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PART - II

Minutes of the Sitting of the Committee on the Welfare
of Scheduled Castes and Scheduled Tribes held on 4.1.1993
and 19.3.1993.

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1992-93)

Shri K. Pradhani - Chairman

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SECRETARIAT

1. Shri G.L. Batra - Additional Secretary
2. Shri S.C. Gupta - Joint Secretary
3. Shri N.M. Jain - Deputy Secretary
4. Shri Babu Ram - Under Secretary

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 Seventeenth Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Eighth Report (Tenth Lok Sabha) on the Ministry of Commerce (Department of Commerce) - Reservations for and employment of Scheduled Castes and Scheduled Tribes in Minerals and Metals Trading Corporation of India Limited.

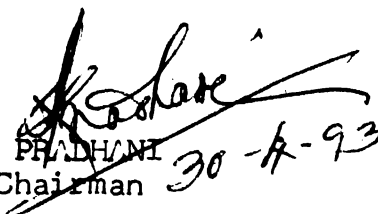
2. The Report was first considered by the Committee on 4 January, 1993 and again considered and adopted on 19 March, 1993.

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

- I. Report
- II. Recommendations/Observations which have been accepted by Government.
- III. Recommendations/Observations which the Committee do not desire to pursue in view of Government's replies.
- IV. Recommendations/Observations in respect of which replies of Government has 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 Eighth Report of the Committee is given in Appendix. It would be observed therefrom, that out of 22 recommendations made in the Report, 12 recommendations i.e. 55 percent have been accepted by the Government. The Committee do not desire to pursue 4 recommendations i.e. 18 percent of their recommendations in view of Government's replies. Four recommendations i.e. 18 percent in respect of which reply of Government have not been accepted by the Committee require reiteration; and for 2 recommendations i.e. 9 percent, final replies of the Government have not been received.

NEW DELHI


K. PRADHANI
Chairman 30-4-93

Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

April 2, 1993
12 Chaitra, 1915(Saka)

CHAPTER-I

R E P O R T

- - - - -

1. This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by Government on the recommendations contained in the Eighth Report (Tenth Lok Sabha) of the Committee on reservations for and employment of SCs/STs in Minerals & Metals Trading Corporation of India Limited.

1.2 The Eighth Report was presented to Lok Sabha on 24 April, 1992 and was laid in Rajya Sabha on 27 April, 1992. It contained 22 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under:-

- i) Recommendations and observations which have been accepted by the Government.
Sl Nos. 2, 5, 6, 7, 9, 10, 13, 14, 16, 17, 19 and 22.
- ii) Recommendations and observations which the Committee do not desire to pursue in the light of the replies received from Government.
Sl Nos. 8, 11, 18 and 21.
- iii) Recommendations and observations to which replies of Government have not been accepted by the Committee and which require reiteration.
Sl Nos. 1, 3, 4, and 20.
- iv) Recommendations and observations in respect of which final replies have not been received.
Sl Nos. 12 and 15.

1.3 The Committee will now deal with the action taken by the Government on some of their recommendations.

BOARD OF DIRECTORS

(Recommendation Sl Nos.1 and 3)

1.4 In Paragraphs 1.18 and 1.20 of this Eighth Report the Committee had observed that Director on the Board of Directors are considered to be top management posts and merit is the only criteria which the PESB keeps in mind while selecting and making recommendations for these posts.

If reservations is provided in these posts, it would be possible for PESB to empanel SC/ST candidates who fulfil minimum qualifications for these posts. The Committee had, therefore, recommend that Government should consider the feasibility of making provision for one Scheduled Caste and Scheduled Tribe Director on the Board of Directors of Public Sector Undertakings by making suitable amendments to the Articles of Association of these Public Sector Undertakings.

1.5 In their reply the Ministry of Commerce (Deptt. of Commerce) have stated that any amendment to the Articles of Association for making provisions for one SC/ST candidate can be done only after the Cabinet decides that there shall be reservation at the Board level. Ministry of Commerce on its own, cannot incorporate this amendment as it would have far reaching implications on other PSUs and the decision, if any, has to be processed first by DPE, the nodal authority for PSUs.

1.6 The Committee consider the reply of Government as evasive and unsatisfactory. The Committee have observed that some other PSUs have been able to appoint atleast one Director belonging to SC/ST on the Board of Directors and find no reason as to why this can not be implemented in MMTC. They also reiterate their earlier recommendation that the Government should consider the feasibility of making provision for one SC/ST Director on the Board of Public Sector Undertakings by making suitable amendment in the Article of Association so that the PSU is bound to give representation to an SC/ST person on the Board of Directors.

Need to Appoint one Non-Official on the Board of Directors of MMTC

(Recommendation S1 No.4)

1.7 In para 1.21 of their Eighth Report the Committee had observed that there was a provision for appointment of part-time non-official Director on the Board of Directors of MMTC. During evidence the Secretary, Ministry of Commerce submitted that it was open to the Government to appoint a non-official part-time Director in MMTC. They have, therefore, stressed that Government should take steps to appoint atleast one Non-official Director belonging to SC/ST on the Board of Directors of MMTC.

1.8 In their action taken reply the Ministry of Commerce (Deptt. of Commerce) have stated that the policy decision needs to be taken by DPE after which the Ministry of Commerce will undoubtedly fall in line.

1.9 The Committee are not satisfied with the reply of Government. It is opion to the Government to appoint a non-official part-time Director in Minerals and Metals Trading Corporation of India Ltd. The Committee, therefore, reiterate their earlier recommendation that Government should take steps to appoint atleast one non-official Director belonging to SC/ST on the Board of MMTC.

APPOINTMENT OF CASUAL LABOURERS

(Recommendation S1 No.20)

1.10 In para 4.20 of their Eighth Report, the Committee had recommended that whenever any casual workers are regularised due representation should be given to SC/STs as per the instruction issued by the Department of Personnel for the purpose.

1.11 The Ministry of Commerce have stated in their action taken reply that whenever casual workers are regularised in Minerals and Metal Trading Corporation of India Ltd., suitable number of SC/ST candidates are also recruited. At times, MMTC finds it difficult to locate suitable SC/ST candidates.

1.12 The Committee are not convinced with the reply of the Government that MMTC finds it difficult to locate suitable SC/ST casual labourer for regularisation. In the opinion of the Committee there is no dearth of workers in the country. The Committee would, therefore, reiterate their recommendations that adequate number of Scheduled Caste/Scheduled Tribe candidates should be recruited at the time of appointment of Casual Workers and whenever any casual workers are regularised due representation should be given to Scheduled Castes/Scheduled Tribes as per the instructions issued by the Department of Personnel for the purpose.

CHAPTER - II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT.

RECOMMENDATION IN PARA - 1.19 (SL No. 2)

The Committee were also informed that the PESB keeps in mind the repeated recommendations of this Committee for appointment of atleast one Scheduled Caste and Scheduled Tribe Director on the Board of Directors of Public Sector Undertakings and for this purpose they considered a number of Scheduled Caste and Scheduled Tribe Candidates in the past. However, no record of Scheduled Caste and Scheduled Tribe candidates considered in the past is maintained. In order to remove any suspicion from the minds of the Scheduled Castes and Scheduled Tribes, the Committee recommended that such records should be maintained in future.

REPLY OF THE GOVERNMENT

The recommendation of the Committee has been noted and PESB Sectt. will henceforth keep a separate list of SC/ST candidates in their Computerised Data Bank.

(MOC OM NO.17/31/90/FT(ST))

RECOMMENDATION IN PARA-1.22 (SL No 5)

The Committee regret to note that Board of Directors of MMTC does not review the implementation of reservation policy relating to SCs and STs in any of their Board Meetings. It is the responsibility of the Board of Directors to ensure implementation of Reservation Policy in the Undertaking. As such unless these matters are periodically discussed in the Board meetings, it would not be possible to ensure the faithful implementation of the Reservation Policy. They recommend that the Board of MMTC should undertake review of Reservation Policy in their meetings periodically and ensure their implementation as per Government directives.

REPLY OF THE GOVERNMENT

The recommendation of the Committee has been noted and the Board of MMTC will henceforth review the implementation of the reservation policy every quarter.

(MOC OM NO. 17/31/90/FT(ST))

Statement showing the action taken on the recommendations/conclusions contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Commerce (Department of Commerce).

RECOMMENDATION IN PARA - 2.15 (SL No 6)

The Committee note that there are 1497 persons belonging to SCs/STs in the eight Public Sector Undertakings under the administrative control of the Ministry of Commerce. However, no separate SC/ST cell has been set up in the Ministry to look after the interest of these SC/ST employees. The Committee take a serious view of the fact that such a Cell has not been setup even after the recommendation of the Internal Work Study Unit of the Ministry in pursuance of the recommendation made by the Committee in their 48th Report (8th Lok Sabha). The committee recommended that Government should setup a Work Study Unit appointed for the purpose.

REPLY OF THE GOVERNMENT

A SC/ST cell to monitor the reservation policy of Sc/ST in Public Sector Undertakings in MOC has already started functioning consisting of the following :-

- | | |
|--------------------|------------|
| 1. Dealing hand | full time |
| 2. Section Officer | Part -time |
| 3. Under Secretary | -do- |
| 4. Director | -do- |

(MOC OM NO.17/31/90/FT(ST))

Statement showing the action taken on the recommendations/conclusions contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Commerce (Department of Commerce).

RECOMMENDATION IN PARA - 2.16 (S.L. 18.7.

The Committee note that an officer in the rank of Director has been appointed as Liaison Officer in the Ministry of Commerce to ensure the implementation of reservation orders in all the eight Public Sector Undertakings under the administrative control of the Ministry. Besides, looking after the interests of SC/ST, he has been entrusted with some other jobs as well. The Liaison Officer has been able to visit only 17 branches of these 8 Public Sector Undertakings till October, 1991 including four offices of MMTC. The Committee are of the view that unless the Liaison Officer makes periodical visits to the various offices of the undertakings at regular intervals, it may not be possible to implement the reservation orders effectively. This is evident from the fact that the Liaison Officer during his visit to the offices of undertakings pointed out a number of deficiencies in the maintenance of rosters. They would like the Government to ensure proper implementation of reservation orders in employment and promotion by regular inspection of rosters of these undertakings.

REPLY OF THE GOVERNMENT

The recommendation of the Committee has been noted to ensure that the inspection of rosters being maintained in the Public Sector Undertakings under the Ministry of Commerce will be conducted on a regular basis.

(MOC OM NO 17/31/90/FT(ST)

RECOMMENDATION IN PARA-2.18 (S L No. 9)

The Committee further note that the minutes of discussion held with the office bearers of the SC/ST employees federation are not recorded on the ground that federation is not recognised. In the opinion of the Committee unless records of discussion held with SC/ST employees federation are kept properly it will be difficult for the management to take follow up action. The Committee, therefore, recommend that records of discussion held with the SC/ST employees federation should be maintained by the MMTC, pending recognition of the federation by the management of MMTC, to avoid any misunderstanding at a later stage.

REPLY OF THE GOVERNMENT

The recommendation of the Committee has been noted. The record of discussions will be maintained whenever meetings are held by MMTC Management with the SC/ST Employees Federation.

(MOC OM NO. 17/31/90/FT(ST))

RECOMMENDATION IN PARA-3.32 (SL No 10)

During the evidence, the Committee were informed that though the reservation policy has been there for the last 20 years, the real efforts have been made by MMTC only during the last three years to make up the shortfall. The Committee are constrained to observe, that had timely action been taken by MMTC to fill up the reserved vacancies instead of waiting for directives from the Government to undertake a special recruitment drive to clear the backlog vacancies, the shortfall would not have occurred. They desire that in future timely action should be taken up by the MMTC to fill up the reserved vacancies, as and when they take place.

REPLY OF THE GOVERNMENT

The recommendation of the Committee has been noted and timely action would be taken by MMTC to fill up the reserved vacancies as and when they arise.

(MOC OM NO. 17/31/90/FT(ST))

RECOMMENDATION IN PARA-3.35 (SL No 13)

The Committee find that there is large backlog of vacancies in respect of STs in all the categories. During evidence the Committee were informed that the management has taken a number of steps to fill up the backlog vacancies of STs, such as introduction of scholarships for ST students free training in typing and stenography and stipends to ST students @ Rs. 300 per month for pursuing such studies which would make them eligible to join the MMTC service. While the Committee consider these steps in the right direction, they would like the MMTC to give suitable publicity regarding availability of such facilities for STs in MMTC in tribal areas and also enhance the stipend amount of Rs. 300 per month which is considered to be inadequate. The Committee would like to be apprised of the steps taken in this regard.

REPLY OF THE GOVERNMENT

All the regional offices of MMTC have been instructed to give adequate publicity to the scheme in educational institutions in tribal areas under their jurisdiction. As regards the inadequate stipend amount, MMTC is examining the matter with a view to increasing either the amount of stipend or the number of students covered under the scheme.

(MOC OM NO. 17/31/90/FT(ST))

COMMENTS OF THE COMMITTEE

Please state the precise action taken by Government for the implementation of recommendations

Further

Reply of the Government

As intimated by MMTC, the backlog in the category of ST is only 10 in Group 'C' and it has already introduced scholarship scheme in its Cuttak Office and ~~two~~ Four persons have been inducted for stipend. The stipend amount ~~is being~~ increased by ~~Rs. 200/-~~ has been. MMTC from Rs. 300/- to Rs. 500/- per month to attract more persons to this Scheme.

(MOC OM No 17/5/93 - FT(ST))

RECOMMENDATION IN PARA-3.36 (SL No 14)

The Committee find that since January 1989 a number of special recruitment drives were undertaken by MMTC to clear the backlog of vacancies of SCs and STs in various categories of posts. Responses received from SC and ST candidates were quite good but many ST candidates could not be selected because they were not found suitable for some reason or the other. Keeping in view the fact that ST people are generally very backward and living in places far away from towns and cities, special efforts may be made to select ST candidates by sending the recruitment teams to those areas. Requisite training may also be provided to ST candidates after their preliminary selection with a view to make them suitable for various posts.

REPLY OF THE GOVERNMENT

In view of the non-availability of ST candidates, MMTC have already recruited some Steno-Typists provisionally and the facilities of training in stenography at the Corporation's cost is being extended to them on the expectation that after a period of six months to one year, such candidates, would be able to meet the requirements of the post.

(MOC OM NO. 17/31/90/FT(ST))

RECOMMENDATION IN PARA 3.38 (SL No 16)

In the opinion of the Committee frequent change in promotion policy will affect the career growth of all employees especially those of SCs and STs who get promotion on roster basis. They desire the MMTC to frame a well conceived promotion policy in consultation with the Ministry of Commerce for all the employees of MMTC giving due relaxation in promotion to SCs and STs and once the promotion policy is adopted the management should follow it in letter and spirit.

REPLY OF THE GOVERNMENT

Necessary action on the recommendation of the Committee will be initiated by MMTC after expiry of the existing promotion policy in respect of staff. As regards officers, relaxation is already being provided under the existing vacancy-based promotions.

RECOMMENDATION IN PARA 4.4 & 4.5 (SL No 17)

The Committee note that the Corporation has been conducting in-service training programmes as well as nominating its employees including Scheduled Caste and Scheduled Tribe Employees to the Training Programmes organised by various professional organisations. During 1989-90, 1990-91 and 1991-92 out of total 1265, 686 and 1225 employees who were given in-service training, the number of Scheduled Castes and Scheduled Tribes were 54, 85 and 55 i.e. 4.26, 12.39 and 4.48 per cent respectively. Similarly during 1989-90, 1990-91 and 1991-92 out of 310, 393 and 341 persons nominated to the training programmes conducted by various professional organisation, the number of Scheduled Caste and Scheduled Tribe Employees was 60, 53 and 50 respectively. Besides, during the year 1989-90, 1990-91 and 1991-92, 27, 18 and 29 Scheduled Caste and Scheduled Tribe Employees respectively were nominated for attending to training programmes conducted by Delhi School of Productivity & Performance and Third World Development Centre.

The Committee hope that imparting of training in various fields to Scheduled Caste and Scheduled Tribe Employees will go a long way in improving their efficiency. They recommend that the sponsoring of the Scheduled Caste and Scheduled Tribe Candidates for such training courses should be progressively increased so that they acquire the requisite proficiency and give a good account of themselves.

REPLY OF THE GOVERNMENT

The recommendation of the Committee has been noted for compliance.

RECOMMENDATION IN PARA-4.16 (SL No 19)

The Committee regret to note that out of the five officers given foreign posting during the years 1987-88, 1988-89 and 1989-90 not a single officer was from the SC or ST category. The Committee desire that MMTC should make sincere efforts to appoint atleast one officer belonging to SC/ST category in their foreign projects. This will not only broaden their outlook but will also enable them to acquaint themselves with the work culture of the countries of their postings.

REPLY OF THE GOVERNMENT

The observations of the Committee have been noted and will be kept in view while making selection of officers for posting abroad.

(MOC OM NO. 17/31/90/FT(ST))

RECOMMENDATION IN PARA-4.24 & 4.25 (SL No 22.

There are Government instructions that a note should be incorporated in the Annual Report of all Ministries/Deptts. as well as Public Sector Undertakings under the control of concerned Ministry/Deptt. about the matters relating to representation of SCs/STs indicating the functioning of SC/ST cell in the establishments.

The Committee regret to observe that Annual Report of MMTC does not contain any information regarding welfare measures taken by the Management for upliftment or advancement of SC/ST employees of MMTC. They recommend that the requisite information should invariably be furnished in the Annual Report of MMTC in future.

REPLY OF THE GOVERNMENT

The recommendation has been noted by MMTC to ensure that in future, its Annual Report contains the required information.

(MOC OM NO. 17/31/90/FT(ST))

CHAPTER - III

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

RECOMMENDATION IN PARA-2.17 (SL No 0/)

The Committee note that no separate complaint/grievance register is maintained by MMTC for recording complaints/representations received from its SC/ST employees. The management only maintains a separate file where individual grievances including those of SC/ST employees are dealt with. With a view to ensure implementation of reservation orders and imparting justice to SC/ST employees, the Committee recommend that as assured during evidence, a separate grievances/complaint register be maintained both at the corporate as well as the regional offices of MMTC and all complaints received therein should be disposed of within a given time schedule.

REPLY OF THE GOVERNMENT

A grievance complaint register to register the complaints from SC/ST employees is already being maintained in the Corporate Office of MMTC and is being regularly monitored.

(MOC OM NO. 17/31/90/FT(ST))

COMMENTS OF THE COMMITTEE

The Committee desire that MMTC should maintain Complaints/grievances register in their Regional offices also.

RECOMMENDATION IN PARA-3.33 (SL No 11)

The Committee further note that representation of SCs/STs in Group 'B' post is very low. They were informed during evidence that there were only a few direct recruits in Group 'B' posts and most of these were promotional post. Considering the fact that there is a provision for direct recruitment in Group B and there is a huge shortfall of SCs/STs in this group, the Committee are of the view that MMTC should follow the policy of filling up of these vacancies, partly by promotion, and partly by resorting to direct recruitment.

REPLY OF THE GOVERNMENT

Decanalisation of a large number of items has raised the possibility of a reduction in the requirement of manpower in MMTC. It has been reported by MMTC that they are examining this issue in all its aspects.

(MOC OM NO. 17/31/90/FT(ST))

COMMENTS OF THE COMMITTEE

The Committee would like to be informed about the action taken by MMTC to make good the shortfall of SC/STs in Group B posts.

Statement showing the action taken on the recommendations/conclusions contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Commerce (Department of Commerce).

RECOMMENDATION IN PARA - 4.10 & 4.11 (SL No 18)

The Committee are surprised to note that out of 17 officers of Minerals & Metals Trading Corporation sent for training abroad since, 1988, none of them belonged to Scheduled Castes and Scheduled Tribe. They learn that these training programmes are mostly conducted by Deptt. of Economic Affairs under UNDP and Colombo Plan. The Minerals & Metals Trading Corporation only recommends the names of the candidates including those of Scheduled Castes and Scheduled Tribes and final selection of candidate is done by that Deptt.

The Committee desires that Govt. may issue suitable instructions to Deptt. of Economic Affairs urging upon them to select atleast a few Scheduled Caste and Scheduled Tribe candidates for training abroad which would not only improve their knowledge but also raise the morale of Scheduled Caste and Scheduled Tribe employees, besides giving them a sense of participation in the National Training Programme.

REPLY OF THE GOVERNMENT

The Deptt. of Economic Affairs, which was addressed in the matter has already intimated in the earlier reply of MOC have intimated this Ministry that Deptt. circulates the courses pertaining to Colombo Plan to Departments and Ministries for whom they are relevant and based on the nomination received, sponsored names are forwarded to the donor countries by that Deptt. keeping in view the various requirements like age, educational qualification etc. that are prescribed by the Training Institutes. In view of this, the final selection lies with the donor countries.

In addition since 1988, the names of 19 officials of MMTC were forwarded to BPE/DPE including six SC candidates for being considered for training abroad.

RECOMMENDATION IN PARA-4.22 (SL. No 21)

The Committee find that Minerals & Metals Trading Corporation has been carrying forward a long list of backlog vacancies especially of STs in various categories for a number of years. Obviously this was due to the non-availability of suitable ST candidates. The Committee recommend that Minerals & Metals Trading Corporation should prepare its man-power plan for the next five years and take timely measures to recruit and train the requisite number of Scheduled Castes and Scheduled Tribes in various categories.

REPLY OF THE GOVERNMENT

The nature of activities of MMTC has undergone a change following decanalisation of a large number of items under the new EXIM Policy. At this juncture, MMTC finds it difficult to prepare a long term manpower plan as they may have to effect substantial reduction in their existing manpower. MMTC Management expects that a substantial number of employees will be opting for voluntary retirement from the services of the Corporation and with it the ratio of SC/ST employees in relation to total strength would significantly improve.

(MOC OM NO. 17/31/90/FT(ST))

CHAPTER - IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE, AND WHICH REQUIRE REITERATION.

(Sl No) RECOMMENDATION IN PARA - 1.18)

The Committee note that Board of Directors of MMTC consists of a full time Chairman-cum-Managing Director, five full time Directors, and four part time Directors but none of these Directors belongs to SCs/STs. They were informed that selection for appointment of Directors on the Board of Directors and Public Sector Undertakings is made by the Public Enterprises Selection Board. Directors on the Board of Directors is considered to be top management posts and merit is the only consideration which the PESB keep in mind while selecting and making recommendations for these posts. Although the Ministry of Commerce had recommended the name of one SC candidate for MMTC, the PESB did not empanel his name. During evidence the Secretary, Ministry of Personnel & Training stated that if reservation is provided in these posts, it would be possible for PESB to empanel SC/ST candidates who fulfil minimum qualifications for these posts.

REPLY OF THE GOVERNMENT

While processing any case of selection as per extant policy and procedure, PESB does not take into account whether a candidate is a member of SC or St as there is no policy of reservation for the Board level appointments. Selection for the Board level posts are made by PESB on the basis of eligibility, suitability and merit of the case and SC/ST candidates are also considered for such posts, if they otherwise fulfil the criteria.

(MOC OM NO.17/31/90/FT(ST))

COMMENTS OF THE COMMITTEE

Please see para 1.6 of Chapter-I

Statement showing the action taken on the recommendations/conclusions contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Commerce (Department of Commerce).

RECOMMENDATION IN PARA - 1.20 (8L.No.3)

The Committee would also like the Government to consider the feasibility of making provision for one Scheduled Caste and Scheduled Tribe Director on the Board of Directors of Public Sector Undertakings by making suitable amendments to the Articles of Association of these public undertakings.

REPLY OF THE GOVERNMENT

Any amendment to the Articles of Association for making provisions for one SC/ST candidate can be done only after the Cabinet decides that there shall be reservation at the Board level. MOC on its own, can not incorporate this amendment as it would have far reaching implications on other PSUs. The decision, if any, has to be processed first by DPE, the nodal authority for PSUs.

(MOC OM NO.17/31/90/FT(ST))

COMMENTS OF THE COMMITTEE

Please see Para 1.6 of Chapter - I

Statement showing the action taken on the recommendations/conclusions contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Commerce (Department of Commerce).

RECOMMENDATION IN PARA - 1.21 (SL No. 4.

The Committee find that there is a provision for appointment of partime non-official director on the Board of Directors of MMTC. During evidence the Secretary, Ministry of Commerce submitted that it was open to the Government to appoint a non-official part time director in MMTC. The Committee, therefore, stress that Government should take steps to appoint atleast one non-official Director belonging to SC/ST on Board of Directors of MMTC.

REPLY OF THE GOVERNMENT

The policy decision needs to be taken by DPE after which the Ministry of Commerce will undoubtedly fall in line.

MOC OM NO. 17/31/90/FT(ST)

COMMENTS OF THE COMMITTEE

Please see para 1.9 of Chapter -I

RECOMMENDATION IN PARA-4.20 (SL No 90)

The Committee note that out of 55 casual labourers on roll of Minerals & Metals Trading Corporation on 31.12.1991, 11 belonged to Scheduled Castes and none to Scheduled Tribe. During the last three years out of 41 casual workers regularised, 11 belonged to Scheduled Castes and none to Scheduled Tribes. The Committee are constrained to observe that by not taking any Scheduled Tribe candidate at the time of absorbing 41 casual workers, the Management of Minerals & Metals Trading Corporation has failed to put into effect the instructions of the Government of India on reservations in letter and spirit and recommend that whenever any casual workers are regularised due representation should be given to Scheduled Castes and Scheduled Tribes as per the instructions issued by the Deptt. of Personnel for the purpose.

REPLY OF THE GOVERNMENT

Whenever casual workers are regularised in MMTC, suitable number of SC/ST candidates are also recruited. At times, MMTC finds it difficult to locate suitable SC/ST candidates.

(MOC OM NO. 17/31/90/FT(ST))

COMMENTS OF THE COMMITTEE

Please see para 1.12 of chapter-I

CHAPTER - V

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

RECOMMENDATION IN PARA-3.34 (SL. No 14)

The Committee also find that there are large number of SCs/STs available in Group 'C' and the possibility of promoting some of these SC/ST employees to Group 'B' by relaxing their promotional criteria may be considered. They would like the management to review the position in consultation with the Ministry of Commerce and Deptt. of Personnel with a view to improve percentage of SCs/STs in Group 'B'.

REPLY OF THE GOVERNMENT

MMTC is examining the feasibility of the proposal.

(MOC OM NO. 17/31/90/FT(ST))

COMMENTS OF THE COMMITTEE

*please state the precise action taken
by Government for the implementation of the recommendations*
2

Further

Reply of the Government

The existing Time Bound Promotion Policy for the staff in MMTC is expiring on 30th Sept., 93 and MMTC has already initiated preparatory action in this regard. The Corporation will keep in view the recommendation of the Committee in the process of the contemplated review of the Promotion Policy.

(MOC OM No 17/5/93 - FT(ST))

FURTHER COMMENTS OF THE COMMITTEE

The Committee would like to be apprised of the action taken by Government regarding relaxation in promotion from Group 'C' to 'B'

RECOMMENDATION IN PARA-3.37 (SL. No 15)

The Committee regret to note that the MMTC authorities have not been able to maintain the reservation quota of 15 per cent for Scheduled Castes and 7 1/2 per cent for Scheduled Tribes in promotion. They also note that the reservation in promotion is applicable only from the top rung of Group 'B' to the lowest rung of Group 'A' and the officers are promoted as per the Time Bound Promotion Policy by giving one year relaxation to the SC/ST employees. The Committee were informed that reservation in promotion was introduced in MMTC in 1973 and followed till 1985 when time bound promotion was introduced. Again from 1.4.89 the vacancy based promotion for officers was introduced and the time bound promotion scheme was revised with effect from 1.10.90. The Committee were informed in a written reply that the time bound promotion policy, has not affected the promotion prospects of SC/ST candidates and on the contrary all employees including SC/ST have been benefitted by this liberalised promotion policy. During the evidence the Committee were also informed that vacancy based promotion for officers was re-introduced because the existing policy of time bound promotion was creating problems in a particular cadre.

REPLY OF THE GOVERNMENT

Necessary action on the recommendation of the Committee will be initiated by MMTC after the expiry of the existing policy in September, 1993 at the time of its review.

(MOC OM NO. 17/31/90/FT(ST)

COMMENTS OF THE COMMITTEE

Please state the precise action taken by Government for the implementation of the recommendations

Further

Reply of the Government

As stated in reply to the recommendation contained in Para 3.34 of the Report, MMTC has already initiated preparatory action for undertaking review of the existing Promotion Policy for staff. The final outcome of the review would be available only after September, 93.

(MOC OM NO 17/5/93 - FT-ST)

FURTHER COMMENTS OF THE COMMITTEE

The Committee would like to be informed of the outcome of the review of promotion policy on the

APPENDIX

(vide para 4 of the Introduction)

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

1.	Total number of recommendations	22
2.	Recommendations which have been accepted by the Government (vide recommendations at Sl. 2,5,6,7,9,10,13,14,16,17,19 and 20)	
	Number	12
	Percentage of Total	55%
3.	Recommendations which the Committee do not desire to pursue in view of the Government replies (vide recommendations at Sl Nos. 8, 11, 18 and 21)	
	Number	4
	Percentage of Total	18%
4.	Recommendations in respect of which final replies of Government have not been accepted by the Committee and which required reiteration (vide recommendations at Sl. Nos. 1, 3, 4 and 20)	
	Number	4
	Percentage to Total	18%
5.	Recommendation in respect of which final reply has not been received (vide recommendation at Sl. Nos. 12 and 15)	
	Number	2
	Percentage to Total	9%