

SHRI HARSH DEO MALAVIYA : For the Vijayanagar and Visakhapatnam steel plants, will they be associated ?

SHRI K. D. MALAVIYA : Certainly we shall take these things into consideration

SHRI S. S. MARISWAMY : Sir, I would like to know whether the Minister is aware that a large number of business houses are using wagons as their store-houses for the simple reason that the demurrage is far less than the rent of godowns outside. If the Minister says he knows it, what action does he propose to take with the Railway Board to see that the wagons are not hark from these business houses ?

SHRI K. D. MALAVIYA : This is a matter which is to be considered by the Railway Ministry. So far as our steel mills are concerned, we do not allow wagons to become the store-house for the private sector.

SHRI SHYAMLAL GUPTA : Is it not a fact that several wagons are immobile because we do not have coal to run locomotives? If that is so, what are we doing to produce more coal in the coal mines and make it available at the places where it is required by the locomotives?

SHRI K. D. MALAVIYA : Adequate quantity of coal is being produced from the coal mines from where it has to be lifted for the use of locomotives. The situation has sufficiently improved with regard to availability of coal for the locomotives and I think now the Railways have made a lot of improvement in that connection.

DR. K. MATHEW KURIAN : I would like to know whether the hon. Minister is aware that the wagon turn-around time in the Indian Railways is one of the highest compared to the railway systems in the rest of the world. May I also know whether he is aware that the present difficulties with regard to movement of goods is not simply because of lack of locomotive power but also to a large extent because of the chaotic situation in the steel plants themselves with regard to co-ordination and planning of the movement of goods, and the management in the steel plants is also responsible for the lack of utilisation of the available wagons and for creating thereby further problems for the Railways?

SHRI K. D. MALAVIYA : Unfortunately, Sir, the turn-around time of the wagons is not as good as it ought to be, and compared to other countries, it is also unsatisfactory. It is our intention to improve it and make it as fast as we can. Within the steel plants there are other factors than the shortage of locomotives, as I have already indicated. Some of the factors are created by the difficulties faced by the Railway Ministry. There are some which are due to technological problems arising within the steel plants. But as I have already referred to, I share my difficulties with the House, and therefore, I must be quite frank those difficulties do exist within the steel plants, without the steel plants, within the Railway Ministry, and we are now improving very fast in changing the situation. I suppose by the time the House meets in the next Session in the monsoon Session, a lot of improvements will have been made in this connection.

*356. [The hon. Members (Shri Dharamchand Jain and Shri Kalyan Roy) were absent. For answer, vide col. 31-32 infra.]

*357. [The hon. Members (Shri Kalyan Roy and Shri Dharamchand Jain) were absent. For answer, vide col. 32 infra.]

Seminar Held in New Delhi Under the Auspices of D.G.E. and T,

♦358. SHRI DEORAO PATIL : Will the Minister of LABOUR be pleased to state the recommendations of the Seminar held in New Delhi in February, 1974 under the auspices of the Director-General of Employment and Training ?

THE MINISTER OF LABOUR (SHRI K. V. RAGHUNATHA REDDY) : A statement is laid on the Table of the House.

Statement

The Seminar on 'Promoting the Placement of Members of the Weaker Sections' viz., Scheduled Castes, Scheduled Tribes, Ex-servicemen, Physically Handicapped Persons and Repatriates and Migrants, was held in New Delhi on the 5th and 6th February, 1974, under the Chairmanship of the Director General of Employment and Training. The following recommendations were made at the Seminar '—'

I. Scheduled Castes and Scheduled Tribes

(i) There are certain categories of posts, especially of the white collar category, which are common to various departments and undertakings. It is often found that individual offices or undertakings have difficulty in finding suitable scheduled caste/ schedule tribe applicants to fill vacancies reserved for such applicants. In order to meet such shortages, a central agency should be established for selecting suitable persons of various categories and nominating them to the employers concerned. It should be adequate to nominate only one person against one vacancy in these cases.

(ii) Employing establishments should be given the authority to reduce or remove the conditions regarding experience, when fully qualified candidates are not available.

(iii) In cases where SC/ST applicants with the prescribed experience were not available, the conditions regarding experience should be relaxed. Applicants who are otherwise qualified should be selected and in-service training, arranged for them. If the employers could not make these arrangements for in-service training, the D.G.E.&T. may be approached for organising necessary apprenticeship training.

(iv) In order to accommodate persons who are selected in relaxation of experience and posted for in-service training, supernumerary posts may be created. These posts may be abolished on completion of the training.

(v) In view of the fact that the implementation of the constitutional provisions regarding reservation of vacancies are not fully implemented it may be necessary to impose a system of penalties on defaulting employers. One suggestion in this context was that if any employer was unable to fill a reserved vacancy within a specified duration, it should be left to a specific agency like Personnel Department or Bureau of Public Enterprises to nominate a person of their choice to fill the vacancy mandatorily.

(vi) As all States have adequate SG/ ST population from among whom reserved vacancies could be suitably filled especially in Class III and Class IV categories, it should not normally be necessary for employers

in any State to get SC/ST applicants from other States to fill vacancies.

(vii) In cases where Trade Union objected to recruitment of SC/ST applicant even though such recruitment may be pursuant of constitutional provisions, the Unions should be advised of the provisions in the Constitution and agreements secured for safeguarding rights of the weaker sections.

(viii) In order to enhance the employability of SC/ST applicants who enter the labour market more attention should be paid to their coaching while still in school.

II. Ex-servicemen and their Dependents:

(i) Services personnel should be screened well in advance of their release (say about two years) by a Special body constituted for the purpose to facilitate their smooth transition to civilian life. Consideration should be given to their preferences for paid employment or self employment and related training, when assessed as necessary.

(ii) During the first year of the apprenticeship, ex-servicemen trainees should be paid a stipend of Rs. 125 p.m. by the Government, while in the second and subsequent years, the employer should pay similar stipends.

(iii) Special Cells should be established at the state level to keep a watch over the proper reservation of vacancies for ex-servicemen by various employers. There should be provision for periodical inspection, and for action in cases of non-fulfilment of reserved vacancies. In respect of reserved vacancies which remain unfilled beyond a prescribed period, the authority for filling the vacancy should be taken away from the employers and given to an outside agency such as the Special Cell.

(iv) An appropriate system of equating experience in Army trade with educational qualifications at various levels prescribed for entry to civilian jobs may be evolved. Such a measure would go a considerable way in promoting placement of ex-servicemen, since many of them had long periods of experience but fell short of academic qualifications.

(v) Employers in the public sector including the undertakings should be required to maintain a roster to ensure reservation of vacancies. A default in this respect should invite penal action.

(vi) According to the present procedure, ex-servicemen like other applicants submitted by Employment Exchanges have to attend interviews at their own cost. This causes financial strain making them less mobile. In order to remove difficulties arising in this respect, they may be paid travelling expenses, etc. (as is being done in respect of SC and ST applicants).

(vii) Ex-servicemen should be encouraged to take up self-employment since avenues of paid employment were limited.

(viii) Apart from making efforts to place services personnel after release, it is important that efforts should be made to achieve their smooth transfer from service in the Armed forces to suitable civilian employment without any break or gap. This would need suitable advance action.

77/. Physically Handicapped Persons:

(i) Rigid medical norms should not be allowed to stand in the way of recruitment of handicapped persons provided such relaxation did not involve risks to the persons or reduction of their out-put.

(ii) The Special Employment Exchanges and Vocational Rehabilitation Centres should be brought under one roof in order to achieve greater co-ordination of their efforts.

(iii) Arrangements should be made for imparting short terms skill training to the handicapped.

(iv) There is need for more effective liaison with employers. Measures for publicising the capabilities of handicapped persons should be taken by organising demonstrations and by other means.

IV. Repatriates and Migrants:

It was suggested that the repatriates were concentrated in and around the camps and the Special Employment Exchanges catering to them may, by a system, have ready information about vacancies in other areas so that opportunities in distant areas are effectively tapped.

SHRI DEORAO PATIL : Several steps have been recommended by the Seminar for provision of more jobs for Scheduled Castes and Scheduled Tribes people. One of the main recommendation* is that Scheduled Caste |

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recruits to various schemes should be given a monthly fee of Rs. 125 by the State for the first year and for the next two years by the industry. The second recommendation is that a separate body on the lines of the UPSC should be set up for the recruitment of members of Scheduled Castes and Scheduled Tribes to subordinate services. May I know from the Minister what specific steps have been taken to implement these recommendations at the State Level, at the Central level and at the district level?

SHRI BALGOVIND VERMA : Various Ministries participated in this Seminar and these recommendations are also being brought to the notice of these Ministries for taking suitable action in the matter.

SHRI DEORAO PATIL : My specific question was what specific steps have been taken by the Government to implement the recommendations made by the Seminar.

MR. CHAIRMAN: You put your second question also. He will reply.

SHRI DEORAO PATIL : My first question has not been replied to. How can I ask a second question ?

SHRI BALGOVIND VERMA : We are working out steps which should be taken to see that the recommendations are examined. They are still under study.

SHRI P. K. KUNJACHEN : There are ever so many vacancies in Government Departments and there are enough Scheduled Castes and Scheduled Tribes candidates also. Why is the Government not appointing those people in the vacancies in Government Departments ?

SHRI BALGOVIND VERMA : Every step is being taken by the Government to see that Scheduled Castes and Scheduled Tribes candidates registered with Employment Exchanges are placed and for that very purpose we have taken certain measures to see that they are placed. They are placed not only against the reserved vacancies, but they are also placed against the general vacancies.

SHRI P. K. KUNJACHEN : Is the Government prepared to prosecute negligent officers ?

MR. CHAIRMAN : No, please sit down. Now, Mr. Rabi Ray.

श्री रवी राम : मैं मंत्री महोदय से जानना चाहता हूँ कि क्या मंत्री महोदय को मालूम है कि ग्रेड्युएट कास्ट एण्ड ग्रेड्युएट ट्राइब्स कमीशन की जो रपट पार्लियामेंट को मिलती है उसमें लगातार यह शिकायत है कि ग्रेड्युएट कास्ट और ग्रेड्युएट ट्राइब्स के बास्ते जो रिजर्वेशन हैं, उसके अनुसार उनको नौकरी नहीं मिलती है। मैं मंत्री महोदय से पूछना चाहता हूँ कि क्या यह जो रिजर्वेशन है सेमिनार का जिसमें वह कहते हैं :

"In order to meet such shortages, a central agency should be established for selecting suitable persons of various categories and nominating them to the employers concerned".

मैं मंत्री महोदय से पूछना चाहता हूँ कि यह जो सेंट्रल एजेंसी के बारे में जिक्र किया है यह सेंट्रल एजेंसी सेमिनार की सिफारिश के चलते कब तक हो जाएगी और क्या यह सेंट्रल एजेंसी काम करती रहेगी ?

SHRI K.V. RAGHUNATHA REDDY : Some very notable steps have been taken. For instance, concessions are given by the public sector undertakings of the Central Government and the State Governments in regard to appointment. According to the Constitutional provisions, all the steps are being taken. If the hon. Member wants detailed information, we have got statistical information with us and whenever he wants we can give it.

SHRI N.H. KUMBHARE : The reservations prescribed for Scheduled Castes and Scheduled Tribes are 15 per cent and 7J per cent. But it has been found that in public sector undertakings even Class IV and III posts are not given to them accordingly, on the plea that suitable candidates are not available even for these posts. I would like to know from the hon. Minister whether any attempt is made to provide suitable candidates from among Scheduled Castes and Tribes so that the employers in the public sector undertakings may not take the plea that there are no suitable candidates.

SHRI BALGOVIND VERMA : We are making every effort to see that suitable candidates are available for the vacancies that arise. If suitable candidates are not registered with us, we take the help of the association of Scheduled Castes and Tribes to find out suitable persons for the purpose. One more thing. So far as white collar jobs are concerned, we have organised coaching classes for clerical jobs. We have established such centres at various places in the country where they are given proper guidance to see that they become eligible for these jobs.

SHRI L. MAHAPATRO : The part played by some officers is that they advertise only a small percentage of vacancies which have actually arisen for Scheduled Castes and Tribes in some establishments. This is to avoid recruitment of these people against those vacancies. Have Government taken any steps to prevent this ? If not, will they issue a circular to the effect that the entire vacancies should lie available ?

SHRI BALGOVIND VERMA : We have received some reports that some of the officers in some establishments do not try to fill these vacancies. We have taken special note of it. We never entertain any request from Government establishment unless they have made a provision for selection of Scheduled Castes and Tribes. Therefore, we are taking every precaution to see that the officers do not neglect the Scheduled Castes, and Tribes candidates.

SHRI L. MAHAPATRO : He has not answered the other point. If there are four vacancies in an establishment, the officers there advertise only one vacancy so that the other three posts are not available to the Scheduled Castes & Tribes.

SHRI BALGOVIND VERMA : If he could give some specific information, we will look into it.

SHRI KRISHAN RANT : May I know as to what is the percentage of recruitment or employment they have given in the last three years to Scheduled Castes and Tribes out of the total vacancies notified in the Employment Exchange live register? In this seminar the last item relates to repatriates and migrants.

May I know what arrangements they have made for the employment of the immigrants and the repatriates from Sri Lanka ?

SHRI BALGOVIND VERMA : Sir, I can give the information in respect of the applicants who have got themselves registered and the persons who were placed against those vacancies. So far as the Scheduled Caste candidates are concerned, the number of registrants in 1973 was 6,01,843 and placements were 66,702. Again, Sir, the number of reserved vacancies notified in 1972 was 41,449 and the number of reserved vacancies for Scheduled Castes filled in 1973 was 18,179 (fall provisional figure). You will see that as against the notified vacancies of 41,449, we have not only filled 18,179 reserved vacancies, but also we have filled the other vacancies by Scheduled castes.

SHRI KRISHAN KANT : Sir, he has not understood my question. I wanted to know the total percentage of the Scheduled Caste candidates getting employment and whether this percentage is increasing or decreasing. This is the question I asked. I do not want the jugglery with figures. Also, Sir, I asked about the repatriates from Sri Lanka.

SHRI BALGOVIND VERMA : Sir, the total figure and the ratio in respect of the vacancies filled are not available with me. I will supply these to hon. Member if he so desired.

MR. CHAIRMAN : Yes, Mr. Mathur-

SHRI KRISHAN KANT : Sir, I have asked about the repatriates from Sri Lanka getting employment. What has been done in this case ? What is his answer ?

SHRI BALGOVIND VERMA : I am telling you now. So far as the repatriates are concerned, in order to resettle the immigrants from the erstwhile East Pakistan, a Special Cell under the charge of an Officer on Special Duty was set up in the DGET in 1964 and, later on, due to the repatriation that was going on, a large number of Indians from Burma and Sri Lanka came and because of this the Cell was also charged with the responsibility of looking after the work of resettlement of the repatriates from some other countries also. Then, Sir, some Employment Liaison Officers have also been appointed in the Southern States to which these people belong and the States are Andhra

Pradesh and Tamil Nadu where these Liaison Officers have been appointed. And, Sir, the Rehabilitation Ministry has also opened many Industrial Training Institutes and also a training centre in Mana in Madhya Pradesh 'or training in the operation of motor vehicles where these people are trained and when they are fully trained, they are also provided with jobs.

SHRI KRISHAN KANT : Sir. I am asking about the repatriate* from Sri Lanka who have to be settled. He has not said anything about them.

MR. CHAIRMAN : He has said about Sri Lanka and others also.

SHRI KRISHAN KANT : Sir, My main thrust was on that question. Recently, Shrimati Bandaranaike came and it was said that more people were to come here. In this context may I know what they have done earlier and what they are going to do now ? This is my main question and he has not answered that.

SHRI K.A. RAGHUNATHA REDDY : Sir, as far as the repatriates from Sri Lanka are concerned, this is a matter mainly dealt with by the Ministry of Rehabilitation and Mr. Krishan Kant can put a separate question to that Ministry. But, to the extent that we can help in giving him the information, we will try to give him that information and it is not now available with us.

MR. CHAIRMAN : All right.

SHRI SARDAR AMJAD ALI : Sir, Mr. Krishan Kant's question was what the total and what the percentage of ...

MR. CHAIRMAN : He has answered that question. Please sit down.

SHRI SARDAR AMJAD ALI : On a point of order, Sir. The Minister said that the information is not available. The question was relating to the information about the Scheduled Caste and Scheduled Tribe candidates. Now, Sir, I would like to know from you whether you will give any direction to this Ministry to see that this information is made available in the near future or not? They say it is not available. Why is it not available ? At least, Sir, you give a direction to them.

MR. CHAIRMAN : There is no point of order.

SHRI SARDAR AMJAD ALI : Sir, in no time the information will be available.

MR. CHAIRMAN : Mr. Amjad Ali, he has answered the question.

SHRI SARDAR AMJAD ALI : At least there should be a direction from the Chair, Sir. We must get protection from the Chair. Do you not expect that the figures will be available at your command ?

MR. CHAIRMAN : Yes, Mr. Minister do you have to add anything? Mr. Amjad Ali, he will do it later. Yes, Mr. Mathur-

श्री राजनारायण : श्रीमन्, मैं आपसे पार्लियामेंटरी प्रोसीजर पर निवेदन कर रहा हूँ कि मंत्री का पूरक प्रश्नों का अंदाज लगाकर जवाब तैयार करके आना चाहिए। अमजद अली साहब ने सही कहा था और आपने उनको बैठा दिया। मिनिस्टर्स को तनख्वाह मिलती है। ये देश के धन का दुरुपयोग करते हैं।

श्री सभापति : क्वेश्चन अवर में इस तरीके से वक्त लगायेंगे और फिर मुझसे कहा जाएगा कि क्वेश्चन ज्यादा नहीं होते, तो आप देखिए यह किसकी जिम्मेदारी है ?

श्री राजनारायण : मंत्री तैयार होकर नहीं आते हैं, इसलिए देर होती है।

अगर मंत्री जवाब नहीं देंगे तो क्या सम्मानित सदस्य सवाल नहीं पूछेंगे।

श्री सभापति : आप इतना वक्त लेते हैं, इसलिए देर नहीं होती ?

श्री जगदीश प्रसाद माथुर : क्या सरकार ने इंप्लायमेंट ऐक्सचेंज के काम के सुधार के सम्बन्ध में कोई विचार किया है क्योंकि मंत्री जी ने बताया कि कितने लोगों के नाम दर्ज हैं। लेकिन नाम दर्ज करना भी एक समस्या है

और खास तौर पर जो बीकर सेक्शंस हैं, समाज के ऊँचे तबके के जो लोग हैं उनको इंप्लायमेंट ऐक्सचेंज में नाम दर्ज कराने के लिए कोई न कोई फीस देनी पड़ती है, प्रीमियम देना पड़ता है। छोटे तबके के लोग यह नहीं दे सकते। इसलिए इनकी वर्किंग में इंप्रूवमेंट की दृष्टि से सरकार ने कोई योजना बनाई है ?

श्री बालगोविन्द वर्मा : ऐसी कोई शिकायत नहीं आई है कि नाम दर्ज नहीं किए गए हैं। अगर माननीय सदस्य कोई ऐसी बात लायें तो हम उसको देखेंगे।

दूसरी बात उन्होंने कही है कि इनकी वर्किंग में सुधार लाया जा रहा है ? इसके लिए यह प्रयत्न किया गया है कि इंप्लायमेंट ऐक्सचेंज में शूडूल्ड कास्ट और शूडूल्ड ट्राइब्ज के लोगों के लिए अलग नाम ऐसे जायें। उनके कार्ड भी पीले रंग के होते हैं और अलग रखे जाते हैं ताकि उनको ढूँढने में और सूचनार्थे भेजने में देरी न होने पाये।

श्री ओडमप्रकाश त्यागी : मैं सरकार से यह जानना चाहता हूँ कि क्या उसको यह जानकारी है कि प्राइवेट सेक्टर में लाखों जो मजदूर कार्य करते हैं उनमें शूडूल्ड कास्ट और शूडूल्ड ट्राइब्ज के लोगों को कोई भी एधार्त नहीं मिलता है। तो क्या सरकार पब्लिक अंडरटैकिंग के साथ प्राइवेट सेक्टर को भी शामिल करेगी कि जो कोटा निश्चित है शूडूल्ड कास्ट और शूडूल्ड ट्राइब्ज के लिए, उस परसेंटेज से उनमें भी उनको स्थान दिया जाए ?

SHRI K. RAGHUNATHA REDDY : It is true. Sir, that as far as private sector is concerned, Government cannot compel them. Nevertheless, we are examining ways and means as to how the private sector can be impressed upon for the purpose of providing necessary employment for the Scheduled Castes and Scheduled Tribes.