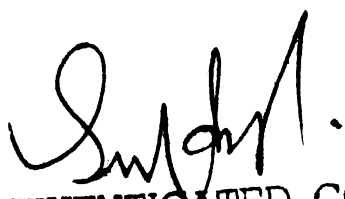


COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1994-95)

TENTH LOK SABHA

  
**AUTHENTICATED COPY**

FORTIETH REPORT

MINISTRY OF FINANCE

(DEPARTMENT OF ECONOMIC AFFAIRS - INVESTMENT DIVISION)

Action Taken by Government on the recommendations  
contained in the Thirty Sixth Report of the Committee  
on the Welfare of Scheduled Castes and Scheduled  
Tribes ~~on the Welfare of Scheduled Castes and Scheduled~~  
~~Tribes on the Welfare of Scheduled Castes and Scheduled~~ - Reservation  
for and employment of Scheduled Castes and Scheduled  
Tribes in Unit Trust of India.

Presented to Lok Sabha on 22-12-94  
Laid ~~■~~ in Rajya Sabha on 22-12-94

LOK SABHA SECRETARIAT

NEW DELHI

December 1994/Agrahayana 1916(S)

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( 11 )

COMPOSITION OF THE COMMITTEE ON  
THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES (1994-95)

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Shri. Paras Ram Bhardwaj - Chairman

Members

LOK SABHA

2. Smt. Dil Kumari Bhandari
3. Shri Bapu Dasi Chaure
4. Shri Harchand Singh
5. Smt. Kamla Kumari Karreodula
6. Shri Ganga Ram Koli
7. Shri Purna Chandra Malik
8. Shri Bharu Lal Meena
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10. Shri Lalit Oraon
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13. Shri Raj Narain
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15. Shri Arjun Charan Sethi
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RAJYA SABHA

21. Shri Raj Babbar
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26. Kumari Mayawati
27. Shri V. Narayanasamy
28. Shri Kameshwar Paswan
29. Shri Ram Ratan Ram
30. Shri S.S. Surjewala

SECRETARIAT

1. Shri G.C. Malhotra Joint Secretary.
2. Shri Babu Ram Deputy Secretary.

(iii)

## 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 Fortieth Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Thirty Sixth Report (Tenth Lok Sabha) on the Ministry of Finance - Department of Economic Affairs - Investment Division) - Reservation for and employment of Scheduled Castes and Scheduled Tribes in Unit Trust of India.

2. The Draft Report was considered and adopted by the Committee on 12 December, 1994.

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

- I. Report.
- II. Recommendations/Observations which have been accepted by Government.
- III. Recommendations/Observations to which the Committee do not desire to pursue in view of the 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 Government on the recommendations contained in the Thirty-Sixth Report of the Committee is given in the Appendix. It would be observed therefrom that out of 13 recommendations made in the Report, 10 recommendations i.e. 76.93 percent have been accepted by Government. The Committee do not desire to pursue 2 recommendations i.e. 15.38 percent; 1 recommendation i.e. 7.69 percent, in respect of which reply of Government has not been accepted by the Committee, require further comment.



**AUTHENTICATED COPY**

PARAS RAM BHARDWAJ

Chairman,

New Delhi

December, 1994

Agrahayana, 1916 (S)

Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

# C H A P T E R - I

## R E P O R T

- 1.1 This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Thirty-Sixth Report (Tenth Lok Sabha) on the Ministry of Finance (Department of Economic Affairs - Investment Division) on "Reservations for and employment of Scheduled Castes and Scheduled Tribes in Unit Trust of India."
- 1.2 The Thirty-Sixth Report was presented to Lok Sabha on 26 April, 1994. It contained 13 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under :-
- (i) Recommendations/Observations which have been accepted by Government (Sl. No. 3,4,5,6,~~7~~,8,9,10,11,12 and ~~13~~)
  - (ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. No. 1 and 2).
  - (iii) Recommendations/Observations replies to which have not been accepted by the Committee which needs reiteration.  
( Sl. No. ~~7~~ NIL)
  - (iv) Recommendations/Observations in respect of which final replies of the Government have not been received ( Sl. No. NIL )

- 1.3 The Committee will now deal with one of the action taken replies of the Government which need further comment.

#### RESERVATION IN PROMOTION

( Recommendation Sl. No. 7 Para No. 2.13 )

- 1.4 In their original Report the Committee had taken a serious view of low percentage of promotion of SC/ST candidates in other groups during 1993.

They were concerned to find that inspite of the arrangement for pre-promotional training and relaxation of minimum marks standard, eligibile SC/ST candidates were not founds suitable for promotion. The Committee were inclind to conclude that the pre-promotional training being imparted to SCs/STs by UTI was not of the desired standard. They had, therefore, recommended that UTI should analyse the reasons and arrange to improve the skill of SC/ST employees so that they might qualify for promotion.

- 1.5 In their reply the Ministry of Finance (Department of Economic Affairs) have stated that UTI is imparting training to its SC/ST staff by involving senior officers with varied experience, and professionals and specialised institutes such as Institute of Banking Personnel Selection. UTI is reviewing

the system with a view to strengthening the training facilities for the SC/ST candidates.

1.6 In their original report the Committee had expressed concern that eligible SC/ST candidates were not found suitable for promotion despite pre-promotional training imparted to them resulting in backlog of SCs and STs in promotion. They are now informed that UTI is currently reviewing the system of imparting special training to its SC/ST staff with a view to strengthening the training facility. The Committee would like this review to be completed and resultant remedial steps taken expeditiously so that SC/ST candidates are able to get the best theoretical as well as practical training which would make them suitable for promotion. The Committee would like to be apprised of the position in this regard.

**Statement showing the action taken on the recommendations/ conclusions contained in the 36th report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Finance (Deptt. of Economic Affairs - Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Unit Trust of India).**

**Recommendation/Conclusion (Sl.No.1 ....Para No.1.7).**

It is observed from the above statement that the number of posts, carried forward in ST category in various grades has been increasing. In case of Class I Posts, the number of vacancies carried forward increased from 3 in 1992 to 7 in 1993. In Class III, it was 13 in 1991 which rose to 49 in 1992 and 64 in 1993. Similarly in Class IV also the vacancies carried forward were 3 in 1991, 10 in 1992 and 14 in 1993.

**Reply of the Government.**

It is true that the backlog of carried forward posts reserved for ST category had increased in respect of Class I, Class III & Class IV positions between 1991 and 1993. The backlog had increased mainly on account of non-availability of suitable candidates even after Special Recruitment Drive in 1989 and 1993. In respect of Class I posts, as against the backlog of 7, UTI have issued appointment letters to 12 candidates out of which 9 have already joined and the remaining three declined to join. UTI have issued letters to fresh candidates. After the special and general recruitment drive in 1993 for the recruitment of Class III positions, UTI had issued appointment letters to 47 candidates. For filling up the remaining 17 posts, an advertisement has been released by UTI in July 1994. For clearing the backlog in the Class IV category UTI has issued appointment letters to 14 ST candidates in June and July 1994.



1

**Recommendation/Conclusion (Sl.No.2 ....para No.1.12)**

The Committee regret to note the shortfall in employment of STs in UTI. The representation of ST employees in officers, Class III and Class IV categories was 5.21%, 2.34% and 7.84%. The backlog of carried forward vacancies for ST in Class I posts which was 3 at the beginning of 1992 instead of coming down has increased to 10 at the end of 1993. In the case of Class III posts also, the position is very unsatisfactory. In Class III posts, as against 13 ST vacancies which were carried forward at the beginning of 1991, the backlog has increased to 49 and 64 during 1992 and 93 respectively. UTI could not wipe out the backlog for ST even in Group D posts and the number of vacancies carried forward at the end of 1993 was 14. The Committee also take a serious note of the fact that instead of clearing the backlog for ST in Class IV employees even the current posts reserved for them have not been filled up. The reason for the shortfalls has been attributed mainly to the non-availability of suitable ST candidates. The Committee are not impressed by this argument. In their opinion there is lack of serious efforts on the part of Trust to recruit adequate number of ST persons to clear the backlog.

**Reply of the Government**

The steps taken by UTI to clear the backlog of ST Category in various grades of posts are indicated in reply to Recommendation at SIno.1 ,para 1.7..

2

**Recommendation (Sl.No.3.....para No.1.13).**

The Committee note that a Special Recruitment Drive was undertaken by Unit Trust of India in August 1989. 12 ST candidates were waitlisted for S.O. Grade A post and 15 ST candidates for Assistant's post. However, the number of STs who joined the services was less than the persons waitlisted. Out of the 12 ST candidates waitlisted for S.O. Grade A, only 10 were appointed. Similarly, out of 15 ST candidates waitlisted only three were appointed as Assistants. The reason for some of the waitlisted ST candidates not being appointed was stated to be rejection of offer by the respective candidates. The Committee will like the Unit Trust of India to analyse the reasons for rejection of offers by such a large number of SC/ST candidates and to take necessary remedial measures.

**Reply of the Government.**

As indicated in reply to recommendations of the Committee in Para 1.7, the backlog in the recruitment of ST candidates has been cleared to a large extent during the year 1994 and efforts are underway to clear the remaining backlog. The rejection of offers by ST candidates can mainly be attributed to the preference of candidates for working in areas closer to their place of residence and availability of alternative avenues. To reduce the gap between the interviews and appointment and to encourage the candidates to join UTI, UTI has started the practice of issuing appointment letters immediately after the interviews to the selected candidates.

3

**Recommendation/Conclusions (Sl.No.4.....para No.1.14).**

The Committee note that UTI has recently undertaken a Special Recruitment Drive in 1993 also to fill up the reserved posts. The recruitment test for officers is already over and results are expected to be finalised shortly. For filling up Class III and IV posts also, action has already been initiated and backlog is expected to be cleared by end of June 1994. The Committee will like to be apprised of the recruitment made of SC/ST by holding the special recruitment lists.

**Reply of the Government.**

The following appointments have been made on the basis of Special Recruitment Drive carried out by UTI for clearing the backlog of posts in respect of ST Category.

1. Assistant ..... 20
2. Attendant.....04

As a part of the normal recruitment, appointment letters have been issued to ST candidates in June and July, 1994. The details are given below :

1. Officer Grade A - \_\_\_\_\_ 12
2. Assistant\_\_\_\_\_27
3. Attendant\_\_\_\_\_10

The Special Recruitment Drive was confined to the recruitment of ST candidates as there was no backlog of posts in the SC category.

49

**Recommendation/Conclusions (Sl.No.5.....para No.1.21).**

The Committee note that the UTI advertises the vacancies in all the leading newspapers including vernacular papers (for Class III posts ) and also informs the concerned Employment Exchanges and Associations for SC/ST candidates. It does not, however, announce the vacancies on AIR nor telecast them on Doordarshan.

The Committee also note that though the Trust notifies the vacancies to the Employment Exchanges and advise them to sponsor suitable candidates in all categories. However, the precise reasons for rejection are not intimated to them afterwards. The Committee desires that in view of the backlog for STs in all categories of posts the reserved vacancies should be broadcast on AIR and telecast on Doordarshan, particularly in tribal regions as the newspapers hardly reach the remote tribal areas. They also recommend that in case of the candidates sponsored by the Employment Exchanges, the reasons for their rejections specifying whether the candidates has failed in the written test or interview should be communicated to Employment Exchanges which will help them in sponsoring suitable candidates.

**Reply of the Government.**

The procedure followed by Unit Trust of India is broadly on the pattern followed by RBI and IDBI. UTI has indicated that it would be specifying reasons for the rejection of SC/ST candidates sponsored by the Employment Exchanges as recommended by the Committee. UTI has also instructed its regional offices to announce the vacancies of SC/ST candidates over AIR and Doordarshan. UTI is already following the practice of notifying the vacancies to the Directorates of SC/ST Welfare and requesting them to sponsor suitable candidates.

5

**Recommendation/Conclusions (Sl.No.6....para No.1.24).**

The Committee will like to point out that instructions have been issued to the Ministries/Departments that if requisite number of SC/ST candidates fulfilling even the relaxed standards are not available to fill up the vacancies reserved for them, the authorities should select for appointment the best among the SCs and STs fulfilling the minimum educational qualification prescribed for the post and give them in- service training within their own offices. In view of the backlog of reserved vacancies, the Committee recommend that the arrangements for providing similar training to SC and ST candidates may be arranged by UTI to improve the intake of SCs and STs persons in the services of the Trust.

**Reply of the Government.**

UTI is already giving relaxation in educational qualifications, performance in written tests and interviews to the SC/ST candidates. As a result of Special Recruitment Drive the backlog has been cleared to a large extent. UTI is already imparting in-service training to SC/ST employees and UTI is planning to strengthen the training facilities.

## **Recommendation/ Conclusions (Sl. No. 6-----Para No. 2.13)**

The Committee are concerned to note that there has been considerable shortfall in promotion of Scheduled Tribe candidates in all categories of posts and of Scheduled Castes in promotion from Class III to officers cadre . The shortfall in STs in promotion from Class III to officer grade was 3.68%, and in all categories 7.5% The shortfall for SCs in promotions from Class III to Officer Cadre was 5.61 percent. It is highly deplorable. The reasons for shortfall in terms of non-availability of suitable candidates is not convincing. The Committee finds that eligible SC/ST candidates were available particularly in Assistant category during the years 1991, 1992 and 1993. The Committee further notes that Unit Trust gives concessions/ relaxations to the SC/ST candidates in the written examination. However, the Committee find that during the last three years out of the 51 SC and 20 ST officers eligible for promotion from Assistant to Grade 'A' post, only 19 SC and 8 ST were promoted .

### **Reply of the Government**

UTI is following the practice of giving special training to SC/ST candidates to improve their performance in the written tests and interviews for promotions. Special training facilities to ST candidates would be strengthened depending on the response.

The percentage of promotion of SC/ST candidates in other Groups during 1993 was very low, as a result of which there was substantial backlog in promotion. The Committee take a serious note of it. It is a matter of grave concern that inspite of the arrangements for pre-promotional training and relaxation of minimum marks standard eligible SC/ST were not found suitable for promotion. The Committee are inclined to believe that pre-promotional training being imparted to SC/ST by Unit Trust of India is not of the desired standard. The Committee will like Unit Trust of India to analyse the reasons and arrange to improve the skill of SC/ST so that they may qualify for promotion.

### **Reply of the Government**

UTI is imparting special training to its SC/ST staff by involving senior officers with varied experience , and professionals and specialised institutes such as Institute of Banking Personnel Selection. UTI is currently reviewing the system with a view to strengthening the training facilities for the SC/ST candidates.

**Recommendation/ Conclusions (Sl.No <sup>8</sup>~~9~~ — Para No. 3.7)**

The Committee note that SC/ST Cell headed by Liaison Officers have been set up in the Ministry of Finance and Unit Trust of India at head office. The Liaison Officer nominated at head office of UTI has been looking after the problems of Scheduled Castes and Scheduled Tribes at various zonal offices also. The Committee are concerned to note that there is no written record/ notes of the discussions the liaison officer have with the representatives of SC/ST associations. Records of their discussion/deliberations should be maintained.

**Reply of the Government.**

Unit Trust of India has taken necessary steps as suggested by the Parliamentary Committee.



9

**Recommendation/Conclusions (Sl.No.10.....Para No.3.8).**

The Committee are concerned to note that though Government's reservation policy is being followed by the Unit Trust of India and directive to this effect was issued to it by the Ministry of Finance in 1987, yet the Trust has not been reporting periodic representation of SC/ST to Ministry which they are required to do in the form of returns. When asked if the Trust have been submitting quarterly/half-yearly/annual statements, a representative of the Finance Ministry candidly admitted that "they were not giving". The Committee take a serious note of it. They would like the Ministry to take up the matter with Unit Trust of India asking it to comply with the Presidential directives.

**Reply of the Government.**

The Unit Trust of India has indicated that it would be sending periodic reports to the Ministry of Finance in accordance with the guidelines contained in the brochure on Reservation for SC and ST employees.

10  
**Recommendation/Conclusions (SL.NO.11 — Para 3.12)**

The Committee are deeply concerned to note that rosters maintained by the Unit Trust of India have not been inspected so far by the Liaison Officer of the Ministry. The reasons for not inspecting rosters, as given by the Ministry are that Unit Trust of India has been implementing the reservation policy of the Government satisfactorily and strictly Unit Trust of India is not one of those institutions to which the reservation provision would apply. This reasoning is hardly convincing to the Committee. Once the issue of reservation of posts for SCs and STs in Unit Trust of India had been decided in 1987, the Committee feel, it was obligatory on the part of the Ministry of Finance to follow the prescribed procedure as detailed in the Brochure on Reservation for SCs and STs. Only a close scrutiny of rosters can establish the claim that Unit Trust of India has been implementing reservation policy satisfactorily. They expect that in future instructions issued in this regard would be strictly adhered to and the rosters would be inspected periodically by Liaison Officer of the Department of Economic Affairs besides the Liaison Officer of Unit Trust of India to ensure proper implementation of reservation orders.

**Reply of the Government**

Every effort will be made to strictly adhere to the instructions issued in respect of the policy of the Reservation for SC and ST in future. The Liaison Officer of the Department of Economic Affairs and the Liaison Officer of UTI would be conducting inspections of rosters periodically to ensure proper implementation of the reservation order.

11  
**Recommendation/Conclusions (Sl.No.12.....Para No.3.15).**

The Committee take a serious view of this contradictory statement made by the Unit Trust of India in regard to complaints from SC/ST employees. They regret to note that instead of maintaining proper records of complaints/grievances from SC/ST, the Unit Trust of India first sought to justify it by making a claim that these are dealt with promptly and stating subsequently that no complaint/grievance has been received from SC/ST employees so far.

The Committee recommend that at least in future proper complaint register should be maintained as per directives of Government to ensure that the grievances of SC/ST are attended to urgently.

**Reply of the Government.**

The Unit Trust of India has taken steps to maintain a complaint register in respect of SC and ST employees. At present there are no pending complaints from the SC and ST employees.

12  
**Recommendation/Conclusions (Sl.No. 13.....Para 4.4).**

The Committee note that Unit Trust of India has started a Staff Welfare Fund and has contributed a sum of Rs.30 lakhs during the last three years. Various schemes for welfare of staff have been taken up with this amount and about Rs.6 lakhs have been expended on these schemes. The Committee hope that welfare of SC/ST employees will also be well taken care by the Unit Trust of India by taking up such schemes which will have more relevances for them.

**Reply of the Government.**

Unit Trust of India has indicated that it would be taking up appropriate schemes in consultation with SC/ST employees.

**Recommendation/Conclusions (Sl.No. <sup>13</sup>14....Para No.4.5).**

The Committee desire that the Unit Trust of India should devise some suitable schemes for the socio-economic development of SC/STs as is being done by various other Central Government public undertakings.

**Reply of the Government.**

Unit Trust of India has indicated that it would devise suitable schemes for the socio-economic development of SC/STs.

CHAPTER V

RECOMMENDATIONS AND OBSERVATIONS IN RESPECT OF WHICH  
FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED.

NIL

NEW DELHI

December 1994  
Agrahayana 1916(S)

  
**AUTHENTICATED COPY**

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