

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

(EIGHTH LOK SABHA)

TENTH REPORT

**MINISTRY OF TRANSPORT
(DEPARTMENT OF SURFACE TRANSPORT)**

**RESERVATIONS FOR, AND EMPLOYMENT OF
SCHEDULED CASTES AND SCHEDULED TRIBES
IN SHIPPING CORPORATION OF INDIA LIMITED.**



*Presented to Lok Sabha on 28.4.1986
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**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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*Ceased to be members of the Committee on their retirement from Rajya Sabha w.e.f. and April, 1986.

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 Tenth Report on the Ministry of Transport (Department of Surface Transport)—Reservations for, and employment of Scheduled Castes and Scheduled Tribes in Shipping Corporation of India Ltd.

2. The Committee took the evidence of the representatives of the Ministry of Transport (Department of Surface Transport) and of the Shipping Corporation of India Ltd. on 29th and 30th October, 1985. The Committee wish to express their thanks to the Officers of the Ministry of Transport (Department of Surface Transport) and of the Shipping Corporation of India Ltd. for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 17th April, 1986.

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

NEW DELHI;

April 17, 1986

Chaitra 27, 1908 (S).

KRISHAN DATT SULTANPURI

Chairman,

Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

CHAPTER I

INTRODUCTORY

The Shipping Corporation of India Ltd. (SCI) was formed on 2nd October, 1961 by the amalgamation of Eastern Shipping Corporation Ltd. and Western Shipping Corporation Ltd. Its authorised capital is Rs. 100 crores and paid-up and subscribed capital is Rs. 70 crores. The entire share capital is held in the name of the President of India and his nominees.

1.2 In 1966, the Shipping Corporation of India Ltd. was asked by the Government of India to take over the management of the Jayanti Shipping Company which was in Private Sector.

1.3 In 1973, the Government decided to merge the Jayanti Shipping Company with the Shipping Corporation of India Ltd. and all the employees, including officers, who were on the pay roll of the Jayanti Shipping Company as on the date of merger were also transferred to the Shipping Corporation of India Ltd.

1.4 As per information given in the Annual Report of SCI for 1984-85, the Government of India have decided to merge the Moghul Line Ltd., a Government of India Undertaking with the Shipping Corporation of India. The merger will be brought into effect by an order of the Government under the provisions of Company Law. The order is awaited.

1.5 The Shipping Corporation of India Ltd. operates a number of cargo liner services, passenger-cum-cargo services, overseas and coastal tanker services, dry bulk cargo services, overseas bulk carrier services and overseas tramp services. The diversified fleet comprises of 143 vessels of aggregate 32.12 lakhs GRT and 53.22 lakhs D.W.T. In addition to this, 13 vessels of the aggregate 3.24 lakhs GRT and 5.57 lakhs D.W.T. are on order in Shipyards in India and abroad. This fleet is diversified into liner vessels, passenger vessels, bulk carriers and tankers to serve the diversified import and export trade of the country.

1.6 The Ministry of Transport (Department of Surface Transport) have stated in a note that the Corporate Group of the Shipping Corporation of India Ltd. consists of the following:

Chief Executive: The Chairman & Managing Director
Executive Director (Finance)

Executive Director (Coastal & Passenger Services)

Executive Director (Technical Services)

Executive Director (Liner Services)

Executive Director (Bulk Carrier & Tanker Services)

Executive Director (Personnel & Administration)

1.7 During evidence when the Committee desired to know the total number of Divisions in the Shipping Corporation of India Ltd. and the functions of each division, the Additional Secretary, Ministry of Transport (Dept. of Surface Transport) stated as follows:

"In the Shipping Corporation of India, there are broadly ten divisions. Six of them are each under the control of an Executive Director and four of them are each under the management of a general manager or a manager and they report to the Chairman and Managing Director. The names of the divisions are Liner Division, Bulk Carrier and Tanker Division, Coastal and Passengers Division, Finance Division, Technical Services Division, Personnel & Administrative Division, Purchase Division, Coordination Division, Vigilance Division, Publicity and Public Relations Division etc. The very title of the Divisions describes the functions which each one of the divisions is doing. There are different types of vessels such as liner vessels and bulk carrier vessels. The Liner Division deals with liner vessels. Similarly, the Coastal and Passengers Divisions deals with passenger traffic, say, between Madras and Andamans and between Calcutta and Andamans."

1.8 About the organizational set up of Ministry of Transport (Department of Surface Transport) and its functions *vis-a-vis* the Shipping Corporation of India Ltd. in so far as reservations for, and employment of, Scheduled Castes and Scheduled Tribes are concerned, the Committee have been informed that the matters relating to Shipping Corporation of India Limited are attended to by a Joint Secretary assisted by a Deputy Secretary/Director with supporting staff under the overall supervision of the Secretary of the Ministry. Reservation orders in favour of Scheduled Castes and Scheduled Tribes are implemented by SCI and the Ministry reviews the position from time to time to ensure that Government orders in this regard are complied with by SCI.

CHAPTER II

RESERVATIONS

A. Adoption/Implementation of Reservation Orders

The Committee have been informed that the Department of Personnels orders regarding reservation for Scheduled Castes and Scheduled Tribes are circulated and made applicable to all the Public Sector Enterprises under the administrative control of the Ministry of Transport (Dept. of Surface Transport) without waiting for issue of orders by the Bureau Enterprises. The orders issued by the Bureau of Public Enterprise in this regard are also circulated immediately to all the Public Sector Enterprises.

2.2. The representative of the Ministry of Transport (Dept. of Surface Transport) informed the Committee during evidence that the Presidential Directives regarding reservations for Scheduled Castes and Scheduled Tribes were issued to the Shipping Corporation of India in 1972 under the Articles of Association of the Corporation. Under the Articles of Association, the Ministry is empowered to issue certain directives to the Corporation which are binding on the Corporation. In this context, the representative of the Ministry of Transport (Department of Surface Transport) stated during evidence as under:

"The Presidential Directives under the Articles of Association were issued to the SCI on 3-8-1972. This was done on the basis of certain instructions issued by the Bureau of Public Enterprises which had consolidated the earlier orders and then it had given a comprehensive list of instructions which should govern the public sector undertakings. So, on 3-8-1972 the Ministry had issued a directive under the Articles of Association which became binding on the Corporation. But even prior to that, in 1964, certain orders of the DOP had been communicated to the Shipping Corporation and the Shipping Corporation had reported to us that they were observing instructions regarding reservations contained in those orders. They were not as detailed as the 1972 directives. We are pleased to mention that reservation orders are being observed from 1962.

Even though these directives were issued in 1972 for the calculation of the number of seats to be reserved for Scheduled Castes|Scheduled Tribes, we are taking the total strength of the SCI into consideration, that is, no post is allowed to lapse. That is why we take into account the strength as on any particular date and find out how many Scheduled Castes|Scheduled Tribes are actually working in the organisation and the balance is carried forward as a backlog. This never lapses. Right from 1962 no posts have been allowed to lapse. That is the implication which the SCI has made."

2.3. The Committee pointed out that the SCI was formed on 2nd October, 1961 and the Presidential Directives regarding reservation for Scheduled Castes|Scheduled Tribes were issued to SCI on 3-8-1972. The Committee wanted to know as to why these Directives were issued after a lapse of about 11 years from the date of formation of the Corporation. The representative of the Ministry of Transport (Department of Surface Transport) explained the position as under:

"The first relates to the delay in issuing the Presidential Directives issued in 1972. After consulting various instructions that have been issued the Bureau of Public Enterprises sent a circular enclosing a list of directives that can be issued of public sector undertakings. At that time only this particular directive was issued by our Ministry. We checked up the information from other Ministries and other public sector undertakings. We issued the Presidential directive after this information was received. I admit that this is a lapse on our part and we should have done it much earlier."

The witness added:—

"In reply to the first I stated that the directive was issued in 1972. Earlier in 1964, the Ministry of Home Affairs had passed on certain instructions and the same have been further sent to the SCI. The present position is as follows. We do not wait for BPE circulars and as and when the Department of Personnel issues any instructions which have a bearing on Scheduled Castes|Scheduled Tribes, these are sent to the SCI and we follow them up. What-

ever might have happened in the past, I would like to assure the Committee that instructions will be passed on to the SCI as and when these are received."

2.4 When asked from which date exactly the SCI started implementing the reservation orders, the representative of the Ministry of Transport (Department of Surface Transport) stated that the Presidential Directive was issued on 3-8-1972 but it was made clear to the SCI Ltd. that the reservation orders should be made applicable from the year 1962. The representative of the Ministry stated that after the year 1972 there had been no incident of non-compliance of the instructions of the Government regarding the implementation of reservation orders.

2.5 It has been stated that the Management of the Corporation has been vigorously pursuing Government Directives in respect of representation of Scheduled Caste/Scheduled Tribe employees, in the employment of the Corporation. Steps are being taken to reduce the back-log in Scheduled Caste/Scheduled Tribe representation, through direct recruitment as well as by internal promotions of Scheduled Caste/Scheduled Tribe candidates/employees. Under the "Trainee Marine Engineer" Scheme, introduced by the Corporation in 1982-83, 40 of 1983 batch and 38 of 1984 batch on completion of training have already been absorbed as 5th Engineers (Class I Officer) in various vessels of the Corporation. One of the senior officers of the Corporation belonging to Scheduled Caste community has been posted at the London Office for the Corporation for a period of 3 years. The Management has also been constantly in touch with the Director General of Shipping to provide maximum number of the Scheduled Caste/Scheduled Tribe candidates passing out every year from T.S. "Rajendra" and "Directorate of Marine Engineering Training Institute" which is the basic source for recruitment of Navigating Officers and Engineering Officers to be posted on ships of the Corporation.

2.6 The percentages of reservations made in the Shipping Corporation of India Ltd. in favour of Scheduled Castes/Scheduled Tribes in respect of Recruitment and Promotion made effective from 1962, are as under:

Nature	SCs	STs
(I) Percentage in recruitment :		
(i) On All India Basis	15%	72%
(ii) Regional Basis		
(a) Bombay	6%	6%
(b) Calcutta	20%	6%
(II) Percentage in promotion	15%	7%

2.7 The Committee have been informed that in Shipping Corporation of India Ltd. reservation orders are not made applicable to the following posts both in Shore Personnel and Fleet Personnel:—

Shore Personnel

- (i) In case of recruitment, the reservation orders in respect of Scheduled Caste/Scheduled Tribe candidates are not made applicable for the following cases, as per the Government Directives:
 - (a) Vacancy filled in by transfer or by deputation.
 - (b) Temporary appointment of less than 45 days' duration.
 - (c) Posts above the lowest rung of Group 'A'/Class I for conducting research or for organising, guiding and directing research.
- (ii) In case of promotion, reservation orders in respect of Scheduled Caste/Scheduled Tribe employees are not made applicable to the posts above the lowest rung in Group 'A'/Class I, as per the Government Directives.

Fleet Personnel

- (i) Contract Masters who are appointed for a short period of approximately 4/6 months. These officers are already employed elsewhere on permanent basis and take a contract assignment with Shipping Corporation of India for short periods.
- (ii) In promotion to posts above lowest rung in Class I.

2.8 The Committee note that the Shipping Corporation of India Ltd. was formed on 2nd October, 1961 and the Presidential Directives regarding reservations for Scheduled Castes/Scheduled Tribes were issued on 3-8-1972. The Committee also note that these Directives were issued after a lapse of about 11 years from the date of formation of the Corporation. The Representative of the Ministry of Transport (Department of Surface Transport) admitted during the course of evidence that there was a lapse on the part of the Ministry to issue these directives to the SCI and that these directives should have been issued much earlier. The representative of the Ministry also stated during evidence that prior to the issuing of these directives, even in 1964, certain orders of the Department of Personnel were communicated to the Shipping Corporation

of India and the Corporation had informed the Ministry that they were observing the instruction regarding reservations contained in those orders. The representative of the Ministry stated that the Corporation was making applicable the reservation orders from 1962 even though the Presidential Directives, were issued in 1972. For calculating the number of seats to be reserved for Scheduled Castes/Scheduled Tribes, the Corporation is taking into consideration the total strength of the shipping Corporation of India. It means that SCI is making reservation for Scheduled Castes and Scheduled Tribes on the basis of total strength of employees and not category-wise.

Keeping in view the existing backlog in the Corporation almost in each category of post, the Committee do not accept the contention of the Ministry that right from 1962 no reserved posts have been allowed to lapse. The Committee feel that a large number of Scheduled Caste/Scheduled Tribe employees were deprived of the benefits of reservation for 10 long years i.e. during the period from 1962 when the reservation orders were first made applicable in the Shipping Corporation of India till 1972 when the Presidential Directives were actually issued. The loss suffered by Scheduled Caste/Scheduled Tribe employees during this long period can hardly be compensated now since many of the old employees must have retired without getting their due promotion to which they were entitled. The Committee are constrained to observe that the Government cannot absolve itself of the grave lapse on its part in denying the admissible benefits to the reserved category of employees for ten long years and by putting forward the argument that Shipping Corporation of India is calculating the backlog on the total strength of the Corporation.

The Committee recommend that the Shipping Corporation of India should be directed to calculate the backlog of reserved posts from 1962 i.e. when the reservation orders were first made applicable in the Corporation, and clear the existing backlog in each category of post in the shortest possible time.

B. Liaison Officer and Cell

2.9. The Committee have been informed that in order to closely monitor the implementation of reservation orders, the Ministry has appointed in the Ministry Liaison Officers of the rank of Deputy Secretary/ Director. In the case of Shipping Corporation of India Ltd. Director (Shipping) is the Liaison Officer. Liaison Officer periodically reviews the implementation of the reservation orders.

This is carried out by inspection of rosters maintained by the Shipping Corporation of India Ltd. The Shipping Corporation of India also submits quarterly returns and annual returns in the prescribed proformas which are also scrutinised by the Liason Officer and his remarks are conveyed to the Shipping Corporation of India for taking necessary action. The action taken on the suggestions of the Liaison Officer of the Ministry are also closely monitored. The Government Directors on the Board of Shipping Corporation of India have also been asked to closely watch the implementation of the reservation orders by Shipping Corporation of India. This aspect is also reviewed in the periodical performance Review meetings by the Ministry.

2.10 As per the revised Draft Directives issued by the Ministry of Finance, Bureau of Public Enterprises *vide* their O.M. No. 6/16/81-BPE/GM-I(SCI Cell) dated 16th February 1982 regarding 'Reservation for Scheduled Castes and Scheduled Tribes' in appointments in Public Enterprises, the officer-in-charge of administration (or any other officer designated for the purpose) in each undertaking will act as Liaison Officer in respect of matters relating to representation of Scheduled Castes and Scheduled Tribes. He will be specifically responsible for:—

- (i) Ensuring due compliance with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them under this Directive;
- (ii) Collecting, consolidating and despatching the annual returns relating to representation of Scheduled Castes and Scheduled Tribes;
- (iii) Acting as a Liaison Officer between the undertaking and the Ministry concerned for supply of other information, answering question, and queries and clearing doubts in regard to matters concerning by these orders;
- (iv) Conducting annual inspection of the rosters maintained in the enterprise with a view to ensuring proper implementation of the reservation orders.
- (v) It should be ensured that the normal administrative inspections which are carried out periodically, give assessment of the performance of the enterprise in the matter of strict observance of orders, regarding the reservation of Scheduled Castes and Scheduled Tribes and in filling vacancies reserved for these communities.

(vi) Ensuring extension of necessary assistance to the Commissioner for Scheduled Castes and Scheduled Tribes in the investigation of complaints received by the Commissioner for Scheduled Castes and Scheduled Tribes in regard to service matters, and in the collection of information for his annual report.

2.11 In reply to a specific question whether there was a Cell to look after the interests of Scheduled Caste/Scheduled Tribe employees in the Corporation, the Ministry have informed in a note that a separate liaison officer of the rank of Deputy Manager looks after the interests of the Scheduled Caste/Scheduled Tribe employees in the Corporation.

2.12 During evidence the representative of the Ministry of Transport (Department of Surface Transport) explained as under:

"It depends on the volume of work that arises. What I understand from the Chairman and Managing Director is that there is a separate liaison officer who attends to all the complaints received about the Scheduled Caste/Scheduled Tribe reservations. From the year 1984 onwards he has received five complaints and all of them have been satisfactorily attended to. We can call it a 'Cell' if we like. But the Shipping Corporation of India does not formally call it a Cell. We can formalise it so that it gets publicity and gets institutionalised. The Shipping Corporation of India can rename it as a Cell."

2.13 In reply to another question whether there was a reservation Cell in the Ministry of Transport, Department of Surface Transport) to keep a watch over the matters pertaining to Scheduled Castes and Scheduled Tribes in the Department and in the Public Sector Undertakings, the Committee have been informed that the overall monitoring of the implementation of reservation orders is done under a Joint Secretary. Liaison Officers of the level of Director/Deputy Secretary have also been appointed to ensure implementation of reservation orders in respect of offices, undertakings, organizations etc.

2.14 As regards staff strength of the Cell in the Ministry of Transport, the Committee have been informed that one Desk Attaché attends to this work under the supervision of a Deputy Secretary/Director.

2.15 During evidence the Committee desired to know whether the Staff strength of the Cell was adequate. To this, the representative of the Ministry of Transport (Department of Surface Transport) replied as follows:

"Creations of certain posts were involved. The Finance Ministry did not agree. There is officer looking after the returns that are rereived from each public sector undertakings. There is senior officer at the level of Deputy Secretary or Director. There is post of Liaison Officer. He goes through it. There is the Joint Secretary. He deals with the particular public sector undertaking. There is liaison officer whose duty it is to monitor implementation of the programme in that public sector undertakings plus there is this Joint Secretary in the Ministry who deals with the public sector undertakings".

2.16 The Committee note that in the Ministry of Transport (Department of Surface Transport) one desk attache attends to the work relating to the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes under the supervision of a Deputy Secretary/Director. In reply to a specific query by the Committee during evidence whether the staff strength of the cell working in the Ministry was adequate, the representative of the Ministry stated that "creation of certain posts were involved. The Finance Ministry did not agree". Similarly, in reply to a question whether there was a cell to look after the interests of Scheduled Caste/Scheduled Tribe employees in the Shipping Corporation of India, the representative of the Ministry stated that "It depends on the volume of work that arises. What I understand from Chairman & Managing Director is that there is a separate Liaison Officer who attends to all the complaints received about the Scheduled Castes/Scheduled Tribes reservation we can call it a 'Cell'—if we like. But the Shipping Corporation does not formally call it a cell. we can formalise it so that it gets publicity and gets institutionalised. The Shipping Corporation of India can rename it as a cell."

The Committee feel that the reply given to their specific queries regarding setting up of cells both in the Ministry as well as in the Shipping Corporation of India were not only vague but also evasive. The Committee need hardly stress that mere appointment of Liaison Officers in the Ministry as also in the Shipping Corporation of India is not enough. What is needed is concerted action on the part of Liaison Officer to ensure due compliance of the orders and

instructions pertaining to reservation of posts for Scheduled Castes and Scheduled Tribes and other relaxations/concessions admissible to them. For this purpose, as per Government directive, a cell consisting of suitable and adequate staff has to be set up in each organisation headed by a **Liaison Officer** in order to ensure proper implementation of the reservation policy as well as for redressal of genuine grievances of Scheduled Castes and Scheduled Tribes. One Officer cannot be called a 'Cell' as suggested in evidence by the representative of the Ministry.

The Committee, therefore, recommend that a reservation cell with adequate staff should be set up in the Shipping Corporation of India without any further delay to look after the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes both in letter and spirit.

2.17 The Committee further recommend that with a view to implement the reservation orders more effectively, the cell working in the Ministry of Transport (Department of Surface Transport) should also be strengthened by inducting more staff. The Committee are not satisfied with the reply of the representative of the Ministry that the Finance Ministry did not agree for creation of certain posts for the cell. The Committee desire that the Ministry should pursue the matter with the Ministry of Finance vigorously in order to get the additional staff sanctioned for their Cell by giving full justification in view of large volume of work involved in the matter of implementation of reservation orders and other matters connected with welfare of Scheduled Castes and Scheduled Tribes employees.

CHAPTER III

RECRUITMENT AND PROMOTIONS

A. Recruitment Procedure

The Staff working in the Shipping Corporation of India Ltd. consists of two types of personnel viz. Shore Personnel and the Fleet Personnel.

3.2 Recruitment of Fleet Personnel is always made on All India basis and not on regional basis.

3.3 The staff in following categories of posts in the Corporation is directly recruited on the regional basis:

- (i) Group C/Class II—All Clerical staff with pay scale of Rs. 132—Rs. 530 p.m.
- (ii) Group D/Class IV—All non-clerical staff with pay scale of Rs. 82—Rs. 238 p.m.

3.4 As per information furnished by the Ministry of Transport to the Committee the procedure followed by the Shipping Corporation of India Ltd. for recruitment of staff in various categories of posts is as under:—

(A) SHORE PERSONNEL

- (a) Vacancies are notified to the Local Employment Exchanges and if the Employment Exchanges are not able to sponsor suitable candidates, the non-availability certificates are obtained from them and thereafter, posts are advertised in the Regional Newspapers.
- (b) Written examination is held for the posts of Assistants. For making recruitment to the posts of Stenographers, Typists, Telex Operators, etc. tests of speed and accuracy are taken.
- (c) Recruitment is based on merit, experience and suitability. Minimum and maximum age limit, educational qualifications and other qualifications and length of experience to

be possessed by the candidates, in each case are prescribed by the Management of the Corporation. All selections are subject to the candidates passing the prescribed medical tests.

- (d) The Chief Executive of Shipping Corporation of India is the appointing authority in all the cases. However, for Calcutta Regional Office, this authority has been delegated to and is exercised by the Regional Director, Calcutta.
- (e) All fresh appointments are on probation for a period of 6 months.

(B) FLEET PERSONNEL

- (a) Recruitment of Navigating and Engineer Officers in the Fleet Personnel is mainly done at the lowest level *viz.*, Cadets in the case of Navigating Officers and 5th Engineer Officers in the case of Engineer Officers.
- (b) Cadets are recruited from among the candidates who after undergoing training pass out from the trainingship "Rajendra". In the past, Shipping Corporation of India have taken some Direct Entry Cadets through advertisement in leading newspapers at national as well as regional levels. The Cadets when they pass their Ministry of Transport 2nd Mate Foreign Going Certificate of competency are appointed as 4th Officers on Shipping Corporation of India, subject to vacancies.
- (c) 5th Engineer Officers are recruited from among the candidates who are equipped with prescribed professional qualification. These are mainly from those who have obtained training at the Directorate of Marine Engineering Training. Shipping Corporation of India have also selected and trained Trainee Marine Engineers (Graduates Engineers). The selection of Trainee Marine Engineers was made through advertisement in leading newspapers at national and regional levels. The Trainee Marine Engineers after completion of their one year training are appointed as 5th Engineer Officers on Shipping Corporation of India's ships. In the past due to shortage of availability of certificated Engineer Officers, Shipping Corporation of India had taken professionally qualified persons having obtained part 'A'

of their Ministry of Transport 2nd Class Engineers certificate after completion of training in approved Marine Workshops, on direct applications/through advertisements in leading newspapers.

(d) For posts which come under the categories of other officers and those for whom the M.O.T. Certificate is not required all efforts are made by Shipping Corporation of India to obtain candidates through advertisements in leading newspapers at National and regional levels specifying reservation quota for Scheduled Caste/Scheduled Tribe candidates and the concessions/relaxations available to them. For certain categories of Petty Officer posts, the candidates are selected from amongst the crew serving on Shipping Corporation of India's ships.

3.5 The Committee have been informed in a note that the following procedure is followed for filling up the reserved posts in various categories of posts in the Shipping Corporation of India Ltd:—

Shore Personnel

- (i) In case of direct recruitment on Regional Basis in Group 'C' & 'D'/Class III & IV posts are reserved for Scheduled Caste/Scheduled Tribe candidates on Regional Basis, as per Government Directives.
- (ii) In case of direct recruitment on All India Basis, in Group 'A' & 'B'/Class I & II, 15 per cent posts are reserved for Scheduled Caste candidates and 7½ per cent posts are reserved for Scheduled Tribe candidates as per the Government Directives.
- (iii) In case of recruitment on Regional Basis, for Group 'C' & 'D'/Class III & IV, all the vacancies including Scheduled Caste/Scheduled Tribe are notified to the Regional Employment Exchanges. In case Employment Exchanges are not able to provide required number of suitable candidates including Scheduled Caste/Scheduled Tribe, the vacancies are advertised in the Regional Newspapers after obtaining the non-availability certificate from the concerned Regional Employment Exchanges.
- (iv) In case of direct recruitment on All India Basis, for Group A & B/Class I and II, all vacancies including Scheduled Caste/Scheduled Tribe are advertised in the Newspapers at the national level.

(v) The written test and the personnel interviews are conducted depending upon the nature of the post.

Fleet Personnel

The vacancies to be filled in for Fleet Personnel are advertised in the leading newspapers at national and regional levels. In the advertisements, reservations of posts for Scheduled Caste/Scheduled Tribe is indicated viz., "Exclusively reserved for Scheduled Caste/Scheduled Tribe candidates" or "Reservation of posts as per the Government of India instructions" or the exact number of posts or percentage of posts reserved for Scheduled Caste/Ccheduled Tribe candidates is specified. 15 per cent & 7½ per cent vacancies are reserved for Scheduled Caste and Scheduled Tribe community candidates, respectively.

The Committee have been informed that in Shore Personnel all recruitments to Executive Posts in the Shipping Corporation of India are always made on All India basis. Generally, recruitments from open market are restricted to the lowest category of Officer's rank depending upon the functional requirements of individual departments. Junior Officers in the scale of Rs. 550—850 and Naval Architects in the higher scales are recruited by open advertisement. It has been stated that MB—s/Cs have been recruited in the rank of junior Officer, depending on their fields of specialisation.

3.6 In reply to a question whether new entrants have to sign any bond for serving the Shipping Corporation of India, the following information has been furnished to the Committee:—

- (i) Shore Personnel—The new entrants do not have to sign any bond for serving in Shore Personnel Cadre of the Corporation.
- (ii) Fleet Personnel—The Trainee Marine Engineers have to sign an Article of Agreement according to which, if the company so requires, after completion of their training and obtaining Ministry of Transport. Second Class Engineer Part 'A' Certificate of competency, they shall serve the Company for a minimum period of 8 years after obtaining the certificates and immediately reporting to the Company with such certificate.

In default, the Trainee Marine Engineer shall pay to the Company all training expenses and all other expenses including cost of victualling incurred by the company or a sum

of Rs. 50,000 whichever is more and the deposit of Rs. 2500 paid by him at the time of signing the Articles of Agreement shall stand forfeited.

If the company is not in a position to provide the Trainee Marine Engineers with employment as Junior Engineer Officer within a period of three months from the date of his reporting with Part 'A' of the Second Class Engineer M.O.T. Certificate, he shall be free to take employment elsewhere and the Articles of Agreement shall be deemed to have terminated.

3.7 The following statement showing the recruitment made to the category of Junior Officers in Shore Personnel in the Shipping Corporation India Ltd. during the last three years has been furnished to the Committee :

Year as on	Category	Total No. of posts	Total No. Selected	Total No. Reserved		No. Selected		No. Offered	
				SC	ST	SC	ST	SC	ST
1-1-1983	Junior Officer	10	10	2	1	1	1	1	1
1-1-1984	Do.	8	8	2	1	1	1	1	1
1-1-1985	Do.	6	6	1	1	1	1	1	1

3.8 The Committee pointed out that the statement showing the recruitment of Junior officers made in the Shipping Corporation of India during 1983, 1984 and 1985 indicates that in 1983 and 1984 two posts for Scheduled Castes and one post for Scheduled Tribe were reserved during each year but no Scheduled Caste|Scheduled Tribe was selected for these posts. Similarly, in 1985 also out of one post reserved for Scheduled Caste and one for Scheduled Tribe no Scheduled Caste|Scheduled Tribe was selected for the post. The Committee wanted to know the reason for not selecting even a single Scheduled Caste or Scheduled Tribe in this category. To this, the representative of the Ministry Transport (Department of Surface Transport) stated as follows:—

“MBA, Chartered Accountant, Computer Scientist, etc. were qualifications required. Scheduled Caste|Scheduled Tribe candidates were not available. Previously it was confined to three campuses—IIM of Ahmedabad, Calcutta and Bangalore and the institution at Jamshedpur. We then decided to widen the base and go to other institutions awarding MBA. Then there will be more wider field from which to select. Team will go and interview them. Advance intimation is given to them. This system is followed by many reputed companies when we want people with specialised type of qualifications.”

3.9 In reply to a question whether there is any scheme in Shipping Corporation of India for recruitment of Graduate Engineers as Trainees, the Committee have been informed in a note that the Shipping Corporation of India has a system of injection in the shore personnel as Management Trainees. However, there is no regular training scheme for Engineers as mostly they obtain their requirement of Engineer Officers from the Trainees who pass out from the Directorate of Marine Engineering Training Institute. However, in order to reduce the backlog in Scheduled Caste|Scheduled Tribe representation, a training scheme was evolved viz., ‘Trainee Marine Engineers Scheme’ for Graduates in Electrical and Mechanical Engineering from Universities|Colleges|Technical Institutions, selected through advertisement in leading newspapers at national and regional levels from among Scheduled Caste|Scheduled Tribe communities only. The selected candidates have to complete their in-housing training at Bombay|Calcutta for one year. This training scheme has been designed and organised on similar lines of the DMET Graduate Engineer course.

3.10 After successful completion of one year training, these Trainee Marine Engineers have been absorbed as Shipping Corporation of India's regular employees and posted as 5th Engineer Officers (Group A/Class I) on board the ships in the pay scale of 5th Engineer Officer.

3.11 As far as direct recruitment in Group 'A' and 'B' is concerned, the same has been confined to the recruitment of professionally qualified candidates such as Chartered Accountants, Cost Accountants MBAS, Naval Architects and Computer Personnel, like System Analysts, Programmers, etc. Since enough suitable Scheduled Caste/Scheduled Tribe candidates are not available from open market, who are having prescribed minimum educational qualifications and experience required for filling up these technically/professionally qualified posts, the Corporation has not been able to recruit the required number of Scheduled Caste/Scheduled Tribe candidates to fill up the reserved vacancies.

3.12 The Committee have been informed in a note that during the year 1981-82, the Shipping Corporation of India took concrete steps to recruit Petty Officers in other categories like Assistant Pumpman, Wiremen, Trainee Radio Officers. These posts also require technically qualified candidates and Shipping Corporation of India through advertisements for recruitment in all leading newspapers at the national as well as regional levels recruited in 1982-83, 5 Scheduled Caste candidates out of 23 Wiremen so far recruited from the list of 39 selected Wiremen and 13 Scheduled Caste/Scheduled Tribe Assistant Pumpmen out of 37 Assistant Pumpmen recruited from the list of 44 selected Assistant Pumpmen.

3.13 It has been stated that the Management of the Corporation has been constantly trying its best to recruit the maximum number of Scheduled Caste/Scheduled Tribe candidates by way of repeated advertisements, in all leading newspapers, at National as well as Regional levels. As a result of this, the Corporation has been able to recruit 8 Scheduled Caste/Scheduled Tribe candidates out of total 16 MBAs selected during the year 1982-83. Similarly, the Management has recruited 4 MBAs belonging to Scheduled Caste/Scheduled Tribe communities out of 10 MBAs selected during the year 1983-84 as Assistant Managers i.e. is in Group 'A'/Class I cadre of the Corporation. In addition to the above recruitment of the Scheduled Caste/Scheduled Tribe candidates in the Management cadre, the Corporation also intends to take such steps in future to recruit more Scheduled Caste/Scheduled Tribe candidates in the services of the Corporation.

3.14 When asked whether the reserved posts were advertised through Newspapers and the copies of the advertisements were also sent to the concerned Employment Exchanges, the Committee have been informed that in the case of Shore Personnel subject to non-availability in the Regional Employment Exchange, posts are advertised through Newspapers.

3.15 In case of Fleet Personnel when vacancies for any posts are advertised, the number of posts reserved for Scheduled Caste| Scheduled Tribe is specified. Either the exact number of posts reserved for Scheduled Caste|Scheduled Tribe is specified in the advertisement or it is stated that the reservation of posts is "As per Government of India instructions" or "Posts reserved exclusively for Scheduled Caste|Scheduled Tribe candidates."

3.16 It has been stated that the copies of advertisements issued by the Corporation are also sent to the recognised all India Associations of Scheduled Castes and Scheduled Tribes.

3.17 The Committee have been informed that in Shipping Corporation of India the vacancies reserved for Scheduled Castes and Scheduled Tribes are not announced over All India Radio.

3.18 The Committee have been informed that in case of Shore Personnel the appointing authority do not indicate the precise reasons for the rejection of the Scheduled Caste and Scheduled Tribe candidates to the Employment Exchange.

3.19 In the case of Fleet Personnel, Shipping Corporation of India do not specify their requirement to the Employment Exchanges as the main source of recruitment is Government of India Training Institutions or through open advertisement in leading newspapers at National and regional levels or from amongst crew members already employed on Shipping Corporation of India's ships.

3.20 The Committee pointed out that in Shipping Corporation of India Ltd. the appointment|interview letters issued to the candidates are not sent by registered post. The Committee wanted to know as to how it is ensured that all candidates received these letters in time and no such letter is lost in transit.

The representative of the Ministry stated that as soon as it came to the notice of the Ministry of Transport, the Ministry issued the instructions to the effect that the appointment|interview letters issued to the candidates should be sent only by registered post. It has been stated that earlier the Shipping Corporation of India was sending telegram to the candidates for appointment|interview.

In this regard, the representative of the Ministry further stated as under:—

"Shipping Corporation of India has been sending intimations by telegram. Most of the categories are covered by local recruitment that is sponsored by the employment exchange. I was checking with the Shipping Corporation of India whether they have been receiving complaints about non receipt of letters. There are no complaints because most of the candidates are coming from the local employment exchange. As soon as it came to our notice, we have told them that they should invariably go by the registered post and sufficient time should be given."

3.21 The Committee have been informed that the minimum period of notice given to the Scheduled Caste and Scheduled Tribe candidates for appearing in an interview as well as for joining the assignment is as under:—

Shore Personnel

- (i) Staff—Minimum 8 to 10 days period of notice is given to the Scheduled Caste|Scheduled Tribe candidates appearing for an interview as well as for joining the assignment, in the staff cadre of the Corporation.
- (ii) Officers— The minimum period of notice given to Scheduled Caste|Scheduled Tribe candidates, appearing for an interview as well as for joining the assignment on selection, is the same as for the general candidates, that is, about fortnight and three months, respectively. No separate standards for Scheduled Caste|Scheduled Tribe candidates are laid down. However, in practice a very lenient and liberal view is adopted in case of Scheduled Caste|Scheduled Tribe candidates with regard to joining the service and ample extension of time is granted, whenever required by the Scheduled Caste|Scheduled Tribe candidates.

Fleet Personnel

- (iii) A minimum period of one month's notice is given to all candidates including Scheduled Caste|Scheduled Tribe candidates, for appearing for the interview. For joining an assignment, sufficient notice is given to both, general as well as Scheduled Caste|Scheduled Tribe candidates

No appointee from these categories has so far been rejected for not joining on a specified date. Those not adhering to date of joining are issued revised instructions to join on a subsequent date.

3.22 In reply to a question the Committee have been informed that the Ministry of Transport (Department of Surface Transport) vide their Letter No. SW/SYO(II)-90/85 dated 7th October, 1985 have issued instructions to the Shipping Corporation of India Ltd. that the period of notice given to the Scheduled Caste/Scheduled Tribe candidates for appearing for interview as well as for joining the assignment in the staff cadre of the Corporation should be increased from 8—10 days to a minimum period of three to four weeks.

3.23 During evidence the Committee were informed that there were no regular Sweepers in Shipping Corporation of India and the cleaning work was done by a Contractor who engage the Sweepers directly. The Committee wanted to know the reasons why Shipping Corporation of India was giving preference to the contract system. In a subsequent note furnished to the Committee it has been stated that regular sweepers have not been employed by Shipping Corporation of India for doing the sweeping/Cleaning work. At present the cleaning/sweeping work is done by 58 part-time workers engaged by the Contractor. The Corporation has engaged M/s Pop Cleaning of Bombay for the sweeping/Cleaning work and the same contractor is continuing for the last 3 years on tender basis. The contractor does not belong to Scheduled Caste/Scheduled Tribe community and he has also expressed his inability to give details regarding the no. of Scheduled Caste/Scheduled Tribe part-time workers engaged by him as no such record is maintained by him.

3.24 When asked to state the reasons for not employing regular sweepers in the Shipping Corporation of India, the Committee have been informed that the job requirement is for about 2 hrs. in the morning and for about 2 hrs. in the evening. Accordingly, this job is carried out between 7-30 a.m. and 9.30 a.m. in the morning and between 6-30 p.m. and 8-30 p.m. in the evening on week days. Hence, it cannot be considered as a job of perennial and permanent nature. It has been stated that even if the Corporation employs the workers on regular basis, it will mean that after attending the work for about 2 hrs. in the morning and 2 hrs. in the evening on parttime basis, there will be a forced idleness with a very high cost component as they will have to be paid a regular salary. If they are appointed on regular basis, they will also have to be paid

over-time for morning and evening hours of working as it will be spread over beyond the normal working hours of the day. This will also mean a very high prohibitive cost component. It has also been stated that in case the contract system is abolished all 58 workers will have to be regularised with additional provision for leave reserve. This situation will lead to high cost component as mentioned earlier.

3.25

3.25 Asked if any study had been made regarding the volume of work and other financial implications the Chairman & Managing Director, Shipping Corporation of India stated that the Corporation has adopted the contract system after giving due consideration to all important matters. He, however, assured the Committee to review the matter once again.

3.26 The Committee note that in Shipping Corporation of India the new entrants in the Trainee Marine Engineers Grade in Fleet Personnel have to sign a Bond/an Article of Agreement according to which, if the Company so requires, after completion of their training and obtaining a Second Class Engineer Part 'A' certificate of competency from the Ministry of Transport they shall have to serve the Company for a minimum period of 8 years. In case of default those Trainee Marine Engineers shall pay to the Company all training expenses and all other expenses including cost of victualling incurred by the company or a sum of Rs. 50,000 whichever is more and the deposit of Rs. 2500 paid by him at the time of signing the Article of Agreement shall stand forfeited.

The Committee feel that in the case of Scheduled Caste/Scheduled Tribe candidates the prescribed period of 8 years compulsory service with Shipping Corporation of India would cause hardship in certain cases. As such, the Committee recommend that the period of service in the Article of Agreement in case of Scheduled Caste/Scheduled Tribe Engineers should be reduced to 5 years.

3.27 The Committee also recommend that in case a Scheduled Caste/Scheduled Tribe candidate leaves services before the completion of the prescribed period, then the maximum amount of deposit to be paid to the Company on account of training and other expenses should be reduced to 25,000 instead of Rs. 50,000 as fixed at present.

3.28 The Committee further recommend that the deposit money to be paid by a Scheduled Caste/Scheduled Tribe Trainee Marine Engineer at the time of signing the Article of Agreement should be Rs. 1,000 instead of 25,000.

3.29 The Committee have been informed that the Shipping Corporation of India has been constantly trying its best to recruit the maximum No. of Scheduled Caste/Scheduled Tribe candidates by way of repeated advertisement in all leading newspapers, at National as well as Regional levels. Copies of advertisements are sent to the concerned Employment Exchanges. The copies of advertisements issued by the Corporation are also sent to the recognised All India Associations of Scheduled Castes and Scheduled Tribes. However, the Committee are surprised to note that the vacancies reserved for Scheduled Castes and Scheduled Tribes are not announced over All India Radio which is flagrant violation of Government's instructions.

The Committee recommend that the vacancies reserved for Scheduled Castes and Scheduled Tribes should be advertised through the medium of All India Radio as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36022/4/76. Estt (SCT) dated the 7th August, 1976 and No. 36011/28/79-EST (SCT) dated 11th February, 1984.

3.30 The Committee also recommend that copies of the advertisement issued by the Corporation should be sent to the local Scheduled Caste/Scheduled Tribe MPs and MLAs as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may also advise Scheduled Caste/Scheduled Tribe candidates to seek employment in the Corporation.

3.31 The Committee note that in case of Shore Personnel the appointing authority do not indicate the precise reasons for the rejection of the Scheduled Caste and Scheduled Tribe candidates to Em-

ployment Exchanges. The Committee recommend that the appointing authority in the Shipping Corporation of India should always give precise reasons for the projection of Scheduled Caste/Scheduled Tribe candidates to Employment Exchange so that the Employment Exchange can sponsor right type of candidates from these communities for filling the reserved vacancies. The Committee hope that by doing so more and more Scheduled Caste/Scheduled Tribe candidates will be available for filling up the reserved posts in various categories in the Corporation.

3.32 The Committee are unhappy to note that in Shipping Corporation of India Ltd. the appointment/interview letter issued to the candidates were not sent by registered post. The representative of the Ministry of Transport (Department of Surface Transport) however, informed the Committee during evidence that as soon as it came to the notice of the Ministry, instructions were issued to the Corporation that in future all the appointment/interview letters should be sent only by registered post. The Committee hope that in future the Shipping Corporation of India will strictly adhere to the instructions issued by the Ministry and all appointment/interview letters would be sent to the Scheduled Caste/Scheduled Tribe candidates only by registered post.

3.33 The Committee note that while recruiting staff of Shore Personnel a minimum 8—10 day period of notice is given to Scheduled Caste/Scheduled Tribe candidates appearing for an interview as well as for joining the assignment in the Corporation. The Committee have been informed during evidence that the Ministry of Transport (Department of Surface Transport) vide their letter No. SW/SYO(II)-90/85 dt. 7th October, 1985 have issued instructions to the Shipping Corporation of India Ltd. that the period of notice given to the Scheduled Caste/Scheduled Tribe candidates for appearing for interview as well as for joining the assignment in the staff cadre of the Corporation should be increased from 8—10 days to a minimum period of three to four weeks. The Committee hope that in future the Corporation would follow these instructions in letter and spirit.

3.34 The Committee note that the Corporation has not employed regular sweepers for doing the sweeping /cleaning work and at present this work is done by the 58 part-time workers engaged by a Contractor. The Committee further note that every year the Corporation employs a Contractor by inviting tenders. The Corporation has engaged M/s. Pop Cleaning of Bombay for the sweeping/cleaning

work and the same contractor is continuing for the last 3 years on tender basis. The Committee have been informed that the present contractor is unable to give details regarding the number of Scheduled Caste/Scheduled Tribe part-time workers employed by him as he does not maintain any such record. The Committee are not satisfied with the reply which sounds evasive. As sweepers generally belong to Scheduled Caste community, the Committee are of the view that the contractor whose tender is accepted by the Corporation must employ at least 50 per cent part-time workers from the Scheduled Caste community. This should be a condition of the contractor.

3.35 The Committee further desire that efforts should be made by Shipping Corporation of India to employ, as far as possible, a contractor belonging to Scheduled Caste or Scheduled Tribe community so that Scheduled Caste/Scheduled Tribe workers under him might feel more secure and confident and are better looked after.

3.36 During evidence the Committee were informed that the Corporation has adopted the contract system after giving due consideration to all important matters e.g. volume of work and financial implications etc. The Committee cannot reconcile to the advantage inherent in the contract system and are in favour of its abolition altogether. The Committee, therefore, desire that the matter should be reviewed once again and the Committee apprised of the decision as early as possible.

B. Concessions/Relaxations

3.37 The following concessions/relaxations are given to the Scheduled Castes and Scheduled Tribes in direct recruitment in the Shipping Corporation of India:—

SHORE PERSONNEL

- (i) Relaxation in age by 5 years.
- (ii) Relaxed standard in written test and Interview.
- (iii) Return second class train fare to the Scheduled Caste/Scheduled Tribe candidates called for written test/interview.

FLEET PERSONNEL

- (i) Relaxation of 5 years in maximum age limit is allowed to Scheduled Caste/Scheduled Tribe candidates.

- (ii) Relaxed standards of qualifying marks are allowed in favour of Scheduled Caste/Scheduled Tribe candidates subject to their fulfilling minimum standards e.g. in Direct Recruitment made for certain categories like Assistant Pumpmen, Wiremen, Electrical Officers, Immigration Clerks, for general candidates the prescribed minimum qualifying marks in the written as well as oral are 50 per cent and the corresponding minimum qualifying marks for Scheduled Caste/Scheduled Tribe candidates are 33 per cent.
- (iii) Scheduled Caste/Scheduled Tribe candidates called for written test/interview from outstations are given 2nd class Railway return fare.

As regards the concessions/relaxations given to Scheduled Caste/Scheduled Tribe employees at the time of promotion both in Shore Personnel as well in flat Personnel the Committee have been informed that Scheduled Caste/Scheduled Tribe candidates are assessed by relaxed standards while considering them for promotion. It necessary, the zone of consideration is extended in case of these candidates.

3.38 The Committee have been informed in a note that the Ministry of Finance, Bureau of Public Enterprises vide their O.M. No. 6/16/81-BPE/GM-I (SCT Cell) dated 16th February, 1982 issued the revised directives regarding reservation for Scheduled Castes and Scheduled Tribes in appointments in Public Enterprises. As per the revised directives the following concessions/relaxations are available to the Scheduled Castes and Scheduled Tribes:—

- (i) *Age limit*—The maximum age limit prescribed for appointment to a service or post shall be increased by 5 years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes.
- (ii) *Relaxation of standards*: In the case of Direct Recruitment, whether by examination or otherwise, if sufficient number of Scheduled Caste/Scheduled Tribe candidates are not available on the basis of general standard to fill all the vacancies reserved for them, candidates belonging to those communities would be selected to fill up the remaining vacancies reserved for them provided they are not found unfit for such post or posts. In other words, to the extent the number of vacancies reserved for Scheduled Castes and Scheduled Tribes cannot be filled on the basis of the general standard, candidates belonging to these communities will be taken by relaxed standards to make up the deficiency.

ciency in the reserved quota, subject to the fitness of these candidates for appointment to the post|posts in question.

In promotion|confirmation examination prescribed to determine the suitability of candidates for promotions|confirmation, Scheduled Caste|Scheduled Tribe candidates who have not acquired the general qualifying standard are also to be considered for promotion|confirmation provided they are not found unfit for such promotion|confirmation. The qualifying standards in such examinations are to be relaxed, in favour of Scheduled Caste|Scheduled Tribe candidates in keeping with the above criterion.

(iii) Further relaxation of standards for non-technical and quasi-technical Group 'C' and 'D' posts.

Where requisite number of Scheduled Caste|Scheduled Tribe candidates are not available even after relaxing the standards as admissible in their cases, to fill the vacancies reserved for them in non-technical and quasi-technical posts in Group 'C' and 'D' filled by Direct Recruitment otherwise than by written examination, the selecting Authority would select for appointment the best among the Scheduled Caste|Scheduled Tribe candidates who fulfil the minimum educational qualification laid down in the notice for recruitment of advertisement, for the post, to the extent of the vacancies reserved for these communities.

(iv) Grant of Travelling Allowance to Scheduled Caste|Scheduled Tribe candidates called for interview, test, etc:—

Scheduled Caste|Scheduled Tribe candidates called for interview for appointment to Group 'A' and 'B' posts should be given a single second class railway fare from the normal place of residence to the place of interview and back.

When Scheduled Caste/Tribe candidates are called for interview for appointment to other posts, the Recruiting Authority would allow such candidates the lowest class rail fare, chargeable by the passenger train, by the shortest route from the Railway Station nearest to their normal place of residence, or from which they actually perform the journey whichever is nearer to the place of interview, and back to the same station, provided the distance travelled by rail each way exceeds fifty miles. No extra charges, if any, incurred for reserving seat|sleeping berth in the

train will, however, be reimbursed to them. For road journeys between stations not connected by rail, they would be allowed actual bus fare or road mileage at the lowest rate for the employees of the enterprise as admissible under its own rules, whichever is less, provided the distance covered by road is more than 20 miles each way.

The concession indicated in the preceding paragraph is applicable also to such Scheduled Caste/Scheduled Tribe candidates as are called for a written test on the basis of which appointments to such Group 'C' and 'D' advertised posts are made. The Travelling Allowance to the candidates called for a written test will, however, be admissible subject to the condition that the written test and any interview that may also be necessary would be held at one and the same station and on the same or adjacent days, so that the candidates would get travelling allowance for only one journey to and from the place of selection. The provisions in this and the preceding paragraph also apply to Scheduled Caste/Scheduled Tribe candidates.

The concessions of Travelling Allowance are not admissible in the case of those, who are already working in Public Enterprises or in Central/State Government service.

(v) Protection to Scheduled Castes/Scheduled Tribes in the context of surrender of surplus staff or retrenchment.

Surplus staff in a cadre as a result of staff assessment studies etc. is normally surrendered in the reverse order of seniority in the cadre affected. However, while declaring surplus in a particular grade in a cadre, Scheduled Caste/Scheduled Tribe candidates in that grade would not be included so long as the total number of Scheduled Caste/Scheduled Tribe employees in that grade has not reached the prescribed percentages of reservations for Scheduled Caste/Scheduled Tribe respectively in the concerned grade in the cadre. Similar preference would be accorded to Scheduled Caste/Scheduled Tribe in the context of retrenchment of staff; Scheduled Caste/Scheduled Tribe employees will not be included in the list of employees to be retrenched from a grade so long as the total number of Scheduled Caste/Scheduled Tribe employees in that grade has not reached prescribed percentage of reservation for

1601. **Scheduled Caste/Scheduled Tribe respectively in that grade.**

Where public enterprises have a classification of their employees into 'permanent' and 'temporary' the protection in regard to surrender of surplus staff or retrenchment would be confined to Scheduled Castes/Scheduled Tribes only among the temporary employees and moreover a temporary Scheduled Caste/Scheduled Tribe employee would not be given preferential protection over permanent unreserved community candidates.

3.39 The Committee note that in Shipping Corporation of India Scheduled Caste/Scheduled Tribe candidates are given certain concessions/relaxations both in case of direct recruitment and promotions. These concessions/relaxations include relaxation in age, assessing Scheduled Caste/Scheduled Tribe candidates with relaxed standards and giving them a second class railway return fare whenever they come for written test/interview. It has been stated that if necessary, at the time of promotion, the zone of consideration is extended in case of Scheduled Caste/Scheduled Tribe candidates.

The Committee recommend that the zone of consideration should be 5 times the number of vacancies to be filled by promotion so that a large number of Scheduled Caste/Scheduled Tribe candidates are available for filling the reserved quota. The Committee feel that it is highly improper to leave the question of extending the zone of consideration to the discretion of the appointing authority to be exercised on case to case basis.

3.40 The Committee also recommend that the relaxation in marks to be given to Scheduled Caste/Scheduled Tribe candidates in written test and interview either in direct recruitment or in promotion in the two wings of Shipping Corporation of India, namely, shore personnel and fleet personnel should be clearly laid down in the recruitment/promotion rules. This is necessary to obviate any possible discrimination in direct recruitment between departmental and outside candidates belonging to reserved communities.

C. Special Recruitment

3.41 The Committee have been informed that so far no special recruitment exclusively for Scheduled Castes and Scheduled Tribes has been made in Shore Personnel in the Shipping Corporation of India Ltd.

3.42 The following statement furnished to the Committee indicates the position of special recruitment made for Scheduled Castes and Scheduled Tribes in Fleet Personnel of the Corporation during 1983 and 1984:—

Sl. No.	Post	Year of recruit- ment	No. of SC/ST candi- dates applied	No. of SC/ST candi- dates recruited
1	Trainee Marine Engineers	1983	106	40
2	Trainee Marine Engineers	1984	189	43

It has been stated that on successful completion of one year shore training at Bombay and Calcutta, these Trainee Marine Engineers will be directly posted on various vessels as 5th Engineer Officers (Groups 'A'/Class I) and they will ultimately rise to the position of Chief Officer on board, after about 7/8 years. The residential training facility is provided to these Scheduled Caste/Scheduled Tribe trainees at the cost of the Corporation and over and above they are paid Rs. 700 per month as stipend. 40 Trainees of 1982-83 batch and 38 of 1983-84 batch on completion of training have been absorbed as 5th Engineer Officer on ships of the Corporation. It has been stated that with the help of these concrete steps the Corporation is endeavouring their best to wipe off the backlog of Scheduled Caste/Scheduled Tribe representation in Group 'A' posts.

3.44 During evidence, the Committee drew the attention of the representative of the Ministry of Transport (Dept. of Surface Transport) to the statement showing the position of special recruitment made exclusively for Scheduled Castes and Scheduled Tribes during 1983 and 1984 for the post of Trainee Marine Engineers. The Committee pointed out that the statement indicates that in 1983 out of 106 Scheduled Caste/Scheduled Tribe candidates who had applied for the post, 40 Scheduled Caste/Scheduled Tribe candidates were recruited whereas in 1984 out of 189 Scheduled Caste/Scheduled Tribe candidates only 38 Scheduled Caste/Scheduled Tribe candidates were recruited. The Committee desired to know how many posts were advertised for making special recruitment for Scheduled Caste/Scheduled Tribe candidates in the category of Trainee Marine Engineers.

during 1983 and 1984 and whether all the posts were filled by Scheduled Caste/Scheduled Tribe candidates. To this, the representative of Caste/Scheduled Tribe categories."

"In 1983, 50 vacancies were advertised and 106 candidates were interviewed. Offers were sent to all of them. Only 40 of them joined. In 1984, again 50 vacancies were advertised, 189 candidates interviewed and offers were sent to all of them. Even then sufficient candidates did not join. So we obtained further list from DG, Shipping. 32 names of Scheduled Caste and Scheduled Tribe candidates were obtained and offers were sent to them also. Out of 221 candidates, only 43 joined and all of them belong to Scheduled Caste/Scheduled Tribe categories."

3.45 In reply to a question whether the SCI has taken any special measures to recruit the Scheduled Tribe candidates exclusively for filling up the vacancies reserved for them, the representative of the Ministry stated that they have not taken any special steps for recruiting the Scheduled Tribe candidates separately. The special recruitments were made both for Scheduled Castes and Scheduled Tribes but there was no separate recruitments for Scheduled Tribe as a separate group.

3.46 Referring to the statement giving categories of posts for which recruitment was made on All India basis, the Committee enquired why the total number of posts had not been indicated even though the recruitment was exclusively meant for Scheduled Caste/Scheduled Tribe candidates. The representative of Shipping Corporation of India stated as under:—

"At the time of advertising our intention was to get as many people as we could get. It is true that the number of posts was not indicated. Now we feel that it would have been better if some estimated number is given."

3.47 The Managing Director of Shipping Corporation of India assured the Committee that the total number of vacancies would be indicated in the advertisement in future.

3.48 The Committee note that the total number of Vacancies to be filled had not been indicated in the advertisement issued by the Shipping Corporation of India at the time of making special recruitment exclusively for Scheduled Castes and Scheduled Tribes. While taking note of the statement made in this connection by the representative of the Shipping Corporation, the Committee hope that as

for assurance given by the Managing Director of Shipping Corporation of India during evidence, in future, the exact number of posts to be filled in by Scheduled Caste and Scheduled Tribe candidates would be clearly mentioned in these advertisements so that more and more Scheduled Caste/Scheduled Tribe candidates may respond to such special recruitment drive. This will also enable the Corporation to wipe out the backlog of Scheduled Caste/Scheduled Tribe candidates.

3.49 No precise reasons have been furnished to the Committee as to why special recruitment could not be made in the case of Shore Personnel. The Committee recommend that SCI should explore the possibility of making special recruitment for Shore Personnel in order to wipe out the shortfalls particularly in Group A posts.

D. Promotion

3.50 The procedure followed by the Shipping Corporation of India for promotion of staff in various categories of posts both in case of general as well as Scheduled Caste/Scheduled Tribe employees of the Corporation is as follows:—

Shore Personnel

- (i) As far as promotion within the staff in group 'C' and 'D' and partly in group 'B' (Junior Officers only) is concerned the quantum of promotions has been fixed by way of agreement entered into with the SCI Staff Union.
- (ii) The promotions based on seniority are given strictly on the basis of seniority, subject to the confidential report of the employees and wherever the roster points are reserved for SC/ST employees, these promotions are given to Scheduled Caste/Scheduled Tribe communities only as per the seniority of SC/ST employees and in most of the castes the SC/ST employees have superseded general employees in spite of the *inter-se* seniority.
- (iii) In case of promotions which are based on seniority-cum-merit that is of Section Heads in Group 'C' and Junior Officers in group 'B', the SCI Management, as a matter of policy, constitutes Departmental Promotion Committee to interview the eligible candidates and accordingly, promotions are announced in order of merit which is drawn after taking into account the marks allotted for service seniority in the grade, educational qualifications, interview and confidential reports of the concerned employees. The interview

carries 100 marks. In case of promotions, effected on these basis, the points reserved for SC/ST employees, as per 40 Point Roster maintained by the Corporation, are given to the SC/ST employees, even though they may be Junior in the merit list drawn as above.

Fleet Personnel

Promotion to higher rank from one level to another in the fleet personnel is on the basis of seniority subject to being duly qualified and sufficiently experienced for services in higher rank. For promotion to Officers belonging to SC/ST communities, special care is taken to see that qualified persons coming within the zone of consideration are promoted to higher rank.

However, promotion to the rank of masters and Chief Engineer Officers is decided on merits taking into account confidential records, performance, dedications, integrity and ability to shoulder complete responsibilities of the respecting Navigating/Engineering Department on board of vessel.

3.51 It has been stated that the zone of consideration for promotion differs from post to post and the main criteria are:—

- (i) Possession of prescribed qualifications,
- (ii) Seniority,
- (iii) Experience, and
- (iv) Confidential Reports.

3.52 The following statement showing the number of persons promoted during 1982, 1983 and 1984 in Shore Personnel in various groups of posts and number and percentage of Scheduled Castes and Scheduled Tribes among them has been furnished in to the Committee:—

3.53 Following statement indicates the total number of employees promoted in Fleet Personnel during 1983, 1984 and 1985 in various groups of posts and the number and percentage of Schedule Caste and Schedule Tribe employees among them:—

Year	Category/ Designation of Posts	Total No. of employees promoted	No. of SCs,	Percentage	Shortfalls		SCs	STs	Percentage
					SCs	STs			
As on 1.1.83	Group 'A'	215	4	1.86%	28	16	13	14%	7.59%
	Class I (Lowest rung)								
	Group 'B'		9						
	Class II								
	Group 'C'		1						
	Class III								
	Group 'D'								
	Class IV								
	Group 'E'								
	Class V								
					2	1	15	00%	7.59%

(1) As far as promotions concerned to SC/ST is required to be maintained only upto the lowest rung Group 'A' Class I

(2) There are no promotions in Group 'D/C' as the candidates are recruited directly by of the trainees.

	1	2	3	4	5	6	7	8	9	10	11
As on 1.1.1984	Group 'A'	84@	12	3	14.29%	3.57%	2	4	0.71%	3.93%	
	Class-I (Lowest Rung)										
	Group 'B'	19	1	..	5.26%		1	1	9.74%	7.50%	
	Class-II										
	Group 'C'	115	15	4	13.04%	3.48%	3	6	1.95%	4.04%	
	Class-III										
	Group 'D'										
	Class-IV										
As on 1.1.85	Group 'A'	65@	46	4	70.76%	6.15%					
	Class-I										
	Group 'B'	7	3		42.86%						
	Class-II										
	Group 'C'	15									
	Class-III										
	Group 'D'										
	Class-IV										

③ These figures have reduced substantially because of the fact that there have been a negligible number of promotions from the cadre of "CADET" to the cadre of "FOURTH OFFICER" during the year 1983 and 1984 due to the present recession in the Shipping field, as a result of which as many as 278 cadets are on waiting list for posting as Fourth Officers.

3.54 The Committee pointed out that the statement showing the number of persons promoted during the years 1982, 1983 and 1984 indicated that in Shore Personnel in 1982 in Group 'A' only 11.54% Scheduled Castes were promoted but no Scheduled Tribe was given any promotion. There was a shortfall of 3.46% of Scheduled Castes and 7.5% of Scheduled Tribes in this group. In group 'C' also only 8% Scheduled Castes and 4% Scheduled Tribes were given promotion during the year and there was a shortfall of 7% Scheduled Castes and 3.5% Scheduled Tribes in promotion in this group. The Committee observed that the position regarding the promotions made in 1984 is also not satisfactory and there was a shortfall of 5% Scheduled Tribes in Group 'B'. In Group 'C' only 13.59% Scheduled Castes and 1.94% Scheduled Tribes were promoted and the shortfall of Scheduled Castes and Scheduled Tribes was 1.91% and 5.56% respectively. The data gives an impression that the Shipping Corporation of India has not made sincere efforts to implement the reservation orders in promotion. The Committee enquired why sufficient number of Scheduled Castes and Scheduled Tribes could not be promoted even in group 'C' and 'D' posts. In this regard, the Chairman and Managing Director of the Shipping Corporation of India stated as follows:—

"The basic anomaly here is that for local recruitment in categories 'C' and 'D', the reservation quota is 6% each. When it comes to promotion the quota increases to 15% and 7½% respectively. Therefore, the base from which the promotion is made is narrower and that creates difficulty. Secondly sufficient number of people are not available who could be promoted, if the full quota of 15% is to be filled. In future probably this will be partly relieved because we understand that instructions are being issued to increase the quota locally for Scheduled Caste from 6% to 9%. To that extent a large number of candidates would be available."

3.55 In reply to a question, the Chairman and Managing Director, Shipping Corporation of India stated that the shortfall in promotion will continue till sufficient number of Scheduled Caste/ Scheduled Tribe candidates are available for promotion. The witness stated that the Shipping Corporation of India has adopted a liberal approach regarding the promotion of available candidates and by and large who-so-ever fulfilled the minimum eligibility criteria was promoted.

3.56 The Committee pointed out that the statement relating to the posts filled by promotion indicates that there are shortfalls in

Group 'C' posts. The Committee desired to have details of the 50 group 'C' posts filled by promotion in 1982 in respect of Shore Personnel. The Committee wanted to know the reasons for shortfalls in Group 'C' posts. In this context, the Chairman & Managing Director, SCI stated as under:—

"The break-up of these 50 posts is as follows:—

35 from Assistants to Section head, 6 from Daftries to Assistants and 9 from Peon to Daftries.

3.57 Out of the 50 posts, 6 posts were filled up by Scheduled Castes and Scheduled Tribes. The fact is that more Scheduled Castes and Scheduled Tribes could not be recruited. The reason is that sufficient number of these people were not available since the intake quota was restricted to 6 per cent and the promotion quota to 15 per cent. /

3.58 The representative of the SCI gave the following break-up of the 103 Group 'C' posts filled by promotion:—

1. Assistants to Section Head	— 71 ·
2. Daftries to Assistants	— 20
3. Peon to Daftries	— 12

	'TOTAL : 103

3.59 The witness added that out of this, only 14 Scheduled Castes and 2 Scheduled Tribes were promoted.

3.60 Referring to the promotions made in 1984 in Shore Personnel when the Committee enquired why only 14 Scheduled Castes and 2 Scheduled Tribes were promoted out of 103 posts filled by promotion in Group 'C', the representative of the SCI stated that the main reason for shortfall was the same that the basic intake at the time of recruitment was only 6% while the reservation in promotion was 15%.

3.61 The Chairman and Managing Director, SCI explained that in view of the anomaly that at one end the intake was 6% and at the other end the promotion quota was 15%, there was very little that the Corporation could do. In this connection, the witness stated as under:—

"We are very keen to follow this. Even though, according to rules the promotion is not automatic, in practice it is

more or less automatic because if a person who has put in required service is available, he is promoted."

3.62 When asked what was the difficulty in finding suitable Scheduled Caste/Scheduled Tribe candidates for promotion, the representative of the Ministry of Transport (Dept. of Surface Transport) stated as under:—

"Reservation at the intake level, i.e. at the initial recruitment level is only 6 per cent. At the level of promotion the percentage is fixed at 15 per cent. My submission is that at the intake level also the percentage should be increased to 15 per cent for which Government order is necessary. And this has to be a general order for all public sector undertakings. If this is done, over a period of time anomaly will disappear."

3.63 The Committee have been informed in a note that in Shore Personnel of the Corporation only two Scheduled Caste/Scheduled Tribe Officers were not given promotion during 1982, 1983 and 1984 as there were some adverse remarks in their Annual Confidential Reports. However, in Fleet Personnel no Scheduled Caste/Scheduled Tribe employee has been refused promotion on account of adverse remarks in his Annual Confidential Report during these three years.

3.64 In this context, the Chairman & Managing Director, SCI informed the Committee that minor remarks in the ACR did not come in the way of promotion. But the remarks like "unfit for promotion" in the Confidential Report of an employee creates problem for this promotion. But still sympathetic consideration is given to such cases and even persons having such adverse entries in the ACR are given promotion on compassionate grounds.

3.65 The Committee note that the statement showing the total number of persons promoted during the years 1982, 1983 and 1984 indicates that in Shore Personnel in 1982 in Group 'A' only 11.54% Scheduled Castes were promoted but no Scheduled Tribe was given any promotion. There was a shortfall of 3.46% of Scheduled Castes and 7.5 per cent of Scheduled Tribes in this group. In Group C also only 8 per cent Scheduled Castes and 4 per cent of Scheduled Tribes were given promotion during the year and there was a shortfall of 7 per cent Scheduled Castes and 3.5 per cent Scheduled Tribes in promotion in this group. The Committee observe that the position regarding the promotions made in 1984 is also not satisfactory and there is a shortfall 5 per cent Scheduled Tribes in Group B

In Group C only 13.59 per cent Scheduled Castes and 1.94 per cent Scheduled Tribes were promoted and the shortfall of Scheduled Castes and Scheduled Tribes was 1.91 per cent and 5.56 per cent respectively. The data gives an impression that the Shipping Corporation of India has not made sincere efforts to implement the reservation orders in promotion. When the Committee enquired why sufficient number of Scheduled Castes and Scheduled Tribes could not be promoted even in Group C and D posts the Chairman and Managing Director of the Shipping Corporation of India stated: "The basic anomaly here is that for local recruitment in categories C and D, the reservation quota is 6 per cent each. When it comes to promotion, the quota increases to 15 per cent and 7½ respectively. Therefore, the base from which the promotion is made is narrower and that creates difficulty. Secondly, sufficient number of people are not available who could be promoted, if the full quota of 15 per cent is to be filled. In future probably this will be partly relieved because instructions are being issued to increase the quota locally for Scheduled Caste from 6 per cent to 9 per cent. To that extent a large number of candidates would be available."

The representative of the Ministry of Transport (Department of Surface Transport) has also stated during evidence that the reservation at the intake level i.e. at the initial recruitment level is only 6 per cent while the promotional quota for SC is 15 per cent and for ST it is 7½ per cent and as such he also stressed the need that at the intake level also the percentage should be increased so that sufficient number of Scheduled Caste/Scheduled Tribe candidates are available at the time of promotion.

The Committee do appreciate the difficulties pointed out by the Chairman and Managing Director of Shipping Corporation of India as well as by the representative of the Ministry in this regard. The Committee would like to point out that for direct recruitment on All India bases by means of open competitive test, the reservations for Scheduled Castes and Scheduled Tribes are 15 per cent and 7½ per cent. When direct recruitment is made on All India basis otherwise than by open competition, the reservations applicable are 16-2/3 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribe. For direct recruitment to groups C & D posts, which normally attract candidates from a locality or a region, the prescribed reservations for Scheduled Caste and Scheduled Tribe are based on the population of these communities in that State. On this basis, the prescribed percentages for Scheduled Caste and Scheduled Tribe for the State of Maharashtra are 6 per cent and 6 per cent respectively.

The Committee would like to point out that though Shipping Corporation of India is having its headquarters in Bombay in the State of Maharashtra, yet its operational areas are scattered in other States also. There is, therefore, no reason for presuming that for groups C & D posts Scheduled Caste/Scheduled Tribe candidates from other States cannot be recruited. As such, the Committee recommend that Ministry of Transport (Department of Surface Transport) may obtain necessary clarification from the Department of Personnel and implement the reservation for Groups C & D posts on All India basis i.e. 16.2/3 per cent for Scheduled Caste and 7½ per cent for Scheduled Tribe. The Committee have reasons to believe that in Group 'C' there must be a large number of technical posts for which Scheduled Caste/Scheduled Tribe candidates can be drawn from all the parts of India. It is perhaps wrong to presume that such posts are necessarily to be filled from local candidates living in the State of Maharashtra only where qualified Scheduled Caste/Scheduled Tribe candidates might not be available. The Committee also feel that the prescribed reservations of 6 percent each for Scheduled Caste and Scheduled Tribe in direct recruitment for groups C & D in Maharashtra are the minimum and there is no bar to exceed these percentages in order to safeguard the interests of Scheduled Caste/Scheduled Tribe employees at the time of promotion.

E. Recruitment Board/Departmental Promotion Committee

3.66 The Committee have been informed in a note that in Shipping Corporation of India the composition of Selection Boards/Departmental Promotion Committee is as follows:—

Shore Personnel

- (i) It consists of 5/6 officers.
- (ii) The senior most officer in such a group is the Chairman of the Committee.
- (iii) The Officer from the Personnel Department is associated with the Committee in the capacity of the member secretary.
- (iv) One officer of suitable rank, belonging to Scheduled Caste/Scheduled Tribe Community is associated with such Committee, as its member.
- (v) One officer of suitable rank belonging to the minority communities is associated with such committee, as its member.

Fleet Personnel

- (i) Composition of Selection Board depends upon the nature of posts for which selection is to be made. A minimum of 4 officers comprises the Selection Board.
- (ii) However it is ensured that one person belonging to Scheduled Caste/Scheduled Tribe is always included in the Selection Board .

3.67. The representative of the Ministry informed the Committee during evidence that whenever candidates from the Scheduled Caste/Scheduled Tribe community are interviewed in the Corporation, one Scheduled Caste/Scheduled Tribe officer is always included in the interview board. In case the Scheduled Caste/Scheduled Tribe officer of the higher rank is not available in the Ministry or in the SCI Ltd. then such officer is taken from some other organisation.

3.68 In reply to a question whether the Scheduled Caste and Scheduled Tribe candidates are interviewed on a separate date, the Committee have been informed that in Shipping Corporation of India the Scheduled Caste/Scheduled Tribe candidates are interviewed either alongwith general candidates or in a separate batch.

3.69 During evidence also the representative of the Ministry stated as follows:

"The interviews are conducted in a separate batch on the same day because the number is very small. After the general group is over, we do the interview for Scheduled Caste and Scheduled Tribe candidates with the separate standard set for them."

3.70. The Committee have been informed that in Shipping Corporation of India the Scheduled Caste/Scheduled Tribe candidates are interviewed either alongwith general candidates or in a separate batch. When the Committee enquired during the evidence whether the Corporation was aware of the Government instructions that these candidates are to be interviewed in a separate batch so that they are judged by relaxed standards and such candidates are not judged in comparison with the general candidates, the representative of the Ministry stated, "the interviews are conducted in a separate batch on the same day because the number is very small. After the general group is over, we do the interview for Scheduled Caste and Scheduled Tribe candidates with the separate standard set for them." The Committee recommend that as per the Government directives, the interview of Scheduled Caste and Scheduled Tribe candidates should be held on a day or sitting of the Selection

Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste/Scheduled Tribe candidates are not judged in comparison with the general candidates and the interviewing authority/Board is/are prominently aware of the need for judging the Scheduled Caste/Scheduled Tribe candidates by relaxed standards.

F. Rosters

3.71 The Committee have been informed in a note that the rosters are maintained by SCI on the lines of 'Model Rosters' as required under Appendix V & VI of BROCHURE on Reservation for SC/ST in Posts/Services under the Public Enterprises (revised edition—October 1982).

3.72 The particulars of various rosters maintained by the Corporation in respect of various posts filled by Direct Recruitment as well as by Promotions are as follows:—

- (i) *Direct Recruitment made on All India Basis*—In case of Direct Recruitment on All India Basis, for Group 'A' and 'B' (Class I and II) 40 Point Rosters are maintained by the Corporation.
- (ii) *Direct Recruitment on Regional Basis*—In case of Group 'C' and 'D' (Class III & IV) recruitment on Regional basis, 100 Point Rosters are maintained by the Corporation.
- (iii) *Promotions*—
 - (i) 40 Point Rosters are maintained for all categories of all four groups, i.e. 'A', 'B', 'C' & 'D' (Class I, II, III and IV).
 - (ii) Reservations in promotions for Group 'A'/Class I is restricted upto lowest rung in Group 'A'/Class I. As such 40 Point Rosters for promotion are maintained only upto the level of Assistant Manager which is the lowest rung in Group 'A'/Class I.
 - (iii) 40 Point Rosters are maintained for promotions from Group 'C' to Group 'B' (Class III & II).
 - (iv) 40 Point Rosters are maintained for promotion within Group 'C' (Class III) and Group 'D' (Class IV).

3.73 The Chairman & Managing Director, Shipping Corporation of India Ltd. informed the Committee that for Shore Personnel the rosters for recruitment are being maintained from 1967 and for promotion from the year 1972. In case of Fleet Personnel the SCI has started maintaining the rosters from the year 1982 only.

3.74 The Committee have been informed in a note that in 1982, the Director (Finance) and the then liaison Officer of SC/ST for the Shipping Corporation of India Ltd., in the Ministry of Shipping & Transport had desired that a team of officers of the Shipping Corporation of India Ltd. should visit his office at New Delhi to discuss the various aspects of reservation for Scheduled Castes/ Scheduled Tribes in respect of Recruitment, Promotion, with special reference to maintenance of Rosters. Accordingly, the team of the officers of the Corporation visited him on 3rd September, 1982 and discussed the matter with him, at length. During the course of discussions, the Liaison Officer has given his valuable guidelines and instructions on the subject, including the Maintenance of Rosters. Hence, the Corporation has been maintaining Rosters with effect from 1-1-1982 on the basis of the guidelines, given by the Liaison Officer in the Ministry.

3.75 When the Committee enquired whether prior to the year 1982 only partial rosters were being maintained in the Corporation, he Chairman & Managing Director, SCI replied in the affirmative.

3.76 Regarding the inspection of rosters, it has been stated that these are scrutinised/inspected by the Liaison Officer of the Shipping Corporation once in six months.

3.77. The representative of the Ministry of Transport (Dept. of Surface Transport) stated during evidence that the Liaison Officer in the Corporation inspected the rosters very frequently. The Liaison Officer of the Ministry inspected the rosters in 1982. There was no inspection in 1983. In September, 1984 again the rosters were inspected and this year the inspection is due.

3.78 Asked what shortcomings/discrepancies were found by the Liaison Officer in the maintenance of rosters, the representative of the Ministry of Transport (Dept. of Surface Transport) stated as follows:—

"The Ministry's Liaison Officer has inspected in 1981 and 1982. It was found that some rosters were being maintained. That is to say about 5 rosters are being maintained. So instructions were given that rosters should be maintained as much as possible, category-wise. Only if the number of vacancies in strength is lower than about 20 or 25, you should combine these categories. Now they are maintaining about 50 rosters. He found that a combined roster was maintained for Calcutta office and Bom-

bay office. It was instructed that separate rosters should be maintained for Calcutta and for Bombay. Then he found that rosters were not being maintained strictly in accordance with the proforma prescribed by the Government. So instructions were issued to maintain it strictly in accordance with the instructions. Then it was found that for calculation of vacancies, they were not taking into account the strength from 1962. At that time, instructions were issued by the Liaison Officer that SCI must maintain rosters, taking into account all the vacancies which arose from 1962. These were the main defects that were pointed out in the subsequent examination."

3.79 In reply to the question whether any training was given to the persons who were looking after the reservation work in SCI, a representative of the Corporation stated in evidence as under:—

"The officer who is looking after the Scheduled Caste/Scheduled Tribe reservation work has attended 2-3 seminars of 2-3 days each. I have also attended two such seminars —one at Bangalore and another at Delhi. One was held in 1982 and another was held in 1983-84. In that, they gave some instructions on how these rosters are being maintained. They do some exercise also which I have undergone."

3.80. The Chairman & Managing Director, Shipping Corporation of India also informed the Committee that a Seminar was organised by the Bureau of Public Enterprises. Persons from various organisations attended that Seminar. The Liaison Officer of the Shipping Corporation of India who is responsible for maintaining the rosters also attended that Seminar.

3.81. The Committee noted that the Shipping Corporation of India Ltd. was formed on 2nd October 1961. The Corporation started following the reservation orders from 1962. The Chairman and Managing Director, Shipping Corporation of India informed the Committee during evidence that for Shore Personnel rosters for recruitment are being maintained from 1967 and for promotion from the year 1972. In case of Fleet Personnel the Corporation started maintaining the rosters from the year 1982 only. When the Committee enquired whether prior to the year 1982 only partial rosters were being maintained in the Corporation in the Fleet Personnel, the Chairman and Managing Director, SCI replied in the affirmative.

The Committee also note that the Liaison Officer of the Corporation inspects the rosters once in six months. The Liaison Officer of the Ministry of Transport also inspects these rosters. He inspected the rosters maintained by the Corporation in 1982. There was no inspection in 1983 but the rosters were again inspected by him in September, 1984. Inspector of rosters was also stated to be due for the year 1985. About the shortcomings/discrepancies found by the Liaison Officer in the maintenance of these rosters, the representative of the Ministry of Transport (Dept. of Surface Transport) stated during evidence that during the course of inspection it was found that separate rosters were not being maintained for Calcutta and Bombay office of the Corporation. The Liaison Officer also found that the rosters were not maintained strictly in accordance with the proforma prescribed by the Government. It was also found during inspection that for calculating the vacancies, the Corporation was not taking into account the strength from 1962.

The Committee need hardly stress that rosters are the only mechanism through which a watch is kept on the proper placement of Scheduled Castes/Scheduled Tribes in services against the vacancies reserved for them. In fact they are the kingpins on which the whole system of implementation of reservation orders rests and their proper maintenance keeps authorities concerned informed of the representation of Scheduled Castes and Scheduled Tribes at the various points in different posts and the shortfalls, if any, can be detected immediately. The Committee, therefore, stress that rosters should be properly maintained by the Shipping Corporation of India and these should be checked regularly by the competent authority and duly signed in token of such checking. Discrepancies, if any, noticed during the inspection of rosters should be rectified immediately and also brought to the notice of Head of the Department.

G. De-Reservations

3.82 Regarding the procedure being followed by the Shipping Corporation of India Ltd. for dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes, the Committee have been informed that according to the prevailing Government instructions, posts reserved for Scheduled Caste/Scheduled Tribes may be dereserved by the Appointing Authority in case, despite the efforts, those posts cannot be filled within a period of three years. However, since in SCI there is a large backlog of reservation of Scheduled Caste/Scheduled Tribe candidates in the services, the SCI Management does not dereserve the reserved posts. In other words, whenever vacancies occur in future, without any prescribed time limit

SC/ST candidates are always given preference subject to fulfilment of prescribed minimum standard of qualification and relaxed period of experience and age limit. However, it is also not possible for the SCI Management to keep any essential categories of post vacant for indefinite periods, particularly among fleet Personnel and posts requiring professional qualifications such as Chartered Accountants, Computer Science, Naval Architecture, etc., because, keeping such posts vacant or unfilled for a long time is bound to adversely affect the operations/functioning of the Corporation. However, as stated above, post reserved for Scheduled Caste/Scheduled Tribe community candidates (for which SCI does not find suitable candidates in any year are never considered as having lapsed and the facility of reservation is available for SC/ST community candidates during the subsequent years without any restriction of time limit.

3.83 In reply to a question the Committee have been informed in a note that under the present system of de-reservation which is being followed by the Shipping Corporation of India, no reserved vacancies are allowed to lapse.

3.84 The Committee note that in Shipping Corporation of India no post reserved for Scheduled Caste and Scheduled Tribe is allowed to lapse. However, when suitable Scheduled Caste/Scheduled Tribe candidates are not available for filling, reserved vacancies, requiring professional qualifications like Chartered Accountants computer science and naval architecture qualifications, such posts are filled up by general candidates so that the operations/functioning of the Corporation is not adversely affected.

The Committee would like to stress that before filling up the reserved posts by general candidates requiring professional qualifications. Shipping Corporation of India must follow the prescribed procedure for appointing general candidates against these posts by obtaining formal orders of the Competent Authority.

CHAPTER IV

STAFF STRENGTH AND SHORTFALLS

A. Staff Position and Shortfalls

The Shipping Corporation of India was formed on 2nd October, 1961 by the amalgamation of the Eastern Shipping Corporation and the Western Shipping Corporation. Consequently, the staff of the Eastern Shipping Corporation and the Western Shipping Corporation became the staff of the Shipping Corporation of India after the merger. In 1973 the Shipping Corporation of India took over the Jayanti Shipping Company, whose affairs it had managed since 1966. Hence, all the employees, including officers, who were on the pay roll of the Jayanti Shipping Company as on the date of merger were also transferred to the Shipping Corporation of India Ltd. The Jayanti Shipping Company being a private organisation, the rules pertaining to reservation of SC/ST candidates had not been followed by its management. Due to the rapid growth of the Shipping Corporation of India fleet, trained personnel were required. Men with the requisite qualifications, i.e. holding certificates of Competency issued by the Ministry of Shipping and Transport, were not immediately available for the purpose.

4.2 The Committee have been informed in a note that even prior to 1956, the Eastern Shipping Corporation, which was partly owned by the Government of India and managed by the Scindia Steam Navigation Company was not having any Scheduled Caste/Scheduled Tribe representation. Thereafter, in 15th August, 1956 the Government decided to take over the complete control of the management of the Eastern Shipping Corporation. The staff which was then working for the Eastern Shipping Corporation was given an option to opt for new management, if they so desired, and more than 90 per cent of the employees, including officers, who were the employees of the Scindia had opted for the services of the Eastern Shipping Corporation. Thus, even this batch of employees did not have any Scheduled Caste/Scheduled Tribe representation, as the Scindia Steam Navigation Company was a Private Sector Organisation, to whom the Government Directives, on the subject, were not applicable.

4.3 The staff strength of Shore Personnel of the Shipping Corporation of India as on 1-1-1973 in various groups was stated to be as follows:—

Class/Group	Total No. of employees	No. of SC employees	No. of ST employees
Class 'A'	202	1	..
Class 'B'	57	2	..
Class 'C'	883	40	2
Class 'D'	301	64	..
TOTAL :	1443	107	2

4.4 The following statement indicates the staff strength of Fleet Personnel of the Corporation as on 1-1-1973:—

Class/Group	Total No. of employees	No. of SC employees	No. of ST employees
Class 'A'	1505	10	3
Class 'B'	310	Nil	Nil
Class 'C'	544	5	Nil
Class 'D'	453	2	5

It has been stated that an accurate record of Scheduled Caste/Scheduled Tribe fleet personnel is not available. The above figures have been compiled from one register wherein officers belonging to SC/ST communities along with dates of their appointment are entered.

4.5 As per information furnished to the Committee, the following statement indicates the staff strength of Shore Personnel of the

Corporation and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1-1-1965:—

4.6 The staff strength of Fleet Personnel of Shipping Corporation of India and the number of Scheduled Castes and Scheduled Tribes among them as on 1-1-1985 is stated to be as follows:—

Category / Designation of posts	Total No. of employees	Number of			Percentage			Shortfall			Percentage		
		SCs	STs	SCs	STs	SCs	STs	SCs	STs	SCs	STs	SCs	STs
Group 'A'													
Class I													
1. Other than lowest rung	2633	53	10	2.07%	0.38%	344	189	12.93%	7.12%				
2. Lowest rung	578	96	12	16.61%	2.08%	Nil	31	Nil	5.42%				
Group 'B'													
Class II													
1. Other than lowest rung	580	24	2	4.62%	0.98%	54	37	10.38%	7.12%				
2. Lowest rung	124	133	25	10.96%	2.06%	49	66	4.04%	5.44%				
Group 'C'													
Class III													
1. Other than lowest rung	1154	136	24	11.78%	2.08%	37	63	3.22	5.42%				
2. Lowest rung	1154	136	24	11.78%	2.08%	37	63	3.22	5.42%				

4.7 During evidence the Committee pointed out that the statement showing the staff strength in SCI and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1-1-1985 indicates that both in Shore Personnel and the Fleet Personnel there is a heavy shortfall of Schdeuled Castes/Schedulde Tribes in all categories of posts. The Committee wanted to know the reasons for such a heavy shortfall. The representative of the Ministry of Transport (Dept. of Surface Transport) explained the reasons for shortfall of Schduled Castes/Scheduled Tribes in the Corporation as under:—

“It is basically because of shortage of qualified personnel having the necessary technical qualification. As far as shore employees are concerned, if we start from 1972, the date from which the reservations took place, then our position is far better, than what appears in the data that is with you. Between 1972-74 if you take shore employees as a whole we have recruited 106 Scheduled Castes and 13 Scheduled Tribes and taken together there is a shortfall of 10 persons. This we hope to make good as early as possible. As far as floating staff is concerned, there we have a rather serious problem. As it is in the SCI, we have a large surplus of these employees and the surplus number is about 345. As things stand today, because of the constraints of resources and plan allocation in terms of number of ships, and also because of the qualitative changes which are taking palce in the world fleet, the number of ships is declining and, therefore, the surplus in the near future is going to increase further instead of decreasing. Then we have also got Mughul Line which is shortly to merge with the Shipping Corporation of India. They are reported to have a very large surplus. In fact, their fleet strength has declined very rapidly over the last one year or so. In addition to that, we have cadets who have been trained on SCI ships and are without employment today because we do not have vacancies. Their number also, I think, is about 350. So far as floating staff is concerned, the position is really very difficult.”

4.8 A statement showing the year-wise recruitment made by the Corporation in Shore Personnel in various categories of posts during 1983, 1984 and 1985 is at Appendix—I.

4.9 Another statement indicating the year-wise recruitment made by the Corporation in Fleet Personnel in various categories of posts during 1983, 1984 and 1985 is at Appendix—II.

4.10 Explaining the position of recruitment with regard to the clerical and officers level in the administrative set up of the SCI Ltd, the representative of the Ministry of Transport (Dept. of Surface Transport) stated during evidence as follows:—

“When the SCI was formed in 1961, it was formed by the amalgamation of Eastern and Western Shipping Companies and subsequently Jayanti Shipping Company which was in the same line was also taken over by the SCI. In 1973 a large number of people belonging to this private company were also taken under the SCI. In the tables referred to, we have calculated the total strength including those recruited by Scindias and Jayanti. I am not saying that it is satisfactory and it is what it should be. While critically viewing the SCI's performance this point should be kept in mind. The point was why not people other than those from T. S. Rajendra were taken. For these categories of posts certain statutory qualifications had to be possessed by the people. However, there is a reservation of 15 per cent. for Scheduled Caste candidates and 7½ per cent for Scheduled Tribe candidates. It may be said that before 1981, when there was no slump in the shipping market there was tremendous competition for the persons who passed out of Rajendra. In fact it is only during the last one or two years the situation has changed. Actually this may be of some interest that in this year's project in T. S. Rajendra, even though we have cut down the intake to 40, only one candidate has so far reported for training. Nobody wants to come here. Earlier, even before they pass out they would be grabbed by the Shipping Companies. Another point is that on the technical side even though SCI is willing to take as many Scheduled Caste and Scheduled Tribe candidates, they are not available—the people who possess the minimum qualifications. The Committee would be happy to note that as far as engineers are concerned, they went in for two recruitments exclusively for Scheduled Caste and Scheduled Tribe candidates. They recruited 40 in one year and 43 in the second year. In the second year to get 43 candidates they had to send offers to 21 people. These are some of the difficulties which SCI faces in fulfilling quota.”

4.11 During evidence the Committee pointed out that the statements showing year-wise recruitment made by the Shipping Corporation of India during 1983, 1984 and 1985 (Appendices I and II)

indicates that the number of Scheduled Caste/Scheduled Tribe candidates recruited in various categories of posts both in Shore Personnel and Fleet Personnel is very small and most of the vacancies reserved for Scheduled Castes and Scheduled Tribes have been carried forward. The position of recruitment made as on 1-1-83 indicates that in Shore Personnel in Group C, out of 24 posts reserved for Scheduled Castes and 12 posts reserved for Scheduled Tribes only on Scheduled Caste has been appointed. In 1984, in Group C, 24 posts were reserved for Scheduled Castes and 13 for Scheduled Tribes but not when a single Scheduled Caste/Scheduled Tribe candidate has been appointed against these reserved posts. The position of recruitment of Scheduled Castes and Scheduled Tribes as on 1-1-85 is also not satisfactory and 23 posts of Scheduled Castes and 14 posts of Scheduled Tribes in Group 'C' have been carried forward. Similarly, in Fleet personnel, the position is the same in Group C and D and there is a heavy shortfall of Scheduled Caste/Scheduled Tribe candidate in these groups. The Committee wanted to know the reasons for not filling up the posts reserved for Scheduled Castes and Scheduled Tribes. In this connection, the representative of the Ministry of Transport (Dept. of Surface Transport) has stated as under:—

"Total number of vacancies included came from previous year. If you exclude the carry over, then, the performance of recruitment of candidates is not very unsatisfactory. Right from 1962 we carry over backlog. Instructions have been issued that SCI must take into account all the vacancies right from 1962 onwards. We take total number of Scheduled Caste/Scheduled Tribe candidates who are there and it should be according to 15 per cent and 7/1-2. Balance is taken as backlog."

4.12 When the Committee enquired in what manner the SCI proposed to fill up the backlog and whether any method had been devised by the Corporation for effectively implementing the reservation orders, the representative of the Ministry of Transport (Dept. of Surface Transport) stated as under:—

"Today, the SCI have a total strength of about 7000. For various categories of posts, there is a certain percentage prescribed in the Government directive. Taking the position as on date, we calculate the backlog. For example in Class I Junior most scale, the Scheduled Castes number should be 15, if the total strength of officers is 100. Suppose they have only five Scheduled Caste candidates, the backlog is calculated as ten. For each category, a

roster is maintained in this way to complete the backlog. The Committee is aware that following a certain procedure, if no candidates are found for a particular posts, it can be dereserved. But the SCI is not doing that also. We are doing every effort to recruit Scheduled Caste candidates only."

4.13 The Committee have been informed in a note that with a view to maintain proper representation of the SC/ST employees in Group 'A', 'B', 'C', and 'D' (Class I, II, III and IV) posts, a higher percentage is kept reserved for SC/ST candidates in respect of direct recruitment, so as to minimise the existing backlog in their representation. Further the bulk of promotions from Group 'D' to 'C', within Group 'C' from Group 'C' to 'B' from Group 'B' to 'A' and within Group 'A' are also made on the basis of relaxed standard from the existing employees in order to improve the SC/ST reservations in all these groups. For achieving this objective, a liberal policy of promotion is being followed by the Corporation in respect of SC/ST employees so that the position is substantially improved in regard to overall representation of SC/ST employees of all Groups in the services of the Corporation.

4.14 It has been stated that the representation of the SC/ST communities, in Fleet Personnel is on the lower side mainly in Group 'A' and 'B', Group 'A' is consisting of Navigating Officers and Engineering Officers. These officers are required to be fully equipped with prescribed professional qualifications namely "Certificates of Competency/Proficiency" issued by the Ministry of Transport, Government of India. These officers rise from junior level and are initially recruited as trainees mostly from the Government Training Institutes, viz. T.S. "Rajendra" and "Directorate of Marine Engineering and Training" Bombay and Calcutta. In course of time they get promoted to the rank of Master/Chief Engineers in about 7/8 years, after passing the requisite certificates of competency examinations.

4.15 As regards steps taken to fill up the backlog in Group 'B' posts, the Committee have been informed that during the year 1981 and 1982, the Corporation had selected 38 Scheduled Caste/Scheduled Tribe candidates in Group 'C' as Immigration Clerks from amongst the SC/ST candidates who had applied in response to an advertisement issued in August, 1980 exclusively reserved for SC/ST candidates. Immigration Clerk's post is a base for promotion to 'Purser Officers' in Group 'B' category.

4.16 The Committee have been informed in a note that the existing shortfall of Scheduled Caste/Scheduled Tribe representa-

tion in Group 'C' and 'D' is due to the fact that the Management has not been able to recruit more Scheduled Caste/Scheduled Tribe employees in these groups, as there has been no recruitment in these groups, from December, 1977 onwards because of the dispute between the SCI Management and the SCI staff Union regarding the scales of pay to be made applicable to the new entrants as per the Government's instruction and the same is now subject before the Industrial Tribunals. The backlog in Group 'C' and 'D', therefore, is expected to be wiped out as soon as a fresh recruitment in these Groups commences.

4.17 When the Committee enquired as to when the dispute between the SCI management and the Shipping Corporation of India staff union regarding application of new pay scales to the new entrants as per the instructions of the Government was likely to be settled, the representative of the SCI stated during evidence that since the matter is subjudice it is not possible for the SCI to say by what time this dispute will be resolved.

In this context the witness stated as under:—

"It is a very important and very large issue because on account of this agreement with the Union, several other things got affected. We are concerned that the dialogue with the Union should continue. Merely because it is sub-judice, we are not stopping talking with the Union. The basic issue involved is not an issue which can be settled at the corporation level, because whatever basic point of dispute is that is denied by the overall government policy; and that is why even though we are very keen and we will continue our effort, it is rather difficult for me to say and put a time horizon on that that on so and so date we will be able to settle that dispute."

4.18 The Committee desired to know the reasons why Scheduled Caste/Scheduled Tribe persons were not joining the Shipping Corporation of India. The representative of the Ministry of Transport (Dept. of Surface Transport) stated during evidence as under:—

"The Committee may also be aware that public sector undertakings are looking for Scheduled Caste and Scheduled Tribe candidates at officer level. There is keen competition for candidates with technical qualifications. A candidate naturally goes to a more attractive job in companies. The reason could be that for a limited number of candidates who are well qualified, a number of undertakings and companies are competing. As far as Shipping

Corporation of India is concerned, the fact that it gets candidates from other companies also indicate that it is a high paying organisation."

4.19 In this connection, the Chairman and Managing Director, Shipping Corporation of India explained further as follows:—

"One of the other factors is, ultimately these people have to work on ships. Many people have a fascination more for shore life than ship life. Secondly, they have abundant options also. Thirdly, there is tremendous competition. So all these factors put together, put SCI in a bad position to attract people inspite of the fact that we are a good paying organisation."

4.20 The Committee note that the statement showing the staff strength in SCI and the number of SC/ST amongst them as on 1-1-85 indicates that both in Shore Personnel and Fleet Personnel there is a heavy shortfall of Scheduled Castes/Scheduled Tribes in all categories of posts. The representative of the Ministry of Transport (Dept. of Surface Transport) explained the reasons for shortfall of Scheduled Castes/Scheduled Tribes in the Corporation during evidence like this: "It is basically because of shortage of qualified personnel having the necessary technical qualification. As far as shore employees are concerned, if we start from 1972, the date from which the reservations took place, then our position is far better. This we hope to make good as early as possible." The representative of Ministry of Transport (Dept. of Surface Transport) also stated during evidence that "instructions have been issued that SCI must take into account all the vacancies right from 1962 onwards. Right from 1962 we carry over backlog." The Committee recommend that as per assurance given by the representative of the Ministry of Transport (Dept. of Surface Transport) during evidence, the shortfall of Scheduled Caste/Scheduled Tribe employees in SCI should be wiped out without any further delay. The Committee trust that for clearing the backlog all the vacancies which occurred from 1962 onwards would be taken into account and not from 1972 both in respect of Shore Personnel and Fleet Personnel.

4.21 The Committee have been informed that in SCI a large number of employees in the floating staff category are surplus and the number of such employees is stated to be about 345. Besides, about 350 cadets who have taken training on the Ships owned by the Corporation are also surplus and they are without any employment because sufficient number of vacancies are not available in

this category. The Committee were further informed during evidence that 'because of the constraints of resources and plan allocation in terms of number of ships, and also because of the qualitative changes which are taking place in the world fleet, the number of ships is declining and, therefore, the surplus in the near future is going to increase further instead of decreasing. Then we have also got Moghul Line which is shortly to merge with SCI. They are reported to have a very large surplus. In fact, their fleet strength has declined very rapidly over the last one year or so.' The Committee recommend that as and when fresh vacancies arise in the Fleet Personnel, priority should be given to SC/ST candidates at the time of giving employment.

4.22 The Committee also suggest that Government should go into the question as to why the number of SCI Ships is declining thereby rendering the Floating Staff as surplus. On the one hand India is trying hard to increase its trade and Commerce with other countries and on the other our Shipping capacity is reported to be going down. These two situations seem to be quite contradictory unless foreign ships are acting as carriers of Indian goods to the world market. This matter merits deep and careful consideration by the Government.

4.23 The Committee are unhappy to note that the statements showing year-wise recruitment made by the Shipping Corporation of India during 1983, 1984 and 1985 indicate that the number of Scheduled Castes/Scheduled Tribe candidates recruited in various categories of posts both in Shore Personnel and Fleet Personnel is very small and most of the vacancies reserved for Scheduled Castes and Scheduled Tribe have been carried forward. The position of recruitment made as on 1-1-83 indicates that in Shore Personnel, in Group 'C', out of 24 posts reserved for Scheduled Castes and 12 posts reserved for Scheduled Tribes only one Scheduled Caste was appointed. In 1984, in Group 'C', 24 posts were reserved for Scheduled Castes and 13 for Scheduled Tribes but not a single Scheduled Caste/Scheduled Tribe candidates was appointed against these reserved posts. The position of recruitment of Scheduled Castes and Scheduled Tribes as on 1-1-85 is also not satisfactory and 23 posts of Scheduled Castes and 14 post of Scheduled Tribes in Group 'C' have been carried forward. Similarly, in Fleet Personnel, the position is the same in Groups C and D and there is a heavy shortfall of SC/ST candidates in these groups.

The Committee need hardly stress that all possible efforts should be made by the Shipping Corporation of India to find suitable SC/ST

candidates for all the posts reserved for them and as far as possible a minimum number of posts should be carried forward. There is no point in saying that the backlog is calculated from the year 1962 when the Corporation is unable to fill even the current vacancies reserved for Scheduled Castes and Scheduled Tribes. The Government should take steps to attract more Scheduled Caste/Scheduled Tribe candidates to the Shipping Corporation of India in various grades, technical or non-technical, by improving conditions of service in the Corporation.

4.24 The Committee note that the existing shortfall of SC/ST representation in Group 'C' and 'D' is due to the fact that the management has not been able to recruit more SC/ST employees in these groups, as there has been no recruitment in these groups, from December, 1977 onwards because of the dispute between the SCI Management and the SCI staff Union regarding the scales of pay to be made applicable to the new entrants as per the Government's instructions and the matter is presently subjudice before an industrial tribunal. It has been stated that the existing backlog in these groups is expected to be wiped out as soon as fresh recruitment takes place. The Committee need hardly stress that for the efficient functioning of any organisation cordial relations between the management and its employees are of utmost importance. Government should have tried to settle this matter by mutual dialogue rather than allowing it to be taken to a Tribunal.

4.25 The Committee hope that Government would endeavour for an early and amicable settlement of the dispute between the management and SCI staff Union so that the interests of SC/ST candidates are not jeopardised further as far as recruitment to Groups 'C' and 'D' posts is concerned.

B. Training Scheme

4.26 In a note furnished to the Committee it has been stated that the Shipping Corporation of India sends its employees for training abroad.

4.27 The Committee have further been informed that out of 17 employees sent for training abroad during the years 1982 to 1984, none belonged to Scheduled Caste or Scheduled Tribe. The representative of the SCI stated in this context during evidence that the persons who were sent for training abroad were senior technical officers and they were sent abroad for some specialised training. It was stated that only two senior Scheduled Caste/Scheduled Tribe

persons were available in Shipping Corporation of India who would be sent for such training in future.

4.28 Asked whether it was not possible for Shipping Corporation of India to select the best amongst the Scheduled Caste/Scheduled Tribe persons for sending them for such training abroad, the representative of the Shipping Corporation of India assured the Committee as under:—

“We certainly intend doing that in future. Now there are only two persons belonging to Scheduled Caste and Scheduled Tribe on the technical side in the head office at Bombay. They are at the lowest level and above them there are four more levels. In future, we will certainly bear it in mind and on the first available opportunity, we will make our efforts in that direction.”

4.29 The Committee have been informed in a note that opportunities are provided to SC/ST officers for institutional training and for attending Seminars/Symposia/Conferences etc.

4.30 The following statement showing the number of SC/ST officers who were given opportunities to attend the various Seminars/Conferences etc. has been furnished to the Committee:—

Year	No. of SC/ST Officers
1982	.. 2
1983	.. 11
1984	.. 11

4.31 The Committee pointed out during evidence that the SCI had evolved a training marine engineering scheme which is specially meant for Scheduled Castes and Scheduled Tribes. The Committee desired to know as to how many Scheduled Caste/Scheduled Tribe candidates had completed this training course and how many were given a job in the Corporation after completing this training. In this context, the representative of the Ministry of Transport (Deptt. at Surface Transport) stated as follows:—

“This was a scheme that was in operation only for two years i.e. 1982-83 and 1983-84. In 1982-83 40 Scheduled Caste/Scheduled Tribe graduate engineers were taken and all of them have been absorbed. In 1983-84, 43 engineers were taken. So, total 83 people were taken. They were paid a stipend of Rs. 700 and given free lodging and boarding, etc. Therefore, we have put them under bond to serve SCI for a certain number of years.”

4.32 When asked why the training scheme was stopped later on, the representative of the Ministry stated that because of recession in the SCI the trainee Engineers are being rendered surplus and the anticipated strength of the fleet did not materialise.

4.33 The Committee note that the Shipping Corporation of India sends its employees for training abroad. When the Committee pointed out during evidence that during the period 1982 to 1984, 17 employees were sent abroad for training but none of them belonged to Scheduled Caste/Scheduled Tribe, the representative of the Corporation stated that the persons who were sent for training abroad were senior technical officers and they were sent for some specialised training. He further informed that in Shipping Corporation of India only two senior SC/ST persons are available who would be sent for such training in future.

The Committee hope that in keeping with the promise made during evidence and to instil confidence among SC/ST staff, deserving SC/ST employees of the Corporation will be sent for training abroad from time to time.

C. Apprenticeship Training

4.34 According to the information furnished by the Ministry of Transport (Department of Surface Transport) to the Committee, the position regarding the total number of apprentices selected for training as required under the Apprentices Act in the Corporation, and the number of Scheduled Caste/Scheduled Tribe amongst them, for the last three years is as follows:—

Year as on	Total No. of Apprentices Selected	Number of SC/ST
1-1-1983	39	2
1-1-1984	29	1
1-1-1985	56	3
TOTAL :	124	7

4.35 The policy of the Corporation regarding absorption of trained apprentices in the services of the Corporation is the same as per the Government policy and accordingly 50 per cent of vacancies will be reserved for the successful trained apprentices as and when recruitment is made.

4.36 The Committee have been informed in a note that no trainee apprentices, including any Scheduled Caste/Scheduled Tribe candidates, have been absorbed in the services of the Corporation. The Corporation has not been able to absorb any of the apprentice trainees, including SC/ST, because the recruitment in Groups 'C' and 'D'/Class III and IV has been at a standstill position from December, 1977 onwards, due to the industrial dispute between the Shipping Corporation of India Management and SCI Staff Union, regarding application of new scales of pay to new entrants, as per the instructions of the Government. The matter is presently subjudice before the Industrial Tribunal.

4.37 When asked how did the SCI propose to fill up 50 per cent vacancies from the successful trained apprentices through direct recruitment which were in arrears for the last 8 years, the representative of the Shipping Corporation of India stated during evidence as under:—

"As far as this is concerned, as soon as our dispute with the Union is resolved we will take stock of the whole situation. We will also have to take into account while giving this figure, the number of employees we receive from the Moghul lines and we take stock of the whole situation and our effort will be that whatever initial recruitment has to be done we will try our best to give opportunities to the people who have received training, that is, in the SCI as long as, of course, they are willing to come to us."

4.38 The Committee regret to note that out of 124 apprentices selected by the SCI for training during the period from 1-1-1983 to 1-1-1985 only 7 belong to Scheduled Castes and Scheduled Tribes. It has been stated that the policy of the Corporation regarding absorption of trained apprentices in the services of the Corporation is the same as per the Government policy and accordingly 50 per cent of vacancies will be reserved for the successful trained apprentices as and when recruitment is made. The Committee need hardly stress that unless a very large number of Scheduled Castes and Scheduled Tribes are taken as apprentices and subsequently absorbed in the services of the Corporation, the backlog cannot be expected to be cleared in the near future. The Committee, therefore, suggest that larger number of Scheduled Castes and Scheduled Tribes should be selected as apprentices with a view to clearing the backlog in the services of

the Shipping Corporation of India. The Committee recommend that the scheme of apprenticeship training should not be shelved in view of intake of staff from Moghul Lines which is being merged with SCI.

4.39 The Committee also feel unhappy that due to an industrial dispute hanging fire since long the trained apprentices including those belonging to Scheduled Caste and Scheduled Tribe could not be absorbed in the services of Shipping Corporation of India. Such trained apprentices should be considered for absorption in Shipping Corporation of India as soon as the dispute is resolved and fresh recruitment is to be made.

CHAPTER V

REDRESSAL OF GRIEVANCES

The Committee have been informed through a note furnished by the Ministry of Transport (Department of Surface Transport) that for redressal of grievances, all employees of Shipping Corporation of India including Scheduled Caste/Scheduled Tribe employees are treated at par and the grievances of all employees are attended to promptly by the concerned officers.

5.2 It has been stated that there is a Liaison officer of the rank of Deputy Manager to look after the interests of the Scheduled Caste/Scheduled Tribe employees of the Corporation.

5.3 When the Committee enquired during evidence whether any Complaint Register is being maintained in the Shipping Corporation of India in order to register the grievances of Scheduled Caste/Scheduled Tribe employees of the Corporation, the representative of the Corporation replied in the affirmative.

5.4 The Committee have been informed in a subsequent note that the Shipping Corporation of India started maintaining the Complaint Register for Scheduled Caste/Scheduled Tribe employees from September, 1984, after the visit of the Parliamentary Committee to the Corporation on 26-9-1984. No complaint was registered from any Scheduled Caste/Scheduled Tribe employee prior to September, 1984.

5.5 Regarding the number of complaints received during 1984 the representative of Shipping Corporation of India stated during evidence that in 1984 only 4 complaints were received from the employees and all these complaints were attended to by the concerned authority.

5.6 When the Committee enquired whether there was any separate machinery for redressal of grievances of Scheduled Caste/Scheduled Tribe employees in the Corporation, the representative of the Shipping Corporation of India has stated as follows:

"There is no separate machinery in the sense that there is no exclusive separate arrangement for them but as we explained to you in Bombay, we have a liaison officer

who deals specifically with complaints, which are submitted by Scheduled Caste/Scheduled Tribe people and these complaints are attended to and they receive attention from the Executive Director personally."

5.7 The Committee are happy to note that the Shipping Corporation of India started maintaining Complaint Register to register the complaints/grievances of Scheduled Caste/Scheduled Tribe employees of the Corporation from September, 1984 as per instructions given by Study Group of the Committee during their visit to the Corporation on 26th September, 1984. Regarding redressal of grievances it has been stated that all employees of the Corporation including the Scheduled Caste/Scheduled Tribe employees are treated at par and the grievances of all employees are attended to promptly by the concerned officers.

The Committee suggest that the complaint register for registering Complaints/grievances of Scheduled Caste/Scheduled Tribe employees should be checked at regular intervals by the Liaison Officer incharge of Scheduled Caste/Scheduled Tribe Cell so as to ensure that all complaints/representations received from the Scheduled Caste/Schdeuled Tribe employees are disposed of promptly and judiciously.

NEW DELHI;

April 17, 1906

Chaitra 27, 1908 (Saka)

KRISHAN DATT SULTANPURI,

Chairman,

Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

APPENDIX F
Statement showing the year-wise recruitment made by the Shipping Corporation of India in Shore Personnel during the last three years i.e. as on 1-1-1953, 1-1-1954 and 1-1-1955

Year	Category of post	Total No. of vacancies		Total No. of vacancies reserved for SCs		Total No. of vacancies reserved for STs		Total No. of vacancies reserved for OBCs		Total No. of vacancies reserved for SCs		Total No. of vacancies reserved for OBCs		Total No. of vacancies reserved for STs	
		Actualy occurred	Actualy filled	Carried forward	Carried forward	Carried forward	Carried forward	Carried forward	Carried forward	Carried forward	Carried forward	Carried forward	Carried forward	Carried forward	Carried forward
1-1-83	Group A	92	92	18	5	23	11	3	14	3	..	20	..	20	14
	Class I														
	(i) Other than lowest rung														
	(ii) Lowest rung				2	2	1	3	12	1	..	2	..	2	12
	Group B				18	4	3	7	9	2	11	3	..	4	11
	Class II														
	Group C														
	Group D														
	Class IV (Excluding Sweepers)														
	Group D														
	Class IV (Sweepers)														
	Total :	99	99	55	11	66	51	6	57	10	..	56	..	56	57

Group A	Class I	21	20	3	23	14	2	16	1	..	22	16
(i) Other than lowest rung	..	..	..	..	..	..	..	..	..	..	..	..
(ii) Lowest rung	3	3	2	1	3	12	..	12	..	..	3	12
Group B	32	32	4	4	8	11	2	13	4	1	4	12
Group C	..	..	8	8	23	1	24	12	1	13	..	24
Class III	..	..	..	..	..	..	..	..	..	..	..	..
Group D	..	..	..	..	..	..	..	..	..	..	..	..
Class IV	..	..	..	..	..	..	..	..	..	..	..	..
(Excluding intercepts)												
Group D	..	..	..	..	..	..	..	..	..	..	..	..
Class IV	..	..	..	..	..	..	..	..	..	..	..	..
Total :												
Group A	66	66	56	10	66	57	5	62	7	1	39	61
Class I	..	..	..	..	..	..	..	..	..	..	..	..
(i) Other than lowest rung	4	4	3	..	2	16	1	17	..	1	22	17
(ii) Lowest rung	7	7	3	1	4	12	..	12	2	1	2	11

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<u>Group B</u>	•	•	•	26	4	4	3	12	2	14	1	..	7	14
<u>Class II</u>	•	•	•	27	27	24	1	25	13	1	14	2	..	23
<u>Group C</u>	•	•	•	27	27	24	1	25	13	1	14	2	..	23
<u>Class III</u>	•	•	•	9	9	6	3	9	8	1	9	3	..	6
<u>Group D</u>	•	•	•	..	..	..	..	..	..	..	..	..	..	..
<u>Class IV</u>														
(Backsliding sweepers)														
<u>Group D</u>	•	•	•	..	..	..	..	..	..	..	..	..	..	..
<u>Class IV</u>														
(Sweepers)														
Total :	73	73	59	9	68	61	5	66	8	1	60	65		

APPENDIX II
Statement showing the utilization of vacant posts in Railways during the last three years

Year	Category	Total	No. of vacancies reserved for SCs	No. of vacancies reserved for STs			Total	Carried forward during the year	Reopened	Total	No. of SC candidates appointed	No. of SC vacancies	No. of SC candidates appointed	No. of SC vacancies
		No. of vacancies	Carried forward during the year	No. of vacancies	No. of SC candidates appointed	No. of SC vacancies								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
As on 1-1-1983														
	Group 'A'													
	Class I													
1.	Other than lowest rung	30	30	109	7	116	52	4	56	2	1	114	114	55
2.	Lowest rung	267	267	48	40	88	34	18	52	18	3	70	70	49
	Group 'B'													
	Class II													
	Group 'C'													
	Class III													
	Group 'D'													
	Class IV													
	Total :	833	833	269	109	378	151	51	203	46	19	282	282	183

¹Carried forward figures include the backlog from the beginning i.e. from the application of the Government directives, since 1962.

As on
1-1-84

Group 'A'

Class I

	1	2	3	4	5	6	7	8	9	10	11	12	13
1. Other than lowest rung	17	17	114	2	116	55	1	56	·	·	116	·	56
2. Lowest rung	223	223	70	36	106	49	16	65	11	1	95	64	72
Group 'B'	13	13	3	2	5	4	2	6	1	·	4	6	·
Class II	80	80	40	14	54	52	6	38	16	38	38	38	72
Group 'C'	267	267	55	44	99	43	20	63	58	12	41	51	·
Class III	600	600	282	98	380	183	45	288	86	13	294	215	·
Group 'D'	·	·	·	·	·	·	·	·	·	·	·	·	·
Class IV	·	·	·	·	·	·	·	·	·	·	·	·	·

As on
1-1-85

Group 'A'

Class I

	1	2	3	4	5	6	7	8	9	10	11	12	13
1. Other than lowest rung	26	26	116	3	119	56	3	59	2	1	117	58	·
2. Lowest rung	33	33	95	5	100	64	3	67	5	5	95	67	·

Group 'B'	4	4	6	6	6	4	6
<u>Class II</u>							
Group 'C'	84	84	98	98	8	46	46
<u>Class III</u>							
Group 'D'	175	175	41	27	68	51	42
<u>Class IV</u>							
Total :	318	318	294	50	344	215	28
						243	35
						4	399
							239

②Carried forward figures indicate the backlog from the beginning i.e. from the application of the Govt. directives since 1962.

APPENDIX III

(Vide para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

Sl. No.	Reference to para number in the Report	Summary of Conclusions/Recommendations
1	2	3
1	2.8	<p>The Committee note that the Shipping Corporation of India Ltd. was formed on 2nd October, 1961 and the Presidential Directives regarding reservations for Scheduled Castes/Scheduled Tribes were issued on 3-8-1972. The Committee also note that these Directives were issued after a lapse of about 11 years from the date of formation of the Corporation. The Representative of the Ministry of Transport (Dept. of Surface Transport) admitted during the course of evidence that there was a lapse on the part of the Ministry to issue these directives to the SCI and that these directives should have been issued much earlier. The representative of the Ministry also stated during evidence that prior to the issuing of these directives, even in 1964, certain orders of the Department of personnel were communicated to the Shipping Corporation of India and the Corporation had informed the Ministry that they were observing the instructions regarding reservations contained in those orders. The representative of the Ministry stated that the Corporation was making applicable the reservation orders from 1962 even though the Presidential Directives were issued in 1972. For calculating the number of seats to be reserved for Scheduled Castes/Scheduled Tribes, the Corporation is taking into consideration the total strength of the Shipping Corpora-</p>

1

2

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tion of India. It means that SCI is making reservation for Scheduled Castes and Scheduled Tribes on the basis of total strength of employees and not category-wise.

Keeping in view the existing backlog in the Corporation almost in each category of post, the Committee do not accept the contention of the Ministry that right from 1962 no reserved posts have been allowed to lapse. The Committee feel that a large number of Scheduled Caste/Scheduled Tribe employees were deprived of the benefits of reservation for 10 long years; i.e. during the period from 1962 when the reservation orders were first made applicable, in the Shipping Corporation of India till 1972 when the Presidential Directives were actually issued. The loss suffered by Scheduled Caste/Scheduled Tribe employees during this long period can hardly be compensated now since many of the old employees must have retired without getting their due promotion to which they were entitled. The Committee are constrained to observe that the Government cannot absolve itself of the grave lapse on its part in denying the admissible benefits to the reserved category of employees for ten long years and by putting forward the argument that Shipping Corporation of India is calculating the backlog on the total strength of the Corporation.

The Committee recommend that the Shipping Corporation of India should be directed to calculate the backlog of reserved posts from 1962 i.e. when the reservation orders were first made applicable in the Corporation, and clear the existing backlog in each category of post in the shortest possible time.

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The Committee note that in the Ministry of Transport (Department of Surface Transport)

one desk attache attends to the work relating to the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes under the supervision of a Deputy Secretary/ Director. In reply to a specific query by the Committee during evidence whether the staff strength of the cell working in the Ministry was adequate the representative of the Ministry stated that "creation of certain posts were involved. The Finance Ministry did not agree". Similarly, in reply to a question whether there was a cell to look after the interests of Scheduled Caste/Scheduled Tribe employees in the Shipping Corporation of India, the representative of the Ministry stated that "it depends on the volume of work that arises. What I understand from Chairman & Managing Director is that there is a separate Liaison Officer who attends to all the complaints received about the Scheduled Castes/Scheduled Tribes reservation.was can call it a 'Cell'—if we like. But the Shipping Corporation does not formally call it a cell. We can formalise it so that it gets publicity and gets institutionalised. The Shipping Corporation of India can rename it as a cell."

The Committee feel that the reply given to their specific queries regarding setting up of cells both in the Ministry as well as in the Shipping Corporation of India were not only vague but also evasive.

The Committee need hardly stress that mere appointment of Liaison Officers in the Ministry as also in the Shipping Corporation of India is not enough. What is needed is concerted action on the part of Liaison Officer to ensure due compliance of the orders and instructions pertaining to reservation of posts for Scheduled Castes and Scheduled Tribes and other relaxations/concessions admissible to them. For this purpose, as

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per Government directive, a cell consisting of suitable and adequate staff has to be set up in each organisation needed by a Liaison Officer in order to ensure proper implementation of the reservation policy as well as for redressal of genuine grievances of Scheduled Castes and Scheduled Tribes. One Officer cannot be called a 'Cell' as suggested in evidence by the representative of the Ministry.

The Committee, therefore, recommend that a reservation cell with adequate staff should be set up in the Shipping Corporation of India without any further delay to look after the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes both in letter and spirit.

3 2.17

The Committee further recommend that with a view to implement the reservation orders more effectively, the cell working in the Ministry of Transport (Department of Surface Transport) should also be strengthened by inducting more staff. The Committee are not satisfied with the reply of the representative of the Ministry that the Finance Ministry did not agree for creation of certain posts for the cell. The Committee desire that the Ministry should pursue the matter with the Ministry of Finance vigorously in order to get the addition staff sanctioned for their Cell by giving full justification in view of large volume of work involved in the matter of implementation of reservation orders and other matters connected with welfare of Scheduled Caste and Scheduled Tribe employees.

4 3.26

The Committee note that in Shipping Corporation of India the new entrants in the Trained Marine Engineers Grade in Fleet Personnel have to sign a Bond/an Article of Agreement according to which, if the Company so requires, after

completion of their training and obtaining a Second Class English Part 'A' certificate of competency from the Ministry of Transport they shall have to serve the Company for a minimum period of 8 years. In case of default these Trainee Marine Engineers shall pay to the Company all training expenses including cost of victualling incurred by the company or a sum of Rs. 50,000/- whichever is more and the deposit of Rs. 2,500/- paid by him at the time of signing the Article of Agreement shall stand forfeited.

The Committee feel that in the case of Scheduled Caste/Scheduled Tribe candidates the prescribed period of 8 years compulsory service with Shipping Corporation of India would cause hardship in certain cases. As such, the Committee recommend that the period of service in the Article of Agreement in case of Scheduled Caste/Scheduled Tribe Engineers should be reduced to 5 years.

5. 3.27 The Committee also recommend that in case a Scheduled Caste/Scheduled Tribe candidate leaves services before the completion of the prescribed period, then the maximum amount of deposit to be paid to the Company on account of training and other expenses should be reduced to 25,000 instead of Rs. 50,000 as fixed at present.

6. 3.28 The Committee further recommend that the deposit money to be paid by a Scheduled Caste/Scheduled Tribe Trainee Marine Engineer at the time of signing the Article of Agreement should be Rs. 1000/- instead of 2,500/-.

7. 3.29 The Committee have been informed that the Shipping Corporation of India has been constantly trying its best to recruit the maximum No. of Scheduled Caste/Scheduled Tribe candidates by way of repeated advertisement in all leading newspapers, at National as well as Regional

levels. Copies of advertisements are sent to the concerned Employment Exchanges. The copies of advertisements issued by the Corporation are also sent to the recognised All India Associations of Scheduled Castes and Scheduled Tribes. However, the Committee are surprised to note that the vacancies reserved for Scheduled Castes and Scheduled Tribes are not announced over All India Radio which is flagrant violation of Government's instructions.

The Committee recommend that the vacancies reserved for Scheduled Castes and Scheduled Tribes should be advertised through the medium of All India Radio as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36022/4/76-Eatt. (SCT) dated the 7th August, 1976 and No. 36011/28/79-EST (SCT) dt. 11th February, 1980.

8. 3.30 The Committee also recommend that copies of the advertisement issued by the Corporation should be sent to the local Scheduled Caste/Scheduled Tribe MPs and MLAs as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may also advise Scheduled Caste/Scheduled Tribe candidates to seek employment in the Corporation.

9. 3.31 The Committee note that in case of Shore Personnel the appointing authority do not indicate the precise reasons for the rejection of the Scheduled Caste and Scheduled Tribe candidates to Employment Exchanges. The Committee recommend that the appointing authority in the Shipping Corporation of India should always give precise reasons for the rejection of Scheduled Caste/Scheduled Tribe candidates to Employment Exchange so that the Employment Exchange can sponsor right type of candidates from these communities for filling the reserved

vacancies. The Committee hope that by doing so more and more Scheduled Caste/Scheduled Tribe candidates will be available for filling up the reserved posts in various categories in the Corporation.

10. 3.32 The Committee are unhappy to note that in Shipping Corporation of India Ltd. the appointment/interview letters issued to the candidates were not sent by registered post. The representative of the Ministry of Transport (Department of Surface Transport) however, informed the Committee during evidence that as soon as it came to the notice of the Ministry, instructions were issued to the Corporation that in future all the appointment/interview letters should be sent only by registered post. The Committee hope that in future the Shipping Corporation of India will strictly adhere to the instructions issued by the Ministry and all appointment/interview letters would be sent to the Scheduled Caste/Scheduled Tribe candidates only by registered post.

11. 3.33 The Committee note that while recruiting staff of Shore Personnel a minimum 8-10 days period of notice is given to Scheduled Caste/Scheduled Tribe candidates appearing for an interview as well as for joining the assignment in the Corporation. The Committee have been informed during evidence that the Ministry of Transport (Department of Surface Transport) vide their letter No. SW/SYD(II)-90/85 dt. 7th October 1985 have issued instructions to the Shipping Corporation of India Ltd. that the period of notice given to the Scheduled Caste/Scheduled Tribe candidates for appearing for interview as well as for joining the assignment in the staff cadre of the Corporation should be increased from 8-10 days to a minimum period of three to four weeks. The Committee hope that in future the Corporation would follow these instructions in letter and spirit.

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12.	3.34	<p>The Committee note that the Corporation has not employed regular sweepers for doing the sweeping/cleaning work and at present this work is done by the 58 part-time workers engaged by a Contractor. The Committee further note that every year the Corporation employs a Contractor by inviting tenders. The Corporation has engaged M/s Pop Cleaning of Bombay for the Sweeping/cleaning work and the same contractor is continuing for the last 3 years on tender basis. The Committee have been informed that the present contractor is unable to give details regarding the number of Scheduled Caste/Scheduled Tribe part-time workers employed by him as he does not maintain any such record. The Committee are not satisfied with the reply which sounds evasive. As sweepers generally belong to Scheduled Caste community, the Committee are of the view that the contractor whose tender is accepted by the Corporation must employ at least 50 per cent part-time workers from the Scheduled Caste community. This should be a condition of the contract.</p>
13.	3.35	<p>The Committee further desire that efforts should be made by Shipping Corporation of India to employ, as far as possible, a contractor belonging to Scheduled Caste or Scheduled Tribe community so that Scheduled Caste/Scheduled Tribe workers working under him might feel more secure and confident and are better looked after.</p>
14.	3.36	<p>During evidence the Committee were informed that the Corporation had adopted the contract system after giving due consideration to all important matters e.g. volume of work and financial implications etc. The Committee cannot reconcile to the advantages inherent in the contract system and are in favour of its abolition altogether. The Committee, therefore, desire that the matter should be reviewed once again and the Committee apprised of the decision as early as possible.</p>

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15. 3.39 The Committee note that in Shipping Corporation of India Scheduled Caste/Scheduled Tribe candidates are given certain concessions/ relaxations both in case of direct recruitment and promotions. These concessions/relaxations include relaxation in age, assessing Scheduled Caste/Scheduled Tribe candidates with relaxed standards and giving them a second class railway return fare whenever they come for written test/interview. It has been stated that if necessary, at the time of promotion, the zone of consideration is extended in case of Scheduled Caste/Scheduled Tribe candidates.

The Committee recommend that the zone of consideration should be 5 times the number of vacancies to be filled by promotion so that a large number of Scheduled Caste/Scheduled Tribe candidates are available for filling the reserved quota. The Committee feel that it is highly improper to leave the question of extending the zone of consideration to the discretion of the appointing authority to be exercised on case to case basis.

16. 3.40 The Committee also recommend that the relaxation in marks to be given to Scheduled Caste/Scheduled Tribe candidates in written test and interview either in direct recruitment or in promotion in the two wings of Shipping Corporation of India, namely, shore personnel and fleet personnel should be clearly laid down in the recruitment/promotion rules. This is necessary to obviate any possible discrimination in direct recruitment between departmental and outside candidates belonging to reserved communities.

17. 3.48 The Committee note that the total number of vacancies to be filled had not been indicated in the advertisement issued by the Shipping Corporation of India at the time of making special

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recruitment exclusively for Scheduled Castes and Scheduled Tribes. While taking note of the statement made in this connection by the representative of the Shipping Corporation, the Committee hope that as per assurance given by the Managing Director of Shipping Corporation of India during evidence, in future, the exact number of posts to be filled in by Scheduled Caste and Scheduled Tribe candidates would be clearly mentioned in these advertisements so that more and more Scheduled Caste/Scheduled Tribe candidates may respond to such special recruitment drive. This will also enable the Corporation to wipe out the backlog of Scheduled Caste/Scheduled Tribe candidates.

18. 3.49 No precise reasons have been furnished to the Committee as to why special recruitment could not be made in the case of Shore Personnel. The Committee recommend that SCI should explore the possibility of making special recruitment for Shore Personnel in order to wipe out the shortfalls particularly in Group A posts.

19. 3.65 The Committee note that the statement showing the total number of persons promoted during the years 1982, 1983 and 1984 indicates that in Shore Personnel in 1982 in Group 'A' only 11.54 per cent Scheduled Castes were promoted but no Scheduled Tribe was given any promotion. There was a shortfall of 3.46 per cent of Scheduled Castes and 7.5 per cent of Scheduled Tribes in this group. In Group C also only 8 per cent Scheduled Castes and 4 per cent of Scheduled Tribes were given promotion during the year and there was a shortfall of 7 per cent Scheduled Castes and 3.5 per cent Scheduled Tribes in promotion in this group. The Committee observe that the position regarding the promotions made in 1984 is also not satisfactory and there is a shortfall of 5 per cent Scheduled Tribes in

Group B. In Group C only 13.5 per cent Scheduled Castes and 1.94 per cent Scheduled Tribes were promoted and the shortfall of Scheduled Castes and Scheduled Tribes was 1.91 per cent and 5.56 per cent respectively. The data gives an impression that the Shipping Corporation of India has not made sincere efforts to implement the reservation orders in promotion. When the Committee enquired why sufficient number of Scheduled Castes and Scheduled Tribes could not be promoted even in Group C and D posts the Chairman and Managing Director of the Shipping Corporation of India stated: "The basic anomaly here is that for local recruitment in categories C and D, the reservation quota is 6 per cent each. When it comes to promotion, the quota increases to 15 per cent and 7½ respectively. Therefore, the base from which the promotion is made is narrower and that creates difficulty. Secondly, sufficient number of people are not available who could be promoted, if the full quota of 15 per cent is to be filled. In future probably this will be partly relieved because instructions are being issued to increase the quota locally for Scheduled Caste from 6 per cent to 9 per cent. To that extent a large number of candidates would be available."

The representative of the Ministry of Transport (Department of Surface Transport) has also stated during evidence that the reservation at the intake level i.e. at the initial recruitment level is only 6 per cent while the promotional quota for SC is 15 per cent and for ST it is 7½ per cent and as such he also stressed the need that at the intake level also the percentage should be increased so that sufficient number of Scheduled Caste/Scheduled Tribe candidates are available at the time of promotion.

The Committee do appreciate the difficulties pointed out by the Chairman and Managing Director of Shipping Corporation of India as well as by the representative of the Ministry in this regard. The Committee would like to point out that for direct recruitment on All India basis by means of open competitive test, the reservations for Scheduled Castes and Scheduled Tribes are 15 per cent and 7½ per cent. When direct recruitment is made on All India basis otherwise than by open competition, the reservations applicable are 16-2/3 per cent for Scheduled Caste and 7½ per cent for Scheduled Tribe. For direct recruitment to groups C&D posts, which normally attract candidates from a locality or a region, the prescribed reservations for Scheduled Caste and Scheduled Tribe are based on the population of these communities in that State. On this basis, the prescribed percentages for Scheduled Caste and Scheduled Tribe for the State of Maharashtra are 6 per cent and 6 per cent respectively.

The Committee would like to point out that though Shipping Corporation of India is having its headquarters in Bombay in the State of Maharashtra, yet its operational areas are scattered in other States also. There is, therefore, no reason for presuming that for group C & D posts Scheduled Caste/Scheduled Tribe candidates from other States cannot be recruited. As such, the Committee recommend that Ministry of Transport (Department of Surface Transport) may obtain necessary clarification from the Department of Personnel and implement the reservation for Groups C & D posts on All India basis i.e. 16-2/3 per cent for Scheduled Caste and 7½ per cent for Scheduled Tribe. The Committee have reasons to believe that in Group 'C' there must be a large number of technical posts for which Scheduled Caste/Scheduled Tribe

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candidates can be drawn from all parts of India. It is perhaps wrong to presume that such posts are necessarily to be filled from local candidates living in the State of Maharashtra only where qualified Scheduled Caste/Scheduled Tribe candidates might not be available. The Committee also feel that the prescribed reservations of 6 percent each for Scheduled Caste and Scheduled Tribe in direct recruitment for groups C & D in Maharashtra are the minimum and there is no bar to exceed these percentages in order to safeguard the interests of Scheduled Caste/Scheduled Tribe employees at the time of promotion.

20. 3.70 The Committee have been informed that in Shipping Corporation of India the Scheduled Caste/Scheduled Tribe candidates are interviewed either alongwith general candidates or in a separate batch. When the Committee enquired during the evidence whether the Corporation was aware of the Government instructions that these candidates are to be interviewed in a separate batch so that they are judged by relaxed standards and such candidates are not judged in comparison with the general candidates, the representative of the Ministry stated, "the interviews are conducted in a separate batch on the same day because the number is very small. After the general group is over, we do the interview for Scheduled Caste and Scheduled Tribe candidates with the separate standard set for them." The Committee recommend that as per the Government directives, the interview of Scheduled Caste and Scheduled Tribe candidates should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste/Scheduled Tribe candidates are not judged in comparison with the general candidates and the interviewing authority/Board is/are prominently

aware of the need for judging the Scheduled Caste/Scheduled Tribe candidates by relaxed standards.

21 3.81 The Committee note that the Shipping Corporation of India Ltd. was formed on 2nd October 1961. The Corporation started following the reservation orders from 1962. The Chairman and Managing Director, Shipping Corporation of India informed the Committee during evidence that for Shore Personnel rosters for recruitment are being maintained from 1967 and for promotion from the year 1972. In case of Fleet Personnel the Corporation started maintaining the rosters from the year 1982 only. When the Committee enquired whether prior to the year 1982 only partial rosters were being maintained in the Corporation in the Fleet Personnel, the Chairman and Managing Director, SCT replied in the affirmative.

The Committee also note that the Liaison Officer of the Corporation inspects the rosters one in six months. The Liaison Officer of the Ministry of Transport also inspects these rosters. The inspected rosters maintained by the Corporation in 1982. There was no inspection in 1983 but the rosters were again inspected by him in September, 1984. Inspection for rosters were also stated to be due for the year 1985. About the shortcomings discrepancies found by the Liaison Officer in the maintenance of the rosters the representative of the Ministry of Transport (Department of Surface Transport) state during evidence that during the course of inspection it was found that separate rosters were not being maintained Calcutta and Bombay Office of the Corporation. The Liaison Officer also found that their rosters were not maintained strictly in accordance with the pro forma a prescribed by the Government. It was also found during inspection that for calculating the vacancies, the Corporation was not taking into account the strength from 1962.

The Committee need hardly stress that rosters are the only mechanism through which a watch is kept on the proper placement of Scheduled Castes/Scheduled Tribes in services against the vacancies reserved for them. In fact they are the kingpins on which the whole system of implementation of reservation orders rests and their proper maintenance keeps authorities concerned informed of the representation of Scheduled Castes and Scheduled Tribes at the various points in different posts and the shortfalls, if any, can be detected immediately. The Committee, therefore, stress that rosters should be properly maintained by the Shipping Corporation of India and these should be checked regularly by the competent authority and duly signed in token of such checking. Discrepancies, if any, noticed during the inspection of rosters should be rectified immediately and also brought to the notice of Head of the Department.

22 3.84 The Committee note that in Shipping Corporation of India no post reserved for Scheduled Castes and Scheduled Tribe is allowed to lapse. However, when suitable Scheduled Castes/Scheduled Tribe candidates are not available for filling reserved vacancies requiring professional qualifications like Chartered Accountants, computer science and naval architecture qualifications, such posts are filled up by general candidates so that the operations/functioning of the Corporation is not adversely affected.

The Committee would like to stress that before filling up the reserved posts by general candidates requiring professional qualifications, Shipping Corporation of India must follow the prescribed procedure for appointing general candidates against these posts by obtaining formal orders of the Competent Authority.

23. 4.20 The Committee note that the statement showing the staff strength in SCI and the

number of SC/ST amongst them as on 1-1-1985 indicates that both in Shore Personnel and Fleet Personnel there is a heavy shortfall of Scheduled Castes/Scheduled Tribes in all categories of posts. The representative of the Ministry of Transport (Department of Surface Transport) explained the reasons for shortfall of Scheduled Castes/Scheduled Tribes in the Corporation during evidence like this "It is basically because of shortage of qualified personnel having the necessary technical qualification. As far as shore employees are concerned, if we start from 1972, the date from which the reservations took place then our position is far better. This we hope to make good as early as possible." The representative of the Ministry of Transport (Department of Surface Transport) also stated during evidence that "instructions have been issued that SCI must take into account all the vacancies right from 1962 onwards. Right from 1962 we carry over backlog." The committee recommend that as per assurance given by the representative of the Ministry of Transport (Department of Surface Transport) during evidence the shortfall of Scheduled Castes/Scheduled Tribe employees in SCI should be wiped out without any further delay. The Committee trust that for clearing the backlog all the vacancies which occurred from 1962 onwards would be taken into account and not from 1972 both in respect of Shore I personnel and Fleet Personnel.

The Committee have been informed that in SCI a large number of employees in the floating staff category are surplus and the number of such employees stated to be about 345. Besides about 350 cadets who have taken training on

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the Ships owned by the Corporation are also surplus and they are without any employment because sufficient number of vacancies are not available in this category. The Committee were further informed during evidence that "because of the constraints of resources and plan allocation in terms of number of ships and also because of the qualitative changes which are taking place in the world fleet, the number of ships is declining and, therefore, the surplus in the near future is going to increase further instead of decreasing. Then we have also got Moghul Line which is shortly to merge with SCI. They are reported to have a very large surplus. In fact, their fleet strength has declined very rapidly over the last one year or so." The Committee recommend that as and when fresh vacancies arise in the Fleet Personnel, priority should be given to SC/ST candidates at the time of giving employment.

25 4.22 The Committee also suggest that Government should go into the question as to why the number of SCI Ships is declining thereby rendering the Floating Staff as surplus. Of the one hand India is trying hard to increase its trade and commerce with other countries and on the other our Shipping capacity is reported to be going down. These two situations seem to be quite contradictory unless foreign ships are acting as carriers of Indian goods to the world market. This matter merits deep and careful consideration by the Government.

26 4.23 The Committee are unhappy to note that the statements showing year-wise recruitment made by the shipping Corporation of India during 1983, 1984 and 1985 indicate that the number of Scheduled Caste/Scheduled Tribe candidates recruited in various categories of posts both in

Shore Personnel and Fleet Personnel is very small and most of the vacancies reserved for Scheduled Castes and Scheduled Tribes have been carried forward. The position of recruitment made as on 1-1-1983 indicates, that in Shore Personnel, in Group 'C', out of 24 posts reserved for Scheduled Castes and 12 posts reserved for Scheduled Tribes only one Scheduled Caste was appointed. In 1984, in Group 'C', 24 posts were reserved for Scheduled Castes and 13 for Scheduled Tribes but not a single Scheduled Caste/Scheduled Tribe candidates was appointed against these reserved posts. The position of recruitment of Scheduled Castes and Scheduled Tribes as on 1-1-1985 is also not satisfactory and 23 posts of Scheduled Castes and 14 posts of Scheduled Tribes in Group 'C' have been carried forward. Similarly, in Fleet Personnel, the position is the same in Group C and D and there is a heavy shortfall of SC/ST candidates in these groups.

The Committee need hardly stress that all possible efforts should be made by the Shipping Corporation of India to find suitable SC/ST candidates for all the posts reserved for them and as far as possible a minimum number of posts should be carried forward. There is no point in saying that the backlog is calculated from the year 1982 when the Corporation is unable to fill even the current vacancies reserved for Scheduled Castes and Scheduled Tribes. The Government should take steps to attract more scheduled Caste/Scheduled Tribe candidates to the Shipping Corporation of India in various grades, technical or non-technical by improving conditions of service in the Corporation.

The Committee note that existing shortfall of SC/ST representation in Group 'C' and 'D' is due to the fact that the management has not been

able to recruit more SC/ST employees in these groups, as there has been no recruitment in these groups, from December, 1977 onwards because of the dispute between the SCI Management and the SCI staff Union regarding the scales of pay to be made applicable to the new entrants as per the Government's instructions as the matter is presently subjudice before an industrial tribunal. It has been stated that the existing backlog in these groups is expected to be wiped out as soon as fresh recruitment takes place. The Committee need hardly stress that for the efficient functioning of any organisation cordial relations between the management and its employees are of most importance. Government should have tried to settle this matter by mutual dialogue rather than allowing it to be taken to a Tribunal.

28 4.25 The Committee hope that the Government would endeavour for an early and amicable settlement of the dispute between the management and SCI staff Union so that the interests of SC/ST candidates are not jeopardised further as far as recruitment to Groups 'C' and 'D' posts is concerned.

29 4.33 The Committee note that the Shipping Corporation of India sends its employees for training abroad. When the Committee pointed out during evidence that during the period 1982 to 1984, 17 employees were sent abroad for training but none of them belonged to Scheduled Caste/ Scheduled Tribe, the representative of the Corporation stated that the persons who were sent for training abroad were senior technical officers and they were sent for some specialised training. He further informed that in Shipping Corporation of India only two senior SC/ST persons are available who would be sent for such training in future.

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The Committee hope that in keeping with the promise made during evidence and to instil confidence among SC/ST staff, deserving SC/ST employees of the Corporation will be sent for training abroad from time to time.

30 4.38 The Committee regret to note that out of 124 apprentices selected by the SCI for training during the period from 1-1-1983 to 1-1-1985 only 7 belong to Scheduled Castes and Scheduled Tribes. It has been stated that the policy of the Corporation regarding absorption of trained apprentices in the services of the Corporation is the same as per the Government policy and accordingly 50 per cent of vacancies will be reserved for the successful trained apprentices as and when recruitment is made. The Committee need hardly stress that unless a very large number of Scheduled Castes and Scheduled Tribes are taken as apprentices and subsequently absorbed in the services of the Corporation, the backlog cannot be expected to be cleared in the near future. The Committee, therefore, suggest that larger number of Scheduled Castes and Scheduled Tribes should be selected as apprentices with a view to clearing the backlog in the services of the Shipping Corporation of India. The Committee recommend that the scheme of apprenticeship training should not be shelved in view of intake of staff from Moghal Lines which is being merged with SCI.

31 4.39 The Committee also feel unhappy that due to an industrial dispute hanging fire since long the trained apprentices including those belonging to Scheduled Caste and Scheduled Tribe could not be absorbed in the services of Shipping Corporation of India. Such trained apprentices should be considered for absorption in Shipping Corporation of India as soon as the dispute is resolved and fresh recruitment is to be made.

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32	5.7	<p>The Committee are happy to note that the Shipping Corporation of India started maintaining Complaint Register to register the complaints/grievances of Scheduled Caste Scheduled Tribe employees of the Corporation from September, 1984 as per instructions given by Study Group of the Committee during their visit to the Corporation on 26th September, 1984. Regarding redressal of grievances it has been stated that all employees of the Corporation including the Scheduled Caste/Scheduled Tribe employees are treated at par and the grievances of all employees are attended to promptly by the concerned officers.</p>

The Committee suggest that the complaint register for registering complaints/grievances of Scheduled Caste|Scheduled Tribe employees should be checked at regular intervals by the Liaison Officer incharge of Scheduled Caste/Scheduled Tribe Cell so as to ensure that all complaints/representations received from the Scheduled Caste|Scheduled Tribe employees are disposed of promptly and judiciously.

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