

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1977-78)**

(SIXTH LOK SABHA)

TWENTY-THIRD REPORT

MINISTRY OF FINANCE

DEPARTMENT OF REVENUE

(Indirect Taxes Division)

**Reservations for, and employment of, Scheduled
Castes and Scheduled Tribes in the Central Board of
Excise and Customs and its field formations**



Presented to Lok Sabha on 27-4-1978

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to

The twenty-third Report of the Committee
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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

(1977-78)

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*Elected to the Committee w.e.f. 23rd November, 1977. Vice Sarvashri Chand Ram and Karia Munda ceased to be members of the Committee on their appointment as Ministers of State w.e.f. the 14th August, 1977.

(iv)

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**Ceased to be Members of the Committee on their retirement from Rajya Sabha w.e.f. 9th April, 1978.

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Twenty-third Report on the Ministry of Finance, Department of Revenue (Indirect Taxes Division)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Central Board of Excise and Customs and its field formations.

2. The Committee took the evidence of the representatives of the Central Board of Excise and Customs and Department of Expenditure, Ministry of Finance on the 23rd, 24th and 25th January and also on 6th February, 1978. The Committee wish to express their thanks to the Chairman, Central Board of Excise and Customs and other officers of the Ministry of Finance for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 13th April, 1978.

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

RAM DHAN,

Chairman,

Committee on the Welfare of

*- Scheduled Castes and Scheduled
Tribes.*

NEW DELHI;

April 18, 1978

Chaitra 28, 1900 (Saka)

CHAPTER I

INTRODUCTORY

A. Organisational set up and Functions

It has been stated that the Ministry of Finance comprises of the following four Departments:—

- (i) Bureau of Public Enterprises.
- (ii) Department of Economic Affairs.
- (iii) Department of Expenditure.
- (iv) Department of Revenue.

The Banking Department which was hitherto a separate Department of the Ministry of Finance, has since been converted into a wing and merged with the Department of Economic Affairs.

1.2. The Department of Revenue exercises control vested in it in respect of revenue matters relating to all-direct and indirect—Union taxes through two statutory Boards under it, namely, the Central Board of Excise and Customs and the Central Board of Direct Taxes.

1.3. The main functions of Central Board of Excise and Customs are to formulate policy for levy and collection of all indirect taxes (Customs/Central Excise duty, etc.), anti-smuggling operations; the Board also serves as administrative/appellate authority for Subordinate organisations viz. Customs, Central Excise, Narcotics etc. The Central Board of Excise and Customs have the following Departments under them:—

1.4. *The Customs Department.*—The main functions of the Customs Department are the levying and collection of Customs duties by assessment of goods coming into or going out of India and prevention of smuggling. In addition, it administers the various restrictions and prohibitions imposed on imports and exports of goods. There are seven Custom Houses at Bombay, Calcutta, Cochin, Madras, Visakhapatnam, Kandla and Panaji (Goa). The Custom Houses at Bombay, Calcutta and Madras are headed by the Collectors of Customs, who are Heads of Department for all purposes, including recruitment and promotion to group D and group C posts. In other Custom Houses, the recruitment, etc., is combined with the Central Excise Collectorates. The collection of Customs duties on all other minor ports and at land frontiers is looked after by the Central Excise Department.

1.5 *The Central Excise Department.*—The Department is responsible for the collection of all Central Excise duties levied by the Central Government and also for collection of Customs duty at land frontiers and at the minor ports, other than Bombay, Calcutta, Madras, Cochin, Visakhapatnam, Kandla and Pondicherry. There are in all 22 Collectorates of Central Excise spread over throughout the country.

1.6. All the departments of the Ministry of Finance including Central Board of Excise and Customs Headquarters are integral parts of the Central Secretariat set up, and except for certain *ex-cadre* posts, the members of Ministerial staff are borne on a common cadre of the Ministry of Finance for the purpose of recruitment, seniority and promotion, which are handled by Cadre Administration Section of the Department of Expenditure. Accordingly, the roster for reservation vacancies and other/allied matters are handled by Cadre Administration.

B. Reservation Orders and Exemptions

1.7. The dates from which reservation orders in favour of Scheduled Castes and Scheduled Tribes have been enforced in the Central Board of Excise and Customs Headquarters and field formations thereunder are stated to be as follows:—

(I) For appointment against direct recruitment (all categories of posts).

With effect from 26-1-1950 in terms of Ministry of Home Affairs Resolution No. 45|21|49-NGS dated the 13th September, 1950.

(II) For promotion

(a) Groups 'A' and 'B' posts:

With effect from 20-7-1974.

(b) Groups 'C' and 'D' posts:

(i) By selection with effect from 8-11-1963 (if the direct recruitment element was not exceeding 50 per cent—now 66.2|3 per cent).

(ii) By seniority (only in respect of Groups 'C' and 'D' posts)—with effect from 27-11-1972 (if the direct recruitment element was not exceeding 50 per cent—now 66.2|3 per cent).

1.8. The Committee have also been informed that the following percentage of reservations in respect of posts filled by direct recruitment and

by promotions are being followed in the Central Board of Excise and Customs and its field formations:—

	Scheduled Castes	Scheduled Tribes
Direct recruitment on all India basis :		
(a) By open competition (i.e. through the UPSC or by means of open competitive test held by any other authority).	15%	7½%
(b) Other than at (a) above	16-2/3%	7½%

For direct recruitment to group 'C' and Group 'D' posts, normally attracting candidates from a locality or a region, the reservation varies from State to State according to the proportion of the population of Scheduled Castes and Scheduled Tribes in a State/Territory. The Custom and Central Excise Departments have to observe the percentage applicable to the State in which the offices are located.

(2) The reservation in respect of posts filled by promotion is as given below:—

Posts filled by promotion	Scheduled Castes	Scheduled Tribes
(a) Through limited departmental competitive examination in groups 'B', 'C' & 'D' in grades or services in which the element of direct recruitment, if any, does not exceed 66-2/3.	15%	7½%
(b) By selection from group 'B' to the lowest rung or category in group 'A' and in groups 'B', 'C' & 'D' posts, in grades or services in which the element of direct recruitment, if any, does not exceed 66-2/3 per cent.	15%	7½%
(c) On the basis of seniority subject of fitness, in groups 'A', 'B', 'C' & 'D' posts, in grades or services in which the element of direct recruitment, if any, does not exceed 66-2/3 per cent.	15%	7½%

1.9. Asked to state the percentage of reservations fixed for the representation of Scheduled Castes and Scheduled Tribes for recruitment to Groups 'C' and 'D' in the States of Punjab, Jammu and Kashmir and Rajasthan, the Committee have been informed, during the course of evidence, that in accordance with the instructions issued by the Department of Personnel and Administrative Reforms, the following percentage of reservations have been fixed for Groups C and D posts:—

	Scheduled Castes	Scheduled Tribes
Punjab	25%	5%
Jammu & Kashmir	8%	5%
Rajasthan	16%	12%

1.10. The Committee have been further informed that the three Collectorates of Delhi, Chandigarh and Jaipur have a common cadre which is administered by the Central Excise Collectorate, Delhi. The question as to what roster will apply for direct recruitment to Groups 'C' and 'D' posts in the common cadre was referred to the Department of Personnel and Administrative Reforms in August, 1973, who advised that a 100—Point roster might be followed and the reservations for Scheduled Castes and Scheduled Tribes be computed with reference to their respective population on a *pro rata* basis. This was conveyed to the Collectors of Central Excise of Delhi and Chandigarh. Subsequently (in October, 1973) when a further clarification was sought from the Department of Personnel and Administrative Reforms, they advised, in modification of their earlier view, that Delhi being the headquarters and cadre authority being at Delhi, a 40-Point Roster, as prescribed for Delhi, under their Office Memorandum No. 1/3/72-Estt. (SCT) dated the 12th March, 1973 should be applied. According to the 40-Point Roster, the reservation for Scheduled Castes and Scheduled Tribes are 15 per cent and 7½ per cent respectively and the representation of Scheduled Castes and Scheduled Tribes has not, therefore, been fixed on the basis of population of Scheduled Castes and Scheduled Tribes in the Collectorates of the aforesaid States.

1.11. In a written note submitted to the Committee, it has been stated that besides the Chandigarh Collectorate (which has jurisdiction over the States of Jammu and Kashmir, Himachal Pradesh, Haryana, Punjab and Union Territory of Chandigarh), the cadre of which is combined with that of Delhi and Jaipur Collectorates, the other Collectorates which have jurisdiction over more than one State are the Collectorates of Central Excise (i) West Bengal|Calcutta and Orissa; (ii) Shillong; and (c) Nagpur|Indore. (The cadre for the Orissa Collectorate has been separated with effect from 1-5-1977). In the case of these Collectorates, instructions have been issued in consultation with the Department of Personnel and Administrative Reforms that 100—Point Roster should be followed for direct recruitment to Group 'C' and Group 'D' posts and for the purpose of reservation for Scheduled Castes and Scheduled Tribes, the points in the roster should be fixed with reference to the proportion of Scheduled Castes and Scheduled Tribes in the States in question to the total population of these States. A model roster fixing the reserved points for Scheduled Castes and Scheduled Tribes in these Collectorates have been evolved in consultation with the Department of Personnel and Administrative Reforms and communicated to the concerned Collectors.

1.12. In a note submitted to the Committee, the Committee have been informed that reservation orders are not applicable to the posts to be filled up by transfer or deputation. A statement showing the posts in the Central Board of Excise and Customs Headquarters (as on 1-1-1978) to which the reservation orders are not applicable is at Appendix I.

1.13. It has also been stated that *Ex-cadre* posts in Headquarters office of the Central Board of Excise and Customs are filled by deputation from among officers and staff of field formations normally for a fixed tenure of 3—5 years and no reservation orders are applicable to such posts. However, the reservation orders are applicable to the posts of officers and staff filled in field formations for the Central Board of Excise and Customs Headquarters at the time of initial appointments.

1.14. The total number of *Ex-cadre* posts and the number of Scheduled Castes and Scheduled Tribes holding such posts are stated to be as under:—

Designation of the Posts	Number of posts	Scheduled Castes/Scheduled Tribes
1 Commissioner (Tax Research)	1	—
2 Deputy Secretaries	8	1 (S.C.)
3 Under Secretaries	19	3 (S.C.)
4 Sr. Analyst	11	..
5 Sr. Technical Officer]	10	..
6 Jr. Analyst	5	..
7 Appraiser	1	..
8 Supdt. Central Excise	1	..
9 Section Officer	1	..
10 Sr. Research Officer	1	..
11 Research Officer	1	..
12 Hindi Officer (Jr.)	1	..
13 Hindi Translator (Sr.)	3	1 (S.C.)
14 Hindi Translator (Jr)	3	1 (S.C.)
15 Assistant (Technical)	11	2
16 Statistical Investigator	6	..

1.15. Asked whether any preference is given to Scheduled Caste and Scheduled Tribe officers for being taken on deputation in the Central Board of Excise and Customs Headquarters, the Ministry of Finance in a written reply have stated that for appointment to *ex-cadre* posts, certain criteria viz., minimum qualifying service, experience, aptitude, etc. are taken

into account. Officers who satisfy these requirements and are willing for deputation in the Board's office are recommended by Heads of Department concerned. Officers belonging to Scheduled Castes and Scheduled Tribes who satisfy the said requirements are also considered, along with others, for deputation in the Board's office.

1.16. The number of Scheduled Castes and Scheduled Tribes who have been taken on deputation in the Central Board of Excise and Customs Headquarters during the last three years is stated to be as follows:—

Year	No. of Officers appointed on deputation in the CBEC Headquarters Office	
	S.C.	S.T.
1975	1	
1976	2	
1977	1	..

1.17. With regard to isolated posts, the Committee have been informed that the Communications Directorate set up in July, 1974 are manned by technical personnel drawn on deputation or reemployment basis and as such reservation for Scheduled Castes and Scheduled Tribes have not been applied in these cases. Recruitment Rules for these posts are being drawn up and ultimately separate cadres for this Directorate would be constituted.

1.18. The number of isolated posts filled up during the last 5 years and the number of Scheduled Castes and Scheduled Tribes among them are stated to be as under:—

Group 'A'	No. of posts	SC/ST
1 Director	1	
2 Dy. Director	1	..
3 Assistant Director	4	..
4 Communication Officer	2	..
5 Cypher Officer	3	..
Group 'B'		
1 Administrative Officer	1	..

Group 'C'	No. of posts	SC/ST
1 Senior Technical Assistant	2	..
2 Communication Assistant	1	
3 Supervisor	4	
4 Technical Assistant	2	
5 Radio Operator	5	
6 Radio Technician	1	
7 Accountant	1	..

1.19. Asked whether any attempts have been made to recruit Scheduled Caste and Scheduled Tribe candidates for Class III Group 'C' posts, the Chairman, Central Board of Excise and Customs stated during the course of evidence:

"No specific attempt. The Selection Board naturally tries to find out qualified people who are being recruited. I am prepared to concede that so far as re-employment is concerned, we will try to fix some quotas."

1.20. The Committee note that the Central Excise Collectorates of Delhi, Chandigarh and Jaipur have a common cadre which is administered by the Central Excise Collectorate, Delhi and Delhi being the headquarters and cadre authority being at Delhi, a 40-Point Roster, as prescribed for Delhi, has been applied for recruitment to Group C and D posts in these Collectorates in consultation with the Department of Personnel and Administrative Reforms. According to the 40-Point Roster, the reservations for Scheduled Castes and Scheduled Tribes are 15 per cent and 7½ per cent respectively. The Committee find no justification in prescribing a 40-Point Roster for recruitment to Group C and D posts for these Collectorates as recruitments to these posts are normally made on local or regional basis and feel that this had deprived a large number of Scheduled Castes and Scheduled Tribes specially coming from the States of Punjab, Haryana, Rajasthan, etc. in getting jobs in the above Collectorates. The Committee, therefore, suggest that in order to give due representation to the Scheduled Castes and Scheduled Tribes belonging to these States, the percentages of reservations for Scheduled Castes and Scheduled Tribes should be fixed on the basis of population of Scheduled Castes and Scheduled Tribes in the Collectorates of these States.

1.21. The Committee are distressed to note that a large number of posts in the Central Board of Excise and Customs and its field formations have been kept outside the purview of Reservation Orders for Scheduled Castes and Scheduled Tribes. The Committee see no reason why reservation

orders have not been applied to these posts and would like the Ministry of Finance to review the whole policy of making reservation orders applicable in toto to all the posts in the Central Board of Excise and Customs and its field formations in consultation with the Department of Personnel and Administrative Reforms.

While selecting persons for posts to be filled in by deputation or transfer in the Central Board of Excise and Customs, a fair proportion of such posts should be filled in by employees belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions issued by the Department of Personnel and Administrative Reforms vide their O.M. No. 36012/7/77 Estt..(SCT) dated 21st January, 1978 in this regard.

1.22. The Committee also note that Communications Directorate in the Central Board of Excise and Customs was set up in July, 1974 and is manned by technical personnel drawn on deputation or re-employment basis and as such reservation orders for Scheduled Castes and Scheduled Tribes have not been applied in these cases. The Committee regret that there is not a single Scheduled Caste or Scheduled Tribe in the Communications Directorate at present nor any specific attempt has been made by the Central Board of Excise and Customs to recruit Scheduled Caste and Scheduled Tribe candidates even for Group C posts. The Committee, therefore, desire that Recruitment Rules for various categories of posts should be finalised with a period of three months at the latest and all vacancies arising in future should as far as possible be filled up by candidates belonging to Scheduled Castes and Scheduled Tribes till such time their quota is completed.

C. Liaison Officer and Cell

1.23. The Committee have been informed that the Office of the Central Board of Excise and Customs is not a recruiting, promotion or cadre controlling authority. The Department of Expenditure controls the cadre for Group B and Group C posts and the Central Division of the Department of Revenue controls the cadre for Group D posts. The Deputy Secretary-in-charge of Administration in the Department of Expenditure & Director (Hqrs.) in the Central Division of the Department of Revenue act as Liaison Officers and are responsible to ensure implementation of instructions so far as Scheduled Castes and Scheduled Tribes are concerned.

1.24. So far as offices subordinate to the Central Board of Excise and Customs are concerned, Assistant Collectors belonging to Scheduled Castes and Scheduled Tribes or any of the minority communities, as far as possible, are nominated as Liaison Officers for dealing with work relating to the representation of Scheduled Castes and Scheduled Tribes in all establishments and services under the administrative control of the Heads of the

Departments. These Liaison Officers carry on annual inspections of rosters maintained for providing reservations for Scheduled Castes and Scheduled Tribes in their respective offices and submit their reports in the prescribed form *i.e.*, on reservation for Scheduled Castes and Scheduled Tribes in service direct to the Commissioner for Scheduled Castes and Scheduled Tribes under intimation to the Central Board of Excise and Customs. They are responsible for ensuring compliance with the instructions regarding reservation of vacancies for Scheduled Caste and Scheduled Tribe candidates. They are also required *inter alia* to assist the Commissioner for Scheduled Castes and Scheduled Tribes in the investigation of complaints received by the Commissioner in regard to service matters and in collection of information for his annual report.

1.25. The Chief Liaison Officer nominated by the Central Board of Excise and Customs seeks to ensure through personal inspection of rosters maintained by the various field formations, the strict compliance of reservation orders for Scheduled Castes and Scheduled Tribes. He also during his visits to the field formations, discusses the problems faced by the Liaison Officers in respect of matters relating to reservations for Scheduled Castes and Scheduled Tribes.

1.26. In a note submitted to the Committee the Committee have been informed that there is a section in the Central Board of Excise and Customs which handles all work relating to reservations for Scheduled Castes and Scheduled Tribes. So far as field formations are concerned, the Committee have been informed that though there may not be formal Cells to assist the Liaison Officers in the field formations but one or two clerical staff are nominated to assist them in discharging their duties.

1.27. Explaining the reasons for not having separate Cells in all places in the field formations, the Chairman, Central Board of Excise and Customs has stated, during the course of evidence, that the Subordinate staff would not be having enough work if they are wholly and solely employed in the Cells and, in the interest of economy, one or two persons are named to assist the Liaison Officers and the work is also of periodic nature. The assistance for the Liaison Officer in the field formations would be found from other than establishment Section of the unit so that it could be a check on the Establishment Section itself.

1.28. The Committee note that Assistant Collectors belonging to Scheduled Castes and Scheduled Tribes or any of the minority communities, are nominated as liaison officers in the offices subordinate to the Central Board of Excise and Customs for dealing with work relating to the representation of Scheduled Castes and Scheduled Tribes in all establishments and services under the administrative control of the Heads of the

Departments. No formal Cells have been set up in the field formations but one or two clerical staff is nominated to assist the liaison officer. The Committee feel that the liaison officer alone would not be able to discharge his duties effectively unless a Cell with adequate staff is set up in each unit of the Central Board of Excise and Customs to ensure strict compliance of orders on reservations for Scheduled Castes and Scheduled Tribes and also to look into the complaints and grievances of the Scheduled Caste and Scheduled Tribe employees. The Committee, therefore, urge that Cells in each unit of the Central Board of Excise and Customs should be set up without delay to deal exclusively with matters relating to Scheduled Castes and Scheduled Tribes.

CHAPTER II

RECRUITMENT AND PROMOTIONS

A. Recruitment Procedure

2.1. The mode of appointment to various posts in the Central Board of Excise and Customs Headquarters is indicated below.

A. Posts in Central Secretariat Services Cadre

Sl. No.	Category of posts	Mode of Recruitment			Remarks
		Direct recruitment	Departmental examination by U.P.S.C./S.S.C.	Promotion quota on the basis of seniority	
1.	*Deputy Secretary	..	..	..	*Selection post on the basis of merit, approved by Appointments Committee of the Cabinet by merit selection.
2.	Under Secretaries				Selection from among S. Os. & PSs
3.	Section Officers	(1) 1/6th of the permanent vacancies by direct recruitment.			
		(2) Select List vacancies:			
		(i) Seniority quota			} 33-1/3% each
		(ii) Long service quota			
		(iii) Departmental exam. quota.			
4.	Assistants	50%		50%	
5.	U.D.Cs.	25%		75%	
6.	L.D.Cs.	100%		..	
7.	Stenographer (S.G.)	..	..	100%	(Seniority-cum-merit).
8.	Steno. Grade I	..	50%	50%	
9.	Steno. Grade II	50%	25%	25%	
10.	Steno. Grade III	100%	..	..
11.	Jamadars	..		100%	
12.	Daftries	..		100%	
13.	Peons	100%	..	..

B. Ex-Cadre Posts.

Sl. No.	Designation of the post.	No. of posts	S. Cs./ S. Ts.	Mode of appointment	Remarks
1	2	3	4	5	6
1.	Commissioner (Tax Research)	1	..	Ad-hoc appointment	
2.	Deputy Secretaries . . .	8	1(S.C.)	By selection from the field officers, appointments approved by Committee of Cabinet.	
3.	Under Secretaries . . .	19	3(S.C.)	Deputation from field officers.	
4.	Senior Analyst . . .	11	..	Appointment on deputation basis from among the Customs & Central Excise Services.	
5.	Senior Technical Officer . .	10			Do.
6.	Junior Analyst . . .	5	..	By deputation from C.S.S. staff/field staff.	
7.	Appraiser	1	..	By deputation \ From field	
8.	Superintendent Central Excise.	1	—	By deputation / organisations.	
9.	Section Officer.	1	..	By deputation	
10.	Senior Research Officer . .	1	..	Ad-hoc appointment in consultation with U.P.S.C.	
11.	Research Officer	1	..	—do—	
12.	Hindi Officer (Jr.)	1	..	Appointment on a -hoc basis.	
13.	Hinidi Translator (Sr.) . .	3	1 (SC)	Appointment on ad-hoc basis	
14.	Hindi Translator (Jr.) . .	3	1 (SC)	Appointment of Ad-hoc basis	
15.	Assistant (Technical)	11	2	On deputation basis from among the field and Secretariat staff.	
16.	Statistical Investigator . .	6		On deputation basis from Directorate of S & I.	

2.2. The ex-cadre posts of Hindi Officers and Hindi Translators, senior and junior are filled in by direct recruitment on the basis of a departmental test. However, reservations orders are applied to these posts.

2.3. No separate cadre of seniority, recruitment or promotions of field officers/staff is maintained in the Central Board of Excise and Customs Headquarters office. In fact, all non-C.S.S. Class I Officers in the Headquarters Office of Central Board of Excise and Customs are members of the Indian Revenue Service and such of them as are considered suitable for appointment in the Board's office are drafted on deputation with the approval of Department of Personnel and Administrative Reforms.

2.4. As regards field formations under the Central Board of Excise and Customs, it has been stated in a written note submitted to the Committee

that the normal procedure for recruitment against bulk vacancies in major posts is as under:—

Group 'D' posts

The post in the grade of Sepoy in the Central Excise, Customs and Narcotics Department is filled 100 per cent by direct recruitment. However, out of this, 25 per cent posts are reserved to be filled by direct recruitment from amongst sweepers, malis etc., who have completed 5 years service in the department and who have some elementary knowledge of Hindi or the regional language. There is no written test for filling up of these vacancies and they are filled on the basis of interview only. The regional Employment Exchanges are addressed by the respective Heads of Departments to sponsor names of suitable incumbents for the post.

Group 'C' posts

'Central Excise Department

A. Direct Recruitment (Ministerial)

- (a) *L.D.C.*— 100% posts in the grade are filled by direct recruitment. However, out of this 10% posts are reserved for qualified departmental Group 'D' employees under age concession, who have put in at least 5 years service in the department.
- (b) *U.D.C.*— 50% posts in the grade are filled by direct recruitment and 50% by promotion. 50% direct recruitment in the grade in Central Excise Department has been started w.e.f. 1-12-75. 50% of posts earmarked to be filled by promotion are filled by LDCs, in accordance with the orders issued by the Board from time to time.

B. Promotion

- (a) *D.O.S. Level II*—100% by promotion from the grade of *UDC/Steno.*
- (b) *D.O.S. Level I*—100% by promotion from the grade of *D.O.S. Level II/Stenographer (SG).*
- (c) *Office Supdt.*— 100% by promotion from the grade of *D.O.S. Level II/D.O.S. Level II.*

Direct Recruitment (Executive)

- (a) *Inspector (OG)*— 75% by direct recruitment and 25% by promotion by selection from amongst *UDCs/Steno (SG)/woman Searcher & Draftsman.*

Promotion (Executive)

- (a) *Inspector (SG)*— 100% by promotion from the grade of *Inspector (OG).*

Customs Department

A. Direct Recruitment (Ministerial)

- (a) *L.D.C.*— 100% posts in the grade are filled by direct recruitment. However out of this, 10% posts are reserved for qualified departmental Group 'D' employees under age concession who have put in at least 5 years service in the department.

B. Promotion (Ministerial)

- (a) *U.D.C.*— 100% posts are filled by promotion from the grade of *L.D.C.*
- (b) *D.O.S. Level II*— 100% by promotion from the grade of *UDC/Steno.*
- (c) *D.O.S. Level I*— 100% by promotion from the grade of *D.O.S. Level II/ Stenographer (SG).*
- (d) *Office Supdt.*— 100% by promotion from the grade of *D.O.S. Level I/D.O.S. Level II.*

Direct Recruitment (Executive) :

- (a) *Preventive Officer Grade I (OG)* 80% by direct recruitment and 20% by promotion from *UDC/ Stenographers OG & SG.*
- (b) *Examiner (OG)* 66-2/3% by recruitment and 33-1/3% by promotion from the grade of *UDC/Steno (OG)*

Promotion (Executive)

- (a) *Preventive Officer Grade I (SG)* 100% by promotion from the grade of *Preventive Officer. Grade I (OG).*
- (b) *Examiner (SG)* 100% by promotion from the grade of *Examiner (OG).*

Narcotics Department**A. Direct Recruitment (Ministerial) :**

- (a) *L.D.C.* 100% of posts in the grade are filled by direct recruitment. However, out of this, 10% posts are reserved for qualified departmental Group 'D' employees under age concession who have put in at least 5 years service in the department.

Promotion (Ministerial) :

- (a) *U.D.C.* 100% posts are filled by promotion from the grade of *L.D.C.*
- (b) *D.O.D. Level II*—100% posts are filled by promotion from the grade of *UDC/. Stenographer (OG).*
- (c) *D.O.S. Level I*— 100% by promotion from the grade of *D.O.S. Level II.*
- (d) *Office Supdt.*— 100% by promotion from the grade of *D.O.S. Level I.*

B. Direct Recruitment (Executive)

- (a) *Sub-Inspector*— 100% by direct recruitment provided so long as the posts of *Zilledars* are there, they will be considered for promotion as *Sub-Inspector.*
- (b) *Inspector (OG)*— (i) 33-1/3% by direct recruitment.
(ii) 33-1/3% by promotion from grade of *Sub-Inspector.*
(iii) 33-1/3% by promotion from the grade of *UDC/Steno (OG)*

Promotion (Executive)

- (a) *Inspector (SG)*— 100% posts are filled by promotion from the grade of *Inspector (OG).*
- (b) *Deputy Supdt.*— 100% posts are filled by promotion from the grade of *Inspector (SG).*

Direct recruitment in Group 'C' and 'D' posts is made by the respective Heads of Departments through local Employment Exchanges on the basis of written test or interview or both in accordance with the orders issued by the Board from time to time. However, direct recruitment in the grades of LDC, UDC, Inspector (OG), Preventive Officer Grade I (OG), Examiner (OG) and Stenographer (OG) has now been taken over by the Subordinate Services Commission and 100 per cent posts in those grades, earmarked for direct recruitment, will be filled by candidates selected by the Subordinate Services Commission w.e.f. 1-1-1978.

Promotions in Groups 'C' and 'D' posts are made by the respective Heads of Departments on the basis of recommendations of the Departmental Promotion Committee, constituted for the purpose.

Group 'B' Posts

(1) Customs appraisors' Service Group 'B':—

Recruitment to the service is made 50 per cent by the direct recruitment from I.A.S. etc. examination and 50 per cent by promotion from lower grades.

(2) Preventive Inspectors Service Group 'B':—

Recruitment to the service is made 100 per cent by promotion.

(3) Posts in the Central Excise Department|Both executive and ministerial:—

All posts are filled solely by promotion by selection from the next lower grades.

Group 'A' Posts

(1) Customs and Central Excise Service Group 'A':—

Recruitment to the grade of Assistant Collector|Superintendent of Central Excise Group 'A' is made 50 per cent by direct recruitment from the I.A.S. etc. examination and 50 per cent by promotion from Class II Grades. For other grades recruitment is 100 per cent by promotion.

(2) Indian Revenue Chemical Service:—

All the Group 'A' posts are filled 100 per cent by promotion from lower grades.

(3) Group 'A' posts in the Communication Directorate:—

There are isolated posts in this Directorate. They are filled by deputation|re-employment|direct recruitment.

2.5. Asked to state whether Recruitment Rules for various categories of posts in Groups C and D in the Central Board of Excise and Customs and its field formations have been finalised, the Committee have been informed during evidence that the Recruitment Rules have been drafted and are likely to be finalised in consultation with the Department of Personnel and Administrative Reforms within a period of one month.

2.6. The Committee note the procedure of recruitment being followed by the Central Board of Excise and Customs and its field formations. The Committee suggest that if adequate number of Scheduled Caste and Scheduled Tribe candidates are not available in any particular area, copies of recruitment advertisements should also be sent to the Employment Exchanges situated in the adjoining areas so as to attract maximum number of Scheduled Caste and Scheduled Tribe candidates for appointment to the posts in the Central Board of Excise and Customs and its field formations.

2.7. The Committee note that Recruitment Rules for Groups C and D posts under the Central Board of Excise and Customs have not yet been finalised and would urge upon the Central Board of Excise and Customs to vigorously pursue the matter with the Department of Personnel and Administrative Reforms and expedite a decision in the matter as continued delay in the matter adversely affects the interests of the Scheduled Castes and Scheduled Tribes.

B. Concessions and Relations

2.8. In a written note submitted to the Committee, it has been stated that in the matter of recruitment and promotion to the various posts in the Headquarters and field formations under the Central Board of Excise and Customs, Scheduled Caste and Scheduled Tribe candidates are entitled to all the concessions relaxations which are allowed to such candidates by the Department of Personnel and Administrative Reforms. Broadly, they are as indicated hereunder:—

- (1) *Age Limit:* Relaxation by five years in the upper age limit is allowed to Direct recruit candidates belonging to Scheduled Caste and Scheduled Tribe. Suitable age relaxation in case of promotion of ministerial officers to Executive cadres is also available to Scheduled Caste and Scheduled Tribe candidates where an upper age limit has been prescribed for such promotion.
- (2) *Relaxation of standard of suitability:* If in a direct recruitment, sufficient number of Scheduled Caste and Scheduled Tribe candidates do not become available on the basis of the general

standards prescribed, candidates belonging to these communities are selected by adopting relaxed standard to fill up the remaining reserved vacancies provided they are not otherwise found unfit for such appointments.

In departmental competitive examinations and confirmation examinations, qualifying standards are relaxed in favour of Scheduled Caste/Scheduled Tribe candidates provided they are not found unfit for such promotion/confirmations.

Further, where the requisite number of candidates fulfilling even the relaxed standards admissible in their cases are not available to fill the reserved vacancies in non-technical and quasi-technical Class III and Class IV Services/posts required to be filled up by direct recruitment otherwise than by written examination, the appointing authority, to the extent of the reserved vacancies may appoint the best among the Scheduled Caste and Scheduled Tribe candidates who fulfil the minimum educational qualifications prescribed for the post.

(3) *Fees for examination*: The prescribed fee for admission to any examination is reduced to 1/4th in the case of Scheduled Caste/Scheduled Tribe candidates.

(4) *Separate interview of Scheduled Caste/Scheduled Tribe candidates*: In order to ensure that Scheduled Caste/Scheduled Tribe candidates are not judged in comparison with general candidates, they are interviewed on a day or sitting other than on which general candidates are interviewed.

2.9. In reply to a question that Scheduled Caste and Scheduled Tribe candidates should not be judged along with the general candidates, the Committee, during the course of evidence, have been informed that this has been achieved, firstly, by holding interviews of the Scheduled Caste and Scheduled Tribe candidates separately, and secondly, by applying different standards in the written papers for this purpose. On being asked to explain the extent of relaxation of standards given to Scheduled Caste and Scheduled Tribe candidates, the Committee have further been informed that in all the field formations, instructions have been issued as far back as in 1975 (primarily with reference to departmental examinations) that qualifying marks in case of Scheduled Caste and Scheduled Tribe candidates could be relaxed by 20 per cent. If it is 50 or 40 per cent for general candidates, it could be 40 or 32 per cent respectively for Scheduled Caste and Scheduled Tribe candidates.

2.10. The Committee then enquired the total number of candidates who appeared in the various Departmental examinations and in confirmation examinations conducted by the Central Board of Excise and Customs during each of the last 3 years and the total number and percentage of candidates belonging to Scheduled Castes and Scheduled Tribes who qualified under relaxed standards. In reply, the following information has been furnished by the Central Board of Excise and Customs:—

Year	Total No. of candidate appeared	No. of Sched- ed Castes appeared	Percent- age	No. of Sched- ed Tribes appeared	Percent- age	No. of Sched- ed Castes qualified under relaxed standards	Percent- age	No. of Sched- ed Tribes qualified under relaxed standards	Percent- age
1975 . . .	3862	489	12.66%	70	1.81%	61	1.58%	6	0.16%
1976 . . .	4548	544	11.96%	124	2.73%	83	1.82%	20	0.44%
1977 . . .	2870	392	13.66%	70	2.44%	49	1.71%	9	0.31%

NOTE.—This does not include :

(i) Information in respect of Ahmedabad and Baroda Collectorates ; and

(ii) Information for the year 1977 in respect of Panaji, Goa, Central Excise Collectorates, Bangalore, Bombay, Delhi, Chandigarh and Jaipur.

2.11. The Committee note that in the matter of recruitment and promotions in the various posts in the Headquarters and field formations under the Central Board of Excise and Customs, Scheduled Castes and Scheduled Tribes are entitled to all concessions/relaxations which are allowed to such candidates by the Department of Personnel and Administrative Reforms. The Committee also note that bulk of recruitment is now being done through the Union Public Service Commission/Subordinate Service Commission. The Committee would like the Central Board of Excise and Customs to examine the feasibility of further liberalising these relaxations/concessions so that there could be greater intake of Scheduled Castes and Scheduled Tribes in the services under the Central Board of Excise and Customs and the backlog could be eliminated as early as possible.

C. Maintenance of Rosters

2.12. In a written note submitted to the Committee, it has been stated that prior to 1-5-1965, the Department of Revenue & Insurance, Department of Economic Affairs, Department of Company Affairs and Department of Expenditure (including Defence Division) had their own separate cadres in respect of the various decentralised Grades of the Central Secretariat Service, the Central Secretariat Stenographers Service and the Central Secretariat Clerical Service, i.e. Section Officers and Assistants of the Central Secretariat Service, Grade A, Grade B, Grade C and Grade D of the Central Secretariat Stenographers Service, and Upper Division Clerks and Lower Division Clerks of the Central Secretariat Clerical Service. However, with a view to streamlining the promotional prospects of the staff of these services, a combined Cadre, viz. Ministry of Finance Cadre was formed with effect from 1-5-1965 by amalgamating the Cadres of the aforesaid Departments. In order to make appointments, confirmations, promotions and Inter-Departmental transfers on the basis of a single cadre Cadre Administration Section was created in the Department of Expenditure.

2.13. In so far as the various decentralised Grades of the Central Secretariat Service, Central Secretariat Stenographers Service and Central Secretariat Clerical Service are concerned, the position regarding maintenance of Rosters in the Department of Expenditure is stated as follows:—

CENTRAL SECRETARIAT SERVICE:

(1) SECTION OFFICERS:

To this Grade appointments are made on the following basis:

- (i) Seniority, subject to rejection of the unfit;

(ii) Promotion based on Limited Departmental Competitive Examination;

(iii) Promotions are made on the basis of length of service (22 years' and above as Assistant).

A Roster for promotions through seniority is maintained by the Cadre Administration Section of the Department of Expenditure. Rosters in regard to (ii) and (iii) above are maintained centrally by the Department of Personnel and Administrative Reforms.

(2) ASSISTANTS:

Appointments to this Grade are made in the manner indicated below:

- (i) 50 per cent by direct recruitment through open competitive examination conducted by the Union Public Service Commission. The Roster for reservation of vacancies for Scheduled Caste/Scheduled Tribe candidates is maintained centrally by the Department of Personnel.
- (ii) 50 per cent by promotion on the basis of seniority subject to rejection of the unfit candidates from among the U.D.Cs. included in the Select List. The Cadre Administration Section of the Department of Expenditure maintains a roster for this purpose.

CENTRAL SECRETARIAT CLERICAL SERVICE:

(1) UPPER DIVISION CLERKS:

Recruitment to this Grade is made as follows:

- (i) 75 per cent through seniority, subject to rejection of the unfit candidates from among L.D.Cs. included in the zone of promotion;
- (ii) 25 per cent through a limited departmental competitive examination.

Rosters for both these are maintained by the Cadre Administration Section of the Department of Expenditure.

(2) LOWER DIVISION CLERKS:

Appointments are made on the basis of an open competitive examination held by the Staff Selection Commission. A combined roster for this Grade covering the initial recruitment as well as confirmation in this Grade is maintained by the Cadre Administration Section.

CENTRAL SECRETARIAT STENOGRAPHERS SERVICE:

- (1) **GRADE A:** Appointments are made 100 per cent by promotion on the basis of selection.
- (2) **GRADE B:** 50 per cent of vacancies are filled by promotion through seniority quota and the rest by limited departmental examination conducted by the Union Public Service Commission.

Rosters in respect of both these grades are maintained in the Cadre Administration Section.

- (3) **GRADE C:** The channels of appointment are as follows:
 - (i) 50 per cent by direct recruitment through open competitive examination;
 - (ii) 25 per cent by promotion through seniority;
 - (iii) 25 per cent by limited departmental competitive examination.

The Cadre Administration Section maintains three rosters for the purpose; one relating to direct recruitment also covers confirmation.

- (4) **GRADE D:** The vacancies are filled 100 per cent by direct recruitment. A roster covering both the recruitment and confirmation is maintained by the Cadre Administration Section.

2.14. Apart from these Rosters, maintained in Cadre Administration Section of the Department of Expenditure in regard to the decentralised Grades of the Central Secretariat etc. Services covering all the Departments of the Ministry of Finance, E.1(A), E.1(B) and E.1(C) Sections of the Department of Expenditure also maintained Rosters for providing reservation for Scheduled Caste and Scheduled Tribe candidates in Services to the following categories of posts in the Department:—

- (i) Separate rosters for making direct recruitment to the posts of Technical Assistants, Senior Investigator, Junior Research Assistants, Chief Cost Accounts Officer, Cost Accounts Officers, Assistant Cost Accounts Officers, Research Officers, Assistant Director and Cost Accountants.
- (ii) Separate rosters for posts filled by promotion *viz.* Senior Analyst, Junior Analyst, Senior Investigator, Senior Cost Accounts Officer, J. Assistant Cost Accounts Officer and Assistant Director (Plan Finance).
- (iii) Separate roster for *ad-hoc* direct recruitment to the posts of L.D.Cs. (*excluded*) through Employment Exchange for short periods.
- (iv) Separate rosters for the category of posts filled by (i) direct recruitment and (ii) by promotion in which the element of

direct recruitment does not exceed 50 per cent viz. Jamadars, Daftries, Selection Grade Daftries/Junior Gesterne Operator and Senior Gesterne Operator.

2.15. The rosters are submitted to the appointing authorities at the time of recruitment, etc. for examination of the correctness of entries, and are annually placed before the Liaison Officer for inspection. The Inspection Reports of the Liaison Officer pointing out any defect or shortcoming in the maintenance of rosters with any other suggestion for proper implementation of the reservation orders for Scheduled Caste and Scheduled Tribe are submitted for countersignature by the Head of the Department. In this connection, it has also been stated that there are no specific instructions issued by the Department of Personnel & Administrative Reforms requiring the Liaison Officer to sign the rosters also while conducting annual inspection of the rosters and making a report thereon. However, on making a reference to the Department of Personnel & Administrative Reforms, that Department have clarified that while conducting such inspection and making a report on the rosters, it may be appropriate if the Liaison Officer also signs the rosters in token of having inspected and checked them. Accordingly the rosters have been signed by the Liaison Officer also. Rosters are being maintained strictly in accordance with the instructions issued from time to time by the Department of Personnel and Administrative Reforms.

2.16. It has also been stated that for posts of Under Secretaries and above in the various Departments of the Ministry of Finance which are filled by officers of appropriate Grades of the Central Secretariat Service on the basis of promotion, a roster is maintained centrally by the Cadre Controlling Authority in the Department of Personnel & Administrative Reforms. While drawing up Select Lists of Officers for this purpose, that Department works out the reservation out of the total number of expected vacancies for Scheduled Caste and Scheduled Tribe candidates. When not filled by Officers of the Central Secretariat Service, vacancies at these levels are filled by officers of All-India and Central Services on tenure basis.

2.17. In the field formations, the prescribed rosters are maintained by the appointing authorities from the dates mentioned below or the date from which a particular field formation came into existence whichever is the later:

I. Direct Recruitment

All categories	26-1-1950
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II. Promotion on the basis of selection

Groups A & B	20-7-1974
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Groups C & D	8-11-1963
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III. Promotion on the basis of seniority-cum-fitness	27-11-1972
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In respect of Group 'A' posts in the field formations, the roster is maintained by the Ministry of Finance.

2.18. It has been stated that the rosters are submitted to the appointing authorities at the time of recruitment, etc. for examination of the correctness of entries, and are annually placed before the Liaison Officer for inspection. The Inspection Reports of the Liaison Officer pointing out any defect or shortcoming in the maintenance of rosters with any other suggestion for proper implementation of the reservation orders for Scheduled Caste and Scheduled Tribe are submitted for countersignature by the Head of the Department.

2.19. In a written note submitted to the Committee, the Committee have been informed that the rosters are checked periodically by the Liaison Officers to see that the same are being maintained properly and recruitments against reserved vacancies are made strictly as per the points of rosters.

2.20. During the course of evidence, it has been explained that the Chief Liaison Officer has been inspecting the rosters in the field formations periodically by rotation to check physically what type of records are being maintained and whether the procedure is being correctly followed.

2.21. When asked to state the main defects found by the Chief Liaison Officer in maintenance of the rosters, the Committee have been informed that the following defects have been found by the Chief Liaison Officer during the course of his inspections—

- (i) In some cases, unfilled vacancies reserved for Scheduled Castes/Scheduled Tribes are not being got dereserved.
- (ii) Some of the essential steps prescribed for filling up of reserved vacancies in direct recruitment quota are not taken.
- (iii) In certain cases either entries are not being made in roster registers immediately after appointment of candidates or these were not being signed by the appointing authority immediately after appointment.
- (iv) In some cases, abstract of carried forward vacancies/brought forward vacancies are not being prepared properly.
- (v) The procedure regarding exchange of vacancies between Scheduled Castes/Scheduled Tribes have sometimes not been followed.

2.22. The defects noticed by the Chief Liaison Officer are pointed out on the spot to the Administrative Officers concerned, and the need for proper observance of the orders is impressed on them.

2.23. Further, inspection notes are made out by the Chief Liaison Officer describing the defects and these notes are sent to the concerned Heads of Departments for necessary action and reporting compliance. Some of the defects are rectified on the spot.

2.24. The Committee have examined two Rosters brought by the Department of Expenditure viz. (i) Roster for providing reservation in making promotions to Grade I of Central Secretariat Stenographers Service through seniority quota; and (ii) Roster for giving reservations to the Scheduled Castes and Scheduled Tribes in promotion made on the basis of seniority to the grade of U.D.Cs. The Committee have been informed that the Roster registers have not been signed by the Liaison Officer who is supposed to check them and it is also not known whether any Scheduled Caste candidate was available and has not been promoted.

2.25. The Committee, during the course of evidence, had the opportunity to examine two Rosters brought by the representative of the Department of Expenditure at one of the sittings of the Committee. The Committee noticed that these Rosters had not been signed by the Liaison Officer whose duty is inter alia to check them at regular intervals. It clearly shows that Rosters have neither been maintained properly nor checked regularly by the Liaison Officer. The Committee need hardly stress that Rosters are the only mechanism to keep a watch on the proper placement of Scheduled Castes and Scheduled Tribes in services against the vacancies reserved for them. They feel that the proper maintenance of Rosters would keep the authorities concerned informed of the representation of Scheduled Castes and Scheduled Tribes at the various points in different posts and the shortfalls, if any, can be detected immediately. The Committee suggest that the Rosters should be checked periodically by the Liaison Officer and duly signed certificate of checks made recorded thereon. Discrepancies noticed during inspection of Rosters should be rectified immediately and also brought to the notice of the Head of the Department.

D. Promotions

2.26. In a note submitted to the Committee, the Committee have been informed that the categories of posts in the field formations of the Central

Board of Excise and Customs where 100 per cent posts are filled by promotion are:

- | | |
|---|--|
| 1. Collector Level-I | 28. U.D.C. by promotion 100% except in Central Excise Deptt. |
| 2. Collector Level-II | 29. Storekeeper |
| 3. Chief Chemist | 30. Data processing Officer in S & I Dte. |
| 4. Additional/Deputy Collector | 31. Overseer/Shift Incharge |
| 5. Chief Statisticals Officer | 32. Pan Man |
| 6. Deputy Chief Chemist | 33. Fitter |
| 7. Chief Accounts Officer | 34. Asstt. Pan Man |
| 8. Superintendent of Central Excise Gr. 'B' | 35. Feeder/Asstt. Plate Maker in S & I Dte |
| 9. Superintendent of Customs (Prev.) | 36. Roller Clearing Machine Operator |
| 10. Assistant Chemical Examiner | 37. Gestetner Operator (SG) |
| 11. Assistant Director (Research) | 38. Laboratory Clerk (CRCS) |
| 12. Assistant Chief Accounts Officer/Administrative Officers/Examiner of Accounts | 39. Romayor Operator |
| 13. Office Supdt. | 40. 2nd Parkhiya (CCF) |
| 14. Inspector of Central Excise (SG) | 41. Record Clerk/Record Keeper |
| 15. Examiner (SG) | 42. Book Binder |
| 16. Preventive Officer Grade I (SG) | 43. Vacuum Engine Driver |
| 17. Chemical Asstt. Grade I | 44. Fitter (Vacuum Engine Driver) |
| 18. Assistant Manager | 45. Operator-Cum-Fitter |
| 19. Dy. Office Supdt. Level I, Level II | 46. Sardar (CCF) |
| 20. Supdt. (M) in C.R.C.L. Head Clerk in C.R.C.L. | 47. Skilled worker/semi-skilled worker in Narcotics |
| 21. Inspector(SG), Narcotics Department | 48. Record Sorter |
| 22. Dy. Cashier | 59. Daftry (S.G.) |
| 23. Sr. Store Keeper | 50. Gestetner Operator (O.G.) |
| 24. Draftsman (SG) | 51. Book Binder |
| 25. Dy. Superintendent (Executive) Narcotics | 52. Daftry (O.G.) |
| 26. Steno (SG) | 53. Jamadar |
| 27. Gathering Machine Operator | 54. Attendant |
| | 55. Helper to Machine Operator |

2.27. The number of persons promoted to the different categories of posts in the field formations of the Central Board of Excise and Customs during the period from 1975 to 1977 and the number and percentage of Scheduled Castes and Scheduled Tribes promoted during the period are stated to be as follows:—

Name of post	1975						1976						1977					
	Total	SC	%	ST	%	Total	SC	%	ST	%	Total	SC	%	ST	%	Total	SC	%
Collector Level I	26	..	..	..	..	15	..	..	1	6.6	Nil	..	..	..	..	..	..	..
Collector Level II	14	1	7.1	..	..	..	..	..	..	..	10	..	..	..	..	10	..	..
Deputy Collector	34	1	2.9	..	..	1	..	..	..	..	44	5	11.3	2	4.5	..	..	..
Chief Chemist	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Deputy Chief Chemist	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
AD/ACAO	57	4	7.0	..	..	43	7	16.27	..	..	33	4	12.12	2	6.06	..	..	..
Supdt. (G.R.)	332	27	8.13	4	1.20	220	20	9.09	..	..	212	7	3.30	2	0.94	..	..	..
Office Supdt.	92	15	16.30	5	5.43	73	9	12.32	3	5.06	50	4	8.00	2	4.00	..	..	..
Deputy Office Supdt. Level I	95	7	7.36	3	3.15	98	17	17.34	1	1.02	95	8	8.42	1	1.05	..	..	..
Deputy Office Supdt. Level II	157	9	5.73	..	..	128	5	3.90	3	2.34	178	13	7.30	..	..	..	..	..
Upper Division Clerk	360	56	15.35	9	2.47	191	31	16.23	5	2.61	100	14	14.00	2	2.00	..	..	..
Steno	17	..	..	..	..	9	1	1.01	..	..	5	..	..	..	..	..	..	..
Inspector (SG)	465	64	13.76	17	3.65	371	47	12.66	5	1.34	322	43	13.35	15	4.65	..	..	..

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16

Draftsman (SG)	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Draftsman (O)	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Chemical Asst. Grade I	20	..	..	1	5.00	1	1	..	..	..	..	..	..	..	..
Laboratory Clerk	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Supdt. (M)	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..
Deputy Supdt. (M)	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..
Head Clerk	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..
Deputy Cashier	..	..	..	..	..	1	1	..	..	..	..	..	..	..	..
<i>Group D</i>															
Draftsman (SG)	1	..	..	..	..	3	1	39.93	..	2	1	50	..	..	..
Draftsman (OG)	33	4	12.12	2	6.06	22	6	27.27	3	13.62	6	..	..	..	..
Gettner Operator (OG)	4	1	25.00	..	..	9	1	11.11	1	11.11	3	..	..	..	..
Gettner (SG)	..	..	..	3	..	1	..	..	..	..	2	..	..	..	..
Jamadar (Prev)	1	..	..	..	..	10	1	10.00	..	..	4	..	..	..	..
Jamadar	60	3	5.00	7	11.66	28	1	3.57	5	17.85	16	2	12.50
epoxy (SG)	52	11	21.15	1	1.92

Semi Skilled
Worker

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Skilled Worker

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Record Keeper

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NOTE.— The above table does not include :—

(i) Information in respect of the Collectorate of Central Excise, Delhi, Chandigarh, Jaipur, Madras, Madurai, Patna, Narcotics Department and the Directorate of Inspection and Audit, Customs and Central Excise, New Delhi; and

(ii) Information for the year 1977 in respect of Collectorate of Central Excise, Bangalore, Bombay and the Central Revenues Central Laboratory, New Delhi.

2.28. It has also been stated that the quotas reserved for Scheduled Castes and Scheduled Tribes are applicable and followed in the aforesaid categories.

2.29. During the course of evidence, the Committee have been informed that reservation orders in promotion posts in Group 'C' and 'D' do not apply where the element of direct recruitment exceeded 66-2/3 per cent. The Categories of such posts are:—

- (i) from Ministerial cadres to Inspector (OG) of Central Excise;
- (ii) from Ministerial to Preventive Officer (OG).

2.30. The number of employees belonging to Ministerial cadres promoted to the posts of Inspector of Central Excise (OG) and the Preventive Officer Grade (OG) during the period from 1975 to 1977 are stated to be as follows:—

*I. Inspector of Central Excise (OG)**

Year	Total No. of Ministerial employees promoted as Inspector of Central Excise (OG)	S.C.	Percentage	S.T.	Percentage
1975	370	41	11	3	81
1976	188	14	7.5	1	53
1977	136	10	7.4	1	73

*NOTE.— Collector of Central Excise, Bangalore, Bombay and Delhi have not furnished information in respect of the year 1977 and as such the same has not been included in the figure at I above.

II. Preventive Officer Grade I (OG)

Year	Total No. of Ministerial employees promoted as P.O. Grade I (OG)	S.C.	Percentage	S.T.	Percentage
1975	32	3	10	1	3
1976	27	3	11	..	..
1977	45	7	15.5	..	..

2.31. Explaining the reasons for not providing reservations for Scheduled Castes and Scheduled Tribes to these categories of posts, the Committee have been informed, that the normal channel of promotions for the Ministerial posts is from L.D.C. to U.D.C., U.D.C. to Head Clerk and then to Deputy Office Superintendent and to Office Superintendent. 25 per cent of the posts of Inspectors have been reserved for promotions from U.D.C. posts to executive side and no reservations for Scheduled Castes and Scheduled Tribes have been provided for this category of posts in accordance with the general instructions issued by the Department of Personnel and Administrative Reforms in this regard.

2.32. The Committee have also informed that all posts in the categories of D.O.S. level II, D.O.S. Level I and Office Superintendent, etc. are filled in 100 per cent by promotion and there is no element of direct recruitment. In these cases, the quotas reserved for Scheduled Castes and Scheduled Tribes are applicable and followed.

2.33. The Committee then enquired the procedure followed for *ad hoc* promotions from Class II to Class I posts in the field formations under the Central Board of Excise and Customs. The Committee, during evidence, have been informed that there were 250 vacancies in this Cadre when a meeting of the Departmental Promotion Committee was to be convened in 1976. The vacancies accumulated as no meeting of the Departmental Promotion Committee could take place for nearly three years as certain writ petitions were pending and the seniority of employees could not be fixed.

2.34. In Class I posts, there is a quota between direct recruits and promotees in the ratio of 1:1 and direct recruits are taken on the basis of competitive examination conducted by the U.P.S.C. Out of 250 vacancies, 150 vacancies were for promotees and U.P.S.C. were of the view that they would consider candidates for 150 vacancies as belonging to the promotion quota. The zone of consideration for Scheduled Castes and Scheduled tribes in this case was extended upto five times the number of vacancies i.e. 750. For the remaining 100 vacancies reserved for direct recruitment, Government was advised on the 20th February, 1976 that they might make their own arrangements as U.P.S.C. did not come into the picture directly. Since the direct recruits were not available and the administration could not be run without filling up these posts, it was then decided to fill up these vacancies on an *ad hoc* basis through promotion although these vacancies did not belong to them. In *ad hoc* promotions, no reservations for Scheduled Castes and Scheduled Tribes had been provided and even if there had been reservation, they would have gone upto 500 but that would not have helped as they had already considered candidates upto 750 and all available Scheduled Caste and Scheduled Tribe candidates who were fit had been taken.

2.35. The Committee also desired to know as to why the done of consideration was restricted to three times for preparation of panel of officers of the Delhi/Chandigarh and Jaipur Collectorates, for promotion to the Grade of Superintendent of Central Excise, thus overlooking the claims of Scheduled Caste and Scheduled Tribe Inspectors who are sufficiently senior to be included in the zone of consideration. In a note submitted to the Committee, it has been informed that the Departmental Promotion Committee for preparation of a panel of officers of the Delhi/Chandigarh/Jaipur Collectorates to the grade of Superintendent of Central Excise was held in June, 1973. The Collector of Central Excise, Delhi, who is the cadre authority, has calculated the existing and anticipated vacancies as 26. But the Departmental Promotion Committee decided to increase it to 30 to provide for unforeseen contingencies. As promotions that had taken place to the grade of superintendent of Central Excise, Group 'B' after 4-1-1972 (when the Supreme Court delivered a judgement in the case of Ravi Verma laying down correct principles of seniority) had to be reviewed, the Departmental Promotion Committee added another 10 on this account to the 30 existing and anticipated vacancies making in all 40. The Chairman, Central Board of Excise and Customs has admitted during the course of evidence that all the 40 officers included in this panel, were promoted to the grade of Superintendent of Central Excise, Group (B) by the end of July, 1973.

2.36. Explaining the position further, the Chairman, Central Board of Excise and Customs, during the course of evidence, has stated:

"But the feeling is that as a result of this, there was a large number of other vacancies which could not be filled or that a large number of officers were overlooked from further consideration. We had checked up this point and found it was not correct because the panel was validated only upto the end of December 1973. Thereafter, based on the decision of the Supreme Court, fresh panels were drawn up and between June, 1973 and December, 1973 in that particular cadre the total number of vacancies that arose was only 43 as against 40 for which the panel was prepared. Sometimes unexpected vacancies do arise that people die or promotions are made or some people are sent on deputation. But it is only possible to make a fair estimate. We have also checked that the promotions could have been extended only to 43 upto December, 1973."

2.37. In May, 1968, the Central Board of Excise and Customs, in consultation with the Ministry of Home Affairs, issued the following instructions which are applicable for promotion to selection posts both gazetted

and non-gazetted in all offices under the administrative control of the Central Board of Excise and Customs;

- (i) The field of choice should be limited to three times the number of existing and anticipated vacancies.
- (ii) The Departmental Promotion Committee should look for the 'Very Good' officers also within this limit; and
- (iii) The Departmental Promotion Committee may go further down the list upto five times the number of existing and anticipated vacancies (a) for picking out persons of 'Outstanding' category only, and also (b) if sufficient number of officers 'Fit for promotion' are not available within the normal zone (i.e. within three times the number of existing and anticipated vacancies.).

2.38. The Committee have also been informed that as the zone of consideration limited to three times the number of vacancies is operating very harshly against the interests of Scheduled Castes and Scheduled Tribes officers, it was decided in March, 1975 that the normal field of choice for Scheduled Caste and Scheduled Tribe officers for the purpose of promotion to Group 'B' posts should extend to five times the number of vacancies as against three times. Since then the Department Promotion Committee have been following the principle that the zone of consideration may extend upto five times the number of vacancies for the purpose of allowing Scheduled Caste and Scheduled Tribe officers to avail themselves of the benefit of reservation in promotion to Group 'B' posts filled up on the principle of selection on merit.

2.39. The Committee note the procedure being followed in the Central Board of Excise and Customs for filling up posts by promotion. There are large categories of posts in the field formations in the Central Board of Excise and Customs where 100 per cent posts are filled by promotions and reservations for Scheduled Castes and Scheduled Tribes have been provided in all categories of such posts. The Committee regret to note that during the years 1975, 1976 and 1977, percentage of promotions of Scheduled Caste and Scheduled Tribe employees in different categories is not very satisfactory. In view of the fact that there are very few Scheduled Castes and Scheduled Tribes in the higher posts in the Central Board of Excise and Customs, the Committee would like the Central Board of Excise and Customs to explore suitable ways and means for affording greater promotional opportunities to Scheduled Caste and Scheduled Tribe employees.

2.40. The Committee also note that twenty-five per cent of posts in the grade of Inspectors, Central Excise (O.G.) and Preventive Officer (O.G.) have been reserved for promotion from Ministerial cadres and no reservations for Scheduled Castes and Scheduled Tribes have been provided in these categories. The Committee are opposed in principle for the exclusion of any posts from the purview of reservation orders. The Committee see no reason as to why reservation orders in promotions have not been made applicable to these posts and desire that the position may be reviewed in consultation with the Department of Personnel and Administrative Reforms so as to ensure that reservation orders for Scheduled Castes and Scheduled Tribes are made applicable to these categories of posts. The Committee may be informed of the decision taken in the matter.

2.41. The Committee are also unhappy to be informed that ad hoc promotions have been made during the year 1976 from Class II to Class I posts ignoring the claims of Scheduled Castes and Scheduled Tribes. The Committee expect the Central Board of Excise and Customs to ensure that the claims of Scheduled Castes and Scheduled Tribes are given due consideration before these ad hoc promotions are regularised.

E. Dereservation

2.42. In a note submitted to the Committee, the Committee have been informed that in so far as Group A of Central Secretariat Services posts in the entire Central Secretariat are concerned, the roster is maintained by the Department of Personnel and Administrative Reforms. A combined roster for all Group 'B' and 'C' posts in the Departments under the Ministry of Finance is maintained by the Department of Expenditure in the Cadre Administration Section.

2.43. In respect of Group 'D' posts for which recruitment is made by the Department of Revenue for all the combined three Divisions (including Central Board of Excise and Customs Headquarters Office), the reservation orders have been complied with fully and no occasion for dereservation of vacancies has arisen so far.

2.44. So far as the field formations of the Central Board of Excise and Customs are concerned, the Committee have been informed that the following steps are required to be taken by the appointing authorities to bring the reserved vacancies filled by direct recruitment to the notice of the members of the Scheduled Caste and Scheduled Tribe:—

- (i) by notifying these vacancies separately to the employment exchange;
- (ii) advertisement in newspapers;
- (iii) announcement through the medium of All India Radio.

2.45. If Scheduled Caste and Scheduled Tribe candidates are not available for appointment against vacancies reserved for them, such vacancies can be filled by appointment of general category candidates after these are got dereserved subject to their being carried forward to three subsequent recruitment years. The Heads of the Departments made proposals for dereservation of vacancies to the Central Board of Excise and Customs, which then takes them up with the Department of Personnel and Administrative Reforms. Before sending such proposals the Heads of Department are required to ensure that all essential steps laid down for securing reserved category candidates have been taken. The Central Board of Excise and Customs/Department of Personnel and Administrative Reforms also seek to ensure before granting approval for dereservation that all the prescribed steps have been taken by the Heads of the Department concerned.

2.46. The number of vacancies dereserved, category-wise, in the field formations under the Central Board of Excise and Customs during the last 5 years are stated to be as follows:— [See Page No. 36]

SL No.	Cadre	1972			1973			1974			1975			1976		
		ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12					

Group 'B'

1	Assistant Chemical Examiner	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
2	Supdt. of Central Excise	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
3	Administrative Officer	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
4	Assistant Chief Accounts Officer	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.

Group 'C'

1	Office Supdt.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
2	Dy. Office Supdt. Level - I	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
3	Dy. Office Supdt. Level. II	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
4	Upper Division Clerk	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
5	Inspector (OG)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
6	Inspector (SG)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
7	Stenographer (OG)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
8	Stenographer (SG)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
9	Chemical Assistant Grade II	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
10	Supdt. (Min.)	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.

11	Dy. Supdt. (Min.)	.	.	.	.	.	.	.	1	..	..	..	..	..	..	..	..	..	..
12	Examining Officer (SG)	.	.	.	.	.	.	.	..	..	..	1	..	..	..	..	..	..	..
13	Preventive Officer (SG)	.	.	.	.	.	.	.	1	1	1	5	1	..	..	..	..	..	..
14	Asstt. Chemical Examiner	.	.	.	.	.	.	1	..	..	..	..	..	..	..	..	..	..	..
15	Boiler Attendant Class I	.	.	.	.	.	.	..	..	..	1	..	..	..	..	..	..	..	..
<i>Group 'D'</i>																			
1	Gestetner Operator	.	.	.	.	.	.	..	1	1	..	..	..	..	..	..	..	..	..
2	Daftary (OG & SG)	.	.	.	.	.	.	..	..	..	1	1	1	1	3	1	..	..	..
3	Jamadar	.	.	.	.	.	..	..	..	..	1	1	1	1	2	11	1	..	1
4	Junior Fitter	.	.	.	.	..	..	..	..	..	..	1	..	..	..	..	..	..	..

2.47. While explaining the procedure followed for dereservation of vacancies, the Chairman, Central Board of Excise and Customs, during the course of evidence, conceded that there had been some laxity in following the correct procedure in this regard. Firstly, the Heads of Departments have not obtained the approval of the Department of Personnel and Administrative Reforms and, secondly, they have continued to carry forward the vacancies reserved for Scheduled Castes and Scheduled Tribes even beyond three years. He has also informed the Committee that instructions have since been issued to follow the procedure prescribed by the Department of Personnel and Administrative Reforms in this regard.

2.48. The Committee are basically opposed to the principle of dereservation and would like to urge that in view of the poor representation of Scheduled Castes and Scheduled Tribes in the Central Board of Excise and Customs, the vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.

2.49. The Committee are surprised to note that the Officers in the field formations under the Central Board of Excise and Customs have no clear understanding of the procedure of reservation of vacancies with the result that dereservation of vacancies has taken place to the detriment of the interests of Scheduled Caste and Scheduled Tribe employees. The Committee would, therefore, suggest that the Central Board of Excise and Customs should immediately organise a training course for its officers dealing with personnel matters with the help of the Department of Personnel and Administrative Reforms so that its officers become fully acquainted with the provisions and procedures of reservations for Scheduled Castes and Scheduled Tribes. The help of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes can also be taken in this connection.

2.50. The Committee would like to emphasise that in future the Central Board of Excise and Customs should strictly follow the procedure for dereservation of vacancies for Scheduled Castes and Scheduled Tribes as laid down in Department of Personnel and Administrative Reforms O.M. No. 28/14/74-Estt. (SCT) dated the 12th July, 1976 and invariably take all the necessary steps as mentioned in paras 26 to 27A of the Brochure on Reservations for Scheduled Castes and Scheduled Tribes in services (Fourth Edition) before making any reference to the Department of Personnel and Administrative Reforms for dereservation. The Committee would also suggest that any adverse effect on the Scheduled Caste and Scheduled Tribe employees resulting from non-observance of these orders should be mitigated in their interest.

F. Departmental Recruitment/Promotion Committees

2.51. In a note submitted to the Committee, the Committee have been informed that the following two Departmental Promotion Committees have been constituted:—

- (a) *Senior Departmental Promotion Committee* comprising of all the Joint Secretaries of Administration of all the Departments of Ministry of Finance, for promotion/confirmation to the cadre of Selection Grade posts of the Central Secretariat Stenographers Service, Under Secretaries and above.

This is a local departmental promotion Committee concerned with the short term local promotions to the grade of Under Secretaries and Deputy Secretaries in the Central Secretariat Service. Since the short term local promotions are made on the basis of seniority-cum-fitness, no reservation orders are applicable in these cases. No representative of Scheduled Caste or Scheduled Tribe is, therefore, included in this Departmental Promotion Committee.

- (b) *Junior Departmental Promotion Committee* comprising of all Deputy Secretaries in charge of Administration of all the Departments of Ministry of Finance to consider matters relating to Promotion/Confirmation/Crossing of Efficiency Bar of L.D.Cs., U.D.Cs., Stenographers, Assistants and Section Officers. A representative of Scheduled Caste/Scheduled Tribes is included in this Promotion Committee.

2.52. The composition of the Departmental Promotion Committee for promotion to the various Group A posts of the Indian Customs and Central Excise Service and the Central Revenue Chemical Service is stated to be as follows:—

- | | |
|--------------------------------|--------------|
| (i) Member U.P.S.C. | .. Chairman. |
| (ii) Chairman (CBEC) | .. Member |
| (iii) Two Members of the Board | ..Members. |

In the case of promotion to the grade of Collectors, the Finance Secretary is also a Member of the Departmental Promotion Committee. In the case of the Chemical Service, the Chief Chemist is also a Member of the Departmental Promotion Committee.

2.53. In the offices under the Central Board of Excise and Customs, promotions to Group 'B', 'C' and 'D' posts are made on the basis of the findings of the Departmental Promotion Committee constituted in accordance

with the instructions issued by the Department of Personnel and Administrative Reforms and Central Board of Excise and Customs from time to time. The composition of the Departmental Promotion Committees is normally as under:—

Central Excise Department:—

Group B Departmental Promotion Committees

Chairman

A member of the Board of Central Excise and Customs.

Members

Director of Inspection (Customs & Central Excise). The Collector(s) of the Collectorate(s) concerned.

Group C Departmental Promotion Committee:—

Chairman

Collector of Central Excise concerned.

Member

- (1) Senior most officer of the Collectorate concerned working at Headquarters.
- (2) Senior most officer of the Collectorate concerned working outside Headquarters.
- (3) Assistant Commissioner of Income Tax.
- (4) Where two or more Collectorates have common cadres, the other Collectors shall also be members of Departmental Promotion Committee.
- (5) Where none of the members at Serial Numbers (1) to (4) above belongs to a Scheduled Caste or Scheduled Tribe, Group A Officers of the Collectorates belonging to Scheduled Caste or Scheduled Tribes, if available, shall also be associated as a Member of the Departmental Promotion Committee.

NOTE: Where two or more Collectorates have a common cadre, the senior most Collector among the Collectors shall be the Chairman.

Group D Departmental Promotion Committee:—

Chairman

Assistant Collector of Central Excise.

Members

Two Superintendents of Central Excise and one Income-tax officer, officer, Group A.

*Customs Department:**Groups B Departmental Promotion Committee:—**Chairman*

Member (Customs).

Members

Director of Inspection (Customs & Central Excise).

Collector Concerned.

*Group C Departmental Promotion Committee:—**Chairman*

Collector of Customs Concerned.

Members

Two Group A Officers of the Customs House and one Assistant Commissioner of Income-tax.

*Group D Departmental Promotion Committee:—**Chairman*

Assistant Collector

Members

Two Group B gazetted officers and one Income-tax Officer, Group A.

Direct Recruitment:

Direct recruitment to Group C and Group D posts is made either on the basis of (a) written test only or (b) written test and interview or (c) interview only.

Selection Board for interviewing candidates for recruitment to Group C posts (where interview is necessary) is headed by the Collector/Head of Department.

The Selection Board for interviewing the candidates for recruitment to Group D posts is headed by the Deputy Collector or the Assistant Collector as may be nominated by the Collector.

2.54 The Committee have also been informed that in most of the field formations, a Scheduled Caste or Scheduled Tribe officer is being associated with the local Departmental Promotion Committee/Selection Board. However, in a few field formations *e.g.* Collectorates of Customs and Central Excise, Cochin, Goa, Central Revenue Control Laboratory, Directorate of Statistics and Intelligence (C&CE) and Directorate of Communications, it has not always been possible to associate a Scheduled Caste or Scheduled Tribe officer with the local Departmental Promotion Committee/Selection Board because of non-availability of Scheduled Caste and Scheduled Tribe officer of appropriate rank.

2.55 There are certain Departmental Promotion Committees relating to promotions to Group B and Group A which are presided over by a member of the Board and a member of the Union Public Service Commission respectively.

The other members of the Departmental Promotion Committee are members by designation. No specific provision has been made to associate a Scheduled Caste or Scheduled Tribe officer in case there is no such officer among the designated members of the Departmental Promotion Committee.

However, the orders relating to reservation of posts for persons from Scheduled Caste and Scheduled Tribe are strictly followed by these Departmental Promotion Committees and these orders ensure that Scheduled Caste and Scheduled Tribe officers within the Zone of consideration and found fit for promotion will be promoted to the extent of their quota.

2.56. The Committee need hardly emphasise the desirability of including a Scheduled Caste/Scheduled Tribe Officer in all the Departmental Recruitment/Promotion Committees constituted by the Central Board of Excise and Customs so as to instill confidence in the Scheduled Caste and Scheduled Tribe employees and for that purpose, if necessary, the composition of Departmental Promotion/Recruitment Committees may be enlarged. The Committee would desire that in case a Scheduled Caste/Scheduled Tribe officer of the appropriate rank is not available in a particular field formation, officer from other field formations or headquarters or State Government may be associated with that particular Departmental Promotion Committee.

G. Recruitment of Class IV Staff and Casual Labour

2.57. The Committee have been informed that the posts of Sweepers/Farrash and Peons are recruited through Employment Exchanges and reservation orders are enforced while filling up these posts. If daily wage staff, who are also recruited through Employment Exchanges, are available and if they have served for at least two years, with minimum of 240 days' attendance per year, they are eligible for appointment as Sweeper/Farrash/Peons subject to reservation of posts. The Sweepers/Farrash have also an option to switch over as Peons. The other Class IV posts in the Headquarters Office are Jamadars and Daftries. These posts are filled in 100 per cent by promotion from the category of peons subject to reservations.

2.58. The posts in the grade of Sepoy in the Central Excise, Customs and Narcotics Departments are filled 100 per cent by direct recruitment. However, out of this, 25 per cent posts are reserved to be filled by direct recruitment from amongst sweepers, malis etc., who have completed 5 years service in the department and who have, some elementary knowledge of Hindi or the regional language. There is no written test for filling up of these vacancies and they are filled on the basis of interview only. The Regional Employment Exchanges are addressed by the respective Heads of Departments to sponsor names of suitable incumbents for the posts.

2.59. The Committee enquired whether there are any avenues of promotions for Class IV employees in the Central Board of Excise and Customs and its field formations. In reply, it has been stated that the following avenues of promotion are available to Class IV Staff in the Headquarters of Central Board of Excise and Customs.

Sl. No.	Cadre	Posts to which the staff are eligible for promotion and percentage of posts available for promotion.	Remarks
1. All Class IV Staff	LDC	10% of posts in the grade of LDC are reserved for educationally qualified class IV staff who are within the age limit of 50 years.	In all these grades, the reservation orders apply i.e. 15% posts are reserved for Scheduled Caste and 7½ % for Scheduled Tribe.
2. Daftries	Daftries S.G. Record sorgter.	20 % posts in the cadre of Daftries in Selection Grade.	
3. Peons	Daftries Jamadars Peons, S.G	10% of posts in the cadre of Peons are in the Selection Grade.	
4. Sweepers Farashes	Sweepers Farashes, S.G.	20% posts in the Grades of Sweepers and Farash are Selection Grade posts.	

2.60. In field formations, Group 'D' employees are eligible for promotion to higher posts as indicated below:—

Promotion from	To	Selection/non-Selection
Sepoy	Daftry (OG)	Non-Selection
Sepoy	Jamadar	Non-selection
Sepoy	Jamadar (Preventive)	Selection
Daftry (OG)	Daftry (SG)	Non-selection
Daftry (OG)	Gesteiner Operator (OG)	Non-selection
Gesteiner Operator (OG)	Operator (SG)	Non-Selection
Sepoy	Sepoy (Selection Grade)	Selection

2.61. The number of Class IV employees who have been promoted during each of the last three years in the field formations of the Central Board of Excise and Customs and the number of Scheduled Castes and Scheduled Tribes among them are as follows:—

Year	Total	Scheduled Caste	Scheduled Tribe
1974	108	24	4
1975	178	18	30
1976	128	30	7

2.62. Asked to state the number of Sweepers who have been promoted as peons in the field formations of the Central Board of Excise and Customs during the last 3 years, the Committee have been informed that the posts of peon exist in only a few organisations under Central Board of Excise and Customs while in other organisations there is a cadre of sepoy who performs field/preventive duties as well as office duties of Peon/depending on their posting. The posts of Peon/Sepoy and Sweeper are in the same scale of pay and as such no promotion is involved. However, under the existing orders, Sweepers along with Farashes and Chowkidars are eligible for appointment to the posts of Sepoy/Peon against the twenty-five per cent quota subject to fulfilment of certain conditions. Sixteen Sweepers have been appointed as Peon/Sepoys in the field formations under Central Board of Excise and Customs during the last three years.

2.63. In reply to a question, the Committee have been informed that 15 non-Scheduled Castes and Scheduled Tribes have been recruited as *safaiwalas* or scavengers in the field formations of the Central Board of Excise and Customs. No person other than Scheduled Caste and Scheduled Tribes has been recruited as *Safaiwalas* or Scavengers in the Headquarters office of the Central Board of Excise and Customs.

2.64. Asked to state, during the course of evidence, whether any instances have come to the notice to the effect that persons employed as sweepers are asked to work as peons, the representative of the Department of Personnel and Administrative Reforms have replied that they would look into it and if there are such cases they would be set right.

2.65 Asked why vacancies of Class IV employees reserved for Scheduled Castes and Scheduled Tribes could not be filled up, the Chairman, Central Board of Excise and Customs, has stated, during the course of evidence that there is ban on the recruitment of in-door peons and there is no ban on the recruitment of out-door peons. The Committee have also been informed that so far as ban on the filling up of vacancies of peons is concerned, the matter is under review with a view to see if any partial relaxation can be given.

2.66. In reply to a question the representative of the Department of Personnel and Administrative Reforms has stated that it is likely that some person may have been appointed on casual basis and it has already been reiterated that that practice should be eschewed.

2.67 The Committee have been informed that ten daily wage workers including two Scheduled Castes are working in the Central Board of Excise and Customs Headquarters. They are recruited through Employment Exchange. They are not regular members of staff and are engaged as and when so required.

2.68. The Committee would like to draw the attention of the Central Board of Excise and Customs to the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36021/9/76-Est (SCT), dated the 10th February, 1977 wherein it has been laid down that the principle of reservations for Scheduled Castes and Scheduled Tribes should also apply to daily-rated staff and hope that these instructions would be meticulously followed.

2.69. The Committee see no justification in framing a rule that daily wage worker who has served for at least two years, with a minimum of 240 days' attendance per year, could be recruited as Farrash/Sweepers/Peons in the field formations of the Central Board of Excise and Customs and feel that it is likely to work against the interests of Scheduled Castes and

Scheduled Tribes. The Committee, therefore, urge that the rules in this regard should be amended to ensure that all vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them.

2.70. The Committee note that 15 non-Scheduled Caste and Scheduled Tribe persons have been recruited as Safaiwalas or scavengers in the field formations of the Central Board of Excise and Customs. While the Committee are glad to note that non Scheduled Caste and Scheduled Tribe persons are also being recruited as Safaiwalas or scavengers, they would like the Central Board of Excise and Customs to ensure that these persons are utilised strictly for the purposes for which they have been recruited and not on other duties.

H. Exchange of vacancies for Scheduled Castes and Scheduled Tribes

2.71. It has been stated in a note submitted to the Committee, that vacancies not filled by Scheduled Castes and Scheduled Tribes for want of suitable candidates are carried forward for three years. In the third year, the vacancies are changed *inter se* (i.e., between Scheduled Caste and Scheduled Tribe Candidates). If after the third year, no suitable candidate is available, the vacancies carried forward are treated as having lapsed.

2.72. The number of Scheduled Castes appointed in the vacancies reserved for Scheduled Tribes and *vice versa* in the various categories of posts in the field formations* of the Central Board of Excise and Customs during the last five years, is stated to be as follows:—

Year	Category of posts	No. of posts reserved for Scheduled Castes exchanged with Scheduled Tribe	No. of posts reserved for Scheduled Tribe exchanged with Scheduled Tribes
1	2	3	4
1972	Group (A)	—	—
	(B)	—	—
	(C)	—	2
	(D)	—	—

*This does not include the information in respect of Collector of Central Excise, Bhubaneswar and Shillong.

1	2	3	4
1973	'A'		
	'B'		..
	'C'		13
	'D'		
1974	'A'		
	'B'		
	'C'		3
	'D'		
1975	'A'		
	'B'		..
	'C'	2	6
	'D'		1
1976	'A'		
	'B'		..
	'C'		27
	'D'		
		2	52

2.73. The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes by Scheduled Tribes and vice versa at the end of the third year of carry-forward of vacancies is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Central Board of Excise and Customs to find Scheduled Caste and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.

CHAPTER III

STAFF STRENGTH AND SHORTFALLS

Staff Strength and Shortfalls

3.1. The Staff Strength and various categories of posts included in the Headquarters office of the Central Board of Excise and Customs as, on the 1st January, 1978 is at Appendix II.

3.2. A statement showing the various categories of posts included in Groups 'A', 'B', 'C' and 'D' together with their scales of pay and mode of recruitment in the Central Board of Excise and Customs and its field formations, as on 1-1-1978, is at Appendix III.

3.3. The staff strength in the field formations under the Central Board of Excise and Customs, as on the 1st September, 1977, is stated to be as follows:—

Category of posts	Total No. of employees	Number of		Percentage		Shortfall (in number)	
		SCs	STs	SC	ST	SCs	STs
'A'	952	65	23	6.8%	2.4%	—	—
'B'	3265	219	39	6.7%	2.4%	125	101
'C'	27464	2986	588	10.9%	2.1%	617	1064
'D'	14504	2219	568	15.3%	3.8%	120	281
Sweepers	175	118	3	67%	2%	—	—

3.3. It has been stated that the following recruitments have been made in the field formations under Central Board of Excise and Customs during the last three years:—

Statement showing the recruitments made in the field formations during the last three years (1974 to 1976)

Year	Category of posts (Class-wise)	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Scheduled Caste		No. of vacancies reserved for Scheduled Tribes		No. of SC. candidates appointed	No. of ST. candidates appointed	No. of SC vacancies carried forward	No. of ST vacancies carried forward		
				Carried forward from previous year	Reserved during the year	Total	Carried forward from previous year					Reserved during the year	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1974													
1974	A	40	40	..	6	6	A 74	3	3	6	3	..	..
	B	253	240	..	17	17	B 2	5	7	9	2	3	4
	C	2489	1852	210	248	458	C 400	144	544	264	70	219	372
	D	1273	977	32	140	172	D 82	77	159	183	73	31	97
	(Sweep-ers)	84	7	1	3	4	(Sweep-ers) 3 +	..	3	6	..	..	3
1975													
1975	A	37	37	..	6	6	A 74	3	3	6	3	..	..
	B	616	606	5	89	94	B 4	44	48	49	9	9	7
	C	3531	3719	246	527	773	C 421	321	742	429	127	348	589
	D	1078	997	46	117	163	D 129	78	207	287	108	27	128
	(Sweep-ers)	3	2	..	..	..	(Sweep-ers) 4	..	4	1	..	..	4

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1976															
A	36		36		..	5	5	A	..	2	2	5	2	..	—
B	5011		463		10	67	77	B	11	33	44	50	3	2	8
C	3827		3184		348	410	758	C	577	257	834	430	122	422	703
D	1693		1596		37	191	228	D	99	138	237	364	126	35	147
(Sweepers)	14		13		..	2	2	(Sweepers)	4	1	5	3	..	..	3

3.4. As regards Central Board of Excise and Customs Headquarters, it has been stated that the Central Board of Excise and Customs, as a separate entity, came into existence on 27-5-1977 and particulars of vacancies occurred and filled in the Headquarters Office (as on 1-6-1977) are stated to be as follows:—

Year	Category of posts (Class-wise)	Total No. of vacancies occurred	Total No. of vacancies filled	No. of S.C. appointed	No. of STS appointed
From 1-6-77	Stenographer Grade III	4	2	..	
	Lower Division Clerk	23	4	1	—

3.5. In a note submitted, the Committee have been informed that shortfall exists in the following categories of posts:—

Group 'B'

- (i) Appraisers, (ii) Superintendents of Central Excise, (iii) Administrative Officer, (iv) Assistant Chief Accounts Officer, and (v) Assistant Chemical Examiner.

Group 'C'

- (i) Office Superintendent, (ii) Deputy Office Superintendent, (iii) Upper Division Clerk, (iv) Lower Division Clerk, (v) Key Punch Operator, (viii) Examiner, (ix) Inspector of Central Woman Searcher, (viii) Examiner; (ix) Inspector of Central Excise, (x) Chemical Assistant II, (xi) Laboratory Attendor, (xii) Radio Operator, (xiii) Radio Technician, (xiv) Cipher Operator, (xv) Motor Operator, (xvi) Stenographers and (xvii) Hindi Typist.

Group 'D'

- (i) Gestetner Operator, (ii) Sepoy Daftry, (iii) Jamadar and (iv) Seaman Grade II.

3.6. The main reasons for the aforesaid shortfalls are stated to be as follows:—

- (i) Where direct recruitment is involved, either sufficient number of Scheduled Caste/Scheduled Tribe candidates were not sponsored by the employment exchanges or out of those who were

sponsored adequate number of candidates have not been found to qualify in the test even with relaxed standards.

- (ii) In regard to promotion posts in Group C, a sufficient number of candidates with the prescribed length of qualifying service in the lower grade were not available for being considered for higher posts.
- (iii) In regard to promotion posts in Group B, a sufficient number of candidates was not available within the normal zone of consideration as laid down in the Ministry of Home Affairs Office Memorandum No. F. 1/4/55-RPS dated 16-5-1957 as amplified by the Department of Personnel and Administrative Reforms Office Memorandum No. 36011/6/75-Estt. (SCT) dated 7-5-1975.

Special Recruitment

3.7. In reply to a question, during the course of evidence, the Chairman, Central Board of Excise and Customs, has stated that special recruitment tests are held whenever there are shortfalls against the vacancies reserved for Scheduled Castes and Scheduled Tribes. The number of special recruitment tests held during the last three years, the categories of posts for which special tests were held, and the number of candidates belonging to Scheduled Castes and Scheduled Tribes recruited as a result of these tests are stated to be as follows:—

Year	No. of Special recruitment Tests held	Category	No. of Scheduled Castes recruited	No. of Scheduled Tribes recruited
1974	14	LDC/Examiner, Steno (OG), P.O. Gr. I, Tech. Grade I, Grade II Workers	10	13
1975	8	LDC, Steno (OG) Inspector (OG)	24	4
1976	30	LDC, Steno (OG), Inspector (OG), Woman	35	24

3.8. The Central Board of Excise and Customs have suggested the following steps to improve the situation:—

- (i) For posts filled by direct recruitment through Union Public Service Commission or Staff Selection Commission, the Department of Personnel and Administrative Reforms will have to consider what necessary steps should be taken to remove the shortfall.

(ii) As regards 'C' posts in the direct recruitment quota, the bulk of the direct recruitment has already been taken over by Staff Selection Commission and in course of time all these posts will be filled through that Commission. The Department of Personnel and Administrative Reforms may consider necessary steps to be taken by the Staff Selection Commission to ensure filling up the Scheduled Caste/Scheduled Tribe quota.

(iii) As regards Group C posts not filled through the Staff Selection Commission, and Group D posts, the employment exchanges who sponsor the candidates might be directed to sponsor adequate number of Scheduled Castes and Scheduled Tribe candidates. In case of shortfalls, further special recruitment confined to Scheduled Caste and Scheduled Tribe candidates may be held. Publicity through newspapers all India Radio, etc. can also be given in such cases by the Employment Exchanges and/or concerned Heads of Departments.

3.9 While discussing the steps taken to wipe out the shortfalls, in reply to a suggestion by the Committee that for posts filled by promotion, the zone of consideration might be extended so as to include all eligible Scheduled Caste and Scheduled Tribe candidates subject only to the condition that they should have requisite qualifying service for promotion prescribed under the Rules, the Secretary, Department of Personnel and Administrative Reforms have stated:

"Earlier when it was considered, it was felt that we should restrict it to the Zone otherwise very junior people will supersede senior. If a suggestion is made again, that is, if you do not get the qualified persons, we will again consider this matter.

3.10. In reply to a query, the Committee have been informed that all possible avenues are explored for recruitment of suitable Scheduled Castes and Scheduled Tribes to wipe out the shortfalls. Copies of advertisements are sent to the recognised associations and interested M.Ps.

3.11. The Committee regret to note that the representation of Scheduled Castes and Scheduled Tribes in the field formations of the Central Board of Excise and Customs is much below the quota reserved for them. The representation of Scheduled Castes and Scheduled Tribes in Group 'A' posts is only 6.8 per cent and 2.4 per cent respectively while the representation of Scheduled Castes and Scheduled Tribes in Group 'B' posts is 6.7 per cent and 1.2 per cent respectively. Even in Group 'C' posts, the representation of Scheduled Castes and Scheduled Tribes is no better. It is 10.9 per cent for Scheduled Castes and 2.1 per cent for Scheduled Tribes.

Considering these heavy shortfalls, the Committee cannot but conclude that extent orders on the subject are either not being followed in letter and spirit by the appointing authorities or adequate attention is not being paid to improve the situation. Unless concerted efforts are made by the Central Board of Excise and Customs and other appointing authorities, the shortfalls in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out. The Committee, therefore, urge the Central Board of Excise and Customs to ensure that reservation orders are rigidly followed so that all the reserved vacancies for Scheduled Castes and Scheduled Tribes are actually filled in by them and that shortfalls are obliterated as early as possible. The Committee also stress that till such time as the representation of Scheduled Castes and Scheduled Tribes reaches their due proportion, special recruitments confined to Scheduled Castes and Scheduled Tribes should be resorted to to clear the backlog.

3.12. The Committee note that in order to wipe out the shortfalls in the case of promotional categories in the field formations of the Central Board of Excise and Customs, the representative of the Department of Personnel and Administrative Reforms has agreed, during the course of evidence, to reconsider the suggestion made by the Central Board of Excise and Customs that the zone of consideration might be extended so as to include all eligible Scheduled Caste and Scheduled Tribe candidates subject to the condition that they have requisite qualifying service for promotions prescribed under the Rules. The Committee hope that the Central Board of Excise and Customs will vigorously pursue this matter with the Department of Personnel and Administrative Reforms and apprise the Committee of the decision taken in the matter.

3.13. The Committee note that copies of advertisements issued by the Central Board of Excise and Customs and its field formations are sent to the recognised Associations, Organisations etc. of Scheduled Castes and Scheduled Tribes. The Committee feel that the list of Associations, Organisations, etc. recognised as representatives of Scheduled Castes and Scheduled Tribes for the purposes of orders relating to special representation in services was drawn a few years back and requires revision. The Committee would, therefore, like the Central Board of Excise and Customs to review the list of recognised Associations, Organisations, etc. of Scheduled Castes and Scheduled Tribes with a view to include all such registered Associations, Organisations etc. and the list, as revised, supplied to all appointing authorities in the field formations of the Central Board of Excise and Customs.

The Committee also desire that copies of advertisements issued by the Central Board of Excise and Customs and its field formations are also included in the newspapers like "Employment News" and "Rozgaar Samachar".

B. Training Facilities for Scheduled Caste and Scheduled Tribe employees

3.14. It has been stated that the Central Board of Excise and Customs Headquarters has no training institute/school of its own for imparting training to the Central Secretariat Services staff. However, the direct recruit Section Officers (including Scheduled Castes and Scheduled Tribes) join duty in the Headquarters only after receiving training in the Institute of Secretariat Training and Management, whereas direct recruit Assistants (including Scheduled Castes and Scheduled Tribes) are sent for training within 5 years of their appointment. Group A Officers are also sent on training conducted by the Indian Institute of Public Administration as and when any training programme conducted by the institute is brought to the notice of Central Board of Excise and Customs. Scheduled Caste and Scheduled Tribe Officers are also sponsored for such trainings.

3.15. Non-Central Secretariat Service Class I Officers are also sent for training by their parent offices, and the Government of India's instructions for imparting training to Scheduled Caste/Scheduled Tribe Officers are adhered to.

3.16. As regards the training arrangements for Officers in the field formations of the Central Board of Excise and Customs, the Committee have been informed that a Directorate of Training was set up in 1969. This Directorate consists of a Central Training Institute at Delhi and three Regional Training Institute one each at Bombay, Calcutta and Madras headed, by Deputy Directors (of the rank of Deputy Collector) under the administrative control of a Director of Training who is of the rank of Collector of Customs and Central Excise, Level I.

3.17. The Central Training Institute imparts initial training to Group A direct recruits, arranges refresher courses for Assistant Collectors of Customs and Central Excise and provides for initial training and refreshers for Group B and Group C executive staff of the north zone. The Regional Training Institute provides initial training to Appraisers of Customs, Superintendents of Central Excise, Preventive Officers, Examiners of Customs and Inspectors of Central Excise. It also undertakes refresher courses for Group B and Group C executive staff in the various zones.

3.18. The Director of Training is also responsible for drawing up proposals relating to training policies, implementation of the policies approved by the Board and formulation of training schemes and syllabi of studies in the Central Institute as well as the Regional Institutes.

3.19. The number of courses conducted by and the number of officers trained at the Central and Regional Training Institutes since their inception upto 31-12-1976 is as follows:—

(a) Number of courses conducted: 387

(b) Number of officers trained till December, 1976—cadre-wise :—

Group 'A'	542
Group 'B'	758
Group 'C' —	7000
Group 'D' .	177
TOTAL	7466

(c) Number of officers trained till December, 1976—Institute-wise.

Central Training Institute New Delhi	1556
Regional Training Institute, Bombay	2600
Regional Training Institute, Calcutta	2044
Regional Training Institute, Madras	2277
TOTAL	8477

3.20. The Committee have been informed that the number of Scheduled Caste and Scheduled Tribe officials trained in the various Institutes is not available and with effect from 1-1-1978, necessary statistics will be maintained in all the Central and Regional Training Institutes.

3.21. Performance-wise, by better deployment of existing resources, the number of officers trained by the Directorate has been brought up from 1493 in 1974 to 2654 in 1976. A number of steps have also been taken towards diversification of training programmes, rationalisation of course contents, modernisation and enrichment of training methodology etc.

3.22. In so far as Scheduled Castes and Scheduled Tribes are concerned, the matter is being handled from the following two view-points:—

- (i) Provision of due quota in the public service in the matter of recruitment and promotion;
- (ii) Arrangements for in-service training to enable them to come up to the required standards.

3.23. As regards (i) above, while the appointing authorities are primarily responsible to ensure that the percentage prescribed is reached, from the training angle coverage is given to the constitutional and other

provisions on the subject in the various courses conducted, in the light of the instructions contained in the "Brochure" on Reservation for Scheduled Castes and Scheduled Tribes in Services prepared by the Department of Personnel and Administrative Reforms so as to create an awareness of the requirements.

3.24. As for item (ii) so far as Probationers in Indian Customs and Central Excise Service, Group 'A' are concerned, tutorial groups are formed and special coaching is provided for Scheduled Caste and Scheduled Tribe candidates in order to make up their deficiency, if any, and to enable them to come up to the standard of other candidates in accordance with the instructions contained in paragraphs 58 and 59 of the Brochure on "Reservation for Scheduled Castes and Scheduled Tribes in Services."

3.25. In respect of the in-service training of officers of Groups 'B', 'C' and 'D' due to inadequacy of resources the Directorate has not been able to meet the training needs in this area. Proposals are, however, under consideration to reinforce the Directorate of Training and as soon as the additional faculty and supporting resources come into position, efforts will be made to widen the coverage of training of Scheduled Castes and Scheduled Tribes, at various levels.

3.26. The Committee note that, due to inadequacy of resources, the Directorate of Training has not been able to meet the training needs in respect of Groups B, C and D officers in the field formations of the Central Board of Excise and Customs and proposals to reinforce the Directorate of Training are under consideration. The Committee hope that decision in the matter will be taken early so that Scheduled Caste and Scheduled Tribe officers at various levels could be deputed in larger numbers for training. The Committee also desire that while deputing officers to seminars and conferences, preference should be given to officers of Scheduled Castes and Scheduled Tribes in accordance with the instructions issued by the Department of Personnel and Administrative Reforms in this regard as it would enable them to broaden their outlook and also to build up specialised knowledge.

3.27. The Committee are unhappy to note that statistics in regard to training imparted to Scheduled Caste and Scheduled Tribe officers in the various institutes under the Directorate of Training are not available and instructions have since been issued to maintain necessary statistics in this regard with effect from 1-1-1978. The Committee hope that necessary statistics with regard to training imparted to the Scheduled Caste and Scheduled Tribe officers in the field formations of Central Board of Excise and Customs will now be maintained and it will be ensured that considerable number of Scheduled Caste and Scheduled Tribe employees are included in the training programmes to be conducted by the Directorate of Training

and also by other training institutes etc. The Committee also desire that such statistics should be published in the annual report of the Ministry of Finance.

C. Annual Statements

..

3.28. Under the instructions issued by the Cabinet Secretariat (Department of Personnel and Administrative Reforms), two statements, one showing the total number of Government servants in the field formations under the Central Excise and Customs and the number of Scheduled Castes and Scheduled Tribes amongst them as on the 1st January, of a year and the other showing the particulars of recruitment made, during a calendar year and the number of vacancies filled by the Scheduled Castes and Scheduled Tribes are required to be sent to that Department latest by the 31st March every year.

3.29. During the course of evidence, the Committee have been informed that the returns for the year 1976 regarding recruitments of Scheduled Castes and Scheduled Tribes in the field formations were sent to the Department of Personnel and Administrative Reforms on 22.8.1977. As far as Headquarters office is concerned, the Central Board of Excise and Customs is not furnishing any return to the Department of Personnel and Administrative Reforms as it is not a recruiting/promotion/cadre authority for any posts.

3.30. Asked to state the reasons for late submission of annual returns for the year 1976 to the Department of Personnel and Administrative Reforms, the Chairman Central Board of Excise and Customs has conceded that there has been delay as the information has to be obtained from about 30 Heads of Departments of field formations and a consolidated statement has to be made before standing it.

3.31. In reply to a question whether any comments have been received on their returns, the Committee have been informed that in respect of the Statements for the year 1973 (as on 1.1.1974), the Department of Personnel and Administrative Reforms had raised a question as to why there have been variations in the figures of shortfalls received by them from the different field formations. On the basis of enquiries, it has been found by the Central Board of Excise and Customs that there were no variations in the figures supplied by Heads of the Department and possibly there was some confusion in compilation.

3.32. Asked whether the annual statements received from the field formations were examined before transmitting them to the Department of

Personnel and Administrative Reforms, the Chairman, Central Board of Excise and Customs, during the course of evidence, has stated as follows:—

“I have issued instructions during the last few days that as soon as all these are received at the Headquarters and before they are despatched to the Department of Personnel, it is not the duty of the Personnel alone but it is the duty, of this Department also to examine them critically.”

3.33. The Committee regret to note that the annual statements regarding recruitment of Scheduled Castes and Scheduled Tribes in the field formations for the year 1976 were sent by the Central Board of Excise and Customs, on the prescribed forms, to the Department of Personnel and Administrative Reforms on the 22nd August, 1977 although these should have been sent to them latest by the 31st March, 1977. The Committee would like the Central Board of Excise and Customs to ensure that, in future, the statements are prepared on the prescribed forms and submitted to them by all the field formations as soon as after the 1st January of the following year and latest by the 1st March of that year as laid down in the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 17/3/70-Estt(SCT) dated the 1st January, 1972 so that the statements are submitted to the Department of Personnel and Administrative Reforms in time. Failure to submit the statements in time should be regarded as a serious laps on the part of the concerned Head of the Departments of the Collectorates.

3.34. The Committee would also like to suggest that these annual statements on receipt by the Central Board of Excise and Customs should be critically examined and analysed immediately on receipt so that prompt and effective measures may be taken to remove the deficiencies noticed with a view to safeguard the interests of Scheduled Castes and Scheduled Tribes.

D. Annual Report

3.35. The Committee have been informed that instructions of the Department of Personnel and Administrative Reforms, in their O.M. dated the 28th May, 1976, provided that the activities of the Implementation Cell should be highlighted in the annual report of the Ministries/Departments, etc. This has been duly done in the annual Report of the Ministry of Finance for 1976-77. In accordance with the supplementary instructions issued by the Department of Personnel and Administrative Reforms on the 7th June, 1977, the statistics relating to the representation of Scheduled Castes and Scheduled Tribes in each Ministry/Department should be published in the Reports of the Ministry/Department concerned. It has been stated that these instructions are being kept in view for furnishing material in the annual Report for the year 1977-78.

3.36. The Committee hope that a note on the recruitment, promotion, dereservation of vacancies, supersession of Scheduled Castes and Scheduled Tribes and statistics relating to the representation of Scheduled Castes and Scheduled Tribes in the Central Board of Excise and Customs and its field formations will be included in the Annual Report of the Ministry for 1978 and onwards.

CHAPTER IV

MISCELLANEOUS

A. Redressal of grievances of Scheduled Caste and Scheduled Tribe employees and maintenance of complaints register

4.1. The Central Board of Excise and Customs, in a note submitted to the Committee, have stated that the Scheduled Caste and Scheduled Tribe candidates are free to submit representations to the appropriate authorities in respect of their grievances regarding non-implementation of orders relating to reservations and other concessions admissible to them, which are examined on merits. Whenever such representations are received from the Office of the Commissioner for Scheduled Castes and Scheduled Tribes, they are attended to promptly both in the Headquarters office of the Central Board of Excise and Customs and in the field formations. Remedial/corrective measures are also taken in respect of the defects pointed out by the Liaison Officers.

4.2. On a suggestion made by the Committee, during the course of evidence that there should be a Complaint Book in each unit of the Central Board of Excise and Customs wherein the Scheduled Caste and Scheduled Tribe employees could enter their grievances and due action could be taken on them by the authorities concerned, it has been stated that it would not be practicable to maintain a Complaint Book. There could, however, be no objection to entering representations received from Scheduled Caste and Scheduled Tribe officers both directly as well as through the Office of the Commissioner for Scheduled Castes and Scheduled Tribes and other recognised bodies in a separate register so that the disposal of such representations can be monitored by the local Liaison Officer or the Chief Liaison Officer.

4.3. The Committee would like to stress that separate registers for complaints|representations received from the Scheduled Castes and Scheduled Tribes employees should be maintained with immediate effect by the Personnel Sections of the Central Board of Excise and Customs and also in its field formations as assured by the representative of the Central Board of Excise and Customs during the course of evidence. The Committee would also suggest that a precise procedure should be laid down by the Central Board of Excise and Customs to deal with such complaints|representations and that it should be ensured that complaints are attended to

with utmost expedition. These registers should at least be checked quarterly by the Liaison Officer and also by Collectors of Central Excise/Customs concerned during the course of inspection of the offices under their control to ensure prompt disposal of complaints/representations received from the Scheduled Caste and Scheduled Tribe employees and quarterly report submitted to the Headquarters office for their information.

B. Award of Petty Contracts to Scheduled Castes and Scheduled Tribes

4.4. The Committee have been informed in a note submitted to the Committee that Petty contracts are awarded for the disposal of waste paper cuttings, sweeping, stitching uniform articles and purchase of contingent items and miscellaneous stores which are required to be purchased locally by the Heads of Departments in the interests of public service. Such petty contracts are awarded in accordance with the provisions contained in the annexure to Chapter 8 of the General Financial Rules 1973. The contracts are awarded basically on the basis of the rates quoted and not with reference to the caste etc. of the applicant. j

4.5. The Committee are confident that there is no dearth of Scheduled Caste and Scheduled Tribe persons for undertaking petty contracts provided they are offered suitable opportunities. The Committee are, therefore, of the view that the Central Board of Excise and Customs should explore the feasibility of providing reservations in the award of petty contracts to Scheduled Caste and Scheduled Tribe persons.

NEW DELHI:

April 18, 1978.

RAM DHAN,

Chaitra 28, 1900(S).

Chairman,

Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

APPENDIX I

(Vide Para No. 1-12 of the Report)

Statement showing the posts in Central Board of Excise & Customs Headquarters Office (As on 1-1-1978) to which the Reservation Orders are not applicable

Sl. No.	Category of post	Total No. of posts	No. of posts held by			REMARKS
			Scheduled Castes	Scheduled Tribes		
1	2	3	4	5	6	
(GROUP 'A' OFFICERS)						
1	Chairman, CBEC and ex-officio Special Secretary.	1				All these posts are filled by drawing on deputation of Officers belonging to Group 'A' of Indian Customs & Central Excise Service and with the approval of Appointments Committee of the Cabinet.
2	Member and ex-officio Additional Secretary	4	..			
3	Additional Secretary (Anti-Smuggling)	1				
4	Chief Vigilance Officer.	1	..	..
5	Commissioner (Tax Research)	1	..	..
6	Officer on Special Duty (Drawback)	*1	..	..
7	Officer on Special Duty (Narcotics)	1				
8	Director.	1	..	..
9	Secretary CBEC and ex-officio Deputy Secretary (Non-CSS)	9	1	..		

*Post laying vacant since 7-12-1977.

**Technically in the Department of Revenues but also associated with the work of Central Board of Excise & Customs.

1	2	3	4	5	6
10	Secretary CBEC and ex-officio Deputy Secretary (S.G.S.S. Officers)	2	..		Posts filled from a panel (drawn by Department of Personnel) of CSS Officers Selection Grade appointment approved by Appointments Committee of Cabinet.
11	Under Secretaries. (Non-CCS officers)	19	3	..	} Posts filled by deputation from among officers of the field formations under Central Board of Excise & Customs with the approval of Department of Personnel.
12	Sr. Research Officer.	1	..	..
13	Sr. Analyst.	10	..	..
14	Sr. Technical Officer.	10	..		Cadre posts in the Indian Customs & Central Excise Services filled by transfer of Officers belonging to that service.

GROUP 'B' OFFICERS

15	Research Officer	1	} Posts filled by deputation from officers of the field formation under the Central Board of Excise & Customs.
16	Appraiser.	1	..	..
17	Supdt. of Central Excise.	1	..	..
18	Junior Analyst.	5	} Posts filled by deputation from among C.S.S. Officers/Staff of field formation.
19	Section Officer (Excluded)	91	..	..

GROUP 'C' OFFICERS

20 Technical Assistants	11	2	..	Posts filled by deputation from among Secretariat/ Field Staff under the C.B.E. & C.
21 Statistical Investigator	006			Posts filled by deputation from field formations under the Central Board of Excise and Customs.

NOTE : Reservation orders not applicable to above posts in the Headquarters Office; reservation is, however, made in the parent Cadres of
Offices from which they are drafted on deputation.

* Posts laying vacant since 1-12-77.

** One post is laying vacant.

APPENDIX II

(Vide Para 3.1 of the Report)

Statement showing the particulars of officers included in groups A, B, C and D in the Headquarters Office of the Central Board of Excise and Customs as on 1-1-1978

Sl. No.	Category of post	No. of posts	Scale of Pay	Mode of Recruitment/Promotion
1	2	3	4	5

GROUP 'A' OFFICERS

1	*Chairman, C.B.E. & C.	1	Rs. 3250/- (Fixed)	*The present incumbent who is also ex-officio Special Secretary is in receipt of a pay of Rs. 3500/- p.m. as personal to him.
2	Member and ex-officio Additional Secretary.	4	3000/- (Fixed)	
3	Additional Secretary (Anti-Smuggling)	1	3000/- (Fixed)	
4	Chief Vigilance Officer.	1	2500—125/2—2750/-	All these posts are filled by drawing on deputation of officers belonging to Group 'A' of Indian Customs & Central Excise Service, and with the approval of Appointments Committee of the Cabinet.
5	Commissioner (Tax Research)	1	Do.	
6	Director.	1	2250—125/2—2500/-	
7	Officer on Special Duty.	2	Do.	
8	Secretaries C.B.E. & C. and ex-officio Deputy Secretaries (Non-C.S.S. Officers)	9	1500—2000/-	

Sl. No.	Post	Grade	Pay Band	Remarks
9	Secretary C.B.E. & C and ex-officio Deputy Secretaries (C.S.S. Officers)	a	1500—2000	Posts filled from a panel (drawn by Personnel Department) of C.S.S. Officers, Selection Grade; appointments approved by Appointments Committee of Cabinet.
10	Under Secretaries C.S.S.	8	1200—50—1600/-	Selection from among S.Os./S.G. Stenographers/ Stenographers with a minimum of 10 years approved service.
11	Under Secretaries Non-C.S.S.	19	1200—50—1600/-	Drafted on deputation from among officers of the field formations under the C.B.E.C.
12	Sr. Technical Officer	10	1100—50—1600/-	Cadre posts in the Indian Customs & Central Excise Services filled by transfer of Officers belonging to that service.
13	Sr. Research Officer.	1	1100—50—1600/-	} Posts filled on deputation basis with the approval of Department of Personnel.
14	Senior Analyst.	10	1100—50—1600/-	
GROUP 'B' OFFICERS				
15	Research Officer	1	650—30—740—35—810 E.B.—35—880—40— 1000—EB— 40—1200/-.	} Posts filled on deputation from among officers of field formations under the Central Board Excise & Customs.
16	Appraiser	1	Do.	
17	Supdt. Central Excise	1	Do.	
18	Junior Analyst.	5	Do.	
19	Section Officer	30	Do.	Posts filled on deputation from among C.S.S. Staff/ field formations under the C.B.E. & C. (1) 1/6 of the permanent vacancies by direct recruitment.

5

4

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2

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Rs.

(a) *Select List vacancies :*
(i) Seniority quota }
(ii) Long Service quota } 33 1/2 %
(iii) Deptt. exam. quota }

20 Section Officer (Excluded)

1 650—1200/-.

Deputation — Selection from among suitable Class-II Officers of CSS/Field formations or from the CSS/Field Staff in the Scale of Rs. 425—800/-.

21 Hindi Officer (Jr.) .

1 650—1200/-.

Appointment on *ad hoc* basis. Selection on the basis of departmental test. Reservation orders are applied to such posts.

22 Stenographers(S.G.) .

5 775—1200/-.

100 % (Seniority-cum-merit).

23 Steno. Grade I

6 650—30—740—35—810
—EB—35—880—40—
1000—EB—40—1040/-.

Departmental Exam. held by UPSC : 50 %
Promotion on the basis of Seniority-cum-fitness: 50 %

24 Assistants .

101 425—15—500—EB—15—
—560—20—700—EB—
25—800/-

Direct Recruitment : 50 %
Promotion on the basis of seniority-cum-fitness: 50 %

GROUP 'C'

25 Tech. Assistant .

11 425—15—500—EB—15—
560—20—700—EB—
25—800

Posts filled on deputation from Secretariat/Field Staff.

26 Hindi Translator (Sr.) .

3 550—20—650—25—800/-

} Appointment on *ad hoc* basis.

27 Hindi Translator (Jr.) .

3 425—15—500—EB—15—
560—20—700/-.

} Selection on the basis of departmental test. Reservation orders are applied to such posts.

Ra.

28 Steno. (Grade II) (Group B)	. . . . .	45 425-15-500-EB-15- 560-20-700-25- EB-800/-	Direct Recruitment : 50% Promotion on the basis of seniority : 25% cum-fitness. Departmental Examination : 25%
29 Statistical Investigator.	. . . . .	6 425-15-500-EB-15- 560-20-700/-	Posts filled on deputation from the field Staff.
30 U.D.C.s	. . . . .	45 330-10-380-EB-12- 500-EB-15-560/-	Departmental Examination held by SSC : 25% Promotion on the basis of seniority cum- fitness. 75%
31 Stenographers Gr. III	. . . . .	20 330-10-380-EB-12- 500-EB-15-560/-	Direct Recruitment 100%
32 L.D.C.s.	. . . . .	120 260-6-290-EB-6- 326-8-366-EB- 8-390-10-400/-	Direct Recruitment 100%

GROUP 'D'

33 Jamadars]	7 200-250	{ Promotion from among peons on the basis of seniority cum fitness : 100%
34 Daftries	. . . . .	19 200-250/-
35 Peons	47 196-3-220-EB-3- 232/-	{ Direct Recruitment through Employment Exchange —100% If daily wage workers recruited through employment Exchange are available and have rendered service for 240 days in each of two years; they are given preference for appointment subject to reservation.
36 Parasols	. . . . .	2 196-3-220-EB-3- 232/-
37 Sweepers	. . . . .	4 196-3-220-EB-3- 232/-
		

APPENDIX III

Statement showing Categories of Posts in field formation

Category of Post		Scale of Pay	Mode of recruitment promotion
1	2	3	4
Group 'A'			
1.	Collector Level-I	Rs. 2500—2750	100% by promotion of Collector Level-II.
2.	Collector Level-II	Rs. 2250—2500	100% by promotion of Deputy Collectors.
3.	Chief Chemist	Rs. 2000—2500	By promotion of Deputy Chief Chemist.
4.	Director (Marine)	Rs. 2000—2250	By deputation from Indian Navy.
5.	Director of Communication	Rs. 2000—2250+ special pay Rs. 250/subject to ceiling of Rs. 2250	By promotion from the grade of Dy. Director failing which by deputation from Army/BSF/Police.
6.	General Manager, Opium Factory Neemuch	Rs. 1800—2000	By direct recruitment failing which by transfer on deputation of officers of C.R.C.S. Group A.
7.	Deputy Director (Marine)	Rs. 1800—2000	100% by deputation of officer of appropriate grade from Indian Navy.
8.	Additional Deputy Collector.	Rs. 1500—2000	100% by promotion of Asstt. Collectors.
9.	Deputy Director of Communications	Rs. 1500—1800+ S.P. Rs. 200/-	By promotion of Asstt. Director (Communications) failing which by deputation of officers of appropriate grade in Army/BSF Police or by recruitment of ex-officers of their services.
10.	Chief Statistical Officer	Rs. 1500—2000	By deputation of officers of Indian Statistical Services/I.E.S.
11.	Deputy Chief Chemist	Rs. 1500—1800	100% by promotion of Chemical Examiner Grade-I.
12.	Marine Officer	Rs. 1500—1800	100% by direct recruitment through U.P.S.C.
13.	Research and Works Chemist/Works Engineer/Plan Superintendent, Neemuch.	Rs. 1300—1700	By deputation from the C.R.C.S.
14.	Deputy Director S & I Directorate	Rs. 1100—1600+ Rs. 100 special pay	100% by transfer of Asstt. Collector of Customs and Central Excise.
15.	Chemical Examiner Grade	Rs. 1100—1600	25% by direct recruitment through U.P.S.C. 75% by promotion from Chemical Examiner Grade II
16.	Assistant Director (Marine)	Rs. 1500—1800	By promotion failing which by transfer on deputation of officer of appropriate rank in the Indian Navy.

1	2	3	4
17.	Senior Analyst S & I	Rs. 1100—1600	By promotion of Jr. Analyst failing which by transfer/deputation of Superintendents Group 'B'/Appraisers/Asstt. Collectors.
18.	Assistant Director (Communications)	Rs. 1100—1600+ special pay Rs. 150	By promotion of communication officers failing which by deputation on transfer of officers of appropriate rank in the Army/BSF/Police.
19.	Senior Research Officer, S & I	Rs. 1100—1600	100% by transfer on deputation of officers of ISS/IES.
20.	Manager Neemuch Opium Factory	Rs. 1100—1600	100% by transfer of Asstt. Collector Customs and Central Excise.
21.	Workshop Manager (Marine)	Rs. 1100—1600	100% by deputation from Indian Navy.
22.	System Analyst. S & I Dte.	Rs. 1100—1600	100% by transfer on deputation of officers of I. S. S.
23. & 24.	Assistant Collectors of Customs and Central Excise	Senior Scale of 1100 1600 Junior Scale Rs. 700—1300	100% by promotion of Asstt. Collectors/Customs and Central Excise in the Junior scale of (Rs. 700—1300). 50% by direct recruitment through competitive examination held by the U. P. S. C. 50% by promotion of Superintendent of Central Excise Group 'B' Appropriate Group direct Opium Officers and Superintendent (executive) of Narcotics Department.
25.	Financial Adviser and C.A.O. Neemuch Factory	Rs. 1100—1600	By deputation of officers from the Cost Accounts Pool.
26.	Superintendent of Central Excise Group 'A'	Rs. 700—1300	As for Asstt. Collector Junior Scale under item 23 and 24.
27.	Communication Officer	Rs. 700—1300+ special pay Rs. 100	100% by deputation of officers of appropriate rank in the Army/BSF
28.	Cipher Officer	Rs. 700—1300+ special pay Rs. 100	By direct recruitment or reemployment or deputation, the methods of recruitment to be decided in consultation with UPSC.
29.	Chemical Examiner Gr. II	Rs. 700—1300	50% by promotion of Asstt. Chemical Examiner. 50% by direct recruitment through UPSC.
30.	Chief Accounts Officers.	Rs. 700—1300	By promotion from the grade of A.O./A.C.A.O., in the Customs and Central Excise Departments.
31.	Statistician (Junior Grade)	Rs. 700—1300	100% by deputation of officers of ISS/IES officers.
32.	Programmer S & I Directorate	Rs. 700—1300	By transfer on deputation from other similar organisations.

1	2	3	4
33.	Labour officer	Rs. 700—1300	By deputation from Labour officers Pool.
34.	Chemical Engineer/Design Shift/Chemist	Rs. 700—1300	By direct recruitment through UPSC.
35.	Assistant Engineer Mechanical/Electrical, Neemuch	Rs. 700—1300	By direct recruitment through UPSC.
<i>Group—B</i>			
1.	Skipper (Marine)	(Rs. 840—1200)	On deputation from Indian Navy.
2.	Engineer (Marine)	(Rs. 840—1200)	Do.
3.	Inspecting Officer Group 'B'	(Rs. 650—1200 + Special pay 25%)	By deputation of Superintendent of Central Excise Group 'B'/Appraisers/Prev. Inspectors Group 'B' Ministerial Officers.
4.	Intelligence Officers Group 'B'/District Opium Officers.	(Rs. 650—1200)	50% by promotion of Dy. Supdt. (Executive) of narcotics Deptt. 50% by deputation of Supdt. Central Excise Group 'B'.
5.	Superintendent of Central Excise Group 'B'	(Rs. 650—1200)	100% by promotion of Inspectors of Central Excise
6.	Appraisers	(Rs. 650—1200)	50% by Direct recruitment through U.P.S.C. and 50% by promotion from lower grades of Examiners/ Preventive Officers/Deputy Office Superintendents/Office Superintendents.
7.	Superintendent of Customs (Prev.)	(Rs. 650—1200)	100% by promotion from lower grade viz., Preventive Officers.
8.	Hindi Officer	(Rs. 650—1200);	75% by promotion of Hindi Translators. 25% by direct recruitment
9.	Assistant Chemical Examiner.	(Rs. 650—1200)	By promotion from the grade of Chemical Assistant Grade I.
10.	Prosecutor	(Rs. 650—1200)	By deputation of suitable Supdt. of Central Excise /Appraiser with legal qualification.
11.	District Opium Officer	(Rs. 650—1200)	50% by promotion of Deputy Supdt. (Executive) of Narcotics Department. 50% by deputation of Supdt. Central Excise Group 'B'.

1	2	3	4
12. Junior Analyst	(Rs. 650—1200)	50% by promotion of Senior Statistical Investigators in S&I Directorate.	50% by deputation of Supdt. of Central Excise Group 'B'/ Inspector of Central Excise.
13. Assistant Director (Research)	(Rs. 650—1200);	By promotion of Senior Statistical Investigator in S & I Directorate failing which by deputation of Supdt. of Central Excise Group 'B'.	
14. Manager Press	(Rs. 650—1200)	By transfer on deputation of officers under Central/ State Government holding analogous posts and possession qualifications prescribed for direct recruitment failing which by direct recruitment.	
15. Factory Engineer Narcotics Department.	(Rs. 650—1200)	By direct recruitment through U.P.S.C.	
16. Assistant Chief Accounts Officer/Administrative Officers/Examiner of Accounts	(Rs. 650—1200);	Promotion of Office Supdt. working in the Collectorate.	
17. Works Engineer Narcotics Department.	(Rs. 650—1200)	By direct recruitment through U.P.S.C.	
18. Assistant Statistician S & I Directorate.	(Rs. 650—1200)	By deputation of Supdt. of Central Excise Group 'B' failing which by direct recruitment.	
19. Assistant Public Prosecutor	(Rs. 650—1200)	By deputation of Supdt. of Central Excise/Appraiser/ Supdt. of Customs (Preventive)	
20. Senior Statistical Investigator	(Rs. 550—900)	50% by promotion of Statistical Investigator (O.G.) in the S & I Directorate and 50% by deputation of Inspectors of Central Excise.	
21. Assistant Programmer	(Rs. 550—900)	Promotion of U.D.Cs. possessing degree in Maths./Eco./ Statistics/Commerce and experience in Programming failing which direct recruitment.	
22. Deputy Manager Neemuch	(Rs. 650—900)	By deputation of Supdt. of Central Excise/District Opium Officers.	

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GROUP 'C'

Rs.

1. Office Supdt.	700—900	By promotion.
2. Foreman (Mech./Elect/Civil)	550—900	By direct recruitment.
3. Inspector of Central Excise (SG).	550—900	By promotion.
4. Examiner (SG)	550—900	By promotion.
5. Preventive Officer Grade I (S G)	550—900	By promotion.
6. Sr. Technical Assistant (Dte. of Communication).	550—900	By deputation/re-employment.
7. Chemical Asstt. Grade I	550—900	By promotion.
8. Asstt. Manager	550—900	By promotion from Inspector (factory).
9. Deputy Supdt. (Executive) in Narcotics Deptt.	550—900	By promotion.
10. Junior Chemist	550—900	Cadre post of C. R. Ch. S. Chemical Asstt. Grade I.
11. Jr. Accounts Officer	500—900	} By transfer or deputation from Audit & Accounts.
12. Cost Accountant	500—900	
13. Hindi Translator (SG)	550—800	By promotion, failing which by direct recruitment.
(OG)	425—700*	
14. Inspector (OG)	425—800	75% by direct recruitment and 25% by promotion.
15. Examiner (OG)	425—800	66 2/3% by direct recruitment and 33 1/3 % by promotion.
16. Preventive Officer Grade I (OG)	425—800	80% by direct recruitment and 20% by promotion.
17. Technical Asstt. Dte. of Training	425—800	By deputation.
18. Assistant, Directorate of Inspection and Audit.	425—800	75% by promotion, 25% by deputation.
19. Com. Asstt./Cipher Asstt. in Dte. of Communication.	425—800	By transfer on deputation or re-employment.
20. Dy. Office Supdt. Level I	550—750	} By promotion
Level II	425—700	
21. Supdt.. (M) C.R.C.L.	550—750	By promotion.
Head Clerks in C.R.C.L.	425—700	By promotion.

1	2	3	4
22.	Cashier/Treasurer .	550—750	By transfer/promotion.
23.	Foreman of Stores in the Directorate of Marine.	550—750	By deputation/re-employment.
24.	Skippers Mate .	550—750	By deputation/re-employment. personnel.
25.	Inspector (SG), Narcotics Deptt.	550—750	By promotion.
26.	Asstt. factory Engineer/Asstt. Works Engineer.	455—700	By direct recruitment.
27.	Engineers Mate/Artisan in Dte. of Marine.	455—700	By deputation/re-employment of Navy personnel..
28.	Dy. Cashier .	455—700	By promotion.
29.	Sr. Store Keeper .	455—700	By promotion.
30.	Draftsman (SG) .	425—700	By promotion.
31.	Statistical Investigator(OG)	425—700	By promotion/deputation.
32.	Steno (SG) .	425—700	By promotion.
33.	Radio Technician/Supervisor (Dte. of Communication)	425—700	By transfer on deputation/re-employment.
34.	Chemical Assistant Grade II	425—700	By direct recruitment.
35.	Cameraman, Dte. of S & I	425—700	By direct recruitment.
36.	Asstt. Foreman (Mech./Elec.) Narcotics Deptt.	425—700	By direct recruitment.
37.	Lay out Artist/Machine Operator .	425—700	By direct recruitment.
38.	Gathering Machine Operator	425—700	By promotion.
39.	Engineer Machenic .	425—700	By Deputation/reemployment of Navy Personnel.
40.	Marine Master I Class .	425—700	Do.
41.	Nurse .	425—640	By direct recruitment.
42.	Care-Taker .	380—640	By direct recruitment.
43.	Cipher Operator in Dte. of Communication	380—640	By re-employment of ex-Army Personnel.
44.	Radio Operator .	380—560	Transfer on deputation/re-employment.
45.	Tindal (Master 2nd Class) Launch driver class I/Launch Mechanic/Boat Swain in Dte. of Marine .	380—560	By direct recruitment.

1	2	3	4
46.	Asstt. Engr. Mechanic in Marine Dte.	380—560	By deputation/re-employment.
47.	Worker Category III (Tech. Gr. I)	380—560 380—560	By direct recruitment Do.
48.	Mechanic	330—660	For those not qualified.
49.	Compounder	330—480	For qualified pharmacists
50.	U.D.C.	330—560	By promotion 100% except Central Excise Deptt. where promotion 50%, Direct recruitment 50%.
51.	Steno (OG)	330—560	Direct recruitment.
52.	Store-Keeper	330—560	By promotion.
53.	Data Processing Officer in S & I Dte.	330—560	By promotion.
54.	Draftsman (OG)/Asstt. Cameraman in S & I Dte.	330—560	By direct recruitment.
55.	Plate Maker/Binding Asstt.	330—560	By promotion/direct recruitment.
56.	Typist I.B.M.	330—560	By direct recruitment.
57.	Library Clerk	330—560	By direct recruitment.
58.	Junior Accountant	330—560	By direct recruitment.
59.	Paperman	330—560	By direct recruitment.
60.	Graining Machine Operator in S & I Dte.	330—560	By direct recruitment.
61.	Binding & Cutting Machine Operator	330—560	By direct recruitment.
62.	Overseer/Shift Incharge	330—480	By promotion.
63.	Pan Man	330—480	By promotion.
64.	Fitter	320—400	By promotion failing which by direct recruitment.
65.	Asstt. Pan man	290—400	Do.
66.	Instrument Maker (CRCL)	290—400	100% Direct recruitment.
67.	Senior Dock hand	290—400	Deputation/re-employment.
68.	L. D. C./Hindi Typist	260—400	By direct recruitment.
69.	Sub-Inspector (Narcotics)	260—400	Promotion and direct recruitment
70.	Asstt. Storekeeper	260—400	By promotion/direct recruitment.
71.	Trademen (not in Narcotics)	260—400	By direct recruitment.

1	2	3	4
72. Telex Operator	260—400		By deputation/direct recruitment.
73. Feeder/Asstt. Plate Maker in S & I Dte.	260—400		By promotion.
74. Card Puncher & Card Verifier in S & I Dte.	260—400		By direct recruitment.
75. Roller Clearing Machine Operator	260—400		By promotion.
76. F.C.M. Operator/Pin Point Operators (Not in Narcotics)	260—400		By direct recruitment.
77. Motor Mechanic	260—350		By direct recruitment.
78. Refrigerator Mechanic (CCF)	260—400		By direct recruitment.
79. General Fitter/Electrician- cum-Mechanic/General Electrician/Boiler attendant	260—400	}	By promotion/direct recruitment
80. Fitter-cum-Turner/Electric Mistry/Black Smith-cum- Turner	260—350		
81. Worker Category II (Tech. Gr. II)	260—400		By direct recruitment.
82. Gestetner Operator (SG)	260—350		By promotion.
83. Motor/Jeep Driver/Driver Junior /Three Wheeler Scooter driver	260—350		By direct recruitment.
84. Laboratory Clerk (CP.CL)	260—430		By promotion.
85. Sewer/Servicing (Junior) Ex-Launch driver Class II in Dte. of Marine	260—350		By direct recruitment.
86. Surveyor Operator	260—350		By promotion.
87. Electrician Narcotics	260—350		By direct recruitment.
88. Engine Driver	260—350		By direct recruitment.
89. Press Mate/Tracer	260—350		By direct recruitment.
90. 2nd Palkhiya (CCF)	260—350		By promotion from skilled worker
91. Armourer	260—400		By direct recruitment.
92. Laboratory Attender	225—308		By direct recruitment.
93. Record Clerk/Record Keeper	225—308		By promotion.
94. Book Binder	225—308		By promotion.

Sl. No.	Category of post	Scale of Pay	Mode of recruitment/promotion
1	2	3	4
GROUP-D			
		Rs.	
1.	Black-smith/mason/Plumber/Head Carpenter/Carpenter/Tin smith	210—290	By direct recruitment/promotion.
2.	Vacuum Engine Driver	210—290	By promotion.
3.	Switch Board Attendant	210—290	By Direct recruitment/promotion.
4.	Plumber/Junior Fitter	210—290	By direct recruitment.
5.	Fitter (Vacuum Engine Driver)	210—290	By promotion.
6.	Operator-cum-Fitter	210—290	By promotion/direct recruitment.
7.	Sardar (CCF)	210—290	By promotion.
8.	Weighman/Lineman/Stocker	210—290	By direct recruitment.
9.	Kestner Attendant	210—290	By direct recruitment.
10.	Skilled worker/semi-skilled worker in Narcotics.	210—270	By promotion from semi-skilled/unskilled worker.
11.	Zilladar	210—270	Direct recruitment.
12.	Record Sorter	210—270	By promotion.
13.	Daftary (S.G.)	210—270	By promotion.
14.	Gestetner Operator (O.G.)	210—270	By promotion.
15.	Seaman Grade I	210—270	By promotion/direct recruitment.
16.	Greaser Grade I	210—270	By promotion/direct recruitment.
17.	Book Binder	210—270	By promotion.
18.	Daftary (O.G.)	200—250	By promotion.
19.	(A) Jamadar	200—250	By promotion.
	(B) Jamadar (Preventive)	-do-	By selection.
20.	Seaman Grade II/Greaser Grade II/Head Boatman/Boat Driver in Marine Directorate.	200—250	Direct recruitment.
21.	Petty Officer	200—250	Direct recruitment.

1	2	3	4
		Ra.	
22.	Attendent	200—250	By promotion.
23.	Helper to Machine Operator (CCF)	200—250	By promotion.
24.	(A) Peon/Sepoy/Chowkidar/Watchman/ Night Guard/Sweeper/Farash/Mali/ Waterman.	196—232	Direct recruitment.
	(B) Sepoy (S.G.)	200—240	By promotion.
25.	Bhandari (Cook)/Boatman/Luskar/Topaz	196—232	Direct recruitment.
26.	Koyal/Durwan/Cootar/Hamal	196—232	Direct recruitment.
27.	Bhishti/Duffdar/Scavenger/Daftar band.	196—232	Direct recruitment.
28.	Scaleman/Liftman	196—232	Direct recruitment.
29.	Camel Sawar	196—232	Direct recruitment.
30.	Unskilled worker/Sorkar Category I (Worker).	196—232	By direct recruitment.
31.	Cleaner/Motor Cleaner	196—232	By direct recruitment.

APPENDIX IV

(Vide para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

Sl. No.	Reference to para number in the Report	Summary of Conclusions/Recommendations
(1)	(2)	(3)
1.	1.20	<p>The Committee note that the Central Excise Collectorates of Delhi, Chandigarh and Jaipur have a common cadre which is administered by the Central Excise Collectorate, Delhi and Delhi being the headquarter and cadre authority being at Delhi, a 40-Point Roster, as prescribed for Delhi, has been applied for recruitment to Group C and D posts in these Collectorates in consultation with the Department of Personnel and Administrative Reforms. According to the 40-Point Roster, the reservations for Scheduled Castes and Scheduled Tribes are 15 per cent and 7½ per cent respectively. The Committee find no justification in prescribing a 40-Point Roster for recruitment to Groups C and D posts for these Collectorates as recruitments to these posts are normally made on local or regional basis and feel that this had deprived a large number of Scheduled Castes and Scheduled Tribes specially coming from the States of Punjab, Haryana, Rajasthan, etc. in getting jobs in the above Collectorates. The Committee, therefore, suggest that in order to give due representation to the Scheduled Castes and Scheduled Tribes belonging to these States, the percentages of reservations for Scheduled Castes and Scheduled Tribes should be fixed on the basis of population of Scheduled Castes and Scheduled Tribes in the Collectorates of these States.</p>
2.	1.21	<p>The Committee are distressed to note that a large number of posts in the Central Board of Excise and Customs and its field formations have been kept outside the purview of Reservation Orders for Scheduled</p>

(1)	(2)	(3)
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Castes and Scheduled Tribes. The Committee see no reason why reservation orders have not been applied to these posts and would like the Ministry of Finance to review the whole policy of making reservation order applicable *in toto* to all the posts in the Central Board of Excise and Customs and its field formations in consultation with the Department of Personnel and Administrative Reforms.

While selecting persons for posts to be filled in by deputation or transfer in the Central Board of Excise and Customs, a fair proportion of such posts should be filled in by employees belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions issued by the Department of Personnel and Administrative Reforms *vide* their O.M. No. 36012/7/77-Estt. (SCT) dated 21st January, 1978 in this regard.

3. 1.22 The Committee also note that Communications Directorate in the Central Board of Excise and Customs was set up in July, 1974 and is manned by technical personnel drawn on deputation or re-employment basis and as such reservation orders for Scheduled Castes and Scheduled Tribes have not been applied in these cases. The Committee regret that there is not a single Scheduled Caste or Scheduled Tribe in the Communications Directorate at present nor any specific attempt has been made by the Central Board of Excise and Customs to recruit Scheduled Caste and Scheduled Tribe candidates even for Group C posts. The Committee, therefore, desire that Recruitment Rules for various categories of posts should be finalised within a period of three months at the latest and all vacancies arising in future should as far as possible be filled up by candidates belonging to Scheduled Castes and Scheduled Tribes till such time their quota is completed.

4. 1.28 The Committee note that Assistant Collectors belonging to Scheduled Castes and Scheduled Tribes or any of the minority communities, are nominated
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(3)

as liaison officers in the offices subordinate to the Central Board of Excise and Customs for dealing with work relating to the representation of Scheduled Castes and Scheduled Tribes in all establishments and services under the administrative control of the Heads of the Departments. No formal Cells have been set up in the field formations but one or two clerical staff is nominated to assist the liaison officer. The Committee feel that the liaison officer alone would not be able to discharge his duties effectively unless a Cell with adequate staff is set up in each unit of the Central Board of Excise and Customs to ensure strict compliance of orders on reservations for Scheduled Castes and Scheduled Tribes and also to look into the complaints and grievances of the Scheduled Caste and Scheduled Tribe employees. The Committee, therefore, urge that Cells in each unit of the Central Board of Excise and Customs should be set up without delay to deal exclusively with matters relating to Scheduled Castes and Scheduled Tribes.

5.

2.6

The Committee note the procedure of recruitment being followed by the Central Board of Excise and Customs and its field formations. The Committee suggest that if adequate number of Scheduled Caste and Scheduled Tribe candidates are not available in any particular area, copies of recruitment advertisements should also be sent to the Employment Exchanges situated in the adjoining areas so as to attract maximum number of Scheduled Caste and Scheduled Tribe candidates for appointment to the posts in the Central Board of Excise and Customs and its field formations.

6.

2.7

The Committee note that Recruitment Rules for Group C and D posts under the Central Board of Excise and Customs have not yet been finalised and would urge upon the Central Board of Excise and Customs to vigorously pursue the matter with the Department of Personnel and Administrative Reforms and expedite a decision in the matter as continued

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delay in the matter adversely affects the interests of the Scheduled Castes and Scheduled Tribes.

7. 2.11 The Committee note that in the matter of recruitment and promotions in the various posts in the Headquarters and field formations under the Central Board of Excise and Customs, Scheduled Castes and Scheduled Tribes are entitled to all concessions/relaxations which are allowed to such candidates by the Department of Personnel and Administrative Reforms. The Committee also note that bulk of recruitment is now being done through the Union Public Service Commission/Subordinate Services Commissions. The Committee would like the Central Board of Excise and Customs to examine the feasibility of further liberalising these relaxations/concessions so that there could be greater intake of Scheduled Castes and Scheduled Tribes in the services under the Central Board of Excise and Customs and the backlog could be eliminated as early as possible.
8. 2.25 The Committee, during the course of evidence, had the opportunity to examine two Rosters brought by the representative of the Department of Expenditure at one of the sittings of the Committee. The Committee noticed that these Rosters had not been signed by the Liaison Officer whose duty is *inter alia* to check them at regular intervals. It clearly shows that Rosters have neither been maintained properly nor checked regularly by the Liaison Officer. The Committee need hardly stress that Rosters are the only mechanism to keep a watch on the proper placement of Scheduled Castes and Scheduled Tribes in services against the vacancies reserved for them. They feel that the proper maintenance of Rosters would keep the authorities concerned informed of the representation of Scheduled Castes and Scheduled Tribes at the various points in different posts and the shortfalls, if any, can be detected immediately. The Committee suggest that the Rosters should be checked periodically by the Liaison Officer

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		and duly signed certificate of checks made recorded thereon. Discrepancies noticed during inspection of Rosters should be rectified immediately and also brought to the notice of the Head of the Department.
9.	2.39	<p>The Committee note the procedure being followed in the Central Board of Excise and Customs for filling up posts by promotion. There are large categories of posts in the field formations in the Central Board of Excise and Customs where 100 per cent posts are filled by promotions and reservations for Scheduled Castes and Scheduled Tribes have been provided in all categories of such posts. The Committee regret to note that during the years 1975, 1976 and 1977, percentage of promotions of Scheduled Caste and Scheduled Tribe employees in different categories is not very satisfactory. In view of the fact that there are very few Scheduled Castes and Scheduled Tribes in the higher posts in the Central Board of Excise and Customs, the Committee would like the Central Board of Excise and Customs to explore suitable ways and means for affording greater promotional opportunities to Scheduled Caste and Scheduled Tribe employees.</p>
10	2.40	<p>The Committee also note that twenty-five per cent of posts in the grade of Inspectors, Central Excise (O.G.) and Preventive Officer (O.G.) have been reserved for promotion from Ministerial cadres and no reservations for Scheduled Castes and Scheduled Tribes have been provided in these categories. The Committee are opposed in principle for the exclusion of any posts from the purview of reservation orders. The Committee see no reason as to why reservation orders in promotions have not been made applicable to these posts and desire that the position may be reviewed in consultation with the Department of Personnel and Administrative Reforms so as to ensure that reservation orders for Scheduled Castes and Scheduled Tribes are made applicable to these categories of posts. The Committee may be informed of the decision taken in the matter.</p>

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11	2.41	<p>The Committee are also unhappy to be informed that <i>ad hoc</i> promotions have been made during the year 1976 from Class II to Class I posts ignoring the claims of Scheduled Castes and Scheduled Tribes. The Committee expect the Central Board of Excise and Customs to ensure that the claims of Scheduled Castes and Scheduled Tribes are given due consideration before these <i>ad hoc</i> promotions are regularised.</p>
12	2.48	<p>The Committee are basically opposed to the principle of dereservation and would like to urge that in view of the poor representation of Scheduled Castes and Scheduled Tribes in the Central Board of Excise and Customs, the vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.</p>
13	2.49	<p>The Committee are surprised to note that the Officers in the field formations under the Central Board of Excise and Customs have no clear understanding of the procedure of dereservation of vacancies with the result that dereservation of vacancies has taken place to the detriment of the interests of Scheduled Caste and Scheduled Tribe employees. The Committee would, therefore, suggest that the Central Board of Excise and Customs should immediately organise a training course for its officers dealing with personnel matters with the help of the Department of Personnel and Administrative Reforms so that its officers become fully acquainted with the provisions and procedures of reservations for Scheduled Castes and Scheduled Tribes. The help of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes can also be taken in this connection.</p>
14	2.50	<p>The Committee would like to emphasise that in future the Central Board of Excise and Customs should strictly follow the procedure for dereservation of vacancies for Scheduled Castes and Scheduled Tribes as laid down in Department of Per-</p>

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| | | sonnel and Administrative Reforms O.M. No. 28/14/74-Estt. (SCT) dated the 12th July, 1976 and invariably take all the necessary steps as mentioned in paras 26 to 27A of the Brochure on Reservations for Scheduled Castes and Scheduled Tribes in services (Fourth Edition) before making any reference to the Department of Personnel and Administrative Reforms for dereservation. The Committee would also suggest that any adverse effect on the Scheduled Caste and Scheduled Tribe employees resulting from non-observance of these orders should be mitigated in their interest. | | |
| 15 | 2.56 | The Committee need hardly emphasise the desirability of including a Scheduled Caste/Scheduled Tribe Officer in all the Departmental Recruitment/Promotion Committees constituted by the Central Board of Excise and Customs so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees and for that purpose, if necessary, the composition of Departmental Promotion/Recruitment Committees may be enlarged. The Committee would desire that in case a Scheduled Caste/Scheduled Tribe officer of the appropriate rank is not available in a particular field formation, officer from other field formations or headquarters or State Government may be associated with that particular Departmental Promotion Committee. | | |
| 16. | 2.68 | The Committee would like to draw the attention of the Central Board of Excise and Customs to the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36021/9/76-Estt.(SCT), dated the 10th February, 1977 wherein it has been laid down that the principle of reservations for Scheduled Castes and Scheduled Tribes should also apply to daily-rated staff and hope that these instructions would be meticulously followed. | | |
| 17. | 2.69 | The Committee see no justification in framing a rule that casual or daily wage worker who has | | |

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served for at least two years, with a minimum of 240 days' attendance per year, could be recruited as Farrash/Sweepers/Peons in the field formations of the Central Board of Excise and Customs and feel that it is likely to work against the interests of Scheduled Castes and Scheduled Tribes. The Committee, therefore, urge that the rules in this regard should be amended to ensure that all vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them.

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2.70

The Committee note that 15 non-Scheduled Caste and Scheduled Tribe persons have been recruited as *Safaiwalas* or scavengers in the field formations of the Central Board of Excise and Customs. While the Committee are glad to note that non-Scheduled Caste and Scheduled Tribe persons are also being recruited as *Safaiwalas* or scavengers, they would like the Central Board of Excise and Customs to ensure that these persons are utilised strictly for the purposes for which they have been recruited and not on other duties.

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2.73

The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes by Scheduled Tribes and *vice versa* at the end of the third year of carry-forward of vacancies is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Central Board of Excise and Customs to find Scheduled Caste and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.

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3.11

The Committee regret to note that the representation of Scheduled Castes and Scheduled Tribes in the field formations of the Central Board of Excise

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and Customs is much below the quota reserved for them. The representation of Scheduled Castes and Scheduled Tribes in Group 'A' posts is only 6.8 percent and 2.4 percent respectively while the representation of Scheduled Castes and Scheduled Tribes in Group 'B' posts is 6.7 per cent and 1.2 per cent respectively. Even in Group 'C' posts, the representation of Scheduled Castes and Scheduled Tribes is no better. It is 10.9 per cent for Scheduled Castes and 2.1 per cent for Scheduled Tribes. Considering these heavy shortfalls, the Committee cannot but conclude that extant orders on the subject are either not being followed in letter and spirit by the appointing authorities or adequate attention is not being paid to improve the situation. Unless concerted efforts are made by the Central Board of Excise and Customs and other appointing authorities, the shortfalls in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out. The Committee, therefore, urge the Central Board of Excise and Customs to ensure that reservation orders are rigidly followed so that all the reserved vacancies for Scheduled Castes and Scheduled Tribes are actually filled in by them and that shortfalls are obliterated as early as possible. The Committee also stress that till such time as the representation of Scheduled Castes and Scheduled Tribes reaches their due proportion, special recruitments confined to Scheduled Castes and Scheduled Tribes should be resorted to to clear the backlog.

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3.12

The Committee note that in order to wipe out the shortfalls in the case of promotional categories in the field formations of the Central Board of Excise and Customs, the representative of the Department of Personnel and Administrative Reforms has agreed, during the course of evidence, to reconsider the suggestion made by the Central Board of Excise and Customs that the zone of consideration might be extended so as to include all eligible Scheduled Caste and Scheduled Tribe candidates subject to the condi-

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		<p>tion that they have requisite qualifying service for promotions prescribed under the Rules. The Committee hope that the Central Board of Excise and Customs will vigorously pursue this matter with the Department of Personnel and Administrative Reforms and apprise the Committee of the decision taken in the matter.</p>
22	3.13	<p>The Committee note that copies of advertisements issued by the Central Board of Excise and Customs and its field formations are sent to the recognised Associations, Organisations etc. of Scheduled Castes and Scheduled Tribes. The Committee feel that the list of Associations, Organisations, etc. recognised as representatives of Scheduled Castes and Scheduled Tribes for the purposes of orders relating to special representation in services was drawn a few years back and requires revision. The Committee would, therefore, like the Central Board of Excise and Customs to review the list of recognised associations, Organisations, etc. of Scheduled Castes and Scheduled Tribes with a view to include all such registered Associations, Organisations etc. of Scheduled Castes and Scheduled Tribes and the list, as revised, supplied to all appointing authorities in the field formations of the Central Board of Excise and Customs.</p> <p>The Committee also desire that copies of advertisements issued by the Central Board of Excise and Customs and its field formations are also included in the newspapers like "Employment News" and "Rozgaar Samachar".</p>
23	3.26	<p>The Committee note that, due to inadequacy of resources, the Directorate of Training has not been able to meet the training needs in respect of Groups B, C and D officers in the field formations of the Central Board of Excise and Customs and proposals to reinforce the Directorate of Training are under consideration. The Committee hope that decision in</p>

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the matter will be taken early so that Scheduled Caste and Scheduled Tribe officers at various levels could be deputed in larger numbers for training. The Committee also desire that while deputing officers to seminars and conferences, preference should be given to officers of Scheduled Castes and Scheduled Tribes in accordance with the instructions issued by the Department of Personnel and Administrative Reforms in this regard as it would enable them to broaden their outlook and also to build up specialised knowledge.

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3.27

The Committee are unhappy to note that statistics in regard to training imparted to Scheduled Caste and Scheduled Tribe officers in the various institutes under the Directorate of Training are not available and instructions have since been issued to maintain necessary statistics in this regard with effect from 1-1-1978. The Committee hope that necessary statistics with regard to training imparted to the Scheduled Caste and Scheduled Tribe officers in the field formations of Central Board of Excise and Customs will now be maintained and it will be ensured that considerable number of Scheduled Caste and Scheduled Tribe employees are included in the training programmes to be conducted by the Directorate of Training and also by other training institutes etc. The Committee also desire that such statistics should be published in the annual report of the Ministry of Finance.

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3.33

The Committee regret to note that the annual statements regarding recruitment of Scheduled Castes and Scheduled Tribes in the field formations for the year 1976 were sent by the Central Board of Excise and Customs, on the prescribed forms, to the Department of Personnel and Administrative Reforms on the 22nd August, 1977, although these should have been sent to them latest by the 31st March, 1977.

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		<p>The Committee would like the Central Board of Excise and Customs to ensure that, in future, the statements are prepared on the prescribed forms and submitted to them by all the field formations as soon as after the 1st January of the following year and latest by the 1st March of that year as laid down in the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 17/3/70-Estt(SCT) dated the 1st January, 1972 so that the statements are submitted to the Department of Personnel and Administrative Reforms in time. Failure to submit the statements in time should be regarded as a serious lapse on the part of the concerned Head of the Departments of the Collectorates.</p>
26	3.34	<p>The Committee would also like to suggest that these annual statements on receipt by the Central Board of Excise and Customs should be critically examined and analysed immediately on receipt so that prompt and effective measures may be taken to remove the deficiencies noticed with a view to safeguard the interests of Scheduled Castes and Scheduled Tribes.</p>
27	3.36	<p>The Committee hope that a note on the recruitment, promotion, dereservation of vacancies, supersession of Scheduled Castes and Scheduled Tribes and statistics relating to the representation of Scheduled Castes and Scheduled Tribes in the Central Board of Excise and Customs and its field formations will be included in the Annual Report of the Ministry for 1978 and onwards.</p>
28	4.3	<p>The Committee would like to stress that separate registers for registering complaints/representations received from the Scheduled Caste and Scheduled Tribe employees should be maintained with immediate effect by the Personnel Sections of the Central Board of Excise and Customs and also in its field formations as assured by the representative of the Central Board of Excise and Customs during the course of evidence. The Committee would also sug-</p>

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		<p>gest that a precise procedure should be laid down by the Central Board of Excise and Customs to deal with such complaints/representations and that it should be ensured that complaints are attended to with utmost expedition. These registers should at least be checked quarterly by the Liaison Officer and also by Collectors of Central Excise/Customs concerned during the course of inspection of the offices under their control to ensure prompt disposal of complaints/representations received from the Scheduled Caste and Scheduled Tribe employees and quarterly report submitted to the Headquarters office for their information.</p>		
29	4.5	<p>The Committee are confident that there is no dearth of Scheduled Caste and Scheduled Tribe persons for undertaking petty contracts provided they are offered suitable opportunities. The Committee are, therefore, of the view that the Central Board of Excise and Customs should explore the feasibility of providing reservations in the award of petty contracts to Scheduled Caste and Scheduled Tribe persons.</p>		