

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1985-86)

(EIGHTH LOK SABHA)

SECOND REPORT

**MINISTRY OF STEEL AND MINES
(DEPARTMENT OF MINES)**

**Reservations for, and Employment of Scheduled
Castes and Scheduled Tribes in National Alumin-
ium Company Limited.**

Presented to Lok Sabha on 23.8.85

Laid in Rajya Sabha on 23.8.85



**LOK SABHA SECRETARIAT
NEW DELHI**

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1985-86)

Shri Krishan Datt Sultanpuri—*Chairman*

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1. Shri D. C. Pande—*Joint Secretary*
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3. Shri Kuldip Sahai—*Senior Legislative Committee Officer.*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Second Report (Eighth Lok Sabha) on the Ministry of Steel and Mines (Department of Mines)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in National Aluminium Company Limited.

2. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1984-85) took the evidence of the representatives of the Ministry of Steel and Mines (Department of Mines) and National Aluminium Company Limited on the 16th and 17th October, 1984. The present Committee (1985-86) place on record their appreciation of the commendable work done by the previous Committee in taking evidence and obtaining useful information for the Report. The Committee also wish to express their thanks to the officers of the Ministry of Steel and Mines (Department of Mines) and representatives of National Aluminium Company Limited for placing before the Committee (1984-85) 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 8th August, 1985.

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

KRISHAN DATT SULTANPURI,
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

NEW DELHI;
August 12, 1985
Sravana 21, 1907 (S)

CHAPTER I

INTRODUCTORY

A. *Organisational set up*

The discovery of over one billion tonnes bauxite deposits on the East Coast of India in the mid-seventies has brought about a dramatic change in the country's potential as a producer of bauxite and aluminium. With the objective of exploiting this mineral wealth, the Government of India in 1977 approached several major international aluminium producers to identify a modern technology for production of alumina and aluminium for preparation of a feasibility report. M/s Aluminium Pechiney (AP) of France who were selected as the consultants to prepare the feasibility report in March, 1978, submitted their report to Government of India in July, 1979.

1.2 The initial planning work on the project was handled by M/s Bharat Aluminium Company Limited. After the project was sanctioned by the Government, a new Company namely, National Aluminium Company Limited was set up by the Government of India on 7th January, 1981 in the Public Sector with an authorised capital of Rs. 200 crores. The authorised capital of the company was raised from Rs. 200 crores to Rs. 600 crores in December, 1982. The registered office of the Company is located at Bhubaneswar in Orissa.

1.3 Soon after the formation of the Company, it entered into an agreement with Messrs Aluminium Pechiney of France (AP) for the supply of process know-how and design for the project.

1.4 In January, 1982 the Board of Directors of NALCO confirmed an arrangement with Aluminium Pechiney for their continued technical assistance to the project for a period of 3 years from the date of acceptance of the various plants/installations.

1.5 A number of other consultants were also appointed for the different specialised areas of the Project. Thus for example, Engineers India Ltd. (EIL) were appointed the Consultants for the Bauxite Mine, Alumina Plant and the Smelter Development Consultants Pvt. Ltd. for the Captive Power Plant; RITES (India) for the Railway facilities; Howe (India) for port facilities; Town and Country Planning Organisation and National Industrial Development Corporation for the Townships etc.

1.6 Action was initiated for manpower recruitment. Nuclei of different offices were created at Bhubaneswar, Delhi, Visakhapatnam, Sunabeda and Angul.

1.7 The National Aluminium Company Ltd. is headed by a Chairman-cum-Managing Director subject to general superintendence by the Board of Directors. The Officer of the Managing Director of the Company has started functioning at Bhubaneswar from the first week of June, 1984. Prior to that it functioned from the Company's office at Delhi. The Company's offices at Delhi and Calcutta continue to function for carrying out the important day to day work of coordination with the various agencies of the Government of India, Central Public Enterprises who are involved in the implementation of the project, the principal consultants, viz. M/s Engineers India Limited and M/s Development Consultants Private Limited of India and M/s Aluminium Pechiney of France, as well as marketing activities of the Company.

1.8 National Aluminium Company Limited is presently engaged in construction of an integrated Aluminium Project which consists of the following components:—

- (i) A fully mechanised Bauxite Mine on Panchapatmalli Hill top, in Koraput district with an annual capacity of 2.4 million tonnes.
- (ii) An Alumina Refinery at Damanjodi in Koraput district 14 Km from the mine to extract 800,000 tonnes of alumina annually.
- (iii) A most modern Aluminium Smelter at Angul in Dhenkanal district of Orissa to produce 2,18,000 tonnes of Aluminium per year.
- (iv) A Captive Power Plant at Angul to supply firm power of 400 Mws. to the Aluminium Smelter.
- (v) Facilities at Visakhapatnam Port for handling, storage and loading of alumina into ships.

1.9 Subsequently, in May 1981 the Government also sanctioned the setting up of a captive thermal power plant at Angul in Distt. Dhenkanal, capable of delivering firm power at 400 MW to the Aluminium smelter.

1.10 On completion of project, the National Aluminium Company will be responsible for operation of its Plants/Mines and marketing of its products.

1.11 The total capital cost of the Project including the power plant, has been sanctioned by the Government at Rs. 1242.4 crores with a foreign exchange component of Rs. 167.2 crores (at the price levels of first quarter 1980). The revised project costs have been estimated as Rs. 2226 crores which are under consideration of the Government.

1.12 The system arrangement to support the Complex includes a coal mine to supply 2.4 million tonnes per annum of coal to the captive power plant; and a link rail line between Koraput and Machchliguda to be implemented by the Ministry of Railways which will be later extended to Rayaguda. The investment on these system facilities is not included in the project outlay of Rs. 1242.4 crores mentioned above.

1.13 Out of 8,00,000 tonnes alumina to be produced by the Company every year, 4,25,000 tonnes will be used for the production of aluminium metal and the balance 3,75,000 tonnes will be exported. For this purpose, suitable port handling facilities have been set up by the Company at Visakhapatnam.

1.14 A major portion of the investment on the project will be met through external sources. On 27th February, 1981, the National Aluminium Company entered into an agreement with 48 international banks for US \$ 680 million Euro dollar loan. A second Euro-dollar loan agreement for US \$300 million was signed in December, 1984. The balance investment on the project will be met through the Central Government Plan Funds.

1.15. During evidence the Committee desired to know about the dates of Commissioning of the various plants which are under construction under the 'Integrated Aluminium Project' of the National Aluminium Company. The Secretary, Ministry of Steel and Mines (Dept. of Mines) has stated that the Bauxite Mine on Panchpat-malli Hill top in Koraput district will be commissioned by the end of 1985, the Alumina Refinery at Damanjodi in Koraput district will start production by September, 1986, the Aluminium Plant at Angul which will make aluminium and other products will start production in December, 1986 and the two units of Captive Power Plant situated at Angul are likely to be Commissioned by December, 1986. (Unit I Sept., 86 Unit II, Dec. 86).

1.16. Some of the important objectives of National Aluminium Company at the present construction and development stage are stated to be as under:

- (1) To design and build up an organisational structure which would subserve the needs of the Company at the construction stage and could also move smoothly into the operation phase. The staffing pattern will be so matched that retrenchment at the end of construction phase can be minimised.
- (2) To design and implement training programmes at different levels so as to develop technical and managerial skills, thereby continuously upgrading the level of competence in the Company.
- (3) To set up efficient marketing facilities for export of 375,000 tonnes of Alumina and to conclude export contracts which would secure the most favourable terms possible for the Company in the prevailing world market situation.
- (4) To organise market development programmes for Aluminium metal in collaboration with other Aluminium producers, recognising the fact that, otherwise, the emergence of National Aluminium Company with its 218,000 tonne smelter could lead to a situation where production of the metal would outstrip the pace of demand growth.
- (5) To play a leading part in programmes for popularising the use of Aluminium and developing new applications for the metal, thereby enhancing Aluminium's role in the National Economy.
- (6) To develop ancillary industries in the small or tiny scale around the Plants to supply raw materials or other inputs to the Plants during construction or operational stage.
- (7) To participate in Research and Development programmes in Technology, management and marketing alongwith other Aluminium producers.
- (8) To take special steps for ameliorating the lot of the Tribal population, and other weaker sections of the local population, in and around the different plants of National Aluminium Company. In this effort, National Aluminium

Company will collaborate with other Governmental and non-governmental organisations.

- (9) To take special care of those who have lost their houses or a substantial part of their land holding as a result of land acquisition by National Aluminium Company, and arrange for their rehabilitation through employment of one person from each affected family in National Aluminium Company or associated public enterprises.
- (10) To play a catalytic role in improving the general quality of life for people within a reasonable area around the plants.

B. Board of Directors

1.17 The composition of the Board of Directors of the National Alumintum Company Limited as on 9th August '85 is as follows:—

1. Shri K.V.B. Pantulu Chairman-cum-Managing Director	Full time Chief Executive.
2. Shri S.H. Azad. Director (Projects)	Functional Director
3. Shri P.V. Venkatesan Director (Finance)	Functional Director
4. Shri S.R. Singh Additional Secretary & Financial Adviser, Ministry of Steel & Mines	Part time Official Director
5. Shri V.K. Thapar, Joint Secretary Ministry of Steel, Mines & Coal, Department of Mines	Part time Official Director
6. Shri L. Man Singh, Joint Secretary, Ministry of Finance, Department of Economic Affairs	Part time Official Director
7. Shri L.I. Parija, Additional Chief Secretary, Government of Orissa,	Part time Official Director
8. Shri Hemant Singh, Chairman-cum-Managing Director, Bharat Aluminium Company Ltd.	Part time Non-Official Director
9. Shri M.M. Sabharwal Ex-Chairman, Bata India Limited.	Part time Non-official Director

1.18. Regarding the policy of the Government on the appointment of Scheduled Caste/Scheduled Tribe persons on the Board of Directors of the Public Undertakings, the Ministry of Steel and Mines (Department of Mines) have stated in a note as follows:—

“It is the general policy of the Government to fill up Board level posts in Public Enterprises by promotion from within the enterprises. If internal candidates are not available, then preference is given to candidates working in other enterprises, failing which selection is made from other sources like Government and Private Sector. It is necessary that the posts are manned by officers of proven merit and record of service.”

1.19. The note further points out that Government would endeavour to appoint/nominate a Scheduled Caste/Scheduled Tribe officer member to the Board of Directors of Public Sector Enterprises provided suitable Scheduled Caste/Scheduled Tribe officer/member is available from within the enterprise or from some other enterprises or other sources.

1.20. When asked whether a person from Scheduled Caste/Scheduled Tribe community had been appointed on the Board of Directors the Secretary, Ministry of Steel and Mines (Department of Mines) has stated that in the Board of Directors there is one vacancy and the Government is in search of a suitable person who can be appointed on the Board. He has stated that in the present Board of Directors there is no person from outside except one person from Bata India Ltd.

1.21 The Committee note that at present there is no Scheduled Caste/Scheduled Tribe member on the Board of Directors of the National Aluminium Company Ltd. The Committee further note that one of the objectives of the Company is “to take special steps for ameliorating the lot of the Tribal population, in and around the different plants of National Aluminium Company.” The Committee recommend that with a view to give practical shape to this declared objective and to safeguard the interests of Scheduled Castes and Scheduled Tribes in and around the various plants of the Company, at least two persons, one each Scheduled Caste and Scheduled Tribe Communities should be appointed as members on the Board of Directors of the Company.

C. Man-power Planning

1.22. For initial manning of the project, services of some executives and non-executives were transferred from Bharat Aluminium Co. Ltd., to National Aluminium Company. The services of a few executives were taken on deputation from other public sector undertakings. In May 1981, the Company launched a programme for regular recruitment of executives in various technical and non-technical disciplines. The organisational structure for the construction phase of the project has been finalised and the recruitment of executives and non-executives is being planned in a phased manner in accordance with the project construction requirements.

1.23. When the Committee enquired during evidence if there is any Man-power Planning in NALCO, the Managing Director, National Aluminium Company has stated as under:—

“At the present moment, the Board has approved the man-power required for this company up to December, 1984. Some indication has been given about the man-power required for the company. The requirement of man-power in various categories of staff is still in the process. This will be done by the Industrial Engineering Department. It is expected that this will be done by them in the early part of next year. After this, the final picture will be available. So far, we have finalised the man-power requirement up to December, 1984. We are working still on the provisional figure.”

1.24. When the Committee pointed out that the tentative man-power planning should have been done when the Project Report of the Company was prepared with a view to assess the requirement of the staff in various categories like Engineers, Fitters and Carpenters etc., the representative of the Company has stated as follows:

“In the feasibility report, the estimated man-power was of the order of about 5800. To improve upon this so as to come to the final figure, we have put in the Chief Industrial Engineer who has been borrowed from another organisation. He is already on the job of identifying various categories of posts that will be required in the ultimate set up for the operation and maintenance of the units of

this Company. We hope that the study would be completed in the course of next seven or eight weeks. Then, we will review the man-power requirement sometime in the early part of the first quarter of 1985."

1.25 The Committee feel unhappy that there has been no proper man-power planning in National Aluminium Company even though the Company was set up in January, 1981. One of the objectives of the Company is to adopt a staffing pattern in such a way that retrenchment at the end of construction phase is minimised. The Committee apprehend that in the absence of proper man-power planning the services of many persons who are already working in the Company may have to be terminated.

The Committee recommend that Scheduled Caste/Scheduled Tribe persons employed by National Aluminium Company should be trained with immediate effect for specific jobs so that they can be absorbed in the Company on regular basis after the construction stage is over.

CHAPTER II

RESERVATIONS

A. Reservation Orders and Exemptions

First Annual Report of National Aluminium Company Ltd. for the year 1981-82 indicates that in September, 1981, the Government issued Directives to the Company for reservation of posts for Scheduled Castes and Scheduled Tribes and also for reservation of posts for ex-servicemen and dependants of those killed in action.

2.2 When the Committee enquired during evidence from which date reservation orders were made applicable in the National Aluminium Company, the Secretary, Ministry of Steel and Mines (Dept. of Mines) stated that it had been finally decided that the reservation orders both in direct recruitment and in promotion would be applicable from 7th January, 1981 i.e. from the date of incorporation of the Company.

2.3 Reservation of posts for Scheduled Castes and Scheduled Tribes both in direct recruitment and promotion in National Aluminium Company is stated to be as under:—

(i) *Direct Recruitment :*
Groups A&B.

(a) by open competition	SC	15%
	ST	7½%
(b) otherwise than (a)	SC	16 2/3%
	ST	7½%

Groups C&D

Orissa	SC	15%
	ST	23%
West Bengal	SC	20%
	ST	6%
Andhra Pradesh	SC	13%
	ST	5%
Delhi	Same as in case of Groups A & B	

(ii) Posts filled by promotion

	Scheduled Castes	Scheduled Tribes
(i) Posts filled by promotion through limited departmental competitive examinations within or to Groups B, C and D in which the element of direct recruitment, if any, does not exceed 66 2/3%	15%	7 1/2%
(ii) Posts filled by promotion made by selection in or to Groups C & D in which the element of direct recruitment, if any, does not exceed 66 2/3%	15%	7 1/2%

(i) Posts filled by promotion through limited departmental competitive examinations within or to Groups B, C and D in which the element of direct recruitment, if any, does not exceed 66 2/3%

15%

7 1/2%

(ii) Posts filled by promotion made by selection in or to Groups C & D in which the element of direct recruitment, if any, does not exceed 66 2/3%

15%

7 1/2%

As the Company has been incorporated in January, 1981, normal promotions are yet to take place except in case of persons who have come on transfer from other enterprises and have been elevated to next higher grade in terms of understanding at the time of transfer.

The above reservation will not apply to:—

- (i) Vacancies filled by transfer or by deputation.
- (ii) Temporary appointment of less than 45 days duration.
- (iii) Those work-charged posts, which are required for emergencies, like Flood Relief work, accidents restoration and relief etc.
- (iv) Scientific and technical posts required for research etc.

2.4 The reservation for Scheduled Castes and Scheduled Tribes apply also to appointments made to "scientific and technical" posts up to and including the lowest grade of Group A (Class I) in the respective services and such posts are not exempted from the purview of the reservation orders.

2.5 Only such "scientific and technical" posts as satisfy all the following conditions can be exempted from the purview of the reservation orders:—

- (i) The posts should be in grades above the lowest grade in Group A (Class I) of the service concerned;
- (ii) They should be classified as "scientific or technical" posts; and
- (iii) They should be classified as "for conducting research" or "for organising, guiding and directing research".

2.6 Approval of the Board of Directors is obtained before exempting any posts satisfying the above conditions from the purview of the scheme of reservations. Apart from the above exemptions there is no post which has been exempted from the purview of the reservation orders.

B. LIAISON OFFICER AND CELL

2.7 The Ministry of Steel and Mines (Department of Mines), have stated that the Deputy Secretary in charge of Establishment matters in the Ministry of Steel and Mines (Department of Mines) has been nominated as Liaison Officer in the Department in regard to implementation of orders regarding reservations for Scheduled Castes and Scheduled Tribes in the Department of Mines (Secretariat proper), its subordinate offices and Public Sector Undertakings under its administrative control including National Aluminium Company Limited. The Joint Secretary incharge of the Public Sector Undertakings is responsible for implementation of the Government policies.

2.8 Deputy Secretary (Establishment) reports to Secretary of the Department through Joint Secretary (Administration) in these matters, and for this he is assisted by the Under Secretary (Establishment) and Establishment Section.

2.9 The representative of the Ministry of Steel and Mines (Department of Mines) informed the Committee that in National Aluminium Company there is a Chief Liaison Officer to look after the work regarding implementation of reservation orders. He is holding the post of Dy. General Manager (Personnel) in the Company. The Chief Liaison Officer is responsible for compliance of the reservation orders, redressal of grievances of Scheduled Caste Scheduled Tribe employees and to generally supervise the welfare of the employees belonging to these communities.

2.10 In reply to a question the Ministry of Steel and Mines (Department of Mines) have stated that a part-time Cell was set up in the National Aluminium Company Ltd. in September, 1982. Three persons were working in this Cell. Their scales of pay and designations are stated to be as under:—

- (i) Assistant Finance Manager—Rs. 1300—1700/-
- (ii) Senior Personnel Officer—Rs. 1100—1600/-
- (iii) Executive Asstt. (Personnel)—Rs. 675—1130/-

2.11 During evidence, the representative of the National Aluminium Company informed the Committee that from 12th October, 1984 the Cell was functioning on full-time basis. At present one Senior Personnel Officer and one Assistant had been appointed to exclusively look after the work relating to the implementation of reservation orders. The Senior Personnel officer belonged to the Scheduled Caste community.

2.12 The representative of the Ministry of Steel and Mines (Department of Mines) informed the Committee that reservation Cells are also working in all the units of the Company.

The Cell performs the following functions:

- (i) Examination and prompt disposal of all representations, grievances, other communications received from and in respect of Scheduled Caste|Scheduled Tribe employees and organisations representing Scheduled Caste|Scheduled Tribe interests;
- (ii) Follow-up action and submission of quarterly reports to Chief Liaison Officer.
- (iii) Ensuring compliance and despatch of all statistical reports and returns on Government directives.
- (iv) To ensure that a half yearly consolidated advertisement in respect of all carried forward posts is released on All India basis.

2.13 Asked whether the Liaison Officers meet periodically to discuss matters of common interest, the Ministry of Steel and Mines (Department of Mines) have stated:

"Periodic meetings of Unit Personnel Managers have been held to discuss matters of common interest concerning their official responsibilities. Unit Personnel Managers being Liaison officers for their respective Units, by virtue of their offices, have made use of such meetings also for discussing matters concerning reservation orders for Scheduled Castes and Scheduled Tribes and implementation thereof."

2.14 The Committee note that a part-time Cell had been set up in the National Aluminium Company Ltd. in September, 1982 and 3 persons were working in this Cell. Reservation cells were also set up in all the units of the Company.

The Committee are glad to note that the cell has since started functioning in National Aluminium Company Ltd. on full time basis from 12th October, 1984. The Committee feel that keeping in view the importance of work assigned to the Cell, the officer in-charge of the Cell must possess sound knowledge of the Brochure on reservations for Scheduled Caste/Scheduled Tribe in services and other guidelines issued by the Department of Personnel and Administrative Reforms from time to time. The Committee recommend that the officers working in the Cell should be given training regarding implementation of reservation orders and the maintenance of rosters etc. So as to improve the efficiency of the Cell as a whole in the discharge of its functions.

CHAPTER III

RECRUITMENT AND PROMOTION

A. Recruitment Procedure

As regards the procedure followed for recruitment of personnel in various categories of posts in National Aluminium Company, the Committee have been informed that the vacancies carrying pay scale the maximum of which exceeds Rs. 800/- p.m. are filled up normally through press advertisements. The maximum limit has been revised to Rs. 1250/- p.m. from 14-10-1984 on account of revision of wage structure. Other vacancies are normally filled up through notification to the Employment Exchange as per the guidelines issued by the Government.

3.2 According to the National Aluminium Company Recruitment and Promotion Rules for Executives, for the purpose of recruitment, promotion and career planning, all executive posts in the Company have been classified as under:—

Level	Existing Scale of Pay
E-1	Rs. 700—1300/-
E-2	Rs. 1100—1600/-
E-3	Rs. 1300—1700/-
E-4	Rs. 1500—2000/-
E-5	Rs. 2000—2250/-
E-6	Rs. 2250—2500/-
E-7	Rs. 2250—2750/-
E-8	Rs. 2500—3000/-

3.3 Regarding the recruitment of executives in the Company, the Ministry of Steel and Mines (Department of Mines) have informed the Committee in a note that according to the recruitment rules E-1 level is the major induction point in the executive manning system of the Company. Not less than 50 per cent of manpower require-

ment at E-1 stage shall be filled up through direct recruitment and/or through placement of Management Trainees and Graduate Engineer Trainees. It has been stated that the Company may take recourse to direct recruitment at any or all levels to the extent necessary. All recruitments and promotions to the Executive posts is centrally organised by the Corporate Personnel Department, in Consultation with the heads of Units concerned.

3.4 The sources of recruitment of personnel to the executive posts in the Company shall be decided by the competent authority, generally from the following:—

- (a) Advertisement in press on all-India basis;
- (b) Circulation amongst Government departments and other Public Sector enterprises where the candidates with requisite qualification and experience are likely to be available;
- (c) Graduate Engineer Trainees|Management Trainees for posts at E-1 level, in terms of approved schemes;
- (d) Deputation from Government departments and public Sector enterprises depending upon the specific requirements and the absorption of deputationists|lien holders from Government departments and Public Sector enterprises in the Company;
- (e) Personal contacts for recruitment to posts requiring specialised knowledge or expertise and/or exceptional qualification and merit;
- (f) Circulation of vacancies within the Company.

3.5 It has been stated that the internal candidates, serving in the scale next lower to the level for which recruitment is being made and who fulfil necessary requirements stipulated for the post under recruitment, may be considered along with other candidates provided they have completed two years of service in the existing grade and have successfully completed the prescribed probation period. The prescribed age limit & application fees shall not apply in such cases. However, as per the understanding with the employees trade unions internal candidates meeting the prescribed qualifications & experience for the post advertised may be considered without their completing two years service in the existing grade.

3.6 The following concessions|relaxations are given to the Scheduled Caste/Scheduled Tribe candidates by National Aluminium Company at the time of recruitment:—

- (i) Age relaxation of 5 years.
- (ii) Wherever application fee is charged, the fee for Scheduled Caste/Scheduled Tribe candidates is limited to 25 per cent of normal fee.
- (iii) Scheduled Caste/Scheduled Tribe candidates are reimbursed travelling expenses for attending written tests and interviews.
- (iv) Where Scheduled Caste/Scheduled Tribe candidates in sufficient number are not available on the basis of general standards, the reserved vacancies are filled up from amongst the candidates belonging to those communities if they are not found unfit for such post, on relaxed standards.
- (v) Wherever marks are given in tests/interview, the qualifying percentage for Scheduled Caste/Scheduled Tribe candidates is 40 per cent as against 50 per cent for general candidates.
- (vi) Whenever first division|high percentage of marks is insisted in the educational qualification, Scheduled Caste/Scheduled Tribe candidates with mere pass are considered eligible.

3.7 When the Committee enquired during evidence about the relaxation in experience being given to Scheduled Caste and Scheduled Tribe candidates by National Aluminium Company, the representative of the Company stated that the Scheduled Caste/Scheduled Tribe candidates are given a relaxation of one year in experience as compared to the general candidates. For example if experience required for the general candidates is 5 years, for Scheduled Caste/Scheduled Tribe it is reduced to 4 years.

3.8. When asked how many Scheduled Caste/Scheduled Tribes had been appointed in NALCO after giving relaxation in experience in various categories of posts, the representative of the Company has stated that the recent bulk recruitment is that of Engineers. The qualifying percentage for Scheduled Caste and Scheduled Tribe is 40 per cent, whereas for the general category it is 60 per cent. Out of 68 Scheduled Caste and 15 Scheduled Tribe candidates

who were called for interview only 35 Scheduled Caste and 8 Scheduled Tribe candidates came for interview. Out of them 33 Scheduled Caste and all the Scheduled Tribe candidates have been empanelled.

3.9 In reply to a question, the Committee have been informed that NALCO has prepared a panel of Scheduled Caste/Scheduled Tribe candidates and the panel is being utilised for filling up the reserved posts as and when required.

3.10 When asked in which newspapers the advertisements were notified by NALCO, a representative of the Company stated the advertisements are issued mostly in all local papers. The advertisements are also issued in National dailies like the Statesman Times of India, the Hindu and the Indian Express. The representative of the Ministry stated that in some cases the vacancies are announced over All India Radio also.

3.11 To a query from the Committee whether the number of reserved vacancies were indicated in the Press advertisements, the representatives of the Company stated as under:—

“In Press advertisements we are not mentioning the number of posts exclusively reserved for Scheduled Castes and Scheduled Tribes.”

3.12 In this connection, the Secretary, Ministry of Steel and Mines (Department of Mines) stated that in the advertisements very few departments are giving the number of vacancies reserved for Scheduled Castes and Scheduled Tribes.

3.13 The Committee note that the National Aluminium Company Ltd. notifies the advertisements mostly in all the local newspapers. The advertisements are also issued in national dailies like the Statesman, the Times of India, the Hindu and the Indian Express. The Committee have also been informed that in some cases the vacancies were announced over All India Radio also. The Committee recommend that copies of the advertisements should be sent to the Scheduled Caste/Scheduled Tribe associations/organisations like the Harijan Sewak Sangh in Orissa. The Committee further recommend that copies of advertisements should also be sent to the members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes and also to the local Scheduled Caste/Scheduled Tribe MPs/MLAs of the region where recruitment is made.

3.14 The Committee feel surprised that in the Press Advertisements the number of posts reserved for Scheduled Castes and Scheduled Tribes are not being mentioned by National Aluminium Company. The argument advanced by the Secretary, Department of Mines that most of the Departments are not giving this information in the Press Advertisements is not very convincing. The Committee, therefore, recommend that the number of vacancies reserved for Scheduled Castes and Scheduled Tribes should invariably be mentioned in all advertisements for recruitment so that there is more encouraging response from the candidates belonging to the reserved categories.

3.15 The Committee further recommend that advertisements for recruitments should not be confined to local dailies issued from Bhubaneswar, the State Capital and the Headquarters of the Company. Such advertisements should also appear in newspapers of Koraput District in order to attract the tribal candidates from that district. It is needless to point out that Koraput District has 56 percent tribal population and Damanjodi Alumina Plant is also located in the tribal belt of Koraput District.

B. Promotions

3.16 The Committee have been informed that as the National Aluminium Company was incorporated in January, 1981, it has yet to develop its own policy on promotion. In the initial stage, the rules followed in Bharat Aluminium Company have been adopted which are gradually being replaced by the rules framed by NALCO. The Committee were informed during evidence that the Company has already formulated a promotion policy for executive posts. But the promotion policy for non-executive posts was being framed and it was expected to be finalised by the end of 1984.

3.17 The Committee have been informed that according to the directives issued by the Government the following percentages of reservations in promotions have been made for Scheduled Castes and Scheduled Tribes in the National Aluminium Company Ltd:—

	Scheduled Castes	Scheduled Tribes	
	1	2	3
(i) Posts filled by promotion through Limited Departmental Competitive Examinations within or to Groups B,C & D in which the element of Direct Recruitment, if any does not exceed 66 2/3%.		15%	7 1/2%

(ii) Posts filled by promotion made by selection from Group 'B' (Class-II) to the lowest rung or category in Group 'A' (Class I) and in Group B, C & D posts in grades or services in which the element of Direct Recruitment, if any, does not exceed 66 2/3%	15%	7½%
(iii) Posts filled by promotion on the basis of seniority subject to fitness in Group A, B, C & D posts, in grades or services in which the element of Direct Recruitment, if any does not exceed 66 2/3%	15%	7½%

3.18 It has been stated that for promotions based on selection within Group-A, no reservation has been prescribed. As the Company is in the process of building up its cadres, direct recruitment is the major source for filling up of the vacancies in different groups.

3.19 The following statement indicates the number of persons promoted in National Aluminium Company during 1981, 1982 and 1983 in various categories of posts i.e. in groups A, B, C and D and the number and percentage of Scheduled Castes and Scheduled Tribes among them:—

Category of Posts	No. of persons promoted from			Percentage of		
	Unreserved categories	SC	ST	Total	SC	ST
	1	2	3	4	5	6
1981						
Group A	.	3		3		
B	.	1		1		
C	.	1		1		
D		
1982						
Group A	.	3		3		
B		
C	.	1		1		
D		
1983						
Group A	.	7	..	7	..	..
B	.	2	..	2	..	..
C	.	2	1	3	33.3%	..
D
Total	.	20	1	21	4.76%	..

3.20 It has been stated that the number of persons promoted during the last three years is very insignificant due to the fact that the Company is yet to make its promotion rules.

3.21 The Committee pointed out that during the period 1981 to 1983, 21 persons were promoted, out of which only one belongs to the Scheduled Caste. The Committee desired to know the reasons why full reservation quota was not being filled. In this context, the Managing Director, NALCO stated as under:—

“The number of promotions effected so far is very small. These 21 were the people who were taken from other organisations. We had committed that after three years they had to be promoted. Mostly they must be from BALCO; that is, after the completion of three years they have been automatically promoted. The criterion has been the number of years put in the previous scale.”

3.22 The Committee enquired if taking persons on higher salary from one company to another company was treated as initial recruitment or promotion. In this context the Managing Director, NALCO replied as under:—

“It depends upon the terms of appointment. It depends upon the seniority. In cases where it has been accepted that the seniority in the previous company will be maintained it will be treated as promotion. But for fresh recruits the date of joining will be the effective date.”

3.23 A representative of the Company clarified the position as under:—

“There are two types of people, some were looking after the work of NALCO till the company was formed. They were in the same scale. They have joined mostly in the same scale. But other employees of BALCO applied for some posts in NALCO and they are treated as fresh entrants in our Company.”

3.24 The number of reserved vacancies filled up through promotion is stated to be low on account of non-availability of eligible employees belonging to Scheduled Caste/Scheduled Tribe communities in the feeder Channels. It has been stated that vacancies in the feeder channels are by and large being filled up through direct recruitment and NALCO proposes to make a special drive

for recruitment of persons belonging to Scheduled Caste/Scheduled Tribe communities so that adequate number is available for promotion in due course.

3.25 The Committee note that during the years 1981, 1982 and 1983, 21 persons were promoted in National Aluminium Company out of which there was only one Scheduled Caste who has been promoted. Most of these promotions related to the persons who had come to NALCO from Bharat Aluminium Company on the clear understanding that after putting in a specified period of service they would be promoted to the next higher grade. The Committee recommend that while making fresh recruitment to various posts in the feeder channels sufficient number of Scheduled Castes and Scheduled Tribes should be inducted so as to ensure that in all future promotions the reserved posts can be filled up by Scheduled Caste and Scheduled Tribe candidates without any difficulty.

C. Maintenance of Rosters

3.26 The Committee have been informed that rosters regarding reservation of vacancies for Scheduled Castes and Scheduled Tribes are being maintained in the various units of the National Aluminium Company Ltd. The rosters are inspected by the Liaison Officers once in a year. The rosters were inspected in 1983 and 1984.

3.27 As regards the nature of discrepancies, if any, found in the maintenance of the rosters by the Company the Committee have been informed that as a result of the inspection done in 1983 and 1984 it was found that the grouping of posts and carry forward of vacancies had not been done properly. Moreover, in view of the decision to give effect to the reservation orders retrospectively with effect from 7.1.1981, the rosters were being recast.

3.28 The Committee regret to note that in National Aluminium Company Ltd., the rosters are not being maintained properly. The Committee further note that during the inspection of rosters conducted by the Liaison Officers in 1983 and 1984 it was noticed that the grouping of posts and carry forward of vacancies was not being done properly. In view of the shortcomings noticed during the inspection of rosters and also in view of the fact that reservation orders are to be implemented retrospectively, with effect from 7.1.1981, the Company has decided to recast all the rosters.

The Committee need hardly stress that proper maintenance of rosters is of utmost importance as in their view, rosters are the only mechanism through which the reservation of vacancies in favour of

Scheduled Castes and Scheduled Tribes in services can be watched. The Committee feel that only routine checking of rosters once in a year by the Liaison Officers is not sufficient. The Committee, therefore, recommend that rosters should be checked twice a year and all discrepancies noticed in their maintenance should be rectified immediately. The Liaison Officers while checking rosters should recommend that training courses should be arranged for the officers and staff, who are responsible for the maintenance of rosters.

3.29 The Committee trust that all the rosters have been recast by the Company with a view to implement the reservation orders w.e.f. 7th January, 1981 retrospectively. The Committee further recommend that training courses should be arranged for the officers and staff, who are responsible for the maintenance of rosters.

D. Deservations

3.30 The Committee have been informed in a note furnished by the Ministry of Steel and Mines (Department of Mines) that before dereserving a vacancy for Scheduled Caste|Scheduled Tribe in groups A & B, approval of the Board of Directors and for groups C and D of the Managing Director of the National Aluminium Company is required to be taken. However, so far the company has not dereserved any post although the posts reserved for Scheduled Castes|Scheduled Tribes have been filled up by general candidates.

3.31 The Committee pointed out during evidence that in case suitable Scheduled Caste|Scheduled Tribe candidates are not available for some reserved posts then it is a pre-requisite that the posts should be dereserved before they are filled up by the general category candidates. They wanted to know whether the orders of the Board of Directors for dereservation of Group A and B posts and that of the Managing Director for dereserving Group C and D posts were taken. The Secretary, Ministry of Steel and Mines (Dept. of Mines), stated as under:—

“I have also found that they kept on appointing without going to the Board. They had no authority. I do feel that this is a mistake.”

3.32 It has been stated that now the National Aluminium Company has been advised to determine the number of posts in various categories which should have been dereserved, after recasting of the rosters in the various units of the company by giving effect to the reservation orders for Scheduled Castes|Scheduled Tribes w.e.f. 7.1.1981 and obtain ex-post facto approval of the Board of Directors|Managing Director of the National Aluminium Company.

3.33 The Managing Director of the National Aluminium Company assured the Committee during evidence that special efforts would be made to see that class 'C' posts which are reserved for Scheduled Castes and Scheduled Tribes are not filled up by the general candidates. He stated that while filling up these posts preference would be given to the Scheduled Caste/Scheduled Tribe candidates.

3.34 In reply to a question whether there is an exchange of reserved vacancies between Scheduled Castes and Scheduled Tribes and vice-versa in the third year of carry-forward, the Ministry of Steel and Mines (Dept. of Mines) have informed the Committee that the year 1984 is the third recruitment year for the carried forward vacancies which were initially reserved for Scheduled Castes and Scheduled Tribes in 1981. The Ministry has stated that attempts will be made to the extent necessary for exchange of the reserved vacancies between Scheduled Castes and Scheduled Tribes and vice-versa while making recruitment.

3.35 The Committee are unhappy to note that in National Aluminium Company certain posts reserved for Scheduled Castes and Scheduled Tribes, particularly in Group 'C', have been filled up by the general candidates without following the prescribed procedure for dereservation. The Secretary, Ministry of Steel and Mines (Department of Mines) also admitted during evidence that it was a mistake on the part of the Company to fill up the reserved vacancies by general candidates without obtaining the orders of competent authority for dereservation of posts in the first instance. The Committee need hardly stress that it is the responsibility of the controlling Ministry to see that proper procedures are followed by the Public Undertakings under their administrative control in regard to the filling of reserved vacancies. The Committee stress that Ministry of Steel and Mines (Department of Mines) should keep proper watch that Government orders in regard to making recruitment and filling up of reserved vacancies are followed scrupulously by NALCO in future. The Committee firmly believe that there is no dearth of Scheduled Caste and Scheduled Tribe candidates for Group 'C' and 'D' posts. The Committee, therefore, recommend that the posts reserved for Scheduled Castes and Scheduled Tribes should not be filled by general candidates without following the procedure prescribed for dereservation of posts.

3.36 The Committee take serious note of the irresponsible way in which the vacancies reserved for Scheduled Castes and Scheduled

Tribes were filled by general candidates without following the prescribed procedure for dereservation. The Committee recommend that responsibility should be fixed on the defaulting officers who were responsible for such serious lapses.

3.37 The Committee are basically opposed to the principle of dereservation and desire that the vacancies reserved for Scheduled Castes and Scheduled Tribes should not, as far as possible, be de-reserved.

The Committee trust that earnest efforts will be made by NALCO to permit exchange of carry forward vacancies between Scheduled Castes and Scheduled Tribes and vice-versa in the third recruitment year after such carry forward so that reserved vacancies do not get lapsed on the ground that suitable candidates belonging to Scheduled Castes and Scheduled Tribes are not available.

E.Recruitment Boards|Departmental Promotion Committees

3.38 The Committee have been informed in a note furnished by the Ministry of Steel and Mines (Department of Mines) that the recruitment boards of the National Aluminium Company normally include Head of the concerned Department or his nominee, a representative from Personnel Department, an expert member and a representative of the State Government.

3.39 In reply to a question whether a person belonging to Scheduled Caste|Scheduled Tribe is included in Recruitments Boards|Departmental Promotion Committees, it has been stated that a representative of the Scheduled Caste|Scheduled Tribe is invariably included in the Recruitment Boards whenever the candidates of those communities are interviewed. In other recruitment Boards also, a representative of the Scheduled Caste|Scheduled Tribe communities is inducted as far as possible.

3.40 During evidence the Secretary, Ministry of Steel and Mines (Department of Mines) informed the Committee that from 1984 onwards a member from Scheduled Caste|Scheduled Tribe community will be included in every recruitment board.

3.41 The Committee enquired whether the representative of the State Government who is included in the recruitment board is from the Harijan and Tribal Welfare Department or from some other department of the State Government. The Secretary, Ministry of Steel and Mines (Department of Mines) informed the Committee during evidence that normally the representative of the State Government is from the Industries Department.

3.42 When the Committee suggested that the representative of the State Government should be drawn from the Harijan and Tribal Welfare Department, the representative of the Ministry expressed inability to force the State Government to do so. The representative of the Ministry, however, assured the Committee that the matter would be taken up with the State Government.

3.43 Regarding the inclusion of a representative from Scheduled Caste|Scheduled Tribe community in the Departmental Promotion Committees, it has been stated that a Scheduled Caste|Scheduled Tribe representative will be included in the Departmental Promotion Committee when it would be constituted.

3.44 The Committee note that in National Aluminium Company a representative of the Scheduled Caste|Scheduled Tribe community is invariably included in the Recruitment Boards whenever the candidates of Scheduled Caste|Scheduled Tribe communities are interviewed. The Secretary, Ministry of Steel and Mines (Department of Mines) informed the Committee during evidence that in the Recruitment Boards of the Company the representative is normally taken from the Industries Department of the State Government. The Committee recommend that in case an officer of appropriate status belonging to Scheduled Caste|Scheduled Tribe community from within the organisation is not available, the Scheduled Caste|Scheduled Tribe representative of the State Government should be from the Harijan and Tribal Welfare Department. This will instil greater confidence in the Scheduled Caste|Scheduled Tribe candidates appearing before the Recruitment Board.

3.45 The Committee further recommend that with a view to ensure that the Scheduled Caste and Scheduled Tribe candidates are judged by relaxed standards in interviews and they are not judged in comparison with the general candidates, at least one person from Scheduled Caste|Scheduled Tribe community should invariably be included in all the Recruitment Boards irrespective of the fact whether it was interviewing SC|ST or general category candidates.

3.46 The Committee also recommend that for the same reason at least one person from the Scheduled Caste|Scheduled Tribe community should invariably be included in all Departmental Promotion Committees.

CHAPTER IV STAFF STRENGTH AND SHORTFALL

A. Staff Strength and Shortfalls

A statement showing the total number of employees in various groups of posts in the National Aluminium Company Ltd. and the number of Scheduled Castes and Scheduled Tribes among them as on 1-9-1984 is tabulated below :—

Group	Total No. of employees	No. of employees		Percentage of		Shortfall of		% of Shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
A	275	13	5	4.73	1.81	33	16	12	5.82
B	81	3	2	3.70	2.47	12	3	14.81	6.70
C	611	60	39	9.82	6.38	20	94	3.27	15.38
D (Excl. Sweepers)	293	45	35	15.36	8.53	6	34	2.05	11.60
D (Sweepers)	31	30	..	96.77	..	1	..	3.23	..

4.2. The following statement indicates the recruitment made by the National Aluminium Company during the years 1981 to 1983 in various groups of posts—

Year	Group	Total No. of vacancies reserved for recruitment	No. of vacancies reserved for Scheduled Castes	No. of vacancies reserved for Tribes	No. of vacancies reserved for SC appointed candidates	No. of vacancies reserved for ST appointed candidates	No. of vacancies reserved for SC	No. of vacancies reserved for ST	No. of vacancies reserved for SC appointed candidates carried forward for three years					
									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	15
1981	A	35	20	5	5	5	1	1	1	1	1	9	1	1
	B	6	4	1	1	1	1	1	1	1	1	1	1	1
	C	54	27	11	5	5	5	5	5	3	1	2	8	1
	D	36	13	11	2	2	3	3	1	1	1	2	4	1
	D (Sweep- ers)	..	..	..	..	..	..	..	..	..	..	..	..	..
1982	A	139	139	9	23	23	1	1	16	17	7	2	25	15
	B	53	28	1	7	8	1	1	1	3	1	1	12	1
	C	306	209	2	24	26	6	50	58	13	11	14	64	1
	D	84	76	2	9	11	4	18	22	14	1	8	24	1
	D (Swe- epers)	7	7	..	7	7	..	..	7	..	..	..	..	..

4.3. An Analysis of the above statement indicates that actual vacancies filled by SC/ST against total vacancies filled during 1981, 1982 and 1983, are as under :—

Group	1981			1982			1983		
	Total	SC	ST	Total	SC	ST	Total	SC	ST
A	•	•	•	20	•	•	139	7	2
B	•	•	•	4	•	•	28	3	1
C	•	•	•	27	3	1	209	13	11
D	•	•	•	13	1	•	76	12	1
D (Sweeper)	•	•	—	—	—	—	7	7	—
Total	64	4	1	459	42	15	375	57	26

4.4 It has been stated in a note furnished by the Ministry of Steel and Mines (Dept. of Mines) that the main reasons for shortfalls in the employment of Scheduled Castes and Scheduled Tribes against their reserved quota are as follows:—

- (i) Adequate number of qualified SC|ST candidates are not available in the market.
- (ii) NALCO being presently in the construction stage, certain basic amenities like housing, medical facilities, transport, education etc. are at the development stage with the attendant hard living conditions. The pay structure of the Company is yet to be revised with the result adequate attraction is not there for people to join NALCO. In addition, project sites of the Company are located at remote places. All these factors are responsible for not attracting not only people of general community but those belonging to Scheduled Caste|Scheduled Tribe community to join NALCO in various posts.

4.5 The Committee pointed out that in National Aluminium Company there is a backlog almost in every category of post. The Committee drew the attention of the Managing Director of the National Aluminium Company to Government directives regarding implementation of reservation orders which were not being followed by them. They pointed out that it is obligatory for the Company to implement the reservation orders. In this connection, the Managing Director, National Aluminium Company stated as under:—

“There have been shortfalls. The Senior management people are new. The records show that in some cases efforts were made but in spite of that, they could not get them. In some cases, may be, the regulations have not been followed strictly. Gradually, year by year, the number of Scheduled Caste and Scheduled Tribe is going up.

In the case of Scheduled Castes we have done fairly well and the percentage of shrtfall is very much less. In the case of Scheduled Tribes in skilled vacancies we have not been able to recruit them. We could recruit only unskilled people. In the case of Scheduled Tribes also, I am confident that this gap will be narrowed down.”

4.6 Referring to the shortfall in Group C and D posts the Committee pointed out that even if Company had recruited unskilled

workers and given them training from 1981 onwards, all the unskilled workers would have become skilled workers in a period of 3 years. In this regard, the Managing Director of the Company stated as under:—

“It is conceded, in category ‘C’ there is a shortfall and there is a special effort to upgrade by training. The skilled work is coming up now so we did not engage many skilled labourers in 1981-82.”

4.7 The Committee pointed out that in National Aluminium Company there is a backlog in the Scheduled Tribe category even though the tribals are in majority in the State of Orissa. The representative of the Company, while agreeing that there is a backlog in Scheduled Tribe category, stated that they have worked out a scheme for clearing the existing backlog in the next year itself. In this connection, the witness stated as under:—

“There are about 581 people being displaced in the locality of Damanjodi and we have to give employment to one able-bodied person from every family. So it will be 266 persons from Scheduled Tribes and 50 from the Scheduled Castes. So with the employment of these 266 displaced persons from the Scheduled Tribe families, that backlog will be wiped off.”

4.8 In reply to a question as to what remedial measures are proposed to be taken to wipe out the shortfalls, it has been stated in a note furnished to the Committee that exclusive advertisements for SCs|STs have been issued and the vacancies reserved for them are brought to their notice through Radio announcements. It has been stated that Inter unit panels are exchanged to improve the availability of SC|ST candidates. In addition, a special drive for clearing the backlog of SC|ST candidates in National Aluminium Company is proposed to be taken.

4.9 In this connection, the representative of the National Aluminium Company stated as under:

“We are not recruiting anybody till we get a response from the special advertisement. The special effort the Company has made is to reissue the advertisement for the posts for Scheduled Castes and Scheduled Tribes. This advertisement has gone out in September, 1984. We hope the response will be good.”

4.10 The Committee have been informed that the process for making special recruitment of Scheduled Castes and Scheduled Tribes in the National Aluminium Company is being stepped up. Special recruitment will be made to clear the backlog of Scheduled Castes and Scheduled Tribes in various categories of posts in National Aluminium Company. In this context, the Managing Director of the Company stated as under:—

“We will issue repeated advertisements for these SC|ST categories mentioning the number of posts and also mentioning various relaxations.”

4.11 The statement showing the total number of employees in various groups of posts in the National Aluminium Company Ltd., and the number of Scheduled Castes and Scheduled Tribes among them as on 1.9.1984 indicates that the representation of Scheduled Castes and Scheduled Tribes is much below the prescribed percentage of reservations for these communities. In Group A, the percentage of Scheduled Castes is 4.73 and that of the Scheduled Tribes 1.81 only. In Group B posts the percentage of Scheduled Castes is 3.70 which is even less than in Group A posts. The percentage of the Scheduled Tribes is 2.47 only which is slightly better than in Group 'A'. The Committee are surprised to note that the percentage of Scheduled Castes and Scheduled Tribes in Group 'C' is also not at all satisfactory. While the percentage of Scheduled Castes is 9.82 in Group 'C' it is 6.38 only in case of Scheduled Tribes. The Committee recommend that the National Aluminium Company should calculate the number of reserved posts for Scheduled Castes and Scheduled Tribes from 1981 when the Company was incorporated and a special drive for recruitment should be made to fill up the backlog of reserved vacancies in each category of post without further loss of time.

4.12 The statement regarding recruitment made by the National Aluminium Company during the years 1981 to 1983 indicates that out of 64 vacancies filled in all the Groups in 1981, there were only 4 Scheduled Castes and 1 Scheduled Tribe and their combined percentage comes to 7.81 only. Similarly, out of 459 employees recruited in the Company in 1982 in all the groups only 42 Scheduled Castes, which included 7 posts of sweepers in 'D' category and 15 Scheduled Tribes were recruited which comes to 12.42 per cent only. In the year 1983 also out of 375 employees, who were recruited in the Company only 57 Scheduled Castes including 13 posts of sweepers in 'D' category and 26 Scheduled Tribes were recruited which is only 22.13 per cent of the total recruitment. It is evident from

these figures that the reservation orders were not properly followed by the National Aluminium Company while making recruitments to various categories of posts during the period from 1981 to 1983. The main emphasis had been to recruit large number of sweepers in 'D' category to present a better picture about the achievements made in filling the reserved quota. The Committee recommend that in order to ensure due compliance with the orders and instructions pertaining to reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes, the Liaison Officer in the National Aluminium Company should be made responsible for ensuring strict compliance of the reservation orders and serious note should be taken of any lapse in this regard.

4.13 The Committee do not agree that the main reason for the shortfall of Scheduled Caste/Scheduled Tribe employees in the National Aluminium Company is the non-availability of qualified candidates belonging to these communities. While this reason may be true to some extent in the case of Group 'A' and 'B' posts, the Committee cannot accept that suitable Scheduled Caste/Scheduled Tribe candidates are not available even for Group 'C' and 'D' posts.

The Committee recommend that special recruitment should be made to fill the reserved vacancies in Group 'C' and 'D' for which very high technical qualifications are not necessary. In case Scheduled Caste and Scheduled Tribe candidates are not available for Group 'C' and 'D' posts, the desirability of relaxing educational qualifications should be considered as per standing instructions in this regard. The Committee need hardly stress that some deficiency in the prescribed norms can be overcome by providing proper in-service training to selected candidates. The Committee also recommend that the Management of National Aluminium Company should go into the question of unattractive pay scales of their employees vis-a-vis other similar organisations and take corrective action wherever considered necessary so as to attract more Scheduled Caste and Scheduled Tribe candidates to fill the reserved vacancies.

B. Training Programmes

4.14 The Managing Director, National Aluminium Company informed the Committee that no training is required in case of unskilled workers. For workers in the skilled category the Company has started giving them training.

4.15 The Ministry of Steel and Mines (Department of Mines) has stated in a note that in-service training is imparted through internal training within the Company, and by sponsoring candidates for training to outside agencies. So far six employees belonging to Scheduled Caste|Scheduled Tribe communities have benefited from the in-service training programme, and two employees belonging to these communities from external training programme.

4.16 During evidence when the Committee enquired about in-service training programme the Secretary, Ministry of Steel and Mines (Department of Mines) stated as under:—

“It is premature to start in-service training. The Company is just starting; it is too early for that. About the people who are already employed, if they are weak in certain areas of work, they should be given in-service training.”

4.17 In reply to a question as to how it was ensured that the claims of Scheduled Castes and Scheduled Tribes were not neglected in such training programmes, it has been stated that the sponsoring of employees for various training programmes is done through need assessments as reflected in the annual confidential reports and on functional need basis. Care is taken by the Training wing of the units to specifically look into the cases of existing Scheduled Caste| Scheduled Tribe employees development. An annual training plan is proposed to be drawn for the Scheduled Caste|Scheduled Tribe employees after the need assessment is completed.

4.18 The Committee have been informed by the Ministry of Steel & Mines that in-service training is imparted to the employees in National Aluminium Company Ltd. through internal training within the Company, and also by sponsoring candidates for training to outside agencies. It has been stated that so far six employees belonging to Scheduled Caste|Scheduled Tribe communities have benefited from the in-service training programme and two employees belonging to these communities from external training programme. However, during evidence the Secretary, Ministry of Steel and Mines (Dept. of Mines) stated “It is premature to start in-service training. The Company is just starting; it is too early for that. About the people who are already employed, if they are weak in certain areas of work, they should be given in-service training.”

The Committee are surprised to note that two contradictory statements in regard to in-service training have been made by Government. On the one hand it has been stated that in-service training is imparted to the employees in National Aluminium Company Ltd.,

through internal training within the Company and also by sponsoring candidates for training to outside agencies. While during evidence the Secretary, Ministry of Steel and Mines (Department of Mines) stated that "It is premature to start in-service training. The Company is just starting; it is too early for that." The Committee are led to believe that no arrangements exist in National Aluminium Company for giving in-service training to the Scheduled Caste|Scheduled Tribe employees. The Committee need hardly stress that in-service training is of utmost importance to bring Scheduled Caste and Scheduled Tribe candidates upto the required standard. The Committee, therefore, recommend that in-service training scheme should be introduced forthwith in National Aluminium Company for the benefit of Scheduled Caste|Scheduled Tribe employees.

CHAPTER V

MISCELLANEOUS

A. *Complaints/grievances*

The Committee have been informed that in National Aluminium Company separate procedures for redressal of grievances of executives and non-executives have been notified. Scheduled Caste and Scheduled Tribe employees may also avail of these procedures for getting their grievances redressed. In addition, Scheduled Caste|Scheduled Tribe Cell is also entrusted with the responsibility of looking into the grievances of the Scheduled Caste|Scheduled Tribe employees. It has been stated that the representations, grievances and communications received from Scheduled Caste|Scheduled Tribe employees and other organisations representing the interests of Scheduled Castes|Scheduled Tribes employed in the Company are examined and promptly disposed of.

5.2. Regarding machinery for looking into the complaints grievances of the Scheduled Caste|Scheduled Tribe employees in the National Aluminium Company, the representative of the Company stated during evidence as under:—

“Each unit of the Company has a Liaison Cell and the officers who are in that Cell are the people who are in the Personnel Department and other Departments. We have not fixed any specific time for the employees to meet the officers with their grievances. They can meet any officer of the Cell at any time. Apart from that, the formal grievances procedure has been introduced in each unit so that individual grievances of the employees could be resolved through the grievance procedure. From that point of view I say that we have not received any complaints relating to grievances from the Scheduled Caste|Scheduled Tribe employees in regard to their employment or otherwise.”

5.3. The Committee note that in National Aluminium Company a separate procedure for redressal of grievances of executives and non-executives has been prescribed and the Scheduled Caste|Sche-

duled Tribe employees can also get their grievances redressed under that procedure. In addition, Scheduled Caste/Scheduled Tribe Cell is also entrusted with the responsibility of looking into the grievances of the Scheduled Caste/Scheduled Tribe employees. The Committee recommend that the Liaison Officer incharge of Scheduled Caste/Scheduled Tribe Cell should be easily accessible to Scheduled Caste/Scheduled Tribe employees and he should give them a patient hearing in order to appreciate their problems and difficulties. The Committee have no doubt that some of the problems/grievances can be redressed more quickly through mutual discussion across the Table and this will not only reduce unnecessary paper work but would also lead to greater efficiency in the organisation.

B. Housing Facilities

5.4. It has been stated that permanent townships of the Company at various project sites are under construction. At present the employees are housed in temporary/hired houses. These facilities are also available to the employees belonging to Scheduled Caste/Scheduled Tribe communities.

5.5. Asked about the percentage of houses reserved for Scheduled Caste/Scheduled Tribe employees of NALCO it has been stated that the question of reservation will be considered when permanent townships are set up. However, in the temporary township in Angul Sector about 10 per cent. of houses are occupied by persons belonging to Scheduled Caste/Scheduled Tribe communities including the employees of the Company, its consultants and contracting agencies. In Damanjodi sector also, about 20 per cent. of houses (type A) and 13 per cent. of houses (type B) are in the occupation of the members of these communities.

5.6. The Committee recommend that on completion of the Townships in various sectors, a minimum of 10 per cent. houses should be reserved for the employees belonging to Scheduled Caste/Scheduled Tribe communities as per Government instructions on the subject.

C. Training Scheme for the land displaced persons at Damanjodi Sector of NALCO

5.7. The National Aluminium Company Ltd., was incorporated in January, 1981 to execute the largest Alumina-Aluminium Complex based on Bauxite finds on the East Coast. As it is based on high technology content, the employment potential is relatively small and

limited to skilled and highly skilled labour. As there is general scarcity of technical manpower in Scheduled Caste/Scheduled Tribe communities, the efforts to directly employ Scheduled Caste/Scheduled Tribe persons may not bear a good result. The Company, however, has committed to employ one able bodied member from each local displaced family, a large number belonging to tribals in Damanjodi sector. The local displaced persons will also benefit from ancillary industries and peripheral development activities proposed to be undertaken. The Company has identified its requirement for technical manpower and is maintaining active liaison with the concerned State Government authorities so that local people, particularly the Scheduled Caste/Scheduled Tribe population is able to acquire necessary minimum skill for improving their employability in industry.

5.8. The Committee have been informed that National Aluminium Company has introduced an exclusive training scheme for the 581 displaced families of Damanjodi sector by identifying trainable candidates and for making them suitable for employment in certain semi-skilled jobs in the Alumina & Mines Units under that scheme, the duration of the training will be one year subject to extension by 6 months at the discretion of the management, depending upon the performance of the trainee. The rate of stipend shall be Rs. 400/- per month. During the extended period of 6 months, the stipend will continue to be Rs. 400/- per month. In addition, the trainees will be provided with stationery and safety/protective equipments depending upon the area of training, free of cost.

5.9. The trainees will be subject to medical check-up and those found in good mental and physical health will be engaged as trainees. The maximum and minimum age limits for recruitment will be as under:—

		Minimum limit
General category	.. . . . .	17 years
C/ST Category	.. . . . .	17 years

5.10. The educational standard prescribed is upto primary school. Subject to the trade in which training is to be imparted, the educational standards may be relaxed at the discretion of the Unit Head.

5.11 A trainee in the event of accident on duty, will be extended all benefits under the Workmens' Compensation Act as applicable to regular employees of the Company.

5.12. On successful completion of prescribed training and subject to satisfactory performance, conduct and physical fitness the trainee shall be absorbed in the regular semi-skilled cadre of the Company in the W2 scale of Rs. 310-380 with usual allowances. In the event of unsuccessful completion of training, the trainee will be considered for absorption in the unskilled category in the W1 pay scale of Rs. 290-338.

5.13. The objective of the training is essentially to provide certain amount of skill input to make the trainee suitable for certain semi-skilled jobs of the Company.

5.14. The Committee have been informed that a diary will be maintained in respect of each trainee, which will be filled up by the supervisors, to whom the trainee will be attached during the entire period of training. A monthly periodical test will be conducted. Before the completion of the training period, the trainees will have to undergo a final trade test and based on the trade test results, the periodical assessments made during the training course and also on the general performance, the final decision will be taken whether the trainee has successfully completed the training or an extension of training is required.

5.15. The Committee have been informed that under a Training Scheme, against the total intake of 10 Trainee Drivers, 4 persons have been absorbed as Drivers out of which one belongs to Scheduled Caste and one to Scheduled Tribe community.

5.16. The Committee note that National Aluminium Company has introduced a Training Scheme in Damanjodi sector for the benefit of those displaced families whose land had been acquired for setting up the project. The Company has committed to employ one able-bodied member from each local displaced family, a large number belonging to tribals in Damanjodi sector. According to information furnished to the Committee out of 10 Trainee Drivers who received training, 4 persons were absorbed in the company as Drivers out of which one belonged to Scheduled Caste and one to Scheduled Tribe community.

The Committee recommend that the Training Scheme should be more broad-based and have wider coverage. It should not be confin-

ed to the category of drivers only. Such Training Programmes should be extended to other trades like mechanics, fitters, welders etc. Subject to the overall requirements of the Company, a perspective plan may be worked out for the next five years and training courses should be arranged according to the assessed demand in various disciplines by the year 1990.

KRISHAN DATT SULTANPURI,
Chairman,

NEW DELHI;

August 12, 1985.

Sravana 21, 1907 (S).

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

APPENDIX

(Vide Para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

Si. No.	Reference to para No. in the Report.	Summary of Conclusions/Recommendations
1	2	3
1.	1.21	<p>The Committee note that at present there is no Scheduled Caste/Scheduled Tribe member on the Board of Directors of the National Aluminium Company Ltd. The Committee further note that one of the objectives of the Company is "to take special steps for ameliorating the lot of the Tribal population, in and around the different plants of National Aluminium Company." The Committee recommend that with a view to give practical shape to this declared objective and to safeguard the interests of Scheduled Castes and Scheduled Tribes in and around the various plants of the Company, at least two persons, one each Scheduled Caste and Scheduled Tribe Communities should be appointed as members on the Board of Directors of the Company.</p>
2.	1.25	<p>The Committee feel unhappy that there has been no proper man-power planning in National Aluminium Company even though the Company was set up in January, 1981. One of the objectives of the Company is to adopt a staffing pattern in such a way that retrenchment at the end of construction phase is minimised. The Committee apprehend that in the absence of proper man-power planning the services of many persons who are already working in the Company may have to be terminated.</p>

The Committee recommend that Scheduled Caste/Scheduled Tribe persons employed by Na-

tional Aluminium Company should be trained with immediate effect for specific jobs so that they can be absorbed in the Company on regular basis after the construction stage is over.

3. 2.14

The Committee note that a part-time Cell had been set up in the National Aluminium Company Ltd. in September, 1982 and 3 persons were working in this Cell. Reservation cells were also set up in all the units of the Company.

The Committee are glad to note that the cell has since started functioning in National Aluminium Company Ltd. on full time basis from 12th October, 1984. The Committee feel that keeping in view the importance of work assigned to the Cell, the officer in-charge of the Cell must possess sound knowledge of the Brochure on reservations for Scheduled Caste/Scheduled Tribe in services and other guidelines issued by the Department of Personnel and Administrative Reforms from time to time. The Committee recommend that the officers working in the Cell should be given training regarding implementation of reservation orders and the maintenance of rosters etc. So as to improve the efficiency of the Cell as a whole in the discharge of its functions.

4. 3.13

The Committee note that the National Aluminium Company Ltd. notifies the advertisements mostly in all the local newspapers. The advertisements are also issued in national dailies like the Statesman, the Times of India, the Hindu and the Indian Express. The Committee have also been informed that in some cases the vacancies were announced over all India Radio also. The Committee recommend that copies of the advertisements should be sent to the Scheduled Caste/Scheduled Tribe associations/organisations like the Harijan Sewak Sangh in Orissa. The

Committee further recommend that copies of advertisements should also be sent to the members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes and also to the local Scheduled Caste/Scheduled Tribe MPs/MLAs of the region where recruitment is made.

5. 3.14 The Committee feel surprised that in the Press Advertisements the number of posts reserved for Scheduled Castes and Scheduled Tribes are not being mentioned by National Aluminium Company. The argument advanced by the Secretary, Department of Mines that most of the Departments are not giving this information in the Press Advertisements is not very convincing. The Committee, therefore, recommend that the number of vacancies reserved for Scheduled Castes and Scheduled Tribes should invariably be mentioned in all advertisements for recruitment so that there is more encouraging response from the candidates belonging to the reserved categories.

6. 3.15 The Committee further recommend that advertisements for recruitment should not be confined to local dailies issued from Bhubaneswar, the State Capital and the Headquarters of the Company. Such advertisements should also appear in newspapers of Koraput District in order to attract the tribal candidates from that district. It is needless to point out that Koraput District has 56 per cent tribal population and Damanjodi Alumina Plant is also located in the tribal belt of Koraput District.

7. 3.25 The Committee note that during the years 1981, 1982 and 1983, 21 persons were promoted in National Aluminium Company out of which there was only one Scheduled Caste who has been promoted. Most of these promotions related to

the persons who had come to NALCO from Bharat Aluminium Company on the clear understanding that after putting in a specified period of service they would be promoted to the next higher grade. The Committee recommend that while making fresh recruitment to various posts in the feeder channels sufficient number of Scheduled Castes and Scheduled Tribes should be inducted so as to ensure that in all future promotions the reserved posts can be filled up by Scheduled Caste and Scheduled Tribe candidates without any difficulty.

8. 3.28 The Committee regret to note that in National Aluminium Company Ltd., the rosters are not being maintained properly. The Committee further note that during the inspection of rosters conducted by the Liaison Officers in 1983 and 1984 it was noticed that the grouping of posts and carry forward of vacancies was not being done properly. In view of the shortcomings noticed during the inspection of rosters and also in view of the fact that reservation orders are to be implemented retrospectively, with effect from 7-1-1981, the Company has decided to recast all the rosters.

The Committee need hardly stress that proper maintenance of rosters is of utmost importance as in their view, rosters are the only mechanism through which the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes in services can be watched. The Committee feel that only routine checking of rosters once in a year by the Liaison Officers is not sufficient. The Committee, therefore, recommend that rosters should be checked atleast twice a year and all discrepancies noticed in their maintenance should be rectified immediately. The Liaison Officers while checking rosters

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		should record a note and give clear instructions regarding the shortcomings noticed by them.
9.	3.29	The Committee trust that all the rosters have been recast by the Company with a view to implement the reservation orders w.e.f. 7th January, 1981 retrospectively. The Committee further recommend that training courses should be arranged for the officers and staff, who are responsible for the maintenance of rosters.
10.	3.35	The Committee are unhappy to note that in National Aluminium Company certain posts reserved for Scheduled Castes and Scheduled Tribes, particularly in Group 'C', have been filled up by the general candidates without following the prescribed procedure for dereservation. The Secretary, Ministry of Steel and Mines (Department of Mines) also admitted during evidence that it was a mistake on the part of the Company to fill up the reserved vacancies by general candidates without obtaining the orders of competent authority for dereservation of posts in the first instance. The Committee need hardly stress that it is the responsibility of the controlling Ministry to see that proper procedures are followed by the Public Undertakings under their administrative control in regard to the filling of reserved vacancies. The Committee stress that Ministry of Steel and Mines (Department of Mines) should keep proper watch that Government orders in regard to making recruitment and filling up of reserved vacancies are followed scrupulously by NALCO in future. The Committee firmly believe that there is no dearth of Scheduled Caste and Scheduled Tribe candidates for Group 'C' and 'D' posts. The Committee, therefore, recommend that the posts reserved for Scheduled Castes and Scheduled Tribes should not be filled by general candidates without fol-

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		lowing the procedure prescribed for dereservation of posts.
11.	3.36	The Committee take serious note of the irresponsible way in which the vacancies reserved for Scheduled Castes and Scheduled Tribes were filled by general candidates without following the prescribed procedure for dereservation. The Committee recommend that responsibility should be fixed on the defaulting officers who were responsible for such serious lapses.
12.	3.37	The Committee are basically opposed to the principle of dereservation and desire that the vacancies reserved for Scheduled Castes and Scheduled Tribes should not, as far as possible, be dereserved.
		The Committee trust that earnest efforts will be made by NALCO to permit exchange of carry forward vacancies between Scheduled Castes and Scheduled Tribes and vice-versa in the third recruitment year after such carry forward so that reserved vacancies do not get lapsed on the ground that suitable candidates belonging to Scheduled Castes and Scheduled Tribes are not available.
13.	3.44	The Committee note that in National Aluminium Company a representative of the Scheduled Caste/Scheduled Tribe community is invariably included in the Recruitment Boards whenever the candidates of Scheduled Caste/Scheduled Tribe communities are interviewed. The Secretary, Ministry of Steel and Mines (Department of Mines) informed the Committee during evidence that in the Recruitment Boards of the Company the representative is normally taken from the Industries Department of the State Government. The Committee recommend that in case an officer of appropriate status belonging to Scheduled Caste/Scheduled Tribe

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community from within the organisation is not available, the Scheduled Caste|Scheduled Tribe representative of the State Government should be from the Harijan and Tribal Welfare Department. This will instill greater confidence in the Scheduled Caste|Scheduled Tribe candidates appearing before the Recruitment Board.

14. 3.45 The Committee further recommend that with a view to ensure that the Scheduled Caste and Scheduled Tribe candidates are judged by relaxed standards in interviews and they are not judged in comparison with the general candidates, at least one person from Scheduled Caste|Scheduled Tribe community should invariably be included in all the Recruitment Boards irrespective of the fact whether it was interviewing SC|ST or general category candidates.

15. 3.46 The Committee also recommend that for the same reason at least one person from the Scheduled Caste|Scheduled Tribe community should invariably be included in all Departmental Promotion Committees.

16. 4.11 The statement showing the total number of employees in various groups of posts in the National Aluminium Company Ltd., and the number of Scheduled Castes and Scheduled Tribes among them as on 1-9-1984 indicates that the representation of Scheduled Castes and Scheduled Tribes is much below the prescribed percentage of reservations for these communities. In Group A, the percentage of Scheduled Castes is 4.73 and that of the Scheduled Tribes 1.81 only. In Group B posts the percentage of Scheduled Castes is 3.70 which is even less than in Group A posts. The percentage of the Scheduled Tribes is 2.47 only which is slightly better than in Group 'A'. The Committee are surprised to

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note that the percentage of Scheduled Castes and Scheduled Tribes in Group 'C' is also not at all satisfactory. While the percentage of Scheduled Castes is 9.82 in Group 'C' it is 6.38 only in case of Scheduled Tribes. The Committee recommend that the National Aluminium Company should calculate the number of reserved posts for Scheduled Castes and Scheduled Tribes from 1981 when the Company was incorporated and a special drive for recruitment should be made to fill up the backlog of reserved vacancies in each category of post without further loss of time.

17. 4.12

The statement regarding recruitment made by the National Aluminium Company during the years 1981 to 1983 indicates that out of 64 vacancies filled in all the Groups in 1981, there were only 4 Scheduled Castes and 1 Scheduled Tribe and their combined percentage comes to 7.81 only. Similarly, out of 459 employees recruited in the Company in 1982 in all the groups only 42 Scheduled Castes, which included 7 posts of sweepers in 'D' category and 15 Scheduled Tribes were recruited which comes to 12.42 per cent only. In the year 1983 also out of 375 employees, who were recruited in the Company only 57 Scheduled Castes including 13 posts of sweepers in 'D' category and 26 Scheduled Tribes were recruited which is only 22.13 per cent of the total recruitment. It is evident from these figures that the reservation orders were not properly followed by the National Aluminium Company while making recruitments to various categories of posts during the period from 1981 to 1983. The main emphasis had been to recruit large number of sweepers in 'D' category to present a better picture about the achievements made in filling the reserved quota. The Committee recommend that in order to ensure due compli-

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ance with the orders and instructions pertaining to reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes, the Liaison Officer in the National Aluminium Company should be made responsible for ensuring strict compliance of the reservation orders and serious note should be taken of any lapse in this regard.

18. 4.13

The Committee do not agree that the main reason for the shortfall of Scheduled Caste|Scheduled Tribe employees in the National Aluminium Company is the non-availability of qualified candidates belonging to these communities. While this reason may be true to some extent in the case of Group 'A' and 'B' posts, the Committee cannot accept that suitable Scheduled Caste|Scheduled Tribe candidates are not available even for Group 'C' and 'D' posts.

The Committee recommend that special recruitment should be made to fill the reserved vacancies in Groups 'C' and 'D' for which very high technical qualifications are not necessary. In case Scheduled Caste and Scheduled Tribe candidates are not available for Group 'C' and 'D' posts, the desirability of relaxing educational qualifications should be considered as per standing instructions in this regard. The Committee need hardly stress that some deficiency in the prescribed norms can be overcome by providing proper in-service training to selected candidates. The Committee also recommend that the Management of National Aluminium Company should go into the question of unattractive pay scales of their employees *vis-a-vis* other similar organisations and take corrective action wherever considered necessary so as to attract more Scheduled Caste and Scheduled Tribe candidates to fill the reserved vacancies.

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19. 4.18

The Committee have been informed by the Ministry of Steel & Mines that in-service training is imparted to the employees in National Aluminium Company Ltd. through internal training within the Company, and also by sponsoring candidates for training to outside agencies. It has been stated that so far six employees belonging to Scheduled Caste/Scheduled Tribe communities have been benefited from the in-service training programme and two employees belonging to these communities from external training programme. However, during evidence the Secretary, Ministry of Steel and Mines (Dept. of Mines) stated "It is premature to start in-service training. The Company is just starting; it is too early for that. About the people who are already employed, if they are weak in certain areas of work, they should be given in-service training."

The Committee are surprised to note that two contradictory statements in regard to in-service training have been made by Government. On the one hand it has been stated that in-service training is imparted to the employees in National Aluminium Company Ltd., through internal training within the Company and also by sponsoring candidates for training to outside agencies. While during evidence the Secretary, Ministry of Steel and Mines (Department of Mines) stated that "It is premature to start in-service training. The Company is just starting; it is too early for that." The Committee are led to believe that no arrangements exist in National Aluminium Company for giving in-service training to the Scheduled Caste/Scheduled Tribe employees. The Committee need hardly stress that in-service training is of utmost importance to

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bring Scheduled Caste and Scheduled Tribe candidates up to the required standard. The Committee, therefore, recommend that in-service training scheme should be introduced forthwith in National Aluminium Company for the benefit of Scheduled Caste|Scheduled Tribe employees.

20. 5.3 The Committee note that in National Aluminium Company a separate procedure for redressal of grievances of executives and non-executives has been prescribed and the Scheduled Caste|Scheduled Tribe employees can also get their grievances redressed under that procedure. In addition, Scheduled Caste|Scheduled Tribe Cell is also entrusted with the responsibility of looking into the grievances of the Scheduled Caste|Scheduled Tribe employees. The Committee recommend that the Liaison Officer incharge of Scheduled Caste|Scheduled Tribe Cell should be easily accessible to Scheduled Caste|Scheduled Tribe employees and he should give them a patient hearing in order to appreciate their problems and difficulties. The Committee have no doubt that some of the problems| grievances can be redressed more quickly through mutual discussion across the Table and this will not only reduce unnecessary paper work but would also lead to greater efficiency in the organisation.

21. 5.6 The Committee recommend that on completion of the Townships in various sectors, a minimum of 10 per cent houses should be reserved for the employees belonging to Scheduled Caste|Scheduled Tribe communities as per Government instructions on the subject.

22. 5.16 The Committee note that National Aluminium Company has introduced a Training Scheme in

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Damanjodi sector for the benefit of those displaced families whose land had been acquired for setting up the project. The Company has committed to employ one able-bodied member from each local displaced family, a large number belonging to tribals in Damanjodi sector. According to information furnished to the Committee out of 10 Trainee Drivers who received training, 4 persons were absorbed in the company as Drivers out of which one belonged to Scheduled Caste and one to Scheduled Tribe community.

The Committee recommend that the Training Scheme should be more broad based and have wider coverage. It should not be confined to the category of drivers only. Such Training Programmes should be extended to other trades like mechanics, fitters, welders etc. Subject to the overall requirements of the Company, a perspective plan may be worked out for the next five years and training courses should be arranged according to the assessed demand in various disciplines by the year 1990.