

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1993-94)

(TENTH LOK SABHA)

THIRTY-FIFTH REPORT  
MINISTRY OF STEEL

ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS  
CONTAINED IN THE TWENTIETH REPORT OF THE COMMITTEE ON  
THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES  
(TENTH LOK SABHA) ON THE MINISTRY OF STEEL -  
RESERVATIONS FOR AND EMPLOYMENT OF SCHEDULED CASTES AND  
SCHEDULED TRIBES IN VISAKHAPATNAM STEEL PLANT.

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Presented to Lok Sabha on \_\_\_\_\_

Laid in Rajya Sabha on \_\_\_\_\_

LOK SABHA SECRETARIAT  
NEW DELHI

PARAS RAM BHARDWAJ  
Chairman  
Committee on the Welfare of Scheduled Castes and Scheduled Tribes

(PARAS RAM BHARDWAJ)  
Chairman  
Committee on the Welfare of Scheduled Castes and Scheduled Tribes

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES (1993-94)

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Shri Parasram Bhardwaj - Chairman

MEMBERS

LOK SABHA

2. Shri Mahendra Baitha
3. Shrimati Dil Kumari Bhandari
4. Shri Ram Prakash Chaudhary
5. Shri Anadi Charan Das
6. Dr. Ram Chandra Dore
7. Shri Manikrao Hodalya Gavit
8. Shri Kadambur M.R. Janardhanan
9. Kum. Padmasree Kudumula
10. Shri Ganga Ram Koli
11. Shri Birsingh Mahato
12. Shri Bheru Lal Meena
13. Shri K.H. Muniyappa
14. Shri Rup Chand Murmu
15. Shri Raj Narain
16. Shri Lalit Oraon
17. Dr.(Smt.) Padma Nammalvar
18. Shri Harchand Singh
19. Dr. Ramesh Chand Tomar
20. Shri Phool Chand Verma

RAJYA SABHA

21. Shri Prakash Yashwant Ambedkar
22. Shri N.E. Balaram
23. Shri Ram Deo Bhandari
24. Dr. Faguni Ram
25. Shrimati Kailashpati
26. Shri G.Y. Krishnan
27. Shri Mentay Padmanabham
28. Shri Ram Ratan Ram
29. Shri Nyodek Yonggam
30. Shri Ramnarayan Goswami

SECRETARIAT

1. Shri G. C. Batra, Additional Secretary
2. Shri S. C. Gupta, Joint Secretary
3. Shri S. K. Sharma, Assistant Director

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 Thirty-fifth Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Twentieth Report (Tenth Lok Sabha) on the Ministry of Steel - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Visakhapatnam Steel Plant.

2. The Report was considered and adopted by the Committee on 9 March, 1994.

3. The Report has been divided into the following Chapters:-

I. Report.

II. Recommendations/Observations which have been accepted by the Government.

III. Recommendations/Observations which the Committee do not desire to pursue in view of Government replies.

IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

V. Recommendations/Observations in respect of which final replies of Government have not been received.

4. An analysis of the Action Taken by Govt. on the recommendations contained in the Twentieth Report of the Committee is given in appendix. It would be observed therefrom that out of 17 recommendations made in the Report, 14 recommendations i.e. 82.35 percent have been accepted by Government. The Committee do not desire to pursue 2 recommendations i.e. 11.75 per cent of their recommendations in view of Government reply 1 recommendation i.e. 5.90 per cent in respect of which reply of Government has not been accepted by the Committee requires reiteration.

NEW DELHI;

April 22, 1994

2 Vaisakha, 1916 (S)

  
PARAS RAM BHARDWAJ

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

(PARAS RAM BHARDWAJ)

Chairman  
Committee on the Welfare  
of Scheduled Castes & Scheduled Tribes

## CHAPTER - I

### R E P O R T

This Report of the Committee deals with the Action Taken by Government on the recommendations contained in the Twentieth Report (Tenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Steel - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Visakhapatnam Steel Plant.

1.2 The Twentieth Report was presented to Lok Sabha on April 27, 1993. It contained 17 recommendations. Replies of Government in respect of these recommendations have been examined and are categorised as under:-

- i) Recommendations and observations which have been accepted by the Government.  
Sl Nos. 2, 3 and 5 to 16
- ii) Recommendations and observations which the Committee do not desire to pursue taking into consideration the replies of the Government.  
Sl Nos. 4 and 17
- iii) Recommendation and observation, reply to which has not been accepted by the Committee and which requires reiteration.  
Sl No.1
- iv) Recommendations and observations in respect of which final replies have not been received.

NIL.

1.3 The Committee will now deal with those action taken replies of the Government which need reiteration or merit comments

## COMPOSITION OF BOARD

(Recommendation at Sl. No.1 (Paras 1.17, 1.18, 1.19 & 1.20)

1.4 In para 1.17 of the Twentieth Report (Tenth Lok Sabha), the Committee had observed that the functional directors on the Board of Public Sector Undertakings are appointed by the Government in accordance with the guidelines issued by the Department of Public Enterprises and the selection of incumbents is done by the PESB. The Committee had also observed that there was no official or non-official director belonging to Scheduled Caste/Scheduled Tribe community on the Board of any of 10 Public Sector Undertakings under the administrative control of the Ministry of Steel. The Committee had, therefore, recommended that the Department of Public Enterprises should incorporate suitable provision in the Rules/Bye-laws of all the Public Sector Enterprises including Visakhapatnam Steel Plant to the effect that one of the Directors on the Board of each of them shall belong to SC/ST communities so as to ensure that the interests of SC/ST employees are safeguarded in a more meaningful way. The Committee had further recommended that the Public Enterprises Selection Board should also come forward with the panels of eligible SC/ST persons from different sectors who may be considered for appointment on the Board of all the Public Sector Undertakings including Visakhapatnam Steel Plant.

1.5 In their Action Taken Note, the Ministry of Steel have stated that the Matter had been examined in consultation with the Department of Public Enterprises. It has also been stated that the Government policy is to select non-official Directors from amongst persons with proven ability and good record in the field of industry, commerce, finance etc. and that the Government would always consider the claims of suitable SC/ST candidates with the right background. The Government would keep in view the above principle at the time of constitution/reconstitution of the Board of Visakhapatnam Steel Plant. Further, it has been stated that the Ministry of Steel would also explore possibility of appointing suitable SC/ST candidates on the Board of other public sector undertakings under its administrative control on a continuing basis. The Government have also attached a list of present directors on the Board of Rashtriya Ispat Nigam Limited according to which 4 posts of functional directors are lying vacant and proposal to fill up 3 posts of non-official directors was with Appointments Committee of the Cabinet.

1.6 The Committee appreciate the Government policy that they have to select non-official Directors from amongst persons with proven ability and good record in the field of industry, commerce, finance etc. and that Government would always consider the claims of suitable SC/ST candidates with the right background. They also take note of the assurance that Government would keep in view the above principle at the time of constitution/reconstitution of the Board of Vishakapatnam Steel Plant. The Committee have been further assured that Ministry of Steel would also explore possibility of appointing suitable SC/ST candidates on the Board of other public sector undertakings under its administrative control on a continuing basis. The Committee recommend <sup>that</sup> in the case of all public sector undertakings under the Ministry of Steel, where there are vacancies of non-official directors, the question of appointing suitable SC/ST persons as members on the Board of ~~the~~ public undertakings may be considered immediately. The Committee would like to be apprised, of the outcome of the efforts made in this regard.



## B. REASONS AND REMEDIES FOR SHORTFALL

(Recommendation at Sl No.2, Paras 2.20, 2.21 & 2.22)

1.7 In para 2.20 of the Twentieth Report (10th Lok Sabha), the Committee had pointed out that despite the massive recruitment exercises including Special Recruitment Drives undertaken by the Visakhapatnam Steel Plant during the years 1989 to 1991 to fill the backlog vacancies of

/Tribes, there  
had been shortfall  
in recruitment  
of SCs/STs

Scheduled Castes/Scheduled/in Groups A, B and C posts.

They had also observed that it was especially worse in case of Scheduled Tribes. As on 1.1.1993, there existed a backlog of SCs and STs/in Groups A, B, C and D posts numbering 193, 4, 221 and 43 respectively. The Committee had, therefore, recommended that all the backlog vacancies should be liquidated in 18 to 24 months by undertaking Special Recruitment Drives, conversion of posts as trainees and grouping of posts etc.

1.8 In their reply, the Ministry of Steel have furnished details of the steps taken to fill up 145 backlog posts under Special Recruitment Drive during 1992-93. It has also been stated that Visakhapatnam Steel Plant Management has been advised to take steps to fill the remaining backlog vacancies within the stipulated period through another Special Recruitment Drive.

1.9 The Committee observe that Visakhapatnam Steel Plant have initiated steps to fill up only 145 backlog posts as against the backlog of 461 posts as existed on 1.1.1993. The Committee have been assured that remaining backlog posts will be filled up by the end of this year and the Ministry of Steel have advised Visakhapatnam Steel Plant to hold another special recruitment drive in this regard. ~~However~~ The Committee <sup>also</sup> find that <sup>as against</sup> ~~as against~~ the backlog of 138 posts - 61 of Management Trainee (tech.) and 77 of Senior Trainees reserved for Scheduled Tribes, only 41 ST candidates, (20 Management Trainee (tech.) and 21 Senior Trainee) who ~~had~~ qualified in written test and interview have been appointed. In this context, the Committee will like the Visakhapatnam Steel Plant authorities to notify the reserved vacancies to the Director General of Employment Exchanges, New Delhi who has been maintaining a list of eligible candidates from among the SCs and STs on an All India basis and also to the Director of Scheduled Castes and Scheduled Tribes Welfare in their State. Recognised Associations of SC/ST may also be informed of the vacancies and asked to sponsor suitable candidates.

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## C.SPECIAL RECRUITMENT DRIVE

(Recommendation at Sl No 12 ( Paras 4.10 and 4.11)

1.10 In para 4.10 of the Twentieth Report (Tenth Lok Sabha), the Committee had noted that special recruitment drives were initiated by Vishakapatnam Steel Plant to fill up posts reserved for Scheduled Tribes within a stipulated period. The Committee had, therefore, recommended to undertake more Special Recruitment Drive for filling up backlog vacancies reserved for Scheduled Castes and Scheduled Tribes and apprise them of the position.

1.11 In their Action Taken Note, the Ministry of Steel have stated that the Management of Vishapapatnam Steel Plant as well as other Public Sector Undertakings under the administrative control of Ministry of Steel have been advised to undertake Special Recruitment Drive for filling up backlog vacancies that existed as on 1.4.1993;

1.12 The Committee note that Ministry of Steel have advised Visakhapatnam Steel Plant as well as other public sector undertakings under the administrative control of the Ministry to undertake special recruitment drives for filling up backlog of reserved vacancies that existed on 1.4.1993. The Committee would like to be apprised of the outcome of holding special recruitment drives in these public sector undertakings.

CHAPTER - II

Recommendations/ Observations which have been accepted by the Government  
RECOMMENDATION NO. 2 ( PARA 2.20, 2.21 & 2.22)

The Committee note that despite the massive recruitment exercises undertaken by the Visakhapatnam Steel Plant during the years 1989, to 1991, to fill the backlog vacancies of SCs/STs from time to time and the special recruitment drives, there had been shortfall in recruitment of SCs and STs in Group A, B and C posts. The position has not improved much which is evident from the backlog position as on 1.1.1993 because there still exists a backlog of SCs and STs in Group A, B, C and D posts to the tune of 193,4,221 and 43 respectively. The backlog position in respect of ST candidates particularly has been found worse especially in A and C categories of posts. The Committee have been told during evidence that roughly within a period of 18 to 24 months, the undertaking would be able to clear the backlog.

The Committee are unhappy to note that the existing backlog vacancies in Visakhapatnam Steel Plant in respect of SCs and STs in different categories of posts and especially for STs in 'A' and 'C' categories of posts continue to remain unfilled inspite of Special Recruitment Drives. They therefore, recommend to Visakhapatnam Steel plant to ensure that all the backlog is liquidated within 18 to 24 months as has been mentioned by the management during the course of evidence and for this all the necessary measures like Special Recruitment Drive, conversion of posts as trainees and grouping of posts etc. should be taken. The Committee also desire that in view of the huge backlog of Scheduled Tribes, the conversion of ST posts to SC posts as far as possible should be avoided.

The existing shortfall in Group 'A' and 'C' posts has been ascribed to non-availability of suitable SC/ST candidates specially in technical streams. The Committee, therefore, recommend to Visakhapatnam Steel Plant to make earnest efforts to conduct a systematic study about the non-availability of SC/ST candidates in technically specialised areas because they feel that it would certainly help Visakhapatnam Steel Plant in their efforts in filling the backlog and to devise effective ways and means to achieve the purpose.

Reply of the Govt. →

Visakhapatnam Steel Plant has reported that 145 backlog posts were taken up under "Special Recruitment Drive" during 1992-93. The current status of the Special Recruitment Drive with reference to the backlog vacancies is given in Annexure. // VSP management has been advised to take steps to file the remaining backlog vacancies with the stipulated period through another "Special Recruitment Drive". Other observations/recommendations of the Committee have been noted for compliance.

Ministry of Steel

No.11(1)/93-Coord. dated 9/12/93

PROGRESS OF SPECIAL DRIVE RECRUITMENT - 1993 AS ON 29.09.93

(Recommendation on 21 and in 20th report - 10th Oct 1993)

Sl. No.	Name of the Post	No. of Posts		Status
		SC	ST	

1. Management Trainee(Tech) - 61

The posts were advertised in January 1993. Written test was conducted on 16.5.93 in which 41 ST candidates and 45 SC candidates have qualified. All the qualified candidates were called for interview on 12.7.93 and 13.7.93. Offers of appointment were issued to 25 ST candidates and 11 SC candidates, out of which 20 ST candidates and 10 SC candidates have joined. The Offers issued to SC candidates were against SC points that arose during current recruitment and vacancies reserved for STs have not been exchanged with SCs.

2. Senior Trainee - 77

The posts were advertised in January 1993. Written test was held on 2.5.93 in which 131 ST candidates appeared. Out of them, 32 ST candidates who qualified in the written test were called for interview. 30 ST candidates appeared in the interview held on 3.5.93 and 4.5.93. 23 ST candidates were selected to whom Offers were issued, out of which on 21 ST candidates have joined.

3. Dy.Chief Finance Manager 01 -

In response to Advertisement issued in January 1993, only two SC candidates applied of which only one was fulfilling the requirements. He was called for interview on 26.4.93. The lone SC candidate, fulfilling the requirements, however, did not appear for the interview.

BOARD OF DIRECTORS OF RASHTRIYA ISPAT NIGAM LTD.Max.No. 14Min.No. 5

S.No.	Name	Post held	Date of appointment	Date of expiry of tenure
<b>(A) <u>FUNCTIONAL DIRECTORS</u></b>				
1.	Shri J. Mehra	Chairman-cum-Managing Director	1.6.1993	31.3.1997
2.	Vacant	Dir.(Personnel)	-	The post has fallen vacant consequent on resignation of the incumbent from the post on 30/6/93. Proposal to fill up the post has been sent for obtaining ACC's approval.
3.	Vacant	Dir.(Finance)	-	Vacant since 1.8.93 consequent on superannuation of the incumbent on 31.7.93. Proposal to fill up the post has been sent to E.O. on 8/10/93 for obtaining ACC's approval.
4.	Vacant	Dir.(Operations)	The post has fallen vacant consequent on appointment of Shri J. Mehra as CMD w.e.f. 1.6.1993. Proposal to fill up the post has been sent to PESB on 22/6/1993.	
5.	Vacant	Dir.(Commercial)	The post has been created and action for filling up the post has already been initiated by PESB.	

...2/-



S.No.	Name	Post held	Date of appointment	Date of expiry of tenure
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(B) GOVERNMENT DIRECTORS

1. Shri Ajit Kumar AS&FA(Commerce) 8/9/1993 Action to nominate Shri B.P. Mathur, AS&FA( S&M. ) has been initiated.
2. Shri S. Bandopadhyay Joint Secretary 10.2.1991  
Deptt. of Coal
3. Shri C.L. Kaw Chief Optg. 26.5.1992  
Supdt.,  
S.E. Railways
4. Shri N.S.Hariharan Secretary(IFA), 6.8.1993  
Industry &  
Commerce.  
Deptt. Govt. of  
Andhra Pradesh.
5. Shri K.Kipgen Joint Secretary 15.6.1993  
Ministry of Steel

(C) NON-OFFICIAL DIRECTORS

Proposal with ACC.

1. Shri D.P. Gupta, former Chairman, Uttar Pradesh Industrial Consultants Ltd.
2. Shri B.V. Reddy, Ex-M.P. of Korneal District of Andhra Pradesh and an experienced leader in the public life.
3. Dr. P.L. Agrawal, former Chairman, Steel Authority of India Ltd.

## Comments of the Committee

Please see Para No 1.9 of Chapter I

RECOMMENDATION NO. 3 ( PARA 2.34) 2.36 & 2.38)

From the figures of the years 1989 to 1991, the Committee observe that the position in regard to the promotion in Visakhapatnam Steel Plant in Groups A, B and C in respect of SCs/STs and more so in case of STs is not satisfactory. Shortfall in promotions has been attributed to the fact that there are no eligible SC/ST candidates for promotion.

The Committee are informed during the course of evidence by the Ministry of Steel that they do not expect that there will be shortfall of candidates as once the qualifying period of four years is over, there will be enough flow of candidates for promotion. The management of Visakhapatnam Steel Plant also assured during the course of evidence that in order to give some sort of relaxation to SC/ST candidates, when the question of promotion from one cadre to other cadre arises, they will give one or two more chances to them in clearing the tests for promotion. Besides giving extra chances for passing promotion tests the Committee recommend that minimum qualifying period of services may also be relaxed suitably for SC/ST candidate so that there is no occasion for carry-forward of reserve points as far as possible.

The Committee desire that Visakhapatnam Steel Plant should clear the shortfall in promotions in respect of Scheduled Castes and Scheduled Tribes in all the Groups of posts at the earliest and apprise them of the progress in this regard.

P. T. U.

REPLY OF THE GOVT.

The recommendations/observations of the Committee have been noted for compliance to the extent possible.

Ministry of Steel

No.11(1)/93-Coord. dated 9/12/93

The Committee regret to note that in Visakhapatnam Steel Plant in violation of the Presidential Directives, the percentages Prescribed for Andhra Pradesh i.e. 15% for Schedule Castes and 6% for Scheduled Tribes are made applicable in direct recruitment to Group 'B' posts whereas as per the Presidential Directives these percentage should have been 15% and SCs and 7 1/2% for STs as the recruitment in Group 'A' and 'B' cases is normally made in all India basis.

The Committee observe that the posts falling under Group 'B' in Visakhapatnam Steel Plant comprise of non-executive category of posts which they have been told are filled by promotion. However, the Committee further observe that at times to meet urgent requirements of experienced persons localised direct recruitment is also resorted to for Group 'B' posts. It was also been clarified during the course of evidence that the VSP has resorted to All India Selection for some category of posts in Group 'B' i.e., direct recruitment on all-India basis has been made in Group 'B' posts.

The Ministry of Steel have however, sub-scribed to the views of the Committee that if it has to be open recruitment, it should be on All India basis and that the Ministry is not in favour of localising the recruitment to Group 'B' posts. The Secretary, Ministry of Steel also agreed during the course of evidence to take up with the VSP management to make the recruitment to Group 'B' posts on all-India basis to the extent there was direct recruitment.

..../-

The Committee recommend to the Ministry of Steel to immediately take up this matter with the Visakhapatnam Steel Plant management and ensure that the recruitment by Visakhapatnam Steel Plant to Group 'B' posts is made on all-India basis to the extent there is direct recruitment to Group 'B' posts in Visakhapatnam Steel Plant as has been agreed to by the representative of the Ministry of Steel during the course of the evidence.

REPLY OF THE GOVERNMENT

The management of VSP has noted the recommendation for compliance

Ministry of Steel

No.11(1)/93-Coordn. dt. 9/12/ 1993.

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RECOMMENDATION N.6 (PARA 3.2D)

The Committee find that in Visakhapatnam Steel Plant out of around 100 persons recruited by way of negotiations or internal circulation of vacancies among Public Sector Steel Plants and other organisations, none belonged to SC/ST categories. The Committee recommend to the Visakhapatnam Steel Plant authorities to ensure that the interests of SC/ST persons are also duly taken care of whenever such recruitment is made in future.

REPLY OF GOVERNMENT

The recommendation has been noted for compliance.

Ministry of Steel

No.11(1)/93-Coord. dt. 9/12/1993.

RECOMMENDATION NO. 7 PARA 3.21 and 3.22

The Committee note with appreciation that the copies of employment notification involving posts reserved for Scheduled Tribes are endorsed by the Visakhapatnam Steel Plant to the Project Officer, Integrated Tribal Development Authority, Paderu (which is a tribal area in Visakhapatnam region), and this has helped them to select as many as 85 ST candidates in Group 'D' posts in the year 1992. The Committee, however, find that the Visakhapatnam is not intimating the reserved vacancies to the Director of SC/ST Welfare or Director of Social Welfare in the State after the Employment Exchange expresses its inability to sponsor SC/ST candidates against the vacancies referred to it by the Visakhapatnam Steel Plant.

The Committee recommend to the Visakhapatnam Steel Plant that the practice of intimating reserved vacancies to the Director of SC/ST Welfare in the State concerned after the employment exchange expresses its inability to sponsor SC/ST candidates against the vacancies referred to it; should be strictly followed by the Visakhapatnam Steel Plant as per the directives on the subject. The Committee feel that this would also, in turn, help the Visakhapatnam Steel plant to fetch the requisite number of Scheduled Castes/Scheduled Tribes candidates with required standards.

Reply of the Govt.

The recommendation has been noted for compliance.

Ministry of Steel

No. 11(1)/93/Coord. dt 9/12/1993.



RECOMMENDATION NO.8 (PARA 3.23)

The Committee do not agree with the argument put forward by the Visakhapatnam Steel Plant that due to huge volume of recruitment, it has not been possible to send intimation letters for attending the written test, physical test, etc. by registered post. The Committee feel that it would be better if all the important letters of appointment/interview etc. are sent to SC/ST candidates particularly those residing in hilly, backward and remote areas through Registered Post followed by a copy through ordinary post so as to ensure that at least one letter reaches the candidates well in time. They also urge Visakhapatnam Steel Plant Management to entertain in subsequent recruitment the earlier applications of those candidates who did not appear for written test/interview and also applications of those candidates which have been received directly.

REPLY OF GOVERNMENT

VSP has reported that letters of appointment and interview are being sent by Regd. Post <sup>to</sup> wherever SC/ST candidates are involved. The recommendation that another copy may also be sent by ordinary post, has been noted.

Candidates who do not appear for interview will be given one more opportunity in case the vacancies against which they are initially called remain unfilled. The recommendation regarding entertainment of applications received directly has been noted.

Ministry of Steel

No.11(1)/93-Coord. dt. 9/12/1993

RECOMMENDATION No. 9 (PARA 3.27)

13

The Committee have taken a serious view of the lapse on the part of Visakhapatnam Steel Plant in not following the practice of intimating precise reasons for non-selection of SC/ST candidates to Employment Exchanges despite the clear instructions to this effect in the revised Presidential Directives. They find the reply given by the Visakhapatnam Steel Plant Management as unsatisfactory and recommend that in all cases of future recruitments this practice should be followed by Visakhapatnam Steel Plant without fail as has been assured by the Visakhapatnam Steel Plant Management during the course of evidence.

REPLY OF THE GOVERNMENT

The recommendation has been noted for compliance.

Ministry of Steel

No.11(1)/93-Coord. dt. 9/12/1993

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RECOMMENDATION<sup>Nº</sup> 10 (PARA 3.30)

The Committee regret to note the omission on the part of Visakhapatnam Steel Plant in not complying with the instructions in the revised Presidential Directives that simultaneously with the advertisement, the vacancies should be brought to the notice of recognised SC/ST organisations. They desire that these instructions are complied with strictly in future as has been agreed to by the Visakhapatnam Steel Plant Management also.

REPLY OF THE GOVERNMENT

The observation of the Committee has been noted.

Ministry of Steel

No.11(1)/93-Coord. dt. 9/11/ 1993

RECOMMENDATION <sup>No. 11</sup> (PARA. 4.5)

The Committee find that a number of mistakes like non-exchange of vacancies, non-grouping of isolated posts in different categories etc., have occurred in the maintenance of rosters by Visakhapatnam Steel Plant. They would like to impress upon the Management of Visakhapatnam Steel Plant that the staff engaged on the maintenance of rosters should be imparted training in the proper implementation of reservation orders and correct maintenance of rosters. The Committee also recommend that the grouping of isolated posts in different categories should be taken up by the Visakhapatnam Steel Plant Management so that the backlog of SC/ST vacancies particularly in Group 'A' posts can be cleared.

REPLY OF GOVERNMENT

The recommendation has been noted. Management of VSP has initiated action in connection with the grouping of isolated posts in different categories.

Ministry of Steel

No.11(1)/93-Coord. dt. 9/12/ 1993

APPENDIX I - 12 (PARA 4.10) and 4.11)

The Committee note that Visakhapatnam Steel Plant had conducted two special recruitment drives for SCs and STs in the years 1990 and 1991 and after reviewing the backlog position of SCs and STs as on 1.1.1993 a special recruitment drive had already been initiated by Visakhapatnam Steel Plant to fill up 77 posts of senior trainees reserved for ST in non-executive category and 61 posts of management trainees (technical) reserved for STs along with a few other backlog posts and it was expected that the recruitment will be completed by April-May, 1993.

The Committee appreciate that in Visakhapatnam Steel Plant, the efforts are on to fill up the backlog vacancies of SCs and STs particularly of STs by resorting to a special recruitment drive for them. The Committee however recommend that keeping in view the huge backlog of SCs and STs in Group A, B and D posts, the Visakhapatnam Steel Plant should resort to special recruitment drives in future as well.. The Committee would also like to be apprised of the outcome of the special recruitment drive in hand; the recruitment in which is expected to be completed by Visakhapatnam Steel Plant in April-May, 1993.

#### REPLY OF GOVERNMENT

The status of the present Special Recruitment Drive as explained in reply to the recommendation No.2, is given in Annexure.

The management of VSP as well as other PSUs under the administrative control of Ministry of Steel, have been advised to undertake "Special Recruitment Drive" for filling up backlog vacancies that existed as on 1.4.1993.

*Comments of the Committee*

Please see para 1.12 of Chapter I

31/12/93-2010

किम्प्लाइंस / रिप्लायिंग, 15/12/93 संख्या 3/25/93-बीमा-4  
 आल इन्सुरेंस डेवेलपमेंट एंड रीफाइंडिंग कॉर्पोरेशन लिमिटेड  
 -12-

### सिफारिश संख्या 12 पैरा 3.24

समिति को यह नोट करके खेद है कि जाली जाति प्रमाण-पत्रों के 49 मामलों में से 29 मामले 1983 से लंबित पड़े हुए हैं। इस तथ्य को देखते हुए कि पिछले दस वर्षों के दौरान केवल दो मामले निपटारे गए हैं, ऐसा लगता है कि जीवन बीमा निगम ने ऐसे मामलों को निपटाने के लिए गम्भीर प्रयास नहीं किए गए। समिति सिफारिश करती है कि इन मामलों की जांच के लिए तेजी से हार संभव प्रयास किए जायें और सम्बद्ध व्यक्तियों के विरुद्ध कड़ी कार्यवाही की जाये ताकि वास्तविक अ.जा. और अ.ज.जा. के लोगों को परेशानी न हो। इस संबंध में उन्हें की गयी कार्यवाही से समिति को 6 महीने के भीतर अवगत कराया जाए।

### सरकार का उत्तर

जब यह ज्ञात होता है कि अनुसूचित जाति/अनुसूचित जनजाति के रूप में नियुक्त किए गए किसी उम्मीदवार ने झूठा प्रमाण-पत्र प्रस्तुत किया है तो, उस कर्मचारी के विरुद्ध कोई भी कार्रवाई करने से पहले हम उस मामले को संबंधित राजस्व अधिकारी को भेजते हैं और उसकी रिपोर्ट प्राप्त करते हैं। राजस्व अधिकारी से इस प्रकार की रिपोर्ट प्राप्त करने में भी काफी विलम्ब हो जाता है। राजस्व अधिकारी से रिपोर्ट प्राप्त होने पर ही निगम तुरंत अनुशासनात्मक कार्रवाई प्रारम्भ कर देता है जो शीघ्रता से पूर्ण की जाती है। जिन कर्मचारियों के विरुद्ध अनुशासनात्मक कार्रवाई प्रारम्भ की जाती है वे रिपोर्ट के आधार पर हमारे द्वारा अनुशासनात्मक कार्रवाई किए जाने के संबंध में तुरन्त ही न्यायालय जाकर स्थगन आदेश ले लेते हैं और जब तक स्थगन आदेश खारिज नहीं हो जाता इस प्रकार के मामलों में निगम आगे कार्यवाही करने में असमर्थ रहता है। इसलिए प्रमाण-पत्र जारी करने वाले अधिकारी यह सुनिश्चित करें कि अनुसूचित जाति/जनजाति के लोगों के लिए केवल वास्तविक प्रमाण-पत्र ही जारी किए जाते हैं। नियोजक के पास प्रामाणिकता को सत्यापित करने का कोई साधन नहीं है।

दोहरा विस्तार मंत्रालय, आर्थिक कार्य विभाग, बीमा प्रभाग,  
 का0ज्ञा0सं0 3/25/93-बीमा-4/ दिनांक 13.9.94

सिफारिश सं० 15 पैरा 4.2।

समिति ने पाया कि निगम ने समाज के कमजोर वर्गों को बीमा जोखिम सुरक्षा देने के लिए कुछ योजनाएं बनाई हैं। ऐसी एक योजना भूमिहीन कृषि श्रमिक बीमा योजना के अन्तर्गत किसी भूमिहीन कृषि श्रमिक की मृत्यु हो जाने पर उसके उत्तराधिकारी को 2000 रुपये मिलते हैं। इस योजना के अन्तर्गत श्रमिक को कोई प्रीमियम राशि देने की आवश्यकता नहीं होती। इसी प्रकार ए.ग्रा. वि. परि. लाभार्थियों को भी ग्रुप बीमा जोखिम उपलब्ध कराया जाता है। उनके मामले में प्रीमियम सरकार द्वारा दिया जाता है, ए.ग्रा. वि. परि. द्वारा नहीं दिया जाता। फिर भी एक अन्य सामाजिक सुरक्षा योजना नामक योजना में रिक्शाचालकों, मनुआलों, तैल पत्ता एकत्र करने वालों, सफाई कर्मचारियों और ऐसे 23 अन्य व्यवसायों में आने वाले लोगों के लिए जी.टी.नि. बीमा ईन्स जोखिम उपलब्ध कराता है और 50 प्रतिशत प्रीमियम इस उद्देश्य के लिए स्थापित एक पृथक कोष से दिया जाता है। शेष 50 प्रतिशत प्रीमियम मुख्य एजेंसी द्वारा दिया जाता है जो योजना चलाती है।

समिति इन योजनाओं का स्वागत करती है। समिति सुझाव देती है कि निगम को अ.जा./अ.ज.जा. के लाभ के लिए कुछ विशेष योजनाओं को चलाने के प्रश्न पर विचार करना चाहिए।

#### सरकार का उत्तर

व्यवसाय/आग के आधार पर निर्धारित समूहों को समूह कवच प्रदान किया जाता है तथा जाति के आधार पर इस प्रकार का कवच प्रदान करना सम्भव नहीं होगा।

देखिए वित्त मंत्रालय, आर्थिक कार्य विभाग, बीमा प्रभाग,  
का०/आ० सं० 3/25/93-बीमा - V दिनांक 13.9.94

सिफारिश सं० 16 पैरा 4.22

समिति यह भी सिफारिश करती है कि निगम को अ.जा./अ.ज.जा. के सामाजिक-आर्थिक विकास के लिए अ.जा./अ.ज.जा. बाहुल्य वाले गांवों को अपनाने की योजना शुरू करनी चाहिए। निगम की यह दलील कि यह सीमा संबंधी कार्य नहीं है संतोषजनक नहीं है क्योंकि वेकॉ सहित अनेक संस्थान और सरकारी क्षेत्र की कम्पनियां जैसे कोल इंडिया लि, और आई.ओ.सी. ने इस तथ्य के बावजूद कि उनके कार्य क्षेत्रों में यह बिल्कुल ही नहीं आते हैं, फिर भी ऐसे गांवों को अपनाया है। अतः समिति सुझाव देती है कि अ.जा./अ.ज.जा. के सामाजिक-आर्थिक विकास के लिए इस मामले की नए सिरे से पुनरीक्षा की जाए और इस संबंध में लिए गए निर्णय से समिति को अवगत कराया जाए।

#### सरकार का उत्तर

बीमा अधिनियम, 1938 §धारा 10(3) के प्रावधानों के अनुसार जीवन बीमा निधि को पालिसीधारकों की प्राप्ति के अतिरिक्त किसी अन्य प्रयोजन के लिए उपयोग करना निषेध है। निगम द्वारा प्राप्त की गयी कानूनी राय से भी विदित होता है कि निगम की निधि को किसी अन्य प्रयोजन के लिए उपयोग में नहीं लाया जा सकता है। इस को देखते हुए समिति द्वारा दिए गए सुझाव की सराहना करते हुए भी निगम इस सुझाव को लागू करने में अपनी असमर्थता व्यक्त करता है।

§देखिए वित्त मंत्रालय, आर्थिक कार्य विभाग, बीमा प्रभाग,  
का.0.का.0.सं० 3/25/93-बीमा-V दिनांक 13.3.94§



सिफारिश सं० 17 पैरा 4.29

संशोधन नोट करती है कि भारतीय जीवन बीमा निगम ने भारतीय यूनिट ट्रस्ट, भारतीय औद्योगिक वित्त निगम तथा भारतीय औद्योगिक ऋण तथा निवेश निगम के सहयोग से जून, 1989 में एक पृथक कम्पनी बीमा आवास वित्त निगम लि० बनायी है। कम्पनी ने कर्मचारियों, गैर सरकारी सहकारी संस्थानों तथा सरकारी क्षेत्र के उपक्रमों सहित व्यक्तियों तथा संगठनों को आवास ऋण प्रदान करने के लिए अनेक योजनाएं बनाई हैं। तथापि संशोधन को सूचित किया गया कि अ.जा./अ.ज.जा. के लाभ के लिए कोई विशेष योजना नहीं बनाई गयी है। संशोधन चाहती है कि कम्पनी अ.जा./अ.ज.जा. के लाभ के लिए वित्त योजना बनाने पर विचार करे। जैसा कि साक्ष्य के दौरान आश्वासन दिया गया था अ.जा./अ.ज.जा. को इस योजना के अन्तर्गत रियायती ब्याज दर पर ऋण देने के प्रश्न की भी जांच की जाए।

#### सरकार का उत्तर

हाउसिंग फाइनेंस कम्पनी उधार की पूंजी पर कार्य करती है तथा जिस ब्याज दर पर ऋण प्रदान किए जाते हैं एवं जिस दर पर निधि उधार ली जाती है उसके बीच अन्तर बहुत कम है और इसी से कम्पनी को अपने कार्य करने होते हैं। इस बात को ध्यान में रखते हुए ब्याज की रियायती दर पर आवासीय ऋण प्रदान करने के लिए कोई योजना बनाना आर्थिक रूप से व्यवहार्य नहीं होगा।

देखिये वित्त मंत्रालय, आर्थिक कार्य विभाग, बीमा प्रभाग,  
का०ज्ञा०सं० 3/25/93-बीमा-✓ दिनांक 13.9.94

<sup>No 183</sup>  
RECOMMENDATION (PARA 4.19)

The Committee regret to note that the complaints/ grievances especially on matters like providing of accommodation for SC/ST Welfare Association, assistance for conducting centenary celebrations of Dr. B.R. Ambedkar, etc. arose in Visakhapatnam Steel Plant which in the first instance should have been settled by informal discussion. They would like the Visakhapatnam Steel Plant Management to be more considerate in dealing with the complaints/grievances received from the SC/ST Employees.

REPLY OF GOVERNMENT

The recommendation has been noted.

Ministry of Steel

No. 11(1)/93-L. no. dt. 9/12/ 1993 -

<sup>No. 14</sup>  
RECOMMENDATION (PARA 5.4)

The Committee observe that in Visakhapatnam Steel Plant, the manpower requirement (including that of SCs/STs) of the staff is assessed every year and there is no system of perspective manpower planning. The Committee feel that there should be manpower planning for a minimum period of 5 years which would in turn enable the Visakhapatnam Steel Plant to properly assess their requirement of SCs/STs for the specialised/technical posts and to take timely necessary measures for the selection and training of SC and ST candidates so that suitable persons are available for appointment against the reserved vacancies as and when required. The Committee recommend the Visakhapatnam Steel Plant to introduce a system of Manpower Planning, particularly for the SCs and STs for a minimum period of 5 years and publicise the yearly manpower requirement in various cadres for the benefit of SC/ST candidates..

REPLY OF GOVERNMENT

Recommendation has been noted.

Ministry of Steel  
No. 14(1)/93-Coordn. dt. 9/12/ 1993.

29

                    

                    

No 15

RECOMMENDATION (PARA 5.10)

The Committee observe that the number of SC/ST employees sent for training to foreign countries is on the lower side. They, therefore, recommend that the Visakhapatnam Steel Plant should ensure that an adequate number of eligible SC and ST employees are deputed for training to foreign countries whether for general purpose of training or for training under agreement/contract signed with the equipment supplier, etc.

REPLY OF GOVERNMENT

Recommendation has been noted.

Ministry of Steel

No. 11(1)/93-Lordn. dt.

9/12/93

RECOMMENDATION <sup>N</sup> (PARA 6.3)

The Committee desire the Visakhapatnam Steel Plant to ensure that from hence onwards the information in regard to the representation of SCs/STs in employment is included in the Annual Report of the Visakhapatnam Steel Plant in the format prescribed for the purpose, under the Presidential Directives.

REPLY OF GOVERNMENT

The recommendation has been noted.

Ministry of Steel

No. 11(1)/93-L. Coord. dt. 9/12/1993.

CHAPTER III

RECOMMENDATIONS AND OBSERVATIONS WHICH THE COMMITTEE DO NOT  
DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT REPLIES

RECOMMENDATION/NO. 4 (PARA 2.35 and 2.38)

The Committee further observe that in Visakhapatnam Steel Plant, no separate quota for promotion and direct recruitment has been fixed in the recruitment rules for different categories of posts. However, they intend to fix the same as the organisation grows and more and more employees start becoming eligible for promotion. They have been told that in Visakhapatnam Steel Plant with a view to ensuring operation of the manufacturing units, the management had to resort to large-scale direct recruitment and only a small percentage of posts were filled through promotion of employees who were recruited in earlier years.

The Committee also recommends that separate quotas for direct recruitment and promotion for different categories of posts in the recruitment rules of Visakhapatnam Steel Plant should be fixed early so that the shortfall in promotions due to non-availability of eligible Scheduled Caste/Scheduled Tribe candidates can be made up by temporary diversion of promotional posts to direct recruitment quota and vice-versa.

REPLY OF THE GOVERNMENT

VSP is a new organisation and bulk of its manpower requirement has necessarily to be met by fresh recruitment at different induction levels. It is not desirable to fix separate quota for direct recruitment and promotion at this stage of the organisation, as it would lead to demands from employees union for promotion even in the absence of eligible candidates in the feeder groups. This will adversely affect the efficiency of the organisation. The question of fixing separate quotas for direct recruitment and promotion will be examined in due course of time.

Ministry of Steel

No.11(1)/93-Coord. dt. 9/12/1993

No. 17

RECOMMENDATION (PARA 6.8, 6.9 & 6.10)

The Committee note that Visakhapatnam Steel Plant has extended financial assistance for peripheral development of rehabilitation colonies in which SC/ST population also exists and recently a sum of Rs. 20 lakhs is earmarked for peripheral development. The representative of the Ministry of Steel, however, confessed during the course of evidence that Ministry's direct budgetary contribution was practically very little for supporting such activities of the Visakhapatnam Steel Plant.

The Committee recommend that Visakhapatnam Steel Plant should strive to undertake special schemes for socio-economic development of SCs/STs by adopting village/villages predominantly inhabited by SCs and STs in the vicinity of the Plant. They further recommend that the Visakhapatnam Steel Plant should spend some money from their peripheral Development Fund for the welfare of the Scavengers Community who are the most vulnerable section amongst SCs/STs on the activities like education, employment, medical facilities, shelter....etc.

The Committee also desire the Ministry of Steel to come to the rescue of the Visakhapatnam Steel Plant by providing adequate funds from Special Component Plan and Tribal Sub Plan to them in undertaking the schemes having a direct relevance to the advancement of the SCs/STs.

REPLY OF THE GOVERNMENT

No Special Component Plans for SCs/STs are being prepared and implemented by the Ministry of Steel. Ministry of Steel deals with Public Sector Undertakings which are registered under the Companies Act. Their activities are largely manufacturing and trading in nature. The funds provided to them are in the form of equity or loan ear-

.../-

marked for specific commercially viable projects. There is no separate budgetary allocations earmarked for the benefit of SCs/STs. However, the Public Sector Undertakings under the administrative control of the Ministry including Visakhapatnam Steel Plant (Rashtriya Ispat Nigam Limited) undertake the various schemes of peripheral development aimed at improving the quality of life of the rural people living in the vicinity of the projects. These schemes benefit the Scheduled Castes/ Scheduled Tribes population living in the surrounding villages.

The recommendation of the Committee for undertaking socio-economic development of SC/ST communities, particularly of SC scavenging community, in the vicinity of the plant, has been noted by the management of VSP.

Ministry of Steel

No.11(1)/93-Coord. dt. 9/12/1993.



## CHAPTER IV

RECOMMENDATIONS AND OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE  
GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE  
REITERATION. *Sl. Para*  
RECOMMENDATION-1 (1.17, 1.18, 1.19 & 1.20)

The Committee observe that the functional Directors on the Boards of the Public Sector Undertakings are appointed by the Government in accordance with the guidelines issued by the Department of Public Enterprises and the selection of incumbents is done by the PESB. They further observe that at present there is no Director belonging to SC/ST on the Board of any of the 10 Public Sector Undertakings under the Ministry of Steel including the Visakhapatnam Steel Plant. The apparent reason for this has been attributed to non-availability of eligible SC/ST candidates in the feeder grades.

The Committee regret that at present there are no official or non-official Directors on the Boards of any of 10 Public Sector Undertaking under the Administrative control of the Ministry of Steel and that the Committee's repeated recommendations since 1980 (38th Report 7th Lok Sabha) that one Scheduled Caste/Scheduled Tribe person should be nominated as official or non-official Directors on the Board of each Public Sector Undertakings', has gone a begging acceptance by the Government.

The Committee very strongly recommend to the Department of Public Enterprises to incorporate suitable provision in the Rules/By laws of all the Public Sector Enterprises including Visakhapatnam Steel Plant to the effect that one of the Directors on the Board of each of them belongs to SC/ST communities so as to ensure that the interests of SC/ST employees are safeguarded in a more meaningful way.

...../-

The Committee further recommend that the Public Enterprises Selection Board should also come forward with the panels of eligible SC/ST persons from different sectors who may be considered for appointment on the Board of all the Public Sector Undertakings including the Visakhapatnam Steel Plant.

#### REPLY OF THE GOVERNMENT

The matter has been examined in consultation with the Department of Public Enterprises.

Government policy is to select non-official Directors from amongst persons with proven ability and good record in the field of industry, commerce, finance etc. The Govt. would always consider the claims of suitable SC/ST candidates with the right background.

The above principle will be kept in view at the time of constitution/reconstitution of the Board of Visakhapatnam Steel Plant. The Ministry of Steel will also explore the possibility of appointing suitable SC/ST candidates on the Boards of other PSUs under its administrative control on a continuing basis.

It may, however, be pointed that official Directors have been appointed on five undertakings under the administrative control of Ministry of Steel. Besides, <sup>one</sup> of the CMDs appointed during 1993, belongs to Scheduled Castes communities.

## Comments of the Committee

Please see para No 16 of Chapter I

APPENDIX

(Vide Para 4 of the Introduction)

Analysis of the Action Taken by Government on the recommendations contained in the Twentieth Report of the Committee.

- I. Total No. of Recommendations 17
- II. Recommendations which have been accepted by Government (vide recommendations at Sl. Nos. 2, 3 and 5 to 16).  
Number - 14  
Percentage to Total - 82.35%
- III. Recommendations which the Committee do not desire to pursue in view of Government's replies (vide recommendations at Sl. Nos. 4 and 17).  
Number - 2  
Percentage to Total - 11.75%
- IV. Recommendations in respect of which reply of Government has not been accepted by the Committee and which require reiteration (Vide recommendation at Sl. No. 1 of the Introduction)  
Number - 1  
Percentage to Total - 5.90%
- V. Recommendation in respect of which final reply has not been received.  
Number - Nil.  
Percentage to Total - Nil.
- VI. Recommendations which have been accepted by Government (vide recommendations at Sl. Nos. 2, 3 and 5 to 16).  
Number - 14  
Percentage to Total - 82.35%
- III. Recommendations which the Committee do not desire to pursue in view of Government's replies (vide recommendations at Sl. Nos. 4 and 17).  
Number - 2

MINUTES OF THE 17<sup>th</sup> SITTING OF THE COMMITTEE  
ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED  
TRIBES HELD ON 9.3.1994

MINUTES

CONFIDENTIAL

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1993-94)

(TENTH LOK SABHA)

Seventeenth sitting  
9.3.1994

The Committee sat from 15.00 to 17.00 hrs.

PRESENT

Shri Paras Ram Bhardwaj - Chairman

MEMBERS

LOK SABHA

2. Dr. Ram Chandra Dome
3. Shri Manikrao Hodalya Gavit
4. Kum. Padmasree Kudumula
5. Shri Ganga Ram Koli
6. Shri Raj Narain
7. Dr.(Smt.) Padma Nammalvar
8. Shri Harchand Singh
9. Dr. Ramesh Chand Tomar

RAJYA SABHA

10. Shri N.E. Balarom
11. Shrimati Kailashpati
12. Shri Ram Ratan Ram
13. Shri Nyodek Yonggam

SECRETARIAT

1. Shri S.C. Gupta, Joint Secretary
2. Shri Babu Ram, Under Secretary

2. The Committee first considered the Draft Report on Ministry of Finance (Deptt. of Economic Affairs-Insurance Division) regarding reservations for and employment of SCs/STs in Life Insurance Corporation of India and appointment of SCs/STs in the panel of Advocates and adopted it with the following modifications :-

<u>Sl.No.</u>	<u>Page No.</u>	<u>Para No.</u>	<u>Line No.</u>	<u>Modifications</u>
1	6	1.12	4	Add after relating to SCs and STs: "This indicates indifference of the Board in regard to the rights of the SCs and STs." the following
2	35	4.19	19 to 21	For the last sentence <u>substitute/</u> "The Committee suggest that the Corporation should consider the question of taking some special schemes for the benefit of SCs/STs and make it a sub-para."

3. The Committee authorised the Chairman to finalise the Report for factual verification by the Ministry of Finance (Deptt. of Economic Affairs-Insurance Division).

4. The Committee then considered and adopted Draft Report on Action Taken by Govt. on the recommendations contained in the Twenty-first Report (Tenth Lok Sabha) on the Ministry of Human Resource Development (Deptt. of Education) - Reservations for and employment of SCs/STs in Kendriya Vidyalaya Sangathan and Kendriya Vidyalayas including reservations for SCs/STs in admissions therein without any modification.

5. The Committee also considered and adopted Draft Report on Action Taken by Govt. on the recommendations contained in the Twentieth Report (Tenth Lok Sabha) on Ministry of Steel-Reservations for and employment of SCs/STs in Visakhapatnam Steel Plant without any modification.

6. The Committee had received Memorandum from the SC/ST Employees' Welfare Associations of AIIMS, New Delhi; PGI Chandigarh; Lady Hardinge Medical College, New Delhi and Ambedkar Institute of Social Research and Training, New Delhi, etc. on the subject of

contd.../-

Reservation in services including reservation in admission and employment of SCs and STs in Central Medical Institutes and Colleges. The Committee decided to call the representatives of the Associations for evidence before the Committee before finalising their report on the subject.

7 <sup>xy</sup> The Committee also decided to call <sup>xy</sup> Sh. B. D. Sharma, former Commissioner for SCs/STs for evidence on the subject of Forest Policy, command over and access of tribal people to forest resources before finalising their Report on the subject.

The Committee then adjourned.