

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1996-97)**

(ELEVENTH LOK SABHA)

SEVENTH REPORT

MINISTRY OF FOOD PROCESSING INDUSTRIES

**RESERVATION FOR AND EMPLOYMENT OF SCHEDULED CASTES
AND SCHEDULED TRIBES IN MODERN FOOD INDUSTRIES (INDIA)
LTD.**

Presented to Lok Sabha on 30.4.97

Laid in Rajya Sabha on 2.5.97



**LOK SABHA SECRETARIAT
NEW DELHI**

April, 1997/Vaisakha, 1919 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES (1996-97)**

Shri Khagapati Pradhani — Chairman

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SECRETARIAT

- | | |
|-----------------------|-------------------------------|
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| 2. Shri J.P. Ratnesh | — <i>Joint Secretary</i> |
| 3. Shri B.R. Kanathia | — <i>Director</i> |
| 4. Shri Madan Lal | — <i>Under Secretary</i> |

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 Seventh Report (Eleventh Lok Sabha) on Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Modern Food Industries (India) Ltd.

2. The Committee took evidence of the representatives of the Ministry of Food Processing Industries and Modern Food Industries (India) Ltd. on 12 February, 1997. The Committee wish to express their thanks to the Officers of the Ministry of Food Processing Industries and Modern Food Industries (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 22 April, 1997.

4. A summary of conclusions/recommendations contained in the Report is appended.

NEW DELHI;
April, 1997

Vaisakha, 1919 (S)

KHAGAPATI PRADHANI,
*Chairman,
Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.*

CHAPTER I

(A) Organisational set up

1.1 Modern Food Industries (India) Limited is a wholly owned Government of India Enterprise under the administrative control of the Ministry of Food Processing Industries. The Company was set up in 1965 with the main objective of popularizing wheat consumption in the country and to set up modern bread production facilities.

The Company's major business is production and marketing of bakery products. There are 14 production units located in various parts of the country producing varieties of bread, buns and cakes. The Company has also 4 non bakery units which produce Energy Food, Fruit Beverages etc.

There are 2400 employees working in the Company out of which 425 employees belong to Managerial/Supervisory cadre.

The Company is managed by a Board of Directors headed by the Chairman-cum-Managing Director who is the Chief Executive. Below the Board level there is a team of 4 Executive Directors responsible for Bakery Operations in areas other than bakery products, Finance Marketing. Each production unit is treated as an independent profit centre and is headed by a Sr. General Manager/General Manager.

The Company also has its own well equipped Research & Development Laboratory, which is recognised by the Department of Scientific and Industrial Research, Ministry of Science and Technology, Government of India.

The Company has been a profit making Company since its inception except for 4 years between 1988 and 1992. In the last financial year 1995-96, the Company made a record gross profit of 11.13 Crores.

The Head of the Division controlling the work of MFIL is the Joint Secretary, under whom it is looked after by a Deputy Secretary and Desk officer. The overall incharge in the Ministry is Secretary. As the Administrative Ministry, its main function in regard to reservation for employment of SCs/STs is issuance of Presidential Directives, guidelines, Orders, instructions etc. of the nodal departments of the Government of India and monitoring the implementation of the same by obtaining the periodical reports from MFIL.

(B) Composition of Board of Directors

1.2 It has been stated that the Board of Directors consists of Chairman-cum-Managing Director and two other Directors. One of the Directors is the Additional Secretary and Financial Advisor of Ministry of Food and

Ministry of Food Processing Industry and the other is the Joint Secretary in the Administrative Ministry.

1.3 When asked as to why no SC/ST member has been considered for appointment in the Board of Directors of Modern Food Industries (India) Limited, the representative of Ministry stated, "there are no instructions issued by the DPE for appointment of SC/ST person on the Board of Directors of public undertakings".

They further added that the Organisation is small and, therefore a small Board is provided for. Presently there are only two Directors apart from the Chairman-cum-Managing Director on the Board. Both these Directors are ex-officio and no other Director has been appointed.

1.4 The Committee note that no SC/ST member has been appointed in the Board of Directors of Modern Food Industries (India) Limited. The Committee desire that some serious efforts should be made to explore the possibilities to appoint an officer belonging to SCs/STs (d) in the Board of Directors.

CHAPTER II

RECRUITMENT

(A) Reservations

2.1 The Committee have been informed that percentage of reservation applicable in the MFIL is as per instructions issued by the Government and this has been followed by the Company even before the current Presidential Directives issued by the Government during September, 1992.

2.2 The prescribed percentage of reservation in favour of SCs and STs are:

(1) Post filled by direct recruitment for Group A & B posts		Reservation SCs & STs	Date of effect
(a) On All India basis through open advertisement.	16 ⅔%	7.5%	Sept. 1992
(b) For Group C & D post Recruitment is done locally and notified to the employment exchanges in the region under the Company's regulations.			
(c) Posts filled by promotion.	15%	7.5%	

(B) Recruitment

2.3 Statement showing the year-wise recruitment made by MFIL during the last three years is as under :

Year	Category of post	Total No. of Vacancies Actually Occupied	Total No. of Vacancies Actually Filled	No. of Vacancies Reserved for SC		No. of Vacancies Reserved for ST		No. of Candidates Appointed		No. of Vacancies Carried		No. of Back Log	
				Carried Forward from the year previous	Total during the year	Carried Forward from the year previous	Total during the year	SC	ST	SC	ST	SC	ST
1.1.94	GROUP 'A'	—	—	04	—	04	—	—	—	—	—	04	04
	GROUP 'B'	—	—	—	—	—	—	—	—	—	—	—	—
	GROUP 'C'	24	17	12	04	16	01	15	08	—	—	04	07
	GROUP 'D'	05	05	08	01	09	06	07	04	—	—	05	03
1.1.95	GROUP 'A'	—	—	04	—	04	—	—	—	—	—	—	—
	GROUP 'B'	—	—	—	—	—	—	—	—	—	—	—	—
	GROUP 'C'	11	10	04	02	06	07	07	04	—	—	02	05
	GROUP 'D'	07	07	05	02	07	03	03	04	—	—	03	01
1.1.96	GROUP 'A'	04	03	04	01	05	04	—	—	—	—	—	—
	GROUP 'B'	09	07	—	02	02	—	01	01	—	—	01	01
	GROUP 'C'	80	48	02	23	25	05	11	16	—	—	09	14
	GROUP 'D'	66	40	03	15	18	01	08	15	—	—	03	06

From the statement of recruitment made during the years 1994 to 1996, it has been observed that there is backlog of reserved posts in almost all the categories of posts. The reasons for this backlog stated to be that there was no recruitment for the last five years as the Company was not doing well financially.

2.4 When asked about the measures taken by MFIL to reduce the backlog of SCs/STs. The representatives of the Ministry of Food Processing Industry stated that the Company is now taking steps to clear the backlog. The reserved vacancies will be filled up in accordance with the Government instructions. It is expected that a part of backlog will be cleared in about a year or so, subject to the instructions of the Government that the reserved vacancies to be filled up in a year (backlog + current, if any) should be limited to 50% of the vacancies.

- (a) It is proposed to launch a Special Recruitment Drive for clearing the backlog. All efforts will be made to locate the SC/ST candidates. The vacancies will also be announced through All India Radio/Doordarshan. Copies of advertisement will be sent to the recognised associations of the SCs and STs.
- (b) The Company is keen to fill up the quota reserved for SC/ST persons. As stated there have been no recruitments in Group A & B during last 4—5 years and since the performance of the Company has now improved. Steps are being taken to fill up the reserved posts. The backlog in Group C in respect of SCs has been brought down to 05 and in respect of STs to 12 as against 09 and 14 as on 1.1.96 respectively.

2.5 The Committee regret to note that there is backlog of reserved posts meant for SCs/STs in all the categories as no recruitment was made by Modern Food Industries (India) Ltd. during the last five years. The Committee also note that the performance of the Company has now improved. The Committee, therefore, recommend that the backlog should be wiped out within a period of six months by resorting to Special Recruitment Drives as assured by the representative of the MFIL.

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- (b) The Company is keen to fill up the quota reserved for SC/ST persons. As stated there have been no recruitments in Group A & B during last 4—5 years and since the performance of the Company has now improved. Steps are being taken to fill up the reserved posts. The backlog in Group C in respect of SCs has been brought down to 05 and in respect of STs to 12 as against 09 and 14 as on 1.1.96 respectively.

2.5 The Committee regret to note that there is backlog of reserved posts meant for SCs/STs in all the categories as no recruitment was made by Modern Food Industries (India) Ltd. during the last five years. The Committee also note that the performance of the Company has now improved. The Committee, therefore, recommend that the backlog should be wiped out within a period of six months by resorting to Special Recruitment Drives as assured by the representative of the MFIL.

(C) Staff Strength and Shortfall

2.6 The Staff strength and the shortfall in all the categories of the posts as on 1.1.1994, 1.1.1995 and 1.1.96 is stated to be as under:

TOTAL NO. OF EMPLOYEE	NO. OF SC	NO. OF ST	NO. OF EMPLOYEE	PERCENTAGE		SHORTFALLS		*TOTAL STAFF STRENGTH IN TECHNI- CAL POSTS (PRODUC- TION/EN- GINEERING)	REMARKS
				SC	ST	SC	ST		
1	2	3	4	5	6	7	8	9	
As on 01.01.1994									
A (LOWEST RUNG)	67	05	7.46%	2.98%	7.54%	4.52%	32	Group C & D posts are filled up unit wise. Rosters are maintained by re- spective units, sepa- rately.	
A (AS A WHOLE)	143	12	8.39%	1.39%	6.61%	6.11%	55		
B	1060	11	8.08%	0.73%	6.92%	6.77%	55		
C	1065	176	16.60%	3.39%	+1.60%	4.11%	—		
D	49	230	21.59%	2.72%	+6.59%	4.78%	—		
D(SWEEPERS)		43	87.75%	2.04%	—	—	—		
As on 01.01.1995									
A (LOWEST RUNG)	59	05	8.47%	3.38%	6.53%	4.12%	27	Group C & D posts are filled up unit wise. Rosters are maintained by re- spective units, sepa- rately.	
A (AS A WHOLE)	126	14	11.11%	1.59%	3.89%	5.91%	45		
B	1011	12	9.67%	0.80%	5.33%	6.70%	57		
C	1001	154	15.23%	3.06%	+0.23%	4.44%	—		
D	43	169	16.88%	2.79%	+1.88%	4.71%	—		
D(SWEEPERS)		34	79.06%	2.32%	—	—	—		

	1	2	3	4	5	6	7	8	9
As on 01.01.1996									
A (LOWEST RUNG)	57	05	02	8.77%	3.50%	6.23%	4.00%	27	Group C & D posts are filled up unit wise. Rosters are maintained by respective units, separately.
A (AS A WHOLE)	122	11	02	9.01%	1.63%	5.99%	5.87%	45	
B	1041	12	01	9.67%	0.8%	5.33%	6.70%	57	
C	1058	142	24	13.61%	2.30%	1.36%	5.20%	—	
D	44	180	40	17.01%	3.78%	(+)2.01%	3.72%	—	
D(SWEEPERS)		33	01	75.00%	2.27%	—	—	—	

* This figure is included in the total number of employees in Column No. 1

2.7 It has been observed from the above statement that there is continuous shortfall of SC employees in Group A and B posts during the last three years and ST employees in almost every category of posts. The reasons for the shortfall have been stated to be non-availability of adequate number of eligible SC/ST candidates in certain regions and in Group A and B no recruitment was made from more than three years and the company also resorted to voluntary Retirement Scheme.

2.8 The Committee note with concern that in spite of various concessions/relaxations made available by the Government to scheduled castes and Scheduled Tribes there has been a continuous shortfall of SC employees in Group A & B posts and ST employees in almost every category of posts.

The usual plea of non-availability of suitable/eligible candidates belonging to these categories particularly STs is hardly convincing. The Committee desire that the Modern Food Industries (India) Limited should make concerted efforts to find out SC/ST candidates by undertaking special Recruitment Drives to wipeout the backlog of reserved vacancies.

(D) Promotion

2.9 The Committee were informed that No concession or relaxation is provided for SC and ST candidates in promotion. It is observed that the revised Presidential Directives regarding reservation in services and promotion for SCs and STs was issued to Modern Food Industries (India) Ltd. by the Ministry of Food Processing Industries, on 7th September, 1992, stating therein that the reservation orders may be implemented strictly. But the Modern Food Industries (India) Ltd. has not implemented the directions till recently.

2.10 When the Committee enquired about relaxation/concession given to SC/ST employees it was stated that:

"In promotions, as per the Presidential Directives, wherever an upper age limit not exceeding 50 years is prescribed, it shall be relaxed by 5 years for SC/ST candidates. Further wherever promotions are made by departmental examinations, the qualifying standards are required to be relaxed.

There is no upper age limit prescribed by the Company for promotions. Promotions are made by seniority-cum-merit (selection) or by seniority-cum-fitness and not through departmental examinations. Thus, these provisions are not applicable.

The procedure prescribed in the Directive for filling up vacancies through seniority-cum-fitness or by selection is being followed by the Company."

2.11 The total number of employees promoted in MFIL in various groups of posts in 1994, 1995 and 1996 and the number and percentage of SCs and STs amongst them together with the shortfalls has been stated to be as under:

YEAR	Category of posts	Total No. of employees promoted	No. of post filled		Percentage		Backlog/Shortfall Percentage	
			SC	ST	SC	ST	SC	ST
01.01.1994								
	Group A	—	—	—	—	—	—	—
	Group B	—	—	—	—	—	—	—
	Group C	25	05	01	25%	4%	—	3.5%
	Group D	29	06	01	20.68%	3.44%	—	4.06%
01.01.1995								
	Group A	—	—	—	—	—	—	—
	Group B	—	—	—	—	—	—	—
	Group C	31	08	01	25.8%	3.22%	—	4.28%
	Group D	15	03	01	20%	7.14%	—	0.36%
01.01.1996								
	Group A	—	—	—	—	—	—	—
	Group B	05	—	—	—	—	—	—
	Group C	79	14	02	17.72%	2.53%	—	4.97%
	Group D	89	19	07	21.34%	7.86%	—	—

Note : Promotion in Group C and D posts are made unit wise and rosters are maintained by the respective units separately.

2.12 According to the above statement the employees promoted in MFIL during the last three years, it is observed that the percentage of promotions of ST employees in group C and D post were 4, 3.22, 2.53 and 3.44, 7.14, 7.86 during 1994, 1995 and 1996 respectively. When the Committee enquired about the reasons for low rate of promotion of Scheduled Tribes employees in Group C and D posts, it was stated that the reasons for low rate of promotion was due to non-availability of adequate number of Scheduled Tribes candidates.

2.13 From the figures for the years 1994 to 1996 the Committee observe that the position in regard to promotion in MFIL in Group A and B in respect of SCs and STs, there has been no promotion as no attempt was made for recruitment for these particular posts for more than four years. The Committee desire that Modern Food Industries (India) Limited should clear the shortfall in respect of SCs and STs in all groups of posts at the earliest and positively apprise the Committee within a period of six months of the progress in this regard. The Committee also recommend that in case eligible SCST employees are not available in the feeder cadre then promotional posts should be diverted to direct recruitment posts and should be filled in from amongst the SCST candidates.

CHAPTER III

Miscellaneous

(A) Redressal of Complaints/Grievances

3.1 It has been informed that the representations/grievances received from SCST employees are thoroughly examined by Personnel/ Administrative Division and replies are given and grievances resolved by the competent authorities.

3.2 On being asked about the procedure for redressing the grievances of SCST employees in Modern Food Industries (India) Ltd., it was informed that complaints received are attended to by the concerned officers.

3.3 When asked about the nature of these complaints and the time taken for their disposal, it was replied that complaints received from SC/ST employees mainly pertain to their service matters like supersession in promotions and the same are cleared at the earliest and no such complaint is pending with them at present.

3.4 The Committee are happy to note that there is no complaint pending with the MFIL at present. The Committee also learnt that the majority of complaints received from SCST employees mainly pertain to supersession in promotions. The Committee, therefore desire that the complaints received from SCST employees relating to promotions etc. should be gone through in depth and immediate corrective measures be taken so that the complaints of SC/ST employees are reduced to the minimum.

(B) Housing Facilities

3.5 The Committee were informed that the housing facilities are available to Group 'A' officers. It has also been stated that the Company's houses are available only at Madras, Mumbai, Calcutta and Bangalore and these are allotted to the eligible officers irrespective of caste and community.

3.6 The Committee were further informed that the Company had earlier been incurring losses and has only now improved its performance. It has also been stated that the Company does not have adequate funds at present to embark on such a scheme, whereby they could provide housing facilities to other categories of staff.

3.7 The Committee are happy to note that the housing facilities are available to all the Group 'A' officers irrespective of their caste and community. In view of the improved performance of the Company, the

Committee desire that the accommodation should also be provided to all categories of staff specially to the SC and ST employees.

(C) SC/ST Cell and Liaison Officers

3.8 The Committee have been informed that the individual units are small therefore, no need has been felt to create separate SC and ST Cell so far.

It has also been stated that a SC/ST Cell has been created in the Ministry. The Modern Food Industries (India) Ltd. has nominated a Senior General Manager (HRD) as the Liaison Officer at Head Office and the Administrative Manager/Accounts Manager at the production units acts as Liaison Officer for the Unit.

3.9 It has also been stated that no special or regular meetings of Liaison Officers are held. Whenever the Senior General Manager (HRD) visits various units, this subject is discussed with the concerned Liaison Officers.

3.10 The Committee regret to note that though an SC/ST Cell has been created in the Ministry, yet no regular meetings of Liaison Officers are held. The Committee, therefore, recommend that the meetings of Liaison Officer of all the Units should be held regularly as per Government's Directives that they may be able to have constant interaction with each other.

(D) Roster

3.11 On being asked whether the representatives of the Ministry of Food Processing Industries visit the head office and the regional offices of MFIL to check the rosters maintained by them, the reply is in negative. It is also stated that the Ministry has been advising the Company to follow the rules/directives issued in this regard from time to time.

3.12 The Committee note with concern that the representative of the Ministry of Food Processing Industries does not visit the head office and regional offices of the Modern Food Industry to check the rosters maintained by them. However, the Ministry is advising the company to follow the rules/directives issued from time to time.

3.13 The Committee feel that mere advising the company to follow the rules/directives issued from time to time is not sufficient. They, therefore,

recommend that the representative of the Ministry should visit the Head Office as well as Regional Officers of the Company regularly to see that the rosters are maintained by them properly.

NEW DELHI;
April, 1997

Vaisakha, 1919 (S)

KHAGAPATI PRADHANI,
Chairman,
Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

APPENDIX

(Vide para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

Sl. No.	Reference to para No. in the Report	Conclusions/Recommendations
1	2	3
1	4.4	The Committee note that no SC/ST member has been appointed in the Board of Directors of Modern Food Industries (India) Limited. The Committee desire that some serious efforts should be made to explore the possibilities to appoint an officer belonging to SCs/STs on in the Board of Directors.
2	2.5	The Committee regret to note that there is backlog of reserved posts meant for SCs/STs in all the categories as no recruitment was made by Modern Food Industries (India) Ltd. during the last five years. The Committee also note that the performance of the Company has now improved. The Committee, therefore, recommended that the backlog should be wiped out within a period of six months by resorting to Special Recruitment Drives as assured by the representative of the MFIL.
3	2.8	The Committee note with concern that inspite of various concessions/relaxations made available by the Government to Scheduled Castes and Scheduled Tribes there has been a continuous shortfall of SC employees in Group A & B posts and ST employees in almost every category of posts. The usual plea of non-availability of Suitable/eligible candidates belonging to these categories particularly STs in hardly convincing. The Committee desire that the Modern Food Industries (India) Limited should make concerted efforts to find out SC/ST candidates by undertaking Special Recruitment Drives to wipeout the backlog of reserved vacancies.

1	2	3
4	2.13	<p>From the figures for the years 1994 to 1996 the Committee observe that the position in regard to promotion in MFIL in Group A and B in respect of SCs and STs, there has been no promotion as no attempt was made for recruitment for these particular posts for more than four years. The Committee desire that Modern Food Industries (India) Limited should clear the shortfall in respect of SCs and STs in all groups of posts at the earliest and positively apprise the Committee within a period of six months of the progress in this regard. The Committee also recommend that in case eligible SC/ST employees are not available in the feeder cadre then promotional posts should be diverted to direct recruitment posts and should be filled in from amongst the SC/ST candidates.</p>
5	3.4	<p>The Committee are happy to note that there is no complaint pending with the MFIL at present. The Committee also learnt that the majority of complaints received from SC/ST employees mainly pertain to supersession in promotions. The Committee, therefore desire that the complaints received from SC/ST employees relating to promotions etc.</p>
6	3.7	<p>The Committee are happy to note that the housing facilities are available to all the Group 'A' officers irrespective of their caste and community. In view of the improved performance of the Company, the Committee desire that the accommodation should also be provided to all categories of staff specially to the SC and ST employees.</p>
7	3.10	<p>The Committee regret to note that though an SC/ST Cell has been created in the Ministry, yet no regular meetings of Liaison Officers are held. The Committee, therefore, recommend that the meetings of Liaison Officer of all the Units should be held regularly as per Government's Directive that they may be able to have constant interaction with each other.</p>

1	2	3
<hr/>		
8	3.12	The Committee note with concern that the representative of the Ministry of Food Processing Industries does not visit the head office and regional offices of the Modern Food Industry to check the rosters maintained by them. However, the Ministry is advising the company to follow the rules/directives issued from time to time.
9	3.13	The Committee feel that mere advising the company to follow the rules/directives issued from time to time is not sufficient. They, therefore, recommend that the representative of the Ministry should visit the Head Office as well as Regional Officers of the Company regularly to see that the rosters are maintained by them properly.

1	2	3
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