

# **COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES**

**(FIFTH LOK SABHA)**

**NINETEENTH REPORT**

**MINISTRY OF SHIPPING AND TRANSPORT**

**(TRANSPORT WING)**

**Reservations for, and employment of, Scheduled Castes  
and Scheduled Tribes in selected Major Ports viz.,  
Bombay, Mormugao and Cochin on West Coast; and  
Madras, Visakhapatnam and Calcutta on East Coast**

*(Presented on 15th May, 1973)*



**LOK SABHA SECRETARIAT  
NEW DELHI**

*May 1973 | Vaisakha, 1895 (Saka)*

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# CORRIGENDA

to the Nineteenth Report of the Committee  
on the Welfare of Scheduled Castes and  
Scheduled Tribes (Fifth Lok Sabha).

<u>Page</u>	<u>Para</u>	<u>Line</u>	<u>Correction</u>
7	1.9	16 (from bottom)	<u>After</u> 'and that till' <u>add</u> 'this'
8	1.10	11	<u>For</u> 'as' <u>read</u> 'a'
12	1.24	3	<u>For</u> 'to' <u>read</u> 'by'
		11	<u>For</u> 'into toto in' <u>read</u> 'in toto the'
13	1.26	Last	<u>For</u> '46' <u>read</u> '45'
14	1.29	3	<u>For</u> 'of' <u>read</u> 'for'
		10	<u>Before</u> 'them' <u>insert</u> 'to'
15	1.32	2-3	<u>For</u> 'Chairman' <u>read</u> 'Chairmen'
	1.33	12	<u>For</u> 'instruction' <u>read</u> 'instructions'
31	2.34	8	<u>For</u> 'got the benefit or' <u>read</u> 'get the benefit of'
32		5 (from bottom)	<u>For</u> 'feet' <u>read</u> 'fee'
33	2.38	Last	<u>Add</u> the following <u>after</u> 'issue a' -  "brochure enlisting all the concessions available to Scheduled Caste and Scheduled Tribe candidates."
37	2.52	1	<u>For</u> 'deseired' <u>read</u> 'desired'
40	2.53	8-9	<u>For</u> 'Ahmedkar' <u>read</u> 'Ambedkar'
	2.63	Last	<u>For</u> 'line Road' <u>read</u> 'link road'
45	<u>Read</u> headings of Columns 4, 5, & 6 as follows:		
			'Percentage' 'No. of Scheduled Tribes' 'Percentage'
47	2.81		<u>Read</u> heading of last column in the table as 'Excess or shortfall'.



<u>Page</u>	<u>Para</u>	<u>Line</u>	<u>Correction</u>
52	2.94	18	<u>For</u> 'Trust' <u>read</u> 'Trusts'
53	2.98	5	<u>For</u> 'I.T.Is' <u>read</u> 'I.T.Is.'
	2.99	2	<u>For</u> 'Port Tribes should simultaneously' <u>read</u> 'Port Trusts should simultaneously'
54	2.103	4	<u>For</u> 'Chairman of the Port Trust' <u>Read</u> 'Chairmen of the Port Trusts'
66	3.3	4-5	<u>For</u> 'arrange' <u>read</u> 'arranged'
69	3.16	7	<u>For</u> 'enefficiency' <u>read</u> 'inefficiency'
70	3.20	4	<u>For</u> 'Confimation' <u>read</u> 'confirmation'
71	3.25	8	<u>For</u> 'srevice' <u>read</u> 'service'
78	5.7	6	<u>After</u> 'made by the ' <u>insert</u> 'Collector about 20 applications submitted by the'
92	2.38	7	<u>For</u> 'Tries' <u>read</u> 'Tribes'
		16	<u>Delete</u> 'full stop' after 'India' and <u>read</u> 'on' <u>for</u> 'On'
96	2.99	2	<u>For</u> 'lar' <u>read</u> 'for'
100	4.11	6-7	<u>For</u> 'Committed' <u>read</u> 'Committee'

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES

(1971—73)

Sardar Buta Singh—*Chairman*

MEMBERS

*Lok Sabha*

2. Shri B. K. Daschowdhury
3. Shri D. Deb
- \*4. Shri Anant Prasad Dhusia
5. Shri Hukam Chand Kachwai
6. Kumari Kamla Kumari
7. Shri Arjun Shripat Kasture
8. Shri M. Kathamuthu
9. Shri Kinder Lal
10. Shri Nihar Laskar
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12. Shri Bhaljibhai Ravjibhai Parmar
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*Rajya Sabha*

21. Shri G. A. Appan
22. Shri Balram Das
23. Shri Ganeshi Lal Chaudhary
- \*\*24. Shri Kalyan Chand

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\*Elected w.e.f. 19-12-1972 *vice* Swami Ramanand Shastri died.

\*\*Elected w.e.f. 16-3-1973 *vice* Shri Sukhdev Prasad ceased to be member of the Committee on his appointment as Deputy Minister.

(iv)

25. Shri B. T. Kemparaj
26. Shri K. P. Subramania Menon
27. Shri Bhahmananda Panda
- \*28. Shri Sundar Mani Patel
29. Shri Roshan Lal
30. Shri Melhupra Vero

SECRETARIAT

Shri B. K. Mukherjee—*Deputy Secretary.*

Shri J. R. Kapur—*Under Secretary.*

---

\*Elected w.e.f. 1-6-1972 *vice* Shri Golap Barbora resigned.

## INTRODUCTION

1. 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 Nineteenth Report of the Ministry of Shipping and Transport (Transport Wing)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in selected Major Ports viz., Bombay, Mormugao and Cochin on West Coast; and Madras, Visakhapatnam and Calcutta on East Coast.

2. The Committee took the evidence of the representatives of the Ministry of Shipping and Transport and of the Major Port Trusts on the 14th and 15th September, 1972. The Committee wish to express their thanks to the Secretary of the Ministry of Shipping and Transport, the Chairmen of the Port Trusts of Bombay, Mormugao, Cochin, Madras, Visakhapatnam and the Commissioners for the Port of Calcutta and other Officers of the Ministry of Shipping and Transport 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 2nd May, 1973.

4. A summary of conclusions|recommendations contained in the Report is appended (Appendix III).

NEW DELHI;  
May 11, 1973  
Vaisakha 21, 1895 (S).

BUTA SINGH,  
Chairman,  
Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

# **CHAPTER I**

## **INTRODUCTORY**

### **A. Organisation**

The organisational set-up of the Selected Major Port Trusts, viz., Bombay, Mormugao, Cochin, Madras, Visakhapatnam and Calcutta and their respective functions with regard to the reservations for, and employment of, the Scheduled Castes and Scheduled Tribes, are given below:

#### **(1) *Bombay Port Trust***

The Bombay Port Trust was constituted under the Bombay Port Trust Act, 1879. The duty of carrying out the provisions of the Act is vested in a Board called "the Trustees of the Port of Bombay". The Board of Trustees consists of twenty-five members (Fourteen elective-trustees, ten nominee-trustees and a Chairman). The Chairman is appointed by the Central Government and he exercises supervision and control over the acts and proceedings of all employees of the Board in the executive and administrative matters and in matters concerning the accounts and records of the Board. The Chairman is assisted by a General Manager, who attends to such duties as may be assigned to him by the Chairman, and twelve other Heads of Departments, who have been declared as such by the Central Government in terms of Section 23(4) of the Bombay Port Trust Act, 1879. Section 23(3) of that Act vests in the Central Government the power to make, after consultation with the Chairman of the Board of Trustees of the Port of Bombay, appointment to the posts of Heads of Departments.

There are, in all, twelve Departments in the Bombay Port Trust, namely, the Secretary's, Accounts, Civil Engineering, Mechanical Engineering, Docks, Estate, Railway, Port, Stores, Medical, Labour and Legal Departments.

The Secretary's Department is responsible for the implementation of the orders providing for reservations and other concessions for Scheduled Castes and Scheduled Tribes in the services of the Bombay Port Trust.

#### **(2) *Mormugao Port Trust***

The Mormugao Port Trust is an autonomous body constituted under the Major Port Trusts Act, 1963. For administrative control and management of the Port, there is a Port Trust under that Act.

The first Board of Trustees of the Mormugao Port came into being on the 1st July, 1964. The Board of Trustees has a Chairman appointed by the Central Government. The administration of the Port is carried on under the supervision and control of the Chairman, assisted by the various Heads of Departments. The Port has at present nine departments, each under a Head of Department appointed by the Central Government in consultation with the Chairman in terms of Section 24 of the Major Port Trusts Act, 1963.

### (3) *Cochin Port Trust*

The Cochin Port Trust Board was constituted under the Major Port Trusts Act, 1963. The Chief Executive Authority of the Port is the Chairman of the Port Trust. The Cochin Port Trust has seven Departments including the Secretary's Department.

The work relating to the implementation of the special representation rules for the Scheduled Castes and Scheduled Tribes is centralised in the Secretary's Department and the Secretary of the Port Trust has been appointed as the Controlling Officer for this purpose.

### (4) *Madras Port Trust*

The Madras Port Trust is a statutory body set up under the Madras Port Trust Act, 1905. The Port Trust Board consists of 20 Trustees representing the users' interests and Government bodies connected with the working of the Port viz., Collector of Customs, Railways, the Defence Services, Chambers of Commerce and two representatives of labour, including the Chairman, who is the Chief Executive of the Port. The Chairman is appointed by the Government of India. The next in rank to the Chairman is the General Manager who co-ordinates the activities of the various Departments of the Madras Port Trust. There are seven Departments in the Port Trust viz., Engineering, Marine, Traffic, Accounts, Medical, Stores and Secretary's.

### (5) *Visakhapatnam Port Trust*

The Visakhapatnam Port was under the administrative control of the Ministry of Railways upto the 30th September, 1956. From the 1st October, 1956 to the 28th February, 1964, it was under the administrative control of the Ministry of Transport, Government of India. With effect from the 29th February, 1964, the Visakhapatnam Port is being managed by a Board of Trustees constituted



under the Major Port Trusts Act, 1963. The Board of Trustees of the Port of Visakhapatnam is the governing body and its Chairman is the Chief Executive Officer of the Port. The Chairman is assisted by a Deputy Chairman and the Heads of the Departments.

#### (6) Calcutta Port Commissioners

The Calcutta Port Commissioners are a body corporate set up under the provisions of the Calcutta Port Act, 1890 for the purpose of providing and maintaining Port facilities for the benefit of trade and shipping using the Port of Calcutta.

The Commission consists of 24 Commissioners representing various interests like Trade, Shipping, Labour, the Customs, the Army, the Mercantile Marine Department, the Railways, the Municipal Corporation of the City of Calcutta and the Municipality of Howrah, etc.

The affairs of the Port of Calcutta are carried out by the Commissioners-in-Meeting. The Chairman and the Deputy Chairman who, besides being *ex officio* Commissioners, are the executive heads of the Port's organisation and carry out the functions not reserved to the Commissioners-in-Meeting.

There are several departments under the Chairman and the Deputy Chairman to attend to various functions involved in the administration and management of the Port. In administrative matters, they are assisted by a Secretariat headed by the Secretary.

### B. Percentages of Reservations

#### Bombay Port Trust

1.2. In the Bombay Port Trust, reservation of posts for Scheduled Castes and Scheduled Tribes was effected from the 1st January, 1955. Reservations are made in respect of posts filled by direct recruitment as follows:

(a) Scheduled Castes	12½%
(b) Scheduled Tribes	5%

1.3. The reservations do not apply to the following categories of posts in the Bombay Port Trust:

- (i) purely temporary establishments such as work-charged staff; .

- (ii) purely casual labour;
- (iii) temporary posts sanctioned for a period of less than six months; and
- (iv) posts filled by deputation.

1.4. Asked during evidence, the reasons for the delay in enforcing the Government of India orders on reservations for Scheduled Castes and Scheduled Tribes in the Bombay Port Trust, the Chairman, Bombay Port Trust, has stated that the orders on reservations for Scheduled Castes and Scheduled Tribes issued by the Government of India was received by the Bombay Port Trust *vide* the Ministry of Transport, Government of India, letter dated the 24th December, 1952. These orders were considered by the Board of Trustees of the Bombay Port at its meeting held on the 2nd June, 1953. Fearing that the reservations for Scheduled Castes and Scheduled Tribes might lead to inefficiency, the Bombay Port Trust decided not to depart from its previous practice of not making appointments on communal considerations. When this decision of the Board of Trustees of the Bombay Port was conveyed to the Ministry of Transport, the Ministry again wrote to the Bombay Port Trust on the 10th June, 1954 to reconsider the matter. On reconsideration, the Board of Trustees of the Bombay Port, while accepting the Government orders regarding percentages of reservations for Scheduled Castes and Scheduled Tribes, specifically directed that if qualified and suitable candidates of the requisite community were not available for reserved vacancies, those would be filled by recruitment of best candidates available and the next vacancy would be reserved for the concerned community but the vacancy would not, however, be carried forward.

1.5. The representative of the Bombay Port Trust has stated during evidence that they have adopted 12½ per cent reservation for Scheduled Castes in recruitment by open competition or otherwise and 5 per cent reservation for Scheduled Tribes, although as per reservations for recruitment on regional basis in Maharashtra, the Bombay Port Trust is required to have only 6 per cent reservations each for Scheduled Castes and Scheduled Tribes respectively.

1.6. When pointed out by the Committee that these percentages of reservations have, under the Ministry of Home Affairs Resolution No. 27/25/68-Est(SCT) dated the 25th March, 1970, since been enhanced to 15 per cent and 7½ per cent for Scheduled Castes and Scheduled Tribes respectively, the Chairman of the Bombay Port

Trust has stated that the orders of 1970 on the subject have not been adopted by the Bombay Port Trust as yet. Clarifying the position further, he has stated during evidence that these orders have not been placed before the Bombay Port Trust.

1.7. Explaining the reasons further for not adopting these orders of 1970, the Ministry of Shipping and Transport have stated:

“According to the Government orders, different percentages have been laid down for reservations for Scheduled Castes and Scheduled Tribes for direct recruitment—

- (a) For posts filled on the basis of direct recruitment on an all-India basis, i.e., posts of officers in the Bombay Port Trust; and
- (b) posts filled on the basis of recruitment on a local or regional basis, i.e., Class III and Class IV posts in the Bombay Port Trust.

While the percentages of reservation for Scheduled Castes and Scheduled Tribes under (a) were communicated to the Port Trust by the Ministry of Shipping and Transport with their letter No. 15-C(46)/70 dated the 2nd April, 1970, they were informed on the 23rd June, 1970 that the percentages and rosters for recruitment on a local and regional basis were being revised and that the copies of the revised orders would be forwarded when the matter was finalised. A further communication was sent to the Port Trust on the 6th November, 1970 forwarding a copy of the Department of Personnel Office Memorandum No. 1(11)/69-Est(SCT) dated the 28th September, 1970 in which the percentages of reservations in posts and services recruitment to which is made on local or regional basis was given. This was, however, misplaced in the office of the Bombay Port Trust. Consequently, the question of revising the percentages of reservations for Scheduled Castes and Scheduled Tribes in the Bombay Port Trust could not be placed before the Board of Trustees so far....

....As directed by Government, the Chairman, Bombay Port Trust, is considering the question of putting up proposal to the Board of Trustees for adoption of all Government orders on this subject—this will, of course, result in reduction of the percentage prescribed at present for Scheduled Castes for Class III and IV posts.”

### Mormugao Port Trust

1.8. In the Mormugao Port Trust, percentages of reservations made in favour of the Scheduled Castes and Scheduled Tribes are as follows:

(i) Posts filled by direct recruitment:

	Scheduled Castes	Scheduled Tribes
(1) Direct recruitment on an all-India basis :		
(a) By open competition . . . . .	15%	7½%
(b) Otherwise than at (a) above . . . . .	16½%	7½%
(2) Direct recruitment to Class III and Class IV posts normally attracting candidates from a locality or a region . . . . .	4%	5%

In a note furnished to the Committee, the Mormugao Port Trust has stated as follows:

“Regulation 13 of the Mormugao Port Employees (Recruitment, Seniority & Promotion) Regulations 1964 provides that orders issued by the Central Government from time to time for the reservation of appointments to the posts under the Central Government shall apply *mutatis mutandis* to all appointments covered by those regulations and to which direct recruitment is made.”

1.9. It has been further stated that although the orders regarding the reservations for Scheduled Castes and Scheduled Tribes came into force in the Mormugao Port Trust on the 1st July, 1964, implementation thereof could be made effective only from the 18th March, 1970 for the following reasons:

“The matter of reservation for Scheduled Castes and Scheduled Tribes in services was taken up with the Ministry of Shipping and Transport as early as 2-5-1964.

Although the lists of Scheduled Caste and Scheduled Tribe candidates in the Union Territory of Goa, Daman & Diu were notified *vide* Gazette of India dated 12-1-1968, such notification of the Scheduled Caste and Scheduled Tribe candidates was not sufficient to follow the prescribed procedures in respect of reservation for these categories in the Port Trust. It is mentioned that the brochure consolidating the relevant instructions of the Government with regard to the reservation of Scheduled Caste and Scheduled Tribe quota sent with the Ministry of Home

Affairs O.M. No. 1/2/61-SCT(1) dated 27-4-1962 indicated that for recruitment on a local or regional basis the roster points were made on State/Territory-wise. In this roster, the Union Territory of Goa, Daman & Diu was not shown and as such the Port Trust could not prescribe unilaterally any points in the roster for recruitment of Scheduled Caste and Scheduled Tribe candidates. It was further mentioned in the rules prescribed by the Government that for direct recruitment to Class III and Class IV normally attracting candidates from a locality or a region the percentage is generally to be fixed in proportion to the population of Scheduled Caste and Scheduled Tribe candidates with the population of the respective State/Territory. Goa Government when approached for the percentage of Scheduled Castes and Scheduled Tribes in relation to the population of the Union Territory of Goa, Daman and Diu quoted the same as 4 and 7 per cent respectively, adding further that the same was on the basis of an *ad hoc* survey carried out by voluntary organisations and hence not authoritative. *Vide* D.O. letter No. IGA (E. 680)/69 dated 10-6-1969 to Shri P. L. Gupta, Under Secretary, it was requested that the above aspect be brought to the Home Ministry's notice to ascertain the correct percentage and the points be adopted in the roster in respect of the Territory of Goa, Daman and Diu. The Ministry of Shipping and Transport *vide* telex message dated 22-1-1970 clarified in reply that the roster for reservation of vacancies for Scheduled Castes and Scheduled Tribes for Central Government Offices in Goa was not yet fixed and that till was done, rosters prescribed for recruitment on all India basis as given in Annexures I and II to Home Ministry's O.M. dated 21-12-1963 may be followed. On receipt of these instructions, Port Trust compiled the various orders of the Central Government in the matter and issued an Office Order dated 18th March, 1970, giving effect to immediate implementation of orders for reservation of Scheduled Castes and Scheduled Tribes. The roster points and percentage in respect of direct recruitment for Class III and IV posts, in respect of Goa, Daman and Diu were fixed by the Ministry of Home Affairs *vide* Department of Personnel O.M. No. 1/11/69-Est.(SCT) of 28-9-70 and thereafter we have been following these roster points and percentage (Percentage being 4 per cent for Scheduled Castes and 5 per cent for Scheduled Tribes.)"

### Cochin Port Trust

1.10. It has been stated by the Ministry of Shipping and Transport in a written note that the first substantive letter on the subject of reservation for Scheduled Castes and Scheduled Tribes was issued by that Ministry in 1952 to the Cochin Port Trust vide their letter No. 14-P II (26) 52 dated the 29th March, 1952. The Cochin Port Trust implemented these orders with retrospective effect from 1950. As the Cochin Port has been under the control of the Government even before it was converted into Port Trust in 1964 they were following the Government orders issued from time to time. In the Cochin Port Employees (Recruitment, Seniority and Promotion) Regulations, 1964 as specific provision (vide clause 13) has been included which reads as follows:—

“13. Reservation to specified sections of the people—orders issued by the Central Government from time to time for the reservation of appointments or posts under the Central Government in favour of Scheduled Castes and Scheduled Tribes shall apply *mutatis-mutandis* to all appointments covered by these regulations and to which direct recruitment is made.”

1.11. It has been further stated in a note furnished to the Committee by the Cochin Port Trust that no reservation is made in respect of the following categories of posts:

- (i) Casual Workmen;
- (ii) Class I and Class II Promotion posts;
- (iii) Non-Selection Promotion posts in Class III and Class IV;
- (iv) Posts filled by deputation.

1.12. The percentages of reservations are as follows:

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Class I and II—			
Direct recruitment.	. Scheduled Castes :	.	16-2/3%
	Scheduled Tribes :	.	7½%
Promotion .	. No reservation.		
Class III and IV—			
Direct recruitment	. Scheduled Castes :		9%
	Scheduled Tribes :		5%
Promotion .	. Scheduled Castes :		15%
	Scheduled Tribes :		7½%

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### Madras Port Trust

1.13. It has been stated by the Ministry of Shipping and Transport that the first letter on the subject of reservations for Scheduled Castes and Scheduled Tribes was issued to the Madras Port Trust in December, 1952 *vide* their letter No. 19-PI(68|52 dated the 23rd|24th December, 1952. The Madras Port Trust have incorporated a provision in the Madras Port Trust Employees (Recruitment, Seniority and Promotion), Rules 1968 *vide* clause 18 thereof reading as follows:

“Orders issued by the Central Government from time to time for reservation of appointments or posts under the Central Government in favour of Scheduled Castes and Scheduled Tribes shall apply as far as may be to all appointments covered by these rules and to which direct recruitment is made.”

1.14. The Madras Port Trust has recently considered the matter further and has decided to amend the existing rule, to provide for reservation in promotion also, as follows:

“Orders issued by the Central Government from time to time for the reservation of appointments or posts under the Central Government in favour of Scheduled Castes and Scheduled Tribes shall apply as far as may be to all appointments covered by these rules and which are filled either by direct recruitment or promotion.”

1.15. The percentage of reservations made in the Madras Port Trust in favour of the Scheduled Castes|Tribes are as under:

	upto 1970		from 1971.	
	S.C.	S.T.	S.C.	S.T.
(i) Posts filled by direct recruitment				
(a) Class I and Class II posts.	12½%	5%	15%	7½%
(b) Class III and Class IV posts. .	16½%	5%	18%	5%

1.16. Explaining the reasons for not providing for reservations for Scheduled Castes and Scheduled Tribes in each of the categories of the posts separately, the Madras Port Trust has stated in a written note furnished to the Committee that although there are 44 categories in Class I, 14 categories in Class II, 272 categories in

Class III, and 62 categories in Class IV, direct recruitment is at present resorted to only in the case of—

- 4. categories in Class I,
- 3 categories in Class II,
- 40 categories in Class III, and
- 20 categories in Class IV.

1.17. At the time of implementation of the Government orders relating to reservations for Scheduled Castes and Scheduled Tribes in 1953, the number of categories and the strength in each category were very small and hence it was decided to group the categories based on classes of posts as under:

- (i) (a) All posts coming under Class I and II in the Engineering Department.
- (b) All posts coming under Class I and II in Departments other than Engineering.
- (ii) Class III posts on the Schedule of Staff in each Department.
- (iii) (a) Class IV posts on the Schedule of Staff in the Secretary's Department and Accounts Department.
- (b) Class IV posts on the Schedule of Staff in other Departments.
- (iv) (a) Posts of Messengers on the Schedule of Artisans and Labourers in the Secretary's, Accounts, Medical and Traffic Departments.
- (b) Other posts on the Schedule of Artisan and Labourers in each Department.

1.18. It has been stated that the aforesaid grouping was considered advantageous to the Scheduled Caste/Scheduled Tribe candidates as deficiency in categories where Scheduled Caste/Tribe candidates were not available could be made good in other categories in the same group where Scheduled Caste/Tribe candidates were more easily available.

#### *Visakhapatnam Port Trust*

1.19. The Visakhapatnam Port was directly under the Central Government upto the 29th February, 1964 and thereafter it has become a Port Trust under the Major Port Trusts Act, 1963. The



reservation orders which were in force before the 29th February, 1964 were continued after the formation of the Port Trust in the case of direct recruitment and also in the case of promotions with effect from the 14th April, 1970.

1.20. As per the Government orders on the subject, the following are the reservations in favour of Scheduled Castes|Scheduled Tribes respectively in the Visakhapatnam Port Trust:

	Scheduled Castes	Schedule Tribes
(i) Posts filled by direct recruitment.	15%	7½%
(ii) Posts filled by Promotion . . . . .	15%	7½%

Reservations do not apply to posts filled by deputation.

In the Visakhapatnam Port Trust, all the categories of posts which are required to be reserved for Scheduled Castes|Scheduled Tribes under Government Orders, are being covered.

#### *Commissioners for the Port of Calcutta*

1.21. It has been stated by the Ministry of Shipping and Transport in a written note that by the Ministry's letter No. 19-PI(68)|52, dated 23rd|24th December, 1952, the Calcutta Port Commissioners were requested to make reservations in public services for Scheduled Castes and Scheduled Tribes in terms of the Ministry of Home Affairs' Resolution of September, 1950 and June, 1952. The Commissioners responded to the above request by adopting the reservation orders with effect from February, 1953.

1.22. The percentages of reservations made in favour of the Scheduled Castes and Scheduled Tribes in the Calcutta Port Commissioners are as follows:

(i) Posts filled by direct recruitment:

	Scheduled Castes	Scheduled Tribes
Class I and Class II posts. . . . .	15%	7½%
Class III and Class IV posts. . . . .	20%	6%

(ii) Posts filled by Promotions: No Reservation.

(iii) Posts filled by Deputation: No Reservation.

1.23. Explaining the reasons for not applying so far the reservation orders in favour of Scheduled Castes and Scheduled Tribes in the posts filled otherwise than by direct recruitment, the Commissioners for the Port of Calcutta have stated in a written note furnished to the Committee that in adopting the reservation orders the Commissioners for the Port of Calcutta excluded promotional posts from the scope of such reservation, as they apprehended that such a step would be opposed by their recognised labour unions. Almost all promotional posts in the Calcutta Port were, however, filled on the principle of "seniority-cum-fitness". As no reservation applied in respect of promotional posts filled on such principle, there was in fact, no scope for applying reservations in promotional posts under the Commissioners for the Port of Calcutta excepting in the case of Assistant Superintendents in the Traffic Department where 50 per cent of the vacancies were filled by direct recruitment and 50 per cent by promotion through limited departmental competitive examinations. It has now been decided that in future 15 per cent and 7-1/2 per cent of vacancies which are filled through limited departmental competitive examination, will be reserved for Scheduled Caste and Scheduled Tribe employees respectively.

1.24. The Committee regret to find that although the Government of India orders prescribing reservations for Scheduled Castes and Scheduled Tribes were communicated to the Ministry of Shipping and Transport to the Bombay Port Trust in December, 1952, the Bombay Port Trust provided for reservations for these communities only from the 1st January 1955. It is distressing to note that there had been protracted discussions in the Board of Trustees of the Bombay Port Trust on the very principle whether reservations for Scheduled Castes and Scheduled Tribes should be provided or not. Even after January, 1955, the Bombay Port Trust did not adopt into toto in orders of the Government of India on the subject. The Committee feel that this delay on the part of the Bombay Port Trust in adopting the reservation orders for Scheduled Castes and Scheduled Tribes has deprived many a Scheduled Caste and Scheduled Tribe candidate an opportunity of getting into the services of the Bombay Port Trust.

1.25. The Committee are surprised to find that the Bombay Port Trust is still following the percentages of reservations for Scheduled Castes and Scheduled Tribes which are based on the census figures of 1951. These percentages were revised upwards, namely, 15 per cent for Scheduled Castes and 7-1/2 per cent for Scheduled Tribes by the Ministry of Home Affairs Resolution No. 27/25/68—Est.(SCT) dated the 25th March, 1970. Even though more than three-

years have passed since this upward revision in the percentages of reservations for Scheduled Castes and Scheduled Tribes was made, the Bombay Port Trust has yet to adopt these percentages. The Committee recommend that the Bombay Port Trust should immediately adopt the aforesaid increased percentages of reservations for Scheduled Castes and Scheduled Tribes.

1.26. The Committee find that the Bombay Port Trust does not provide reservations for Scheduled Castes and Scheduled Tribes in temporary posts sanctioned for a period of less than six months. The Government of India orders laid down in the Ministry of Home Affairs Office Memorandum No. 27/4/67(II) Est. (SCT) dated the 24th September, 1968 provide for exemption from reservations for Scheduled Castes and Scheduled Tribes in temporary appointments of less than 45 days only. There is no justification for the Bombay Port Trust to have this exemption extended to a period of six months when the Government of India orders provide for only one and a half months. The Committee would like the Bombay Port Trust to amend their recruitment rules so that exemption from reservations is confined to temporary appointments of less than 46 days only.

1.27. The Committee regret to find that although the orders regarding reservations for Scheduled Castes and Scheduled Tribes in the Mormugao Port Trust came into force on the 1st July, 1964, they could not be implemented till the 18th March, 1970, because of the delay in the issue of the Order specifying Scheduled Castes and Scheduled Tribes in the Union Territory of Goa, Daman and Diu. The Committee cannot but regret the delay in specifying the Scheduled Castes and Scheduled Tribes in the Union Territory of Goa, Daman and Diu which must have deprived these communities of their due share in the services of the Mormugao Port Trust for six years. In any case the Committee feel that there was nothing to prevent the Mormugao Port Trust to prescribe the percentages of reservations for Scheduled Castes and Scheduled Tribes at least in Class I and Class II posts of the Port Trust recruitment to which is made on all-India basis, from the year 1964 itself.

1.28. The Committee would like the Madras Port Trust to make the groupings of the various categories of posts on a rational basis so that the maximum number of Scheduled Castes and Scheduled Tribes are taken in the services of the Madras Port Trust in the reservations made for them.

1.29. The Committee are surprised to find that the Commissioners for the Port of Calcutta have not provided for reservations of Scheduled Castes and Scheduled Tribes in the posts filled otherwise than by direct recruitment because they apprehend that such a step would be opposed by their recognised Labour Unions. The Committee feel that these fears of the Commissioners for the Port of Calcutta are unfounded. The Committee would like the Commissioners for the Port of Calcutta to discuss the matter with the representatives of their recognised Labour Unions and to point out to them that it is obligatory for the Port Commissioners to fall in line with the general policy of the Government of India regarding reservations for Scheduled Castes and Scheduled Tribes as these safeguards for these communities have been provided in pursuance of the provisions of the Constitution of India. The Committee believe that if the position is properly explained to them in its correct perspective, the representatives of the Labour Unions will have no objection in the matter. The Committee would like to be informed of the result of discussions on the subject between the Calcutta Port Commissioners and the representatives of the recognised Labour Unions.

1.30. The Committee are unhappy to learn that the Commissioners for the Port of Calcutta have not provided any reservation for Scheduled Castes and Scheduled Tribes in the posts of Assistant Superintendents in the Traffic Department although 50 per cent of the vacancies therein are filled by direct recruitment. The Committee recommend that the Calcutta Port Commissioners should provide the prescribed reservations for the Scheduled Castes and Scheduled Tribes for vacancies in these posts without any further delay.

### C. Machinery to ensure compliance with reservation orders

1.31. Explaining the checks exercised by the Ministry to ensure implementation of the Government orders on reservations for Scheduled Castes and Scheduled Tribes, the Ministry of Shipping and Transport have stated that one Section in the Ministry, which is under the charge of an Under Secretary, deals exclusively with the establishment matters of the Port Trusts. Copies of orders and instructions received from time to time from the Ministry of Home Affairs|Department of Personnel in respect of reservations and concessions to Scheduled Castes and Scheduled Tribes are regularly forwarded to the various Port Trusts. Annual statements required by the Department of Personnel or the Commissioner for Scheduled Castes and Scheduled Tribes are being obtained from the Port Trusts and forwarded to those authorities as required.

1.32. The Port Trusts are statutory autonomous bodies and the responsibility for the day-to day administration rests with the Chairman in accordance with the rules or regulations of each Port. The Ministry of Shipping and Transport supervise and guide them from time to time. Clarifications sought by the Port Trusts are given in consultation with the Department of Personnel, wherever considered necessary. In individual cases, any complaints or grievances that are brought to the notice of the Ministry by any individual or Association, are enquired into in consultation with the Chairman of the Port Trust concerned and suitable remedial measures taken as appropriate.

1.33. The Committee enquired why only an Under Secretary in the Ministry was made responsible for attending to matters relating to the representation of Scheduled Castes and Scheduled Tribes in Ports establishments when the Ministry of Finance in their Memorandum No. 2(115)68-BPE(GM) dated the 24th September, 1969 asked the concerned Ministries/Departments to institute a system by which a Joint Secretary is made responsible to keep a watch over the implementation of the directives and decisions about the representation of Scheduled Castes and Scheduled Tribes in the public Undertakings. The representative of the Ministry has stated during evidence as follows:

"As far as I know, the purport of these instruction is that these matters should be looked into at Joint Secretary's level. There is a Joint Secretary in charge of Ports and he looks after the Ports establishments also. It is not that there is no Joint Secretary. What I wanted to say was, only for establishment matters there is an Under Secretary, but he does not decide anything. It goes to the Joint Secretary. The Joint Secretary is ultimately responsible for the implementation of the orders."

1.34. In reply to a question, the Committee have been informed that the instructions and directives issued by the Bureau of Public Enterprises and orders of the Ministry of Home Affairs [now Cabinet Secretariat (Department of Personnel)], Government of India, regarding reservation of posts for Scheduled Castes and Scheduled Tribes are not *ipso facto* applicable to the Port Trusts. They are adopted by the Port Trusts. So far as a check on their implementation is concerned, the Ministry try to persuade the Port Trusts to follow the policies laid down by the Government of India from time to time.

1.35. While pointing out that some of the Port Trusts have been very late in getting the reservation orders in favour of the Scheduled Castes and Scheduled Tribes approved by their respective Boards of

Trustees, the Committee enquired about the steps taken by the Ministry to ensure their implementation by the Port Trusts without any undue delay. The representative of the Ministry of Shipping and Transport has stated as follows:

"I should make clear the legal position on the subject. Bombay, Calcutta and Madras have got their own Port Trust Acts. The other Ports work under the Major Port Trusts Act. Our idea is that all the policies should be adopted by the Port Trusts voluntarily with enthusiasm; then alone, it will function. It is no use compelling them to do one thing or the other, because then there is no enthusiasm left. We have to carry them with us in implementation. Government cannot give directives to the Bombay, Calcutta and Madras Port Trusts because there is no provision in the Act to give any such directives. Some of the regulations they make come to us for approval, I think. Again, we cannot direct them to make a regulation if they do not want to. It is quite true that this is not the legal position with regard to the other major ports. There again, would it not be more in the interests of the communities, whose interests we want to safeguard, to persuade the Port Trusts to follow the policies of Government in regard to reservation rather than direct them? As a matter of fact, it will be noticed that almost all the major ports have already fallen in line."

1.36. Explaining the reasons for the Major Port Trusts having fallen in line very late, the witness has explained as follows:

"Perhaps, a little time is spent in persuasion. We wanted to take the Port Trusts with us. I believe in the long run, it is in the interests of the Scheduled Castes and Scheduled Tribes to do so. Many a time certain Port Trusts bring to our notice certain difficulties which they face, where other employees and unions have different views, which create another situation. But, by and large, all other Ports are falling in line. In regard to Bombay and Calcutta, we have not been able to persuade them to accept our views fully so far."

1.37. Although the Committee have been informed that the Ministry of Shipping and Transport have been regularly forwarding to all the Port Trusts copies of the orders and other instructions regarding the reservations etc. for Scheduled Castes and Scheduled Tribes, received by that Ministry from the Ministry of Home Affairs/Cabinet Secretariat (Department of Personnel) from time to time, some of the Port Trusts have stated to the Study Groups of the Committee

during their tours that they had not received copies of one or the other order on the subject. It is obvious that either there has been some laxity in the Ministry in sending copies of such orders to the Port Trusts or the Port Trusts have not ensured its proper collation at their end. Be that as it may, the coordination machinery, both in the Ministry of Shipping and Transport and in the respective Port Trusts, requires to be streamlined and strengthened. The Committee would like that a Deputy Secretary in the Ministry of Shipping and Transport should be specifically designated as a Liaison Officer to ensure the proper implementation by the respective Port Trusts of all the orders issued from time to time for the reservations and other concessions for the Scheduled Castes and Scheduled Tribes.

#### D. Issue of Directives

1.38. The Committee desired to know the reasons why the Ministry did not issue a directive to the Major Port Trusts for the proper implementation of the reservation orders issued by the Government of India from time to time. The Committee have been informed that towards the end of 1969, when the Ministry of Shipping and Transport received copies of the draft directive circulated by the Bureau of Public Enterprises about the reservations in services for Scheduled Castes and Scheduled Tribes, in public enterprises, the question arose whether a similar directive could be issued to the Major Port Trusts. It was noted that in the case of Ports of Bombay, Calcutta and Madras, there was no specific provision in the relevant Port Trust Acts which empowered the Central Government to issue a directive to the Port authorities on the subject. It was, however, permissible under the Major Port Trusts Act, 1963 (Section 111) to issue such a directive to the Ports governed by the Act. The matter was considered in consultation with the Ministry of Law who advised that the Port Trusts, being statutory autonomous bodies, a directive could not be issued straightway. It was suggested by the Ministry of Law that the Port Trusts may be advised to adopt the principles and to frame regulations relating to recruitment, promotions and other service conditions accordingly. It was further stated that while approving the said regulations the Central Government may see that the principles laid down in the draft directive are observed, subject to necessary adjustments that may be required under any special circumstances. A circular letter was issued accordingly to all the Port Trusts on 9th April, 1970 (See Appendix I). Thereafter, clarifications sought by certain Port Trusts were furnished to them in consultation with the Cabinet Secretariat (Department of Personnel), where necessary. As the subject is of common interest to all the Port Trusts, it was discussed by them at a meeting of all the Port Trusts in December, 1970.

The consideration of this question was, however, deferred as certain matters connected with the reservations were pending in a court of law at Cochin. All the Port Trusts were again asked in December, 1971 to take early action to implement the reservation orders. The question was considered by all the Port Trusts at a meeting held in March, 1972 when they decided that even though the matter was still pending before a court at Cochin, the principles enunciated in the directive drawn up by the Bureau of Public Enterprises should be followed, as far as possible.

1.39. The Committee desired to know during evidence whether Government were contemplating amendment of the relevant Acts in such a way that the Port Trusts, which did not fall in line with the Government in the matter of reservations for Scheduled Castes and Schedule Tribes, were made to implement the directives issued by the Central Government. The representative of the Ministry of Shipping and Transport has stated as follows:

"To have one legislation for all the major ports in the country is under consideration. One of the points involved is not only in regard to representation of Scheduled Castes and Scheduled Tribes people but that of a general policy matter as to whether directives should or should not be given to major ports. Once that is clear, this matter will be automatically taken care of. This is under consideration. . . .

We have already got provisions in the Major Port Trusts Act. Our idea is to make similar provisions in other Acts. Once we have a common Act, this matter will automatically be taken care of. The trouble arises not because there is any dearth of enthusiasm on our part. But a major legislation has to be undertaken which involves some other sections also. We are going into that and we propose to come up with a legislation as soon as possible. On this particular issue, there is no difficulty. The provisions already exist in the Major Port Trusts Act. We have simply to borrow them from there and put in other Acts or, when we frame one Act, we put them in the unified Act."

1.40. On being asked whether there was a representative of the Scheduled Castes/Scheduled Tribes among the Board of Trustees in the Bombay Port Trust, the representative of the Ministry of Shipping and Transport has replied in the negative and has stated that while framing a uniform Act for the Port Trusts, this aspect will be kept in view.



1.41. The Committee find that in the case of Mormugao, Cochin and Visakhapatnam Port Trusts, Section 111 of the Major Port Trusts Act, 1963 provides that every Board of Trustees in the discharge of its functions under the Act, is bound by such directions on questions of policy as the Central Government may give in writing to it from time to time and the decision of the Central Government whether a question is one of policy or not is final. There is, however, no corresponding provision in the Bombay Port Trust Act, 1879, the Madras Port Trust Act, 1905 and the Calcutta Port Act, 1890. The Committee, however, have noted that Government propose to bring forward a uniform legislation covering all the Major Ports. They hope there will be a suitable provision in the proposed Act empowering the Central Government to issue a directive to the Boards of Trustees of all Major Ports to ensure strict observance of the percentages of reservations for Scheduled Castes and Scheduled Tribes.

## CHAPTER II

### RECRUITMENT

#### A. Assessment of Manpower

2.1. The Committee have been informed during evidence that assessment of manpower requirements of the Port Trusts are made by each Port separately in the light of its total work requirements. For creation of certain posts and for appointments, the authority is given at various levels. For example, any request for creation of posts the maximum of which is Rs. 1000 or more per month comes to the Central Government. Other posts are created by the Board of Port Trusts or its Chairman. Similarly, appointments of Heads of Departments are decided by the Central Government. Appointments to posts carrying a pay of not less than Rs. 1000 per month are made by the Board of Port Trusts although this requires Central Government sanction in the case of Bombay and Madras Port Trusts and the Commissioners for the Port of Calcutta. In the case of other posts, it is done by the Chairman or Head of the Department of the Port concerned. Asked to state the number of additional technically qualified persons likely to be needed for the next five years, it has been stated by the representative of the Ministry that the total additional requirement is likely to be of the order of 1,000.

#### B. Procedure for Recruitment

##### *Bombay Port Trust*

2.2. The Committee have been informed that recruitment to posts in the Bombay Port Trust is generally made through the Employment Exchange. Indoor clerical posts and officers' posts are advertised in the local as well as outside newspapers but the Employment Exchanges are also informed and requested to send their own candidates as well. Retrenched persons are re-engaged in preference to outsiders as required by the Industrial Disputes Act, 1947. Preferential treatment in employment is accorded to sons|daughters|near relations of employees dying in harness and also of those retired on medical grounds, in order to enable the distressed families to overcome financial difficulties. This is done as per the practice prevailing in the Government of India. No relaxation in the prescribed qualifications or age for the post to which such recruitment is made is, however, allowed.

2.3. During evidence, the representative of the Bombay Port Trust has further explained the procedure for recruitment in the Bombay Port Trust as follows:

"We follow one set pattern for officers; we advertise on an all-India basis. We don't have separate system for Graduate Engineers or recruitment of executives etc. For officers we advertise on all India basis. Our Class III staff is recruited through Employment Exchanges at the lowest level. There is no intermediate recruitment. There is one exception of what we call non-manufacturing, non-operational, or to put it loosely, 'In-door Clerks'. We take people nominated or sponsored by the Employment Exchanges in respect of Class IV. It is only through Employment Exchanges."

He has added:

"For the posts carrying a maximum pay of Rs. 1,000/- and above the selection is by the Board subject to the approval of the Government. The Bombay Port Trust Act says that Government will appoint Heads of Departments after consultation with the Chairman. These are the powers of appointment."

2.4. Explaining the procedure for recruitment of Graduate Engineers and Apprentices, the Chairman of the Bombay Port Trust has stated as follows:

"As far as the Graduates are concerned, they are not recruited by the Port Trust. Two Graduate stipendiaries and two diploma stipendiaries are nominated to the Bombay Port Trust annually by the Director of Training, Ministry of Education and Social Welfare. We train them. There is no question of employment but stipend is given by the Bombay Port Trust.

We have a scheme of trade apprentices under the Apprentices Act of 1961. As far as this is concerned, our Chief Mechanical Engineer's Department does the recruitment. In 1969, 20 apprentices received training. Five of them were absorbed—three of those who received training belonged to Scheduled Castes and Scheduled Tribes and all these three were absorbed. In 1970, 29 trainees received training. Nine of these were absorbed. One Scheduled Caste/Scheduled Tribe candidate received training and one was absorbed. In 1971, 38 apprentices received training, 14 were absorbed. One Scheduled Caste/Scheduled Tribe received training and one was absorbed."

2.5. In a written note furnished to the Committee, the Bombay Port Trust has further stated that the Graduate Stipendiaries and Diploma Stipendiaries are not necessarily absorbed by the Bombay Port Trust after imparting the necessary training; they can compete with outsiders when vacancies suitable for them are advertised. After completion of the training, they report back to the Directorate of Training, unless they have in the meantime secured regular employment, for which they are generally on the look out, and discontinued their training in the Bombay Port Trust. Very few of them undergo the full training.

*Mormugao Port Trust*

2.6. Explaining the recruitment procedure in the Mormugao Port Trust, the Chairman of the Mormugao Port Trust has stated, during evidence, as follows:

“So far as Class I and Class II posts are concerned, direct recruitment is done on an all-India basis through advertisements. Candidates from the Employment Exchange are also considered so far as executives are concerned. Class III and Class IV vacancies are filled up normally from among the candidates of the Goa Employment Exchanges only. But unfortunately, the position in the Goa Employment Exchanges is not quite good for recruitment of Scheduled Castes and Scheduled Tribes. In fact, as on 1-9-1972, there are only 96 persons belonging to Scheduled Castes who are registered in the Employment Exchange. So, the position is not rather very encouraging for purposes of recruitment through the local Employment Exchange. In addition, the Exchange has two Scheduled Tribe candidates registered with them. But, so far as we are concerned we are in close liaison with the local Employment Exchange and also we are sending all the advertisements to leading all-India newspapers. So far as the Graduate Engineers are concerned, the action we are taking is that we advertise and also inform the local Employment Exchanges. We are not able to get adequate number, again from the Employment Exchange. We are not able to succeed much so far as trade apprentices are concerned. Under the Trade Apprenticeship Act, we have recruited 10 and we were giving a stipend of Rs. 70 per month. Now, we have enhanced it to Rs. 100/- per mensem.”

2.7. In reply to a question, the Mormugao Port Trust has stated in a written note that no Graduate Trainees are appointed by them. During the last three years, 10 Trade Apprentices were recruited

under the Apprentices Act, 1961 in which there were no Scheduled Caste/Tribe candidates. So far none of these Apprentices who have completed their training, has been absorbed.

### *Cochin Port Trust*

2.8. The procedure for recruitment followed in the Cochin Port Trust has been explained to the Committee by the Chairman of the Cochin Port Trust during evidence as follows:

"In Cochin, direct recruitment to all categories of posts is made through the Employment Exchange. In respect of Class I and Class II posts, if suitable candidates are not available through Employment Exchanges, the vacancies are advertised. In respect of Class III and IV posts reserved for Scheduled Castes and Scheduled Tribes, if no suitable candidates are available through Employment Exchanges, the vacancies are advertised and also brought to the notice of the Associations of Scheduled Castes and Scheduled Tribes as per the directions issued by the Ministry from time to time on this subject.

As regards Graduate Engineers, we have no separate recruitment for Graduate Engineers, they come through the normal channel of recruitment.

As regards trade apprentices, we have no scheme to directly absorb the trade apprentices. We just give them training. They are also given some stipend. Under the Apprentices Act, they are sponsored and we give them training; that is all. There is no guarantee of appointment in our Port."

2.9. It was represented to the Committee that the Cochin Port Trust had changed the recruitment rules for clerical cadres in 1967 and these were detrimental to the interests of Scheduled Caste and Scheduled Tribe employees. On being asked whether the new recruitment rules were brought into force with the prior approval of the Ministry of Shipping and Transport, the Cochin Port Trust has stated that the recruitment rules for Class III and Class IV posts were finalised only in 1967 and these have the approval of the Government *vide* the Ministry of Shipping and Transport letter No. 6-PE(23)/67 dated April, 1968. However, the adoption of these rules has in no way prejudiced the Scheduled Caste and Scheduled Tribe employees.

### *Madras Port Trust*

2.10. Recruitment in the Madras Port Trust is generally made in the lowest categories of posts in the different grades. For posts above

the lowest categories, promotions are made on the basis of seniority subject to fitness, except in the case of Assistant Shed Master which is filled up on the basis of selection.

2.11. The procedure followed in the matter of recruitment to posts is detailed below:

#### *Class III and Class IV posts*

Before 1969, the Madras Port Trust invited applications for various vacancies in Classes III and IV by advertisement in the Press indicating also the number of posts reserved for the Scheduled Castes| Scheduled Tribes. Copies of the advertisements were forwarded to the Employment Exchange and to the recognised organisations representing Scheduled Castes and Scheduled Tribes. Selections were made by interview of the candidates by a Staff Selection Committee appointed by the Chairman of the Madras Port Trust. The Staff Selection Committee prepared separate lists for the Scheduled Caste and Scheduled Tribe candidates and for candidates belonging to other communities respectively. Appointments were then made from the lists according to the rosters maintained by the Port Trust.

In December, 1968, the Government of India approved the Madras Port Trust Employees' (Recruitment, Seniority and Promotion) Rules which lay down the mode of selections to be made to the various classes of posts. From the year 1969 the Madras Port Trust, instead of advertising the vacancies in the Press, decided to recruit candidates to Class III and Class IV posts through the Employment Exchange.

#### *Class I and Class II posts*

In the case of posts in Class I and Class II, which are to be filled up by direct recruitment, it has been the practice to recruit candidates through advertisements in the Press. Copies of such advertisements are sent to the recognised organisations of Scheduled Castes and Scheduled Tribes as well as to the Central Employment Exchange. Candidates are interviewed by a Selection Committee and appointments are made from the list prepared by the Committee, following the principles of reservation as contemplated in the roster.

2.12. During evidence, the Chairman of the Madras Port Trust has stated as follows:

"So far as Graduate Engineers are concerned, they are taken at the level of Junior Engineers at Madras, through direct recruitment. We observe the reservation.

About apprentices, there are two schemes, one is, that the apprentices are given training under the Apprentices Act but we have no obligation to employ them. We consider them in the normal course.

We also have a system of giving training to students who are going to the Marine Engineering Colleges. There is an in-service training for sometime. We accept about four to five people in a year and give training so that they can go to the Marine Engineering Colleges. Even here, we do not hold out any hopes of employment."

2.13. Asked whether the Madras Port Trust has been able to take Scheduled Castes and Scheduled Tribes for training as Marine Engineers, the Chairman, Madras Port Trust has stated:

"In the last two or three years we have not done so; we will try. But it will depend on whether we have anybody offering to undergo training. The point is, we give no stipend, and no payment is involved. We give them only training so that they can go to the colleges."

#### *Visakhapatnam Port Trust*

2.14. The Committee have been informed that in the Visakhapatnam Port Trust, the recruitment rules to various categories of posts are approved by the Port Trust Board. The concerned unions of employees are also consulted before the recruitment rules are approved by the Board.

In the case of posts to be filled by direct recruitment, eligible departmental candidates are considered first and if they are not found suitable, Employment Exchanges are addressed for sponsoring candidates, intimating the number of posts reserved for Scheduled Castes and Scheduled Tribes. In the case of non-technical posts, selection is made by interview and for clerical posts by written test and interview. In the case of technical posts, particularly coming under the category of skilled posts, a trade test is conducted.

2.15. In reply to a question, the Visakhapatnam Port Trust has stated that the reservation orders for Scheduled Castes|Scheduled Tribes are being followed when the departmental candidates are considered in direct recruitment. When the departmental candidates belonging to Scheduled Castes|Scheduled Tribes were not available, the vacancies were being carried forward. However, on 1st September, 1972, the Chairman of the Visakhapatnam Port Trust has issued orders to fill up direct recruitment posts reserved for Scheduled

Castes|Scheduled Tribes by departmental Scheduled Caste|Scheduled Tribe candidates only, failing which by resorting to recruitment of Scheduled Caste|Scheduled Tribe candidates from outside sources.

2.16. The Committee have been further informed during evidence as follows:

“In regard to the creation of posts, the competent authority in respect of Class III and IV posts is the Chairman and in respect of Class I and II posts, where the maximum of the scale does not exceed Rs. 1000, it is the Board and, where it exceeds Rs. 1000, it is the Government. Regarding appointments thereto, the concerned Heads of Departments are the authorities competent to appoint in respect of Class III and IV and in the case of Class I and II posts, where the maximum of the scale does not exceed Rs. 1000|-, the Chairman is the competent authority and, where it exceeds Rs. 1000, the Board is the appointing authority. Central Government is the competent authority in the case of appointments to Heads of Departments.”

2.17. In reply to a question, the Chairman of the Visakhapatnam Port Trust has stated that they are bound to follow the Apprentices Act, 1961, and they take trade apprentices, but the selection of trade apprentices is restricted to the children of the Port Trust employees. When the Port Trust is not able to get them locally from this category, they take recourse to the Employment Exchange. They take about 14 or 15 candidates annually.

2.18. The Committee desired to know whether there was any provision in the Apprentices Act, 1961 that the Visakhapatnam Port Trust should take trade apprentices from the children of their employees only and not other persons. The Chairman, Visakhapatnam Port Trust has stated that no such provision exists in the Act but it is done for the benefit of the employees. When the Committee pointed out that preference to employees' children only for the apprentices course amounted to violation of the safeguards provided for Scheduled Castes and Scheduled Tribes, the Chairman of the Visakhapatnam Port Trust has stated as follows:

“Apprentices' course does not guarantee employment. It may made a candidate suitable for Class IV jobs. Compared to total number of posts, apprentices constitute a microscopic number”.

2.19. On being asked to explain the reasons for confining the recruitment of apprentices for training only to the sons of employees in the Port Trust of Visakhapatnam, the Ministry of Shipping and



Transport have stated that the matter is under consideration in consultation with the Visakhapatnam Port Trust.

### **Calcutta Port Commissioners**

**2.20.** The Chairman of the Calcutta Port has explained the recruitment procedure followed in the Calcutta Port as under:

"The recruitment of executives and non-executives falls into two formations like the technical formations and non-technical ones.... The executives are in Class I and II. For all these posts where we go for direct recruitment, we advertise in all the national leading newspapers of Calcutta and in selected cases, of Bombay and Madras.... For the non-executives, there are the technical and the non-technical people in Class III and IV. For the non-technical, Class III and IV posts, we go to the Employment Exchange and we notify them. For even technical skilled people Class IV, we also go to the Employment Exchange. But for technical Class III posts, we advertise them and whenever there is an advertisement, we send a copy of it to the Employment Exchange. We also get in touch with the bodies pertaining to the Scheduled Castes and Scheduled Tribes, which you have prescribed for such recruitment.....

For the Graduate Engineers, we have the scheme of training as has been dwelt on by my colleague. We get them as Graduate Engineering Apprentices. These men are assigned to us by the Government of India, and after undergoing 11 to 12 months' training they go back. They seek service at different places, wherever there may be vacancies. They also apply to the Calcutta Port Commissioners, if there is a vacancy.

For the training of apprentices, we have a set procedure. The Board of Apprenticeship Training in Calcutta conduct an examination for apprenticeship training and those who pass the examination come to us. We give them the apprenticeship training."

**2.21.** Asked whether there was any reservation for Scheduled Castes and Scheduled Tribes in the recruitment of Graduate Engineers, the Chairman of the Calcutta Port has stated as follows:

"We follow the reservation principle. We do not insist on first class in respect of Scheduled Castes. We only ask minimum

qualifications laid down. We try to take them even from the lower block after the selection, if possible."

2.22. In reply to a question, the Committee have been informed in a written note by the Commissioners for the Port of Calcutta that the recruitment rules of the Calcutta Port are scattered in various orders issued from time to time and they will be codified by March, 1973 and all the relevant orders pertaining to the Scheduled Castes| Tribes issued by the Government of India, will be properly incorporated in, or made applicable by, the codified rules.

2.23. The Committee are unhappy to note that there are no reservations for Scheduled Castes and Scheduled Tribes in the Selection of apprentices. Candidates belonging to these communities cannot, therefore, learn the various trades and skills needed for the various jobs in the Port Trusts. Apprenticeship is the beginning which makes a candidate suitable for a job for which he is trained. The Committee would recommend that all the Port Trusts should specifically provide in their relevant rules that the prescribed reservations for Scheduled Castes and Scheduled Tribes shall be strictly followed in selection of all apprentices. In this connection, the Committee would like to point out that an amendment of the Apprentices Act, 1961, making it obligatory for all employers to reserve training places for Scheduled Castes and Scheduled Tribes in every designated trade is already before Parliament.

2.24. The Committee have also noticed that some of the Port Trusts, the Visakhapatnam Port Trust, for example, has been filling posts by departmental candidates which were meant to be filled by direct recruitment. This has denied the benefit of reservation to the Scheduled Caste and Scheduled Tribe candidates who might have been selected, if direct recruitment had been resorted to. The Committee would like that the vacancies reserved for Scheduled Castes and Scheduled Tribes should not be filled by departmental candidates belonging to other communities. If a suitable Scheduled Caste/Scheduled Tribe employee is not available within the Department to fill the reserved vacancy, effort should be made to recruit a Scheduled Caste/Scheduled Tribe candidate from outside.

### C. Recruitment of Casual Labour

2.25. The Committee desired to know the procedure for recruitment of casual labour in the various Port Trusts. The Committee

have been informed by the Ministry of Shipping and Transport that the Bombay Port Trust does not employ any casual labour. The position in respect of the remaining Port Trusts is described in the succeeding paragraphs.

#### *Mormugao Port Trust*

2.26. The Chairman, Mormugao Port Trust, has stated during evidence that so far as casual labour is concerned, they do not recruit them through the Employment Exchange because the Employment Exchange is situated nearly 20 to 30 miles away. Also due to lack of Scheduled Caste|Tribe candidates, casual labour is recruited through the open market. There is no casual labour pool as such.

#### *Cochin Port Trust*

2.27. In the Cochin Port Trust, the practice of recruiting casual labour through the Employment Exchange was discontinued in 1956 with the formation of a Centralised Agency in the Port itself for the purpose of recruiting casual workmen from among the casual workers originally recruited by the Port for construction works and subsequently retrenched with the completion of the works. The casual recruitment in the Cochin Port Trust has thus been, from 1956 onwards, limited to the retrenched Port employees. If retrenched Port employees in a particular trade are not available with the Central Agency, the recruitment is made through the Employment Exchange. Reservations for Scheduled Castes|Scheduled Tribes are not made as the special representation orders are not applicable in recruitment of casual workmen.

2.28. In reply to a question, the Chairman, Cochin Port Trust has informed the Committee during evidence that no preference is given to Scheduled Castes and Scheduled Tribes while employing casual labourers from this pool. If the casual labourers are taken from the Employment Exchange, the reservation orders can be made applicable. He has added that the Port Trust takes the casual labourers mostly from the pool which is 400 to 500 people strong. When the Committee pointed out that this denied the benefit of reservation to the Scheduled Caste and Scheduled Tribe labourers, the Chairman of the Cochin Port has stated that they look into the aspect of reservation at the time of regularisation of the casual labourers as regular Class IV employees.

#### *Madras Port Trust*

2.29. In the Madras Port Trust casual workmen are recruited for specific work and for specified periods after which they are discharged from service. Whenever casual men are required, the Madras

Port Trust approaches the local Employment Exchange for nomination of candidates.

Reservations for Scheduled Castes|Scheduled Tribes are not observed in the recruitment of casual labour as per extant orders of the Government on the subject.

2.30. As a result of the Memorandum of Settlement reached with the recognised Union in July, 1971 for decasualisation of daily-rated casual workers, a labour pool consisting of 566 casual workmen, who were then on the rolls as casual workers, has been formed and when regular vacancies arise in these categories, the vacancies are filled in from this pool. It has been made clear in the Scheme that to the extent Scheduled Caste|Scheduled Tribe casual workmen are available in the labour pool reservation rules should be observed. Should such absorption result in any deficiency in the recruitment of Scheduled Caste|Scheduled Tribe candidates, that would be made good after the labour pool is exhausted.

#### *Visakhapatnam Port Trust*

2.31. Casual labour in the Visakhapatnam Port Trust is recruited from among the candidates sponsored by the Employment Exchange. No reservations were hitherto observed in the recruitment of casual labour. As some of the Class IV posts were filled from among the casual labourers the prescribed reservations for Class IV posts could also not be implemented as there was no reservation in the recruitment of casual labour.

The Visakhapatnam Port Trust has stated that to remedy this defect and to afford greater representation to Scheduled Caste|Scheduled Tribe candidates, instructions have been issued with effect from the 29th June, 1972 to follow reservations for Scheduled Caste|Scheduled Tribe candidates in the recruitment of casual labour also.

#### *Commissioners for the Port of Calcutta*

2.32. In the Calcutta Port, previously the practice was to engage casual labour through labour contractors. Due to intense and prolonged trouble with their workers, the contractors abandoned their business from 1969-70. In order to ensure that the work does not get held up, the Commissioners for the Port of Calcutta have come to an agreement with the concerned workers in terms of which the latter have been brought into pools, and casual labour are now being engaged, as and when required, from the said pools. It is stated that

in these circumstances, there is no scope at present for the Commissioners for the Port of Calcutta to observe reservations for Scheduled Castes and Scheduled Tribes in recruiting casual labour.

When any of the casual workers are absorbed as a regular employee, such absorption is treated as direct recruitment and the usual reservations for Scheduled Castes and Scheduled Tribes for vacancies filled by direct recruitment apply. It has, however, been stated that out of 738 casual workers, employed under the Commissioners for the Port of Calcutta in the Haldia Dock Project, 204 are Scheduled Castes.

2.33. With regard to the suggestion that there should be reservation for Scheduled Castes and Scheduled Tribes in the recruitment of Casual Labour, the representative of the Ministry of Shipping and Transport has stated during evidence that there shall be no difficulty in recruiting Scheduled Castes and Scheduled Tribes where recruitment is made through Employment Exchanges. However, recruitment is made from the pool of casual labour at certain ports. Where there is some understanding with the labour unions, they are not able to carry over.

**2.34. The Committee recommend that all the Port Trusts should provide for reservations for Scheduled Castes and Scheduled Tribes in the recruitment of casual labour as has been done by the Visakhapatnam Port Trust. If in any particular case, the matter requires to be discussed with the representatives of the employees' unions, it should be done by the concerned Port Trust authorities immediately and a system devised by which the Scheduled Castes and Scheduled Tribes got the benefit or reservations in the recruitment of casual labour also.**

#### D. Concessions

2.35. The Committee have been informed that the concessions given to the Scheduled Caste and Scheduled Tribe candidates at the time of recruitment by various Port Trusts are as under:

##### *Bombay Port Trust*

- (1) Relaxation in the age limit to the extent of three years; and
- (2) In the case of indoor clerical vacancies, relaxation of 10 per cent marks in the percentage of marks secured by Scheduled Caste/Tribe candidates *vis-a-vis* the general candidates.

**Mormugao Port Trust**

- (1) Relaxation of maximum age limit by five years.
- (2) Relaxation in the standard of suitability for selection.
- (3) Wherever feasible, interview of Scheduled Caste/Tribe candidates in a separate block and preferably on a separate day.
- (4) Fees, if any, prescribed for admission to any examination of selection to the service is reduced by one-fourth.
- (5) Travelling allowance for Scheduled Caste/Tribe candidates called for interview for Class III and Class IV posts as per Ministry of Finance O.M. No. 5/25/E.IV(B) 60 dated the 6th May, 1960, as amended from time to time.
- (6) Where the requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the lower standards admissible are not available in non-technical and quasi-technical Class III and Class IV services posts, the best among the Scheduled Caste/Tribe candidates fulfilling the minimum educational qualifications are selected. Such candidates are placed on probation and are given in-service training.

**Cochin Port Trust**

- (1) The maximum age limit prescribed is relaxed by five years.
- (2) The standards of suitability are relaxed.
- (3) Travelling allowance is given for appearing for written test/interview.

**Madras Port Trust**

- (1) Relaxation in age by 5 years.
- (2) A concessional fee of 25 per cent is levied for application forms.
- (3) Travelling allowance when called for interview.
- (4) Although no general instructions have been issued, at the time of recruitment, the Selection Committees had given

relaxation in standards in the case of Scheduled Castes| Tribes.

*Visakhapatnam Port Trust*

Concession of age relaxation to the extent of five years and lowering of suitability standard in the case of Scheduled Caste|Tribe candidates at the time of recruitment are given.

*Calcutta Port Commissioner*

No special concession is given to Scheduled Caste|Tribe candidates at the time of recruitment except the usual age concession by five years over the maximum prescribed age limit. However, where a Scheduled Caste|Tribe candidate possessing, at least, the minimum qualification is available, preference is given to him over a general candidate possessing qualifications above the minimum standard.

2.36. In reply to a question, the Calcutta Port Commissioners stated that they were not aware of the Ministry of Home Affairs orders regarding separate interviews for Scheduled Caste|Tribe candidates.

2.37. During the course of evidence when the Committee pointed out that the concessions given to Scheduled Caste and Scheduled Tribes in the matter of recruitment and promotion in the various Port Trusts were not uniform, the representative of the Ministry of Shipping and Transport has stated that they have already taken up the question of providing concession to Scheduled Castes/Tribes in the services of various Port Trusts on the lines indicated by the Bureau of Public Enterprises.

2.38. The Committee regret to note that there is no uniformity in the concessions and relaxations of standards granted in favour of the Scheduled Castes and Scheduled Tribes in the various Port Trusts. The Bombay Port Trust restricts the age concession to Scheduled Castes and Scheduled Tribes to only three years while the other Port Trusts follow the prescribed age concession of five years for these communities. The Committee recommend that the Ministry of Shipping and Transport should ensure that all the Port Trusts uniformly lay down all the concessions and relaxation of standards in favour of the Scheduled Caste and Scheduled Tribe candidates as prescribed in the various orders of the Government of India on the subject and also meticulously observe them. They would also suggest that each Port Trust should issue a

### E. Inclusion of Scheduled Caste/Tribe Officer in the Recruitment/Promotion Boards

2.39. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes in their Fourth Report (Fourth Lok Sabha) had recommended that with a view to make the Departmental Promotion/Selection Committees more representative, a Scheduled Caste/Tribe Officer should also be included in each of these Committees set up by various Ministries/Departments/Offices. In pursuance of the above recommendation, the Cabinet Secretariat (Department of Personnel) have issued an Office Memorandum No. 27(4)(iii)/70-Est. (SCT) dated the 2nd September, 1970 on the subject. It has been stated therein:

“The recommendation of the Committee has been considered. Departmental Promotion Committees, selection boards or recruiting authorities, are generally constituted with the departmental officers of appropriate status and background, keeping in view the nature of the post/posts for which recruitment/promotion is to be made. It may not, therefore, be always possible to include Scheduled Caste/Tribe officers in them. However, the Ministries/Departments are requested to keep the recommendation of the Committee in view as far as possible while nominating Officers on the Departmental Promotion Committees, selection boards, etc., for recruitment/promotion to posts/services under them.”

2.40. When asked whether the Port Trusts included a member of Scheduled Castes or Scheduled Tribes in the Selection Boards/Departmental Promotion Committees at various levels, the Chairman, *Bombay Port Trust* has stated:

“We form an *ad hoc* recruitment Committee on every occasion. At present there is no officer of Scheduled Caste and Scheduled Tribe on any of these Committees, neither is there any specific system by which one is required to be.....

In Maharashtra, the Directorate of Social Welfare is in Poona and it will not be easy to get an officer from Poona every time. We have a Port Department but we do not have an officer of Scheduled Caste/Scheduled Tribe there. So I shall have to see if I could get somebody from the Shipping Corporation or something like that.”



2.41. The Chairman of the *Mormugao Port Trust* has stated during evidence:

"We have examined the suggestion of the Committee which was made at the time of its visit to Goa and have decided that the Deputy Chairman of the Dock Labour Board, who happens to be a member of the Scheduled Caste, would be associated with immediate effect with the staff Selection Committees for Class III and Class IV employees. In medical appointments we associate the Dean of the Medical College for selection. There is no bar for association, even though he may not be a member of the Selection Committee. We have ensured that the Deputy Chairman of the Dock Labour Board is associated with the Staff Selection Committee for Selection of Class III and Class IV employees."

2.42. The Chairman of the *Cochin Port Trust* has informed the Committee:

"As a Head of the Department we have recently got a Scheduled Caste Officer—Financial Adviser and Chief Accounts Officer and as far as possible we nominate him to this Committee. For Class III and IV posts one officer could be nominated by the Chairman and, as far as possible, I am nominating a Scheduled Caste Officer to the Selection Committees."

2.43. The Chairman of the *Madras Port Trust* has stated during evidence:

"I am afraid, in the Madras Port we do not have officers of sufficient status to be put on the Board for Class I and Class II officers. After the visit of the Committee to the Port Trust during the month of June, 1972, we have been including Scheduled Caste officers of sufficient status on both Selection and Departmental Promotion Committees in respect of Class III and Class IV posts."

2.44. The Chairman, *Vasakhapatnam Port Trust* has stated during evidence as follows:

"We have a Class I Officer belonging to the Scheduled Castes who is a member of these Boards. He can be included in

the Selection Board for recruitment of Class III and Class IV employees."

2.45. The Chairman of the *Calcutta Port Commissioners* has stated:—

"We do not have any representation (of Scheduled Castes| Tribes) on the Selection Board for recruitment, both by promotion and by direct recruitment. We shall try to have such representation from now. There is only one difficulty. We do not have a large number of Scheduled Castes and Scheduled Tribes in the upper grades of Class I and Class II. When recruitment is taking place in a number of places, it may be necessary for us to seek from outside the organisation expert help from the Scheduled Castes."

2.46. On a suggestion being made to the Chairman of the *Calcutta Port Commissioners* that if they do not have adequate number of Scheduled Caste|Tribe officers to be put on these Boards, they could get into touch with the local Social Welfare Department and request that Department to provide an officer of the required status from among the Scheduled Castes|Tribes to associate with the Selection Board in the establishment, he has replied that they would be very glad to do so, subject to the approval of Government.

2.47. In this connection, the representative of the Ministry of Shipping and Transport has stated:

"Actually this is the first time I am hearing this. I shall require some time to look into it. We shall take this into consideration and see about the kind of officers we shall need for the Selection Boards depending on the posts for which selections are made, and we shall take a view on that."

2.48. The Committee would urge that all the Port Trusts should now include a Scheduled Caste|Scheduled Tribe Officer in their Recruitment|Promotion Boards. The Committee suggest that where a Port Trust does not have its own Scheduled Caste|Tribe Officers available for the purpose, the Port Trust authorities should consider the feasibility of associating an officer belonging to these communities from the Department of Social Welfare of the State Government concerned or any other allied or sister Department, with such Recruitment|Selection Boards.

**F. Employment Notices, Liaison with Employment  
Exchanges and Voluntary Organisations**

**Bombay Port Trust**

2.49. The Chairman, Bombay Port Trust, has informed the Committee during evidence that for filling skilled and unskilled posts, the Bombay Port Trust sends requisitions to the Regional Employment Exchange at Bombay and for posts carrying a certain pay the requisitions for recruitment are sent to the Central Employment Exchange at New Delhi.

2.50. Asked how many indents were placed on the Employment Exchanges during the last three years for recruitment of Scheduled Caste/Tribe candidates, the Bombay Port Trust has clarified that no indents for the recruitment of Scheduled Caste/Tribe candidates exclusively are placed on the Employment Exchange. The Employment Exchange is requested to forward the names of all qualified candidates. The names sent by the Employment Exchange include those of Scheduled Caste/Tribe candidates.

It has been stated by Chairman, Bombay Port Trust that orders have been issued on the 12th September, 1972, that in the notifications to the Employment Exchanges for vacancies in any class, the specific number of posts reserved for Scheduled Castes and Scheduled Tribes respectively should be indicated separately. Orders have also been issued on the 21st October, 1972, to all the Heads of Departments of the Bombay Port Trust that simultaneously with the advertisements for recruitments, vacancies should be notified to recognised organisations of the Scheduled Castes and Scheduled Tribes.

2.51. In reply to a question, the Bombay Port Trust has stated that reasons for rejection of any Scheduled Caste or Scheduled Tribe candidates sponsored by the Employment Exchanges are not communicated to them.

2.52. The Committee desired to have specimen copies of advertisements issued by the Bombay Port Trust for recruitment to the various posts after the visit of the Committee to the Bombay Port Trust during June, 1972. Specimen copies of the advertisements have been supplied by the Bombay Port Trust. One particular advertisement regarding recruitment of Junior Stenographers is reproduced below:—

“Wanted Jr. Stenographers from Scheduled Castes/Tribes only—speeds 100'40 Minimum qualifications S.S.C. Age ordinarily not to exceed 28 years—Initial monthly emoluments Rs. 334.19. Apply with full details to the Secre-

Secretary, Bombay Port Trust, Shoorji Vallabhdas Marg, Bombay-1, within seven days."

From the above advertisement for recruitment of Junior Stenographers, it is observed that a period of only seven days has been given to applicants for applying for the post.

2.53. In reply to a question, the Bombay Port Trust has stated that there is no fixed list of newspapers for advertising vacancies in the Bombay Port Trust. Advertisements are inserted in newspapers according to the nature of posts. Vacancies of officers requiring Marine or Engineering qualifications and some years of experience, for example, are generally advertised on an all-India basis, in the *Times of India*, Bombay and Delhi editions, the *Statesman*, Calcutta, the *Hindu*, Madras the *Indian Express*, Bombay, and the *Free Press Journal*, Bombay

#### *Mormugao Port Trust*

2.54. Mormugao Port Trust has stated that vacancies are first notified by the Port Trust to the local Employment Exchange. If the local Employment Exchange does not furnish sufficient number of candidates, the posts are advertised and recognised organisations of Scheduled Castes and Scheduled Tribes are also addressed simultaneously. Specific number of reserved posts are indicated in the indents and advertisements.

2.55. The Committee desired to know during evidence whether the Mormugao Port Trust conveyed to the Employment Exchange the reason for rejection of the Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchange. The representative of the Mormugao Port Trust has replied in the negative.

#### *Cochin Port Trust*

2.56. The Cochin Port Trust has stated that normally all appointments are made by that Port Trust through Employment Exchanges. If, however, the Employment Exchanges are unable to sponsor the requisite number of Scheduled Caste and Scheduled Tribe candidates, the vacancies are advertised in the newspapers and simultaneously brought to the notice of the associations of Scheduled Castes and Scheduled Tribes prescribed by the Government for this purpose. While notifying the vacancies to various Employment Exchanges specific numbers of vacancies reserved for Scheduled Castes and Scheduled Tribes respectively are mentioned in the indents placed with them. Specific numbers of posts reserved for Scheduled Castes/Tribes are also mentioned in the advertisements given in the newspapers

2.57. During evidence, the Committee drew the attention of the Chairman of the Cochin Port Trust to an advertisement for the post of a Medical Officer, reserved for Scheduled Castes and Scheduled Tribes, made by the Cochin Port Trust on the 8th July, 1972, for which the last date for receipt of applications was 10th July, 1972. The Committee pointed out that it was not possible for any candidate to apply in such a short time i.e., within two days of the advertisement, unless he was working in the Port Trust itself and knew that the Port Trust was going to advertise for this post. The Chairman of the Cochin Port Trust has explained that it was only a temporary vacancy for three months and the time for receipt of applications was subsequently extended till the 31st July, 1972. The delay in the publication of the earlier advertisement was stated to have been caused by the Press having taken too long to publish it. When the time for receipt of applications for that post was extended, a few more applications were received.

2.58. The Chairman, Cochin Port Trust, has stated that if suitable candidates are not forthcoming from the Employment Exchange, the Port Trust advertises the vacancies in newspapers, and if applications from the Employment Exchange are also received, applications, both from the Employment Exchange and in response to the Press advertisement, are considered and put up before the Selection Committee.

2.59. In reply to a question, the Chairman, Cochin Port Trust, has stated that the Port Trust sends requisitions for vacancies to the Employment Exchange in the prescribed form giving all the particulars, like the number of reserved posts, duration of each post etc.

2.60. On being asked whether the reasons for rejection of the Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges are conveyed to the Employment Exchange, the Chairman, Cochin Port Trust, has replied:—

“As far as my knowledge goes, there has not been any case where we have rejected a candidate sponsored by the Employment Exchange against reserved vacancies.”

He has said:

“If the Employment Exchange sponsors candidates, either Scheduled Castes or Scheduled Tribes, against reserved vacancies, we have invariably taken them.”

2.61. When asked whether there were any instructions to the Port Trust to convey invariably to the Employment Exchange the reasons for rejection of Scheduled Caste and Scheduled

Tribe candidates sponsored by the Employment Exchange, the Chairman, Cochin Port Trust, has stated:—

“Such an occasion has not arisen because Heads of Departments will have to report to me if they are not able to select a candidate.”

*Madras Port Trust*

2.62. During evidence, the Chairman of the Madras Port Trust has stated regarding liaison with the Employment Exchange as follows:—

“We follow Government orders in this respect, and where the candidates sponsored by the Employment Exchange, for one reason or the other, are not selected, we inform the Employment Exchange. I do not know whether the details are given. But we do tell them if certain candidates are not found suitable.”

2.63. In a note furnished to the Committee, the Madras Port Trust has stated that if the Employment Exchange is not in a position or does not sponsor sufficient number of Scheduled Caste|Tribe candidates, the Port Trust resorts to advertisement in newspapers and copies of such advertisements are also sent to the following organisations of Scheduled Castes|Tribes:—

- (1) The Harijan Sevak Sangh, Kingsway, Delhi-6.
- (2) The Delhi Scheduled Castes Welfare Association, Ahmedkar Bhavan, Rani Jhansi Road, New Delhi.
- (3) The Scheduled Castes Uplift Union, B-13/88 Dev Nagar, Karol Bagh, New Delhi-5.
- (4) The Bharatiya Depressed Classes League, 13, Windsor Place, New Delhi.
- (5) The Madras State Depressed Classes League, Congress Building, Mount Road, Madras-6.
- (6) The Scheduled Castes Uplift Union, The Madras Port Trust and Dock Branch, 2, Veerangavedu Murugesu Mudaliar Street, Madras-1.
- (7) The Bharatiya Adimjati Sevak Sangh, Thakkar Bapa Smarak Sadan, New Line Road, Jhandewalan, New Delhi.

- (8) The Palani Malai Adivāsigaḷ Sangam, Thandikūdi, District Madurai.
- (9) Sri Sadguru Sarva Samarasa Sangam, Gandhi Nagar, Coonoor (District Nilgiris).

*Visakhapatnam Port Trust*

2.64. The Chairman of the Visakhapatnam Port Trust has stated during evidence that the nature of liaison with the Employment Exchanges is practically the same as in other Ports and he has added as follows:—

“There was one question, whether in those cases where the Employment Exchange does not have a list of Scheduled Castes and Scheduled Tribes in response to a particular requisition, we ask the Employment Exchange to write to other Employment Exchanges and give us a suitable list. That is what we have been doing. Instead of ourselves directly writing to the Employment Exchanges to sponsor candidates, we have been asking the Regional Employment Exchange at Visakhapatnam to get in touch with other Employment Exchanges when that Regional Employment Exchange does not have suitable candidates.”

2.65. The Committee desired to know whether the Visakhapatnam Port Trust was getting into touch with other State Governments if the Port Trust was not able to get the required number of suitable Scheduled Caste and Scheduled Tribe candidates from within the State. The Chairman of the Visakhapatnam Port Trust has stated as follows:—

“We do not go to the other State Employment Exchanges, but as I said earlier, within the State we ask the Regional Employment Exchange to get in touch with other Exchanges and to sponsor candidates.”

2.66. In a written note furnished to the Committee, the Committee have been informed that if the local Employment Exchange is not in a position or does not sponsor sufficient number of Scheduled Caste/Tribe candidates for the vacancies in the Visakhapatnam Port Trust, advertisement in the Press is resorted to and a copy of the advertisement is sent to the Andhra Pradesh State Depressed Classes League, Eluru, West Godavari District, for advising the Scheduled Caste candidates accordingly.

2.67. The Visakhapatnam Port Trust has also since decided to send copies of advertisements for recruitment to the following organisations of Scheduled Tribes:

- (1) The Andhra Rashtra Adimjati Sevak Sangh, Nellore District, Nellore.
- (2) The Andhra Sramik Dharma Rajya Sabha, Kovvur (West Godavari District).
- (3) The Andhra Pradesh Adimjati Sevak Sangh, Hyderabad.
- (4) The Chanchu Association, Gurzala, District Guntur.
- (5) The Andhra Vanavasi Abhuyudaya Sangham, Koyyalagudem (West Godavari District).

If the local Employment Exchange does not sponsor candidates with requisite qualifications and experience, recruitment advertisements are inserted in the local newspapers for Class III and Class IV posts also.

#### *Calcutta Port Commissioners*

2.68. In a written note furnished to the Committee, the Commissioners for the Port of Calcutta have informed the Committee that recruitment to Class I and Class II posts and certain technical Class III posts is made through press advertisements. Specific numbers of posts reserved for Scheduled Castes and Scheduled Tribes are mentioned in the Press advertisements when vacancies are to be filled. Where a panel or waiting list of candidates is to be prepared for filling future vacancies, the percentages of reservations are invariably mentioned. The vacancies are also notified to the Employment Exchange, in accordance with the provisions of the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959. Candidates, if any recommended by the Employment Exchanges, are considered along with others, who apply direct in response to the Press advertisements.

Recruitment to Class IV and to Class III posts (excepting those few which are advertised in the Press) is made through the agency of the Employment Exchange. Recognised organisations representing the Scheduled Caste and Scheduled Tribe communities are also asked to sponsor candidates for the respective reserved quotas.

2.69. The Commissioners for the Port of Calcutta have added that according to the information available, two organisations in Calcutta keep records of candidates of Scheduled Castes/Tribes. There are standing instructions that simultaneously with the issue of recruitment advertisements in the Press, these organisations should be



notified for sponsoring Scheduled Caste and Scheduled Tribe candidates for the reserved vacancies. However, experience over the years shows that none of these organisations is very helpful as a source of sponsoring such candidates. The names and addresses of these organisations are:—

- (1) The Bengal Provincial Depressed Classes League, 12, Arpuli Lane, Calcutta-12.
- (2) The Bharat Mahajati Mandali, 101, Ballygunge Place, Calcutta-19.

2.70. In reply to a question, the Commissioners for the Port of Calcutta have stated that it has not been the practice, so far, with them to repeat the advertisements when it is found that sufficient number of Scheduled Castes/Tribes have not applied or to repeat the requisitions placed with the Employment Exchanges when it is found that Scheduled Castes/Tribes have not been sent up by the Employment Exchange in sufficient numbers.

2.71. During evidence, the Chairman of Calcutta Port has stated:

“We have contacts with the Employment Exchange and also with the voluntary organisations and the results that we have got so far, have been sent to you. But we have tried to improve the system of recruitment by appointing a liaison officer who will follow up these things in a better way and who will be at the job. This was being done more or less loosely from different parts where recruitments were taking place. But this will now be coordinated and centralised under an officer who will always be watching the situation.”

2.72. The Committee feel that a close coordination and liaison between the Port Trusts and the Employment Exchanges is imperative for augmenting the representation of Scheduled Castes and Scheduled Tribes in the services of the Port Trusts. The Committee suggest that the number of vacancies reserved for Scheduled Castes and Scheduled Tribes respectively, out of the total vacancies notified, should be clearly indicated in the requisitions sent to the Employment Exchanges by the respective Port Trusts. The Committee also suggest that precise reasons for the rejection of Scheduled Caste/Tribe candidates, who have been sponsored by the Employment Exchanges should invariably be communicated to the Employment Exchanges. The Employment Exchanges should also be asked to furnish a fresh list of Scheduled Caste and Scheduled Tribe candidates if such candidates are not available in the list furnished by the Employment Exchanges earlier.

2.73. The Committee suggest that advertisements for posts, recruitment to which is made on all-India basis, should be published in all important newspapers published from all regions in the country. In the case of local recruitment, advertisements should also be published in local newspapers (including daily/weekly newspapers which are exclusively devoted to the cause of Scheduled Castes and Scheduled Tribes, if any) in addition to the other national and local newspapers. The Committee also suggest that specific numbers of posts reserved for Scheduled Castes and Scheduled Tribes respectively should invariably be mentioned in all advertisements for recruitment.

2.74. The Committee recommend that simultaneously with recruitment advertisements in the Press and requisitions to the Employment Exchanges, vacancies occurring in the respective Port Trusts should also be notified to all the recognised organisations of Schedule Castes and Scheduled Tribes as also to the Departments of Social/Tribal Welfare of the State where the Port Trust functions.

2.75. The Committee are constrained to observe that the Bombay Port Trust has given only seven days' notice in the advertisement for submission of applications for the posts of Junior Stenographers reserved for Scheduled Castes/Tribes only which is not only grossly insufficient but also acts as a handicap calculated to jeopardise the chances of Scheduled Castes and Scheduled Tribes to avail of the opportunity of applying for the post. The Committee feel that at least a month's notice should be given in such cases so that the information reaches a sufficient number of Scheduled Castes/Tribes to apply for the reserved posts.

#### G. Staff position and Shortfalls

2.76. Information received from the various Port Trusts regarding their staff position and shortfalls in the intake of Scheduled Castes and Scheduled Tribes in their services is as under:

##### STAFF POSITION

Category	Total No. of employees	No. of S.C. employees	Percentage	No. of S.T. employees	Percentage
<i>Bombay Port Trust—(as on 1-1-1972)</i>					
Officers . . . .	466	4	0.86	1	0.22
Class III . . . .	10105	841	8.32	86	0.85
Class IV (Including sweepers	18439	4936	26.77	610	3.31

(Total number of sweepers on 1-6-1972-1662, out of which 196 are non-Scheduled Castes/Tribes).

Category	Total No. of employees	No. of Scheduled Castes	Percentage	No. of Scheduled Tribes	Percentage
<i>Mormugao Port Trust</i> (as on 1-9-1972)					
Class I .	65				..
Class II .	23	..	..	..	..
Class III .	1080	14	1.29	3	0.3
Class IV	960	27	2.81		..
<i>Cochin Port Trust</i> —(as on 1-1-1972)					
Class I . . .	63	2	3.2	..	..
Class II .	27	1	3.7	..	..
Class III . . .	2375	166	7	51	2.1
Class IV (other than sweepers)	2102	136	6.5	38	1.8
Sweepers.	17	5	29.4	1	5.9
<i>Madras Port Trust</i> —(as on 1-1-1972)					
Class I .	123	3	2.44		..
Class II	35	3	8.57	..	..
Class III	5350	458	8.56	12	0.22
Class IV	3690	673	18.24	84	2.28
<i>Visakhapatnam Port Trust</i> —(as on 1-1-1972)					
Class I .	106	6	5.66	..	..
Class II .	42	2	4.76	..	..
Class III	3609	218	6.04	9	0.25
Class IV.	4247	651	15.33	24	0.56
<i>Calcutta Port Commissioners</i> —(as on 1-1-1972)					
Class I .	406		..	..	..
Class II	440	4	0.91	..	..
Class III . .	15623	938	6.00	5	0.03
Class IV . . .	23182	6113	26.41	16	0.07

## REASONS FOR SHORTFALLS

2.77. The Committee desired to know the reasons for huge shortfalls in the representation of the Scheduled Castes and Scheduled Tribes in the services of all the Port Trusts. The replies received from the various Port Trusts are described in the succeeding paragraphs.

*Bombay Port Trust*

2.78. The Bombay Port Trust has stated that a large number of posts of officers in the Bombay Port Trust such as Pilots, Marine Engineers, etc. require special qualifications and experience of a number of years. Sufficient number of candidates belonging to Scheduled Castes/Tribes with suitable qualifications and experience are not available for such posts. So far as Class III and Class IV posts are concerned, the reasons for the low representation of Scheduled Tribe candidates is due to the paucity of suitable qualified candidates belonging to Scheduled Tribes.

*Mormugao Port Trust*

2.79. It has been stated that the shortfall in the number of Scheduled Castes and Scheduled Tribes selected for various Class III and Class IV posts in the Mormugao Port Trust services is presumably due to the fact that the Employment Exchanges still do not have sufficient candidates with requisite qualifications to apply for various jobs in the Port Trust. Moreover, the orders regarding reservations for Scheduled Castes and Scheduled Tribes could be implemented only from the 18th March, 1970. Prior to that, the Port Administration had 20 Scheduled Caste employees on their establishment. As on the 1st September, 1972, with the implementation of the orders regarding reservations, the number has increased to 41 Scheduled Caste and three Scheduled Tribe employees.

*Cochin Port Trust*

2.80. The Cochin Port Trust has stated that the reservation orders in favour of the Scheduled Castes and Scheduled Tribes in that Port Trust came into effect from the year 1950. The recruitment made from 1950 to 1st January, 1972 has been stated to be as follows:—

Category	Total No. of employees recruited.	No. of Scheduled Castes	Percentage	No. of Scheduled Tribes	Percentage
Class I . . .	31	..	..	..	..
Class II . . .	38	3	7.9	..	..
Class III . . .	1208	153	11.7	57	4.4
Class IV . . .	864	124	14.4	42	4.9

Further, certain employees in the work-charged establishment and in the category of monthly paid workmen to whom the reservation orders do not apply were brought on the regular establishment in 1966 and included in the total number of employees.

#### *Madras Port Trust*

2.81. It has been stated that the reservation orders were made applicable in the Madras Port Trust with effect from 1953. The recruitment made since 1953 is as follows:—

Category	Total No. of vacancies arose	No. of posts reserved for		Total No. of candi- dates recruited	No. of candidates appointed		Excess of short- fall.	
		S.C.	S.T.		S.C.	ST	S.C.	S.T.
Class I	58	7	3	58	2		—5	—3
Class II	17	2	1	17	3		+1	—1
Class III	2750	458	138	2750	324	35	—134	—103
Class IV (excluding swee- pers)	2663	444	133	2663	511	143	+67	+10
Sweepers.	102	17	5	102	48	..	+31	—5

It has been stated that the shortfall in Classes I, II and III is due to non-availability of suitable candidates in various categories, especially in respect of posts for which technical or specialist qualifications are required.

#### *Visakhapatnam Port Trust*

2.82. In a note explaining the reasons for the huge shortfalls in the various classes of posts in the Visakhapatnam Port Trust, the Visakhapatnam Port Trust has stated that majority of the higher grade Class I posts are filled by promotion from the lower grade Class I posts only. Further, Scheduled Caste|Tribe candidates are not available for the lowest category of Marine posts i.e. Dredger Chief Officer, Dredger Second Engineer etc. which are filled by direct recruitment. The Scheduled Tribe candidates with sufficient qualifications and experience are not available even for non-technical posts. In Class II also, almost all the posts are promotional posts from senior supervisory Class III cadres. As the Scheduled Caste and Scheduled Tribe candidates in the lower cadres were not available in adequate number, these posts could not be filled in by Scheduled Caste|Scheduled Tribe candidates to the extent required. As

regards Class III and Class IV posts, majority of the posts are skilled and technical posts and it has been found difficult to get Scheduled Caste/Scheduled Tribe candidates, particularly belonging to Scheduled Tribes, with requisite qualifications and experience.

2.83. When asked why the Visakhapatnam Port Trust does not have even a single Scheduled Caste/Tribe employee in the Project Department of the Chief Engineer, the Port Trust authorities have stated that the Outer Harbour Project is an extremely tight time-bound difficult project, which is required to be completed by May, 1974, failing which the Government will incur heavy expenditure by paying compensation to the Japanese Steel Mills. In view of the limited period available for completion of this complicated Engineering Project estimated to cost over Rs. 60 crores, it has been provided in the Recruitment Rules for the various posts created for the Outer Harbour Project, that the departmental candidates available in the Inner Harbour with experience should be considered first. In the case of higher technical and accounts posts, the vacancies are being filled up, only by deputation with the requisite expertise, from other Government organisations and Accountant General, Andhra Pradesh. Since there are no experienced Scheduled Caste/Scheduled Tribe candidates in the Inner Harbour, it has not been possible to fill up the vacancies in the Outer Harbour Project with such candidates. The position as on the 1st June, 1972 is that out of the total number of 168 Class III posts in the two departments of the Outer Harbour Project, there are seven Scheduled Caste employees.

#### *Calcutta Port Commissioners*

2.84. The Commissioners for the Port of Calcutta have given the following reasons for the shortfalls in the vacancies reserved for Scheduled Caste and Scheduled Tribe employees:

#### *Class I and Class II categories*

- (i) Majority of the direct recruit posts in the above categories are technical posts and there is a dearth of technically qualified Scheduled Caste and Scheduled Tribe candidates.
- (ii) There is no non-technical Class I post in this Port which is normally filled by direct recruitment.
- (iii) The scope for direct recruitment to non-technical Class II posts is very limited.

It has also been stated that recently the Commissioners for the Port of Calcutta have succeeded in recruiting two Sche-

duled Caste candidates in the cadre of Assistant Superintendents (the only cadre in Class II (non-technical category) filled by direct recruitment who are now doing their probationary service. In future, the Commissioners for the Port of Calcutta intend to contact the Pre-Examination Training Centre at Allahabad for promising Scheduled Caste and Scheduled Tribe graduates and post graduates, for suitable Scheduled Caste and Scheduled Tribe candidates, when recruitment takes place, to the cadre of Assistant Superintendents.

### *Class III categories*

..

The shortfall of Scheduled Castes and Scheduled Tribes in the Class III category is stated to be due to the following reasons:

- (i) A fair number of direct-recruit-posts in this category are technical posts and there is a dearth of Scheduled Caste and Scheduled Tribe candidates with the requisite technical qualifications.
- (ii) A considerable number of posts in this category are promotional posts filled on the principle of "seniority-cum-fitness".
- (iii) No significant recruitment has taken place in this cadre since the year 1958.
- (iv) There is a general dearth of Scheduled Tribe candidates even for non-technical Class III posts.

### *Class IV categories*

Though there may be shortfalls in the number of Scheduled Caste employees in some individual departments, the over-all position of Class IV Scheduled Caste employees of the Commissioners for the Port of Calcutta is not unsatisfactory. Including sweepers, the percentage works out to 26 and excluding sweepers to 22.

There is a huge shortfall in Scheduled Tribe employees in the Class IV category the reason for which is stated to be that Scheduled Tribe candidates do not offer themselves for appointment in sufficient number: \* 71

### MEASURES TO MAKE GOOD THE SHORTFALLS

2.85. Asked during evidence by what time the Ministry of Shipping and Transport would be able to fill all the vacancies reserved for

Scheduled Caste and Scheduled Tribe candidates in the services of the various Port Trusts, the representative of the Ministry has stated:

"The point is that appointments are not made by us, so that I can myself give an assurance of any kind about the time-limit. We shall take up the matter with the Port Trusts and see that they take it up immediately."

2.86. About the efforts made by the Ministry of Shipping and Transport in the matter of recruitment of qualified technical personnel, the representative of that Ministry has stated that during the last three years, the number of Scheduled Caste/Tribe candidates is steadily increasing. They are trying to get eligible candidates for such posts. The standards are lowered for Scheduled Castes and Scheduled Tribes. The *viva voce* standards are also lowered. The total percentage of marks is also lowered in their case.

2.87. In this connection, the Chairman of the Mormugao Port Trust has made the following suggestions in order to improve the representation of Scheduled Castes and Scheduled Tribes in the services:

".....There has not been adequate response from Scheduled Castes and Scheduled Tribes to our advertisements. Enquiries with the various Organisations for Scheduled Castes and Scheduled Tribes also do not indicate any satisfactory response. To overcome these difficulties, it is suggested that a Zonal Organisation on the system of Employment Exchange exclusively for Scheduled Castes and Scheduled Tribes be created. This Organisation should enroll only candidates belonging to the Scheduled Castes and Scheduled Tribes and if necessary exchange information with other Zonal Organisations. This Zonal Organisation should periodically circulate lists of candidates to employers who have adopted reservation schemes for Scheduled Castes and Scheduled Tribes. It is also suggested that personnel manning such Zonal Organisations should be from the Scheduled Castes and Scheduled Tribes.

It is also felt that periodic surveys be made with regard to the Scheduled Caste and Scheduled Tribe candidates available in the various specialised branches of learning so that adequate attention can be paid by the Government and other national bodies for improved educational facilities for Scheduled Castes and Scheduled Tribes in fields where they are lagging behind."



*Ad hoc Recruitment*

2.88. The representative of the Ministry of Shipping and Transport has agreed during evidence to consider the suggestion made by the Committee that *ad hoc* or special recruitments should be made by the various Port Trusts to make good the shortfalls of Scheduled Caste/Tribe employees in the services of the respective Port Trusts.

2.89. Subsequently, in a written note furnished to the Committee, the Ministry of Shipping and Transport have stated that the Port Trusts have been requested to consider the question of making *ad hoc* recruitment wherever necessary, to make good the shortfalls, based on live carried-forward vacancies where the carry-forward system is being followed and on the basis of requirements in other cases.

*Seats for Scheduled Castes/Tribes in I.T.Is.*

2.90. Asked whether the Ministry of Shipping and Transport have taken up with the Directorate General of Employment and Training the question of increasing the number of seats allotted to Scheduled Castes and Scheduled Tribes in the various Industrial Training Institutes so that technically qualified Scheduled Caste/Tribe candidates could be forthcoming for employment in the Port Trusts, the representative of the Ministry has stated that they have not done this so far but they may do so hereafter.

*Marine Engineering Colleges*

2.91. Asked whether the Port Trusts were intimating their requirements to the Marine Engineering Colleges or Industrial Training Institutes so that they could consider the question of augmenting the number of seats or introducing courses suited to the requirements of the Port Trusts, the representative of the Ministry of Shipping and Transport has stated during evidence that they have done that in some individual cases. He has added that at the instance of the Ministry of Shipping and Transport, a Post-Graduate Diploma Course in Harbour Engineering has been started at Bombay to which candidates are sponsored by various Port Trusts and State Governments.

*Copies of advertisements to local MPs/MLAs*

2.92. The Ministry of Shipping and Transport have agreed in a written note furnished to the Committee that copies of advertisements for recruitment in the various Port Trust could also be sent to the local MPs/MLAs belonging to Scheduled Castes/Tribes. They

have, however, added that this is a matter in which it would be appropriate for the Department of Personnel to take a view because the existing orders issued by that Department do not provide for this.

*Liaison with Pre-Examination Training Centres*

2.93. In a written note furnished to the Committee, it has been stated that at present no liaison is maintained by the Port Trust authorities with the Pre-Examination Training Centres nor are vacancies reserved for Scheduled Castes and Scheduled Tribes notified to those Centres. Copies of advertisements can also be sent to such Pre-Examination Training Centres wherever these have been set up and where the training imparted is considered useful for any posts in the Port Trusts.

2.94. The Committee are distressed to find that there is very meagre representation of the Scheduled Castes and Scheduled Tribes in the services of all the Port Trusts in almost all the categories of posts. From the statements made available to the Committee, it is noticed that there is not a single Scheduled Tribe officer holding a Class I or Class II post in these Port Trusts, except in the Bombay Port Trust. Even in the Bombay Port Trust, there is only one Scheduled Tribe officer out of a total of 466 officers. In the case of Scheduled Castes, there is not a single person belonging to these communities holding a Class I or Class II post in the Mormugao Port Trust. In the Office of the Calcutta Port Commissioners, there are only four Scheduled Caste Officers holding Class II posts out of a total strength of 846 officers in Class I and Class II posts. Even in Class III and Class IV posts the position is far from satisfactory. In the circumstances, the Committee need hardly emphasise that unless all the order|instructions on the subject are followed in letter and spirit by all the Port Trusts, the position of the Scheduled Castes and Scheduled Tribes in the services of the Port Trust is not likely to improve. The Committee would like to impress upon the Ministry of Shipping and Transport and all the Port Trusts the urgent need to devise adequate checks to ensure rigid implementation of the extant orders on the subject.

2.95. The Committee are of the opinion that the Ministry of Shipping and Transport should have conducted a survey about the employment of Scheduled Castes and Scheduled Tribes in the Port Trusts in view of their poor representation. The Committee would urge the Ministry to conduct such a survey without delay so that effective steps may be taken to improve their representation in the services of the Port Trusts.

2.96. The Committee need hardly emphasise that there is an imperative need for all the Port Trusts to resort to ad hoc or special recruitment confined only to the Scheduled Castes and Scheduled Tribes to make up the backlog and to improve their present representation in the services of the Port Trusts.

2.97. The Committee suggest that the Port Trusts should inform the Industrial Training Institutes and the Marine Engineering Colleges the types of special knowledge or skills required for the various posts in the services of the Port Trusts so that those Institutions may, if necessary, reorientate their courses.

2.98. The Committee would like the Port Trusts to establish a close coordination and liaison with Departments of Social Welfare of the concerned State Governments and also with the Director General of Employment and Training, the Marine Engineering Colleges, I.I.Ts., I.T.Ie., etc., with a view to find out suitable Scheduled Caste/Tribe candidates for employment in the various services of the Port Trusts. The Ministry of Shipping and Transport should examine whether a Zonal Organisation, as suggested by the Chairman, Mormugao Port Trust, could be established for the purpose.

2.99. The Committee suggest that copies of all advertisements for recruitment in the services of the Port Tribes should simultaneously be sent to the members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, local Scheduled Caste and Scheduled Tribe members of Parliament and members of concerned State Legislatures so that they could also help in sponsoring suitable Scheduled Caste and Scheduled Tribe candidates for employment in the Port Trusts. Copies of such advertisements should also be sent to all the Pre-Examination Training Centres for Scheduled Castes and Scheduled Tribes.

#### H. In-Service Training

2.100. Information received from the various Port Trusts reveals that at present no in-service training facilities exist in the various Port Trusts for Scheduled Castes and Scheduled Tribes exclusively to enable them to come up to the general level. Scheduled Caste/Tribe employees are, however, given in-service training as and when required along with other employees of the Port Trusts. When this point was discussed during the course of evidence, the Chairman Bombay Port Trust, has stated as follows:

"As far as providing in-service training in respect of Scheduled Castes and Scheduled Tribes is concerned, we do

not have any provision because our percentage is adequate. In the case of Scheduled Tribes also presently there is no practice of providing any in-service training. In respect of officers I am unlikely to get technically qualified people from outside in the immediate future. I was, therefore, considering for some time past whether I could provide some in-service training outside working hours to Class III Scheduled Caste/Tribe personnel so that they can come up to Officers' standard. But I have not yet been able to make up my mind."

2.101. The *Mormugao Port Trust* has stated in a written note furnished to the Committee that they have decided to implement the recommendation of the Yardi Working Group made in its Report (1967) for providing in service training to Scheduled Caste/Tribe employees.

2.102. The *Commissioners for the Port of Calcutta* have stated that at present there is no arrangement for imparting in-service training to Scheduled Caste and Scheduled Tribe employees as contemplated in the recommendation of the Yardi Working Group in its report. The feasibility of giving in-service training to Scheduled Caste and Scheduled Tribe employees in non-technical and quasi-technical posts, to enable them to better their prospects, is being examined. In taking a decision in the matter, the Commissioners for the Port of Calcutta will have to take into account the possible repercussions among other groups of employees.

2.103. In reply to a question, the representative of the Ministry of Shipping and Transport has stated during evidence:

"About in-service training, we held recently some discussion with the Chairman of the Port Trust and I think we will be taking up the matter with them to find out in what areas such training can be introduced with some results. It is likely that there are some institutions in big cities where they may be taking the advantage but we would like to make a study of that."

2.104. It was suggested to a Study Group of the Committee which visited the Cochin Port Trust on the 26th June, 1972 that in order to improve the representation of the Scheduled Castes and Scheduled Tribes in the posts of Marine Engineers and Pilots, they could be given practical training on board the Training Ship

*Rajendra.* Asked whether the Ministry of Shipping and Transport have made any arrangements for the training of Scheduled Caste|Tribe employees in the above mentioned fields, the representative of the Ministry has stated during evidence that reservations for 15 per cent seats for Scheduled Castes and 5 per cent seats for Scheduled Tribes are made in the Directorate of Marine Engineering and on the Training Ship.

2.105. Asked whether the Ministry would consider introduction of a scheme for taking Scheduled Caste and Scheduled Tribe students for giving them special training in Marine Engineering etc. to achieve the percentage reserved for them, the representative of the Ministry of Shipping and Transport has stated that their main institutions are in Calcutta and Bombay. They have also addressed to the State Governments in this regard. He has added:

"In collaboration with the State Governments, we are trying to do what we can. We have addressed them by saying that we do not have sufficient number of Scheduled Caste and Scheduled Tribe candidates and so the quota reserved for them is not fulfilled, it is requested that the training in the combined categories should be given to them in the pre-examination training centres. We shall follow it up and see what kind of training the State Governments are able to give."

2.106. The Committee feel that unless a special in-service training programme, especially for those Scheduled Caste/Tribe candidates who have been recruited by lowering the standards, is initiated by the various Port Trusts, it may be very difficult to bring such employees at par with others and make them suitable for higher posts. The Committee note that the Mormugao Port Trust has decided to implement the recommendation of the Yardi Working Group for providing in-service training to the Scheduled Caste and Scheduled Tribe employees and hope that it will help in improving their prospects in the services of the Mormugao Port Trust. The Committee recommend that the other Port Trusts should also draw up programmes for the in-service training of their Scheduled Caste and Scheduled Tribe employees.

## I. Maintenance of Rosters

2.107. The *Bombay Port Trust* has stated in a note furnished to the Committee that the Port Trust maintains rosters in its Estate, Railway, Accounts, Port and Stores Departments. When asked about the authority that checks the rosters, the Bombay Port Trust has stated that the rosters prescribed for Government services are for periods of three years at a time, while in the Bombay Port Trust, reserved vacancies are not carried forward from one year to another. There is, therefore, no need to maintain the rosters in the Bombay Port Trust and the question of their checking does not arise.

2.108. The *Mormugao Port Trust* has stated that the Port Trust is maintaining the rosters in the prescribed proforma, strictly in accordance with the Government of India orders on the subject. Each Head of Department is responsible to ensure that the roster is being maintained properly in respect of his Department. Scrutiny is also made by the General Administration Department through returns submitted by each Department.

2.109. The *Cochin Port Trust* has stated that the Port Trust maintains the rosters according to the directions of the Government of India contained in the Ministry of Transport Letter No. 14-P. II(26)/52 dated the 29th March, 1952. The various categories of posts are divided into Classes I, II, III and IV. A single roster for each Class of posts is being maintained for the whole Port. A common roster is maintained for both temporary and permanent appointments in each Class. In respect of Class III and Class IV promotion posts filled up by selection, separate rosters are being maintained. The rosters are being checked by the Secretary of the Cochin Port Trust periodically.

2.110. The *Madras Port* has stated that rosters are maintained by the different Departments of the Port for the groups of posts as given below:—

- (1) (a) For all the posts coming under Classes I and II in the Engineering Department, the roster is maintained by the Engineering Department.

(b) For all the posts coming under Classes I and II in the Departments *other than* Engineering, the roster is maintained by the Secretary's Department.

- (2) For Class III posts on the Schedule of Staff in each Department, the roster is maintained by the Department concerned.

- (3) (a) For Class IV posts on the Schedule of Staff in the Secretary's Department and Accounts Department, the roster is maintained by the Accounts Department.
- (b) For Class IV posts on the Schedule of Staff in other Departments, the roster is maintained by the Department concerned.
- (4) (a) For posts of Messengers on the Schedule of Artisans and Labourers in the Secretary's, Accounts, Medical and Traffic Departments, the roster is maintained by the Traffic Department.
- (b) For other posts on the Schedule of Artisans and Labourers in each Department, the roster is maintained by the Department concerned.

The Rosters are checked by an official nominated by the various Heads of Departments under the overall responsibility of the Head of the Department.

2.111. During the visit of a Study Group of the Committee to the Madras Port Trust on the 28th June, 1972, it was observed that some of the rosters maintained by the Madras Port Trust were defective. The procedure regarding maintenance of rosters was explained by the Study Group to the officers present who had stated that henceforth the rosters of all the Departments would be centrally maintained in the Secretary's Department so that the Secretary could keep a proper check on their maintenance.

2.112. The *Visakhapatnam Port Trust* has stated that the Port Trust maintains rosters as per the Government's instructions. For Class III and IV posts, the rosters are maintained category-wise for direct recruitment and promotion separately. The *Visakhapatnam Port Trust* has stated that prior to the 1st January, 1972, combined rosters were maintained for all Class I and Class II posts. From the 1st January, 1972, the position has been reviewed and for the purpose of maintenance of rosters, the Class I and Class II posts have been grouped into six categories viz:—

Group I	. Rs. 350—900 Rs. 350—800 Rs. 325—800
Group II	. Rs. 400—950
Group III	. Rs. 750—1200 Rs. 700—1250 Rs. 700—980

Group IV . . . . .	Rs. 1100—1400
Group V . . . . .	Rs. 1000—1750 Rs. 1000—1850 Rw. 1050—1700
Group VI . . . . .	Rs. 900—1550 Rs. 950—1600 Rs. 800—1250

The concerned Heads of Departments are held responsible to ensure that the reservations made in favour of the Scheduled Castes/Tribes are actually fulfilled. The Deputy Chairman or an Officer duly authorised by him is empowered to inspect the relevant records, if necessary. If any lapses are noticed, necessary instructions are issued for strict compliance of the Government Orders.

2.113. The *Calcutta Port Commissioners* have stated that the rosters, following the 40-point model for Class I and Class II posts, and 100-point model for Class III and Class IV posts prescribed by the Ministry of Home Affairs, Government of India, are maintained by every establishment centre in the Port for every category of vacancy filled by direct recruitment. The model is strictly followed in filling up vacancies as and when they arise. The Liaison Officer appointed to ensure that reservation orders and other concessions available to Scheduled Castes/Scheduled Tribes are properly implemented, had been given the responsibility of checking the rosters at regular intervals.

2.114. The Committee are distressed to note that the **Bombay Port Trust** does not maintain the prescribed rosters to give proper effect to the reservations for Scheduled Castes/Tribes in their services. The Committee feel that rosters are the only mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in the services of the Port Trusts and that it would cease to have any significance if they are not maintained properly. Further, unless all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled and their appointments are in fact made according to the points mentioned in the roster, the position regarding the representation of the Scheduled Castes and Scheduled Tribes in the services of the Port Trusts is not going to improve. The Committee would, therefore, like to emphasise that the rosters should be maintained by all the Port Trusts in accordance with the extant orders on the subject and checked regularly by a senior officer of the concerned Port Trust. The Ministry of Shipping and Transport should also ensure that the rosters are maintained properly.

2.115. In this context, the Committee have been unhappy to note that the **Bombay Port Trust** does not carry forward the unfilled reserved vacancies of Scheduled Castes and Scheduled Tribes for the



next three recruitment years as is laid down in the Government of India orders on the subject vide the Ministry of Home Affairs O.M. No. 27/25/68-Est(SCT), dated the 25th March, 1970. The Committee would call upon the Ministry of Shipping and Transport to ensure that all the Port Trusts scrupulously follow the orders issued by the Government of India in favour of the Scheduled Castes and Scheduled Tribes.

2.116. The Committee regret to find that rosters have not been properly maintained in the various Departments of the Madras Port Trust. The Committee have taken note of the fact that the Madras Port Trust has now decided to centralise the maintenance of rosters in the Secretary's Department. The Committee hope that the Secretary of the Madras Port Trust will keep a strict watch on the maintenance of rosters relating to the recruitment in the various Departments of the Port Trust and ensure that not only the prescribed percentages of reservations for Scheduled Castes and Scheduled Tribes are fulfilled, but that the back-log of the carried-forward vacancies is cleared as early as possible.

#### J. Dereservations

2.117. The Committee desired to know the number of posts dereserved by the various Port Trusts in each of the categories of posts during the last three years. The information received from the various Port Trusts is tabulated below:

##### *Bombay Port Trust*

Year	Number of posts dereserved			
	Officers (Class I)		Clerical Staff.	
	S.C.	S.T.	S.C.	S.T.
1969 . . . . .	3	1	27	11
1970 . . . . .	4	1	22	9
1971 . . . . .	2	1	22	9

(NOTE : There are only four posts in Class II in the Bombay Port Trust.)

##### *Mormugao Port Trust*

Category	No. of posts dereserved	
	S.C.	S.T.
<b>1970</b>		
Computer . . . . .	1	1
Staff Nurses. . . . .	2	1
Ayah . . . . .	1	..
Sweeper . . . . .	1	..

Category		No. of posts dereserved	
	1971	S.C.	S.T.
Asst. Medical Officer . . . . .		1	
Clerk . . . . .			8
Engineering Asstt. Gr. II . . . . .		1	
Motor Vehicle Driver . . . . .			2
Stenographer . . . . .			1
Gangman . . . . .			1
1972			
Asst. Engineer (Marine) . . . . .		1	
Engineering Asst. Gr. III . . . . .			1
<i>Cochin Port Trust</i>			
1969			
Class I, II, III & IV . . . . .		Nil.	
1970			
Class I & II . . . . .		Nil.	
Class III—			
Direct recruitment . . . . .		Nil.	
Promotion by selection . . . . .		1	
Class IV—Direct recruitment		2	
1971			
Class I & II . . . . .			
Class III—			
Direct recruitment . . . . .		2	
Promotion by selection . . . . .		3	
Class IV—			
Direct recruitment . . . . .		1	
Promotion by selection . . . . .		1	

*Madras Port Trust*

Schedule of staff	1969		1970		1971	
	S.C.	S.T.	S.C.	S.T.	S.C.	S.T.
Class I . .	1			1		
Class II . .	..	1				
Class III	1	2	2	1	1	2
Class IV . .	2	1	1		6	2
Schedule of Artisans and Labourers. .	5	1	2	1	1	

*Calcutta Port Commissioners*

Category of post.	1969	1970	1971
Class I . .		1	1
Class II . .		4	
Class III & IV . . . . .	55	69	87

2.118. The Committee have been informed during evidence that, so far, no post has been dereserved in the Visakhapatnam Port Trust. They are still carrying forward the quota reserved for Scheduled Castes and Scheduled Tribes.

2.119. It has been stated that all the Port Trusts, except the Calcutta Port, obtain prior approval of the Chairman of the Board of Trustees of the Port Trust concerned before dereserving a reserved vacancy. In the Calcutta Port, no separate authority has been specifically designated for giving final orders for dereservation of a particular vacancy. The concerned Departmental Heads ensure that before a vacancy is dereserved, reasonable attempts have been made to fill the vacancy by a candidate of the concerned community.

2.120. The Committee desired to know the steps taken to find out suitable candidates belonging to Scheduled Castes and Scheduled Tribes before a reserved vacancy is dereserved after carrying forward for three recruitment years. The various Port Trusts have informed the Committee as under:

*Bombay Port Trust*

2.121. During evidence, the Chairman, Bombay Port Trust, has stated:

"The Bombay Port Trust has not accepted continued reservation of vacancies. As far as our percentage is concerned,

it is quite adequate in the sense that it conforms to the orders of the Government. In the case of Scheduled Tribes, we shall have to see. But in the officers' category it is unsatisfactory. I cannot see what I can do for the officers except, of course, in respect of non-technical vacancies. I propose to contact not only the Directorate in Poona but special institutions like the one at Allahabad etc."

In a subsequent note, the Bombay Port Trust has stated that since there is no procedure for dereservation of reserved posts, no Scheduled Caste/Scheduled Tribe Organisations have been approached to sponsor suitable candidates.

#### *Mormugao Port Trust*

2.122. The Chairman, Mormugao Port Trust has stated during evidence:

"First, before dereservation, we will ensure that the procedure laid down has been strictly followed, i.e. we first place the indent on the Employment Exchange and on failing to get Scheduled Caste and Scheduled Tribe candidates, we go in for advertisement on the basis of certificate provided by the Employment Exchange. If still we do not get candidates, we go in for all-India advertisement in all the leading dailies and we write to the associations for Scheduled Castes and Scheduled Tribes all over India. We also write to the Directorate of Employment and Training and the Central Employment Exchange. Then it is proposed to be dereserved. The Chairman will go through the file and see that this procedure is strictly followed. The procedure for reservations started in Mormugao Port Trust from 18th March, 1970. The question of lapse has not arisen."

#### *Cochin Port Trust*

2.123. The Chairman, Cochin Port Trust, has stated during evidence that they dereserve a reserved vacancy after going through all the formalities mentioned by the Chairman, Mormugao Port Trust. In a note furnished to the Committee, it has been stated that during the last three years, two reserved vacancies in Class III and three reserved vacancies in Class IV posts have been dereserved. As regards the former, the two vacancies were twice notified to the various Scheduled Caste/Tribe Organisations but there was no response. As regards the latter, two out of the three vacancies were notified together and the other separately, once each to the various

Scheduled Castes/Scheduled Tribes Organisations but no candidate of the required community was sponsored. The Cochin Port Trust has added that in the case of promotion posts, the above formalities are not contemplated in the Government orders.

#### *Madras Port Trust*

2.124. In a written note furnished to the Committee, the Madras Port Trust has stated that efforts are made to secure sufficient number of Scheduled Caste/Scheduled Tribe candidates through Employment Exchanges and/or by advertisement in the press. Copies of such notifications/advertisements are invariably sent to the recognised Organisations of the Scheduled Castes/Scheduled Tribes.

#### *Visakhapatnam Port Trust*

2.125. It has been stated by the Visakhapatnam Port Trust that in respect of Class I and Class II posts, where the appointment is by direct recruitment, whenever a post is reserved for Scheduled Castes and Scheduled Tribes, besides advertising in newspapers, copies of advertisements are sent to the following organisations:

##### *Scheduled Castes:*

The Andhra State Depressed Classes League; Eluru, West Godavari District.

##### *Scheduled Tribes:*

- (1) Andhra Shramic Dharma Rajya Sabha, Kovvuru.
- (2) Andhra Pradesh Adimjathi Sevak Sangh, Hyderabad.

During the last three years the Scheduled Caste Organisations have been approached for sponsoring candidates on four occasions and Scheduled Tribe Organisations on two occasions, but they have not recommended any candidates. In the case of Class III and Class IV posts, whenever the local Employment Exchange was not able to sponsor the candidates for reserved posts, the Scheduled Castes Association has been addressed to sponsor the candidates. During the last three years, the Association has been approached on nine occasions to sponsor Scheduled Caste candidates. But there was no response even on a single occasion. In the case of posts reserved for the Scheduled Tribes, the Organisations were being requested to sponsor Scheduled Tribe candidates with effect from the 1st September, 1972. So far, on one occasion, the Scheduled Tribe Organisations were requested to sponsor Scheduled Tribe candidates in the case of a Class III post.

*Calcutta Port Commissioners*

2.126. The Calcutta Port Commissioners have stated that it has not been the practice with them so far to approach the Scheduled Castes/Tribes Organisations a second time in respect of a particular vacancy or a set of vacancies, after the said Organisations have failed to respond to the first requisition or have failed to send up sufficient number of Scheduled Caste and Scheduled Tribe candidates against the said requisition.

2.127. The Committee are unhappy to note that a large number of posts reserved for Scheduled Castes/Tribes have been dereserved, especially in the Bombay Port Trust and in the Office of the Commissioners for the Port of Calcutta. The Committee feel that in view of the meagre representation of Scheduled Castes/Tribes in the services of the various Port Trusts, they should explore all possible avenues for filling the reserved vacancies before dereservation. The Committee suggest that before a reserved vacancy is dereserved, the Employment Exchanges should be approached again to nominate Scheduled Caste and Scheduled Tribe candidates. The Committee also desire that reasons for dereservation of vacancies should be intimated to the Ministry of Shipping and Transport and the Commissioner for Scheduled Castes and Scheduled Tribes for their information. The number of vacancies dereserved during a year should also be included in the annual reports of the Port Trusts.

## CHAPTER III

### PROMOTIONS

#### A. Promotion Procedure

3.1. The Committee desired to know the procedure for promotion followed by the different Port Trusts in respect of the Scheduled Caste and Scheduled Tribe employees. The information received from the Port Trusts is described below:

##### *Bombay Port Trust*

3.2. Promotions are made on the basis of seniority-cum-suitability in the Bombay Port Trust. Except for about 20 vacancies of 'A' Scale Clerk (corresponding to Upper Division Clerk in Government) in a year, no other posts are filled by limited departmental competitive examination. There are no posts in the Bombay Port Trust classified as 'selection posts'. The question of making reservations for Scheduled Castes/Tribes in promotions does not, therefore, arise in the Bombay Port Trust.

The number of employees promoted from Class II to Class I, Class III to Class II and from Class IV to Class III during 1969 to 1971 and the number of Scheduled Castes/Scheduled Tribes among them is given below:

No. of Employees promoted from	1969			1970			1971		
	Total	S.C.	S.T.	Total	S.C.	S.T.	Total	S.C.	S.T.
Class III to Officer	12	2		11			8	1	
Class IV to Class III	198	12	7	195	12	3	149	18	2

##### *Mormugao Port Trust*

3.3. In the Mormugao Port Trust, candidates eligible for promotion are recommended by the Departmental Promotion Committee. The Departmental Promotion Committee meets once or twice a year as may be necessary and prepares 'Select List' of employees fit for appointment against the promotion quota of vacancies in the various grades or posts. Where promotion is made on the basis of merit normally the field of selection is not less than three times and not

more than five times the number of vacancies subject to employees with necessary qualifications or experience being available. The Departmental Promotion Committee may, at its discretion, alter these limits to suit exceptional circumstances. Employees are arranged according to the order of merit adjudged by the Departmental Promotion Committee and the Select List so prepared is utilised for filling up vacancies likely to arise during the course of the year. While adjudging the merits of any employee, due regard is given to his seniority also.

Regarding reservations for Scheduled Castes and Scheduled Tribes in Promotion, the Mormugao Port Trust has stated that the proposal to amend the Mormugao Port Employees (Recruitment, Seniority and Promotion) Regulations, 1964 with a view to provide for reservation of vacancies for Scheduled Castes/Tribes has since been approved by the Mormugao Port Trust Board at its meeting held on the 23rd September, 1972 and sanction of the Central Government to this amendment is being obtained after due notification of the amendment in the official Gazette.

#### *Cochin Port Trust.*

3.4. In the Cochin Port Trust, promotions to some posts are made on the basis of seniority-cum-fitness and by selection from lower categories in respect of some other posts, in accordance with the relevant recruitment rules and on the recommendations of the Departmental Promotion Committee constituted for the purpose.

3.5. In the Cochin Port Trust, the total number of posts filled by promotion applying the reservation orders during the last three years and the number of Scheduled Castes and Scheduled Tribes among them is given below:

Class	Total No. of posts filled	Number of posts filled by S.C.	S.T.
Class III	67	7	..
Class IV	37	5	I

#### *Madras Port Trust*

3.6. The Madras Port Trust has stated that except in the case of one category of post viz. Assistant Shed Master, promotions to posts are made on the basis of 'seniority subject to fitness.'



3.7. On being asked whether the Madras Port Trust has considered the feasibility of introducing the procedure of promotion by selection at least in some of the other categories of posts in the Madras Port Trust so that the benefit of reservations for Scheduled Castes/Tribes in promotions might be available to such employees, the Committee have been informed that besides the post of Assistant Shed Master, the new post of Chargeman (Electronics), has since been classified as 'selection' post. Apart from the above, a review is proposed to be made with a view to seeing whether more supervisory posts could be classified as 'selection' posts. In conducting such a review, the Madras Port Trust will, however, have to reckon with possible agitation from the affected employees and Labour Unions as this will result in making a departure from the existing rules.

#### *Visakhapatnam Port Trust*

3.8. The Visakhapatnam Port Trust has stated that the Government orders in respect of promotions have been implemented with effect from the 14th April, 1970. In reply to a question, the Visakhapatnam Port Trust has stated that at the time of selection, Scheduled Caste/Tribe candidates are given one grading higher than the grading in their confidential reports for the purpose of selection.

#### *Calcutta Port Commissioners*

3.9. The Calcutta Port Commissioners have stated that they have not adopted the principle of reservation in promotional vacancies. All the promotions in the lower categories are generally made on the basis of seniority-cum-suitability. The promotions are more or less automatic unless there are adverse remarks in the confidential reports of the person due for promotion on the basis of seniority. The Standing Establishment Committee screen such promotions, if the candidates are to move from Class II to Class I posts and the Class II posts are not in the direct line of promotion.

3.10. The Committee desired to know, during evidence, whether the Ministry of Shipping and Transport have made any study of the promotion procedures prevailing in the various Port Trusts and considered the desirability of evolving a uniform promotion procedure in all the Port Trusts. The representative of the Ministry of Shipping and Transport has stated:

"As a matter of fact, it has been our endeavour for some time to see that the Port Trusts adopted the directive of the Bureau of Public Enterprises."

3.11. Subsequently, in a written note, the Committee have been informed by the Ministry of Shipping and Transport that all the Port Trusts have been requested to adopt the principles mentioned in the draft directive prepared by the Bureau of Public Enterprises, in the shape of Regulations. Once this is done, uniformity will be ensured in the procedure for reservation in promotion of Scheduled Caste/Scheduled Tribe candidates.

3.12. The Committee regret to find that very few Scheduled Castes and Scheduled Tribes have been promoted in the various Port Trusts during each of the last three years. Now that the Government of India have issued orders for providing reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion on the basis of seniority *vide* the Cabinet Secretariat (Department of Personnel) O.M. No. 27/2/71-Est (SCT), dated the 27th November, 1972. (See Appendix II), the Committee recommend that all the Port Trusts should adopt these orders immediately and ensure their implementation so that more and more Scheduled Castes and Scheduled Tribes may be promoted to higher posts.

#### B. Supersessions

3.13. The Committee desired to know the number of Scheduled Caste and Scheduled Tribe employees who have been superseded by others in the matter of promotions on the basis of seniority subject to fitness in the various categories of posts in the Port Trusts during the last three years. The Port Trusts of Mormugao and Visakhapatnam and the Calcutta Port Commissioners have stated that no Scheduled Caste or Scheduled Tribe employee has been superseded by others in their organisations during each of the last three years.

3.14. The Bombay Port Trust has stated that from the available records, it can be said that no Scheduled Caste/Tribe employee has been superseded in promotion in the Bombay Port Trust during the last three years. Asked during evidence whether any Scheduled Caste employee had been superseded when eleven persons were promoted to the Officers' cadre in 1970, the representative of the Bombay Port Trust has replied in the negative.

3.15. The Cochin Port Trust has stated that there has been only one case of supersession of a Scheduled Caste employee during the last three years, the details of which are given below:

"In the year 1969 a Scheduled Caste, Shed Writer (Class III post) was superseded by others in the matter of promo-

tion on the basis of seniority-cum-fitness since he was censured for preferring a bogus claim for Children's Educational Allowance. He was, however, promoted in January, 1970 to the post of Tally Supervisor."

3.16. The Madras Port Trust has stated that none of the Scheduled Castes/Tribes, who were due for promotion, have been superseded during the last three years. However, recently, in August, 1972, the Port had to supersede one Scheduled Caste Officer in the scale of Rs. 400—400—450—30—600—35—670—EB—35—950 in the matter of promotion to the post of Deputy Traffic Manager in the scale of 700—40—1150—50|2—1250 on grounds of inefficiency and bad record of service. Prior sanction of the Ministry of Shipping and Transport has been obtained in that case.

3.17. The Committee would like that an annual statement showing cases involving supersession of Scheduled Castes and Scheduled Tribes in each of the Port Trusts should be sent to the Ministry of Shipping and Transport 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 respective Port Trusts.

### C. Confirmation

3.18. The Committee desired to know the position regarding reservations in confirmations for Scheduled Caste/Tribe employees in various Port Trusts. The replies furnished by the various Port Trusts are described below:

#### *Bombay Port Trust*

3.19. There is no reservation in confirmation in posts for Scheduled Castes/Tribes. Confirmations are normally made according to seniority and suitability.

#### *Mormugao Port Trust*

3.20. In posts/services filled by direct recruitment, reservation is made for Scheduled Castes and Scheduled Tribes both at the time of initial appointment on a temporary basis as well as at the time of confirmation. In the case of a service/post to which the general principles of seniority, as laid down in the Ministry of Home Affairs O.M. No. 9|11|55—RPS, dated the 22nd December, 1959 apply, all permanent officers of the service/post are ranked senior to persons who are officiating in that grade. Thus, in accordance with

the order of the 22nd December, 1959, after confirmation, the Scheduled Caste/Tribe officers rank senior to temporary/officiating officers of the grade and amongst the permanent officers of that grade, their seniority follow the order of confirmation.

#### *Cochin Port Trust*

3.21. The reservation orders are being applied in the case of confirmation also, and according to the orders contained in the Ministry of Home Affairs Office Memorandum No. F.18(2)-E(Spl)/60 dated the 24th March, 1960, 80 per cent of the temporary posts which have been in existence for a continuous period of not less than three years and are likely to be required on a permanent basis can be converted into permanent ones. The position of temporary posts is reviewed in accordance with the above orders and eligible employees confirmed in the posts so converted, along with the vacancies caused due to retirement, death, resignation etc.

It has been stated that observance of these orders has caused agitation among the staff and an employee has filed a suit against observance of the reservation orders in the case of confirmation, thereby overlooking his seniority. The case is still pending in the Court.

3.22. Asked whether any complaints have been received regarding the deliberate delay in the confirmation of Scheduled Caste/Tribe employees, it has been stated in a note furnished to the Committee by the Cochin Port Trust:

“As the vacancies arising on the retirement, resignation, discharge, death etc., of employees are few and far between, the practice in vogue is to fill up such vacancies substantively along with the filling up of the posts converted into permanent ones after verifying the points to be reserved for Scheduled Castes/Tribes in the roster maintained for the purpose. However, it has been decided that in future employees will be confirmed as and when permanent vacancies arise.”

#### *Madras Port Trust*

3.23. The Madras Port Trust has stated in a note furnished to the Committee that reservation is not made for Scheduled Caste and Scheduled Tribe employees at the time of confirmation in res-

pect of direct recruitment posts. In a subsequent note they have stated:

"The Madras Port Trust is now considering taking steps to implement the Government's instructions in the matter, although it has to be mentioned that there will be agitation against this from the employees who will be affected thereby and also from the Labour Unions, as such confirmation will have the effect of interfering with the existing seniority of the employees."

#### *Visakhapatnam Port Trust*

3.24. The employees of the Visakhapatnam Port Trust are confirmed in the order of their recruitment. Thus, after confirmation, the Scheduled Caste|Tribe officers rank senior to temporary|officiating officers of the grade and amongst the permanent officers of that grade. However, in posts filled by promotion, there is no reservation at the stage of confirmation of promotees.

#### *Calcutta Port Commissioners*

3.25. No reservation for Scheduled Castes and Scheduled Tribes is followed in the Office of the Commissioners for the Port of Calcutta in the matter of confirmation of employees. There are certain executive orders adopted by the Port Commissioners in consultation with the recognised Trade Unions, which determine the seniority of an employee in a given cadre. Confirmation is strictly on the basis of seniority so determined. Normal rules for determining seniority is the length of service in the cadre.

3.26. The Committee would like the Ministry of Shipping and Transport to ensure the implementation of the Government of India orders contained in the Ministry of Home Affairs Office Memorandum No. 10/28/68-EST(SCT) dated the 12th September, 1968 regarding reservations for Scheduled Castes and Scheduled Tribes in confirmations by all the Port Trusts scrupulously.

## CHAPTER IV

### ADMINISTRATION

#### A. Annual Statement

4.1. It was stated before a Study Group of the Committee which visited the Bombay Port Trust and the Mormugao Port Trust on the 19th and 23rd June, 1972 respectively, that periodical returns relating to recruitment of Scheduled Caste/Tribe candidates were furnished by those Port Trusts to the Ministry of Shipping and Transport but no comments were received from the Ministry on those returns. On being asked about the action taken by the Ministry of Shipping and Transport on receipt of the annual returns from the Port Trusts, the Ministry have stated as follows:—

“The earliest file available at present pertains to the annual returns for 1966. In accordance with the Ministry of Home Affairs letter No. 17/3/67-Ests(C) dated the 29th June, 1967, all Port Trusts were asked to forward their annual returns in the prescribed form direct to that Ministry. The same procedure was adopted in respect of the return for 1967 as required in the Ministry of Home Affairs O.M. No. 17/4/68-Ests(C) dated the 27th March, 1968. The returns for 1968 were obtained from all Port Trusts as required in the Ministry of Home Affairs O.M. No. 17/4/69-EST (SCT) dated the 13th February, 1969, and forwarded to that Ministry. Similarly, the returns for 1969 were obtained from all Port Trusts in accordance with the Ministry of Home Affairs O.M. No. 17/4/70-Ests(SCT) dated the 4th April, 1970 and forwarded to that Ministry. No comments or objections were received.

In respect of 1970, the Commissioner for Scheduled Castes and Scheduled Tribes wanted the statement in a different proforma *vide* his letter No. 3/16/71-S.U. dated the 21st December, 1970. These were obtained from the Port Trusts and forwarded to the Commissioner for Scheduled Castes and Scheduled Tribes. No comments or objections were received from the Commissioner. In respect of 1971 also, the Department of Personnel prescribed a proforma *vide* their O.M. No. 17/3/70-Estt(SCT) dated the 1st January,

1972. This, however, referred to Government servants only and not to employees of public undertakings. This was not, therefore, circulated to the Port Trusts. Information received from some of the Ports for the year 1971 was, therefore, in the proforma prescribed by the Commissioner for Scheduled Castes and Scheduled Tribes in his letter No. 3/16/71-S.U. dated the 21st December, 1970 and in some cases in the proforma prescribed by the Ministry of Home Affairs in their O.M. No. 17/4/70-Ests(SCT) dated the 4th April, 1970, probably due to certain misunderstanding. The Department of Personnel have now been requested to clarify which proforma should be adopted for the collection of statistical statements for the year 1971 from the autonomous bodies and also to standardise the proforma so that the information for every year in future may be obtained uniformly in the standard proforma. Their clarification is awaited. As soon as the standard proforma and the necessary clarifications are received from the Department of Personnel, the Port Trusts will be requested to furnish the annual statements for 1971 onwards regularly in the same proforma without awaiting specific advice each year.

All the six Port Trusts have furnished annual statements for the year 1971 on the dates mentioned against each:

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(1) Bombay Port Trust . . . . .	25-8-1972
(2) Mormugao Port Trust. . . . .	30-8-1972
(3) Cochin Port Trust. . . . .	16-5-1972
(4) Madras Port Trust. . . . .	6-10-1972
(5) Visakhapatnam Port Trust. . . . .	11-4-1972
(6) Commissioners for the Port of Calcutta. . . . .	12-9-1972

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These returns have been forwarded to the Department of Personnel."

4.2. The Committee are unhappy to note that the Annual returns are not being submitted in time to the Ministry of Shipping and Transport by the various Port Trusts. The Committee recommend that the Ministry of Shipping and Transport should quickly standardise a proforma in consultation with the Department of Personnel and the Commissioner for Scheduled Castes and Scheduled Tribes, for obtaining annual statement from the various Port Trusts showing the employment, recruitment and other positions of the Scheduled Castes and Scheduled Tribes in the services of the Port Trusts. The

Committee would like the Port Trusts to submit their annual returns showing the employment position and the recruitment made during a calendar year on the prescribed proforma as soon as after the 1st January of the following year as possible and latest by the thirty-first of March. The Committee would urge upon the Ministry of Shipping and Transport to scrutinise carefully the annual returns received from the Port Trusts and point out to the concerned Port Trust the shortcomings, if any, noticed therein, with a view to rectifying them.

#### B. Liaison Officer and Complaints Cell

4.3. The Committee desired to know whether Liaison Officers have been appointed by the various Port Trusts to ensure due compliance by the appointing authorities of the orders and instructions pertaining to reservation of vacancies in favour of the Scheduled Castes and Scheduled Tribes and other benefits admissible to them. The information received from the various Port Trusts is as under:—

##### *Bombay Port Trust*

4.4. The Bombay Port Trust has stated that according to the orders of the Board of Trustees, vacancies reserved for Scheduled Castes and Scheduled Tribes are not carried forward from year to year. Rosters are, therefore, not maintained. The orders issued by the Board of Trustees have to be carried out by the various Heads of Departments who are themselves the appointing authorities in the case of posts, the maximum of the scale of which does not exceed Rs. 350/- per mensem. In the circumstances there is no need for appointing a Liaison Officer in the Bombay Port Trust. The question of adopting the Government orders relating to the reservations for Scheduled Castes and Scheduled Tribes *in toto* will be placed before the Board of Trustees shortly and if they decide to adopt these orders, the question of appointment of a Liaison Officer in the Bombay Port Trust will then be considered.

Regarding machinery for the redressal of the grievances of the Scheduled Caste and Scheduled Tribe employees, it has been stated that the Labour Department of the Bombay Port Trust deals with the grievances of all employees including those belonging to Scheduled Castes and Scheduled Tribes.

##### *Mormugao Port Trust*

4.5. The Secretary, Mormugao Port Trust, has been appointed as Liaison Officer to ensure implementation and coordination in the matters regarding reservations for Scheduled Castes and Scheduled



Tribes. Each Departmental Head of the Port Administration is, however, responsible to ensure that orders regarding Scheduled Castes and Scheduled Tribes are implemented faithfully in the matter of recruitment of Scheduled Castes/Tribes in their respective Departments. The Mormugao Port Trust proposes to create a separate Administrative Cell for this purpose which will, *inter alia*, include the Chairman, Secretary and the Deputy Secretary.

#### *Cochin Port Trust*

4.6. According to the Cochin Port Trust, the existing arrangement is satisfactory, appointment of a separate Liaison Officer is not considered necessary.

Regarding Complaints Cell, the Cochin Port Trust has stated that the complaints and grievances of the Scheduled Caste and Scheduled Tribe employees are attended to by the Secretary/Chairman as and when received. Further, employees are permitted to meet the Chairman during 'Public Time' once a week. A separate Cell for this purpose is, therefore, not considered necessary.

#### *Madras Port Trust*

4.7. No Liaison Officer as such has been formally appointed by the Madras Port Trust. The Secretary as the Head of the Administrative Department deals with representations, grievances and complaints received from the Scheduled Caste and Scheduled Tribe employees and Associations with the approval of the Chairman. Secretary's Department also performs the functions relating to consolidation and submission of annual returns to Government.

#### *Visakhapatnam Port Trust*

4.8. One of the Assistant Secretaries of the Visakhapatnam Port Trust has been appointed as Liaison Officer for the Port to work in the Personnel Wing of the Secretary's Department. He examines the complaints regarding non-compliance of orders regarding representation of Scheduled Castes and Scheduled Tribes and obtains necessary orders from the Chairman.

4.9. The Visakhapatnam Port Trust has stated that they propose to appoint Assistant Personnel Officers in different Departments. It would be one of the functions of the Assistant Personnel Officers to ensure due compliance of the orders concerning Scheduled Castes and Scheduled Tribes by the Departmental Officers. They also propose to create a Cell in the Personnel Wing of the Secretary's Department to review the implementation of reservation orders in all

the Departments and to attend to grievances of Scheduled Caste and Scheduled Tribe employees.

*Calcutta Port Commissioners*

4.10. An Assistant Secretary of the Secretariat of the Calcutta Port Commissioners has been designated as Liaison Officer for ensuring implementation of reservation orders and other concessions available to Scheduled Caste and Scheduled Tribe employees. He would also look into the grievances of Scheduled Caste and Scheduled Tribe employees in service matters.

4.11. The Committee note that the Commissioners for the Port of Calcutta and the Mormugao Port Trust have appointed Liaison Officers to watch the implementation of the reservation orders and other concessions available to the Scheduled Caste and Scheduled Tribe employees. The Committee also note that the Visakhapatnam Port Trust proposes to appoint Assistant Personnel Officers in different Departments of the Visakhapatnam Port Trust to ensure due compliance of the reservation orders by the Departmental Heads and to create a separate Cell to review the implementation of the procedure in all the Departments of the Port Trust and to attend to the grievances of Scheduled Caste and Scheduled Tribe employees. The Committee urge that the other Port Trusts should also appoint Liaison officers and set up Cells to watch the implementation of the orders pertaining to and to look into the grievances of, the Scheduled Castes and Scheduled Tribes.

## CHAPTER V

### MISCELLANEOUS

#### Housing Facilities

5.1. No separate housing facilities have been provided by the Port Trusts to their Scheduled Caste/Tribe employees. Houses are allotted to the Scheduled Caste/Tribe employees under the normal rules, if and when they become eligible. The Committee desired to know the number of Scheduled Caste/Tribe employees allotted accommodation in the various Port Trusts.

5.2. The Chairman of the *Bombay Port Trust* has stated during evidence that:—

“Out of 2212 housing units for Class III, as many as 231 have been allotted to Scheduled Castes and Scheduled Tribes which makes a percentage of 10.4. In Class IV, out of 2375 housing units, 882 are allotted to Scheduled Castes and Scheduled Tribes which makes a percentage of 23.3 for Classes III and IV combined.”

5.3. The Chairman, *Mormugao Port Trust*, has stated during evidence that:—

“We have decided to extend the housing facilities to Scheduled Caste/Tribe employees. But unfortunately, in 1969, there was a long queue, a long list, and the quarters that were built were all occupied. We are certainly agreeable to this suggestion that housing facilities should be given to those persons also who belong to Scheduled Castes and Scheduled Tribes.”

5.4. The Chairman, *Cochin Port Trust*, has stated during evidence that:—

“For Class I Officers, the number of quarters allotted is 47 out of which the number of quarters allotted to Scheduled Castes is 2; Scheduled Tribes Nil. As regards Class II, the number of quarters allotted is 12 out of which 1 quarter has been allotted to a Scheduled Caste employee and none to Scheduled Tribes. For Class III employees, 277 quarters have been allotted out of which 17 are for

Scheduled Caste people and 1 for Scheduled Tribe employee. As regards Class IV, there are 154 quarters allotted, out of which 32 are for Scheduled Caste and 2 for Scheduled Tribe employees."

5.5. In reply to a question, the Chairman, *Cochin Port Trust*, has stated that there is a scheme for advancing loans to all the employees of the Port Trust. They can buy their own land and build houses.

5.6. The Chairman, *Madras Port Trust*, has stated during evidence that in the Madras Port Trust the total number of houses of all categories is 1000, of which 53 have been allotted to the Scheduled Castes and Scheduled Tribes, making a percentage of 5.3.

5.7. In a written note furnished to the Committee, the *Visakhapatnam Port Trust* has stated that a Housing Society exists in the town formed under the auspices of the District Scheduled Castes and Scheduled Tribes Cooperative Housing Society of which the Visakhapatnam District Collector is the Chairman. On a request made by the, employees of the Visakhapatnam. Port Trust have been forwarded to the Collector for allotment of sites etc. Regarding allotment of quarters to Scheduled Caste/Tribe employees, the Chairman, Visakhapatnam Port Trust, has stated during evidence that:—

"Out of a total of 730 units, 58 units constituting 7.9 per cent have been given to Scheduled Castes and 1 to Scheduled Tribe. In Class I, out of 75 units 5 units have been given to Scheduled Castes making a percentage of 6.6; in Class II, out of 14 units, 1 unit has been given to Scheduled Caste making a percentage of 5; in Class III, out of 393 quarters, 21 have been given to Scheduled Castes making a percentage of 5.3; in Class IV out of 248 units, 31 have been given to Scheduled Castes and 1 to Scheduled Tribe making percentage of 12.5. Apart from these, we have given loans for house-building to five members of Scheduled Castes in Class III."

5.8. The Chairman, *Calcutta Port Commissioners*, has stated during evidence that:—

"For a total of 41,571 employees, we have 10,026 housing units, of which 626 have been allotted to Scheduled Castes, making a total percentage of 6.2. We have a very long waiting list and usually we follow the priority of applications. This

priority of applications has been not only incorporated in the rules, but the labour unions have also been a party to it. There is one particular aspect in Calcutta. All Class IV houses are given free. The smaller tenements are occupied free by the workers. There is a very great demand and the applications are strictly considered according to the order of priority."

**5.9. Besides the Scheduled Caste and Scheduled Tribe employees getting accommodation in their normal turn, the Committee would like all the Port Trusts to reserve some percentage of the housing accommodation available with them, particularly for the lower category of Scheduled Caste and Scheduled Tribe employees, as has been done by the Government of India vide the Department of Works, Housing and Urban Development Office Memorandum No. 12035(5)/69-Pal.(II) dated the 6th November, 1969.**

NEW DELHI;

May 11, 1973

Vaisakha 21, 1895 (S).

BUTA SINGH,

*Chairman,*

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



where Government have no power to issue any such directive or to frame a rule for ensuring the representation to these communities, it has been suggested that the relevant statute should be amended to confer the necessary power on Government to issue directives.

In so far as the Port Trusts are concerned, the proposed objective can be achieved by the adoption of the relevant principles in the shape of regulations. You are therefore, requested kindly to frame regulations or to amend the existing recruitment and promotion rules to provide for reservation of vacancies for SC & ST on the lines of the principles enunciated in the draft directive referred to above, a copy of which is enclosed.

The receipt of the letter may kindly be acknowledged.

Yours sincerely,

Sd/- C. R. GOVINDARAJAN

To

*All Chairmen of Major Port Trusts*

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## APPENDIX II

(vide para 3.12 of the Report)

No. 27|2|71-Est.(SCT)

GOVERNMENT OF INDIA

CABINET SECRETARIAT

Department of Personnel

New Delhi, the 27th November, 1972

6th Agradhaya, 1894 (S)

### OFFICE MEMORANDUM

**SUBJECT:**—*Reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion—promotions on the basis of seniority subject to fitness.*

The undersigned is directed to refer to para 2.C of the Ministry of Home Affairs O.M. No. 1|12|67-Est.(C) dated the 11th July, 1968 according to which there is no reservation for Scheduled Castes and Scheduled Tribes in appointments made by promotion on the basis of seniority subject to fitness, although cases involving supersession of Scheduled Castes and Scheduled Tribes officers in Class I and Class II appointments are required to be submitted for prior approval to the Minister or Deputy Minister concerned and cases of supersession in Class III and Class IV appointments have to be reported within a month to the Minister or Deputy Minister concerned for information.

2. The policy in regard to reservations for Scheduled Castes and Scheduled Tribes officers in posts filled by promotion on the basis of seniority subject to fitness has now been reviewed and it has been decided, in supersession of the orders contained in the afore-said para 2.C of the O.M. dated 11th July, 1968, that there will be reservation at 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes in promotions made on the basis of seniority subject to fitness, in appointments to all Class I, Class II, Class III and Class IV posts in grades or services in which the element of direct recruitment, if any, does not exceed 50 per cent.

3. The procedure to be followed where promotions are made on the basis of seniority subject to fitness has been laid in paragraph 1 B of Ministry of Home Affairs O.M. No. 1|9|58-RPS, dated the



16th May, 1959, which provides that in such cases a decision has to be taken on the suitability of each individual officer for such promotion although there is no need for a comparative evaluation of their respective merits and that a decision on the fitness or the unfitness of an officer for promotion should be taken by the Departmental Promotion Committee instead of by an individual officer. While, therefore, referring proposals to the Departmental Promotion Committee for promotion on the basis of seniority subject to fitness in respect of vacancies expected to arise during a year, the following procedure may be followed to give effect to the decision mentioned in paragraph 2 above:—

- (i) A separate 40-Point roster to determine the number of reserved vacancies in a year should be followed on the lines of the roster prescribed in Annexure-I to the Ministry of Home Affairs O.M. No. 1|11|69-Est(SCT), dated the 22nd April, 1970, in which points 1, 8, 14, 22, 28 and 36 are reserved for Scheduled Castes and points 4, 17 and 31 are reserved for Scheduled Tribes.
- (ii) Wherever according to the points in the roster there are any vacancies reserved for Scheduled Castes and Scheduled Tribes, separate lists should be drawn up of the eligible Scheduled Castes or the Scheduled Tribes officers, as the case may be, arranged in order of their *inter-se* seniority in the main list.
- (iii) The Scheduled Castes and Scheduled Tribes officers should be adjudged by the Departmental Promotion Committee separately in regard to their fitness.
- (iv) When the Select Lists of officers in the general category and those belonging to Scheduled Castes and Scheduled Tribes have been prepared by the Departmental Promotion Committee, these should be merged into a combined Select List in which the names of all the selected officers, general as well as those belonging to Scheduled Castes and Scheduled Tribes, are arranged in the order of their *inter-se* seniority in the original seniority list of the category or grade from which the promotion is being made. This combined select list should thereafter be followed for making promotions in vacancies as and when they arise during the year.
- (v) The select list thus prepared would normally be operative for a period of one year, but this period may be extended by six months to enable such of the officers included therein, as could not be appointed to the higher

posts during the normal period of one year, to be appointed during the extended period.

- (vi) If the number of eligible candidates belonging to Scheduled Castes|Scheduled Tribes found fit for promotion falls short of the number of vacancies reserved for either of them during the year, the extent of such shortfall should be reported to this Department alongwith proposals, if any, for dereservation of vacancies in respect of which shortfall has occurred. If on a scrutiny of the data furnished in this regard, any dereservation is agreed to by this Department, the vacancy so dereserved may be filled up by another candidate included in the combined select list subject to the instructions contained in the Ministry of Home Affairs O.M. No. 27|25|68-Est(SCT) dated the 25th March, 1970, in respect of carry-forward of such reserved vacancy for the subsequent three recruitment years and exchange of vacancies between Scheduled Castes and Scheduled Tribes in the last year to which the reserved vacancies are carried forward.

4. The above instructions take effect from the date of issue of these orders except where a Select List, if any, for promotion by seniority subject to fitness has already been prepared by a Departmental Promotion Committee and approved by the appropriate authority before the date of issue of these orders.

5. The Ministry of Finance, etc. are requested kindly to bring the above decisions to the notice of all Attached and Subordinate offices under them and semi-Government and Autonomous Bodies with which they are administratively concerned.

6. In so far as officers serving under Indian Audit & Accounts Department are concerned, separate orders will issue in due course.

Sd/- S. KRISHNAN,  
*Deputy Secretary to the Govt. of India.*

To

All Ministries|Departments etc.;

All Union Territories;

Zonal Councils Secretariat;

All Attached and Subordinate Offices of the Department of  
Personnel;

Comptroller & Auditor General of India.

No. 27|2|71-Est(SCT)                      New Delhi, the 27th November, 1972,  
6th Aagrahayana, 1894.

Copy forwarded to:

- (1) Lok Sabha Secretariat (SCTC Branch);
- (2) The Commissioner for Scheduled Castes and Scheduled Tribes;
- (3) Union Public Service Commission (with 15 spare copies);
- (4) Bureau of Public Enterprises;
- (5) Ministry of Defence (D-PS);
- (6) Ad.I, Ad.II, AIS(I), II, III, IV, CS, I, II, III Ests(B), C, D, E, AVD.II, IV, Welfare Section and E.O.'s Office in the Department of Personnel.

Sd|- S. KRISHNAN,  
*Deputy Secretary to the Govt. of India.*

### APPENDIX III

(Vide para 4 of Introduction)

#### *Summary of Conclusions|Recommendations contained in the Report*

S.No.	Reference to para number in the Report	Summary of Conclusions/ Recommendations
(1)	(2)	(3)
1	1.24	The Committee regret to find that although the Government of India orders prescribing reservations for Scheduled Castes and Scheduled Tribes were communicated by the Ministry of Shipping and Transport to the Bombay Port Trust in December, 1952, the Bombay Port Trust provided for reservations for these communities only from the 1st January, 1955. It is distressing to note that there had been protracted discussions in the Board of Trustees of the Bombay Port Trust on the very principle whether reservations for Scheduled Castes and Scheduled Tribes should be provided or not. Even after January, 1955, the Bombay Port Trust did not adopt <i>in toto</i> the orders of the Government of India on the subject. The Committee feel that this delay on the part of the Bombay Port Trust in adopting the reservation orders for Scheduled Castes and Scheduled Tribes has deprived many a Scheduled Caste and Scheduled Tribe candidates an opportunity of getting into the services of the Bombay Port Trust.
2	1.25	The Committee are surprised to find that the Bombay Port Trust is still following the percentages of reservations for Scheduled Castes and Scheduled Tribes which are based on the census figures of 1951. These percentages were revised upwards, namely, 15 per cent for Scheduled

(1)	(2)	(3)
		<p>Castes and 7½ per cent for Scheduled Tribes by the Ministry of Home Affairs Resolution No. 27/25/68-Est.(SCT) dated the 25th March, 1970. Even though more than three years have passed since this upward revision in the percentages of reservations for Scheduled Castes and Scheduled Tribes was made, the Bombay Port Trust has yet to adopt these percentages. The Committee recommend that the Bombay Port Trust should immediately adopt the aforesaid increased percentages of reservations for Scheduled Castes and Scheduled Tribes.</p>
3.	1.26	<p>The Committee find that the Bombay Port Trust does not provide reservations for Scheduled Castes and Scheduled Tribes in temporary posts sanctioned for a period of less than six months. The Government of India orders laid down in the Ministry of Home Affairs Office Memorandum No. 27/4/67 (II) Est. (SCT) dated the 24th September, 1968 provide for exemption from reservations for Scheduled Castes and Scheduled Tribes in temporary appointments of less than 45 days only. There is no justification for the Bombay Port Trust to have this exemption extended to a period of six months when the Government of India orders provide for only one and a half months. The Committee would like the Bombay Port Trust to amend their recruitment rules so that exemption from reservations is confined to temporary appointments of less than 45 days only.</p>
4	1.27	<p>The Committee regret to find that although the orders regarding reservations for Scheduled Castes and Scheduled Tribes in the Mormugao Port Trust came into force on the 1st July, 1964, they could not be implemented till the 18th March, 1970 because of the delay in the issue of the Order specifying Scheduled Castes and Scheduled Tribes in the Union Territory of</p>

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(1)	(2)	(3)
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Goa, Daman and Diu. The Committee cannot but regret the ~~delay~~ in specifying the Scheduled Castes and Scheduled Tribes in the Union Territory of Goa, Daman and Diu which must have deprived these communities of their due share in the services of the Mormugao Port Trust for six years. In any case, the Committee feel that there was nothing to prevent the Mormugao Port Trust to prescribe the percentages of reservations for Scheduled Castes and Scheduled Tribes at least in Class I and Class II posts of the Port Trust, recruitment to which is made on all-India basis, from the year 1964 itself.

5.        1.28        The Committee would like the Madras Port Trust to make the groupings of the various categories of posts on a rational basis so that the maximum number of Scheduled Castes and Scheduled Tribes are taken in the services of the Madras Port Trust in the reservations made for them.
  
  6.        1.29        The Committee are surprised to find that the Commissioners for the Port of Calcutta have not provided for reservations for Scheduled Castes and Scheduled Tribes in the posts filled otherwise than by direct recruitment because they apprehend that such a step would be opposed by their recognised Labour Unions. The Committee feel that these fears of the Commissioners for the Port of Calcutta are unfounded. The Committee would like the Commissioners for the Port of Calcutta to discuss the matter with the representatives of their recognised Labour Unions and to point out to them that it is obligatory for the Port Commissioners to fall in line with the general policy of the Government of India regarding reservations for Scheduled Castes and Scheduled Tribes as these safeguards for these com-
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(1)	(2)	(3)
		<p>munities have been provided in pursuance of the provisions of the Constitution of India. The Committee believe that if the position is properly explained to them in its correct perspective, the representatives of the Labour Unions will have no objection in the matter. The Committee would like to be informed of the result of discussions on the subject between the Calcutta Port Commissioners and the representatives of the recognised Labour Unions.</p>
7.	1.30	<p>The Committee are unhappy to learn that the Commissioners for the Port of Calcutta have not provided any reservation for Scheduled Castes and Scheduled Tribes in the posts of Assistant Suprintendents in the Traffic Department although 50 per cent of the vacancies therein are filled by direct recruitment. The Committee recommend that the Calcutta Port Commissioners should provide the prescribed reservations for the Scheduled Castes and Scheduled Tribes for vacancies in these posts without any further delay.</p>
8.	1.37	<p>Although the Committee have been informed that the Ministry of Shipping and Transport have been regularly forwarding to all the Port Trusts copies of the orders and other instructions regarding the reservations etc. for Scheduled Castes and Scheduled Tribes, received by that Ministry from the Ministry of Home Affairs Cabinet Secretariat (Department of Personnel) from time to time, some of the Port Trusts have stated to the Study Groups of the Committee during their tours that they had not received copies of one or the other order on the subject. It is obvious that either there has been some laxity in the Ministry in sending copies of such orders to the Port Trusts or the Port Trusts have not ensured its proper collation at their end. Be that as it may, the coordination</p>

(1)	(2)	(3)
		<p>machinery, both in the Ministry of Shipping and Transport and in the respective Port Trusts, requires to be streamlined and strengthened. The Committee would like that a Deputy Secretary in the Ministry of Shipping and Transport should be specifically designated as a Liaison Officer to ensure the proper implementation by the respective Port Trusts of all the orders issued from time to time for the reservations and other concessions for the Scheduled Castes and Scheduled Tribes.</p>
9.	1.41	<p>The Committee find that in the case of Mormugao, Cochin and Visakhapatnam Port Trusts, Section 111 of the Major Port Trusts Act, 1963 provides that every Board of Trustees in the discharge of its functions under the Act, is bound by such directions on questions of policy as the Central Government may give in writing to it from time to time and the decision of the Central Government whether a question is one of policy or not is final. There is, however, no corresponding provision in the Bombay Port Trust Act, 1879, the Madras Port Trust Act, 1905 and the Calcutta Port Act, 1890. The Committee, however, have noted that Government propose to bring forward a uniform legislation covering all the Major Ports. They hope there will be a suitable provision in the proposed Act empowering the Central Government to issue a directive to the Boards of Trustees of all Major Ports to ensure strict observance of the percentages of reservations for Scheduled Castes and Scheduled Tribes.</p>
10.	2.23	<p>The Committee are unhappy to note that there are no reservations for Scheduled Castes and Scheduled Tribes in the selection of apprentices. Candidates belonging to these communities cannot, therefore, learn the various trades and skills needed for the various jobs in the Port Trusts. Apprenticeship is the beginning which makes a candidate suitable for a job for</p>



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which he is trained. The Committee would recommend that all the Port Trusts should specifically provide in their relevant rules that the prescribed reservations for Scheduled Castes and Scheduled Tribes shall be strictly followed in selection of all apprentices. In this connection, the Committee would like to point out that an amendment of the Apprentices Act, 1961, making it obligatory for all employers to reserve training places for Scheduled Castes and Scheduled Tribes in every designated trade is already before Parliament.

11.           2.24       The Committee have also noticed that some of the Port Trusts, the Visakhapatnam Port Trust, for example, has been filling posts by departmental candidates which were meant to be filled by direct recruitment. This has denied the benefit of reservation to the Scheduled Caste and Scheduled Tribe candidates who might have been selected, if direct recruitment had been resorted to. The Committee would like that the vacancies reserved for Scheduled Castes and Scheduled Tribes should not be filled by departmental candidates belonging to other communities. If a suitable Scheduled Caste| Scheduled Tribe employee is not available within the Department to fill the reserved vacancy, effort should be made to recruit a Scheduled Caste|Scheduled Tribe candidate from outside.

12.           2.34       The Committee recommend that all the Port Trusts should provide for reservations for Scheduled Castes and Scheduled Tribes in the recruitment of casual labour as has been done by the Visakhapatnam Port Trust. If in any particular case, the matter requires to be discussed with the representatives of the employees' unions, it should be done by the concerned Port Trust authorities immediately and a system devised by which the Scheduled Castes

(1)	(2)	(3)
		and Scheduled Tribes get the benefit of reservations in the recruitment of casual labour also.
13.	2.38	The Committee regret to note that there is no uniformity in the concessions and relaxations of standards granted in favour of the Scheduled Castes and Scheduled Tribes in the various Port Trusts. The Bombay Port Trust restricts the age concession to Scheduled Castes and Scheduled Tribes to only three years while the other Port Trusts follow the prescribed age concession of five years for these communities. The Committee recommend that the Ministry of Shipping and Transport should ensure that all the Port Trusts uniformly lay down all the concessions and relaxation of standards in favour of the Scheduled Caste and Scheduled Tribe candidates as prescribed in the various orders of the Government of India. On the subject and also meticulously observe them. They would also suggest, that each Port Trust should issue a brochure enlisting all the concessions available to Scheduled Caste and Scheduled Tribe candidates.
14.	2.48	The Committee would urge that all the Port Trusts should now include a Scheduled Caste Scheduled Tribe Officer in their Recruitment Promotion Boards. The Committee suggest that where a Port Trust does not have its own Scheduled Caste Tribe Officers available for the purpose, the Port Trust authorities should consider the feasibility of associating an officer belonging to these communities from the Department of Social Welfare of the State Government concerned or any other allied or sister Department, with such Recruitment Selection Boards.
15.	2.72	The Committee feel that a close coordination and liaison between the Port Trusts and the Employment Exchanges is imperative for augmenting the representation of Scheduled Castes and Scheduled Tribes in the services of the Port

(1)	(2)	(3)
		<p>Trusts. The Committee suggest that the number of vacancies reserved for Scheduled Castes and Scheduled Tribes respectively, out of the total vacancies notified, should be clearly indicated in the requisitions sent to the Employment Exchanges by the respective Port Trusts. The Committee also suggest that precise reasons for the rejection of Scheduled Caste/Tribe candidates, who have been sponsored by the Employment Exchanges should invariably be communicated to the Employment Exchanges. The Employment Exchanges should also be asked to furnish a fresh list of Scheduled Caste and Scheduled Tribe candidates if such candidates are not available in the list furnished by the Employment Exchanges earlier.</p>
16.	2.73	<p>The Committee suggest that advertisements for posts, recruitment to which is made on an all-India basis, should be published in all important newspapers published from all regions in the country. In the case of local recruitment, advertisements should also be published in local newspapers (including daily/weekly newspapers which are exclusively devoted to the cause of Scheduled Castes and Scheduled Tribes, if any) in addition to the other national and local newspapers. The Committee also suggest that specific numbers of posts reserved for Scheduled Castes and Scheduled Tribes respectively should invariably be mentioned in all advertisements for recruitment.</p>
17.	2.74	<p>The Committee recommend that simultaneously with recruitment advertisements in the Press and requisitions to the Employment Exchanges, vacancies occurring in the respective Port Trusts should also be notified to all the recognised organisations of Scheduled Castes and Scheduled Tribes as also to the Departments of Social/Tribal Welfare of the State where the Port Trust functions.</p>

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(1)	(2)	(3)
18.	2.75	<p>The Committee are constrained to observe that the Bombay Port Trust has given only seven days' notice in the advertisement for submission of applications for the posts of Junior Stenographers reserved for Scheduled Castes Tribes only which is not only grossly insufficient but acts as a handicap calculated to jeopardise the chances of Scheduled Castes and Scheduled Tribes to avail of the opportunity of applying for the post. The Committee feel that at least a month's notice should be given in such cases so that the information reaches a sufficient number of Scheduled Castes Tribes to apply for the reserved posts.</p>
19.	2.94	<p>The Committee are distressed to find that there is very meagre representation of the Scheduled Castes and Scheduled Tribes in the services of all the Port Trusts in almost all the categories of posts. From the statements made available to the Committee, it is noticed that there is not a single Scheduled Tribe officer holding a Class I or Class II post in these Port Trusts, except in the Bombay Port Trust. Even in the Bombay Port Trust, there is only one Scheduled Tribe Officer out of a total of 466 officers. In the case of Scheduled Castes, there is not a single person belonging to these communities holding a Class I or Class II post in the Mormugao Port Trust. In the Office of the Calcutta Port Commissioners, there are only four Scheduled Caste Officers holding Class II posts out of a total strength of 846 officers in Class I and Class II posts. Even in Class III and Class IV posts, the position is far from satisfactory. In the circumstances, the Committee need hardly emphasise that unless all the orders instructions on the subject are followed in letter and spirit by all the Port Trusts, the position of the Scheduled Castes and Scheduled Tribes in the services of the Port Trusts is not likely to improve. The Committee would</p>

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		like to impress upon the Ministry of Shipping and Transport and all the Port Trusts the urgent need to devise adequate checks to ensure rigid implementation of the extant orders on the subject.
20.	2.95	The Committee are of the opinion that the Ministry of Shipping and Transport should have conducted a survey about the employment of Scheduled Castes and Scheduled Tribes in the Port Trusts in view of their poor representation. The Committee would urge the Ministry to conduct such a survey without delay so that effective steps may be taken to improve their representation in the services of the Port Trusts.
21.	2.96	The Committee need hardly emphasise that there is an imperative need for all the Port Trusts to resort to <i>ad hoc</i> or special recruitment confined only to the Scheduled Castes and Scheduled Tribes to make up the backlog and to improve their present representation in the services of the Port Trusts.
22.	2.97	The Committee suggest that the Port Trusts should inform the Industrial Training Institutes and the Marine Engineering Colleges the types of special knowledge or skills required for the various posts in the services of the Port Trusts so that those Institutions may, if necessary, re-orientate their courses.
23.	2.98	The Committee would like the Port Trusts to establish a close coordination and liaison with the Departments of Social Welfare of the concerned State Governments and also with the Director General of Employment and Training, the Marine Engineering Colleges, I.I.Ts., I.T.Is. etc. with a view to find out suitable Scheduled Caste/Tribe candidates for employment in the various services of the Port Trusts. The Ministry

(1)	(2)	(3)
		of Shipping and Transport should examine whether a Zonal Organisation, as suggested by the Chairman, Mormugao Port Trust, could be established for the purpose.
24.	2.99	The Committee suggest that copies of all advertisements for recruitment in the services of the Port Trusts should simultaneously be sent to the members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, local Scheduled Caste and Scheduled Tribe members of Parliament and members of concerned State Legislatures so that they could also help in sponsoring suitable Scheduled Caste and Scheduled Tribe candidates for employment in the Port Trusts. Copies of such advertisements should also be sent to all the Pre-Examination Training Centres for Scheduled Castes and Scheduled Tribes.
25.	2.106	The Committee feel that unless a special in-service training programme, especially for those Scheduled Caste/Tribe candidates who have been recruited by lowering the standards, is initiated by the various Port Trusts, it may be very difficult to bring such employees at par with others and make them suitable for higher posts. The Committee note that the Mormugao Port Trust has decided to implement the recommendation of the Yardi Working Group for providing in-service training to the Scheduled Caste and Scheduled Tribe employees and hope that it will help in improving their prospects in the services of the Mormugao Port Trust. The Committee recommend that the other Port Trusts should also draw up programmes for the in-service training of their Scheduled Caste and Scheduled Tribe employees.
26.	2.114	The Committee are distressed to note that the Bombay Port Trust does not maintain the pres-

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cribed rosters to give proper effect to the reservations for Scheduled Castes/Tribes in their services. The Committee feel that rosters are the only mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in the services of the Port Trusts and that it would cease to have any significance if they are not maintained properly. Further, unless all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled and their appointments are in fact made according to the points mentioned in the roster, the position regarding the representation of the Scheduled Castes and Scheduled Tribes in the services of the Port Trusts is not going to improve. The Committee would, therefore, like to emphasise that the rosters should be maintained by all the Port Trusts in accordance with the extant orders on the subject and checked regularly by a senior officer of the concerned Port Trust. The Ministry of Shipping and Transport should also ensure that the rosters are maintained properly.

27.

2.115

In this context, the Committee have been unhappy to note that the Bombay Port Trust does not carry forward the unfilled reserved vacancies of Scheduled Castes and Scheduled Tribes for the next three recruitment years as is laid down in the Government of India orders on the subject vide the Ministry of Home Affairs O.M. No. 27/25/68-Est (SCT), dated the 25th March, 1970. The Committee would call upon the Ministry of Shipping and Transport to ensure that all the Port Trusts scrupulously follow the orders issued by the Government of India in favour of the Scheduled Castes and Scheduled Tribes.

28.

2.116

The Committee regret to find that rosters have not been properly maintained in the various Departments of the Madras Port Trust. The Committee have taken note of the fact that the

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Madras Port Trust has now decided to centralise the maintenance of rosters in the Secretary's Department. The Committee hope that the Secretary of the Madras Port Trust will keep a strict watch on the maintenance of rosters relating to the recruitment in the various Departments of the Port Trust and ensure that not only the prescribed percentages of reservations for Scheduled Castes and Scheduled Tribes are fulfilled, but that the back-log of the carried-forward vacancies is cleared as early as possible.

29.           2.127       The Committee are unhappy to note that a large number of posts reserved for Scheduled Castes|Tribes have been dereserved, especially in the Bombay Port Trust and in the Office of the Commissioners for the Port of Calcutta. The Committee feel that in view of the meagre representation of Scheduled Castes|Tribes in the services of the various Port Trusts, they should explore all possible avenues for filling the reserved vacancies before dereservation. The Committee suggest that before a reserved vacancy is dereserved, the Employment Exchanges should be approached again to nominate Scheduled Caste and Scheduled Tribe candidates. The Committee also desire that reasons for dereservation of vacancies should be intimated to the Ministry of Shipping and Transport and the Commissioner for Scheduled Castes and Scheduled Tribes for their information. The number of vacancies dereserved during a year should also be included in the annual reports of the Port Trusts.

30.           3.12       The Committee regret to find that very few Scheduled Castes and Scheduled Tribes have been promoted in the various Port Trusts during each of the last three years. Now that the Government of India have issued orders for providing reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion on the
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		<p>basis of seniority <i>vide</i> the Cabinet Secretariat (Department of Personnel) O.M. No. 27/2/71-Est(SCT), dated the 27th November, 1972, the Committee recommend that all the Port Trusts should adopt these orders immediately and ensure their implementation so that more and more Scheduled Castes and Scheduled Tribes may be promoted to higher posts.</p>
31.	3.17	<p>The Committee would like that an annual statement showing cases involving supersession of Scheduled Castes and Scheduled Tribes in each of the Port Trusts should be sent to the Ministry of Shipping and Transport 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 respective Port Trusts.</p>
32.	3.26	<p>The Committee would like the Ministry of Shipping and Transport to ensure the implementation of the Government of India orders contained in the Ministry of Home Affairs Office Memorandum No. 10/28/68-EST(SCT) dated the 12th September, 1968 regarding reservations for Scheduled Castes and Scheduled Tribes in confirmations by all the Port Trusts scrupulously.</p>
33.	4.2	<p>The Committee are unhappy to note that the annual returns are not being submitted in time to the Ministry of Shipping and Transport by the various Port Trusts. The Committee recommend that the Ministry of Shipping and Transport should quickly standardise a proforma in consultation with the Department of Personnel and the Commissioner for Scheduled Castes and Scheduled Tribes, for obtaining annual statements from the various Port Trusts showing the employment, recruitment and other positions of the Scheduled Castes and Scheduled Tribes in</p>

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the services of the Port Trusts. The Committee would like the Port Trusts to submit their annual returns showing the employment position and the recruitment made during a calendar year on the prescribed proforma as soon as after the 1st January of the following year as possible and latest by the thirty-first of March. The Committee would urge upon the Ministry of Shipping and Transport to scrutinise carefully the annual returns received from the Port Trusts and point out to the concerned Port Trust the shortcomings, if any, noticed therein, with a view to rectifying them.

34.	4.11	<p>The Committee note that the Commissioners for the Port of Calcutta and the Mormugao Port Trust have appointed Liaison Officers to watch the implementation of the reservation orders and other concessions available to the Scheduled Caste and Scheduled Tribe employees. The Committee also note that the Visakhapatnam Port Trust proposes to appoint Assistant Personnel Officers in different Departments of the Visakhapatnam Port Trust to ensure due compliance of the reservation orders by the Departmental Heads and to create a separate Cell to review the implementation of the procedure in all the Departments of the Port Trust and to attend to the grievances of Scheduled Caste and Scheduled Tribe employees. The Committee urge that the other Port Trusts should also appoint Liaison Officers and set up Cells to watch the implementation of the orders pertaining to and to look into the grievances of the Scheduled Castes and Scheduled Tribes.</p>
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35.	5.9	<p>Besides the Scheduled Caste and Scheduled Tribe employees getting accommodation in their normal turn, the Committee would like all the Port Trusts to reserve some percentage of the</p>
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		<p>housing accommodation available with them, particularly for the lower category of Scheduled Caste and Scheduled Tribe employees, as has been done by the Government of India <i>vide</i> the Department of Works, Housing and Urban Development Office Memorandum No. 12035(5) 69-Pal.(II) dated the 6th November, 1969.</p>

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