municipal Corporation of Delhi from the 1st April, 1958 to the 2nd November, 1971, the Corporation has in a note stated that from the records available, it is revealed that orders/instructions on reservations for Scheduled Castes and Scheduled Tribes were not strictly adhered to when the Delhi Transport Corporation was under the control of the Delhi Road Transport Authority and the Municipal Corporation of Delhi.

7. Asked about the machinery available in the Delhi Transport Corporation, the Delhi Administration and the Ministry of Shipping and Transport for watching compliance of reservation orders in favour of Scheduled Castes and Scheduled Tribes in the Delhi Transport Corporation, it has been stated in a note furnished to the Committee that there is no separate organisation in the Delhi Transport Corporation or the Delhi Administration or the Ministry of Shipping and Transport for watching compliance of the reservation orders in favour of Scheduled Castes and Scheduled Tribes in the Delhi Transport Corporation. The Liaison Officer in the Delhi Transport Corporation ensures that the orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes are complied with. There is no separate cell under the Liaison Officer. The Ministry of Shipping and Transport keeps an overall control through the periodical inspection reports received from the Liaison Officer. Asked what the responsibilities of the Ministry of Shipping and Transport are in the matter, the Ministry of Shipping and Transport, in a note submitted to the Committee, have stated that the powers of appointment to all posts, other than those of the Chairman, the Vice-Chairman, the General Manager and the Chief Accounts Officer



in the Delhi Transport Corporation rest with the Delhi Transport Corporation Board. The Delhi Transport Corporation is to comply with all Government orders/instructions issued from time to time regarding reservations for, and employment of, Scheduled Castes/Tribes in the Delhi Transport Corporation.

8. Asked whether individual posts and small cadres, in which vacancies may not occur with reasonable frequency, and posts carrying identical status, emoluments and qualifications are grouped together to facilitate the application of reservation orders to ensure adequate representation of Scheduled Castes and Scheduled Tribes in those posts, the Committee have been informed in a note furnished by the Ministry of Shipping and Transport that the isolated individual posts and small cadres in which vacancies do not occur with reasonable frequency are grouped together, the details of which are given hereunder:

(i) *Officers (1st Group)*

All Class I and Class II posts are grouped under one cadre of officers. The details of sanctioned strength under each category are given in Appendix I.

(ii) *Ministerial and Supervisory (2nd Group)*

All posts of Ministerial, Traffic Supervisory and Stores staff are grouped in this head. The details of posts are given in Appendix II.

(iii) *Workshop Staff (3rd Group)*

All posts of workshop staff are grouped in this group. The details of sanctioned strength in each category of posts are given in Appendix III.

(iv) *Class IV (4th Group)*

All posts of Class IV (except Sweepers) are grouped in this group. The details of sanctioned strength are given in Appendix IV.

### C. Recruitment

9. The normal procedure for recruitment followed by the Delhi Transport Corporation has been stated to be as follows:

"Subject to the condition that neither a person disqualified under Section 17 of the Delhi Road Transport Authority Act, 1950 nor an employee of the Authority dismissed from service for misconduct by the Authority, nor an employee of the Central and State Government who has been debarred from employment in any Government Department shall be taken into employment and further

subject to such standing orders as may be framed by the General Manager, with the approval of the Delhi Road Transport regarding age, academic and technical qualification, physical fitness, trade tests, procedure for invitation of applications (namely by advertisements or in any other way) appointments against sanctioned posts whether by promotion or by direct recruitment shall be made strictly on merits. In determining the merits of candidates for purposes of promotions consideration shall be given to service records and seniority in addition to his qualifications. When appointments are proposed to be filled by direct recruitment employees of the Delhi Road Transport Authority shall be eligible to compete for them."

10. It has been provided in the Recruitment Regulations that all direct recruitment will ordinarily be made through the Employment Exchange. In such cases where the General Manager feels that sufficiently experienced suitable candidates are not available through the Employment Exchange or where the number of posts to be filled is large, the vacancies may be advertised. A copy of the advertisement will be sent to the Employment Exchange for recommending retrenched Central Government servants. Other things being equal, the candidates of Employment Exchange will be given preference over outsiders.

11. Selection of candidates for all the posts will be made by the Selection Committee/Board as mentioned in Clause 5(2) of the Delhi Road Transport Authority (Conditions of Appointment and Service) Regulations, 1952. The Selection Boards will as far as possible give both written and *viva-voce* tests to the candidates.

12. Asked about the composition of Recruitment/Selection Committee/Board in the Delhi Transport Corporation for recruitment/promotion of employees, it has been stated in a note furnished to the Committee that the Delhi Transport Corporation Board has delegated powers to Chairman/Vice-Chairman/General Manager for constitution of Selection Committee and composition of Selection Board. According to the Delhi Road Transport Authority (Conditions of Appointment and Service Regulations) 1952 (as amended upto 31st December, 1967), selection to Class III and IV posts is made by a Departmental Committee consisting of the General Manager and/or the Assistant General Manager (Administration), the Chief Accounts Officer and the respective Departmental Heads. When any of them is not available or otherwise engaged he will nominate

the senior-most available officer of his department to represent him on the Committee.

Selection of Class II posts is made by a Committee consisting of:

- (i) Deputy Secretary, Ministry of Finance and Member, Delhi Road Transport Authority.
- (ii) The representative of the Ministry of Transport (Member, Delhi Road Transport Authority).
- (iii) A non-official member of the Authority nominated by the Chairman.
- (iv) General Manager.

NOTE: The Chairman of the Authority may attend any meeting if he considers necessary.

13. It has been provided that the Selection Committee may with the permission of the Chairman, associate with itself any person whose assistance or advice it may consider necessary in the selection of technical personnel.

14. Temporary vacancies are filled by the General Manager in accordance with the powers delegated to him in this respect in the regulations governing such delegation.

The appointing authority for the different classes of employees is indicated below:

Class I and Class II—Delhi Road Transport Authority.

Class III and IV—General Manager.

15. The Committee wanted to know whether the vacancies are notified to the Employment Exchanges and the steps taken by the Delhi Transport Corporation if the Employment Exchanges are not in a position or do not sponsor sufficient number of Scheduled Caste and Scheduled Tribe candidates for the reserved vacancies. In a written note supplied to the Committee, the Ministry of Transport has stated that the vacancies are notified to the Employment Exchanges. It is specifically mentioned therein that "the Scheduled Caste/Tribe candidates will be given preference." Scheduled Caste/Tribe agencies/associations are also intimated with a request to sponsor the candidates. The Ministry have also stated that the Delhi Transport Corporation is a public utility service and they cannot afford to wait for long in filling vacant posts reserved or unreserved.

16. Asked to state whether the reasons for rejection of candidates sponsored by the Employment Exchanges are recorded and communicated to the Employment Exchanges, the Ministry of Transport have stated in a written note that reasons for rejection of candidates are not recorded and only lists of selected candidates are sent to the Employment Exchanges for their information. In reply to a question whether specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes is mentioned in the requisitions sent to the Employment Exchanges and in the recruitment advertisements, the Ministry of Transport have stated in a written note as under:—

“Except in the case of operational crew, the number of vacancies reserved for Scheduled Castes/Scheduled Tribes is indicated to the Employment Exchanges. In case of recruitment by advertisement though the number of vacancies for Scheduled Castes and Scheduled Tribes is not mentioned, the fact of such candidates being given preference is indicated. In respect of operational crew, a continuous Waiting List is kept of suitable persons with the required qualifications. The general experience has been that the Scheduled Castes/Scheduled Tribes candidates found suitable are invariably included in the Waiting List eventually offered employment.”

17. It has been stated that advertisements inviting applications from outside candidates is released in the leading dailies of Delhi. Copies of advertisements are also endorsed or intimation is sent to the Employment Exchanges as well as the Scheduled Caste/Tribe Associations separately.

18. The Committee drew the attention of the representative of the Delhi Transport Corporation to an advertisement issued regarding recruitment of apprentice clerks which read as under:

“Applications are invited for the post of apprentice clerks in the Delhi Transport Corporation. Applications giving full particulars on plain paper must reach the General Manager, DTC by 8th October, 1975.

Qualifications....Higher Secondary with II Division.

Stipend and period....As prescribed.

Preference will be given to SC/ST having equivalent qualifications.”

19. The representative of the Delhi Transport Corporation has admitted during evidence that there has been a lapse in this regard. He has assured that steps would be taken to see that in future actual number of vacancies are mentioned in the advertisement.

#### **D. Relaxations and concessions for Scheduled Castes and Scheduled Tribes**

20. It has been stated in a note furnished to the Committee that concessions in educational qualifications, experience, etc. are occasionally given to Scheduled Caste/Tribe candidates to encourage recruitment in the Delhi Transport Corporation.

21. Asked about the specific concessions/relaxations given to Scheduled Castes and Scheduled Tribes at the time of recruitment/written examination/interview, the Ministry of Transport have in a note stated that the candidates belonging to Scheduled Castes and Scheduled Tribes are appointed subject to their qualifying in the typing test during the probationary period, instead of possessing this qualification in the first instance.

22. The representative of the Corporation has stated during the evidence that in case of Graduate Apprentice Engineers the educational qualifications has been prescribed as first class Graduate in Engineering, with the exception that for Scheduled Caste/Scheduled Tribe candidates, no division has been prescribed. In case of Scheduled Caste/Scheduled Tribe candidates, who applied for the post of Graduate Apprentice Engineer, no interviews as such will be held but only educational qualifications and age will be verified.

23. In reply to a question relating to the number of Scheduled Caste/Tribe candidates recruited by giving preference and priority and by granting 'relaxation', the Ministry have stated in a written note that in 1970, the qualifications for Conductors was relaxed from Matric to Ninth Class. Recently, in case of recruitment of Apprentice Clerks, the minimum qualifying mark was reduced from 50 to 40 in case of Scheduled Caste and Scheduled Tribe candidates. As a result twenty-four additional Scheduled Caste/Tribe candidates were recruited. It has been further stated that in response to the posts advertised for officers' cadre, two Scheduled Caste diploma holders have applied and both of them have been recruited even though they did not have the first class. Asked whether Scheduled Caste and Scheduled Tribe candidates are interviewed separately and on separate date, the Committee have been informed in a writ-

ten note that the Scheduled Caste/Tribe candidates are interviewed separately and on a separate date.

### **E. Roster and Liaison Officer**

24. Para 9 of Chapter IV of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (4th Edition, 1975) states that to give proper effect to the reservations prescribed, every appointing authority should treat vacancies as 'reserved' or 'unreserved' according to a model roster each of 40/100 points. The actual number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes in any recruitment should be determined on the basis of the points in the roster and also taking into account the reservations brought forward from the previous year. However, in any recruitment year, the number of normal reserved vacancies and the carried forward reserved vacancies together shall not exceed 50 per cent of the total number of vacancies filled in that year.

25. Paragraph 11 of Chapter IV contains detailed instructions in regard to the maintenance of Rosters. These are stated below:

- (i) A common roster should be maintained for permanent appointments and temporary appointments likely to become permanent or to continue indefinitely.
- (ii) A separate roster should be maintained for purely temporary appointments of 45 days or more but which have no chance whatever of becoming permanent or continuing indefinitely.
- (iii) A temporary post included in the roster at the time of initial appointment when converted into a permanent post later will not after such conversion, be shown again in that roster but will be treated as reserved or unreserved according to the point at which it fell when it was initially filled.
- (iv) Permanent vacancies which occur due to death, retirement, resignation or for any other reason and which are also physical vacancies will be shown in the roster at (i) above and reservation determined accordingly.

26. It has been provided in the Brochure that in each Ministry/Department, the Deputy Secretary in charge of Administration (or another officer designated for the purpose) would act as a Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in all establishments and services

under the administrative control of the Ministry/Department. The Liaison Officer will be specifically responsible for:

'ensuring due compliance by the subordinate appointing authorities with the orders, and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them.'

27. It is the specific duty of the Liaison Officer to ensure submission of an annual statement showing total number of Government servants and number of Scheduled Castes and Scheduled Tribes amongst them to the concerned Ministry/Department.

28. The Bureau of Public Enterprises have issued instructions to all the Public Undertakings for the appointment of Liaison Officer as also the maintenance of the roster in the proper form.

29. The Committee have been informed that the Delhi Transport Corporation was established with effect from 3rd November, 1971 under the Road Transport Act, 1950 and the Roster were introduced in that organisation with effect from 1st January, 1973. The Committee have further been informed during evidence that the Personnel Officer in the Delhi Transport Undertaking was the Liaison Officer until a few months back. The post was now lying vacant and the work was being handled by the Labour Officer, who was appointed as Liaison Officer in place of the Personnel Officer with effect from 5th November, 1975. Office Order No. 98 issued by the Delhi Transport Undertaking under their letter No. ADM/8/10/60, dated the 21st July, 1961, details functions of the Labour Officer. Maintenance of rosters does not find a place in the list of functions.

30. The Committee wanted to know the procedure adopted to work out the quota of vacancies reserved for Scheduled Castes and Scheduled Tribes prior to 1st January, 1973, i.e. the date when the rosters were introduced, the Ministry of Shipping and Transport have stated in a written reply that the procedure of working out the quota of vacancies reserved for Scheduled Castes and Scheduled Tribes was more or less the same as now. The Committee pointed out that the rosters should be maintained for each category of post and not for a group of posts. The representative of the Ministry has stated that Delhi Transport Corporation would be asked to maintain the rosters according to each category of post.

31. Questioned whether the Rosters were periodically checked, the Ministry of Shipping and Transport have stated in a written

note that the Delhi Transport Corporation have been asked to have the rosters checked periodically and report the position to the Ministry of Shipping and Transport.

32. The Committee asked specifically whether the Liaison Officer has submitted any report to the Delhi Transport Corporation regarding the working of the reservation orders for Scheduled Castes and Scheduled Tribes. The Ministry of Shipping and Transport in a written note has stated:—

‘Not yet. The Delhi Transport Corporation has been asked to get such reports periodically in future and send them to the Ministry of Shipping and Transport.’

33. The Committee have also been informed that there is no separate Cell directly under the control of the Liaison Officer.

### F. Staff Position and Shortfalls

34. The total staff strength in the Delhi Transport Corporation as also the strength of Scheduled Castes and Scheduled Tribes (i) on the date when the Delhi Transport Corporation was established (i.e. 3rd November, 1971) and (ii) on the date when the reservation orders in favour of Scheduled Castes and Scheduled Tribes came into force (i.e. 1st January, 1973) and (iii) on the 1st July, 1975, category-wise as furnished by the Ministry of Shipping and Transport is given in Appendix V.

35. From the statement given in Appendix V it is observed that there is not a single Scheduled Caste or Scheduled Tribe in the officers' grade. The percentage of representation of Scheduled Castes and Scheduled Tribes in other categories as on 1-7-75 is as under:—

		Scheduled Castes	Scheduled Tribes
(1)	Ministerial, Traffic and Stores	4	
(2)	Workshops Staff	5	..
(3)	Drivers	4·1	I
(4)	Conductors TTC	16·4	
(5)	Class IV	30·5	
(6)	Sweepers	100	..



36. Asked about the reasons for the shortfalls in the employment of Scheduled Castes and Scheduled Tribes in the Delhi Transport Corporation, the Ministry have in a written note stated that the shortfall is due to non availability of candidates belonging to Scheduled Castes and Scheduled Tribes communities. They have further stated that "in view of the statutory limitation in some of the categories, there is no scope for relaxing the standard in qualification, etc. For example in the category of Driver and for some posts where technical qualification/licences are necessary, no relaxation can be given".

37. As regards the recruitments made during the years 1972, 1973, 1974 and 1975 and the number of Scheduled Castes and Scheduled Tribes among those recruited (separately) in respect of each category of posts for which separate rosters are required to be maintained, the statistical figures received from the Ministry of Shipping and Transport are given in Appendix VI.

38. From the statement furnished regarding recruitments made during the years 1972—75 (Appendix VI), it is observed that no Scheduled Caste/Scheduled Tribe Officer was appointed during the period 1972—75. In the category of Ministerial, Traffic, supervisory and Store Staff, 39 vacancies including carry-forward vacancies existed as on 1-1-75 but only 8 Scheduled Castes could be appointed. None could be appointed during 1972, 1973 and 1974. No Scheduled Tribe could be appointed during the period 1972—75. Figures of reservation and appointment of Scheduled Castes to categories of (i) workshop staff (ii) operations (Drivers) (iii) conductors/TTC during 1975 as follows:—

	No. of posts reserved	No. appointed
(1) Workshop staff . . . . .	51	2
(2) Operations (Drivers) . . . . .	144	43
(3) Conductors/TTC . . . . .	113	28
As regards Scheduled Tribes the corresponding figures are as under:—		
(1) Workshop staff . . . . .	32	..
(2) Operations (Drivers) . . . . .	88	17
(3) Conductors/TTC . . . . .	282	..

39. As regards Class IV staff as against 11 posts reserved for Scheduled Castes 9 could be filled up. But the 28 posts reserved

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for Scheduled Tribes could not be filled up and had to be carried forward.

40. The Committee wanted to know if there was any backlog in officers' cadre prior to 1972, the representative of the Delhi Transport Corporation has stated during evidence as under:—

“Before 1972 there was no consistent recruitment policy in the undertaking as to how many direct recruits and how many officers would be taken. By and large the bulk of the recruitment was through promotions, and sporadically direct recruits were taken in small numbers in the officers cadre, with the result that from the records available to us, it is extremely difficult to say what was the intake of officers, what was the total intake stipulated in the rules etc.”

41. The representative of the Delhi Transport Corporation has further stated that the posts for officers cadre, were filled up by promotion and as such the question of improving the representation of Scheduled Castes and Scheduled Tribes did not arise, as there were no reservations in promotions for them. The representative of the Corporation has stated during the evidence that in case of Graduate Apprentice Engineers the educational qualifications has been prescribed as first class Graduate in Engineering, with the exception that for Scheduled Caste/Scheduled Tribe candidates no division has been prescribed. In case of Scheduled Caste/Scheduled Tribe candidates, who applied for the post of Graduate Apprentice Engineer, no interviews as such will be held but only educational qualifications and age will be verified. In response to the posts advertised for Officers' cadre, two Scheduled Caste diploma holders applied and both of them were recruited even though they did not have the First Class. Had there been any more applications from Scheduled Castes, more would have been taken.

42. As regards recruitment of 'apprentice clerks', the representative of Delhi Transport Corporation has explained during evidence:

“But in the case of these apprentice clerks, if I may make the submission, it is not a recruitment for regular appointment; it is for training purposes. So, the advertisement was issued that preference would be given to Scheduled Castes and Scheduled Tribes and their exact representation depends on when they are actually absorbed in the organisation. We take Higher Secondary boys as Apprentice Clerks in the organisation. The apprenticeship

period is for one year. During this period, they are given training and after training the question of their absorption comes up. But even while taking apprentices, we stated that preference would be given to Scheduled Castes and Scheduled Tribes. As a matter of fact, from the figures you will see that we got 123 applications."

43. Asked about the total number of vacancies advertised for the recruitment of apprentices, the representative of the Delhi Transport Corporation stated that the recruitment of apprentices was made for training purposes. There was no specific number of vacancies available. In the year 1974, fifty Engineering Graduates and about 250 Diploma Holders had been recruited as apprentices.

44. Asked whether any special recruitment would be made to fill all the vacancies reserved for Scheduled Castes and Scheduled Tribes including the backlogs, the representative of the Delhi Transport Corporation has stated during evidence that recruitment can be made depending only upon the requirements of the Corporation. No commitment can be made at present whether the Delhi Transport Corporation will go in for special recruitment. The representative of the Ministry of Shipping and Transport has however clarified that the Delhi Transport Corporation is an expanding organisation. Vacancies are bound to arise and it will definitely be ensured that full opportunity will be given to Scheduled Castes and Scheduled Tribes to apply for the posts; relaxations in qualifications will be given; and a separate interview for those people will be held.

45. It has been stated during evidence that orders were issued in July, 1975 to the effect that in a number of categories where full reservation quota had not been filled up, the vacancies should be advertised only for Scheduled Castes and Scheduled Tribes.

#### **G. Dereservation and Carryforward of Vacancies**

46. It has been stated in a note furnished to the Committee that the procedure followed by the Delhi Transport Corporation in regard to the dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes is the same as followed in the Government of India.

47. Asked how many reserved vacancies have been dereserved in the each category of posts during each of the last three years in the Delhi Transport Corporation and the reasons therefore, the Ministry have in a note furnished to the Committee stated that as

the roster was started from 1st January, 1973 all vacancies reserved for Scheduled Castes and Scheduled Tribes have been carried forward and not dereserved as yet.

48. From the statement showing recruitments made during the last three years in the Delhi Transport Corporation *vide* Appendix VI it is observed that a large number of vacancies reserved for Scheduled Castes and Scheduled Tribes have been carried forward. Figures of carry-over of different categories of posts are given below:

		1973		1974	
		S.C.	S.T.	S.C.	S.T.
A.	Officers . . . . .	1		3	1
B.	Ministerial, Traffic, Supervisory and Stores Staff . . . . .	19	8	21	9
C.	Drivers . . . . .	37	23	31	22
D.	Conductors/TTc . . . . .	52	194	13	232

49. Asked to state the reasons for large carry-over of reserved vacancies, the Ministry have stated that the reasons for not filling the reserved quotas of Scheduled Caste and Scheduled Tribe candidates are non-availability of suitable candidates.

50. The Directorate General of Employment and Training, New Delhi have furnished to the Committee statements showing number of educated Scheduled Caste job-seekers (Matriculates and above) on the live register of Employment Exchanges in Delhi as on 31st December, 1974 and 1975, classified by educational levels. These are reproduced below:—

*Scheduled Castes*

Sl. No.	Educational level	1973	1974	1975*
1	2	3	4	5
1	Matriculates . . . . .	3839	3940	6354
2	Persons who passed Higher Secondary (including Intermediate/ under-graduates) . . . . .	3650	3683	4193
3	Graduates Total : . . . . .	641	1009	1601
	(i) Arts . . . . .	375	502	836

\*Provisional

Note: 1 All the persons on the Live Register of Employment Exchanges are not necessarily unemployed.

2. The data are collected of half yearly intervals showing position as on 30th June and 31st December each year.

1	2	3	4	5
	(ii) Science . . . . .	35	91	126
	(iii) Commerce . . . . .	27	67	123
	(iv) Engineering . . . . .	20	25	19
	(v) Medicine . . . . .	5	7	12
	(vi) Agriculture . . . . .	39	36	51
	(vii) Law . . . . .	11	3	21
	(viii) Education . . . . .	106	262	366
	(ix) Others . . . . .	23	16	47
4	Post Graduates Total : . . . . .	277	182	181
	(i) Arts . . . . .	125	106	121
	(ii) Science . . . . .	12	24	15
	(iii) Commerce . . . . .	5	5	2
	(iv) Engineering . . . . .	..	..	..
	(v) Medicine . . . . .	..	..	..
	(vi) Agriculture . . . . .	12	2	..
	(vii) Law . . . . .	11	..	..
	(viii) Education . . . . .	72	..	43
	(ix) Others . . . . .	50	46	..
	GRAND TOTAL . . . . .	8407	8815	12329

*Scheduled Tribes*

Sl. No.	Educational level	1973	1974	1975*
1	Matriculates . . . . .	246	283	572
2	Persons who passed Higher Secondary (including Intermediate/undergr-adiuates) . . . . .	128	117	68
3	Graduates Total: . . . . .	9	25	41
	(i) Arts . . . . .	4	8	34
	(ii) Science . . . . .	1	6	2
	(iii) Commerce . . . . .	1	3	5
	(iv) Engineering . . . . .	1	2	..
	(v) Medicine . . . . .	..	..	..

\*Provisional

NOTE : 1. All the persons on the Live Register of Employment Exchanges are not necessarily unemployed.

2. The date are collected at half yearly intervals showing position as on 30th June and 31st December each year.

1	2	3	4	5
	(vi) Agriculture . . . .		..	
	(vii) Law . . . .	..	I	
	(viii) Education . . . .	2	5	
	(ix) Others . . . .	..	..	..
<b>4</b>	<b>Post-graduates Total:</b> . . . .	7	3	6
	(i) Arts . . . .	5	2	6
	(ii) Science . . . .			
	(iii) Commerce . . . .		I	..
	(iv) Engineering . . . .			..
	(v) Medicine . . . .			
	(vi) Agriculture . . . .			
	(vii) Law . . . .			..
	(viii) Education . . . .	2		
	(ix) Others . . . .	..		..
<b>GRAND TOTAL</b> . . . .		<b>390</b>	<b>428</b>	<b>687</b>

### H. Promotion

51. The procedure followed for the promotion of staff (both technical and non-technical posts) in the Delhi Transport Corporation has been stated to be as follows:—

- (i) Procedure of departmental promotion for Class III and IV posts (other than workshop) is mentioned in the Memorandum of settlement under section 19 of the Industrial Disputes Act, 1947 entered with the Workers' Union on the 12th February, 1957.
- (ii) Procedure of departmental promotions of technical posts is contained in Office Order No. 65, dated 15-5-1959.
- (iii) Suitability for promotion to Class I and II posts is adjudged by the Departmental Promotion Committee

length of service in the lower post are preferred.

cable. These orders would now be complied with.

would have to be examined.

Transport have furnished the following statement:

[illegible]

## I. Miscellaneous

### (a) *In-Service Training*

55. The Ministry of Transport have stated in their written material furnished to the Committee that no special facilities exist for the training of Scheduled Castes and Scheduled Tribes in the Corporation. Para 59 of Chapter XVI of the Brochure on Reservations issued by the Department of Personnel and Administrative Reforms states:—

“Scheduled Castes and Scheduled Tribes candidates who are selected in the various competitive examinations by relaxed standard should be given extra training to enable them to come up to the standard of other candidates. The Lal Bahadur Shastri National Academy of Administration, Mussorie the National Police Academy, Hyderabad and the Institute of Secretariat Training and Management, New Delhi have accordingly been advised to provide facilities of additional tutorial classes to the Scheduled Castes and Scheduled Tribes trainees at the institution in the subjects in which Scheduled Caste/Tribe candidates are lacking. If any Ministry/Department are running any institution for imparting training to their employees, they may consider issuing similar instructions to such institutions under them.”

Para 23 of Chapter VII of the Brochure further provides:—

“In cases where the requisite number of Scheduled Castes/Scheduled Tribes candidates fulfilling even the relaxed standards admissible in their cases are not available to fill the vacancies reserved for them in non-technical and quasi-technical Class III and Class IV services/posts requiring to be filled by direct recruitment otherwise than by written examination (i.e. on the basis of applications or nominations from Employment Exchange whether followed by interview or not) the selecting authorities should to the extent of the vacancies reserved for Scheduled Castes/Scheduled Tribes selected for appointment the best among the Scheduled Caste/Tribe candidates who fulfil the minimum educational qualifications laid down in the notice for recruitment or advertisement. In order to bring such candidates to the minimum standard necessary for the posts and for the maintenance of efficiency of administration they should be given in-service training. The in-service training will be provided by the



appointing authorities within their own offices. Such candidates will, on their appointment, be placed on probation and the rules/orders regarding probation will apply to them."

56. In a note furnished to the Committee, the Ministry of Transport and Shipping have stated that in case of typists such in-service training (referred to in para 23 of Chapter VII of the Brochure) is being given to them. In respect of other posts the problem is of getting adequate number of Scheduled Castes/Scheduled Tribes candidates with requisite qualifications. The representative of the Ministry has further stated during evidence that whenever Scheduled Caste/Tribe candidates, who have passed from ITI's are not available, Scheduled Caste and Scheduled Tribe candidates with Higher Secondary qualifications are taken in and in-service training is given to them, under the industrial training programme. They are also given on-the-job training in workshop.

(b) *Employment Opportunities*

(i) *Sweepers-cum-apprentice trainees*

57. The Committee enquired during the course of evidence whether the Delhi Transport Corporation had introduced any scheme for raising the economic status of Scheduled Castes and Scheduled Tribes. The representative of the Delhi Transport Corporation has informed that a scheme concerning sweepers has been introduced very recently in the Delhi Transport Corporation. Traditionally, persons recruited as sweepers were spending their whole span of service on the same job. According to the new policy evolved by the Delhi Transport Corporation, persons are recruited for the posts of sweepers-cum-apprentice trainees. During their initial service, they are given apprentice training in different trades so that in course of time they could come up in the regular service cadre.

(ii) *Mini-buses*

58. Another scheme is in relation to the permits for mini-buses. This scheme is open for unemployed graduates. There are two types of bus permits. One type of permit is given direct to the operators and the other type of permit is for vehicles attached with the Delhi Transport Corporation fleet on prescribed conditions.

59. The Committee enquired as to the difficulties in providing for reservations for Scheduled Castes and Scheduled Tribes in regard to issue of permits to ply mini-buses. The Director of Transport, Delhi Administration, has stated during evidence that the

scheme has two parts—one in which mini-buses are given with an element of financial assistance by Government and the second where no financial assistance is given. Under the first scheme, Government has already sanctioned the release of 50 buses. Under the second scheme, 200 mini-buses would be released. Reservations to the extent of 15 per cent for Scheduled Castes exist under the first scheme and in that scheme 7 Scheduled Caste candidates have already been selected out of which 6 are stated to be putting their buses on the road.

(iii) *Bus-hostesses (lady conductors)*

60. It has been stated by the representative of the Delhi Transport Corporation during evidence that D.T.C. would be recruiting initially 100 lady conductors on an experimental basis. In response to an advertisement, 61 applications from Scheduled Castes and 2 from Scheduled Tribes have been received. Out of 61 Scheduled Caste candidates, 22 have been selected and out of 2 Scheduled Tribe candidates one has been selected. In reply to a question whether any quota has been earmarked for Scheduled Caste and Scheduled Tribe candidates, the representative of the D.T.C. has stated during evidence that "In that advertisement, we had said that preference would be given to Scheduled Caste and Scheduled Tribe candidates."

(c) *Housing Facilities*

61. The Committee wanted to know whether any facilities have been provided to Scheduled Caste/Tribe employees of Delhi Transport Corporation in regard to housing. In a written note furnished to the Committee, the Ministry have stated that the total strength of the Corporation consists of about 16,000 employees. There are three staff quarter colonies at (i) Shadipur, (ii) Hari Nagar and (iii) G.T. Road near Rana Pratap Bagh. There are about 484 quarters in these colonies. The colonies at Hari Nagar and G. T. Road are earmarked for industrial workers. In all the three colonies, 28 quarters are occupied by Scheduled Castes and Scheduled Tribes. The Committee have been informed that there are no reservations for Scheduled Castes and Scheduled Tribes in the matter of allotment of quarters.

RECOMMENDATIONS/OBSERVATIONS OF THE COMMITTEE

62. The Committee have been informed that the Board of the Delhi Transport Corporation consists of 11 members, including the Chairman and there is no representation of Scheduled Castes or Scheduled Tribes on it. The Committee recommend that Sche-

duled Castes and Scheduled Tribes should also be given representation in the Board of Delhi Transport Corporation so as to ensure that interests of Scheduled Castes and Scheduled Tribes are adequately safeguarded in the working of the Corporation.

63. The Committee are unhappy to note that the reservation orders issued by the Government of India, from time to time, in favour of Scheduled Castes and Scheduled Tribes, were not strictly adhered to in the Delhi Transport Corporation prior to 1971. The negligence in this respect of the erstwhile Delhi Road Transport Authority and of the Municipal Corporation of Delhi is particularly regrettable. This has obviously resulted in many Scheduled Castes and Scheduled Tribes having been deprived opportunity of absorption in the services of the Delhi Transport Corporation and a large number of backlog in the reserved vacancies. The Committee strongly recommend that to make good the shortfalls thus created, the percentages of recruitment of Scheduled Castes and Scheduled Tribes should be raised to not less than 45 per cent of each recruitment till such time as the backlog of reserved vacancies is completely wiped out.

64. The Committee would also like that a separate Cell should be set up in the Ministry of Shipping and Transport under the charge of a Senior Officer to ensure that the reservation orders in favour of Scheduled Castes and Scheduled Tribes are promptly and effectively implemented by the Delhi Transport Corporation.

65. The Committee note that selection of candidates for all the posts in the Delhi Transport Corporation is made by the Selection Committee/Board as mentioned in Clause 5(2) of the Delhi Road Transport Authority (Conditions of Appointment and Service) Regulations, 1952. The Delhi Transport Corporation Board has delegated powers to Chairman/Vice-Chairman/General Manager for constitution of Selection Committee and composition of Selection Board. The Committee also note that there is no provision for the appointment of Scheduled Caste/Tribe Officer in the Selection Committee/Board in the Delhi Transport Corporation. The Committee desire that in each Selection Committee/Board of the Delhi Transport Corporation, a Scheduled Caste/Tribe Officer should invariably be associated. In case no Scheduled Caste/Tribe Officer is available for being nominated on the Selection Committee/Board, the services of a Scheduled Caste/Tribe officer of the required status should be obtained from the Ministry.

66. The Committee regret to note that in the requisitions that are sent to the Employment Exchanges by the Delhi Transport Corporation, no specific mention is made about the number of posts of

**Scheduled Castes and Scheduled Tribes that are required to be filled up. Only it is mentioned that 'the Scheduled Castes/Tribe candidates will be given preference'. This is contrary to the instructions and the recommendations made by the Committee from time to time. The Committee desire that in all the requisitions sent to the Employment Exchanges and in all advertisements issued for the purpose of recruitment, the number of posts reserved for Scheduled Castes and Scheduled Tribes should specifically be mentioned. The Committee would also like that the reasons for rejection of candidates sponsored by the Employment Exchanges should be recorded and communicated to the Employment Exchanges.**

67. In order that sufficient number of Scheduled Caste/Tribe candidates are available for recruitment, it is necessary that copies of advertisements are sent not only to the associations of Scheduled Castes and Scheduled Tribes but to the Members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes. Advertisements should also be issued through the All India Radio so that Scheduled Caste/Tribe candidates living in remote places can also respond to the advertisements as per instructions issued by the Cabinet Secretariat. (Dep'tt. of Personnel and Administrative Reforms) vide their O.M. No. 36022/4/76-Estt(SCT), dated the 7th August, 1976.

68. The Committee note that the Delhi Transport Corporation has given relaxations in favour of Scheduled Castes and Scheduled Tribes for the purpose of recruitment to the post of Conductor and that for the post of Officers, two Scheduled Caste Diploma-holders have been recruited even though they did not have the First Class. Apart from the specific relaxations that are to be provided at the time of recruitment, the Department of Personnel and Administrative Reforms in their brochure on Reservations for Scheduled Castes and Scheduled Tribes have laid down specific concessions that are also to be given to Scheduled Caste/Tribe candidates. From the information furnished by the Ministry/Delhi Transport Undertaking, it is clear that neither the Ministry nor the Corporation are aware of the specific relaxations and concessions for Scheduled Caste and Scheduled Tribe candidates at the time of recruitment. Chapter VII of the Ministry of Home Affairs Publication entitled "Brochure on Reservations for Scheduled Castes and Scheduled Tribes in Services" (4th edition, 1975) outlines the various concessions/relaxations provided to Scheduled Caste/Tribe candidates. These are in respect of (i) age; (ii) fees for examination; (iii) relaxation of standard of suitability; (iv) further relaxation of standards for non-

technical and quasi-technical Class III and IV posts; (v) requisite number of candidates to be called for interview; (vi) travelling allowances and (vii) relaxation of standards in departmental competitive examinations and confirmation examinations. It is necessary that the Delhi Transport Undertaking draws up a complete dossier on the relaxations/concessions available to Scheduled Caste/Scheduled Tribe candidates for purposes of recruitment under the Delhi Transport Corporation and gives wide publicity to them. While issuing advertisements in newspapers for vacancies or while sending requisitions to the employment exchanges, particular mention should be made about the concessions/relaxations that are provided by the Corporation for Scheduled Caste/Scheduled Tribe candidates.

69. The Committee note that the roster was introduced in the Delhi Transport Corporation with effect from 1st January, 1973 and that the Personnel Officer worked as a Liaison Officer until a few months back. The work of maintenance of rosters is being looked after by the Labour Officer who was appointed as Liaison Officer in place of the Personnel Officer with effect from 5th November, 1975. The Committee are unhappy that the roster was not immediately introduced in the Corporation when it was established on 3rd November, 1971. They regret the delay in the introduction of the roster which must have jeopardised the interests of Scheduled Caste and Scheduled Tribe candidates and employees. The responsibility for delay in the introduction of the roster should be fixed. It is a matter of concern that so far the Liaison Officer has not submitted any report to the Ministry of Shipping and Transport in regard to the working of the reservation orders. The Committee desire that the duties of the Liaison Officer should be laid down in an Office Order. It should be provided therein that the roster should be checked periodically by the Liaison Officer and that a Report about the working of reservation orders should also be sent to the Ministry regularly. The Liaison Officer should also be provided with a separate cell so as to ensure strict observance of the rosters.

70. The Committee are unhappy to observe that there is not a single Scheduled Caste or Scheduled Tribe in the Officers' cadre of the Delhi Transport Corporation. Even in regard to Ministerial and other staff, the representation of Scheduled Tribes is woefully negligible. As on 1st July, 1975, the percentage of Scheduled Castes in respect of Ministerial staff is 4, in regard to workshops staff 5, and in regard to drivers 4.1. There is no Scheduled Tribe among Ministerial and Workshops staff, Conductors, Class IV and Sweepers. The argument that the shortfall is due to non-availability of

candidates belonging to Scheduled Castes and Scheduled Tribes is untenable inasmuch as there is no dearth of Scheduled Caste and Scheduled Tribe candidates on the live-registers of Employment Exchanges—a fact which has been highlighted in paragraph 50 of this report. The Committee fail to understand why the Delhi Transport Corporation could not recruit Scheduled Castes and Scheduled Tribes in such categories as Ministerial, and Workshop staff after giving them suitable relaxations.

71. The Committee have noted that before 1972 there was no consistent recruitment policy in the Corporation. As such, it was all the more necessary on the part of Delhi Transport Corporation to make concerted efforts to clear the backlog in the cadres of Officers and other staff by resorting to special recruitments for Scheduled Caste/Tribe candidates.

72. From the statement furnished regarding the recruitments made during the period 1972 to 1975 the Committee have noted with concern that no Scheduled Caste/Tribe Officer was appointed during this period. In the category of Ministerial, Traffic Supervisory and Stores staff, 39 vacancies including carry-forward vacancies existed but only eight Scheduled Castes could be appointed. None could be appointed during the years 1972, 1973 and 1974. No Scheduled Tribe could be appointed during the period 1972—75. The position in regard to recruitment of Workshop staff, Operations (drivers) and Conductors is equally disappointing. During 1975, only 2 Scheduled Castes could be appointed as Workshop staff against the reserved posts of 51. Forty-five Scheduled Castes could be appointed as Drivers against reserved posts of 144 and 20 Scheduled Castes could be appointed as Conductors against the reserved posts of 139 during that year. As regards Scheduled Tribes, none could be appointed as Workshop staff and Conductors against the reserved posts of 32 and 220, respectively during 1975 whereas only 17 Scheduled Tribes could be appointed as Drivers against the reserved posts of 88 during that year.

73. The above position underscores the imperative need for conducting a special recruitment for Scheduled Castes and Scheduled Tribes to fill all the vacancies reserved for them. The Committee hope that the Delhi Transport Corporation, as has been assured by the representative of the Ministry of Shipping and Transport during the course of evidence, will provide full opportunities to the Scheduled Castes and Scheduled Tribes to apply for the vacancies that are likely to arise in future by providing them the necessary relaxations. The Corporation should immediately coordinate their efforts with

those of the Directorate General of Employment & Training for locating suitable Scheduled Castes and Scheduled Tribe candidates.

74. The Committee regret to note that the Delhi Transport Corporation did not, until lately, implement the Government of India orders regarding reservations in promotions in view of certain agreements with the Unions. The Delhi Transport Corporation has been corresponding with the Ministry for nearly three years on the question of reservations in promotions. Only in October, 1975, the D.T.C. Board have approved that the Government of India orders regarding reservations in promotions would be made applicable. On account of this protracted correspondence with the Ministry, three precious years have been lost in giving effect to the Government of India orders regarding reservations in promotions. This must have deprived eligible Scheduled Castes/Tribes of their legitimate chances of promotion.

75. From the statement showing the total number of employees promoted by selection/seniority-cum-fitness, the Committee have noted that during 1975 only 3 Scheduled Castes employees were promoted in Ministerial staff against the total number of 199 employees; in the category of workshop staff, out of 100 employees promoted only 7 belonged to Scheduled Castes and among 15 Class IV promotees, only one belonged to Scheduled Caste. No Scheduled Tribe was promoted in any category during that year. The Committee would like the Ministry to examine whether the orders regarding reservations for Scheduled Castes and Scheduled Tribes in promotion could be made applicable retrospectively.

76. One of the difficulties pointed out repeatedly by the Delhi Transport Corporation in recruiting Scheduled Castes and Scheduled Tribes is the non-availability of suitable Scheduled Caste/Tribe candidates. In this connection the Committee would like to point out that the Government of India orders have provided that in cases where the requisite number of Scheduled Caste/Scheduled Tribe candidates fulfilling even the relaxed standards admissible in their cases are not available to fill the vacancies reserved for them in non-technical and quasi-technical class III and Class IV services/posts requiring to be filled by direct recruitment otherwise than by written examination, the selecting authorities should to the extent of the vacancies reserved for Scheduled Castes/Scheduled Tribes select for appointment the best among the Scheduled Caste/Tribe candidates who fulfil the minimum educational qualifications laid down in the notice for recruitment or advertisement. In order to bring such candidates to the minimum standard necessary for the posts and for the maintenance of efficiency of adminis-

tration they should be given in-service training. The Committee fail to understand why the instructions contained in the Government of India orders were not given effect to in regard to recruitment of drivers and conductors for which there is heavy shortfall in the number of Scheduled Castes and Scheduled Tribes. It is not enough if only in the case of typists in-service training is given. As a matter of fact, such training should embrace other categories of functionaries like clerks, conductors, drivers and store staff, etc.

77. The Committee commend the scheme adopted by the Delhi Transport Corporation under which persons are recruited for the posts of sweepers-cum-apprentice trainees.

78. In regard to issuance of permits for mini-buses, the Committee note that reservations to the extent of 15 per cent for Scheduled Castes exist in regard to that part of the scheme where permits for mini-buses are given with an element of financial assistance. The Committee would urge that reservations should also be provided for the second part of the scheme where no financial assistance is given.

79. The Committee are unhappy to note that in the advertisement that was issued for the recruitment of lady conductors for D.T.C. buses no mention was made about the number of Scheduled Castes and Scheduled Tribes to be recruited. It was only stated that preference would be given to Scheduled Caste and Scheduled Tribe candidates. The Committee hope that future advertisements would invariably stipulate the number of vacancies reserved for Scheduled Castes and Scheduled Tribes.

80. The Committee would also like the D.T.C. to provide for reservations for Scheduled Castes and Scheduled Tribes to the extent of at least 5 per cent in the staff quarters which have been constructed for industrial and other workers of the Corporation.

NEW DELHI;  
October 27, 1976.

Kartika 5, 1898 (Saka)

NIHAR LASKAR,  
Chairman,  
Committee on the Welfare of  
Scheduled Castes and Scheduled Tribes.



**APPENDIX I**  
**OFFICER (GR- I)**

S. No.	Designation	Pay Scale	Strength	Classification
1	2	3	4	5
1	Addl. G.M.	1800—2000	1	Class I
2	Dy. G.M.	1300—1800	1	Class I
	Chief Mechanical Engineer.		1	Class I
	Controller of Stores & Purchase.		1	Class I
	Chief Accounts Officer		1	Class I
3	Traffic Manager	1100—1600	1	Class I
4	Secy. to Chairman	1200—1600	1	Class I
5	Dy. Chief Accounts Officer	700—1250 Revised	2	Class I
	Stores Officer		1	Class I
	Purchase Officer		1	Class I
	Secy. to DTC Board		1	Class I
6	Executive Engineer	700—1250	1	Class I
	Works Manager		1	Class I
	Trg.-Cum-Development Officer		1	Class I
7	Law Officer	700—1250	1	Class I
8	Mechanical Engineer	700—1250	1	Class I
9	Personnel Officer	580—1000	1	Class II
	Asstt. G.M. (Tr)		4	Class II
	Security Officer		1	Class II
	Traffic Planner		1	Class II
	Industrial Engineer		1	Class II
	Asstt. Works Manager		6	Class II
10	Asstt. Engineer (Mech.)	350—900	36	Class II
	Asstt. Engineer (M. Shop)		1	Class II
	Asstt. Engineer (Tyre Retreading)		1	Class II
	Asstt. Engineer (Elect.)			Class II
	Labour Officer		1	Class II
	Asstt. Engineer (Civil)		3	Class II

1	2	3	4	5
11	Medical Officer	325—900	6+ 10 (Part Class II time)	
12	Administrative Officer (R & I)	325—800	1	Class II
	Accounts Officer		6	Class II
	Asstt. Stores Officer		4	Class II
	Statistical Officer		1	Class II
	Secy. to G.M.		1	Class II
	Traffic Supdt.		16	Class II
	Hindi Officer		1	Class II
	Printing Press Supdt.		1	Class II
13	Asstt. Personnel Officer	300—620	3	Class II
	Asstt. Administrative Officer		..	Class II
	Asstt. Traffic Supdt.		23	Class II
	Asstt. Printing Press Superintendent		2	Class II
	Radio Communication Officer		1	Class II
	Labour Welfare Officer		4	Class II
	Publicity Officer		1	Class II
	Asstt. Accounts Officer		18	Class II

## APPENDIX II

### *Ministerial, supervisory & stores staff (Gr. II)*

S. No.	Designation	Pay Scale	Strength	Classification
		Rs.		
1	Office Superintendent	550—900	6	All posts under this head are Class III
2	Secy. to Addl. G.M.		1	
3	P.S. to Chairman		1	
4	Accountant		28	
5	Chief Store Keeper		10	
6	Security Inspector		1	
7	Design Asstt.		1	
8	Architect Assistant		1	
9	Head Draftsman	425—700	1	
10	Traffic Supervisor		89	
11	Assistants Incharge		82	
12	Publicity Assistants		2	
13	Statistical Assistants		1	
14	Legal Assistants		1	
15	Store Keeper		42	
16	Translator		4	
17	Section Officer (C)		9	
18	Section Officer (E)		4	
19	Punch & Verifier Operator	380—560	4	
20	Traffic Inspector	380—640	178	
21	Asstt. Security Inspector	330—560	16	
22	Asstt. Traffic Inspector		533	
23	Pharmacist		18	
24	Senior Clerk		178	
25	Cashier		18	
26	Stenographer		61	
27	Receptionist		1	
28	Telephone Operator		11	
29	In-put and Out-put Operator	290—480	1	
30	Draftsman	260—430	4	
31	Junior Clerk	260—400	495	
32	Ticket Tally Clerk		366	
33	Comptist		2	
34	Asstt. Store Keeper		124	
35	Asstt. Cashier		133	
36	Laboratory Asstt.		1	
37	Junior Telephone Operator		18	
38	Asstt. Store Keeper (Junior)		81	
39	Senior Stenographer	425—800	6	

**APPENDIX III**  
*Workshop (Group-III)*

S. No.	Category	Strength	Pay Scale	Classification
1	2	3	4	5
			Rs.	
1	Foreman	54	550—900	All posts from S. No. 1 to 40 are Class III
2	Senior Instructor	1	550—900	
3	Asstt. Foreman	130	425—700	
4	Radio Technician	5	425—700	
5	Junior Instructor	2	425—700	
6	Chargeman	55	380—640	
7	Mechanic	153	380—560	
8	Machine Operator	7	380—560	
9	Electrician	113	380—560	
10	Welder	35	380—560	
11	Crankshaft Grinder	1	380—560	
12	Machinist	42	380—560	
13	Armature Winder	4	380—560	
14	Pattern Maker	1	380—560	
15	Bench Fitter	20	380—560	
16	Sign Board Writer	2	380—560	
17	Project Operator-Cum-Electrician	1	380—560	
18	Works Mistry	4	380—560	
19	Skilled Asstt.	4	380—560	
20	Proof Reader-Cum-Asstt.-Store keeper	2	330—480	
21	Fitter	410	290—480	
22	Fitter-cum-Driver	22	Do.	
23	Tin Smith	22	Do.	
24	Cushion Maker	23	Do.	
25	Moulder	1	Do.	
26	Vulcanizer	39	Do.	
27	Painter	24	Do.	
28	Blacksmith	51	Do.	
29	Body Fitter	107	Do.	
30	Boilerman	3	Do.	
31	Carpenter	5	Do.	
32	Wireman	11	Do.	
33	Sanitary Fitter	3	Do.	
34	Plumber	2	Do.	
35	Mason	4	Do.	

1	2	3	4	5
36	Compositor	3	260—400	
37	Binder	3	Do.	
38	Counter	4	Do.	
39	Asstt. Machine Operator	7	Do.	
40	Motor Cycle Messenger	2	Do.	
41	Asstt. Fitter	413	225—308	
42	Asstt. Electrician	138	Do.	All posts
43	Asstt. Blacksmith	33	Do.	from S. No
44	Asstt. Painter	27	Do.	41 to 49
45	Asstt. Body Fitter	85	Do.	are Class
46	Tyreman	115	Do.	IV
47	Pump-Driver	13	Do.	
48	Asstt. Plumber	2	Do.	
49	Helper	223	200—240	

# APPENDIX IV

*Class IV (other than Sweepers & sweeper cleaners) Group IV*

S. No.	Category	Strength	Pay Scale	Classification
1.	Duplicating Machine Operators	3	225—308	All posts under this head are class IV
2	Daftiy	15	210—290	
3	Jamadar Peon	3	Do.	
4	Groundsman	1	210—270	
5	Peon	102	200—240	
6	Havaldars	23	200—240 plus Rs. 10/- Spl. Pay	
7	Security Guard	154	200—240	
8	Mazdoors	139	Do.	
9	Mate	1	Do.	
10	Mali	4	Do.	
11	Beldars	47	Do.	
12	Dresser	5	210—270	

### Appendix V

*Statement showing the total number of employees in Delhi Transport Corporation as on 3-11-1971, 1-1-1973 and 1-7-1975 in each category of posts and the number of Scheduled Castes and Scheduled Tribes among them*

Category of Post	Total No. of Employees			No. of SC and ST						Percentage					
	3-11-71			1-1-73			1-7-75			3-11-71			1-1-73		
	3-11-71	1-1-73	1-7-75	3-11-71	1-1-73	1-7-75	3-11-71	1-1-73	1-7-75	3-11-71	1-1-73	1-7-75	3-11-71	1-1-73	1-7-75
				SC	ST	SC	ST	SC	ST	SC	ST	SC	SC	ST	SC
1. Officers	101	113	121				1								
2. Ministerial Traffic Supdt. and Stores	1496	1533	1828	61	68	73				3	4.5	4			
3. Workshop staff	2162	2384	2379	72	81	116				3.2	3.5	5			
4. Driver	2723	3320	3715	72	19	164	48			4	1.4	4.1			
5. Conductors/TTC	4455	5043	5344	700	25	877	27			6	1.6	16.4			
6. Class IV	596	669	839	102	150	256				6	22.5	30.5			
7. Sweepers	60	60	92	60	60	92				100	100	100			

# APPENDIX VI

*Recruitments made during the years 1972, 1973, 1974 and 1975 and the number of Scheduled Castes and Scheduled Tribes among those recruited*

Year	Category of post class-wise	Total No. of vacancies occurred	Total No. of Vacancies actually filled	No. of vacancies reserved for Scheduled Castes		No. of vacancies reserved for Scheduled Tribes		No. of Scheduled Caste candidates appointed	No. of Scheduled Caste vacancies carried forward	No. of Scheduled Tribes vacancies carried forward		
				Carried forward from previous year	Reserved during the year	Carried forward from previous year	Reserved during the year					
1	2	3	4	5	6	7	8	9	10	11	12	13
1972	• • Officers	••	••	••	••	••	••	••	••	••	••	••
1973	• • -do-	6	6	••	1	1	••	••	••	1	1	••
1974	• • -do-	14	14	1	2	3	••	1	1	3	3	1
1975	• • -do-	4	4	3	1	4	1	1	1	4	4	1
1972	• • Ministerial, Traffic, Supervisory & Stores Staff	63	63	••	9	9	••	4	4	9	9	4
1973	• • -do-	69	69	9	10	19	4	4	8	19	19	8
1974	• • -do-	15	2	19	2	21	8	1	9	••	21	9
1975	• • -do-	110	110	21	16	39	9	8	17	8	31	17
1972	• • Workshop Staff	196	180	••	27	27	••	13	13	4	23	13



1973	.	.	-do-	137	119	23	18	41	13	9	22	9	32	22
1974	.	.	-do-	30	27	32	4	36	22	2	24	1	35	24
1975	.	.	-do-	109	109	35	16	51	24	8	32	2	49	32
1972	.	.	Operation Drivers	220	220	2	37	39	2	17	19	31	19	8
1973	.	.	-do-	367	367	19	60	79	8	28	36	56	37	23
1974	.	.	-do-	83	83	36	14	50	23	7	30	21	31	22
1975	.	.	-do-	752	752	31	113	144	22	.66	88	45/17 (ST)	99	71
1972	.	.	Conductors/TTC	682	682	8	103	111	108	51	159	167/5 (ST)		98
1973	.	.	-do-	562	562		84	84	98	42	140	90/2 (ST)	..	132
1974	.	.	-do-	514	514	..	77	77	132	38	170	38	39	170 52/51
1975	.	.	-do-	667	667	39	100	139	170	50	220	20	119	220
1976	.	.	-do-	..	..	119	..	..	230	..	..	..	..	..
1972	.	.	Class IV	107	89		13	13	..	7	7	27		7
1973	.	.	-do-	150	131		20	20	7	10	17	83	..	17
1974	.	.	-do-	102	89	..	13	13	17	7	24	10	3	24
1975	.	.	-do-	55	55	3	8	11	24	4	28	9	2	28
1972	.	.	Sweepers	2	2							2		..
1973	.	.	-do-	8	8							8		..
1974	.	.	-do-	10	10							10		
1975	.	.	-do-	..	..	..	..	..	..	..	..	..	..	..

Sl. No.	Name of Agent	Sl. No.	Name of Agent
<b>WEST BENGAL</b>		32.	Lakshmi Book Store, 42, Municipal Market, Janpath, New Delhi.
21.	Granthofoka, 5/1, Ambica Mookherjee Road, Belgharia, 24-Parganas.	33.	Bahree Brothers, 188, Lajpat Rai Market, Delhi-6.
22.	W. New Man & Company Ltd 3, Old Court House Street, Calcutta.	34.	Jayna Book Depot, Chhaparwala Kuan, Karol Bagh, New Delhi.
23.	Firma K. L. Mukhopadhyay, 6/1-A, Banchharam Akrur Lane Calcutta-12.	35.	Oxford Book & Stationery Co., Scindia House, Connaught Place, New Delhi.
24.	Mrs. Manimala, Buys & Sells 128, Bow Bazar Street, Calcutta-12.	36.	People's Publishing House, Rani Jhansi Road, New Delhi.
25.	M/s. Mukerji Book House, Book Seller, 8B, Duff Lane, Calcutta.	37.	The United Book Agency, 48, Amrit Kaur Market, Pahar Ganj, New Delhi.
<b>DELHI</b>		38.	Hind Book House, 82, Janpath, New Delhi.
26.	Jain Book Agency, Connaught Place, New Delhi	39.	Book Well, 4, Sant Nirankari Colony, Kingsway Camp, Delhi-9.
27.	Sat Narain & Sons, 3141, Mohd. Ali Bazar, Mori Gate, Delhi.	40.	M/s. Saini Law Publishing Co., 1899, Chandni Chowk, Delhi.
28.	Atma Ram & Sons, Kashmere Gate, Delhi-6.	<b>MANIPUR</b>	
29.	J. M. Jaina & Brothers, Mori Gate, Delhi.	41.	Shri N. Chaob Singh, News Agent, Ram Lal Paul High School Annexe, Imphal.—MANIPUR.
30.	The Central News Agency, 23/90, Connaught Place, New Delhi.		
31.	The English Book Store, 7-L, Connaught Circus, New Delhi.		

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