

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES**

*(Sixth Assembly)*

**FOURTH REPORT**

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## COMPOSITION OF THE COMMITTEE

### Personnel of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes

#### Chairman

Shri C. M. Arumugham

#### Members

##### Legislative Assembly :

2. Smt. Anusuya Gajanana Sharma
3. Prof. S. S. Arakeri
4. Shri B. G. Chavan
5. Shri K. Narayanappa
6. Shri M. Y. Patil
7. Shri A. Ramachandra
8. Shri B. Shivanna
9. Smt. Susheela Cheluvvaraj

##### Legislative Council :

10. Shri S. Channabasaviah
11. Shri D. Kariyappa Gowda
12. Shri M. Shivanna

##### Secretariat :

Shri M. Subba Rao, Secretary

Shri K. S. Singri Gowda, Additional Secretary

Shri G. Venkataram, Under Secretary.

## INTRODUCTION

1. The Chairman of the Committee on the welfare of Scheduled Castes/Tribes, constituted by the Karnataka Legislature, having been authorised by the Committee to submit on their behalf present this 4th Report on representation of Scheduled Castes/Tribes in the statutory Corporations/Boards, Government Companies and Statutory Bodies in Karnataka State.

2. The present Committee was constituted on 20th August, 1980. The Committee had decided to examine the subject of reservation and employment of Scheduled Castes/Scheduled Tribes in Public Sector Undertakings, Statutory Corporations, Boards and other Statutory Bodies, and accordingly had prepared a Questionnaire on the subject and visited many public sector undertakings, Corporations, Boards and Statutory Bodies in the State as listed in Chapter—II of the report and held discussions with the concerned authorities. A copy of the questionnaire framed by the Committee is appended **vide** Appendix I.

3. The report is based on the replies received to the Questionnaire framed by the Committee and the information elicited during the visit of the Committee to the various institutions and discussions held with the concerned authorities.

4. The Committee wish to express their thanks to the Chairmen, Managing Directors, Directors, General Mana-

gers and other Officers of the Public Sector Undertakings, Corporations, Boards and Statutory Bodies for having furnished the materials and informations to the Committee in connection with the examination of the subject.

5. The Committee are also thankful for the valuable assistance rendered and co-operation extended by the Officers and Staff of Legislature Secretariat.

6. The Report was considered and adopted by the Committee on 1st May 1981.

7. A summary of conclusions/recommendations contained in the report is appended vide Appendix XIII.

Bangalore

Dated : 1st May 1981.

C. M. ARUMUGHAM,

Chairman,

Committee on the Welfare of  
Scheduled Castes/Scheduled Tribes.

## CHAPTER I

### INTRODUCTORY AND GENERAL OBSERVATIONS

The economic and educational development of Scheduled Castes/Scheduled Tribes is of paramount importance and this importance can be met out by finding employment opportunities to Scheduled Castes and Scheduled Tribes to develop their economical condition. The review of 31 years of experience of the operation of Constitutional provisions regarding various service safe-guards for the Scheduled Castes and Scheduled Tribes reveals even to-day that the position of representation of Scheduled Castes and Scheduled Tribes in service under State Government and in public sector undertakings is unsatisfactory. The problems of Scheduled Castes and Scheduled Tribes are wide-spoken in all the quarters and the solution of these problems stands where they were. Unemployment among Scheduled Castes and Scheduled Tribes is growing, though there are many avenues to find employment to them.

1.2. The Committee have noticed that the reservation orders in favour of Scheduled Castes and Scheduled Tribes are not being properly implemented by many public sector undertakings. This is mainly due to two reasons: (1) Ignorance of the rules and (2) inadequate interest on the part of the personnel responsible for implementation of reservation orders. It was also observed when the Officials took genuine interest in the matter, the representation of Scheduled Castes and Scheduled Tribes did improve in some organisations. Though safeguards for Scheduled Castes and Scheduled Tribes in service matters are enshrined in Articles 16(4) and 335 of the Constitution, the reservation orders for them are often in conflict with the interest of the employees belonging to advanced communities.

1.3. The Constitutional safeguards for Scheduled Castes and Scheduled Tribes in the matter of reservation should be seen in the light of the judgement of the Supreme Court while setting aside the decision of the Kerala High Court in the case of Mr. Thomas and others held in 1975 and it is appropriate to enumerate here the judgment spelled out by Chief Justice Mr. A. N. Ray, which reads as follows :

1.4. "Equality under Article 16 could not have a different content from equality under Article 14. Equality of opportunity for unequals can only mean aggravation of inequality. Equality of opportunity admits of discrimination with reason and prohibits discrimination without reason. Discrimination with reason means rational classification for differential treatment having nexus to the Constitutionally permissible object. Preferential representation for the backward classes in services with due regard to administrative efficiency is permissible object and backward classes are a rational classification recognised by our Constitution. Therefore, differential treatment in standards of selection are within the concept of equality". The Chief Justice also held that "A rule in favour of an under-developed backward community specifying the basic needs of efficiency of administration will not contravene Article 14, 16(1) and 16(2)." He further said that "Scheduled Castes and Tribes are descriptive of backwardness. It is to the aim of our Constitution to bring them up from handicapped position to improvement. If classification is permissible under Article 14, it is equally permissible under Article 16, because both the Articles lay down equality. The quality and concept of equality is that if persons were dissimilarly placed they cannot be made equal by having the same treatment. Promotion of members of the Scheduled Castes and Scheduled Tribes under the impeached rules and orders is based on the classification with the object of securing representation to members of Scheduled Castes and Tribes. Efficiency has been kept in view and not sacrifice".



1.5. In his judgement delivered in the Supreme Court on 14th November, 1980, upholding the Constitutional validity of the reservation for Scheduled Castes and Scheduled Tribes in the departmental promotions in the Railways, Justice Krishna Iyer observed as follows, which is also worth quoting here :

1.6. "The pessimistic figures of the last 10 years negated the neurotic rhetoric about the Scheduled Castes and Scheduled Tribes communities having cornered all the posts in the Central Government from Chaprasi to Secretary. He said the truth was that more aggressive policies than paper reservation were the need if equality and excellence are the creed. Reservation was but one strategy which had historically established itself, but more be done by a complex of processes by which Harijans, Girijans will get boosted in capabilities and mainstreamed to share in the Civil Service cake.

1.7. Any theory or formula was best tested by how it worked and the poor annual assimilation into the public employment sector of the weakest social segments makes a tragic mockery of the statistical jugglery of Harijan monopoly".

1.8. A recent judgment by a three-member Supreme Court Bench shed light on the Constitutional validity of reservations in promotions for Scheduled Castes and Scheduled Tribes. The Court in its ruling said: "We arrive at the Constitutional truism that the State may classify, based upon substantial differential, groups or classes and this process does not necessarily spell violation of Articles 14 and 16".

1.9. Justice V. R. Krishna Iyer, one of the three Judges, felt that the issue of reservation was no matter of speculation or investigation because the Constitution itself has recognised the backward status of the Scheduled Castes and Scheduled Tribes in Socio-economic terms. According to him, there was nothing shabby about the provision of allowing lesser marks as sufficient or adding extra

marks to give the Scheduled Castes and Scheduled Tribes an advantage. This provision, he said, has been made under Articles 15(4) and 16(4).

1.10. Justice Iyer also rejected arguments about inefficiency as "trifle phoney" noting that at the higher levels the Harijans constituted a microscopic percentage and even in the case of Class II and Class III posts, they are negligible.

1.11. The preponderant majority coming from the unreserved communities were presumably efficient. Therefore, dilution of efficiency caused by the minimal induction of a small percentage of 'reserved' candidates cannot affect the overall administrative efficiency significantly. "Indeed, it would be a gross exaggeration to visualise a collapse of the administration because 5 or 10 per cent of the total number of Officials in the various classes happen to be sub-standard".

1.12. The judgment dealt a shattering blow to the steadily snowballing opinion against reservation.

**1.13. Several Public Undertakings in the State have not framed the Cadre and Recruitment Rules in respect of their undertakings making provisions for reservations for Scheduled Castes and Scheduled Tribes. This is a very distressing feature. The Committee strongly urge that suitable instructions should be issued to all the public sector undertakings to frame the Cadre and Recruitment Rules without any further delay.**

1.14. The Committee had recommended in their First Report to enact a legislation regarding reservation for Scheduled Castes and Scheduled Tribes. The State has not enacted any such legislation so far though some other States have already enacted legislation in this regard.

1.15. The West Bengal Act is a most progressive legislation which the Committee wants the Karnataka State Government should also follow. **The Committee strongly urge and reiterate that the Government should take**

**immediate steps in this direction to enact legislation regarding reservations for Scheduled Castes and Scheduled Tribes in the State services including all the public sector undertakings.**

1.16. The Government of Kerala have made provision in their service rules to increase the representation of Scheduled Castes and Scheduled Tribes in Government service by making special recruitments of candidates belonging to Scheduled Castes and Scheduled Tribes to certain Gazetted posts in most of the Major Departments. They have also made provisions to exempt Government employees belonging to Scheduled Castes and Scheduled Tribes temporarily for 2 to 4 years for passing departmental tests, without affecting their increments during that period. The promotion of Scheduled Castes and Scheduled Tribes will not be superseded for want of rigid standard of suitability.

1.17. The Government of Bihar have raised the percentage in respect of Scheduled Castes and Scheduled Tribes from 24% to 45% in case of Class I and II and to 50% in case of Class III and IV in order to clear the backlog in the representation of Scheduled Castes and Scheduled Tribes in services. Similar provisions have also been made by several other Governments to wipeout the backlog in the representation of Scheduled Castes and Scheduled Tribes.

1.18. The Committee, therefore, strongly recommend that the Karnataka Government should also take similar steps to give adequate representation to Scheduled Castes and Scheduled Tribes in State services including Public Sector Undertakings and other Statutory Bodies.

1.19. In many of the Public Sector Undertakings, orders regarding reservation in promotion has not been given effect to properly.

1.20. The Bureau of Public Undertakings which has recently been created should issue suitable instructions in

this behalf and also to see that all the Public Sector Undertakings in the State frame the Cadre and Recruitment Rules. **The Bureau should call the periodical reports from all the Public Sector Undertakings about steps taken to implement the reservation orders for Scheduled Castes and Scheduled Tribes in the undertakings and report to the Committee periodically.**

1.21. All the existing orders, rules issued by the Government regarding reservations for Scheduled Castes and Scheduled Tribes from time to time should be circulated by the Bureau for implementation of this in all the public sector undertakings scrupulously.

1.22. From the study of the Committee it is clear that the representation of Scheduled Castes and Scheduled Tribes in the State Civil Services is most unsatisfactory and it is much worse in public sector undertakings and statutory bodies.

1.23. The implementation of the reservation orders and directives in respect of reservation for Scheduled Castes and Scheduled Tribes in Public Undertakings and Statutory Bodies has not been purposeful, though the State Government have issued executive orders and direction in this behalf.

1.24. The Ministry of Home Affairs, Government of India, issued for the first time in the year 1956 and again in 1957 instructions to all the Ministries of Government of India regarding reservations for Scheduled Castes and Scheduled Tribes in Public Sector Undertakings coming under their control. On the lines of the instructions issued by Government of India in the year 1956 to the Public Undertakings coming under their control, the State Government took a decision in the year 1963 to apply the same policy with regard to the posts in Public Undertakings also coming under their control and issued Official Memorandum No. GAD 184 SSR 63 dated 18th December, 1963 asking all the Secretaries to Government to issue suitable instructions in this regard to all the Public Undertakings

under their control. By this order the percentage of reservation as applicable to State Government Offices was extended "IPSOFACTO" to the posts and service in public undertakings. Besides, all companies, where the share capital is being held by the State Government are partly by the State Government to the tune of not less than 51% are also required to adhere to the representation of posts upto 18% for Scheduled Castes and Scheduled Tribes.

1.25. Administrative Departments of the Government have taken leisurely action on the above Official Memorandum and issued instructions to the Managing Directors of all the Government Companies coming under their administrative control requesting them to take necessary action to reserve 15 per cent and 3 per cent respectively for the posts to be filled up by direct recruitment in favour of Scheduled Castes and Scheduled Tribes and there has not been any follow up action in this behalf.

1.26. The Government of Karnataka after considering all aspects of the representation of Scheduled Castes/Scheduled Tribes in the State Services have directed to reserve 15 per cent and 3 percent for Scheduled Castes/Scheduled Tribes in the vacancies to be filled by promotions in all the cadres upto and inclusive of the lowest category of Class I posts in which there is no element of direct recruitment, such element of direct recruitment does not exceed 66 $\frac{2}{3}$  percentage in order No. DPAR 29 SBC 77, dated 27th April, 1978 and requested all the Secretaries to Government to issue directions to Companies, Statutory Bodies, Corporations, etc., under their administrative control to follow the provisions contained in the above Order.

1.27. The action taken by the several Public Sector Undertakings, Statutory Bodies, etc., is far from satisfactory. The previous Committee on the Welfare of Scheduled Castes/Scheduled Tribes of the 5th Assembly had examined the representation of Scheduled Castes/Scheduled Tribes in Public Undertakings and Statutory Bodies in the State and had made several recommendations in their 3rd Report

presented to the Legislature on 14th March, 1975 to improve the representation of Scheduled Castes/Scheduled Tribes in the above bodies. Replies of action taken to implement those recommendations have not been received so far from several public undertakings, etc., inspite of several reminders. **The Committee have taken serious view of the lapse and urge the Government, Public Sector Undertakings, etc., to furnish action taken statements to the Committee without any further delay.**

1.28. From our study and the representations received, it is observed that the existing Rules/Orders to protect the service interest of the Scheduled Castes and Scheduled Tribes employees have not been properly implemented or followed in many Public Sector Undertakings and Statutory Bodies. The common defects noticed by the Committee in this behalf are as under :—

1. The Rosters are not being maintained in proper order and the entire are not complete.

2. The procedure regarding dereservation of reserved vacancies before appointing general candidates against those vacancies is not being followed properly.

3. Carryforward of reserved vacancies has not been properly understood and followed.

4. In the Selection Committee Meetings, the Scheduled Castes and Scheduled Tribes Officers or the nominee of the Director of Social Welfare has not been associated.

5. In the Notice, Advertisements or the requisitions sent to the Employment Exchange, the actual number of vacancies reserved for Scheduled Castes and Scheduled Tribes candidates and the nature and effect of relaxation/concessions, etc., are not being indicated properly.

6. The requisitions sent to papers were confined to few leading English dailies and not regional language dailies, covering all the places.

7. The usual plea of non-availability of eligible Scheduled Castes/Scheduled Tribes candidates.

1.29. The Committee regret to note the indifferent attitude of Government, Public Sector Undertakings, Statutory Bodies, etc., in this behalf. The present Committee desired to review the latest position of representation of Scheduled Castes/Scheduled Tribes in several Public Undertakings, Statutory Bodies, etc., and they have examined some of these undertakings, and made repeated study of the earlier observations/recommendations made by the Committee in respect of them are found in the succeeding chapter. **The Committee hope that Government will take serious notice to these observations/recommendations and issue suitable instructions to the concerned and furnish reports to the Committee expeditiously.**

1.30. The Committee consider it appropriate to deal in the next Chapter with a brief description of each of the undertakings and statutory bodies visited by them indicating the representation of Scheduled Castes/Scheduled Tribes in these Organisations with their observations/recommendations in each case.

# REPORT



## CHAPTER - II

The Committee on the welfare of Scheduled Castes and Scheduled Tribes have visited the following Boards/Corporations, Government Companies and Statutory Bodies :—

1. Karnataka State Road Transport Corporation.
2. Karnataka Electricity Board.
3. Karnataka State Financial Corporation.
4. Karnataka State Warehousing Corporation.
5. Karnataka Soaps and Detergents Limited.
6. NGEF
7. Karnataka Fisheries Development Corporation.
8. Karnataka Dairy Development Corporation.
9. Karnataka State Scheduled Castes/Scheduled Tribes Development Corporation.
10. Karnataka Agro-Industries Corporation.
11. Mysore Sugar Company Ltd.
12. Mysore Acetate and Chemicals Company Limited.
13. Mysore Lac & Paint Works Limited.
14. Karnataka State Small Industries Development Corporation.
15. Karnataka State Khadi and Village Industries Board.
16. Karnataka Urban Water Supply and Drainage Board.
17. Karnataka Housing Board.
18. Bangalore Development Authority.
19. Bangalore Water Supply & Sewerage Board.

2.2. In addition to this the Committee visited the Corporation of the City of Bangalore also.

2.3. The Committee considered it appropriate to deal with in this Chapter with a brief description of each of the undertakings and Statutory Bodies visited by them and the actual representation to Scheduled Castes/Scheduled Tribes in these organizations and made their observations and recommendations in each case.

### **Karnataka State Road Transport Corporation**

2.4. The Mysore Government Road Transport Corporation was established on 12th September, 1948, when certain services radiating from Bangalore were taken over by the Government. By the end of the year 1948-49 the Department was operating services on 81 routes, with a fleet of 120 buses. The urban and suburban services in Mysore City and Bangalore Metropolis were nationalised in October, 1955 and October 1956. Consequent on reorganisation of States, the M.G.R.T.D. grew overnight phenomenally and became the leading undertaking in the Country, as a result of the merger of the four nationalised Districts of the present North Karnataka and three Districts of the former princely State of Hyderabad.

2.5. K.S.R.T.C. was statutorily established on 1st August, 1961 and the Organisation which was being managed as a Government Department as a wing of the Home Department for nearly 13 years since its inception in 1948. During sixties as many as eight schemes of nationalisation implemented, in pursuance of the accepted and proclaimed policy of the State Government to have complete nationalisation of passengers transport in the State.

2.6. The jurisdiction of the Corporation extends over the entire State of Karnataka. To-day the total strength of the Corporation consists of nearly 4,700 passenger buses. K.S.R.T.C. is the fifth biggest undertaking in India. Capital invested is Rs. 68.93 crores of which the contributions from the State and the Union Governments are Rs. 15.51 and Rs. 5.66 crores respectively. During the

Sixth plan period (1978-83) the Corporation has an ambitious plan to replace as many aged vehicles as possible.

2.7. The Committee visited this Corporation on 9th August, 1979 and held discussion with the Vice-Chairman and other Officers of the Corporation with regard to the reservation and employment of Scheduled Castes/Scheduled Tribes in the Corporation. The discussion was based on the replies furnished to the Questionnaire sent to the Corporation.

2.8. The following table shows the total number of posts in all the Categories and the number of Scheduled Castes/Scheduled Tribes employees and their percentage in the Corporation as on 30th November, 1980.

Sl. No.	Category of Posts	Total No. of posts in the category	No. of SC Candidates and their percentage	No. of ST candidates and their percentage	Total percentage
2	3	4	5	6	
1.	Class I Super Scale.	10	...	...	10 Nil
2.	Class I (Sr.)	35	1—2.8%	...	35—2.8%
3.	Class I (Jr.)	70	7—10%	1—1.09%	70—11.09%
4.	Class II	127	12—10.1%	2—1.6%	127—11.7%
5.	Class III	25,702	1,348—5.2%	270—1.1%	25,702—6.3%
6.	Class IV	5,630	857—15.2%	112—1.1%	5,630—16.3%

2.9 The detailed statement showing the representation of Scheduled Castes/Scheduled Tribes in each category of posts is appended *vide* Appendix II.

2.10. From the above figures given in the table the Committee have noted that the representation of Scheduled Castes and Scheduled Tribes in all the categories of posts in the Corporation is very poor. The percentage is not

at all covered even in the lowest categories of posts such as Helper-A, Helper-B, Artisans, Assistant Artisans, Drivers, Conductors, etc., and it is negligible in higher cadres such as Deputy General Manager, Divisional Traffic Officers, Divisional Controllers, Statisticians, etc. The Committee note with regret the poor intake of Scheduled Castes and Scheduled Tribes in respect of these categories of posts. It was stated that the Corporation had framed its Recruitment Rules in 1968 making provisions of reservations for Scheduled Castes and Scheduled Tribes in direct recruitment and also following the recent Government Orders in respect of promotional posts.

2.11. In spite of all these provisions there is heavy under representation of Scheduled Castes and Scheduled Tribes in the services of the Corporation. While explaining the reasons for this imbalance in the percentage of representation of Scheduled Castes and Scheduled Tribes, it was stated that this Corporation was a Government Department prior to the State Reorganisation and after State reorganisation some transport Units of Hyderabad and Bombay States were added on to the Mysore Government Road Transport Department and became part of M.G.R.T.D. with effect from 1st May, 1957. While nationalising in some pockets (State Carriages) in Mysore, Hassan, Mangalore, Shimoga, Bellary and Kolar Districts, the Staff working with the private operators were taken enablock and the Staff who were with the private operators were taken over irrespective of the Communities.

2.12. The Staff of the Contract Carriage Operators were taken over to this Corporation in 1976 while implementing the Contract Carriages Acquisition Act, 1976. Two thousand one hundred and eighty-one employees working with the Contract Carriage Operators were taken into this Corporation without reference to the Communities to which they belong as they were in service of Contract Carriage Operators.

2.13. According to the "badli system" prevailing then a "badli" was to be taken as a casual labourer in place

of regular employee who absented and the unit heads were authorised to enlist "badlies" for this purpose. Since "badlies" have now come to acquire certain status more than a Casual Labourer and have brought certain statutory obligation on the Corporation, for absorption, the Corporation had to absorb them on regular basis. This is another phase of absorption of employees without reference to reservations. Enlistment of "Badlies" made by the Unit heads without reference to reservation order added on to the inadequacy of representation of Scheduled Castes and Scheduled Tribes and the Scheduled Castes and Scheduled Tribes have been deprived of their legitimate opportunity of getting employment in the Corporation.

2.14. The Committee cannot accept this view and wish to express that it was mandatory on the part of the Corporation primarily to observe its own Recruitment Rules before regularising these appointments.

2.15. The previous Committee of V Assembly visited this Corporation on 28th January, 1974 and made certain recommendations in their III Report presented to the Legislature on 14th March, 1975. The Committee have not been informed, so far, regarding the action taken on these recommendations. **The Committee once again reiterate their earlier recommendations and urge the authorities to implement the recommendations forthwith and inform the Committee in the matter without any loss of time.**

2.16. Considering the poor representation of Scheduled Castes and Scheduled Tribes in the Corporation, the Committee feel the Corporation should make special efforts to recruit exclusively the Scheduled Castes and Scheduled Tribes in respect of categories of posts where there is imbalance and clear the backlog quickly. Orders, Instructions of the Government regarding reservation should be implemented properly by the Corporation to improve the situation. The Committee would like to impress upon the Government the desirability of devising adequate checks to ensure rigid application of the reservation orders by the Corporation. The Committee endorse the steps stated to

have been taken by K.S.R.T.C. to wipe out the backlog by making appointments exclusively from Scheduled Castes and Scheduled Tribes to the categories of posts where there is inadequacy.

2.17. The Committee hope that the authorities could implement this decision vigorously to appoint Scheduled Castes and Scheduled Tribes in order to clear the backlog and see that the representation of Scheduled Castes and Scheduled Tribes in all the categories of posts in the Corporation is brought to the required extent.

2.18. During discussion regarding reservation in promotional posts, the Committee were informed that the authorities had made 911 promotions in 18 categories after March 1978, and out of that 147 persons belonging to Scheduled Castes and Scheduled Tribes were benefited and promotions were made according to the roster prescribed in the Government Order of 1978.

2.19. If the roster prescribed in the Government Order of 1978 had been followed strictly, they should have promoted 165 Scheduled Castes and Scheduled Tribes employees out of 911 promotions instead of 147 to give the required percentage. The reason putforth for this inadequacy was non-availability of suitable candidates which the Committee cannot agree. The Committee feel that unless special inservice training programme for the Scheduled Castes and Scheduled Tribes is initiated by the Corporation it may be difficult to fulfill the required percentage in promotional posts. The Committee suggests that suitable training programme and refresher classes should be started by the Corporation.

2.20. The Board has relaxed the service qualification and educational qualification to provide promotional avenues in respect of non-Scheduled Castes and Scheduled Tribes Officials in their Board resolutions. The Committee urge that this relaxation should also be extended to the Scheduled Castes and Scheduled Tribes Officials to get their promotions and their promotional chances should not be overlooked.

2.21. The Committee further recommend as follows :

In view of the fact that there are very few Scheduled Castes and Scheduled Tribes in higher posts in the K.S.R.T.C. the Committee feel that greater promotional opportunities should be provided to them if need be by giving them increased waitages. The Committee further suggest that a small cell may be set up in the personal Department of the K.S.R.T.C. to attend to the complaints and grievances of Scheduled Castes and Scheduled Tribes employees and a Senior Officer at the Head Office and at each of the Regional Offices and they should be made responsible to ensure that reservation orders for Scheduled Castes and Scheduled Tribes are implemented scrupulously.

2.22. If special qualifications are prescribed for any post, special opportunities should be made available to the Scheduled Castes and Scheduled Tribes candidates to acquire these qualifications.

2.23. Vacancies reserved for Scheduled Castes and Scheduled Tribes should not be filled up by the Regional Units by other persons except with the prior approval of the Head Office.

2.24. Scheduled Castes and Scheduled Tribes candidates possessing minimum qualification for various technical posts should be taken and necessary training given to them to enable them to improve their standard.

2.25. The Committee further suggest that separate number of posts reserved for Scheduled Castes and Scheduled Tribes in each case of recruitment should invariably mentioned in all advertisements published in all local news papers in addition to leading news papers.

2.26. The Employment Exchanges should be requested to furnish a fresh list of Scheduled Castes and Scheduled Tribes candidates in case suitable Scheduled Castes and Scheduled Tribes candidates are not available in a particular list.

2.27. The Recruitment Committees of the K.S.R.T.C. should invariably associated with Scheduled Castes and Scheduled Tribes Non-official along with an officer of Social Welfare Department while making recruitments.

2.28. Reservation orders in Promotional Posts should be extended beyond class I Junior Scales in the Corporation.

### KARNATAKA ELECTRICITY BOARD

2.29. The Board was formed on 1st October, 1957 under the provisions of the Electricity (Supply) Act 1948 and in accordance with Rule 62 of the Mysore State Electricity Supply Rules 1957. Prior to this it was Electricity Department of the State Government.

2.30. The Board consists of one Chairman and 5 members appointed by the State Government. Of these, the Finance Member is an Officer of the rank of Accountant General deputed from the Comptroller and Auditor General of India organisation. The post of Secretary, Karnataka Electricity Board is filled up by an officer of the State Government. The State Government has also constituted a Consultative Council. At present, there are 15 members appointed by the State Government as members of the Electricity Board Consultative Council.

2.31. For the purpose of efficient administration, operation and maintenance of the Board, the Board is divided into 2 Zones. Each Zone is headed by a Chief Engineer. The Board is divided into 8 O. & M. Circles. 30 O. & M. Divisions, 174 Sub-Divisions and 727 Section Offices. The Board carries out departmentally the developmental activities and works. For that purpose, Major Works Wing has been created in the Board with a Chief Engineer Electricity as the head of the Wing.

2.32. Training schemes have been introduced in the Board. One wing is headed by an Engineer of the rank of Superintending Engineer, whose job is to recruit candidates as apprentices and to give them training for a 3 year



course under the Apprenticeship Act, 1961. He also imparts refresher course training to the Engineers and other technical cadres. The Ministerial Training Institute is headed by a Deputy Controller of Accounts. His job is to impart training, refresher course training for the ministerial staff and to conduct special coaching classes for the Scheduled Castes and Scheduled Tribes employees.

2.33. The Board has adopted Government Order No. DPAR 1 SBC 77 dated 4th March 1977 in regard to classification of backward classes of posts under Article 16(4) of the Constitution and it is being implemented from April 1977. The Board has also adopted the Government Order No. DPAR 29 SBC 77 dated 27th April 1978 in regard to reservation in promotion for persons belonging to Scheduled Castes and Scheduled Tribes under Article 16(4) of the Constitution. This order is also being implemented from May, 1978.

2.34. The Committee visited this Board on 12th October 1979 and held discussion with the Chairman and other Officers of the Board with regard to the representation and employment of Scheduled Castes and Scheduled Tribes in the Board. The discussion was based on the replies furnished to the questionnaire sent to the Board.

2.35. The following table shows the Total Number of posts in all the categories and the number of Scheduled Castes and Scheduled Tribes employees and their percentage in the Board.

2.36. The detailed statement showing the representation of Scheduled Castes and Scheduled Tribes in each category of posts is appended *vide* appendix III.

**Statement showing the details of employees working—Category wise  
Classwise as on 1st January 1980.**

Sl. No.	Category of posts—Class wise	Total No. of posts in the Category	No. of S.C. Candidates	Per cent- age	No. of S.T. Candidates	Per cent- age	Total	Per cent- age
1	2	3	4	5	6	7	8	9
1.	Class I	626	18	2.87	2	0.33	20	3.2
2.	Class-II	1674	51	3.04	8	0.46	59	3.50
3.	Class-III	14362	1320	9.20	228	1.58	1548	10.78
4.	Class-IV	15547	2899	18.65	284	1.82	3173	20.47

2.37. From the above the committee are distressed to find that there is hardly any representation at all for Scheduled Castes/Scheduled Tribes in class I, II & III of service of the Board from its inception. It is evident that the Board has ignored the Constitutional Provisions and they have not given enough representation to these classes of people in the Board let alone in higher categories of posts but even in lower categories of posts like lineman, peons, attenders, etc.

2.38. The authorities have not implemented the recommendations made by the previous Committee in their Third Report presented to the Legislature on 14th March, 1975 as promised by the then Chairman of the Board.

2.39. The recommendations made were as follows :

(i) to adopt the carry forward system of vacancies and to implement the same early ;

(ii) to include a Scheduled Caste representative in the Selection Committee ;

(iii) to take steps to make up the percentage of Scheduled Castes/Scheduled Tribes reservation resorting to special and **ad hoc** recruitments ;

(iv) to make necessary provisions for reservations in respect of promotional vacancies to fill up the backlog giving fair representation for Scheduled Castes/Scheduled Tribes in the Board :

(v) to implement the Constitutional provisions scrupulously in respect of reservations for Scheduled Castes/Scheduled Tribes in the service of the Board in future.

2.40. This Board was formerly a Government Department, as stated earlier and framed its Recruitment Rules in the year 1969. The provision of reservation of 15 per cent and 3 per cent to Scheduled Castes/Scheduled Tribes respectively have been made in the Recruitment Rules. The reservation of 18 per cent among promotional posts are also being followed in the Board. The Committee were informed during discussion that the Board is following the instructions of Government issued from time to time with regard to the reservations, etc. The total strength of this Board in 1974 was 33,888. Since then it has recruited more than 7000 employees and the total strength at present is 40,280.

2.41. The Committee deplore that while making these recruitments, the required representation to Scheduled Castes/Scheduled Tribes people have not been given by the Board. The reason stated to be was that the recruiting authorities of this Board were making recruitments without observing the Cadre and Recruitment Rules of the Board, and the plea of not getting suitable qualified candidates. The representation of Scheduled Castes/Scheduled Tribes in the Higher categories of the posts in the Board is negligible and it should be improved. **The Committee are unhappy to note that the Board has not taken interest in recruiting Scheduled Castes/Scheduled Tribes in adequate numbers and ignored the Constitutional provisions.**

2.42. As there was inordinate delay in framing the Recruitment Rules of the Board and in the absence of proper recruitment rules, the appointing authorities of the Board who are scattered through out the State had made appointments without following the Rules of reservation and have

deprived the entry of Scheduled Castes/Scheduled Tribes in the service of the Board. The reason put forth before the Committee of non-availability of suitable qualified candidates during recruitments to Junior Engineers, etc., is not acceptable to the Committee as large number of qualified Scheduled Castes/Scheduled Tribes are available for employment in the Employment Exchanges, etc.

2.43. The Committee have found that there were enough Engineering Graduates who had registered their names in the Employment Exchange and also in the Directorate of Social Welfare. The authorities could have requisitioned the Employment Exchanges and Directorate of Social Welfare for their requirements in addition to the newspaper advertisement, which they have not made earnestly. **The position of representation of Scheduled Castes/Scheduled Tribes in the Board could only be raised to the required minimum if the Board resorts to special recruitment only for the selection of Scheduled Castes/Scheduled Tribes to make up the percentage and to fulfill Constitutional provisions.**

2.44. As the representation of Scheduled Castes/Scheduled Tribes in the Board is quite inadequate since its inception, the Committee recommend that steps should also be taken to wipe out the backlog by making bulk and adhoc appointments reserving more percentage for Scheduled Castes/Scheduled Tribes to reach the required quota.

2.45. The Committee were informed during discussion that the Board was changing the method of recruitment from time to time and they were asking the Employment Exchanges to sponsor the candidates possessing requisite qualifications for technical posts and for non-technical posts they used to advertise in the newspapers. They were not at all aware of the existence of employment cell in the Directorate of Social Welfare where Scheduled Castes/Scheduled Tribes candidates register their names in seeking employment. They were also not aware of the Special Employment Exchange meant for Scheduled Castes/Scheduled Tribes existing in Bangalore.

2.46. The Committee suggest that the Board should not change its method of recruitment from time to time to suit its convenience. They should advertise the posts in all the leading newspapers and send requisitions to the Employment Exchange, Employment Cell in the Directorate of Social Welfare and also to the Special Employment Exchange whenever they make recruitments. It was stated that the Recruitment Committees are constituted by the Board at various levels, viz., Circle Level, Divisional Level, etc. In those Recruitment Committees a nominee of Social Welfare Department is included and no officer belonging to Scheduled Castes/Scheduled Tribes in the Board is associated in the Recruitment Committee and there is no objection of the Board also to include a Scheduled Caste Officer in the Recruitment Committee.

2.47. The Committee, therefore suggest that there should be Scheduled Caste Officer and also a non-official Scheduled Caste/Scheduled Tribe member should invariably included in all the Recruitment Committees constituted by the Board at different levels in addition to the nominee of the Social Welfare Department.

2.48. The Committee were informed that the Board is following reservations in promotional posts in accordance with the Government instructions. The Policy of Government behind this Government Order is to see that the inadequacy of the percentage of reservations for Scheduled Castes and Scheduled Tribes is raised, to the required extent and the backlog is cleared.

2.49. During the evidence the Committee were told that the Board had promoted 23 Assistant Executive Engineers as Executive Engineers and of them three belonging to Scheduled Castes, 81 Assistant Engineers were promoted as Assistant Executive Engineers and 12 of them belonged to Scheduled Castes. 61 Assistant Engineers were promoted as Assistant Executive Engineers (Non-Gazetted) and only 6 of them belonged to Scheduled Caste. 33 Junior Engineers were promoted as Assistant Engineers and of them 5 belonged to Scheduled Castes. 368 Assistants were

promoted as Senior Assistants, and 5 of them belonged to Scheduled Castes. While promoting 40 Senior Assistants as Assistant Accounts Officers no Scheduled Caste Senior Assistant was promoted. The promotional quota prescribed in the roaster has not been fulfilled and the reason put forth was the Scheduled Caste employees who were eligible for promotion according to the roaster were not qualified, which meant that they have not passed the prescribed Departmental Examinations and put in minimum service in the lower cadre.

2.50. The Committee are not happy with the inadequate representation given to Scheduled Castes/Scheduled Tribes during the time of promotions by the Board. The Board should relax its rules while promoting Scheduled Castes/Scheduled Tribes to the various higher cadres and Scheduled Castes/Scheduled Tribes employees of the Board should not be deprived of their chances of promotion for the reason of not passing of Departmental Examinations or not fulfilling the minimum number of service in the lower cadres, etc. The Policy of Government behind this promotional orders should be kept in mind and concessions should be shown to Scheduled Castes/Scheduled Tribes employees of the Board for coming up to the level of others.

2.51. The Board had employed 1909 persons on Super-numerary posts and 1673 persons on T.T.R. (Temporary Time Role). The above persons are working on daily wage basis. The above employees are eligible for absorption in the Board in the capacities of permanent station Attendant Grade II, Assistant linemen, Mistry etc. Provisions in this regard have been incorporated in the Recruitment Regulations of the Board. It is found that Reservation Rules have not been observed while taking persons on daily rated and T.T.Rs. If the reservation Rules are not applied in this lowest rung (which is said to be outside the cadre of the Board) the intake of Scheduled Castes/Scheduled Tribes will be naturally low in the higher rungs of the categories of posts existing in the Board. The Committee suggest that this kind of back-door entrance to the Board has to be discouraged at the initial stages.

2.52. Though the Board is at liberty to make appointments of T.T.Rs and daily wage employees, the deficiency in the representation of Scheduled Castes Scheduled Tribes should be made good by appointing Scheduled Castes/ Scheduled Tribes in some other work spots if they are not available at a particular place. The Committee hope that the Board will take steps to give adequate representation to Scheduled Castes/Scheduled Tribes while making appointments of T.T.Rs. and daily waged employees.

2.53. The overall representation of Scheduled Castes/ Scheduled Tribes in all the categories of posts existing in the Board is very much below the required percentage. The Committee recommend the position of representation of Scheduled Castes/Scheduled Tribes in the Board should be improved by resorting to Ad-hoc/bulk appointments and if necessary by creating superneumerary posts, by this way action should be taken to fill up the backlog.

2.54. The Board should issue strict instructions to all the concerned appointing authorities of the Board at all levels in the State to observe reservation Rules in respect of Scheduled Castes/Scheduled Tribes while making appointments on daily wages and T.T.Rs and see that proper representation is given at this stage itself which helps the Scheduled Castes/Scheduled Tribes to get their legitimate quota subsequently in the Board.

2.55. The Committee further suggested that instructions should be issued to the numerous appointing authorities under the Board for strictly following the reservation orders and to submit periodical returns to the Board. These returns should be scrutinised at the level of Chief Engineers to ensure the compliance of reservation orders in respect of Scheduled Castes/and Scheduled Tribes with a view to achieve the required percentage of representation to them in the Service of the Board.

2.56. While examining the replies it was noticed that there are 81 posts of Executive Engineers (Elecl.) in the Board and out of these, there are only 3 persons belonging

to Scheduled Castes/Scheduled Tribes working as Executive Engineer. These 3 Executive Engineers are promotees from the cadre of Assistant Executive Engineers and they are being appointed from the cadre of Assistant Executive Engineer (Graduates) according to the K.E.B. Regulation for recruitment and promotion of employees in the maintenance cadre 1969. There is no scope for direct recruitment to these posts. **There is no proper representation, according to existing rules. In the cadre of Executive Engineers and to become an Executive Engineer one should work in the cadre of Assistant Executive Engineer, according to existing rules. In the cadre of Assistant Executive Engineer only 25 per cent of the posts are earmarked for direct recruitment and the remaining posts are to be filled by promoting Assistant Engineers of the Board, and hence there is little or no scope of a Scheduled Caste/Scheduled Tribe person to become Assistant Executive Engineer in the Board. At present the Board is having only 13 Scheduled Castes/Scheduled Tribes out of 418 in the cadre of Assistant Executive Engineers which works out to 3.1%. The Committee are dissatisfied with this meager representation of Scheduled Castes/Scheduled Tribes in the cadre of Assistant Executive Engineers in the Board. The Committee therefore strongly recommend that necessary provision should be made in the R and R of the Board for direct recruitment of certain percentage of posts in the cadre of Executive Engineers so that Scheduled Castes/Scheduled Tribes are recruited directly with a view to give proper representation to them in the cadre of Executive Engineers.**

2.57. As there is no provision in the Karnataka Electricity Supply Act to appoint Scheduled Castes/Scheduled Tribes as members of the Consultative Council of the Board, the Committee recommends that necessary provision should be made to appoint a non-official member among Scheduled Castes/Scheduled Tribes to the Electricity Board Consultative Council by Government immediately.

2.58. The Committee further recommend that while granting licences to Private Contractors, the Board should



give preference to Scheduled Castes/Scheduled Tribes people.

2.59. The Scheduled Castes/Scheduled Tribes who are working in the lower rung of the Board are finding it very difficult to secure dwelling houses in rural areas. The Committee therefore recommend that Scheduled Castes/Scheduled Tribes personnel in lower rung of the Board should be provided with quarters in rural areas by the Board.

### **KARNATAKA STATE FINANCIAL CORPORATION**

2.60. The Karnataka State Financial Corporation was established in 1959 under the State Financial Corporation Act, 1951 in order to provide Financial assistance to the Industries in the State.

2.61. The Corporation has sanctioned term finance to a tune of 74.11 crores involving 2712 cases and assisted small scale industries by sanctioning 31.21 crores to 1694 cases. The Corporation has also assisted 1007 units in Backward areas by sanctioning 31 crores of rupees. The Corporation has so far disbursed Rs. 58.84 crores. The Corporation assists **entrepreneurs in setting up** industries or diversifying or modifying existing ones through (a) term loans, (b) soft loans, to meet the portion of promotor's contribution in respect of small projects.

2.62. The Corporation has liberalised the terms of assistance in the case of Scheduled Castes and Scheduled Tribes entrepreneurs and these entrepreneurs have shown concession of 1% in the rate of interest when the total loan does not exceed Rs. 3 lakhs. The particulars of loans sanctioned to the applicants belonging to Scheduled Castes and Scheduled Tribes during the year 1979-80, from 1st June,

1979 the date of introduction of such a provision to 31st December, 1979 are as follows :

				Rs.
Number of SCs.	3	Amount sanctioned		1.15 lakhs
do STs.	1	do		1.22 do
	<hr style="width: 50px; margin: 0 auto;"/>			
Total	4	Total Rs.		<hr style="width: 50px; margin: 0 auto;"/> 2.37 lakhs

2.63. It could be seen from the above the financial assistance given by the Corporation to Scheduled Castes and Scheduled Tribes is meagre compared to the amount sanctioned to others. **The Committee recommend that the Corporation should extend more financial assistance to Scheduled Castes and Scheduled Tribes in future.**

2.64. There are 240 employees are working in this organisation, among them 30 employees belongs to Scheduled Castes and Scheduled Tribes and overall percentage of Scheduled Castes and Scheduled Tribes works out to 12.5%.

2.65. The Committee visited this Corporation on 29th October, 1979 and held discussion with the Managing Director and other Officers regarding Reservation and Employment of Scheduled Castes and Scheduled Tribes in the Corporation. The discussions were based on the replies furnished to the questionnaire sent by the Committee.

2.66. The following table shows the total number of posts of all categories in the Corporation and the number of Scheduled Castes and Scheduled Tribes employees and their percentage to the total as on 20th January, 1981.

Sl. No.	Category of posts	Total No. of posts in the category	No. of SC candidates and their percentage	No. of ST candidates and their percentage	Total percentage
1	2	3	4	5	6
1.	Class I ...	22	1—4.5%	...	22—4.5%
2.	Class II ...	60	3—5%	1—1.6%	60—6.6%
3.	Class III	119	18—15.1%	2—1%	119—16.1%
4.	Class IV ...	39	6—15.3%	2—5.1%	39—20.4%

The detailed statement showing the representation of Scheduled Castes and Scheduled Tribes in each category of posts is appended vide Appendix-IV.

2.67. From the above table it could be seen that the percentage of representation of Scheduled Castes and Scheduled Tribes in this Corporation is not fully covered.

2.68. During the discussion the Committee were informed that the percentage of Scheduled Castes and Scheduled Tribes in March 1977 was 5.1% and 0.5% respectively which was increased to 7.9% and 0.5% in March, 1978. It was further increased to 9.2% and 1.4% in 1979 and the present overall percentage of Scheduled Castes and Scheduled Tribes in the Corporation is 12.5%. Though there is gradual improvement in the representation of Scheduled Castes and Scheduled Tribes it has not reached the prescribed percentage. While the Committee appreciate the action taken to improve the percentage, urge the authorities to fulfil the required percentage in respect of Scheduled Castes and Scheduled Tribe in the Corporation by resorting to recruitment of only Scheduled Castes and Scheduled Tribes till the full percentage is reached and the backlog is cleared.

2.69. The previous Committee visited this Corporation on 16th September, 1974 and made some observations relating to inadequate representation of Scheduled Castes

and Scheduled Tribes in the Corporation in their III Report presented to the Legislature on 14th March, 1975.

2.70. During discussion the attention of the Managing Director was drawn to the observation made by the previous Committee regarding the filling up of the backlog. It was explained that the percentage of reservation was being increased from 1977 onwards and the percentage in 1977 was only 5.6% in 1978 the percentage was 8.4 and at the end of March, 1979 the percentage was brought to 10.6 and now it is 12.5%. **The Committee were glad to note the progress made by the Corporation since 1975 and once again urge the authorities to wipe out the deficiency to the full extent in the future recruitments.**

2.71. In view of the under representation, Corporation has adopted the reservation in promotions order of 1978 and promoted one Assistant belonging to Scheduled Caste to the post of Senior Assistant. The Corporation has prescribed 3 years minimum service for giving promotions. By prescribing this minimum service the Assistants belonging to Scheduled Castes and Scheduled Tribes have been deprived of their chances of promotion according to the Roster prescribed in the Government Order.

2.72. **The Committee therefore recommend that relaxation should be shown in respect of Scheduled Castes and Scheduled Tribes employees and the promotional chances of Scheduled Castes and Scheduled Tribes should not be deprived by insisting the minimum service.**

2.73. It was brought to the notice of the Committee that some of Scheduled Castes and Scheduled Tribes employees of the Corporation who were working in the cadre of Assistants, Stenographers, Watchmen and Driver had left this organisation seeking better prospects elsewhere which added on to the under representation of Scheduled Castes and Scheduled Tribes in the Corporation. **This deficiency should be filled up by appointing Scheduled Castes and Scheduled Tribes only in those vacant posts.**

2.74. The Committee suggest that the Scheduled Castes and Scheduled Tribes employees of this organisation should be given necessary inservice training, and other incentives so that they may qualify themselves, for higher posts in the organisation, and compete with the others.

2.75. The Committee further recommend that the Corporation should make provisions to provide more loan assistance under their Scheme of concessional finance to entrepreneurs belonging to Scheduled Castes and Scheduled Tribes as the amount now provided or given is too meagre.

### KARNATAKA STATE WAREHOUSING CORPORATION

2.76. The Karnataka State Warehousing Corporation is a State Government sponsored public undertaking with only 2 share holders on Equity Shares of 50% each. The share holders are Government of Karnataka and the Central Warehousing Corporation. The initial authorised Share Capital is Rs. 200 lakhs. Important among other objectives of establishing State Warehousing Corporation are (i) Providing Scientific Storage of Agriculture Produce to prevent loss of food grains due to insects, rodents, etc. (ii) prevent distress sale of agricultural produce by small holders soonafter harvest; (iii) making available easy credit to the agriculturists through Banks on negotiating warehouse receipts.

2.77. Stocks offered for storge at the warehouse is examined and graded. The produce is then kept in the warehouse, stocked properly after providing suitable dunnage and treated with insecticides peridically and fumigated, if necessary, during storage. This help in preventing loss by insects, rodents and moisture. The Storage charges at State warehouses have been kept as low as economically possible and are within the reach of the average producer. A facility of 10% rebate is allowed

to genuine producers and co-operative Societies. The depositors can draw part delivery of his deposit according to his needs. The rate of interest charged by Bank advances made against warehouse receipts is attractive being below the market rate. Goods kept in the warehouse are covered by insurance against loss due to fire, burglary and theft. All kinds of agricultural produce can be stored in the warehouses. Over 200 varieties of Agricultural Commodities are stored in warehouses. This includes food grains, pulses oil seeds, spices, jaggery and fibres, cotton, jute, high breed seeds, fertilisers, etc.. Industrial commodities such as Iron and Steel and other notified commodities such as Rubber, Cement, Leather, etc.. are also accepted for storage. Agricultural Commodities stored in the warehouse fetch higher prices than those kept in private old fashioned godowns because of efficient preservation in warehouses. Under this Scheme the Warehousing Corporation is extending its valuable services of disinfestation to the stocks stored in the Godowns of producers, Merchants, Co-operatives, Government and other allied organisations. The Warehousing Corporation is taking positive steps to popularise this useful scheme and to extend its activities in rural areas by enlarging its area of operation. The Karnataka State Warehousing Corporation started effective functioning in 1958 with 3 centres and is now having warehouses in 51 centres.

2.78. The Committee visited the corporation on 18th February 1980 and held discussion with the Managing Director and other Senior Officers of the Corporation with regard to the reservation and employment of Scheduled Castes/Scheduled Tribes in the Corporation. The discussion were based on the replies furnished to the Questionnaire sent by the Committee to the Corporation.

2.79. The Committee examined the replies furnished by the Corporation and the following table shows the total number of posts in all the categories and the number of Scheduled Castes and Scheduled Tribes employees and their percentage as on 30th November, 1980.

Sl. No.	Category of posts	Total No. of posts in the category	No. of SC candidates and their percentage	No. of ST candidates and their percentage	Total percentage
1.	Class I		..	..	13 Nil
2.	Class II	41	4—9.7%	..	41—9.7%
3.	Class III	102	8—7.8%	3—2.9%	102—10.7%
4.	Class IV	196	40—20.6%	4—2%	196—22.6%

2.80. The detailed Statement showing the representation of Scheduled Castes/Scheduled Tribes in each category of posts is appended **vide** Appendix V. It is evident from the above that there is no proper and full representation for Scheduled Castes/Scheduled Tribes in higher categories of posts in the Corporation except in Class IV posts.

2.81. The previous Committee visited the Corporation on 17th July 1974 and made the following recommendations regarding representation of Scheduled Castes/Scheduled Tribes in the Corporation.

(i) to include a member of Scheduled Castes/Scheduled Tribes in the Selection Committee to safeguard the interest of Scheduled Castes/Scheduled Tribes candidates ;

(ii) to appoint adequate number of Scheduled Castes/Scheduled Tribes candidates for various posts in the Corporation to fill up the reservation quota ;

2.82. The Committee states with regret that the Corporation has not implemented the above recommendations of the Committee and has not even furnished the action taken statement on the recommendations to the Committee. This means that the Corporation has not followed the reservation orders strictly.

2.83. The Executive Committee of the Corporation is the appointing authority. It consists of five members :

1. The Chairman.
2. Managing Director.
3. A representative of the Food Corporation of India.
4. Two non-official members.

2.84. Altogether there is no representation of Scheduled Castes/Scheduled Tribes in the Executive Committee.

2.85. Recruitment is made by the Executive Committee by issuing notification to all news papers calling for application and they also get list from Employment Exchanges.

2.86. Though the Corporation came into existence in the year 1958, Cadre and Recruitment Rules were not framed till the year 1977. Till the Cadre and Recruitment Rules came into force it has been stated that they were following K.C.S.Rs. and other Government Orders issued from time to time so far as Recruitment is concerned. Despite this the Committee find that they have not maintained the quota reserved for Scheduled Castes/ Scheduled Tribes candidates.

2.87. The committee therefore recommend that the inadequate representation of Scheduled Castes/Scheduled Tribes prevailing in all the categories of the posts of the Corporation should be brought to the required percentage and immediate action, taken to fill up the shortfall, by making special and **ad-hoc** appointments if need be. There is no representative from the Scheduled Castes/Scheduled Tribes or a nominee of Director of Social Welfare included in the recruitment Committee of the Corporation.

2.88. The Managing Director assured the Committee that a non-official Member belonging to Scheduled Castes/Scheduled Tribes and also a representative of the Social Welfare Department will be included in the Recruitment Committee of the Corporation in future.

2.89. The Committee therefore recommend that a non-official member belonging to Scheduled Castes/



**Scheduled Tribes should be appointed in the recruitment committee and also representative from Social Welfare Department should invariably be made an associate member in the recruitment committee in all recruitments and promotions made in the Corporation.**

2.90. As regards promotions the Committee were informed that no promotions were effected since April 1978 when the reservation orders in promotional posts came into force. The Committee suggest that the Corporation should take action to promote qualified Scheduled Castes and Scheduled Tribes persons to the higher category of Class I and Class II posts, since there is no proper representation in these cadres.

## **KARNATAKA SOAPS AND DETERGENTS LIMITED**

2.91. The Government Soap Factory was started as a Government Industry in 1918 for the manufacture of washing Soap to start with. This Factory has been one of the most luminous stars in the industrial firmament of Mysore (Karnataka), Started on a modest scale for making only washing soap, the factory has grown in size and stature to become one of the leading concern in the Indian Soap Industry, apart from being one of the most modern Soap Factories using the latest automatic and continuous process for toilet soaps, washing soaps and detergents. The growth of the Government Soap Factory has been a Saga of uninterrupted success. When it began in 1918, about 100 tonnes of washing soaps per year were manufactured. Soon after the unstinted efforts and experiments undertaken and evolved a soap perfume blend using sandal wood oil as the main base to manufacture a toilet soap. In November, 1918 the first toilet soap—Mysore Sandal Soap was put on the market. This Soap got the public eye on account of its intrinsic superior quality of perfume which popularised all over the world.

2.92. The overall administration and control of the Factory is vested with Board of Management for Government industrial concerns of which, Hon'ble Minister for Industries is the Chairman. Its day-to-day administration is attended to by the General Manager.

2.93. The Committee on the Welfare of Scheduled Castes/Scheduled Tribes visited this institution on 8th January, 1979 and also on 19th December, 1980 to review the position of representation of Scheduled Castes and Scheduled Tribes in the Factory. The Committee held discussion with the Director, General Manager and other officers of the Factory. The discussions were based on the replies furnished to the Questionnaire sent to them.

2.94. The following table shows the total number of posts in all the categories in the Soap Factory and the number of Scheduled Castes/Scheduled Tribes and their percentage as on 30th November, 1980.

<i>Sl. No.</i>	<i>Category of post</i>	<i>Total No. of posts in the category</i>	<i>No. of SC candidates and their percentage</i>	<i>No. of ST candidates and their percentage</i>	<i>Total percentage</i>
1	2	3	4	5	6
1.	Class I ..	3	..	..	3—Nil
2.	Class II ..	26	1—3.8%	..	26—3.8%
3.	Class III	86	9—1.4%	..	86—1.4%
4.	Class IV ...	486	97—19%	...	486—19%

2.95. The detailed statement of the number of posts classwise, categorywise and the number of Scheduled Castes and Scheduled Tribes working is appended to the report vide Appendix VI.

2.96. The above figures reveal that the representation of Scheduled Castes and Scheduled Tribes in Class I, II and III is almost nil and inadequate in the factory. Only in

class IV posts Scheduled Castes/Scheduled Tribes percentage is maintained.

2.97. The previous Committee when they visited this factory on 19th June, 1974 had made certain observations regarding the poor intake of Scheduled Castes/Scheduled Tribes in the factory and for the enforcement of reservation orders in respect of Scheduled Castes/Scheduled Tribes candidates strictly to make up the backlog. The Committee had also recommended that necessary steps to finalise the Cadre and Recruitment Rules and to incorporate the percentage of reservation in the Cadre and Recruitment Rules. The Committee have noted that the percentage of representation of Scheduled Castes and Scheduled Tribes in the higher and supervisory cadres, in the factory, has not improved to any significant extent, though there is some improvement in the overall percentage subsequent to 1974. Further the Cadre and Recruitment Rules are still pending finalisation. The Committee are not happy with this state of affairs. There has been inordinate delay in finalising the Cadre and Recruitment Rules by the factory though it was established in the year 1918.

2.98. The Committee would like to reiterate that vigorous efforts should be made by the factory management to give proper and adequate representation of Scheduled Castes/Scheduled Tribes in all Cadres of appointments in the Factory.

2.99. The Committee would further urge that the Management should make adequate effective steps to implement the recommendations made by the Committee previously so that proper representation is given to Scheduled Castes/Scheduled Tribes in all categories of posts in the Factory. The inservice Scheduled Castes/Scheduled Tribes people in the factory should be given training and proper incentive to come up to the level of others, besides Apprentice Training. Steps should also be taken to clear the backlog where it exists by resorting to special recruitment only for Scheduled Castes and Scheduled Tribes.

2.100. The Committee also recommend that Government should expedite the revised combined C & R Rules of both soap and Sandal Wood Oil Factories duly making provision in it for reservation for Scheduled Castes/Scheduled Tribes people.

2.101. During the discussion, a suggestion was made by the Committee for giving Selling Agency of the products of the Factory to the Scheduled Castes/Scheduled Tribes people at the District and Taluk Levels. The Executive Director assured the Committee that this suggestion would be implemented. The Committee desired to be informed of the action taken in this behalf.

2.102. The factory has introduced a scheme "learn while you earn" for the poor college students. Under this scheme, the students are engaged for work for 3 hours daily in the factory and earn Rs. 80 per month. The Committee commends this good scheme and desire that other industries should also introduce such schemes in their Industries.

### THE NGEF LIMITED

2.103. The NGEF which was initially established as a Departmental concern, was converted in the month of October, 1965 into a Public Limited Company under the name and style of NGEF Limited.

2.104. NGEF Limited manufactures a wide range of electric equipment such as Transformers, Motors, Switch-gears, etc.,

2.105. The earlier committee visited the Company on 19h January, 1974 and made certain observations/recommendations in respect of representation of the Scheduled Castes/Scheduled Tribes in the NGEF.

2.106. With a view to study the latest position and to review the progress of representation of Scheduled Castes/Tribes in the services of NGEF the Committee visited the

factory on 9th January, 1979. In this connection, the Committee had sent a detailed questionnaire to the Factory for furnishing replies and also held discussions with the Managing Director and other Officers of the Factory.

2.107. As on 30th November, 1980, there were 5,617 employees in the Factory. Out of which, 3,586 were workers. Out of these, there were 619 employees belonging to Scheduled Castes/Tribes and their percentage being 11%.

There were 176 Apprentices who were undergoing training in various trades in the Factory in accordance with the Government of India Apprenticeship scheme. A Scheme has also been introduced in the factory to train the unskilled workers every-day for two hours with a view to have participative method of management.

2.108. The following table shows the strength of various posts as on 30th November, 1980 and the number of Scheduled Castes/Tribes in each category and their percentage.

TABLE

Sl. No.	Designation	Strength	S.C. candidates		ST candidates	
		as on 30th November 1980 (Permanent)	No. of persons	Percentage	No. of persons	Percent age
1.	2	3	4	5	6	7
1	Dy. General Manager	1	...	...	...	...
2.	Works Managers	31	...	...	1	3.22%
3.	Chief of Dept.	105	4	3.80%	1	0.95%
4.	Technical Supdt.	152	3	1.97%	1	0.65%
5.	Section Officer	48	1	2.08%	1	2.08%
6.	Senior Foreman	45	3	6.66%	...	...

1	2	3	4	5	6	7
7. Junior Engineer	307	7	2.20%	1	0.32%	
8. Commercial Supdt.	101	...	...	1	0.99%	
9. Senior Draughtsmen	24	1	4.16%	...		
10. Foreman ...	69	...	...	...		
11. Commercial	117	...	...	...		
12. Supervisor.						
13. Tech. Supervisor	125	9	7.20%	2	1.60%	
14. Chrgchand ...	203	7	3.44%	2	0.98%	
15. Draughtsmen	57	...	...	...	:	
16. Senior Assistant	193	4	2.07%	3	1.55%	
17. Senior Steno ...	53	1	1.88%	...	...	
18. Junior Steno ...	70	4	5.71%	...	...	
19. Typists ...	55	8	14.50%	3	5.40%	
20. Junior Assistant	213	17	7.98%	3	1.40%	
21. Peons./Attenders	115	29	25.21%	3	2.60%	
1. Wage Group-I	922	210	22.77%	43	4.66%	
2. Wage Group-II	682	168	24.63%	8	1.17%	
3. Wage Group-III	883	60	6.79%	1	0.11%	
4. Wage Group-IV	509	40	7.85%	2	0.39%	
5. Wage Group-V	367	24	6.53%	2	0.54%	
6. Wage Group-VI	142	13	9.15%	3	2.11%	
7. Wage Group-VII	72	6	8.33%	..	..	
8. Wage Group-VIII	9	...	..	..	..	
Total ...	3586	521	14.5%	59	1.6%	
Grand Total	5670	619	10.8%	81	1.5%	

2.109. During the evidence the Committee were informed that Cadre and Recruitment Rules were framed by the Company on 19th December, 1964 and the reservation of posts for the Scheduled Castes/Tribes has been fixed at 15 and 3 per cent respectively. The recruiting authorities of the Company are the Managing Director and the Technical Director. The recruitment is made through sponsoring the names from the Employment Exchange and by Notification. The Management constitutes Selection Committees from time to time for selecting the candidates and the Selection Committee consists of a minimum of 3 members. Scheduled Caste Officers are being associated in the Selection Committee particularly upto supervisory level.

2.110. The Committee were told that the selection of candidates for training, relaxation in service conditions are shown and as regards promotions, it was mentioned that they are being made on the basis of job requirements which the Committee observe is not in the interest of Scheduled Castes/Tribes.

2.111. The Committee have informed that the Company is not getting sufficient number of candidates from Employment Exchanges particularly workers, clerical and supervisory levels. The Committee cannot accept this explanation as there are many number of candidates belonging to Scheduled Castes/Tribes available in live registers in the Employment Exchanges for these posts.

2.112. The Committee note with regret that this only shows that the company has not made any serious attempt to get lists of candidates belonging to Scheduled Castes/Tribes from the employment Exchanges and the Employment Cell of the Directorate of Social Welfare. **The Committee recommend that the Company should take immediate action to get the list of candidates from the Employment Exchanges and the Special Employment Exchange at the time of the recruitment to the various posts in the Company.**

2.113. On an examination of the position of representation to the Scheduled Castes/Tribes, the Committee are

distressed to observe that from top post to lower down adequate representation has not been given to the Scheduled Castes/Tribes in the Factory.

2.114. In the category of Works Manager whose number is 31, there is only one person belonging to Scheduled Tribes. In the category of Chief of Department, Technical superintendent, Section Officers, Senior Foremen, Junior Engineer, Commercial Superintendent and Foreman Charge Heads, the representation to the Scheduled Castes/Tribes is very negligible. Even in the clerical category of Senior Assistants, Junior Assistants, the representation given to the Scheduled Castes/Tribes is inadequate.

2.115. The routine and usual explanation offered by the management that it was due to the dearth of qualified Scheduled Castes/Tribes candidates to these posts has not convinced the Committee. No serious or determined effort have been made by the Company to get candidates from these communities to fill the reserved posts. The Committee further regret to note that no training facilities have been provided by the Company in this behalf, though the earlier Committee had made specific recommendation in the Report.

2.116. The Committee feel that atleast the post of Senior Assistants and Junior Assistants would have been filled by giving proper representation to the Scheduled Castes/Tribes. But no sincere efforts have been made in this regard also. On examination of the information furnished by the company it is clear that disregard has been shown by the Company in giving adequate representation to the Scheduled Castes/Tribes even in the lower category of Senior Assistants and Junior Assistants posts. In the year 1974, out of 5 candidates recruited for Senior Assistants posts, none from Scheduled Castes/Tribes were appointed and in the year 1978, out of 10 Senior Assistants appointed, only one S.T. candidate was appointed. In the case of Junior Assistants the position is worse. Out of the total number of 213 candidates recruited, only 17 belonging to Scheduled Castes were appointed, only 3 scheduled tribes were appointed,



which is highly inadequate and discouraging and indeed regrettable.

2.117. When asked to give reasons for inadequate representation of Scheduled Castes/Tribes in the case of Junior Engineers for which posts, enough Scheduled Castes/Tribes candidates are available. The Committee were informed that there were two types of appointments, for the posts of Junior Engineers, one is direct recruitment and another is by promotion. For direct recruitment graduation in Engineering is necessary and for promotion, Diploma is required. The Company had advertised these vacancies as they could not get the Scheduled Castes/Tribes qualified candidates through Employment Exchanges and this shows the Company had not made serious attempts in this behalf. It was heard that during the year 1974, out of the total posts of 22 Junior Engineers, for which recruitment was made, only 3 Scheduled Castes candidates were selected and no Scheduled Tribe candidate was selected.

2.118. In the year 1975, out of 17 Junior Engineers selected, no Scheduled Caste/Tribe candidates were appointed and in 1976, out of 22, only 2 Scheduled Castes were appointed but no scheduled Tribes. In 1977, out of 40 Junior engineers recruited only 2 Scheduled Castes were recruited. In 1978, out of 24 no Scheduled Caste candidate was recruited.

2.119. In this case also the Company stated that they could not get qualified candidates belonging to Scheduled Castes/Tribes for these posts and even though they got some candidates, they were not selected, due to the fact that they were not upto to mark.

2.120. The Committee were informed for selection to these posts, there was a test and 60 per cent marks was reserved for this and another 40 per cent was kept for interviews. In the case of Scheduled Caste candidates, depending upon the number available, the management in all cases uses its discretion and gets down the list and if a candidate belonging to Scheduled Castes/Tribes secures

40 per cent, he is selected. But the committee regret to note though large number of Scheduled Caste/Tribe candidates with prescribed qualification in Engineering was available in Employment Exchanges, the Company had not taken proper steps to get Scheduled Castes/Tribes candidates for these reserved posts.

2.121. The Committee are unhappy to note that the Company had not made attempts to attract the Scheduled Castes/Tribes candidates for the reserved posts so as to give proper representation in the services of the Company. **The Committee recommends that in future advertisements, the Company should specify the number of posts reserved for Scheduled Castes/Scheduled Tribes while advertising in newspapers and also in the case of vacancies notified by the Employment Exchanges. The Committee further suggest that these advertisements should invariably be published in all local language newspapers.**

2.122. With regard to the question, whether the management had taken any steps to train the Scheduled Castes/Scheduled Tribes candidates for a few months after recruit- the Management informed that there has not been any the Management informed that there has not been any such kind of training introduced by the Management so far. **The Committee recommend that immediate action should be taken by the Company in this regard.**

2.123. Out of 125 Technical Supervisors, there were only 11 candidates belonging to Scheduled Castes/Scheduled Tribes which works out to 8.9 per cent and in this case also, the Management informed the Committee that they could not get sufficient number of candidates while filling up these vacancies. This argument of the company is not acceptable to the committee.

2.124. There were 57 posts of Draftsman and there is no representation for Scheduled Castes/Scheduled Tribes candidates in this category also. The reason given by the Company was that there are two kinds of draftsman,

one is Assistant Draftsman and the other is Draftsman. The Assistant Draftsman is promoted to the post of Draftsman. The qualification prescribed is a test in I.T.I. and must possess some experience and in this category, there were no I.T.I. passed candidates for the post of Draftsman. Unless they got sufficient number of Assistant Draftsman, they could not promote them to the post of Draftsman. In some cases they had taken directly as Draftsman and though they advertised in the newspapers calling for filling up these posts of Draftsman, there was no response. When asked whether at any time the Company had asked the I.T.I. to send the list of passed candidates, the reply was in negative. **The Committee recommend that the Company should take immediate action to get the list of qualified candidates of Scheduled Castes/Scheduled Tribes from I.T.I. and also from the Employment Exchange and the Employment Cell of the Directorate of Social Welfare to fill up the reserved posts in this category.**

2.125. In the case of Commercial Supervisors also, there is no representation for Scheduled Castes/Scheduled Tribes. In the case of Semi-skilled workers, the Company could not recruit, they only promote them. Even in the case of promotions, representation to the Scheduled Castes/Scheduled Tribes candidates in this category is nil, as they have not followed reservation in promotion. **The Committee suggests that in the case of Scheduled Castes/Scheduled Tribes concession must be shown to them, and reservation orders should be followed in promotions.**

2.126. The total semi-skilled workers recruited form 1st April, 1978 to 31st December, 1978 was 101. Out of which, only 24 persons belonging to Scheduled Castes and 2 persons belonging to Scheduled Tribes were recruited. The Committee feel that the Company could have selected more number of Scheduled Castes/Scheduled Tribes to fill up the backlog in this category.

2.127. It can be seen from the statement that from the category of Works Manager down to the Peons and Attenders that out of 22 recruitments made, only 3 persons

belonging to the Scheduled Castes/Scheduled Tribes were recruited in the category of Peons in the year 1974. In 1975, out of 8 recruitments made, not even a single Scheduled Castes/Scheduled Tribes candidate has been recruited. In the year 1976, only 6 Scheduled Castes candidates were recruited. In the year 1977, out of 32 recruitments made, only 9 Scheduled Castes candidates and 1 Scheduled Tribes candidate were recruited to the posts of Peons and Attenders.

2.128. During the year 1978, 32 recruitments made to the various categories, only 8 Scheduled Castes candidates and 1 Scheduled Tribes candidate were recruited to the post of Typists and Attenders, the percentage being 9. It is clear that reservation orders have not been followed by the Company.

2.129. In the category of unskilled, semi-skilled and skilled workers, out of 75 persons recruited, only 5 persons belonging to Scheduled Castes/Scheduled Tribes were appointed, the percentage being 6.8 and in 1975, out of 55 only 7 Scheduled Castes/Scheduled Tribes candidates have been recruited, the percentage being 12.7. During the year 1976, out of 314 recruited, only 39 Scheduled Castes and 1 Scheduled Tribes have been recruited. During the year 1977, out of 120 only 11 Scheduled Castes were recruited. During the year 1978, out of 562 recruitments made, only 147 Scheduled Castes and 24 Scheduled Tribes were appointed. Even in these categories of posts, full representation had not been given to the Scheduled Castes/Scheduled Tribes.

2.130. As regards promotions effected in the Company in the year 1978, out of 100 promotions made in the various categories of posts, only 2 candidates belonging to Scheduled Castes were promoted. There were no candidates belonging to Scheduled Tribes. Out of 220 workers promotions made, only 17 belongs to Scheduled Castes and 3 Scheduled Tribes which is unsatisfactory.

1.131. The Committee were told that reservations are not followed beyond the level of Supervisors in the Company. According to the Government directive that reservations are to be made in the case of promotions upto the category of Class I Officer equivalent to the Class I Officer in the Company.

2.132. The Committee fails to understand as to how the company has restricted promotions upto Supervisory level ignoring the Government policy. **The Committee recommend that steps should be taken to follow the reservations beyond the level of Supervisors as per the Government order.**

2.133. The management had assured that reservations would be made hereafter to fill the quota in all the categories of posts in the Company. **The Committee hope atleast in future, the Company will ensure that adequate representation of Scheduled Castes/Scheduled Tribes is given to them.**

2.134. **The Committee further recommend that qualification in respect of direct recruitment candidates as also of inservice candidates in respect of Scheduled Castes/Scheduled Tribes candidates should be relaxed to attract the Scheduled Castes/Scheduled Tribes, in veiw of the inadequate representation of Scheduled Castes/Scheduled Tribes in the Company.**

2.135. The Committee had recommended in their earlier report that in the next filling up of future vacancies, the Company should appoint only Scheduled Castes and Scheduled Tribes persons to fill up the quota reserved for them. But the Committee find that no effort has been made by the Company in this direction. **The Committee once again recommend hat the Company should implement the recommendations and should make even ad hoc appointments by appointing only Scheduled Castes/Scheduled Tribes candidates to fill the quota of reservations.**

2.136. From the overall examination of the representation of Scheduled Castes/Scheduled Tribes in the services of the Company, the representation for Scheduled Castes/

Scheduled Tribes except in the lower grades of workers and Peons is not up to the required extent. **The Committee recommend that the Company should make arrangements to train Scheduled Castes/Scheduled Tribes candidates to acquire practical and technical experience to qualify themselves for technical posts, so that the position of representation to them is improved in the Company. The Company should take serious action without any loss of time in this direction.**

2.137. To give adequate representation to the Scheduled Castes/Scheduled Tribes Candidates, the Company should resort to special and ad-hoc recruitment to clear the backlog of representation to the Scheduled Castes/Scheduled Tribes. **As recommended by the earlier Committee in their Third Report that in addition to a Senior Officer belonging to Scheduled Castes/Scheduled Tribes in the Selection Committee of the Company, a nominee of the Directorate of Social Welfare should be associated in the Selection Committee to safeguard the interest of Scheduled Castes/Scheduled Tribes in all recruitments of the Company.**

2.138. **The Committee recommend that a separate apprentice course should be started for Scheduled Castes/Scheduled Tribes candidates with a view to train them, so that may secure appointment to the various categories of posts in the Company.**

2.139. **The representation of Scheduled Castes/Scheduled Tribes cannot be raised to the required level, if the Company resorts to usual procedure of making recruitments ignoring reservation order, and directions issued from time to time. Constant vigil should be kept up by the authorities to fulfil the Constitutional obligations. The Committee, therefore, urge the authorities to setup a Cell in the Personal Establishment of the Company and this Cell should be made to watch and issue directions to the concerned to implement reservation orders and should be made responsible for proper representation to Scheduled**

**Castes/Scheduled Tribes in the recruitments as a'so promotions in the Company.**

2.140. In conclusion, the Committee regret to point out that except in workers category, Peons and Attenders the position of representation of Scheduled Castes/Scheduled Tribes in the company is not in any way better than it existed when the Committee visited the Company first.

### **The Karnataka Fisheries Development Corporation Limited.**

2.141. The Karnataka Fisheries Development Corporation Limited was established by the Government of Karnataka on 1st January 1971. The corporation was incorporated under the Companies Act 1956 with an authorised Share Capital of Rs. 3 crores. Out of which, so far Rs. 54.75 lakhs have been subscribed by the Government of Karnataka. The Corporation is providing facilities for Fishermen youth who have undergone training as Fishing Second Hands and Engine Drivers at the Central Institute of Fisheries, National Engineering Training, Government of India, Cochin/Madras to get their Sea service by working on these products and then to get qualified as Bosune Skippers, Engineer, Drivers etc.. The Corporation is selling Ice and providing fresh fish storage facilities to fishermen and processing, freezing and frozen storage facilities to persons engaged in exports of the pawns and other varieties of fish in addition to Corporation's own activities of freezing pawns and other varieties of fish in all the five major Ice Cold Storage and Freezing Plants of the Corporation situated at Mangalore, Ullal, Kulai, Gangolly and Karwar for export and internal marketing.

2.142. The Committee visited this Corporation on 19th February 1979 and held discussions with the Chairman and other Officers of the Corporation with regard to reservation and employment of the Scheduled Castes/Scheduled Tribes people in the Corporation. The discussion was based on the replies furnished to the Questionnaire by the Corporation.

2.143. The following table shows the total number of posts in all the categories in the Corporation and the number of Scheduled Castes/Scheduled Tribes and their percentage as on 30th November, 1980.

<i>Sl. Category No. of posts</i>	<i>Total No. of posts in the category</i>	<i>No. of S.C. candidates and their percentage</i>	<i>No. of S.T. candidates and their percentage</i>	<i>Total percentage</i>
1. Class I	5	..	..	5—Nil
2. Class II	7	1—14.2%	..	7—14.2%
3. Class III	64	..	1—1.5%	64—1.5%
4. Class IV	51	8—15.7%	2—0.2%	51—15.9%

2.144. The detailed statement of the number of posts classwise and categories and the number of Scheduled Castes/Scheduled Tribes working is appended *vide* Appendix VII.

2.145. As could be seen from the above table it is clear that in all the categories of posts in the corporation except the Class IV, the representation for Scheduled Castes/Scheduled Tribes is not adequate and unsatisfactory. Even in the Class III Ministerial posts the representation of Scheduled Castes/Scheduled Tribes is very poor. In respect of Class I posts the percentage is nil, and so far as Class II posts are concerned the percentage should have been more.

2.146. The Committee were informed that the Recruitment Rules of the Corporation were framed in the year 1974 and they are following the same. The reservation orders/rules issued by Government from time to time being followed strictly. In the service rules of this Corporation 15% and 3% of the vacancies classified for direct recruitment are reserved for the candidates belonging to Scheduled Castes and Scheduled Tribes respectively as per the existing Government Orders. The Corporation has also adopted G.O. No. DPAR 28 SBC 79, dated 25th September 1979 wherein a revised roster is prescribed for direct recruitment



vacancies, and it is being strictly followed. As regards reservation for scheduled castes and scheduled tribes candidates in promotional vacancies, this Corporation has adopted Government Order No. DPAR 29 SBC 77, dated 27th April 1978 and No. DPAR 22 SBC 79, dated 30th August 1979 and the revised roster prescribed therein is also being followed strictly.

2.147. The number of appointments made from the inception of the Corporation is 76. Posts under category II are filled up by advertisement in the newspapers. The category III and IV posts are being filled up with candidates sponsored by the Employment Exchange.

2.148. Reservation rules have been incorporated but they have not been followed as specific provisions to this effect have been made in the Service Rules.

2.149. The Committee were told that the Director of Social Welfare is one of the Board Members of the Corporation. Though the Director of Social Welfare is on the Board of Management, he has not exercised his rights in securing proper representation to Scheduled Castes/Scheduled Tribes in the Corporation.

2.150. Regarding reservation in promotions, it was stated, that the Corporation had passed a resolution in the Board, and there were no promotions effected from April 1978. The Government Order regarding reservation in promotion was ratified by the Board of the Corporation in July 1978.

2.151. **The Committee recommend that steps should be taken immediately by the Corporation to clear the backlog of the shortfall in the representation of Scheduled Castes and Scheduled Tribes in the various categories of posts in the Corporation, by making special and ad-hoc appointments.**

2.152. The Committee further recommend that the orders of reservation for Scheduled Castes and Scheduled Tribes in promotion should be given effect to immediately

and the number of promotions of persons belonging to Scheduled Castes and Scheduled Tribes since 1978, should be intimated to the Committee. In-service training facilities should be provided for Scheduled Castes and Scheduled Tribes employees by the Corporation, so that they may qualify for the promotion. While making recruitments the Corporation should get lists of Scheduled Castes and Scheduled Tribes candidates both from the Employment Exchange, the Special Employment Exchange and the Employment Cell of the Directorate of Social Welfare.

2.153. In all the casual appointments made by the Corporation, the Committee suggest that proper representation should be given to Scheduled Castes and Scheduled Tribes candidates, besides skilled fisherman. The Committee noted that this was one of the Public sector undertakings in the State which had framed the Cadre and Recruitment Rules early but has not strictly followed it.

### KARNATAKA DAIRY DEVELOPMENT CORPORATION LIMITED

2.154. The Karnataka Dairy Development Corporation Limited (KDDC) was incorporated with its registered Office at Bangalore on 11th October, 1974. The Karnataka Dairy Development Corporation is entrusted with the task of executing the Karnataka Dairy Development Project. At the top of the organisational structure of the Karnataka Dairy Development Corporation is the Board of Directors. The Board of Directors is headed by Chairman, appointed by the Government of Karnataka. The day-to-day affairs of the Corporation is looked after by a Managing Director, a member of the Indian Administrative Service, appointed by the Government of Karnataka.

2.155. The Board of Directors comprises representatives of the Union, Governments of India and Karnataka, two each from four Milk Producers' Co-operative Societies Union, four from the Government of Karnataka and three

from Government of India. The representatives of the Government of India on the Board of Karnataka Dairy Development Corporation are one from Government of India, one from participating Banks and one from the National Dairy Development Board/Indian Dairy Corporation. The Central Office of the Karnataka Dairy Development Corporation is situated in Bangalore. The Dairies are situated at Bangalore, Mysore, Hassan and Kudige and the Unions at Bangalore, Mysore, Tumkur and Hassan.

2.156. The Karnataka Dairy Development Project is an integrated Dairy Development programme undertaken by the Karnataka Dairy Development Corporation with the assistance of World Bank. The International Development Association (IDA), Government of Karnataka, Government of India, Agricultural Refinance and Development Corporation, Commercial Banks and farmers are the principal participants in the implementation of the Project. The total outlay of the Project is Rs. 50.99 crores, out of which the contribution from International Development Association is Rs. 24 crores and the balance is contributed from Government of Karnataka, Government of India and others. Project also envisages the integrated development programme for increasing milk production in rural areas over a period of 5 years by forming 1,800 Dairy Co-operative Societies spread over 8 Districts. 400 to 500 of these Societies are being grouped into one Union and four such Unions have been established at Bangalore, Mysore, Hassan and Tumkur. Each Union is covering 2 districts. Thus the Project covers about 4,60,000 families of farmers or about 25 lakhs rural population.

2.157. The Committee visited this Corporation on 15th October, 1979 and held discussion with the Chairman, Managing Director and other Officers of the Corporation with regard to the reservation and employment of Scheduled Castes/Scheduled Tribes in the Corporation. The discussion was based on the replies furnished to the Questionnaire sent to the Corporation.

2.158. The following table shows the total number of posts in all categories in the Karnataka Dairy Development Corporation and the number of Scheduled Castes/Scheduled Tribes employees and their percentage in the Corporation :

<i>Sl. No.</i>	<i>Category of posts</i>	<i>Total No. of Posts</i>	<i>No. of SC</i>	<i>No. of ST</i>	<i>Total percentage of SC/ST</i>
1	2	3	4	5	6
<b>1. Class I—</b>					
	Central Office	27	2	..	27½
	Bangalore dairy	12	1	...	12
	Mysore dairy	2	1	...	2
	Hassan dairy	3	..	..	3
	Kudige dairy	...	..	...	...
	Percentage	44	4-9%	..	44-9%
<b>2. Class II—</b>					
	Central Office	3	..	..	3
	Bangalore dairy	2	..	..	2
	Mysore dairy	2	..	..	2
	Hassan dairy	..	..	..	..
	Kudige dairy	2	..	..	2
	Percentage	9	..	..	9—Nil
<b>3. Class III—</b>					
	Central Office	71	4	2	71
	Bangalore dairy	252	17	6	252
	Mysore dairy	82	2	...	82
	Hasasn dairy	25	3	...	25
	Kudige dairy	27	1	2	25
	Percentage	457	27-5.9%	10-2.2%	457-8.1%

1	2	3	4	5	6
4. Class IV—					
Central Office		32	5	1	32
Bangalore dairy		324	33	4	324
Mysore dairy		205	28	10	205
Hassan dairy		31	7	...	31
Kudige dairy		41	6	1	41
Percentage		633	79-12.4%	16-2.6%	633-15%

2.159. As could be seen from the above table, the representation of Scheduled Castes/Scheduled Tribes in all the categories of posts in the Corporation is very much below the required percentage. The percentage of reservation for Scheduled Castes/Scheduled Tribes in the Corporation has not been covered even in the lowest categories of posts such as Peons, Watchmen, Sales Assistants, Helpers, etc. In the higher Cadres such as Company Secretaries, Divisional Chief, Marketing Consultant, Project Analyst, Deputy Directors, Assistant Directors, Project Engineers, etc., etc., the representation of these classes of people is negligible. This Corporation, as already stated is an amalgamation of the milk dairies run departmentally. The Staff working in those Dairies has been brought under the control of this Corporation. The present shortfall in the representation of Scheduled Castes/Scheduled Tribes is due to the fact that these dairies have not followed the reservation Rules and have ignored the Constitutional provisions in respect of Scheduled Castes/Scheduled Tribes. Added to this, the Corporation has drafted much of its top Officers from various other Departments of Government on deputation basis, without following the reservation.

2.160. The previous Committee visited the Bangalore Dairy on 16th July, 1974 and made the following observations/Recommendations in their III Report presented to the Legislature on 14th March, 1975 :

(1) for not having followed the Orders of Reservation and for not implementing the same ever since its inception and consequently there is no sufficient representation of Scheduled Castes/Scheduled Tribes in the service of the Dairy ;

(2) delay in finalising the Cadre and Recruitment Rules ; and

(3) to take necessary steps to increase the representation of Scheduled Casts/Scheduled Tribes in the service of the Dairy.

2.161. Though these recommendations were made as long back in 1975, the authorities have not cared to furnish the replies of action taken on those recommendations, despite repeated reminders. **The Committee, therefore, strongly insist the Government to take note of the observations made by the Committee and furnish the action taken replies, without further delay.**

2.162. The Committee were informed the authorities are following the Government Orders relating to initial recruitments and also for promotional posts issued from time to time. They are also carrying forward the vacancies lost to the Scheduled Castes/Scheduled Tribes. But inspite of this, the Committee have noticed that the representation of Scheduled Castes/Scheduled Tribes in the Corporation is inadequate and below the required percentage. This shows the callaous attitude of the Management.

2.163. The Committee cannot subscribe the view put-forth by the authorities that qualified Scheduled Castes/Scheduled Tribes candidates were not available for appointment although there was shortfall in the representation of Scheduled Castes/Scheduled Tribes in the Corporation.

2.164. **The Committee recommend that the authorities should frame without any further delay the Cadre and**

**Recruitment Rules** The Recruitment and Conditions of Service Rules to this Corporation incorporating suitable provisions of reservation in it and directions should be issued to all the Dairies and Unions coming under the control of this Corporation to follow the same scrupulously.

2.165. While drafting personnel from other departments the Corporation should examine carefully the representation of the particular cadre, and see that Scheduled Castes/Scheduled Tribes Officer is drafted if there is any inadequacy exists in that cadre. To wipeout the backlog, the Committee recommend that the authorities should resort to special recruitments/ad-hoc recruitments only for Scheduled Castes/Scheduled Tribes.

2.166. While implementing the recent Government Orders relating to Reservation in promotional posts the Corporation should relax the service conditions in respect of Scheduled Castes/Scheduled Tribes employees and their promotional chances should not be deprived for want of passing departmental examinations, required number of years of service in particular cadre, etc., as to ensure that the chances should go to them according to the roster prescribed in the Government Order exempting the conditions of suitability.

2.167. The Corporation should take action to give necessary assistance to Scheduled Castes/Scheduled Tribes people to form Dairy Co-operatives to enable them to improve their economic condition.

#### THE KARNATAKA STATE SCHEDULED CASTES/ SCHEDULED TRIBES DEVELOPMENT CORPO- RATION LIMITED.

2.168. This Corporation is set up by the Government of Karnataka in the year 1975 with an authorised capital of Rs. 1 crore under the Companies Act, 1956. Government have sanctioned Rs. 83 lakhs till the end of March, 1979 towards its share Capital. The Corporation has

sanctioned Rs. 0.84 lakhs towards 25 per cent margin money loan at 4 per cent interest to 27 Scheduled Castes and Scheduled Tribes for the purchase of new Bajaj Autorikshaw and to one Photographer for the establishment of a Photo Studio in collaboration with the Punjab National Bank, Canara Bank and Alahabad Banks. These Banks sanctioned Rs. 2.52 lakhs to them. The Corporation is empowered to stand guarantee to the Banks to the extent of 75 per cent of loans given by the Banks to individual Scheduled Castes/Scheduled Tribes for various productive purposes, provided the same guarantee is not given by small loans guarantee programme under credit guarantee corporation of India. The Corporation is also empowered to sanction 25 per cent towards margin money/seed capital at 4 per cent interest subject to a maximum of Rs. 2,000 in each eligible case. This Corporation has formulated programme with an outlay of Rs. 51.28 crores for assisting about 1 lakh Scheduled Castes/Scheduled Tribes families with loan in collaboration with Banks and the Karnataka State Land Development Bank and other financial institutions.

2.169. The Corporation has set up an anxyllary Unit at Peenya for the H.M.T. Watch Factory, Bangalore, for complete assembly of Watches. The Corporation has invested nearly 15 lakhs on this project. This will afford employment to more than 100 educated unemployed girls belonging to Scheduled Castes/Scheduled Tribes, when it goes into full production. So far 70 girls have been trained and they have been provided with jobs in the Unit.

2.170. The Committee visited this Corporation on 30th October 1979 and held discussion with the Chairman and other Officers of the Corporation with regard to the representation of Scheduled Castes/Scheduled Tribes and also various schemes under taken by this Corporation to improve the economic conditions of these Classes of people.

2.171. The discussions were based on the replies furnished to the questionnaire sent by the Committee.



2.172. The following table shows the total No. of Posts of all categories in the Corporation and the number of posts held by Scheduled Castes/Scheduled Tribes and their percentage.

Sl. No.	Category of posts	Total No. of posts in the category	No. of SC candidates and their percentage	No. of ST candidates and their percentage	Total percentage
1	2	3	4	5	6
1.	Class I	4	1-25%	..	4-25%
2.	Class II	18	4-22.2%	..	18-22.2%
3.	Class III	44	20-45.4%	1-2.2%	44-47.6%
4.	Class IV	33	30-90.9%	3-9%	33-93.9%

2.173. It could be seen from the above that the representation of Scheduled Castes and Scheduled Tribes of people in all the categories in the Corporation except the categories working on deputation basis is more than the prescribed percentage. There is nothing much to comment upon on the representation of Scheduled Castes/Scheduled Tribes in this Corporation.

2.174. This Corporation was started to improve the economic conditions of Scheduled Castes/Scheduled Tribes in the State. This laudable object would have been fulfilled if sufficient financial assistance was rendered by the State Government. With the meagre assistance, the Corporation has formulated many schemes for the upliftment of Scheduled Castes/Scheduled Tribes in the State. For utilising fully, the assistance rendered by the Government and also to meet the overwhelming demands brought by these Class of people, the Corporation has strived hard to find ways and means to copeup with the demands. The Corporation has negotiated with the Commercial Banks and Nationalised Banks to sanction 75 per cent of the amount sanctioned by this Corporation by way of loans and the remaining 25 per cent has been given directly by this Corporation as margin money. It has also started an

auxillary unit of H.M.T., a Government of India Undertaking to assembly watches by investing Rs. 15 lakhs. It will be providing employment to nearly 100 unemployed ladies belonging to Scheduled Castes/Scheduled Tribes in this unit. In spite of these efforts a huge number of applicants seeking financial assistance are pending in the Corporation. The object of solving the economic conditions of Scheduled Castes/Scheduled Tribes people will not be achieved, unless the Corporation is provided with adequate financial assistance by the State Government. The Sister Corporations existing in other States are having Rs. 5 crores as share capital in their Corporations and this Corporation, the Committee regret to note is having only one crore at its disposal which is quite meagre.

2.175. During the discussion the Committee were informed that the Corporation was set up as a Private Company with an initial capital of Rs. 1 crore. The entire money came by the way of share capital. The amount was not adequate to take up 14 model schemes drawn by the Corporation. The Corporation is having a proposal to cover 1 lakh Scheduled Castes/Scheduled Tribes families in the 6th Plan in collaboration with the Banks, financial institutions and other Co-operative Apex Banks. The Government of Karnataka has authorised the Corporation to stand guarantee for the extent of Rs. 5 crores and sanction margin money at the rate of Rs. 3,000.

2.176. The Corporation is unable to help Scheduled Castes/Scheduled Tribes people for want of finance. The Banks insists guarantee from the Corporation for sanctioning loans and the Banks will not initiative in sanctioning loans to Scheduled Castes/Scheduled Tribes people. The Scheduled Castes/Scheduled Tribes people are therefore are deprived of their substantial share in the field of industry. The committee suggest that the Corporation should be given sufficient funds to provide financial assistance to Scheduled Castes/Scheduled Tribe people directly and not through the Banks.

2.177. The Committee, therefore, recommend that the Corporation should be assisted by State Government liberally by providing adequate funds for the amelioration and upliftment of economic conditions of Scheduled Castes/Scheduled Tribes in the State.

2.178. Further the Committee recommend that the Corporation should be made a full independent Body with sufficient financial assistance and powers. The Corporation should have unit offices at the District and Taluk levels.

2.179. When the Committee visited the Karnataka Finance Corporation, they came to know that the Finance Corporation has advanced loan to the extent of Rs. 85 crores; whereas the Scheduled Castes/Scheduled Tribes Development Corporation has no financial resource to meet the needs of the poor Scheduled Castes/Scheduled Tribes people. This, in the opinion of the Committee is a glaring discrimination done to the Scheduled Castes/Scheduled Tribes Development Corporation.

2.180. The Committee therefore cannot but observe that this Corporation has been started for name sake only and not to help the Scheduled Castes/Scheduled Tribes and their economic development.

2.181. This Corporation should be made to do the work done by the other Finance Corporation and should be treated on equal footing. There should be complete Co-ordination between the Corporation and other Financial Corporations. This Corporation should play the role of a Promoter, Financier and Co-ordinator. The Corporation therefore, require funds at the Block, District and State level. The main difficulty, this Corporation is facing is financial resources. In view of the constraint on financial resources, the Corporation has been tied with the Nationalised Banks and other Financial Institutions for granting loans to the needy people belonging to Scheduled Castes/Scheduled Tribes. The Committee therefore feel that adequate funds should be placed at the disposal of the Corporation and that money should come from the Government side.

2.182. During the discussion, the Committee was informed that in each District of the State there is a District Verification Officer to scrutiny the applications and to build up records for sanction of loans for Scheduled Castes/Scheduled Tribes people. 20 posts of First Division Clerks and 20 posts of Second Division Clerks had been sanctioned to these District Offices for assisting the District Verification Officer. From the figures furnished by the Corporation, the Committee observed that the sanctioned posts of First and Second Division Clerks have not been filled up and the huge task of verification of applications has been carried out by the District Verification Officer himself which has delayed the disposal of the applications seeking loans at the District level. There is no proper machinery at the Taluk and District level to verify whether the schemes drawn by the Corporation are properly implemented or not.

2.183. The Committee suggest that these posts should be filled up without further delay so that the loan applications of Scheduled Castes/Scheduled Tribes are disposed off quickly. Similarly the post of Accounts Officer existing in the Accounts Section at the Head Office and also 8 posts of First Division Clerks have not been filled up, which has hampered the work of the Corporation. The Committee therefore, recommend that the Corporation should take suitable steps to fill up these posts immediately so that the loan applications are disposed off speedily. The Committee also suggest that the Deputy Commissioner of the Districts should be made responsible for receiving and distribution of loans to the loanees at the Taluk and District levels.

2.184. The loan application of Scheduled Castes/Scheduled Tribes should be expedited with in 15 days so as to avoid harrasment to these classes of people.

2.185. The Committee further recommend that subsidy should be given to Scheduled Castes/Scheduled Tribes who are engaged in carpentry leather industry and petty business, etc.

## THE KARNATAKA AGRO INDUSTRIES CORPORATION LIMITED

2.186. The Karnataka Agro Industries Corporation Limited, a Government of Karnataka undertaking and a Company registered under the Companies Act, was established in the year 1967. The main object for setting up of this Corporation is to cater to the needs of the farming community. The Corporation rendering multifarious service to the farming Community in the State through its various divisions, viz., Agro Engineering Service Division, Agro Supplies Division, Agro Spares, Equipment and Animal Health Division. The Agro Supplies Division of the Corporation supplies Agricultural inputs such as Fertilizers, Pesticides, Seeds, Plant Protection Equipment, etc., to the Ryots through sub-Offices and Agro Kendras at various places in the State. The Agro Spares and Equipment division looks after the supply of Agricultural machines such as Tractors, Power tillers, Electric Motors, Oil Engine Pumps, Agro Bins, etc., on hire-purchase basis and on cash and carry basis, through its six branches in the State. It also supplies spares and other implements for tractors, etc., G.I. Pipes, Trailers, etc.

2.187. Agro Engineering Service Division makes available the services of Bulldozers, Tractors, Power Tillers, to the farming community, through 18 District Offices and 21 sub-centres. The division has a fleet of 125 tractors, 20 power tillers, 140 bulldozers, 1 self-elevating scrapper, 22 Rigs, 36 Rock Blasting Units, 18 Well Master Cranes and other complimentary machines and equipments. During the year 1979-80 about 26,000 acres of land were developed through Bulldozer service. 22 acres were ploughed with Corporation Tractors, in 400 acres power tiller puddling was done and 400 acres were developed with self-elevating scrapper. 1,250 wells were bored and 2,200 wells were revitalised. Further, this Corporation has invested funds in other agro-based industries like Mangalore Chemicals and Fertilizers Ltd., Gadag Co-operative Textiles Mills,

Karnataka Agro Corn Products Ltd., Agro Seeds Corporation, Mysore Tobacco Company Ltd., Agro Proteins Ltd., and Compost development Corporation Limited.

2.188. The Committee visited this Corporation on 31st October, 1979 and held discussion with the Chairman and other Officers of the Corporation with regard to the reservation and employment of Scheduled Castes/Scheduled Tribes in the Corporation. The discussion was based on the replies furnished to the Questionnaire sent to the Corporation.

2.189. The following table shows the total number of post in all the categories and number of Scheduled Castes/Scheduled Tribes employees and their percentage in the Corporation, as on 30th November, 1980.

<i>Sl. Category No. of posts</i>	<i>Total No. of posts in the category</i>	<i>No. of SC candidates and their percentage</i>	<i>No. of ST candidates and their percentage</i>	<i>Total percentage</i>
1. Class I	7	2-28.5%	...	7-28.5%
2. Class II	67	5-7.4%	..	67-7.4%
3. Class III	267	17-5.7%	3-0.9%	267-6.6%
4. Class IV	1600	162-10.1%	22-1.3%	1600 12.4%

2.190. The detailed statement showing the representation of Scheduled Castes/Scheduled Tribes in each category of posts in the Corporation is also appended **vide Appendix VIII.**

2.191. From the above it could be seen that the overall representation of Scheduled Castes/Scheduled Tribes in the Corporation is inadequate.

2.192. The Committee are distressed to note that there is no proper representation for Scheduled Castes/Scheduled Tribes in the categories of Class II, III and IV in the Corporation though there is sufficient representation in Class I. Out of 67 persons working in the category II there are only

5 Scheduled Caste persons working and the percentage works out to 7.4%. In category III there are 267 persons. Out of which 17 persons belonging to Scheduled Castes and 3 persons belonging to Scheduled Tribes are working and the percentage works out to 5.7% and 1.3% respectively. In category IV there are 1600 persons. Out of which 162 belonging to Scheduled Caste and 22 belonging to Scheduled Tribes and the percentage works out to 10.1% and 1.3% respectively. The Committee were informed that orders regarding reservation of vacancies for Scheduled Castes and Scheduled Tribes were adopted by the Corporation during 1972: and were being followed. But the actual position reveals, that they have not followed the orders strictly and if they had done so the representation should have been more than what it is at present.

2.193. During the discussion it was stated that 700 persons were appointed by the district officers of the Corporation from 1972 to 1975 on contract basis. The employers have not observed any Recruitment Rules while making the above 700 appointments. The appointments were not made properly and the services of these contract employees were regularised subsequently. This improper and irregular recruitments made by the Corporation had prevented the entry of Scheduled Castes and Scheduled Tribes in the Corporation. **The Committee recommend that a thorough enquiry may be instituted in respect of these 700 appointments and action taken on the persons responsible. The shortfall of representation for Scheduled Castes and Scheduled Tribes due to this hapazard appointments should be rectified by taking proper steps by the Corporation.**

2.194. The Committee were told that the Board at its 83rd meeting held on 30th September 1977 resolved that all the vacancies in the future should be reserved for Scheduled Castes and Scheduled Tribes to bring up the representation from these communities to the minimum level prescribed by the Government. The Committee while appreciating the action taken by the Corporation in this behalf, desired to know the mode of appointments in pursuance of the resolution. It was stated that they had

appointed 3 Scheduled Castes candidates out of 8 posts of Sales representatives recruited recently which is not adequate. All these eight posts should have gone to the Scheduled Castes/Scheduled Tribes persons.

2.195. The Corporation has thus violated its own resolution while making recruitments to the posts of Sales Representatives, which is a serious lapse.

2.196. The Committee therefore urge that the authorities should keep in their mind, the resolution passed by the Board of the Corporation and follow the same scrupulously to ensure that the representation of Scheduled Castes and Scheduled Tribes is raised to the minimum extent prescribed by the Government in the shortest possible time.

2.197. The Committee deplore the delay in finalising the Cadre and Recruitment Rules and desire to know whether the same has been finalised at least now, and brought into force. It is evident there from that appointments were made earlier on individual discretion and on ad-hoc basis. The Committee suggest that necessary provision for reservation for Scheduled Castes and Scheduled Tribes should be included in the Cadre and Recruitment Rules.

2.198. The previous Committee in their III Report had made certain recommendations, for the improvement of the representation of Scheduled Castes and Scheduled Tribes in the Corporation, but action taken report on the recommendations have not been received by the Committee so far. The Committee takes serious note of the lapse, and desire that action taken report should be furnished to the Committee without any further delay.

2.199. The Committee were surprised to learn that the Corporation is not following the carry forward system of unfilled vacancies of Scheduled Castes, Scheduled Tribes as per the Government Order, and views this lapse seriously and urge the Corporation to follow the system as directed by Government.



## MYSORE SUGAR COMPANY LIMITED

2.200. The erstwhile State of Mysore has been a pioneer in the establishment of public sector units in key sector, Mysore Sugar Company is one such composite unit comprising of a Sugar Mill, a Distillery and an Acetic Acid Plant. Though 60% of the shares are held by Government the remaining percentage held is very widely distributed. The total number of Share Holders is 5,500.

2.201. The Mysore Sugar Company Limited was incorporation in the year 1933—with an Authoriser Capital of Rs. 20 lakhs which to-day stands at Rs. 200 lakhs. The original rapacity of the Factory was 400 tonnes of cane per day. Subsequently, this capacity was increased to that of 2,500 tonnes of cane per day and an ambitious scheme of expansion was taken up at a cost of Rs. 539 lakhs in 3 stages. Thereby the present capacity of Sugar Unit is 4,000–4,500 tonnes per day. This Company is having a Distillery Unit also with a capacity of 35,500 literes of Alcohol per day. They have an annual potentiality to produce 1,20,000 hecto liters. The Company is adequately using the molasses which is produced by nearer factories to yield maximum results in the operation of distillation. In addition to this the company is having an Acetate Acid plant and this plant was started in the year 1968. The acid is manufactured in this Unit by drawing rectified spirit from their distillaries which is the main raw material for the manufacthre of Acetic Acid. The entire quantity manufactured in this Unit is supplied to the Mysore Acetate and Chemicals Company Limited at an agreed rate.

2.202. Apart from all these Units, the Company is having its own cane and farm sections. The main raw material, i.e., cane is supplied by ryots around the factory within the radius of about 8 to 10 miles from an area of 65,000 acres reserved for the factory. The factory requires about 8 to 10 lakhs tonnes of cane for a season of 220 to 250 days.

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2.203. The Company was owning about 650 acres of land. Out of this they have retained 50 Units and the balance had been taken over by Land Tribunals in accordance with the provisions of Land Reforms Act. The left over 50 units utilised for Sugarcane demonstrations, seed multiplications and experimental purposes.

2.204. The total strength of the Company is 2,298 and out of this there are 1,910 employees working as on 13th November, 1980. The monthly wages and salaries amounts to Rs. 8.5 lakhs. Apart from giving benefits under the statutory provisions under the several Labour Acts, residential quarters, have been provided at nominal rents. Free medical facilities have been provided through the Mysugar Hospital. A fair price food grains depot is run by the management on no-profit no-loss basis.

2.205. The Committee visited this concern on 5th February, 1980 and held discussion with the Chairman and Managing Director and other Officers of the Company with regard to the reservation and employment of Scheduled Castes and Scheduled Tribes in the Company.

2.206. The discussions were based on the replies to the Questionnaire furnished by the Company.

2.207. The following table shows the total number of posts in all categories of posts existed in the Company and the number of Scheduled Castes and Scheduled Tribes and their percentage as on 30th November, 1980:

<i>Sl. No.</i>	<i>Category of posts</i>	<i>No. of posts in the category</i>	<i>No. of SC candidates and their percentage</i>	<i>No. of ST candidates and their percentage</i>	<i>Total percentage</i>
1.	Supervisory	115	2-1.7%	..	115-1.7%
2.	Clerical	116	13-11.2%	...	116-11.2%
3.	Skilled	1,148	185-17.8%	..	1,148-17.8%
3.	Unskilled	531	74-14%	..	531-14%

2.208. A detailed statement showing the category of posts, strength of staff, etc., is also appended **vide Appendix IX.**

2.209. From the above it could be seen that the representation of Scheduled Castes and Scheduled Tribes in the Company has not been fully covered except in skilled category of posts. This is due to non-implementation of reservation orders strictly in earlier stages. The Committee were informed that the shortfall in representation would be made up expeditiously. **The Committee hope that it would be done in future recruitments and promotions.**

2.210. It was stated during the discussion that vacancies in all categories of posts are generally filled up from eligible inservice candidates. However, if eligible inservice candidates are not available, then direct recruitment is resorted to. Vacancies in unskilled category are filled up by direct recruitment only.

2.211. Hitherto the Company had no Cadre and Recruitment Rules and for about 46 years they have not framed Cadre and Recruitment Rules and appointments were being made only on **Ad-hoc** basis. This is a very sorry state of affair. The Company has now stated that attempt has been made to frame the Cadre and Recruitment Rules and they are in final stage of adoption. It was also stated that in the absence of Cadre and Recruitment Rules they are following the instructions issued by Government in respect of reservation to Scheduled Castes/Scheduled Tribes from time to time. But while reviewing the position of representation of Scheduled Castes/Scheduled Tribes in the Company, the Committee note with regret that the reservation rules have not been followed and quota is not fully covered.

2.212. **The Committee, therefore, recommend that the Company should follow the Government Orders and instructions issued by the Government in respect of representation to Scheduled Castes/Scheduled Tribes strictly and see that due representation to these classes of people are maintained to its full extent in all categories of posts.**

2.213. The Committee are unhappy to observe that the Company has not finalised its Cadre and Recruitment Rules though it is in existence since 1933. **Since the Cadre and Recruitment Rules are the basic necessity for regulating the service conditions of the employees, the Committee urge the management and the Government to finalise the Cadre and Recruitment Rules expeditiously providing suitable provisions in it for reservation for Scheduled Castes/Scheduled Tribes.**

2.214. The Committee were informed that there is a Selection Committee consisting of the following Members in the Company :

1. Chairman and Managing Director . . . Chairman of the Committee
2. Director of Sugar and Director of Mysore Sugar Co. Ltd. . . . Member of the Committee
3. Two non-Official Directors of whom one belongs to Scheduled Caste. . . . Members

2.215. When the previous Committee visited this Company in June, 1974 recommended in their Third Report after reviewing the representation position for Scheduled Castes/ Scheduled Tribes in the Company, that efforts should be made by the Company to make up the quota of reservation fully in future appointments. Action taken on those recommendations are yet to be intimated to Committee.

2.216. The Company has now stated that the shortfall in the representation of Scheduled Castes/Scheduled Tribes is being made up by reserving 33 $\frac{1}{3}$  per cent of appointments of contract workers in the unskilled category to Scheduled Castes/Scheduled Tribes candidates. **The Committee desired to be intimated of the action taken in this behalf.** It has also been stated that as compared to the percentage of representation to Scheduled Castes/Scheduled Tribes which was 10 per cent in 1975 has gone up to 12.7 per cent. It was also stated that in the skilled and semi-skilled category also larger representations would be given to

Scheduled Castes/Scheduled Tribes candidates to make up the shortfall. **The Committee desired to be informed of the action taken in this behalf also.**

2.217. **The Committee while noting this small increase, urge the Company to resort special and ad-hoc recruitments to make up the shortfall in all categories, including, making promotions, and also by filling up all the vacant posts in the Company.**

2.218. It was stated that the mode of recruitment adopted by the Company was through making advertisements in newspapers, wherein they were not making specific mention of the number of posts reserved for Scheduled Castes/Scheduled Tribes. **As no wide advertisements were made in the newspapers to attract Scheduled Castes/Scheduled Tribes candidates, the Committee urge the authorities to make specific mention of the posts reserved in favour of Scheduled Castes/Scheduled Tribes and they should give wide publicity in all the leading and local newspapers regarding the vacant posts, whenever they advertise for recruitments in the Company.**

2.219. As stated earlier, the Company has constituted a Committee comprising of Chairman and Managing Director as Chairman of the Selection Committee, and Director of Sugar and Directors of Mysore Sugar Company along with two non-official Directors among them one belonging to Scheduled Caste as Members of the Selection Committee. **But, the Director of Social Welfare or his nominee has not been included in the Selection Committee. The Committee feel that in addition to this there should be a representative of Social Welfare Department to safeguard the interest of Scheduled Castes/Scheduled Tribes while making appointments and selections in the Company.**

2.220. **The Committee, therefore, recommend that a representative of Social Welfare Department should be associated with the Selection Committee of the Company in future.**

2.221. It was stated that the authorities had not approached the Employment Exchanges always for sponsoring candidates to the Company while making recruitments. This is nothing but infringement of the Government Orders and the Employment Regulation Act. The Committee wish to impress upon the authorities of the Company to follow the rules and regulations in this behalf scrupulously.

2.222. During the discussion, it was brought to the notice of the Committee, that Company is making appointments of contract workers and that they are having 264 contract workers. The system of engaging contract labourers has been in vogue since 1972. The Committee were told that since the contractors were supplying the labour as and when required and as these labourers were not on the rolls of the Company, the Management was not aware as to how many of them belonging to Scheduled Castes/Scheduled Tribes. It was stated that the Management has now decided to appoint the contract labourers in the existing vacancies in the unskilled categories with a view to ensure that adequate representation is given to Scheduled Castes/Scheduled Tribes candidates to make up the shortfall in the representation for these communities. An agreement was stated to have been entered into with the Mysore Sugar Company Employees' Association that 33½ per cent of the vacancies in the unskilled categories would be reserved for Scheduled Castes/Scheduled Tribes. With a view to ascertain as to how many of the contract labourers who were serving the Company till the end of 1977-78 season belong to Scheduled Castes/Scheduled Tribes it was mentioned that particulars were called for from contractors and from the information received, it was ascertained that 56 belonging to Scheduled Castes/Scheduled Tribes.

2.223. The Committee endorse the initiative taken by the Company in filling up of un-skilled category by giving 33½ per cent to Scheduled Castes/Scheduled Tribes and recommend that while making recruitment to the post of unskilled category of the contract labourers belonging to



**Scheduled Caste/Scheduled Tribes working already in the Company since a long time should be considered on priority for the post of unskilled category in the Company.**

.224. While discussing on the implementation of reservation rules in promotional posts in favour of Scheduled Castes/Scheduled Tribes it was stated that the Government Order for reservation for Scheduled Castes/Scheduled Tribes employees in promotional vacancies came into force with effect from April 1978 and the order was received in the first week of May 1978 by the Company. By the time the order came into force, the Management had constituted a Committee to fill up the posts which were vacant since 1970. A Committee was constituted by the Board on 12th July, 1977 to examine cases of eligible employees and to recommend for promotion. The Committee commenced the task of filling up of vacancies as long back as August 1977 and made its recommendations in the month of March 1978 and the same was placed before the Board for approval on 31st March, 1978.

2.225. That Committee recommended filling up of 565 vacant posts from among the existing employees according to seniority-cum-merit and this culminated in an agreement between the Employees' Association and the Management during June, 1978 in the presence of the Deputy Commissioner of Labour, Bangalore.

2.226. As the promotions had been practically finalised much earlier to the issue of the Government Order, it was stated that the Company could not strictly adhere to the directions issued in the matter of reservation in promotional vacancies to Scheduled Castes/Scheduled Tribes candidates. However, it was mentioned that 68 employees were given promotion from among the Scheduled Castes/Scheduled Tribes and this would roughly work out to 12 per cent. Apparently, there has been a short-fall of 6 per cent and this would be made up by promoting eligible inservice candidates belonging to Scheduled Castes/Scheduled Tribes as and when vacancies arise.

2.227. It was further stated that reservation rules regarding promotions are being followed with effect from 1st July, 1978 and the Company had promoted 8 persons so far and out of which 4 are Scheduled Castes and Scheduled Tribes employees. The Management has also assured the Committee that whenever vacancies that should have been filled up by Scheduled Castes/Scheduled Tribes candidates had not been so filled up. Such cases would be reviewed and promotions would be made as per Government Order dated 28th April, 1978.

2.228. The Committee would like to be informed of the action taken in this behalf and desire that a detailed report sent to the Committee early.

### THE MYSORE ACETATE AND CHEMICALS COMPANY LIMITED

2.229. This Company was incorporated as a Public Limited Company on 24th December, 1963. The Factory is located in Acetate Town, Mandya. The Joint Promoters of the Company are Karnataka State Government and Mysore Sugar Company Limited. The Foreign Collaborators of the Company for rendering process know how and to supply plant and machinery were: Agfa-Gaevent of Belgium, VKU Chentex Inc of New York, USA, AB, Chematur of Stockholm, Sweden, Joseph Davis Plastic Company of U.S.A.

2.230. The Company manufactures Cellulose Triacetate and Cellulose Acetate Moulding Granules. The Company Commissioned the plants for the manufacture of demethyl phthalate and diethyl phthalate during July 1972 and the Company also switched over to the manufacture of Cellulose Diacetate by the direct solution process in September 1974.

2.231. The Committee visited the Factory on 6th February, 1980 and held discussions with the Chairman, Managing Director, Works, Manager and Administrative

Officer. The discussions were based on the replies furnished to the Committee by the Company to the Questionnaire sent by the Committee.

2.232. The following table shows the total number of persons of all categories working and the number of Scheduled Castes/Scheduled Tribes employees among them and their percentage as on 30th November, 1980.

<i>Sl. No.</i>	<i>Category of posts</i>	<i>Total No of posts in the category</i>	<i>No. of SC candidates and their percentage</i>	<i>No. of ST candidates and their percentage</i>	<i>Total and their percentage</i>
1.	Officers	29	Nil	Nil	Nil
2.	Supervisors	53	Nil	Nil	Nil
3.	Workers	527	47-8.9%	12-2.2%	527-11.1%

2.233. As seen from the above table the percentage of representation for Scheduled Castes/Scheduled Tribes is nil in the level of Officers and supervisors. The percentage in the category of workers is only 11.1 per cent which is far below the required percentage.

2.234. During discussion, the spokesman of the Company stated that they are having Cadre and Recruitment Rules as approved by the Board on 31st December, 1979 and they were also having Cadre and Recruitment Rules previously though not in a detailed manner and these rules were kept in cold storage. It is clear that the Company has not followed the reservation rules in the past and this has contributed to the present inadequate representation of Scheduled Castes/Scheduled Tribes in the service of the Company. The Company was also not following the Government Orders and circulars issued in respect of reservation for Scheduled Castes/Scheduled Tribes in the past. When they were asked to explain the reasons for the shortfall, it was stated that the Company is having

609 employees and out of them 47 belongs to Scheduled Castes and 12 to Scheduled Tribes, which worked out to 7.6 per cent and 1.09 per cent and had admitted that the percentage is far below the requirement and assured the Committee that the Company would follow the Government Orders and Circulars very strictly in future and see that the backlog is cleared quickly.

2.235. **The Committee were very much disappointed to note that the authorities have not cared to follow the Government Orders and Circulars issued in respect of reservation to Scheduled Castes/Scheduled Tribes, strictly and strongly urge that the present inadequacy prevailing in the Company should be wiped out in a shortest possible time as promised by them, by resorting to special recruitment of Scheduled Castes/Scheduled Tribes and by giving promotions in service to Scheduled Castes/Scheduled Tribes employees.**

2.236. The Committee were informed that the Company is having two Selection Committees one for the selection of candidates for the posts carrying pay scales of Rs. 200-600 and the other for selection for the posts carrying Rs. 300-900. They were having their own members in the Selection Committees of the Company and they were not having any Scheduled Castes/Scheduled Tribes person in the Selection Committee nor they have appointed an Officer of the Social Welfare Department in the Selection Committee while making recruitments to the Company.

2.237. **The Committee recommend that an Officer of the Social Welfare Department should also be associated with the Selection Committee while making recruitments in the Company.**

2.238. **The Committee have noted with regret that the Company had not placed before the Board, the Government Order of 1978 regarding reservation in promotion for Scheduled Castes/Scheduled Tribes employees. This is a serious lapse on the part of the Company. Immediate**

action should be taken by the Company to adopt this Government Order and to implement it without any further delay.

2.239. The Committee recommend that all future vacancies in the Company should be filled up by Scheduled Castes/Scheduled Tribes candidates only till the backlog is cleared as the Company had not followed the reservation orders in the past.

### THE MYSORE LAC AND PAINTS WORKS LIMITED

2.240. This Company was established in the year 1937 by the then erstwhile Government of Mysore under the name "Government Lac and Paints Works" at Bangalore for manufacture of Polishes and Sealing Wax, etc. During November, 1947 lac and paint works was converted into a joint stock company under the nomenclature. "The Mysore Lac and Paints Works Limited" with an authorised capital of Rs. 20 lakhs. The Government of Karnataka holds 51 per cent of shares in the capital of the company. The company manufactures Duplicating Ink for all types of duplicators, postal stamps cancellation inks used by the Post Offices, Indelible Ink for Election purposes, etc. This company is the only manufacturer and supplies indelible ink for all types of Elections in the Country since 1959.

2.241. The Committee visited the Company on 27th May, 1980 and held discussions with the Officers of the Company. The discussions were based on the replies furnished by the Company to the Questionnaire sent by the committee.

2.242. The following table gives the total number of posts in all categories of posts existed in the corporation and the number of Scheduled Caste/Scheduled Tribes and their percentage as on 30th November, 1980.

<i>Sl. No.</i>	<i>Category of Posts</i>	<i>Number of posts existed</i>	<i>Number of SC candidates and their percentage</i>	<i>Number of ST candidates and their percentage</i>	<i>Total</i>
1.	Administration	23	—Nil%	..	23—Nil%
2.	Productions	113	16—14.2%	..	113—14.2%
3.	Store	7	%Nil	..	7—%Nil
4.	Sales ..	12	1—8.3%	..	12—8.3%
5.	Security	11	—%Nil		11—Nil%

2.243. The detailed statement of the number of posts classwise/categorywise and the number of Scheduled Castes/Scheduled Tribes working in the company is appended **vide** appendix X.

2.244. From the above table it is clear that the full quota of reservation to Scheduled Castes/Scheduled Tribes has not been covered in any category of posts in the Company. The Scheduled Castes/Scheduled Tribes therefore have been deprived of the benefit of reservation under all categories of Posts including in the lower categories of Posts.

2.245. Though the Company was established during 1946, Cadre and Recruitment Rules not yet been framed which was highly irregular. The Company has also not followed the reservation orders for Scheduled Castes/Scheduled Tribes strictly from the beginning. The Committee therefore urge that immediate steps should be taken to frame the C. and R. Rules and to follow the Government Orders issued by Government from time to time in favour of Scheduled Castes/Scheduled Tribes. The Committee also recommend to include a Scheduled Caste nominee in the Recruitment Committee and also to invite an Officer from the Social Welfare Department at the time of Recruitment so that the Scheduled Caste/Scheduled Tribe candidates could get their due share in the service of the Company. As the Company failed to recruit Scheduled Castes/Scheduled

Tribes candidates at the time of initial appointments the Scheduled Castes/Scheduled Tribes have been deprived of the opportunity of promotional reservations. The Committee have noticed that the Company has also not given proper representation in respect of Scheduled Castes/Scheduled Tribes candidates even in the recruitment of temporary posts. The Committee strongly urge that future appointments in the Company should be reserved for Scheduled Castes/Scheduled Tribes only, till the backlog and short fall is cleared and if necessary educational qualification should be relaxed in favour of Scheduled Castes/Scheduled Tribes while making recruitments.

#### KARNATAKA SMALL INDUSTRIES DEVELOPMENT CORPORATION LTD.

2.246. This Corporation was established in 1960 as an autonomous corporation and registered as a Private Limited Company under the Companies Act, 1956. The Company was registered in April 1960 and started functioning in the year 1961. The object of the Company is to aid, counsel, assist, advance, protect and promote the interest of small industries in the State. This is a promotional organisation to develop small industries in the State. The Corporation is supplying raw materials such as steel, pig-iron, coal, coke, etc., for various units.

2.247. Apart from the above, the Corporation takes land from the Karnataka Industrial Area Development Board and construct industrial sheds. The shed allotments committee constituted for the purpose of allotting sheds makes allotments and these sheds are given either an outright sale basis or on hire purchase basis to the genuine parties. The Corporation has constructed 2650 sheds in various Industrial Estates in the State and among them they have allotted 19 sheds to Scheduled Castes/Scheduled Tribes.

2.248. The Committee visited the Corporation on 10th October, 1980 and held discussion with the Chairman,

Managing Director and other Officers of the Corporation with regard to reservation of Scheduled Castes/Scheduled Tribes in the Corporation. The discussions were based on the replies furnished to the questionnaire sent by the committee

2.249. The following table shows the total number of posts, in all the categories and the number of Scheduled Castes/Scheduled Tribes and their percentage as on 1st January 1981.

Sl. No.	Category	Name of the post	KSSIDC employees	Deputation	%	
					SC	ST
1	2	3	4	5	6	7
1.	Heads of Department.	Chief Manager	2	1	..	..
2.	Grade I Senior Scale	Dy. C.M. Secretary	3	3	..	..
3.	Grade I Junior scale	Managers Managers (Adm).	14 2	.. 7	.. 2	.. 0.87
4.	Grade II	Asst. Manager (Adm). Asst. Manager (C & M).	10 33	.. 6	.. ..	..
5.	Grade III	Stenographers Typists Sr. Assts Jr. Assts	5 14 68 33	.. .. .. ..	.. .. .. 1	.. .. .. 0.12
6.	Grade IV	Driver Attenders Peons Watchman/	7 5 47 39	.. .. .. ..	.. .. .. 19	.. .. .. 20

2.250. From the above statement the committee are distressed to note that the quota of reservation for Scheduled Castes/Scheduled Tribes in respect of all the categories of posts except in Grade IV is woefully inadequate. This shows that the Corporation has utterly disregarded the



Constitutional Provisions and floated the reservation orders. The Committee desire that this may be enquired into and action taken on the persons responsible. This inadequacy of representation prevailing in the Corporation was admitted and regretted by the Chairman of the Corporation and he promised to the Committee that the Corporation would be making recruitments to 38 posts in a near future and while making recruitments to these 38 posts, the Corporation would provide reservation to Scheduled Caste/Scheduled Tribe in accordance with Government Order. The explanation given by the Chairman of the Corporation has not convinced the Committee. The Corporation may make reservation while making recruitments to 38 posts. By during so, the representation of Scheduled Castes/Scheduled Tribes might rise a little and will not cover the full quota to Scheduled Caste/Scheduled Tribe in the Corporation.

**2.252. The Committee therefore recommends that all the posts for which recruitment is to be made should be reserved to Scheduled Castes-Scheduled Tribes only and the Corporation should recruit Scheduled Castes/Scheduled Tribes only till the prescribed quota of reservation to Scheduled Castes/Scheduled Tribes reached in the Corporation.**

2.253. The previous Committee visited the Corporation on 18th July 1974 and had recommended that Government should take suitable action for honouring the reservation orders and for the implementation of the same early and to take special recruitment drive by the Corporation to fill up the backlog. Further, the Committee had also expressed its displeasure for not framing the C and R Rules even after lapse of 18 years, by the Corporation.

2.254. The Committee have noted that the Corporation had long time to draft the C and R Rules. It only shows that they have done this to prevent the Scheduled Castes/Scheduled Tribes from getting into the service of the Corporation. The authorities of the Corporation pleaded that the reservation orders were applicable only from 1974. Though previous Committee in their 3rd Report had already

observed that reservation provisions were applicable from 1963 itself.

2.255. **Reports of the action taken on the recommendations of the previous Committee have not been furnished and the figures of representation of Scheduled Caste/Scheduled Tribe in the Corporation remain unchanged. If the Corporation had taken action on the recommendations of the Committee the position of representation of Scheduled Castes/Scheduled Tribes in the Corporation would have been improved by now. The Committee deplore this callous attitude of the Corporation in not implementing the recommendations of the Committee. The Committee once again urge the authorities to furnish action taken statements on the recommendations of the Committee expeditiously and they should take immediate action to increase the representation of Scheduled Castes/Scheduled Tribes in the prescribed percentage without any further delay by making special recruitments to Scheduled Castes/Scheduled Tribes only, till the backlog is cleared. The Committee also recommended that the Corporation should call for list of candidates from the Employment Exchange and from the Employment Cell of the Directorate of Social Welfare in addition to advertisement of vacancies in the local dailies.**

2.256. During discussion the Committee were informed that appointments are made exclusively by the Managing Director and none of the appointments are by other agency. There is a Committee for recruitment presided over by the Managing Director and the Committee is not having any representation of the Scheduled Castes/Scheduled Tribes. The Committee is also not inviting the Director of Social Welfare. In the opinion of the Committee, this is highly irregular. As the Chairman of the Corporation has agreed that in future a representative of the Director of Social Welfare would be invited in all recruitments. The Committee hope that the management will implement the assurances and further the Committee suggest that this should be incorporated in the C and R Rules.

2.257. As regards reservation in promotions the Committee were told that the Corporation is following the Government Order in this behalf and available Scheduled Caste candidate was promoted. In respect of casual labourers the Committee recommend that more number of Scheduled Castes Scheduled Tribes should be appointed to increase the percentage which is very low in the Corporation.

2.258. The Committee recommends that the Corporation should take steps to allot more number of Industrial sheds for Scheduled Castes and Scheduled Tribes people, to enable them to start Small Scale Industries by giving them special concession in allotment of sheds and in supply of raw materials.

## KARNATAKA STATE KHADI AND VILLAGE INDUSTRIES BOARD

2.259. The Karnataka State Khadi and Village Industries Board was constituted by the Government under Karnataka State Khadi and Village Industries Act, 1956. The first Board was constituted on 23rd September, 1957. The main objects of the Board are to develop and regulate Khadi and Village Industries to generate rural employment. The Board has formulated "Action plan for the year 1980-81" to remove regional imbalances and to cover the uncovered areas of the Backward Districts under the Khadi and Village Industries Programme. They are having 24 Schemes. The Board is financing individuals, Associations, and Co-operative Societies. The Administrative Expenditure of the Board is being met by the State and for the Board's activities. Khadi and Village Industries Commission is financing.

2.260. The Staff of the Board includes Officials transferred from Commerce and Industries Department of the State Government, Bombay Board Officials and Officials recruited directly by the Board.

2.261. The total strength of the Board is 543, out of these 86 posts are vacant and among them 52 Scheduled Castes and 10 Scheduled Tribes employees are there. Their percentage to the total works out to 11.5 per cent and 2.2 per cent respectively .

2.262. The Committee visited the Board on 24th February 1981 and held discussion with the Chairman and other officers of the Board with regard to the reservation and employment of Scheduled Castes/Scheduled Tribes in the Board. The discussions were based on the replies furnished by the Board to the Questionnaire sent by the Committee.

2.263. The following table shows the total number of persons of all categories working in the Board and the number of Scheduled Castes/Scheduled Tribes employees and their percentage as on 30th November, 1980.

<i>Sl. Category of No. posts</i>	<i>Total No. of posts in the category</i>	<i>No. of SC candidates and their percentage</i>	<i>No. of ST candidates and their percentage</i>	<i>Total percentage</i>
1. Category I	12	1—8.3%	..	12—8.3%
2. Category II	3	..	..	3
3. Category III	1	..	..	1
4. Category IV	71	5—7%	1—1.4%	71—8.4%
5. Category V	2	..	..	2
6. Category VI	167	16—9.5%	9—1.8%	167—11.3%
7. Category VII	16	..	..	16
8. Category VIII	156	16—10.2%	1—0.6%	156—10.8%
9. Category IX	59	8—13.5%	3 .5%	59—18.5%
10. Category X	54	6—11.1%	2—3.1%	54—14.2%

2.264. From the above table it is clear that the percentage of representation for Scheduled Castes/Scheduled Tribes in the Khadi Board is grossly inadequate. Even in lower categories of posts, the representation of Scheduled Castes/Scheduled Tribes is far from satisfactory.

2.265. This Organisation has been built up on the Gandhian principles and the task of upliftment of the persons who are dearer to him have been utterly disappointed.

2.266. This deplorable state of affairs prevailing in the Board, in the opinion of the Committee is due to negligence and callous disregard shown by the authorities to safeguard the interests of the Scheduled Castes/Scheduled Tribes in the employment under the Board.

2.267. The previous Committee visited the Board on 1st August, 1974 and made the following recommendations in their III Report presented to the Legislature on 14th March 1975.

1. To make necessary provisions regarding reservation for Scheduled Castes/Scheduled Tribes in the Cadre and Recruitment Rules.

2. To recruit only Scheduled Castes/Scheduled Tribes candidates in respect of all future appointments till the backlog is cleared.

3. Urged the Government for issue of suitable instructions to the Board to strictly follow reservation orders issued from time to time.

2.268. No action has been taken on the above recommendations of the Committee uptill now and the Committee learn with regret that the above observations of the Committee had not even been placed before the Board. The Committee expresses its displeasure on this lapse and recommend that suitable action should be taken against the concerned person responsible for this lapse.

2.269. During discussion, the Committee were informed that the Board is having its Cadre and Recruitment Rules issued in 1962. These rules are being revised consequent on closure of several units and absorption of some of the Officials in expanding categories and due to creation of additional posts. These revised rules have been sent to Government for approval. But Government have not approved this revised rules as the pay scales proposed are higher

compared to other development departments. It was brought to the notice of the Committee also that the Board is following Government Orders, Circulars issued by Government in respect of reservation and employment of Scheduled Castes/Scheduled Tribes. The Board is also sympathetic towards the welfare of Scheduled Castes/Scheduled Tribes. But this has not been formulated into action. The earlier promises of the Board regarding giving proper representation to the Scheduled Castes/Scheduled Tribes have not been even to this day fulfilled. Inadequacy of representation still exists in the Board. **The Committee are very much distressed at this state of affairs existing in the Board in respect of reservation of Scheduled Castes/Scheduled Tribes and wish to reiterate their earlier recommendations made in their III Report presented to Legislature in 1975 and urge the Government to take immediate action to set right the matter.**

2.270. From the enquiry made, whether the Board have made any recruitments subsequent to the year 1975 and if they had made any recruitments whether they have followed the reservation Rules to Scheduled Castes/Scheduled Tribes, it was stated that they had made recruitments to certain categories of posts in 1976 and 1977 as follows :

	Total	SC	ST
1. First Division Clerks, Leather Supervisors, H.M.P. Supervisors, Auditor-cum-inspector.	33	5	1
2. Gobar Gas Technicians ..	16	2	..
3. Typists, Second Division Clerks-cum-Typists, H.P.P. Supervisors, Cobblers, Ghani Mistry.	24	5	..
4. Khadi Inspectors, HPP Supervisors Grade II, Bee field man, Gur Guide, Potters.	24	3	..
5 Class IV ..	7	1	..

2.271. It could be seen that the authorities have violated the reservation rules even after 1975. Except in item No. 1 above, recruitments have been made to the categories of posts without giving adequate representation in favour of Scheduled Castes/Scheduled Tribes. If they had followed reservation Orders strictly, more number Scheduled Castes/Scheduled Tribes persons would have got employment in the service of the Board.

2.272. The Board has utterly disregarded the Constitutional provisions and the legitimate claims of Scheduled Castes/Scheduled Tribes have been deprived deliberately'. **The Committee, therefore, strongly urge the Government to investigate into the matter and take action on the persons responsible. They also urge that strict instructions should be issued to the Board to follow reservation rules issued from time to time and see that justice is done to Scheduled Castes/Scheduled Tribes in the employment of the Board.**

2.273. When asked whether they have any Scheduled Castes/Scheduled Tribes representative in the Recruitment Committee or wheher the Director of Social Welfare or his nominee has been associated with the Recruitment Committee, it was brought to the notice of the Committee that they have a Director in the Board who belongs to Scheduled Caste in the Recruitment Committee and they are not inviting Director of Social Welfare or his nominee to the Recruitment Committee.

2.274. **The Committee recommend that the Director of Social Welfare or his nominee should also be made to associate with the Recruitment Committee while making recruitment in the Board.**

2.275. During discussion, it was also mentioned that Board are not getting suitable qualified candidates, for certain categories of posts. The Committee are not convinced with this stock reply as any number of candidates belonging to Scheduled Castes/Scheduled Tribes are available in the live registers of Employment Exchange in all Trades who are struggling hard to find employment.

2.276. The Committee recommend that the authorities should make wide publicity of the vacancies that occur and approach Employment Exchange, Employment Cell of the Directorate of Social Welfare and Special Employment exchange for their requirement and see that due representation of Scheduled Castes/Scheduled Tribes are maintained in all the categories of the posts in Board in the quickest possible time.

## THE KARNATAKA URBAN WATER SUPPLY AND DRAINAGE BOARD

2.277. The Karnataka Urban Water Supply and Drainage Board Act 1973 (Karnataka Act 25 of 1974) received the assent of the President on the 15th Day of August, 1974. The Act provides for the establishment of water supply and drainage Board and Regulation and Development of Drinking Water and Drainage Facilities in the Urban areas of the state. The Act came into force from 15th October, 1974. The Karnataka Urban Water Supply and Drainage Board was constituted in pursuance of the above Act. The jurisdiction of the Board extends over whole of Karnataka except Bangalore City.

2.278. The functions of the Board are to provide water supply and drainage for urban areas and other activities which are entrusted to the Board from time to time by Government and also to perform the following functions at the instance of Government or local authority :

- (i) investigating the nature and type of scheme that can be implemented in the area of any Local Authority for the provision of drinking water and drainage facilities ;
- (ii) planning and preparing of schemes including schemes covering areas falling within the jurisdiction of more than one Local Authority for the purpose of providing the supply of drinking water or drainage facilities ;
- (iii) executing such schemes under a phased programme for the provision of drinking water and drainage facilities



within the areas of Local Authorities to which such schemes relate :

(iv) providing technical assistance or giving advice to Local Authority in the execution and maintenance of Urban Water Supply and Drainage Works ;

(v) establishing and maintaining schemes incidental to Urban Water Supply and drainage such as testing of water, designing of plant for purification of water, conducting research relating to urban water supply and maintaining farm schemes ;

(vi) any other matter which is supplemental, incidental or consequential to any of the above functions ;

(vii) such other functions as may be prescribed.

2.279. The Board consists of a Chairman, Managing Director and 15 other Directors drafted from Government Departments.

2.280. The various water supply and drainage schemes in the Urban areas which were being executed and maintained by the Public Health Engineering wing of Public Works Department were transferred to the Board along with the Staff as per G.O. No. PWD 13 SCO 75, dated 29th July 1975, with effect from 14th August 1975. 3 Circles, 11 Divisions and 48 sub-divisions which were functioning previously under Government and transferred to the Board were converted as Board Circles, Divisions and Sub-divisions with effect from 14th August 1975. The necessary Staff required for the administrative Office of the Board were also sanctioned.

2.281. The Committee visited the Board on 24th February, 1981 and held discussion with the Chairman, Managing Director and other Senior Officers of the Board. The discussions were based on the replies furnished by the Board to the Questionnaire sent by the Committee.

2.282. The following table shows the total number of persons of all categories and the number of Scheduled

Castes/Scheduled Tribes employees and their percentage as on 30th November, 1980.

Sl. No.	Category of Posts	Total No. of posts in the Category	No. of SC/ST candidates and their percentage	Total percentage
1.	Class I	25	1(4%)	25(4%)
2.	Class II	83	1(1.2%)	83(1.2%)
3.	Class III	1,229	86(6.9%)	1,229(6.9%)
4.	Class IV	571	62(10.8%)	571(10.8%)

2.283. Statement showing the details of persons working in the Board and among them the number of Scheduled Castes/Scheduled Tribes and their percentage is appended **vide** Appendix XI.

2.284. The Committee note with regret that the percentage of representation for Scheduled Caste/Scheduled Tribes in the Karnataka Urban Water Supply and Drainage Board is most inadequate. The Committee are not convinced with the reasons put forth by the authorities of the Board for denying the legitimate benefits to the Scheduled Castes/Scheduled Tribes candidates in the employment of the Board. The Board while advertising the posts of Assistant/ Junior Engineers, had not specified the number of posts earmarked for Scheduled Castes/Scheduled Tribes people. They had not even intimated to the Employment Exchange, that so many posts were earmarked for Scheduled Caste/Scheduled Tribes. It means the Board has deprived the claims of Scheduled Castes/Scheduled Tribes intentionally. In the absence of reservation of Scheduled Castes/Scheduled Tribes, the Scheduled Castes/ Scheduled Tribes candidates had not applied for the said posts presuming that vacancies advertised in the newspapers/Gazette were general vacancies. **The Committee expresses their unhappiness regarding the recruitment made by the Board sofar, for not providing the**

required representation for Scheduled Castes/Scheduled Tribes. Conscious efforts were not made in the matter of implementation of Government Orders regarding reservation for Scheduled Castes and Scheduled Tribes in the Board, which is a serious lapse on the part of the Board.

2.285. The Managing Director informed the Committee that the Board has advertised vacancies of Class III posts and the vacancies lost for Scheduled Castes/Scheduled Tribes candidates in respect of appointments already made would be made good by appointing more number of Scheduled Castes/Scheduled Tribes candidates in Class III posts. The Committee hope that this would be implemented.

2.286. The Committee suggest that the Board should ask for Scheduled Castes/Scheduled Tribes candidates while making request to send Officials on deputation.

2.287. The Committee further recommend that the Board should invite the Director of Social Welfare or his nominee while making appointments by the Selection Committee so that the interests of Scheduled Castes/Scheduled Tribes people would be safeguarded.

2.288. The Board has inordinate'y delayed the framing of the C & R Rules of the Board. In the absence of the C & R Rules the recruiting authorities at Circle and District levels had made recruitments without following the reservation Orders issued by Government from time to time, and injustice has been done to Scheduled Castes and Scheduled Tribes thereby. The Committee deprecates the delay caused in framing the Cadre and Recruitment Rules and urge the Governmen to ensure that the Cadre and Recruitment Rules of the Board are issued without further delay.

2.289. The Committee insists tha the appointing authorities in addition to advertising the posts in news papers, lists of Scheduled Castes and Scheduled Tribes candidates should be obtained from the Employment exchanges and from employment sell of the Directorate of Social Welfare.

2.290. The Committee recommend that there should be a Scheduled Caste Officer of the Board invariably included in all the recruitment committee constituted by board at all levels.

2.91. The Committee further recommend that the Board should relax the Rules in respect of Scheduled Castes and Scheduled Tribes candidates without insisting of passing of Departmental Examinations and the number of years of service while giving promotions in the Board, as there is insufficient representation of Scheduled Castes and Scheduled Tribes Officials in the Board.

2.292. The Committee urge that suitable instructions should be issued to all concerned recruiting authorities at divisional and district levels to observe the reservation orders in respect of Scheduled Castes and Scheduled Tribes while making appointments to various categories of posts at their level.

2.293. The Committee further urge that special recruitment/ad-hoc appointments should be made by the Board to fillup the backlog, duly creating super-numerary posts, if necessary.

2.294. The Committee urge the Board to provide water facilities to Scheduled Castes and Scheduled Tribes colonies whenever the Schemes are formulated by the Board.

## KARNATAKA HOUSING BOARD

2.295. The Government of Karnataka, with a view to tackle the problem of labour housing, constituted the Labour Housing Corporation in the year 1952. The functions of the Corporation was to construct tenements for industrial labour employed in the several factories. As a successor body to the Labour Housing Corporation Karnataka Housing Board was constituted on 1st June, 1956 with enhanced powers to cope up with the responsibility of the construction of houses for the general public in addition to

the construction of houses for labour employed in factories. The main object of the Housing Board is to reduce the Housing shortage in the State.

2.296. The Committee visited the Board on 29th June, 1979 and held discussions with the Housing Commissioner and other Senior Officers of the Board with regard to the reservation and employment of Scheduled Castes/Scheduled Tribes in the board. The discussions were mainly based on the replies to the Questionnaire furnished by the Board to the Committee.

2.297. The Committee examined the statement furnished by the Board and the following table shows the total number of posts under all categories and the Scheduled Castes/Scheduled Tribes percentage in the Board as on 30th November, 1980.

<i>Sl. Category No. of posts</i>	<i>Total No. of posts in the category</i>	<i>No. of SC candidates and their percentage</i>	<i>No. of ST candidates and their percentage</i>	<i>Total and percentage</i>
1	2	3	4	5
1. Class I	19	Nil	Nil	19 Nil
2. Class II	32	—Ni.	—Nil	32 Nil
3. Class III	516	39—7.5%	3—0.5%	516—8%
4. Class IV	138	19—13.7%	3—2.1%	138—15.8%

2.298. A detailed statement showing the representation of Scheduled Castes/Scheduled Tribes in each category of posts is appended **vide** Appendix XII.

2.299. It could be seen from the above that the percentage of representation for Scheduled Castes/Scheduled Tribes in the Housing Board is woefully inadequate.

2.300. During discussion the Committee were informed that the Cadre and Recruitment Rules were framed and sent to Government for approval on 22nd May, 1979 and

it is yet to be approved by Government. There are no records to show whether reservation was followed prior to 1956. A provision for making reservation to Scheduled Castes/Scheduled Tribes was included in the amendment to the Housing Board Act in 1972. Before that there was no provision for reservation. It is evident, therefore, that though the Board was constituted in the year 1956 no action was taken to formulate its Cadre and Recruitment Rules till 1979. Hence it is clear that the Board had not made provisions for reservation for Scheduled Castes/Scheduled Tribes in the appointments to the Board. The Board has taken a very long time to formulate its Cadre and Recruitment Rules, which is highly regrettable. This delay has resulted in injustice done to the representation of Scheduled Castes/Scheduled Tribes in the Board.

**2.301. The Committee are very unhappy with the state of affairs of representation of Scheduled Castes/Scheduled Tribes in the Karnataka Housing Board and recommend that all future vacancies that occurs in the Board should be filled by Scheduled Castes/Scheduled Tribes till the required percentage is reached in all the categories of the posts in the Board.**

**2.302. During discussion, the Committee were told that there were 169 persons working on Work-charged establishment/labour and among them there were 60 persons belonging to Scheduled Castes/Scheduled Tribes. Though there is some percentage in respect of Scheduled Castes/Scheduled Tribes in this category, these candidates are liable to be terminated as and when there is change in the Administration of the Board and the Committee were unhappy to note that the employees belonging to Scheduled Castes/Scheduled Tribes working on work-charged establishment were removed on a large scale. This has resulted in great hardship to those employees and the Committee recommend that the Board should take action to regularise the services of the persons working on the work-charged establishment.**

2.303. In Karnataka Electricity Board persons working on work-charged establishment and T.T.R. are being absorbed in the lower categories of posts there. Similar provision should be made in the Recruitment Rules of the Housing Board so that the persons born on the Work-charged Establishment are absorbed permanently in the lower categories and the required percentage of Scheduled Castes/Scheduled Tribes should be maintained in this category of post.

2.304. The previous Committee of V Assembly had visited the Board on 30th June, 1974 and made certain recommendations regarding the insufficient representation of Scheduled Castes/Scheduled Tribes in the Board in their Report presented to the Legislature during March, 1975.

2.305. The Committee note with regret that no action has been taken on those recommendations so far. The Committee urge that immediate action should be taken in this direction and report sent to the Committee without further delay.

2.306. Appropriate steps should be taken immediately to give proper representation to the Scheduled Castes/Scheduled Tribes in all the categories of posts in the service of the Board as the present representation of Scheduled Castes/Scheduled Tribes in the Board is far from satisfactory.

2.307. The Committee also recommend that expeditious action should be taken to issue Cadre and Recruitment Rules and appointments made as per the provisions of the C & R Rules strictly in future.

2.308. During examination of the Records maintained by the Board it was noticed by the Committee that the Government Orders and Circulars were not maintained in the Board properly. The Registers and Rosters prescribed under various Government Orders were also not maintained. This improper maintenance of Records resulted in evading Government instructions in making

reservations for Scheduled Castes/Scheduled Tribes in the Service of the Board.

2.309. During the evidence it was stated that the Public Service Commission was making recruitments to certain categories of posts of the Board upto 1961 when the S.L.R.C. were appointed by the Government, Public Service Commission held the view, that Board should approach S.L.R.C. for recruitment. The S.L.R.C. when addressed in this behalf negated the request of the Board on the plea that the Board employees were not Government Employees. As per Sub-section 3 of Section 10A of the Karnataka Housing Board Act, 1962 as amended in 1973 in respect of the services of the Board for every post carrying a monthly salary of Rs. 200 the Board should consult Public Service Commission for recruitment. Some of the Class III posts were excluded from the purview of the Public Service Commission as per Rule 4 A of the Karnataka Housing Board Rules. They are Shroffs, peons drivers, dalayats, typists, stenographers, bill-collectors, watchmen, gardeners, sweepers, and appointment of Government servants on deputation.

The Board has constituted Recruitment Committee in the Board's resolution dated 30th September, 1978 consisting of the Chairman, Karnataka Housing Board, the Commissioner for the Corporation of the City of Bangalore. Additional Secretary, Finance Department, who are members of the Board. The Board is making appointments for the post carrying below Rs. 200.

2.310. It could be seen from the above that there is no provision for inclusion of non-Official belonging to Scheduled Castes/Scheduled Tribes or Director of Social Welfare or his nominee in the Recruitment Committee of the Board.

2.311. The Committee, therefore, recommend that a non-Official Member or Director of Social Welfare or his nominee should be included in the recruitment committee of the Board. The above observations were also made by



the previous Committee when they visited the Board in May, 1974 and expressed its displeasure in the matter. Despite this observation the Board is continuing the same practice which is detrimental to the interest of the Scheduled Castes/Scheduled Tribes. The Committee hope that necessary action should be taken in the matter atleast in future.

2.312. The Committee urge that the Government Orders, Circulars Directions relating to reservation of Scheduled Castes/Scheduled Tribes should be maintained properly and registers, rosters prescribed in Government Orders should be prepared and followed by the Board in future scrupulously.

#### BANGALORE DEVELOPMENT AUTHORITY

2.313. The Bangalore Development Authority was constituted on 20th December, 1975 under Bangalore Development Authority Act, 1976. Prior to this statute, the Development of City of Bangalore was regulated by the City Improvement Trust Board of Bangalore and local planning Authority under the Karnataka Town and Country Planning Act, 1961.

2.314. The Authority has to acquire lands under Land Acquisition Act for making layouts and distribute sites as has been done by erstwhile C.I.T.B. of Bangalore. The Bangalore Development Authority has taken up Housing Scheme and constructed houses for Economically Weaker Sections, Low Income Group, Middle Income Group, etc. It has also taken up construction of School buildings in slum areas and provides civic amenities to the slum dwellers.

2.315. The Bangalore Development Authority is extending 50 per cent concession in site value to persons belonging to weaker section whose annual income is less than Rs. 3,600 provided the sites allotted to them measures 150 sq. yards and less. This authority is not having any provisions to

allot sites and the houses particularly to Scheduled Castes/Scheduled Tribes. But inspite of this, it was stated that the Authorities have allotted more than 18 per cent of sites and houses to these Classes of people.

2.316. The Bangalore Development Authority is also vested with the task of regulating unbridled growth of Multi-storeyed Buildings in the City and also to control the Industry in the City and help prevent the environmental pollution by the Industries in the City. It is also trying to decongest the traffic and help to maintain greenary in the City.

2.317. The Committee were informed that the sites are being allotted to Scheduled Castes/Scheduled Tribes people in each colony instead of forming separate colonies. The Chairman, intimated the Committee that the Bangalore Development Authority has provided a Community Centre, a School and a borewell to each of the Harijan Slums where 500-600 harijan families reside.

2.318. The Committee visited this Organisation on 10th August, 1979 and held discussion with the Chairman and other Officers of the Authority with regard to the reservation and employment of Scheduled Castes/Scheduled Tribes. The discussion was based on the replies to the Questionnaire furnished to the Committee.

2.319. The following table shows the total number of posts in all categories and the number of Scheduled Castes/Scheduled Tribes employees and their percentage in the authority as on 30th November, 1980.

<i>Sl. Category No. of posts</i>	<i>Total No. of posts in the Category</i>	<i>No. of SC candidates and their percentage</i>	<i>No. of ST candidates and their percentage</i>	<i>Total percentage</i>
1. Class I	1	1—Nil	...	1—Nil
2. Class II	10	2—20%	..	10—20%
3. Class III	145	34—23.4%	1—0.6%	145—24%
4. Class IV	109	17—15.5%	...	109—15.5%

2.320. From the above it could be seen that the Bangalore Development Authority has taken steps to give proper representation to Scheduled Castes-Scheduled Tribes, only in lower categories of posts. But in Class I posts the representation of Scheduled Castes/Scheduled Tribes is not adequate, which should be brought to the required percentage.

2.321. While discussing, about filling up of vacant posts, such as Stenographers, Typists, the explanation put forth was that they are not getting qualified candidates of Scheduled Castes and Scheduled Tribes though they sent requisitions to Director of Social Welfare to sponsor candidates belonging to Scheduled Castes/Scheduled Tribes. It was stated that they had repeatedly approached Director of Social Welfare to send the list of suitable candidates belonging to Scheduled Castes/Scheduled Tribes to fill up the vacant posts but they could not get the lists and have kept the posts vacant for being filled by the candidates belonging to Scheduled Castes/Scheduled Tribes. The Bangalore Development Authority should take immediate steps to fill up these vacancies by giving adequate representation to Scheduled Castes/Scheduled Tribes.

2.322. The Committee while appreciating the action taken by the authorities to keep open the posts of Scheduled Castes/Scheduled Tribes and to carry forward of vacant posts posts for Scheduled Castes/Scheduled Tribes for next occasions, as done in Government Departments, hope that these vacant posts, which were actually kept vacant for want of Scheduled Castes/Scheduled Tribes candidates would have been filled by these classes of people by now. A report should be sent to the Committee in the matter.

2.323. The Committee further urge the Bangalore Development Authority should make around efforts to get candidates belonging to Scheduled Castes/Scheduled Tribes by not only writing to Director of Social Welfare but also, to the Employment Exchanges and giving wide publicity in news papers notifying the actual number of posts reserved for Scheduled Castes/Scheduled Tribes in future.

2.324. During evidence, the attention of the Authority was drawn to the recommendations of the Committee made in their III Report regarding framing of Cadre and Recruitment Rules, and to make provisions for reservation for Scheduled Castes/Scheduled Tribes in the Cadre and Recruitment Rules. The Committee were told that the authorities had constituted a Committee consisting of 24 experts to frame draft Rules. The Draft Rules were prepared and sent it to Government for approval. In that Draft Rules the Committee had suggested the framing of Cadre and Recruitment Rules also. But, it was learnt that these rules were not approved by Government on the plea of formulating uniform Rules to all Local Bodies in the State. As such the Chairman of the Authority was not having powers to appoint any person to any of the posts which carried a salary of Rs. 150 per month which meant that all posts beyond Rs. 150 per month have to be sanctioned by Government and according to the Chairman of the Bangalore Development Authority this has prevented him to give proper representation to Scheduled Castes/Scheduled Tribes. The Committee are unable to subscribe to this explanation given by the Chairman of the Bangalore Development Authority. Because, in the absence of Cadre and Recruitment Rules, the Authorities should have been followed the General Recruitment Rules issued by Government and also Circulars, Directions and Instructions issued by Government from time to time regarding reservations in favour of Scheduled Castes/Scheduled Tribes. The inadequacy of representation of Scheduled Castes/Scheduled Tribes pointed out by the Committee should have been made good, if the reservation orders are properly implemented by the Board. The Committee regret that the sizable shortfall had not been made up and no corrective action taken by the Bangalore Development Authority, in this behalf.

2.235. **The Committee urge that the Government should approve the Cadre and Recruitment Rules of Bangalore Development Authority without any further delay with a view to give proper representation for Scheduled Castes/Scheduled Tribes in the Bangalore Development Authority.**

2.326. The earlier Committee visited the Bangalore Development Authority (C. I. T. B.) on 1st August, 1974 and made the following recommendations, viz.,

(i) to enforce reservation order in respect of Scheduled Castes/Scheduled Tribes in the Trust Board Act ;

(ii) to frame Cadre and Recruitment Rules early making necessary provisions for the reservation of Scheduled Castes/Scheduled Tribes in the said Rules ;

(iii) to take immediate action to make up the shortfall by appointing only Scheduled Castes/Scheduled Tribes candidates in future recruitments.

2.327. The Committee deplore the serious lapse on the part of the Government and the Bangalore Development Authority in not implementing the recommendations of the Committee made earlier and desire that action taken statements on the recommendations of the previous Committee made in their III Report should be furnished expeditiously.

## **BANGALORE WATER SUPPLY AND SEWERAGE BOARD**

2.328. The Bangalore Water Supply and Sewerage Board was constituted by the Government of Karnataka in September, 1964 under Bangalore Water Supply and Sewerage Board Act 1964. The Board is vested with the duties of providing new supply and improving the existing supply of water in the Bangalore Metropolitan area and to make adequate provision for sewerage and disposal of sewage in the Metropolitan area. The Board is also incharge of operation and maintenance of the water supply distribution system. To augment the water supply to the City of Bangalore, this board executed cauvery water supply scheme first stage at the total cost of Rs. 35.72 crores. This was commissioned on 25th January, 1974. To meet the growing needs of the City in respect of water supply with the increasing growth of population the Board has taken up Cauvery water supply scheme II Stage and has in view

a proposal for taking up III stage. The Government of Karnataka have accorded administrative approval to the estimate for Rs. 55.50 crores for the II stage of Cauvery Water Supply Scheme.

2.329. This Organisation is headed by a Chairman, who is assisted by Chief Engineer, Superintending Engineers, Secretary, etc., etc. There are 138 categories of posts including administrative, Supervisory, Technical and labour in this Board. There are 3204 employees in this organisation.

2.330. The Committee visited this Board on 16th October, 1979 and held discussion with the Chairman and other Officers of the Board with regard to the reservation and employment of Scheduled Castes/Scheduled Tribes in the Board.

2.331. The following table shows the total number of posts in all the categories and the number of Scheduled Castes/Scheduled Tribes employees and their percentage in the Board :

Sl. No.	Category of posts	Total No. of posts in the category	No. of SC candidates and their percentage	No. of ST candidates and their percentage	Total percentage
1	2	3	4	5	6
Class I		23	2—8.7%	...	23—8.7%
Class II		63	5—7.9%	1—1.6%	63—7.9%
Class III		928	70—7.5%	5—0.5%	928—8%
Class IV		2190	580—26%	11—0.5%	2190—26.5%

2.332. From the above it could be seen that there is no representation for Scheduled Castes/Scheduled Tribes in higher categories of posts. There has been no improvement in the percentage of Scheduled Castes/Scheduled Tribes in higher category of posts since the previous Committee's visit to this Board on 30th July, 1974.

2.333. The previous Committee had made the following recommendations in their III Report presented to the Legislature on 14th March, 1975 :

(i) preparation of Cadre and Recruitment Rules and its implementation ;

(ii) to take steps early to fill up the backlog ;

(iii) to include one Scheduled Caste/Scheduled Tribe Member on the recruitment Committee of the Board to safeguard the interest of Scheduled Castes/Scheduled Tribes people.

2.334. The recommendations made by the Committee have not so far been implemented and the action on the recommendations has not been furnished to the Committee. This is an instant case where an attitude of negligence and apathy has been shown in the matter of implementation of the recommendations of the Committee.

2.335. During discussion it was brought to the notice of the Committee that the Board has not yet finalised its recruitment rules. As stated earlier this Board was constituted in the year 1964 and even after a lapse of 15 years the authorities have not cared to formulate their own recruitment rules for regularising the service conditions of employees of the Board, and to safeguard the interest of Scheduled Castes/Scheduled Tribes.

2.336. **The Committee strongly urge the authorities of the Board to take immediate steps to frame their recruitment rules making adequate provisions for Scheduled Castes/Scheduled Tribes in initial recruitments as also in promotions.**

2.337. The Committee were informed that the Board is following the Government directions issued from time to time in respect of recruitment and promotions and making recruitments and promotions accordingly.

2.338. In spite of this, the Committee observed that the percentage of Scheduled Castes/Scheduled Tribes in Class I, II & III Posts is far below the required percentage

except Class IV posts. The reason put forth for this deficiency was non-availability of candidates which the Committee notes with surprise as there were enough number of eligible candidates belonging to Scheduled Castes/Scheduled Tribes on the live registers of employment exchanges as also with the Employment Cell of the Directorate of Social Welfare. Obviously the authorities had not referred their requirements to these agencies nor given proper advertisements regarding the posts available for Scheduled Castes/Scheduled Tribes in their organisation.

2.339. The Committee therefore would like to stress that whenever recruitments are held in the Board they should invariably refer their requirement to Employment Exchanges, Special Employment Exchange and the Employment Cell in the Directorate of Social Welfare and in addition to giving wide publicity in the press.

2.340. The Committee note that there was no nominee from the Department of Social Welfare in their recruitment Committees. The Committee therefore suggest that a nominee from the Social Welfare Department should be associated with the Recruitment Committees of the Board to safeguard the interest of Scheduled Castes/Scheduled Tribes and to see that proper representation is maintained at the prescribed level.

2.341. The Committee were told that the Board has adopted the recent Government Order where reservation has been prescribed in the promotional posts, as per the roster. The authorities of the Board should follow this roster while making promotions by showing special concessions in respect of departmental examinations and fulfilling required number of years of service in favour of Scheduled Castes/Scheduled Tribes employees, and help them to come up.



## CHAPTER III

**GENERAL RECOMMENDATIONS OF THE  
COMMITTEE.**

Reviewing the 31 years of experience of the operation of Constitutional provisions regarding various service safeguards for the Scheduled Castes and Scheduled Tribes, it is revealed that the position even today is most unsatisfactory and discouraging in the various Public Sector Undertakings, Statutory Bodies and Corporations. The indifferent attitudes of the Statutory Corporations, Companies and Boards to safeguard the interests of Scheduled Castes/Scheduled Tribes in the matter of appointment in their services is indeed regrettable. It appears that many Public Sector Undertakings, Statutory Corporations and Statutory Bodies have not studied all the relevant rules and orders of the Government in respect of service safeguards with care and thus in many cases, the Scheduled Castes/Scheduled Tribes employees were denied their legitimate facilities regarding reservation in employment in these Public Undertakings.

3.2. It is essential that Government should immediately examine the representation position of Scheduled Castes/Scheduled Tribes in various Public Undertakings, Boards, Corporations, etc., and take suitable steps to see that adequate representation is given for Scheduled Castes/Scheduled Tribes, candidates in these bodies, and any delay caused in this respect would tantamount to the denying Scheduled Castes/Scheduled Tribes their legitimate due. The Committee emphasize that in the larger interests of the Scheduled Castes/Scheduled Tribes their intake in all the categories of posts in the Corporations, Boards, Companies should be increased immediately and their minimum eligible condition should be considered in their promotion in various categories of posts irrespective of their position in the seniority list for filling up the reserved quota.

3.3. Shortfall in the representation of Scheduled Castes/Scheduled Tribes in the various Public Sector Undertakings is indeed colossal in many groups of posts. Unless some drastic remedial steps are taken, these weaker sections of the nation are not likely to be adequately represented in the services in foreseeable future.

3.4. It is, therefore, necessary that the Government should direct those bodies to resort to special recruitment drive confined to Scheduled Castes/Scheduled Tribes candidates in order to clear the backlog in as short a time as possible even by creating new posts over and above the normal augmentation of Staff by lifting ban on appointment wherever such a ban has been imposed.

3.5. From the available data of the Emploment Exchanges, the Special Employment Exchange and the Employment Cell of the Directorate of Social Welfare, it has been observed that although a large number of Scheduled Castes/Scheduled Tribess applicants were available in the live registers of these Employment Exchanges, these bodies had not taken any initiative to get the list of candidates from them. The Government should direct the Public Sector Undertakings to get the list from all these exchanges besides getting the candidates from the newspaper advertisements.

3.6. Organisations having even several thousands of employees did not have special cells exclusively to handle the work relating to the implementation of service safeguards.

3.7. The Committee recommend that these Organisations should create special cells exclusively to handle the work relating to the implementation of reservation orders in respect of Scheduled Castes/Scheduled Tribes.

3.8. From the number of representations received from the employees of these Organisations regarding service matters, it was apparent that due to wrong interpretation of rules, instructions, etc., and the inordinate delay in disposal of cases relating to Scheduled Castes/Scheduled

Tribes, they have suffered actually in the matter of appointments, seniority, promotions, confirmations etc., it is absolutely necessary that erring Officials responsible for such lapses are adequately dealt with. Suitable instructions issued by the concerned administrative departments to provide retrospective benefits for Scheduled Castes/Scheduled Tribe employees, where it was found that they were deprived of the same due to administrative lapses.

3.9. The Committee regret to note that Scheduled Castes/Scheduled Tribes candidates have not hitherto been interviewed separately by these Corporations, Boards and Companies. The Committee desire that Government should issue suitable instructions to all the Companies, Boards, Corporations, etc., that interview should be held for candidates belonging to Scheduled Castes/Scheduled Tribes separately.

3.10. The Committee are also, unhappy to note that knowing the poor representation of Scheduled Castes/Scheduled Tribes candidates in the services of various Companies. The Committee desire that Government made any adhoc and special recruitments exclusively for Scheduled Castes/Scheduled Tribes, so that the shortfall of Scheduled Castes/Scheduled Tribes employees is filled up.

3.11. The Committee would like to stress that with the view to give adequate representation in the services of Public Undertakings etc., for Scheduled Castes/Scheduled Tribes it is necessary that administrative or statutory measures should be taken by Government so that there is no failure on the part of any Public Undertakings in this respect.

3.12. The Committee, further recommend that Government should consider the question of providing reservation of Scheduled Castes/Scheduled Tribes beyond the level of supervisory in all Public Undertakings etc.,

3.13. The Committee are unhappy to note that a number of Public Sector Undertakings etc., do not mention in their advertisements published in newspapers, the number

of posts that are reserved for Scheduled Castes/Scheduled Tribes in order to give them proper representation in the services of these Organisations and managements of Public Undertakings. Further the Committee stress that the recruiting authorities should invariably publish in all local language newspapers also.

3.14. The Committee find that in a number of Public Sector Undertakings there is no provision for inservice training facilities for Scheduled Castes/Scheduled Tribes. The Committee recommend that arrangement should be made in starting inservice/infactory training in those public sector undertakings which do not provide such facilities at present.

3.15. The Committee further recommend that some percentage of reservation should be earmarked in training programmes being implemented within the public sector undertakings.

3.16. It is observed that the representation of Scheduled Castes/Scheduled Tribes in the apprentice ship programmes of the Companies Corporations etc., are not adequate. The Committee therefore suggests that the required percentage should be maintained in respect of Scheduled Castes/Scheduled Tribes while making selections to the apprentice-ship Programmes of the Companies/Corporation Etc.

## APPENDIX I

**Questionnaire of the Committee on the Welfare of Scheduled Castes/Scheduled Tribes of Karnataka Legislature.**

(1) The total number of posts of all categories including Administrative, Supervisory and labour in your Corporation or Company/Board/Organisation/Industry ;

(2) The number of posts held by the persons in each category belonging to Scheduled Castes/Scheduled Tribes and the percentage of representation in each category (Information on the above items may be furnished for the last three years) ;

(3) Whether Cadre and Recruitment Rules were framed by the Corporation/Company/Board/Organisation/Industry and if so, when and what is the percentage of reservations fixed. A copy of the Cadre and Recruitment Rules may please be supplied ;

(4) Whether the Public Service Commission was making recruitment to your Corporation/Company/Board/Organisation/Industry at any time and if so, whether the Public Service Commission has now ceased to function as the recruiting authority ; if so, from what date ; who are the recruiting authority of your Corporation/Company/Board/Organisation/Industry at present ;

(5) Whether the reservation orders of Government for Scheduled Castes and Scheduled Tribes have been followed strictly in the matter of employment of Scheduled Castes/Scheduled Tribes in the Corporation/Company/Board/Organisation/Industry ;

(6) What are the categories of posts which are opened to direct recruitment in your Corporation/Company/Board/Organisation/Industry ;

(7) Whether there are any selection Committee in your concern ; if so, the total number of members/Officials and non-officials and whether there is any representative of Scheduled Castes/Scheduled Tribes in the Selection Committee ;

(8) Whether the functions of Selection Committee as well as the functions of Examination are held by one and the same body of your Corporation/Company/Board/Organisation/Industry ;

(9) The details of the schemes or welfare measures like education of the children of Scheduled Castes and Scheduled Tribes employees and housing facilities provided by the Corporation/Company/Board/Organisation/Industry for the Scheduled Castes/Scheduled Tribes employees.

(10) Whether any training facilities are provided for the Scheduled Castes/Scheduled Tribes candidate in various categories of posts in the Corporation/Company/Board/Organisation/Industry ;

(11) Whether reservation rules will apply to posts filled by promotion by selection and if not, the reasons therefor

(12) Whether any special concessions are shown to candidates belonging to Scheduled Castes/Scheduled Tribes candidates at the time of recruitment ;

(13) The number of local candidates appointed for the last three years in your Corporation/Company/Board/Organisation/Industry ; out of them the number of Scheduled Castes and Scheduled Tribes candidates ;

(14) The number of temporary posts, if any, in your Corporation / Company / Board / Organisation / Industry ; whether the reservation rules in favour of Scheduled Castes/Scheduled Tribes have been made applicable in filling up of these temporary posts ;

(15) Whether special registers/rosters Government Orders, and Circulars have been maintained in your concern to ensure proper representation of Scheduled Castes and Scheduled Tribes in employment ;

(16) What are the special problems of Scheduled Castes and Scheduled Tribes in your Corporation/Company/Board/Organisation/Industry and the steps taken to solve them ?

## APPENDIX II

Statement showing the No. of SC/ST Employees working in KSRTC and their percentage as on 30th November 1980.

Sl. No.	Category	Total No. of persons working	Total		Percentage to total	
			SC	ST	SC	ST
1	2	3	4	5	6	7
<i>Class I Super Scale:</i>						
1.	Chief Security and Vigilance Officer.	1	..	..	..	*
2.	Chief Mech. Engineer	2	..	..	..	..
3.	Controller of Stores and Purchases.	1	..	..	..	..
4.	Chief Tr. Manager	1	..	..	..	..
5.	Chief Accts. Officer	1	..	..	..	*
6.	Regional Manager	4	..	..	..	..
		10	..	..	..	..
<i>Class I (Sr.):</i>						
7.	Chief Civil Engineer	1	..	..	..	..
8.	CL & Welfare Officer	1	..	..	..	*
9.	Dy. Gen. Manager (A)	1	..	..	..	..
10.	Chief Stat.	1	..	..	..	..
11.	Secretary (Corporation Board).	1	..	..	..	..
12.	DGM & DC	12	1	..	8.33	..
13.	DGM & Works Manager	2	..	..	..	..
14.	DGM & Ex. Engineer	3	..	..	..	..

\*Government Deputation.

1	2	3	4	5	6	7
15. Mech. Engineer (Opn.)	2	..	..	..	..	..
16. Dy. Gen. Manager (Tr.)	2	..	..	..	..	..
17. Dy. Works Manager	2	..	..	..	..	..
18. Mech. Eng. (Hqs.)	..	..	..	..	..	..
19. Dy. Chief Accts. Officer	2	..	..	..	..	..
20. Law Officer ..	1	..	..	..	..	..
21. Stock Verification Officer	1	..	..	..	..	..
22. Public Relations Officer	1	..	..	..	..	..
23. Officer Printing and Stationery.	1	..	..	..	..	..
24. Dy. Controller of Stores and Purchases.	1	..	..	..	..	..
	35	1	..	2.8	%	

*Class I (Jr.)*

25. Dy. Chief Stat.	1	..	..	..	..
26. Dy. CL and WO	1	..	..	..	..
27. Personnel Officer	1	..	..	..	..
28. LW and P.O.	5	..	..	..	..
29. Divl. Tr. Officer	15	2	..	13.3	..
30. DME/Dy. Supdt.	23	2	..	8.7	..
31. Dy. Law Officer	6	1	1	16.6	16.6
32. Divl. Stat. (Sr.)	4	..	..	..	..
33. Stores Officer	2	1	..	50%	..
34. Accts. Officer	10	..	..	..	..
35. Dy. Chief Security Officer.	1	..	..	..	..
44a Medical Officer	1	1	..	100.00	.
	70	7	1	9.0%	1.5%



1	2	3	4	5	6	7
<i>Class II—</i>						
36.	Divl. Stat. (Jr.)	2	...	..	...	..
37.	Asst. A/cs. Officer	2	..	...	...	..
38.	Asst. Adm. Officer	3	..	...	...	..
39.	ALW and PO	2	...	...	..	..
40.	Asst. Law Officer	10	1	...	10%	..
41.	Asst Tr. Manager	23	2	1	8.7	4.4%
42.	A.S.O./A.P.O.	5	..	..	..	..
43.	AME/DWS/Asst. Supdt.	20	3	...	15	...
45.	PA to VCGM./Chairman.	3	..	..	..	..
46.	Tech. Assisiant	1	..	..	..	..
47.	Asst. Ex. Eng. (Elec.)	2	..	..	..	..
48.	Asst. Ex. Eng. (Civil)	9	..	...	...	..
49.	Depot. Manager 'A'	41	6	1	14.62	4%
50.	Security Officer	2	..	..	..	..
51.	Asst. Purchase Officer	1	..	..	..	..
52.	Asst. Horticulture Officer.	1	..	..	..	..
		127	12	2	10.1%	1.6%

## Deputation

*Class III—*

53.	Supdt. (Est.)	22	2	..	9.0	..
54.	Supr. (Est.)	102	9	..	7.9	..
55.	JA/TK/Sr. Cashier	532	18	7	3.3	1.32
56.	Clerk/Depot Clerk/ Clerk-cum-Typist/ Clerk/cum-Cashier/ Junior Cashier.	2192	218	38	9.99	1.73
57.	Nurse	2	..	..	..	..

1	2	3	4	5	6	7
58. Compounder		9	..	..	..	..
59. Supdt. A/c.		24	..	1	..	4.1
60. Supdt. Stores		20	2	..	10.00	..
61. Supdt. Tech.		2	..	..	..	..
62. Supdt. Ele		3	..	..	..	..
63. Asst. Works Supdt.		59	11	2	18.6	3.4
64. Foreman (Printing)		3	..	..	..	..
65. Asst. Traffic Supdt.		81	3	2	3.7	2.4
66. Jr. Engineer		13	..	..	..	..
67. Sr. Security Inspector		3	..	..	..	..
68. Sr. Steno 'A'		8	1	..	12.4	..
69. Depot Manager 'B'		20	..	..	..	..
70. Supr. (Accounts)		125	6	..	5.7	..
71. Supr. (Stat.)		9	..	..	..	..
72. Chargeman		104	3	1	2.9	0.96
73. Divl. Security Inspector.		15	1	..	6.6	..
74. Traffic Inspector		210	7	1	3.7	0.46
75. Supr./Overseer		20	..	..	..	..
76. Draughtsman (C)		3	..	..	..	..
77. Draughtsman (M)		2	..	..	..	..
78. Sr. Steno		6	..	..	..	..
79. Store Keeper		78	4	..	5.1	..
80. Asst, Accountant		148	10	1	6.1	0.61
		3815	295	53	7.2%	1.1%
81. Asst. Stat.		30	1	..	3.1	..
82. Asst. Store Keeper		82	3	..	3.5	..
83. Jr. Steno		32	..	..	..	..
84. Asst. Electrical Supervisor		7	..	..	..	..

1	2	3	4	5	6	7
85. Ass <sup>t</sup> . Security Ins- pector.	43	2	..	4.2	..	
86. Leading Hand	2	..	..	..	..	
87. Head Artisan	399	23	4	5.3	1.1	
88. Boiler Attendant	2	..	..	..	..	
89. A/C. Electrician	10	..	..	..	..	
90. Police Sub-Inspector	21	..	..	..	..	
91. Asst. Tr. Inspector	344	11	2	4.2	0.5	
92. Watch Ward Inspector	23	1	1	4.8	4.8	
93. Work Inspector	3	..	..	..	..	
94. Sub-Overseer						
95. Asst. Draughtsman	3	1	..	30.1	..	
96. Electrician	1	1	..	100.0	..	
97. Mechanic	1	..	..	..	..	
98. Compositor	2	..	..	..	..	
99. Binder	8	..	..	..	..	
100. Machineman	14	..	..	..	..	
101. Artisans	1764	110	14	7.4	7.1	
102. Art. (Elec <sup>n</sup> .)	2	..	..	..	..	
103. Typist	177	6	..	3.6	..	
104. Tracer		..	..	..	..	
106. Receptionist	3	..	..	..	..	
106. Security Havildar	34	3	1	8.2	2.3	
107. Traffic Controller	732	19	11	2.4	1.3	
108. Comptist	4	..	..	..	..	
	7560	479	86	6.2	1.1%	

1	2	3	4	5	6	7
100.	Driver (Selection Grade).	4	..	..	..	..
110.	Driver	8324	317	65	3.6	0.7
111.	Conductor	8003	420	87	6.1	1.0
112.	Asst. compositor	..	..	..	..	..
113.	Asst. Binder	10	..	..	..	..
114.	Asst. Machineman	16	..	..	..	..
115.	Checker and Packer	22	1	1	4.1	4.1
116.	Caretaker-cum-Cook	11	..	..	..	..
117.	Gatekeeper	14	1	1	7.02	7.0
118.	Asst. Art	1738	130	30	7.8	1.1
Total		25702	1348	270	5.2%	1.1%

*Class IV—*

119.	Head Mali	1	1	..	100.00	..
120.	Helper 'A'	1721	177	37	10.04	0.0
121.	Helper-Cook	..	..	..	..	..
122.	Peon	333	40	4	12.04	1.0
123.	Watchman	578	60	6	10.2	1.0
124.	Helper 'B'	2652	425	33	16.06	1.06
125.	Watchman/Roomboy	6	..	..	..	..
126.	Sweeper/Mali	..	..	..	..	..
127.	Sweeper	250	129	31	51.1	12.1
128.	Attendant	3	..	..	..	..
129.	Peon-watchman Khalasi.	41	8	..	19.2	..
130.	Gardner/Mali	24	13	1	54.04	4.04
131.	Home Orderly	8	..	..	..	..
132.	Peon (Cycle orderly)	1	..	..	..	..
133.	Havaldor	12	4	..	33.4	..
		56.30	857	112	15.2%	1.1%

## ABSTRACT

Sl. No.	Category	Total No. of Persons working	Total		Percentage	
			SC	ST	SC	ST
1.	Class I. Superscale	10	..	..	..	..
2.	Class I (Sr.)	35	1	..	2.8	..
3.	Class I (Jr.)	70	7	1	9.0	1.5
4.	Class II	127	12	2	10.1	1.6
5.	Class III	2502	1348	270	5.2	1.1
6.	Class IV	5630	857	112	15.2	1.1
Total		31574	2225	385	7.01%	1.06%

## APPENDIX—III

Statement showing the details of employees working Category, Class wise as on 1-1-1980 in Karnataka Electricity Board.

<i>Sl. No.</i>	<i>Name of the post</i>	<i>Working staff</i>	<i>SC</i>	<i>ST</i>
1	2	3	4	5
<i>Class I—</i>				
1.	Chairman	1	..	..
2.	Finance Member	1	..	..
3.	Member Management	1	..	..
4.	Secretary	1	..	..
5.	Chief Labour Officer	1	..	..
6.	Supdt of Police (Vigilance)	1	..	..
7.	Director of Enquiry	1	..	..
8.	Advisor P & L	1	..	..
9.	Medical Consultants	7	..	..
10.	Legal Advisor	1	..	..
11.	Addl. Secretary	1	..	..
12.	Public Relation Officer	1	..	..
13.	Personal Secretary to Member Management.	1	..	..
14.	Asst. Public Relation Officer	1	..	..
15.	Director of Sports	1	..	..
16.	Chief Engineer, Electy. (G)	1	..	..
17.	Chief Engineers, Electy.	3	..	..
18.	Superintending Engineers	18	..	..
19.	Financial Advisor and Chief Accounts Officer.	1	..	..
20.	Controller of Accounts	3	..	..
21.	Deputy Controller of Accounts	10	..	..

1	2	3	4	5
22. Executive Engineer El.,		81	...	..
23. Accounts Officer		67	6	..
24. Asst. Ex. Engineers, El.,		418	11	2
25. Special Officer		3	..	..
		626	18	2

*Class II—*

26. Asst. Accounts Officer		266	5	2
27. Asst. Engineers		1374	43	6
28. Senior Personnel Assistants		33	3	...
29. Asst. Director of Sports		1	..	..
		1674	51	8

*Class—III:*

(Regular Establishment)

30. Senior Draughts men	..	2	..	...
31. Senior Assistants	...	721	42	3
32. Junior Engineers	..	1457	86	15
33. Store Keeper Gr. I	...	14	1	...
34. Store Keeper Gr. I	...	35	3	...
35. Draughtsmen	..	4	..	...
36. Assistants	...	2047	129	44
37. Junior Personal Assistants	..	90	...	2
38. Operators/Overseers/ Meter Readers.		1916	118	16
39. Asst. Store Keepers	...	165	19	5
40. Junior Assistants	..	3145	382	53
41. Typists	..	439	20	5
42. Trace/Blue Printers	..	32	..	6
43. Asst. Draughtsmen	..	8	..	..
		10075	800	149

1	2	3	4	5
<i>Maintenance Establishment :</i>				
44.	Merit Grade Mechanic	9	..	..
45.	Special Grade Driver	2	..	..
46.	Senior Mechanic	7	1	..
47.	Driver Gr. I	45	3	..
48.	Mechanic Gr. I	320	11	16
49.	Mechanic Gr. II	1769	212	28
50.	Driver Gr. II	720	53	2
51.	Wiremen	1415	240	33
		4287	520	79

*Class IV*

(Regular Establishment).

52.	Daftaries/O.A. Gr-I	872	125	18
53.	O.A. Gr-II	1184	164	29
(Maintenance Establishment).				
54.	Linemen	4669	822	86
55.	Asst. Linemen	6317	1168	118
56.	Helper/Attendent/Watchman	2505	620	33
		15547	2899	284



## APPENDIX-IV

## KARNATAKA STATE FINANCIAL CORPORATION

Statement showing the particulars of the number of Scheduled Caste and Scheduled Tribe employees in the K.S.F.C. as on 31st March 1980.

Sl. No.	Posts in class-wise and Category-wise	Total No. of Posts	No. of employees belonging to		Percentage of	
			S.Cs.	S.Ts.	S.Cs.	S.Ts.
1	2	3	4	5	6	7
<i>Class 'A' Officers:</i>						
1.	Managing Director ...	*1	...	...	...	...
2.	Dy. Chief Executive Officer ...	...	...	...	...	...
3.	General Manager ...	1	...	...	...	...
4.	Secretary & Manager (Appraisal).	1	...	...	...	...
5.	Chief Technical Officer	1	...	...	...	...
6.	Chief Accounts Officer	1	...	...	...	...
7.	Chief Law Officer ...	1	...	...	...	...
8.	Manager (Operations)	1	...	...	...	...
9.	Manager (Economic and Planning).	...	...	...	...	...
10.	Internal Auditor ...	1	..	..	..	..
11.	Deputy Manager ...	6	..	..	..	..
12.	Technical Officer ..	3	..	..	..	..
13.	Dy Chief Accounts Officer	1	..	..	..	..
14.	Law Officer ..	1	..	..	..	..
15.	Assistant Manager ..	23	..	..	..	..
16.	Asst. Technical Officer	14	1	1	7.1	7.1
17.	Accounts Officer ...	3	..	..	..	..

1	2	3	4	5	6	7
18. Assistant Law Officer		7	..	..	..	..
19. Recovery Officer ..		..	..	..	..	..
20. Special Tahsildar ..		*3	..	..	..	..
21. Regional Manager ..		3	1	..	33.3	..
22. Branch Manager ...		3	1	..	33.3	..
23. Dy. Branch Manager		2	..	..	..	..
<i>Class 'B' Assistants and Clerical Staff:</i>						
24. Senior Assistant ..		37	3	..	8.1	..
25. Assistant ..		37	7	..	18.9	..
26. Receptionist ..		3	..	..	..	..
27. Clerk ..		1	..	..	..	..
28. Trainees ..		7	2	1	28.6	14.3
29. Personal Assistant		3	..	..	..	..
30. Stenographer ..		16	1	..	6.3	..
31. Typist ..		20	4	..	20.0	..
<i>Class 'C'—Other staff:</i>						
32. Driver ..		7	1	..	14.3	..
33. Peon/Watchman ...		31	4	2	12.9	6.6
34. Part Time Employees		2	2	..	100.0	..
		241				
		(—)4				
		237	27	4	11.4%	1.7%

\*Indicates the employees working on deputation basis from State Government. They are excluded from the total number of employees for the purpose of calculation of percentage of S.C. and S.T.

## APPENDIX-V

KARNATAKA STATE WAREHOUSING CORPORATION, BANGALORE  
 Information Regarding Representation of Scheduled castes/  
 Scheduled Tribes in our Karnataka State Warehousing  
 corporation as on 30th November 1980.

Sl. No.	Total Number of all posts in Class-wise and Categorywise	No. of Post	No. of Scheduled Castes/ Scheduled Tribes working against each category		Percentage of Scheduled Casts/ Scheduled Tribes Category-wise	
			Sche- duled Castes	Sche- duled Tribes	Sche- duled Castes	Sche- duled Tribes
1	2	3	4	5	6	7
<i>Class I:</i>						
1.	Managing Director (On Deputation from State Government).	1	...	...	...	...
2.	Commercial Manager	1	...	...	...	...
3.	Regional Manager	2	...	...	...	...
4.	Deputy Manager ...	8	...	...	...	...
5.	Asst. Executive Engr. (On Deputation from State Govt. (P.W.D.)—	1	...	...	...	...
		13				
<i>Class II:</i>						
6.	Assistant Manager	7	1	...	14.3%	...
7.	Warehouse Manager Gr. I.	7	...	...	...	...
8.	Warehouse Manager, Gr. II.	22	1	...	4.5%	...
9.	Accounts Superintendent	1	...	...	...	...
10.	Technical Assistant	4	2	...	50%	...
		41	4			

1	2	3	4	5	6	7
<i>Class III:</i>						
11. Stenographer, Gr. I	1	...	...	...	...	...
12. Stenographer, Gr. II	1	...	...	...	...	...
13. Senior Assistant ...	10	1	2	10%	20%	...
14. Senior Clerk ...	26	5	...	19.2%	...	...
15. Internal Auditor ...	5	1	...	20%	...	...
16. Junior Engineer ...	3	...	...	...	...	...
17. Junior Clerk ...	50	1	1	2%	2%	...
18. Typist-cum-clerk ...	6	...	...	...	...	...
	102	8	3			

*Class IV:*

19. Dusting Operator ...	21	4	...	19%	...	...
20. Driver ...	5	...	1	...	20%	...
21. Telephone Operator	1	...	...	...	...	...
22. Peon-cum-Watchman	169	36	3	21.3%	1.7%	...
	196	40	4			
Total ...	352	52	7	14.8%	1.98%	...

## APPENDIX VI

## Karnataka Soaps and Detergents Limited, Bangalore-560055

Sl. No. in Classwise and Category wise	Total Number of All Posts Present	Present Strength	No. of Scheduled Castes/Tribes working against each category	Percentage of Scheduled Castes/Tribes Categorywise
1	2	3	4	5
<i>Class I:</i>				
1. General Manager	...	2	...	...
2. Financial Manager	...	1	...	...
3. Administrative Officer	...	...	...	...
		3		
<i>Class II:</i>				
4. Administrative Officer (Commercial).		1	...	...
5. Superintendent of Production and Development.		1	...	...
6. Works Manager	...	1	...	...
7. Works Engineer	...		...	...
8. Technical Assistant	...	2	...	...
9. Senior Chemist	...	4	...	...
10. Chief Accountant	...	2	...	...
11. Internal Auditor	...	1	...	...
12. Watch and Ward Officer		1	...	...
13. Laboratory Assistant (Detergent Division) Superintendent.		1	...	...
Assistant Engineer (Electrical).		3	...	...
Assistant Engineer (Mechanical).		3	...	...
Senior Chemist	...		...	...
Assistant Personnel Officer		1	1	100%
		26	1	

1	2	3	4	5
<i>Class III:</i>				
14. Chemist	...	8	...	...
15. Analytical Chemist	...	1	...	...
16. AssisatForeman	...	2	...	...
17. Shift Mechanic	...	11	2	18.00%
18. Transport S 1pervisor	...	1	...	...
19. Purchase Assistant	...	1	...	...
20. P.A.to General Manager	...	2	...	...
21. Works Assistant	...	2	...	...
22. Accounts Assistant	...	...	...	...
23. Senior Assistant	...	3	...	...
24. Chief Store Keeper	...	2	1	50%
25. Sales Assistant	...	1	...	...
26. Chief Cashier	...	1	...	...
27. Cost Accountant Assistant	...	1	...	...
28. First Division Clerks	...	22	4	4.5%
30. Canteen Supervisor	...	2	...	...
31. Watch & Ward Supervisor	...	3	4	33.3%
32. Assistant Cashier (Detergent Division).	...	1	...	...
33. Typists	...	3	...	...
34. Receptionist	...	1	...	...
35. Drivers	...	13	4	33%
Temporary Clerks	...	5	...	...
		86	9	

1	2	3	4	5
<i>Class IV:</i>				
36. Office Attenders	...	5	3	60%
Office Attenders(Temporary)		2	..	...
37. "A"Special Grade	...	5	...	...
38. "A"Grade	...	13	...	...
39. "B"Grade	...17 + 61-78		6 + 3	11.0%
40. "C"Grade	...	44	3	7%
41. "D"Grade	...	42	13	34%
42. "E"Grade	...	115	22	19%
43. Temporary Workers	...	114	31	25.4%
44. <i>Women Packers:</i>				
"B"Grade	...	2	1	50%
"C"Grade	...	14	2	14.3%
"D"Grade	...	3	1	33.3%
45. <i>Watchmen:</i>				
"A"Grade	...	7	3	42.8%
"B"Grade	...	19	3	15.7%
46. Mallis	...	4	...	...
47. Canteen	...	11	...	...
48. Disabled	...	2	..	...
49. Sweepers	...	6	6	100%
		486	97	

## APPENDIX VII

**The Karnataka Fisheries Development Corporation Limited  
Mangalore-1.**

<i>Total No. of all posts in classwise and category-wise</i>	<i>No. of SCs/STs working against each category</i>		<i>Percentage of SCs/STs category- wise</i>		
	1	2	3		
		<i>S.C.</i>	<i>S.T.</i>	<i>SC.</i>	<i>S.T.</i>
<b>I. Category-I—</b>					
Managing Director	1				
Secretary	1				
Accounts Officer	1				
Skipper	2				
	5				
<b>II. Category-II—</b>					
Plant Manager	5	1	...	20%	...
Marketing Manager	1				
Manager (F.O.)	1				
...	7	1			
<b>III. Category-III—</b>					
Engine Driver	1				
Technologist	5	1	...	20%	
Superintendents	3				
Draughtsman	1				
Asst. Draughtsman	1				
Sr. Plant Assistant	18				



1	2	3		
Sr. Accts. Asst.	8			
Stenographer	1			
Jr. Plant Assistant	5			
Electrical Asst.	1			
Fitter	1			
Auto mechanic	1			
Jr. Assistants	8	...	1	.... 12.4%
Sales Organiser	2			
Field Assistants	2			
Typists	5			
Vehicle Supervisor	1			
	<u>64</u>		<u>1</u>	
Drivers	7	1	...	14.3%
Doakhands	2			
Plant Helpers	31	7	...	22.6%
Cleaners	5	...	1	... 20%
Peon	4	...	1	... 25%
Watchman	1			
Sales Helper	1			
Total	127	10	3	

## APPENDIX VIII

## Karnataka Agro Industries Corporation Ltd.

Sl. No.	Total No. of all posts in class-wise and category-wise	No. of SCs/STs working against each category		Percentage of SCs/STs category-wise	
		1	2	3	4
<i>Category I</i>					
1.	Secretary and Chief Personnel Manager.	1	...	...	...
2.	General Manager	3	2	...	66%
<i>Category-II</i>					
1.	Administrative Officer	1	1	...	100%
2.	Personnel Officer	1	...	...	...
3.	Deputy Chief Accounts Officer.	2	...	...	...
4.	Accounts Officer	2	...	...	...
5.	Public Relations Officer	1	...	...	...
6.	Divisional Agricultural Engineer/Managers.	7	...	...	...
7.	Regional Managers	5	...	...	...
8.	Sales Officers	11	1	...	9%
9.	Asst. Agricultural Engineers/Sales Engineers.	35	3	...	9%
<i>Category-III</i>					
1.	Junior Engineers	6	2	...	17%
2.	Sub Engineer	1	...	...	...
3.	Sales Representatives	21	2	1	9% 5%
4.	Accountants Senior Auditors.	34	2	...	6%
5.	Office Assistants	19	2	...	10%

1	2		3		4	
			SC	ST	SC	ST
6.	Blasting Foreman-cum-Air Compressor Operators.	26	1	4%	4%	
7.	Superintendents	10	1	10%		...
8.	Asst. Personnel Officer	1	...	...		...
9.	Accounts Clerks	46	...	...		...
10.	Asst. Drillers	3	...	...		...
11.	Security Officer	1	...	...		...
12.	Sales Assistants	9	1	11%		...
13.	Boiler Attender	1	...	...		...
14.	Production Supervisor	1	..	..		..
15.	Draftsmen	2	1	..	50%	..
16.	Asst. Secretary	1	...	..	..	..
17.	Receptionist	1	..	..	..	..
18.	Stenographers	9	...	..	..	..
19.	Steno Typists	8	1	..	12%	..
20.	Supervisors	66	4	..	6%	..
21.	Senior Mechanics	31	..	1	..	3%

*Category-IV :*

1.	Second Division Clerks	95	13	3	14%	3%
2.	Typists/ <i>SDC-cum</i> -Typists	51	1	..	2%	..
3.	Sales Clerks	157	7	..	4%	..
4.	Second Division Clerks (Accounts).	63	1	3	1%	4%
5.	Surveyer	1	..	1	..	100%
6.	Despatch Rider	1	..	..	..	..
7.	Time Keeper	1	..	..	..	..
8.	Blaster	7	1	..	14%	..
9.	Scavengers	1	1	..	100%	..
10.	Carpenters	4	..	1	..	25%
11.	Oil Engine Drivers	5	1	..	20%	..
12.	Fitter 'A'	12	1	..	8%	..
13.	Messengers	143	21	..	4.68%	..
14.	Motor Truck Drivers	11	1	..	9%	..
15.	Welders	8	2	..	25%	..
16.	Gardener/Sweeper	6	2	1	33%	100%

1	3			4	
	SC	ST		SC	ST
17. Wellboring Operators	47	1	.. ..	2%	..
18. Tractor Operator Gr. II	16	..	.. ..	..	..
19. Fitter 'B'	25	2	.. ..	8%	..
20. Watchmen	103	13	.. 2	12%	1.5%
21. Bulldozer Operators	70	2	.. ..	4%	..
22. Tractor Driver	38	2	.. ..	5%	..
23. Compressor operator	7	1	.. ..	14%	..
24. Drilling Assistant	7	..	.. ..	..	..
25. Wellboring Operator					
Gr. II	4	..	.. ..	..	..
26. Turner	1	..	.. ..	..	..
27. Jack Hammer Operator	2	..	.. ..	..	..
28. Upholster	1	1	.. ..	100%	..
29. Moulder	3	..	.. ..	..	..
30. Crawler Tractor					
Operator	20	1	1	7%	5%
31. Asst. Bulldozer					
Operator	42	1	.. ..	0%	..
32. Junior Mechanic	9	2	.. ..	22%	..
34. Borewell Operators					
Gr. II	4	1	.. ..	25%	..
25. Carpenter Gr. II	1	..	.. ..	..	..
36. Blacksmith Gr. II	1	..	.. ..	..	..
37. H. M. Rig Operator	1	..	.. ..	..	..
38. Driver II	3	..	.. ..	..	..
39. Air Compressor Operator	1	..	.. ..	..	..
40. Attenders	3	..	.. ..	..	..
41. Godown Keepers	21	2	.. ..	9%	..
42. Driller Gr. II	14	1	.. ..	7%	..
43. Helpers	407	74	8	15%	1.7%
44. Motor Track Drivers/					
Drivers	76	3	2	3.6%	2.5%
4 . Store Keeper/Store					
Clerk	5	1	.. ..	20%	..
4 . Implement Demonstrator	3	..	.. ..	..	..
47. Collection Inspector	9	1	.. ..	11%	..

## APPENDIX IX

## THE MYSORE SUGAR COMPANY LIMITED, MANDYA

<i>Sl. No.</i>	<i>Designation</i>	<i>Strength</i>	<i>Direct Recruitment</i>	<i>Promo- tion</i>	<i>Trans- fer</i>
1	2	3	4	5	6
CATEGORY I					
1.	Maz doors ..	541	214	327	
CATEGORY II—(Skilled)					
1.	Fitters ..	46	..	46	
2.	Typist ..	7	5	2	
3.	Supervisors ..	30	..	30	
4.	Cane Unloading Optrs.	15	..	15	
5.	Mill Engine/Turbine Drivers ..	11	2	9	
6.	Turner ..	16	..	16	
7.	Welder ..	10	2	8	
8.	Machinist ..	12	4	8	
9.	Blacksmith ..	6	..	6	
10.	Electrician ..	8	..	8	
11.	Switch Board Attenders	7	..	7	
12.	Wireman ..	17	..	17	
13.	Gangman ..	8	..	8	
14.	Drivers ..	28	..	28	
15.	Masons ..	6	..	6	
16.	Head Watchman ..	5	..	5	
17.	Asst. Security Officer ..	2	1	1	
18.	Watchman ..	48	..	48	
19.	Graduate Cane Supervisors	6	5	1	
20.	Field Assistant ..	59	20	39	
21.	Cane Supervisors ..	5	..	5	
22.	Attenders ..	402	..	402	
23.	Helpers ..	309	12	297	
		1,063	58	1,005	

1	2	3	4	5	6
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## CATEGORY III

1. Clerks ..	251	18	233
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## CATEGORY IV

## Supervisory

1. General Manager ..	1	1	..
2. Chief Chemist ..	1	1	..
3. Deputy Chief Chemist	2	..	2
4. Manufacturing Chemist	16	7	9
5. Secretary ..	1	1	..
6. Accounts Manager ..	3	1	2
7. Accountants ..	2	..	2
8. Chief Engineer ..	2	..	2
9. Deputy Chief Engineer	2	..	2
10. Assistant Engineer ..	16	7	9
11. Laboratory Chemists ..	4	3	1
12. Asst. Shift Electrician	4	..	4
13. Foreman ..	4	..	4
14. Distillery Chief Chemist	2	..	2
15. Head Panman ..	2	..	2
16. Pen Incharge ..	4	..	4
17. Boiler Attendants ..	6	..	6
18. Sr. Boiler Supervisors..	4	..	4
19. Materials Manager ..	1	..	1
20. Purchase Officer ..	1	..	1
21. Chief Store Keeper ..	1	..	1
22. Sugar Godown Officer..	1	..	1
23. Civil Supervisors ..	3	..	3
24. Civil Engineer ..	1	..	1
25. P. A. to General Manager & Office Manager ..	2	..	2
26. Medical Officer ..	1	..	1
27. Instrument Engineer ..	1	1	..
28. Asst. Medical Officer ..	1	..	1

1	2	3	4	5	6
29.	Draughtsman ..	1	1	..	
30.	Senior Operator ..	4	4	..	
31.	Administrative Officer ..	1	..	1	
32.	Town Officer ..	1	..	1	
33.	Garden Overseer ..	1	..	1	
34.	Chief Cane Dev., Officer ..	1	..	1	
35.	Asst. Cane Superintendents ..	3	..	3	
36.	Supervisors ..	5	4	1	
37.	Asst. Secretary ..	2	..	2	
38.	Cashiers ..	2	..	2	
39.	Sr. Clerks ..	2	..	2	
40.	Office Manager ..	3	..	3	
		11	21	24	

<i>Category</i>		<i>No. of posts filled up</i>	<i>No. of S.C./S. T.</i>	<i>Percentage</i>
(i)	Unskilled .. ..	253	44	19.7%
(ii)	Skilled .. ..	54	11	20.3%
(iii)	Clerical .. ..	14	4	28.5%
(iv)	Supervisory .. ..	13	1	7.7%
		304	60	19.7%

<i>Category</i>		<i>Strength</i>	<i>No. of S.C./S. T. employees</i>	<i>Percentage</i>
(i)	Unskilled .. ..	541	76	14%
(ii)	Skilled .. ..	1,063	180	17%
(iii)	Clerical .. ..	251	18	7.5%
(iv)	Supervisory .. ..	117	1	.8%

## APPENDIX-X

## The Mysore Lac and Paint Works Ltd, Mysore

<i>Particulars</i>	<i>Total N. of posts</i>	<i>Number of S-C./S. T.</i>	<i>Percentage of S.C./S. T.</i>
1	2	3	4
<b>Administrative :</b>			
1. Administrative Officer ..	1	..	Government Official on deputation basis.
2. Chief Accounts Officer ..	1	..	..
3. Dy. Chief Accounts Officer ..	1	..	..
4. Office Manager ..	1	..	..
5. Purchase Executive ..	1	..	..
6. Internal Auditor ..	1	..	..
7. Accountant ..	1	..	..
8. Cashier ..	1	..	..
9. Senior Asst. ..	2	..	..
10. Personal Secretary to Chairman and Managing Director.	1	..	..
11. Steno typist ..	1	..	..
12. Typist ..	1	..	..
13. Clerks ..	5	..	..
14. Senior Clerks ..	3	..	..
15. Attenders ..	2	..	..



	1	2	3	4
<b>Production :</b>				
1. Asst. General Manager ..	1	..	..	..
2. Works Manager ..	1	..	..	..
3. Asst. Works Manager ..	1	..	..	..
4. Shift Chemist ..	1	..	..	..
5. Supervisor ..	2	..	..	..
6. Electrical Engineer ..	1	..	..	..
7. Tinter ..	1	..	..	..
8. Skilled workers ..	6	10	..	14%
9. Semi-skilled and Others ..	48	6	..	..
	113	16	..	..
<b>Store :</b>				
1. Asst. Controller of Stores ..	2	..	..	..
2. Store Keeper ..	2	..	..	..
3. Asst. Store Keeper ..	2	..	..	..
4. Clerk ..	1	..	..	..
	7	..	..	..
<b>Sales :</b>				
1. Asst. Sales Officer ..	1	..	..	..
2. Officer in charge (Depots) ..	3	..	..	..
3. Salesman-cum-Clerk ..	1	..	..	..
4. Clerk-cum-Typist ..	2	..	..	..
5. Clerk ..	2	1	..	..
6. Assistants ..	1	..	..	..
7. Attender ..	1	..	..	..
	12	1	..	86%
<b>Security :</b>				
1. Security Officer ..	1	..	..	..
2. Asst. Security Officer ..	1	..	..	..
3. Watchman ..	2	..	..	..
4. Security Guards ..	7	..	..	..
	11	..	..	..

## APPENDIX-XI

Statement showing the details of persons working in Karnataka  
Urban Water Supply and Drainage Board, Bangalore

Sl. No.	Category of Post	No. of posts	No. of persons working	SC/ST	Percentage
1	2	3	4	5	6
<b>Class I:</b>					
1.	Chief Engineer ..	1	..	..	..
2.	Superintending Engineer ..	4	2	..	..
3.	Secretary ..	1	1	..	..
4.	Executive Engineers ..	14	14	..	..
5.	Chief Accounts Officers ..	1	1	..	..
6.	Accounts Officers ..	3	1	..	..
7.	Medical Officer ..	1	1	1	100%
		25	20	1	5%
<b>Class II:</b>					
8.	Assistant Executive Engineer ..	75	64	..	..
9.	Assistant Executive Engineer (Electrical) ..	2	2	1	50%
10.	Registrars ..	4	1	..	..
11.	Legal Adviser ..	1	1	..	..
		83	68	1	15.0%
<b>Class III:</b>					
12.	Assistant Engineer ..	213	134	13	7.50%
13.	Assistant Engineer (Elect.) ..	14	3	..	..
14.	Junior Engineer ..	214	159	10	6.40%
15.	Junior Engineer (Elect.) ..	1	..	..	..
16.	Head Draftsman ..	1	..	..	..
17.	Draftsman ..	84	40	1	3.20%
18.	Geophysicist ..	1	..	..	..
19.	Tracers ..	81	39	3	2.58%
20.	Chemist ..	2	..	..	..
21.	Superintendent ..	15	5	1	20.00%
22.	Accounts Superintendents ..	14	14	..	..
23.	Store Superintendent ..	11	7	..	..
24.	First Division Clerk ..	98	88	4	4.50%

1	2	3	4	5	6
25.	First Division Acct. Clerk ..	41	33	1	3.00%
26.	P. A. to Chairman ..	1	..	..	..
27.	Senior Statistical Assistant ..	1	1	1	100.00%
28.	Junior Statistical ..	1	1	..	..
29.	Second Division Store Keeper	11	7	..	..
30.	Second Division Clerk ..	229	168	16	9.20%
31.	Stenographers ..	22	6	..	..
32.	Typists ..	94	65	3	4.50%
33.	Operators ..	32	20	3	15.00%
34.	Section Officer ..	2	..	..	..
35.	Senior Health Inspector ..	1	1	..	..
36.	Compounder ..	1	1	..	..
37.	Midwife ..	1	1	..	..
38.	Work Inspector ..	4	2	..	..
39.	Mechanic ..	8	5	..	..
40.	Water Inspector ..	10	9	1	11.00%
41.	Drivers ..	21	15	2	12.32%
		1,229	829	86	6.72%
<b>Class IV</b>					
42.	Attenders ..	25	10	1	10.00%
43.	Surgery Cooli ..	1	..	..	..
44.	Assistant Operators ..	5	3	1	23.50%
45.	Fitters ..	29	19	2	10.05%
46.	Blacksmith ..	1	..	..	..
47.	Artisan ..	1	1	..	..
48.	Carpenter ..	1	1	..	..
49.	Peons ..	226	170	20	17.23%
50.	Helpers ..	200	117	18	15.40%
51.	Wireman ..	1	1	..	..
52.	Watchman ..	55	15	4	26.67%
53.	Sanitary Workers ..	15	10	8	80.00%
54.	T. B. Maity ..	1	..	..	..
55.	Gardner ..	8	6	2	33.30%
56.	Ayah ..	1	..	..	..
57.	Cleaner ..	1	1	..	..
		571	334	62	18.50%
	Grand Total ..	1,908	1,251	120	9.59%

APPENDIX-XII

**Statement showing the Representation of Scheduled Caste/Scheduled Tribes in the Karnataka Housing Board, Bangalore**

Sl. No.	Category of Posts	No. of posts sanctioned	No. of working in each category		Percentage		Remarks
			S. C.	S. T.	S. C.	S. T.	
1	2	3	4	5	6	7	8
<b>Class I Posts :</b>							
1.	Housing Commissioner .. ..	1	..	..	..	..	Appointment by Govt as per Section 10 of KHB, Act 1962.
2.	Chief Engineer .. ..	1	..	..	..	..	do
3.	Secretary .. ..	1	..	..	..	..	do
4.	Executive Engineers .. ..	9	..	..	..	..	Deputation Posts
5.	Deputy Director of Town Planning	1	..	..	..	..	do
6.	Financial Advisor and Chief Accounts Officer.	1	..	..	..	..	do
7.	Accounts Officer .. ..	1	..	..	..	..	do
8.	Additional Accounts Officers .. ..	2	..	..	..	..	do
9.	Recovery Officer .. ..	1	..	..	..	..	do
10.	Spl. Land Acquisition Officer .. ..	1	..	..	..	..	do

11.	Asst. Executive Engineers	..	29	..	..	..	..	Deputation posts
12.	Assistant Architect	..	1	..	..	..	..	do
13.	Revenue Officer	..	1	..	..	..	..	Post vacant
14.	General Assistant	..	1	..	..	..	..	

**Class III Posts :**

15.	Assistant Engineers	..	45	..	..	..	..	Deputation Posts
16.	Manager	..	1	..	..	..	..	
17.	Accounts Superintendents	..	12	..	..	..	..	Deputation Posts
18.	Taluk Sheristedar-cum-Superintendent.	..	1	..	..	..	..	do
19.	Superintendents	..	7	2	1	28%	14%	
20.	Junior Engineers	..	155	..	..	..	..	Deputation posts
21.	Draughtsman	..	26	..	..	..	..	do
22.	Tracers	..	11	..	..	..	..	do
23.	Electrician	..	1	..	..	..	..	Post is vacan
24.	I Division Accounts Clerks	..	31	..	..	..	..	Deputation post
25.	I Division Clerks	..	76	4	1	5.26%	1.30%	
26.	Revenue Surveyor	..	1	..	..	..	..	Deputatio post
27.	Revenue Inspector	..	1	..	..	..	..	do
28.	Inspectors	..	11	3	..	27.1%	..	
29.	II Division Accounts Clerks	..	3	..	..	..	..	Deputation posts
30.	II Division Clerks	..	109	18	1	16%	0.91	

1	2	3	4	5	6	7	8		
31.	Shroff	..	..	1	..	..	..	Post vacant	
32.	Stenographers	..	..	6	..	..	..		
33.	II Grade Typist	..	..	18	2	..	11.11%	..	
34.	Telephone Operator	..	..	2	..	..	..	Post vacant	
35.	Bill Collectors	..	..	18	3	1	16.65%	5.55%	
36.	Daffedar	..	..	2	..	..	..	..	
37.	Attender	..	..	1	..	..	100%	..	
38.	List Attenders	..	..	2	..	..	..	..	
39.	Drivers	..	..	5	..	..	..	..	
40.	Peons	..	..	94	8	2	8.51%	2.12%	
41.	Cleaner	..	..	1	..	..	..	..	Post vacant
42.	Process Server	..	..	1	..	..	..	..	
43.	Gardner	..	..	3	2	..	66.67%	..	
44.	Watchman	..	..	4	..	..	..	..	
45.	Sweepers	..	..	5	5	..	100%	..	

## APPENDIX—XIII

SUMMARY OF CONCLUSIONS/  
RECOMMENDATIONS OF THE COMMITTEE

Sl. No.	Reference to para in the Report	Summary of Conclusions / Recommendations
1	2	3
1.	1.13	Several Public Undertakings in the State have not framed the Cadre and Recruitment Rules in respect of their undertakings making provisions for reservations for Scheduled Castes/Scheduled Tribes. This is a very distressing feature. The Committee strongly urge that suitable instructions should be issued to all the Public Sector Undertaking to frame the Cadre and Recruitment Rules without any further delay.
2.	1.15	The Committee strongly urge and reiterate that the Government should take immediate steps in this direction to enact legislation regarding reservations for Scheduled Castes/Scheduled Tribes in State services including all the Public Sector Undertakings.
3.	1.18	The Committee, therefore, strongly recommend that the Karnataka Government should also take similar steps to give adequate representations to Scheduled Castes/Scheduled Tribes in State services including Public Sector Undertakings and other Statutory Bodies.

- | 1  | 2    | 3                                                                                                                                                                                                                                                                                                                                             |
|----|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. | 1.20 | The Bureau should call the periodical reports from all the Public Sector Undertakings about steps taken to implement the reservation orders for Scheduled Castes/Scheduled Tribes in the Undertakings and report to the Committee periodically.                                                                                               |
| 5. | 1.28 | The Committee have taken serious view of the lapse and urge the Government, Public Sector Undertakings, etc., to furnish action taken statements to the Committee without any further delay.                                                                                                                                                  |
| 6. | 1.29 | The Committee hope that Government will take serious notice to these observations/recommendations and issue suitable instructions to the concerned and furnish reports to the Committee expeditiously.                                                                                                                                        |
| 7. | 2.15 | The Committee once again reiterate their earlier recommendations and urge the authorities to implement the recommendations forthwith and inform the Committee in the matter without any loss of time.                                                                                                                                         |
| 8. | 2.17 | The Committee hope that the authorities could implement this decision vigorously to appoint Scheduled Castes/Scheduled Tribes in order to clear the backlog and see that the representation of Scheduled Castes/Scheduled Tribes in all the categories of posts in the Corporation is brought to the required extent.                         |
| 9. | 2.19 | The Committee feel that unless special inservice training programme for the Scheduled Castes/Scheduled Tribes is initiated by the Corporation it may be difficult to fulfill the required percentage in promotional posts. The Committee suggests the suitable training programme and refresher classes should be started by the Corporation. |



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|-----|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10. | 2.20 | The Board has relaxed the service qualification and educational qualification to provide promotional avenues in respect of non-Scheduled Castes/Scheduled Tribes officials in their Board resolutions. The Committee urge that this relaxation should also be extended to the Scheduled Castes/Scheduled Tribes officials to get their promotions and their promotional chances should not be overlooked.                                                                                                                                                                                                                                                                      |
| 11. | 2.21 | In view of the fact that there are very few Scheduled Castes/Scheduled Tribes in higher posts in the K.S.R.T.C. the Committee feel that greater promotional opportunities should be provided to them if need be by giving them increased waitages. The Committee further suggest that a small cell may be set up in the personnel Department of the K.S.R.T.C. to attend to the complaints and grievances of Scheduled Castes/Scheduled Tribes employees and a Senior Officer at the Head Office and at each of the Regional Offices and they should be made responsible to ensure that reservation orders for Scheduled Castes/Scheduled Tribes are implemented scrupulously. |
| 12. | 2.23 | Vacancies reserved for Scheduled Castes/Scheduled Tribes should not be filled up by the Regional Units by other persons except with the prior approval of the Head Office.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 13. | 2.24 | Scheduled Castes/Scheduled Tribes candidates possessing minimum qualification for various non-technical posts should be taken and necessary training given to them to enable them to improve their standard.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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|-----|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 14. | 2.25 | The Committee further suggest that separate number of posts reserved for Scheduled Castes/Scheduled Tribes in each case of recruitment should invariably be mentioned in all advertisements published in all local news papers in addition to leading news papers.                                                              |
| 15. | 2.26 | The Employment Exchanges should be requested to furnish a fresh list of Scheduled Castes/Scheduled Tribes candidates in case suitable Scheduled Castes/Scheduled Tribes candidates are not available in a particular list.                                                                                                      |
| 16. | 2.41 | The Committee are unhappy to note that the Board has not taken interest in recruiting Scheduled Castes/Scheduled Tribes in adequate numbers and ignored the Constitutional provisions.                                                                                                                                          |
| 17. | 2.43 | The position of representation of Scheduled Castes/Scheduled Tribes in the Board could only be raised to the required minimum if the Board resorts to special recruitments only for the selection of Scheduled Castes/Scheduled Tribes to make up the percentage and to fulfill Constitutional provisions.                      |
| 18. | 2.44 | As the representation of Scheduled Castes/Scheduled Tribes in the Board is quite inadequate since its inception, the Committee recommend that steps should also be taken to wipe out the backlog by making bulk ad-hoc appointment reserving more percentage for Scheduled Castes/Scheduled Tribes to reach the required quota. |
| 19. | 2.46 | The Committee suggest that the Board not change its method of recruitment from time to time to suit its convenience. They should                                                                                                                                                                                                |

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advertise the posts in all the leading newspapers and send requisitions to the Employment Exchange, Employment Cell in the Directorate of Social Welfare and also to the Special Employment Exchange whenever they make recruitments.

20. 2.47 The Committee, therefore suggest that there should be Scheduled Caste Officer and also a non-official Scheduled Caste/Scheduled Tribe member should invariably be included in all the Recruitment Committees constituted by the Board at different levels in addition to the nominee of the Social Welfare Department.

21. 2.50 The Committee are not happy with the inadequate representation given to Scheduled Castes/Scheduled Tribes during the time of promotions by the Board. The Board should relax its rules while promoting Scheduled Castes/Scheduled Tribes to the various higher cadres and Scheduled Castes/Scheduled Tribes employees of the Board should not be deprived of their chances of promotion for the reason of not passing of Departmental Examinations or not fulfilling the minimum number of service in the lower cadres. The policy of Government behind this promotional orders should be kept in mind and concessions should be shown to Scheduled Castes/Scheduled Tribes employees of the Board for coming up to the level of others.

22. 2.51 It is found that Reservation Rules have not been observed while taking persons on daily rated and T.T.Rs. If the Reserbation Rules are not applied in this lowest rung ( which is said to be outside the cadre of the Board)

the intake of Scheduled Castes/Scheduled Tribes will be naturally low in the higher rungs of the categories of posts existing in the Board. The Committee suggest that this kind of back-door entrance to the Board has to be discouraged at the intitial stages.

2.52 Though the Board is at liberty to make appointments of T.T.Rs. and daily wage employees, the deficiency in the representation of Scheduled Caste/Scheduled Tribe should be made good by appointing Scheduled Castes/Scheduled Tribes in some other work spots if they are not available at a particular place. The Committee hope that the Board will take steps to give adequate representation to Scheduled Castes/Scheduled Tribes while making appointments of T.T.Rs. and daily waged employees.

2.53 The overall representation of Scheduled Castes/Scheduled Tribes in all the categories of posts existing in the Board is very much below the required percentage. The Committee recommend the position of representation of Scheduled Castes/Scheduled Tribes in the Board should be improved by resorting to Ad-hoc/bulk appointments and if necessary by creating supernumerary posts, by this way, action should be taken to fill up the backlog.

2.54 The Board should issue strict instructions to all the concerned appointing authorities of the Board at all levels in the State to observe Reservation Rules in respect of Scheduled Castes/Scheduled Tribes while making appointments on daily wages and T.T.Rs.

and see that proper representation is given at this stage itself which helps the Scheduled Castes/Scheduled Tribes to get their legitimate quota subsequently in the Board.

26. 2.55 The Committee further suggest that instructions should be issued to the numerous appointing authorities under the Board for strictly following the reservation orders and to submit periodical returns to the Board. These returns should be scrutinised at the level of Chief Engineer to ensure the compliance of reservation orders in respect of Scheduled Castes/Scheduled Tribes with a view to achieve the required percentage of representation to them in the Service of the Board.

27. 2.56 There is no proper representation of Scheduled Castes/Scheduled Tribes in the cadre of Executive Engineers and to become an Executive Engineer one should work in the cadre of Assistant Executive Engineer, according to existing rules in the cadre of Assistant Executive Engineer only 25 per cent post are earmarked for direct recruitment and the remaining posts are to be filled by promoting Assistant Engineers of the Board. And hence, there is little or no scope of an Scheduled Caste/Scheduled Tribe person to become Assistant Executive Engineer in the Board. At present the Board is having only 13 SCs/STs out of 418 in the cadre of Assistant Executive Engineers which works out to 3.1 per cent. The committee are dissatisfied with this meager representation of Scheduled Castes/Scheduled Tribes in the cadre of Assistant Executive Engineers in the Board. The Committee therefore strongly

1	2	3
		recommend that necessary provision should be made in the C and R rules of the Board for direct recruitment of certain percentage of posts in the cadre of Executive Engineers so that Scheduled Castes/Scheduled Tribes are recruited directly with a view to give proper representation to them in the cadre of Executive Engineers.
28.	2.57	As there is no provision in the Karnataka Electricity Supply Act to appoint Scheduled Castes/Scheduled Tribes as members of the Consultative Council of the Board, the Committee recommends that necessary provisions should be made to appoint a non-official member among Scheduled Castes/Scheduled Tribes to the Electricity Board Consultative Council by Government immediately.
29.	2.58	The Committee further recommend that while granting licences to Private Contractors, the Board should give preference to Scheduled Castes/Scheduled Tribes people.
30.	2.59	The Scheduled Castes/Scheduled Tribes who are working in the lower ring of the Board are finding it very difficult to secure dwelling house in the rural areas. The Committee, therefore, recommend that Scheduled Castes/Scheduled Tribes personnel in lower ring of the Board should be providing with quarters in rural areas by the Board.
31.	2.70	The Committee were glad to note the progress made by the Corporation since 1975 and once again urge the authorities to wipe out deficiency to the full extent in the future recruitments.

- | 1   | 2    | 3                                                                                                                                                                                                                                                                                                                                                         |
|-----|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 32. | 2.72 | The Committee therefore recommend that relaxation should be shown in respect of Scheduled Caste/Scheduled Tribe employees and the promotional chances of Scheduled Castes/Scheduled Tribes should not be deprived by insisting the minimum service.                                                                                                       |
| 33. | 2.73 | This deficiency should be filled up by appointing Scheduled Castes/Scheduled Tribes only in those vacant posts.                                                                                                                                                                                                                                           |
| 34. | 2.74 | The Committee suggest that the Scheduled Caste/Scheduled Tribe employees of this organisation should be given necessary inservice training, and other incentives so that they may qualify themselves, for higher posts in the organisation and compete with others.                                                                                       |
| 35. | 2.75 | The Committee further recommend that the Corporation should make provisions to provide more loan assistance under their scheme of concessional finance to enterprenurs belonging to Scheduled Castes and Scheduled Tribes as the amount now provided are given is too meagre.                                                                             |
| 36. | 2.89 | The Committee therefore recommend that a non-official member belonging to Scheduled Caste/Scheduled Tribe should be appointed in the recruitment committee and also a representative from Social Welfare Department should invariably be made an associate member in the recruitment committee in all recruitments and promotion made in the Corporation. |
| 37. | 2.90 | The Committee suggest that the Corporation should take action to promote qualified Scheduled Castes/Scheduled Tribes persons to the higher category of Class I and Class II posts, since there is no proper representation in these cadres.                                                                                                               |

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|-----|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 38. | 2.99   | The Committee would further urge that the Management should make adequate effective steps to implement the recommendations made by the Committee previously so that proper representation is given to Scheduled Castes/ Scheduled Tribes in all categories of posts in the Factory. The inservice Scheduled Caste/ Scheduled Tribe people in the factory should be given training and proper incentive to come up to-the-leave of others, besides Apprentice Training. Steps should be also taken to clear the backlog where it exists by resorting to special recruitment only for Scheduled Caste/ Scheduled Tribes. |
| 39. | 2.100  | The Committee also recommend that Government should expedite the revised combined C & R Rules of both Soap and Sandalwood Oil Factories duly making provision in it for reservation for Scheduled Castes/ Scheduled Tribes people.                                                                                                                                                                                                                                                                                                                                                                                     |
| 40. | 2.101  | The Committee desired to be informed of the action taken in this behalf.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 41. | 2.102. | The Factory has introduced a scheme "learn while you earn" for the poor college students. Under this scheme the students are engaged for work for 3 hours daily in the factory and earn Rs. 80 per month. The Committee commend this good scheme and desire that other industries should also introduce such schemes in their Industries.                                                                                                                                                                                                                                                                              |
| 42. | 2.112  | The Committee recommend that the company should take immediate action to get the list of candidates from the Employment Exchange, special Employment Exchange at the time of the recruitment to the various posts in the Company.                                                                                                                                                                                                                                                                                                                                                                                      |



- | 1   | 2     | 3                                                                                                                                                                                                                                                                                                                                                                                     |
|-----|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 43. | 2.121 | The Committee recommend that in future advertisements, the Company should specify the number of posts reserved for Scheduled Castes/Scheduled Tribes while advertising in newspapers and also in the case of vacancies notified by the Employment Exchanges. The Committee further suggest that these advertisements should invariably be published in all local language newspapers. |
| 44. | 2.122 | The Committee recommend that immediate action should be taken by the Company in this regard.                                                                                                                                                                                                                                                                                          |
| 45. | 2.124 | The Committee recommend that the Company should take immediate action to get the list of qualified candidates of Scheduled Caste/Scheduled Tribe from Industrial Training Institute and also from the Employment Exchange and the Employment Cell of the Directorate of Social Welfare to fill up the reserved posts in this category.                                                |
| 46. | 2.125 | The Committee suggest that in the case of Scheduled Castes/Scheduled Tribes, concession must be shown to them, and reservation orders should be followed in promotions.                                                                                                                                                                                                               |
| 47. | 2.132 | The Committee fails to understand as to how the Company has restricted promotions up to supervisory level ignoring the Government policy. The Committee recommend that steps should be taken to follow the reservation beyond the level of Supervisors as per the Government Order.                                                                                                   |
| 48. | 2.133 | The Committee hope at least in future, the Company will ensure that adequate representation of Scheduled Castes/Scheduled Tribes is given to them.                                                                                                                                                                                                                                    |

1	2	3
49.	2.134	The Committee further recommend that qualification in respect of direct recruitment candidates as also of inservice candidates in respect of Scheduled Castes/Scheduled Tribes candidates should be relaxed to attract the Scheduled Castes/Scheduled Tribes, in view of the inadequate representation of Scheduled Castes/Scheduled Tribes in the Company.
50.	2.135	The Committee once again recommend that the Company should implement the recommendation that the Company should implement the recommendations and should make even adhoc appointments by appointing only Scheduled Castes/Scheduled Tribes candidates to fill the quota of reservations.
51.	2.136	The Committee recommend that the Company should make arrangements to train Scheduled Castes/Scheduled Tribes candidates to acquire practical and technical experience to qualify themselves for technical posts, so that the position of representation to them is improved in the Company. The Company should take serious action without any loss of time in this direction.
52.	2.137	As recommended by the earlier Committee in their Third Report that in addition to a senior Officer belonging to Scheduled Castes/ Tribes in the Selection Committee of the Company, a nominee of the Directorate of Social Welfare should be associated in the Selection Committee to safeguard the interest of Scheduled Castes/Scheduled Tribes in all recruitments of the Company.

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|-----|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 53. | 2.138 | The Committee recommend that a separate apprentice course should be started for S.C./S.T. candidates with a view to train them, so that they may secure appointment to the various categories of posts in the Company.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 54. | 2.139 | The representation of Scheduled Castes/Scheduled Tribes cannot be raised to the required level,, if the Company resorts to usual procedure of making recruitments ignoring the reservation orders and directions issued from time to time. Constant vigil should be kept up by the authorities to fulfil the Constitutional obligations. The Committee, therefore, urge the authorities to set up a Cell in the Personal Establishment of the Company and this Cell should be made to watch and issue directions to the concerned to implement reservation orders and should be made responsible for proper representation of Scheduled Castes/Scheduled Tribes in the recruitments as also promotions in the Company. |
| 55. | 2.140 | In conclusion, the Committee regret to point out that except in workers category, Peons and Attenders the position of representation of Scheduled Castes/Scheduled Tribes in the company is not in any way better than it existed when the Committee visited the Company first.                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 56. | 2.151 | The Committee recommend that steps should be taken immediately by the Corporation to clear the backlog of the shortfall in the representation of Scheduled Castes and Scheduled Tribes in the various categories of posts in the Corporation, by making Special and ad-hoc appointments.                                                                                                                                                                                                                                                                                                                                                                                                                               |

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| 57. | 2.152 | In-service training facilities should be provided for Scheduled Castes and Scheduled Tribes employees by the Corporation, so that they may qualify for the promotion. While making recruitments the Corporation should get lists of Scheduled Castes and Scheduled Tribes candidates both from the Employment Exchange and the Special Employment Exchange and the Employment Cell of the Directorate of Social Welfare. |
| 58. | 2.153 | In all the casual appointments made by the Corporation, the Committee suggest that proper representations should be given to Scheduled Castes and Scheduled Tribes candidates, besides skilled fisherman.                                                                                                                                                                                                                |
| 59. | 2.161 | The Committee, therefore, strongly insist the Government to take note of the observations made by the Committee and furnish the action taken replies without further delay.                                                                                                                                                                                                                                              |
| 60. | 2.164 | The Committee recommend that the authorities should frame without any further delay the Cadre and Recruitment Rules. The Recruitment and Conditions of Service Rules to this Corporation incorporating suitable provisions of reservation in it and directions should be issued to all the Dairies and Unions coming under the control of this Corporation to follow the same scrupulously.                              |
| 61. | 2.165 | While drafting personnel from other departments the Corporation should examine carefully the representation of the particular cadre, and see that Scheduled Castes/Scheduled Tribes Officer is drafted if there is any inadequacy exists in that cadre. To wipe-out the backlog, the Committee recommend                                                                                                                 |

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|     |       | that the authorities should resort to special recruitments/ad-hoc recruitments only for Scheduled Castes/Scheduled Tribes.                                                                                                                                                                                                                                                                                                                                                                                                        |
| 62. | 2.166 | While implementing the recent Government Orders relating to Reservation in promotional posts the Corporation should relax the service conditions in respect of Scheduled Castes/Scheduled Tribes employees and their promotional chances should not be deprived for want of passing departmental examinations, required number of years of service in particular cadre, etc., as to ensure that the chances should go to them according to the roster prescribed in the Government Order exempting the conditions of suitability. |
| 63. | 2.167 | The Corporation should take action to give necessary assistance to Scheduled Castes/Scheduled Tribes people to form Dairy Co-operatives to enable them to improve their economic conditions.                                                                                                                                                                                                                                                                                                                                      |
| 64. | 2.177 | The Committee, therefore, recommend that the Corporation should be assisted by State Government liberally by providing adequate funds for the amelioration and upliftment of economic conditions of Scheduled Castes/Scheduled Tribes in the State.                                                                                                                                                                                                                                                                               |
| 65. | 2.178 | The Committee recommend that the Corporation should be made a fully independent Body with sufficient financial assistance and powers. The Corporation should have unit offices at the District and Taluk levels.                                                                                                                                                                                                                                                                                                                  |
| 66. | 2.181 | The Committee therefore feel that adequate funds should be placed at the disposal of the Corporation and that money should come from the Government side.                                                                                                                                                                                                                                                                                                                                                                         |

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| 67. | 2.183 | The Committee suggest that these posts should be filled up without further delay so that the loan applications of Scheduled Castes Scheduled Tribes are disposed off quickly. Similarly the post of Accounts Officer existing in the Accounts Section at the Head Office and also 8 posts of First Division Clerks have not been filled up, which has hampered the work of the Corporation. The Committee therefore, recommend that the Corporation should take suitable steps to fill up these posts immediately so that the loan applications are disposed off speedily. The Committee also suggest that the Deputy Commissioner of the Districts should be made responsible for receiving and distribution of loans to the loanees at the Taluk and District level. |
| 68. | 2.184 | The loan applications of Scheduled Castes/ Scheduled Tribes should be expedited with in 15 days so as to avoid harassment to those classes of people.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 69. | 2.185 | The Committee further recommend that subsidy should be given to Scheduled Castes/ Scheduled Tribes who are engaged in Carpentry, Leather Industry and Petty Business etc.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 70. | 2.193 | The Committee recommend that a thorough enquiry may be instituted in respect of these 700 appointments and action taken on the persons responsible. The shortfall of representation for Scheduled Castes/Scheduled Tribes due to this hapazard appointments should be rectified by taking proper steps by the Corporation.                                                                                                                                                                                                                                                                                                                                                                                                                                             |

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| 71. | 2.195 | The Corporation has thus violated its own resolution while making recruitments to the posts of Sales Representatives, which is a serious lapse.                                                                                                                                                                                        |
| 72. | 2.196 | The Committee therefore urge that the authorities should keep in their mind, the resolution passed by the Board of the Corporation and follow the same scrupulously to ensure that the representation of Scheduled Castes/Scheduled Tribes is raised to the minimum extent prescribed by the Government in the shortest possible time. |
| 73. | 2.197 | The Committee suggest that necessary provision for reservation for Scheduled Castes and Scheduled Tribes should be included in the C & R Rules.                                                                                                                                                                                        |
| 74. | 2.198 | The Committee takes serious note of the lapse, and desire that action taken report should be furnished to the Committee without any further delay.                                                                                                                                                                                     |
| 75. | 2.199 | The Committee were surprised to learn that the Corporation is not following the carry forward system of unfilled vacancies of Scheduled Castes/Scheduled Tribes as per the Government Order, and views this lapse seriously and urge the Corporation to follow the system as directed by Government.                                   |
| 76. | 2.210 | The Committee hope that it would be done in future recruitments and promotions.                                                                                                                                                                                                                                                        |
| 77. | 2.212 | The Committee, therefore, recommend that the Company should follow the Government Orders and instructions issued by the Government in respect of representation to Scheduled Castes/Scheduled Tribes strictly and see that                                                                                                             |

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due representation to these classes of people are maintained to its full extent in all categories of posts.

78. 2.213 Since the Cadre and Recruitment Rules are the basic necessity for regulating the service conditions of the employees, the Committee urge the management and the Government to finalise the Cadre and Recruitment Rules expeditiously providing suitable provisions in it for reservation for Scheduled Castes/Scheduled Tribes.
79. 2.216 The Company has now stated that the shortfall in the representation to Scheduled Castes/Scheduled Tribes is being made up by reserving  $33\frac{1}{3}$  per cent of appointments of contract workers in the unskilled category to Scheduled Castes/Scheduled Tribes candidates. The Committee desired to be intimated of the action taken in this behalf.
80. 2.217 The Committee desired to be informed of the action taken in this behalf also. The Committee while noting this small increase, urge the Company to resort to special and ad-hoc recruitments to make up the shortfall in all categories, including making promotions, and also by filling up all the vacant posts in the Company.
81. 2.218 As no wide advertisements were made in the newspapers to attract Scheduled Castes/Scheduled Tribes candidates, the Committee urge the authorities to make specific mention of the posts reserved in favour of Scheduled Castes/Scheduled Tribes and they should give wide publicity in all the leading and local



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|     |       | newspapers regarding the vacant posts, whenever they advertise for recruitments in the Company.                                                                                                                                                                                                                                                                                                                                                       |
| 82. | 2.219 | The Director of Social Welfare or his nominee has not been included in the Selection Committee. The Committee feel that in addition to this there should be a representative of Social Welfare Department to safeguard the interest of Scheduled Castes/Scheduled Tribes while making appointments and selections in the Company.                                                                                                                     |
| 83. | 2.220 | The Committee, therefore, recommend that a representative of Social Welfare Department should be associated with the Selection Committee of the Company in future.                                                                                                                                                                                                                                                                                    |
| 84. | 2.221 | It was stated that the authorities had not approached the Employment Exchanges always for sponsoring candidates to the Company while making recruitments. This is nothing but infringement of the Government Orders and the Employment Regulation Act. The Committee wish to impress upon the authorities of the Company to follow the rules and regulations in this behalf scrupulously.                                                             |
| 85. | 2.223 | The Committee endorse the initiative taken by the Company in filling up of un-skilled category by giving 33½ per cent to Scheduled Castes/Scheduled Tribes and recommend that while making recruitment to the post of un-skilled category of the contract labourers belonging to Scheduled Caste/Scheduled Tribe working already in the Company since a long time should be considered on priority for the post of unskilled category in the Company. |

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86	2.227	The Management has also assured the Committee that whenever vacancies that should have been filled up by Scheduled Castes/Scheduled Tribes candidates had not been so filled up. Such cases would be reviewed and promotions would be made as per Government Order dated 28th April, 1978.
87.	2.228	The Committee would like to be informed of the action taken in this behalf and desire that a detailed report sent to the Committee early.
88.	2.235	The Committee were very much disappointed to note that the authorities have not cared to follow the Government Orders and Circulars issued in respect of reservation to Scheduled Castes/Scheduled Tribes, strictly and strongly urge that the present inadequacy prevailing in the Company should be wiped out in a shortest possible time as promised by them, by resorting to special recruitment of Scheduled Castes/Scheduled Tribes and by giving promotions in service to Scheduled Castes/Scheduled Tribes employees.
89.	2.237	The Committee recommend that an Officer of the Social Welfare Department should also be associated with the Selection Committee while making recruitments in the Company.
90.	2.238	The Committee have noted with regret that the Company had not placed before the Board the Government Order of 1978 regarding reservation in promotions for Scheduled Castes/Scheduled Tribes candidates. This is a serious lapse on the part of the Company. Immediate action should be taken by the Company to adopt this Government Order and to implement it without any further delay.

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91.	2.139	The Committee recommend that all future vacancies in the Company should be filled up by Scheduled Castes/Scheduled Tribes candidates only till the backlog is cleared as the Company had not followed the reservation orders in the past.
92.	2.245	Though the Company was established during 1946 Cadre and Recruitment Rules not yet been framed which was highly irregular. The Company has also not followed the reservation orders for Scheduled Castes/Scheduled Tribes strictly from the beginning. The Committee therefore urge that immediate steps should be taken to frame the C. & R. Rules and to follow the Government Orders issued by Government from time to time in favour of Scheduled Castes/Scheduled Tribes. The Committee also recommend to include a Scheduled Caste nominee in the Recruitment Committee and also to invite an Officer from the Social Welfare Department at the time of Recruitment is that the Scheduled Caste/Scheduled Tribes candidates could get their due share in the service of the Company. As the Company failed to recruit Scheduled Caste/Scheduled Tribe candidates at the time of initial appointments the Scheduled Castes/Scheduled Tribes have been deprived of the opportunity of promotional reservations. The Committee have noticed that the Company has also not given proper representation in respect of Scheduled Castes/Scheduled Tribes candidates even in the recruitment of temporary posts. The Committee strongly urge that future appointments in the Company should be reserved for Scheduled Castes/Scheduled

Tribes only, till the backlog and short fall is cleared and if necessary educational qualification should be relaxed in favour of Scheduled Castes/Scheduled Tribes while making recruitments.

2.252 The Committee therefore recommends that all posts for which recruitment is to be made should be reserved to Scheduled Caste/Scheduled Tribe only and the Corporation should recruit Scheduled Caste/Scheduled Tribe only till the prescribed quota of reservation to Scheduled Castes/Scheduled Tribes reached in the Corporation.

2.255 Reports of the action taken on the recommendations of the previous Committee have not been furnished and the figures of representation of Scheduled Caste/Scheduled Tribe in the Corporation remain unchanged. If the Corporation had taken action on the recommendations of the Committee the position of representation of Scheduled Caste/Scheduled Tribe in the Corporation would have been improved by now. The Committee deplore this callous attitude of the Corporation in not implementing the recommendations of the Committee. The Committee once again urge the authorities to furnish action taken statements on the recommendations of the Committee expeditiously and they should take immediate action to increase the representation of Scheduled Caste/Scheduled Tribe in the prescribed percentage without any further delay by making special recruitments to Scheduled Castes/Scheduled Tribes only till the backlog is cleared. The Committee also recommended that the Corporation should

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		call for list of candidates from the Employment Exchange and from the Employment Cell of the Directorate of Social Welfare in addition to advertisement of vacancies in the local dailies.
95.	2.250	The Committee hope that the management will implement the assurances and further the Committee suggest that this should be incorporated in the C & R Rules.
96.	2.257	In respect of casual labourers the Committee recommended that more number of Scheduled Castes/Scheduled Tribes should be appointed to increase the percentage which is very low in the Corporation.
97.	2.258	The Committee recommends that the Corporation should take steps to allot more number of Industrial sheds for Scheduled Castes and Scheduled Tribes people, to enable them to start Small Scale Industries by giving them special concession in allotment of sheds and in supply of raw materials.
98.	2.268	No action has been taken on the above recommendations of the Committee uptill now and the Committee learn with regret that the above observations of the Committee had not even been placed before the Board. The Committee expresses its displeasure on this lapse and recommend that suitable action should be taken against the concerned person responsible for this lapse.
99.	2.260	The Committee are very much distressed at this state of affairs existing in the Board in respect of reservation of Scheduled Castes/Scheduled Tribes and wish to reiterate their

earlier recommendations made in their III Report presented to Legislature in 1975 and urge the Government to take immediate action to set right the matter.

2.272 The Committee, therefore, strongly urge the Government to investigate into the matter and take action on the persons responsible. They also urge that strict instructions should be issued to the Board to follow reservation rules issued from time to time and to see that justice is done to Scheduled Caste/Scheduled Tribe in the employment of the Board.

2.274 The Committee recommend that the Director of Social Welfare or his nominee should also be made to associate with the Recruitment Committee while making recruitments in the Board.

2.276 The Committee recommend that the authorities should make wide publicity of the vacancies that occur and approach Employment Exchange, Employment Cell of the Directorate of Social Welfare and Special Employment Exchange for their requirement and see that due representation of Scheduled Castes/Scheduled Tribes are maintained in all the categories of the posts in the Board in the quickest possible time.

2.284 The Committee expresses their unhappiness regarding the recruitment made by the Board so far, for not providing the required representation for Scheduled Castes/Scheduled Tribes. Conscious efforts were not made in the matter of implementation of Government Orders regarding reservation for Scheduled Castes and Scheduled Tribes in the Board. Which is a serious lapse on the part of the Board.

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| 104. | 2.285 | The Managing Director informed the Committee that the Board has advertised vacancies of Class III posts and the vacancies last for Scheduled Castes/Scheduled Tribes candidates in respect of appointments already made would be made good by appointing more number of Scheduled Castes/Scheduled Tribes candidates in Class III posts. The Committee hope that this would be implemented.                                                                                                                                                                          |
| 105. | 2.286 | The Committee suggest that the Board should ask for Scheduled Caste/Scheduled Tribes candidates while making request to send Officials on deputation.                                                                                                                                                                                                                                                                                                                                                                                                                |
| 106. | 2.287 | The Committee further recommend that the Board should invite the Director of Social Welfare or his nominee while making appointments by the Selection Committee so that the interests of Schedule Castes/Schedule Tribes people would be safeguarded.                                                                                                                                                                                                                                                                                                                |
| 107. | 2.288 | The Board has inordinately delayed the framing of the C & R Rules of the Board. In the absence of the C & R Rules the recruiting authorities at Circle and District levels had made recruitments without following the reservation Orders issued by Government from time to time, and injustice has been done to Schedule Castes/Schedule Tribes thereby. The Committee deprecates the delay caused in framing the Cadre and Recruitment Rules and urge the Government to ensure that the Cadre and Recruitment Rules of the Board are issued without further delay. |
| 108. | 2.289 | The Committee insists that the appointing authorities in addition to advertising the posts in news papers, lists of Schedule Castes/                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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		Schedule Tribes candidates should be obtained from the Employment Exchanges and from the Employment Cell of the Directorate of Social Welfare.
109.	2.290	The Committee recommends that there should be a Scheduled Caste Officer of the Board invariably included in all the recruitment committees constituted by the Board at all levels.
110.	2.291	The Committee further recommend that the Board should relax the Rules in respect of Scheduled Castes/Scheduled Tribes candidates without in sisting 'of passing of Departmental Examinations and the number of years of service while giving promotions in the Board. as there is insufficient representation of Scheduled Castes/Scheduled Tribes Officials in the Board.
111.	2.292	The Committee urge that suitable instructions should be issued to all concerned recruiting authorities at divisional and district levels to observe the reservation orders in respect of Scheduled Castes/Scheduled Tribes while making appointments to various categories of posts at their level.
112.	2.293	The Committee further urge that special recruitment/ad-hoc appointments should be made by the Board to fill up the backlog, duly creating super-numerary posts, if necessary.
113.	2.294	The Committee urge the Board to provide water facilities to Scheduled Castes/Scheduled Tribes colonies whenever the Schemes are formulated by the Board.



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114.	2.301	The Committee are very unhappy with the States of affairs of representation of Scheduled Castes/Scheduled Tribes in the Karnataka Housing Board and recommend that all future vacancies that occurs in the Board should be filled by Scheduled Castes/Scheduled Tribes till the required percentage is reached in all the categories of the posts in the Board.
115.	2.302	This has resulted in great hardship to those employees and the Committtee recommend that the Board should take action to regularise the services of the persons working on the work-charged establishment.
116.	2.303	In Karnataka Elecricity Board persons working on work charged establishment and T.T.R. are being obserbed in the lower categories of posts there. Similar provision should be made in the Recruitment Rules of the Housing Board so that the persons borne on the work-charged Establishment are obsorbed permanently in the lower categories and the required percentage of Scheduled Castes/Scheduled Tribes should be maintained in this category of posts.
117.	2.305	The Committee note with regret that no action has been taken on those recommendations sofar. The Committee urge that immediate action should be taken in this direction and report sent to the Committee without further delay.
118.	2.306	Appropriate steps should be taken immediately to give proper representation to the Scheduled Castes/Scheduled Tribes in all the categories of posts in the service of the Board as the present representation of Schedule

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Scheduled Castes/Scheduled Tribes in the Board is far from satisfactory.

119. 2.307 The Committee also recommend that expeditious action should be taken to issue Cadre and Recruitment Rules and appointments made as per the provisions of the C & R Rules strictly in future.
120. 2.311 The Committee, therefore, recommend that a non-official Member or Director of Social Welfare or his nominee should be included in the recruitment committee of the Board. The above observations were also made by the previous Committee when they visited the Board in May, 1974 and expressed its displeasure in the matter. Despite this observation the Board is continuing the same practice which is detrimental to the interest of the Scheduled Castes/Scheduled Tribes. The Committee hope that necessary action should be taken in the matter atleast in future.
121. 2.312 The Committee urge that the Government Order, Circulars Directions relating to reservation of Scheduled Caste/Scheduled Tribe should be maintained properly, and registers, rosters prescribed in Government Orders should be prepared and followed by the Board in future scrupulously.
122. 2.322 The Committee while appreciating the action taken by the authorities to keep open the posts of Scheduled Castes/Scheduled Tribes and to carry forward of vacant posts losts for Scheduled Castes/Scheduled Tribes for next occasions, as done in Government Departments, hope that these vacant posts, which were actually kept vacant for want of Scheduled

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|      |       | Castes/Scheduled Tribes candidates would have been filled by these classes of people by now. A report should be sent to the Committee in the matter.                                                                                                                                                                                                                                         |
| 123. | 2.323 | The Committee further urge the Bangalore Development Authority should make alround efforts to get candidates belonging to Scheduled Castes/Scheduled Tribes by nott only writing to Director of Social Welfare but also, to the Employment Exchanges and giving wide publicity in news papers notifying the actual number of posts reserved for Scheduled Castes/Scheduled Tribes in future. |
| 124. | 2.325 | The Committee urge that the Government should approve the Cadre and Recruitment Rules of Bangalore Development Authority without any further delay with a view to give proper representation for Scheduled Castes/Scheduled Tribes in the Bangalore Development Authority.                                                                                                                   |
| 125. | 2.327 | The Committee deplore the serious lapse on the part of the Government and the Bangalore Development Authority in not implementing the recommendations of the Committee made earlier and desire that action taken statements on the recommendations of the previous Committee made in their III Report should be furnished expeditiously.                                                     |
| 126. | 2.336 | The Committe strongly urge the authorities of the Board to take immediate steps to frame their recruitment rules making adequate provisions for Scheduled Castes/Scheduled Tribes in initial recruitments as also in promotions.                                                                                                                                                             |

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| 127. | 2.339 | The Committee therefore would like to stress that whenever recruitments are held in the Board they should invariably refer their requirement to Employment Exchanges, Special Employment Exchanges and the Employment Cell in the Directorate of Social Welfare and in addition to giving wide publicity in the press.                                                                                                                                    |
| 128. | 2.340 | The Committee note that there was no nominee from the Department of Social Welfare in their recruitment Committee. The Committee therefore suggest that a nominee from the Social Welfare Department should be associated with the Recruitment Committee of the Board to safeguard the interest of Scheduled Castes/Scheduled Tribes and to see that proper representation is maintained at the prescribed level.                                         |
| 129. | 2.341 | The Committee were told that the Board has adopted the recent Government Order where reservation has been prescribed in the promotional posts, as per the roster. The authorities of the Board should follow this roster while making promotions by showing special concessions in respect of departmental examinations and fulfilling required number of service in favour of Scheduled Castes and Scheduled Tribes employees, and help them to come up. |