

सत्यमेव जयते

REPORT OF THE COMMISSIONER FOR SCHEDULED CASTES AND SCHEDULED TRIBES

(Twenty Seventh Report) **PART II**

1979—81

(APPENDICES)

REPORT

OF

THE COMMISSIONER

FOR

SCHEDULED CASTES

AND

SCHEDULED TRIBES

PART II

1979-80 and 1980-81

(APPENDICES)

CONTENTS

Appendix Number	Subject	Page No.
	CHAPTER 2 — CONSTITUTIONAL SAFEGUARDS PROVIDED FOR SCHEDULED CASTES AND SCHEDULED TRIBES	
I	State-wise information regarding setting up of committees at various levels to assist the State Governments in formulating or implementing the measures provided for in the P.C.R Act, 1955	1
II.	Statement showing scheduled areas under the Fifth Schedule to the Constitution	3
III.	List of the areas redefined to be the Scheduled Areas in the State of Rajasthan	4
	CHAPTER 3 — REPRESENTATION OF SCHEDULED CASTES AND SCHEDULED TRIBES IN SERVICES	
IV	STATEMENT No. 1 — Statement showing the number of vacancies proposed for dereservation during the year 1979 by mode of recruitment	5
	STATEMENT No. 2 — Statement showing the details of dereservation of reserved vacancies during the year 1979 .	6
V.	Statement showing the position regarding the actual representation of Scheduled Castes and Scheduled Tribes in Services and posts as on 1-1-1980 in the various Ministries/Departments/Offices of the Government of India	7
VI.	Representation of Scheduled Castes and Scheduled Tribes in Ministerial posts under Universities as on 1-1-1980 .	10
VII.	STATEMENT No 1 — Statement showing the work performed by the Employment Exchanges in respect of Scheduled Caste and Scheduled Tribe applicants during the year 1979 . . .	12
	STATEMENT No. 2 — Statement showing the work performed by the employment Exchanges in respect of Scheduled Tribe applicants during the year 1977	14
	STATEMENT No 3 — Number of Educated Scheduled Castes and Scheduled Tribe job-seekers (Matriculates and above) on the Live Register of Employment Exchanges as on 31st December, 1979 classified by educational levels	15
	STATEMENT No. 4 — Statement showing the number of Placements affected in respect of Scheduled Caste/ Scheduled Tribe applicants during the year 1979 and their number on the Live Register, Classified by Occupational Groups	16
VIII.	Statement showing the number of Scheduled Caste/Scheduled Tribe candidates who underwent training and who were finally selected for appointment to various All India Services during 1979-80 (1979 Examination) . .	17
IX.	Statement showing the representation of Scheduled Castes and Scheduled Tribes in the State/Union Territories Services as on 1st January, 1980 or earlier information which has become available now . . .	18
X	Report of the Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the P&T (Telecom Side) 4th to 6th February, 1980	20
XI	Report of the Study Team into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Projects Engineering Division, Corporate Office Hardwar and Hyderabad Units, Bharat Heavy Electricals Limited (a Government of India Undertaking)	27
XII	Report of the Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in Services under the National Council of Educational Research and Training, New Delhi (Under Ministry of Edusation and Social Welfare)	48
XIII	Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Modern Bakeries (India) Limited (a) New Delhi . . . . . 59 (b) Ranchi 66	
XIV.	Report of the Study into the implementation of orders regarding reservation for Scheduled Castes and Scheduled Tribes in teaching posts in non-Government aided schools in Meerut Region of Uttar Pradesh . . .	69
XV.	Report of the Study into the working of Service saeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Indian Drugs and Pharmaceuticals Limited, a Central Government Undertaking under the Ministry of Petroleum and Chemicals	72
XVI	Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under State Bank of India	89
XVII.	Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the National Buildings Organisation, the Ministry of Works and Housing	95

Appendix Number	Subject	Page No.
XVIII.	Report of the Study team on the study of rosters and other records maintained by the Delhi Development Authority in regard to reservation for Scheduled Castes and Scheduled Tribes in its services—6th, 7th and 20th August, 1980	99
XIX.	The report of the study team into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Government of India Mint, Hyderabad—6th September, 1980	105
XX.	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the service under the Electronics Corporation of India Limited, Hyderabad (7th and 8th September 1980), a Government of India Enterprise under the Department of Atomic Energy	111
XXI.	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in various Directorates of Education Department, Government of Andhra Pradesh, Hyderabad—10th and 11th September, 1980	121
XXII.	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the office of the Labour Commissioner, Government of Andhra Pradesh, Hyderabad—15th September, 1980	127
XXIII.	Report on the discussions with Officers of the Social Welfare Department of the Government of Andhra Pradesh and review of the provisions made by the State Government in regard to reservation and other concession/relaxations provided for Scheduled Castes and Scheduled Tribes sequel to the studies made in the Education Department and the office of the Labour Commissioner in the Government of Andhra Pradesn	130
XXIV.	Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under Heavy Engineering Corporation Limited, Ranchi under Department of Heavy Industry	134
XXV.	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Central Coal Fields Limited, Ranchi, Bihar	141
XXVI.	Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under Central Mine Planning and Design Institute Limited (C.M.P.D I.), Ranchi, under Coal India Limited	144
XXVII.	Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in Services under Trade Fair Authority of India, New Delhi—a Government of India Undertaking under Ministry of Commerce	149
XXVIII.	Report of the study into the working of service safeguards meant for Scheduled Castes and Scheduled Tribes in the Services under the Delhi State Co-operative Bank, New Delhi established under the Societies Registration Act and under the control of Registrar of Co-operative Societies, Delhi Administration	153
XXIX.	Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Handicrafts and Handlooms Exports Corporation of India Limited	156
XXX.	Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under Chittaranjan Locomotive Works, Indian Railways, Chittaranjan, West Bengal	161
XXXI.	Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Inspectorate of Small Arms, Directorate General of Inspection, Ministry of Defence, Kanpur (U.P.)	171
XXXII.	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services of the Rajasthan State Mines and Minerals Limited Udaipur a State Government Enterprises—10th and 11th March, 1981	174
XXXIII.	Repot of the study into working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Hindustan Zinc Limited—Government of India undertaking under the Ministry of Steel and Mines—11th to 13th March, 1981	179
XXXIV.	Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Instrumentation Limited, Kota, Rajasthan.	188
XXXV.	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services in the office of the Commissioner of Income Tax, Lucknow—23rd and 24th March, 1981	194
XXXVI	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes by the Government of Uttar Pradesh in the services under the U P. State Electricity Board, a State Government undertaking—23rd, 25th and 26th March, 1981	199
XXXVII.	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Scooters India Limited, a Government of India Eterprises under the Ministry of Heavy Industries—27th and 28th March, 1981	206
XXXVIII.	Study into the working of services safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Bharat Heavy Electricals Limited, Trichy, Tamilnadu	215
XXXIX.	Study into the working of service Safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Bharat Heavy Electricals Limited—Power Projects Unit—Southern Region, Madras	221
XL.	Report of the study into the implementation of safeguards provided for Scheduled Castes and Scheduled Tribes in services in the Planning Commission, Government of India, New Delhi	225
XLI.	Report on the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Indian Airlines Corporation (Headquarters)	228
XLII	Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Indian Council of Agricultural Research, New Delhi	235

Appendix Number	Subject	Page No.
	CHAPTER—IV ECONOMIC DEVELOPMENT	
XLIII.	STATEMENT No 1 — Statement showing State-wise expenditure under the Backwasd Classes Sector of the State Plan during 1978-79	240
	STATEMENT No. 2 — Statement showing State-wise actual expenditure under the Backward Classes Sector of the State Plan during 1979-80	241
XLIV.	Distribution of Scheduled Castes families in different occupational categories	242
XLV.	Identified occupations of Scheduled Castes	243
XLVI.	Particulars of the Special Component Plans for Scheduled Castes prepared by the State Governments for 1980-81	244
XLVII	Illustrative list of programmes for the development of Scheduled Castes and specially economic development in the Special Component Plan	245
XLVIII.	Aspects which were to be taken into account by various State Governments while framing their revised Special Component Plans for Scheduled Castes for 1980-81	247
XLIX	Amounts allocated to various State Governments out of the Central Assistance for Scheduled Castes during 1979-80	248
L.	Statement giving the State-wise areas of operation of the Integrated Rural Development Programme	249
LI	List of notified commodities/products as defined in the N.C.D.C. Act	250
LII.	Pattern of financial assistance from the National Co-operative Development Corporation for co-operatives of Scheduled Castes	251
LIII	Low-cost waterseal latrines programme in urban India—U. & D.P Global Project	254
LIV	State-wise advances of Public Sector Bank under D.R.I. Scheme as at the end of December, 1979	262
LV.	Statement showing the State-wise information of Regional Rural Banks (as on 30-9-80)	263
LVI.	Assistance rendered by the District industries Centrers to the Entrepreneurs belonging to Scheduled Castes and Scheduled Tribes under the District industries Centres Programme	265
	CHAPTER—V LAND, AGRICULTURE AND HOUSING PROGRAMMES	
LVII.	Priorities in distribution of ceiling surplus lands in various states/Union Territories	266
LVIII.	Statement showing the areas of land declared surplus due to imposition of ceiling lands and the area allotted to Scheduled Castes/Scheduled Tribes and other beneficiaries during the period ending 21-11-1980	270
LIX.	Statement showing entitlements of Central Assistance of States out of provision of Rs. 3 crores for the Centrally Sponsored Scheme of Financial Assistance to Allottees of Surplus lands—during the financial year 1980-81.	271
LX	Legislative and Executive measures to consider the alienation of tribal lands	272
LXI.	Statement showing State-wise minimum wages in Agriculture (for unskilled purpose)	275
LXII	Statement showing steps taken for effective enforcement of minimum wages for agricultural worker in various States and Union Territories	276
LXIII.	Report of the Study Team deputed by Shri Shishir Kumar, Commissioner for Scheduled Castes and Scheduled Tribes to make an on-the-spot study of the incident of police firing on a procession of Scheduled Castes/ Scheduled Tribes at Tufangany on 11-4-1980.	281
LXIV.	Statement showing benefits derived by Small/Marginal farmers and skilled labourers belonging to Scheduled Castes and Scheduled Tribes from S.F.D.A /M F A.L., agencies during 1979-80	297
LXV.	STATEMENT No. 1 — Physical progress made under the scheme for rural house-sites-*cum*-hut construction for landless workers, as on 30-9-1980	299
	STATEMENT No 2 — Village Housing Projects scheme—Progress since inception of the scheme as on 31-3-1980	300
	CHAPTER 6 — EDUCATIONAL DEVELOPMENT	
LXVI.	Enrolment ratios of students belonging to general population, Scheduled Castes and Scheduled Tribes to their populations in corresponding age groups for the years 1973-74 and 1978-79	301
LXVII.	STATEMENT No. 1 — Habitations with population 300 or more served by primary schools/sections	302
	STATEMENT No. 2 — Habitations with population 500 or served by middle schools/sections	303
LXVIII.	Recommendations made by the Working Group on Adult Education for medium term plan 1978—83 regarding Scheduled Tribes and Scheduled Castes	304

Appendix Number	Subject	Page No.
LXIX.	Statement showing State-wise percentages of enrolment of Scheduled Castes/Scheduled Tribes to total enrolment at high/higher secondary stage during the year 1975-76, 1976-77 and 1978-79	305
LXX.	**Statement No. 1**—Statement showing State-wise number of I.T.Is./Centres functioning, number of seats introduced, number of trainees on roll and number and percentage of Scheduled Caste and Scheduled Tribe trainees among them under Craftsman Training Scheme as on 31-12-1979.	306
	Statement No 2—Statement showing trade-wise number of seats introduced, trainees on roll and number and percentage of Scheduled Caste and Scheduled Tribe trainees among them under Craftsmen Training Scheme as on 31-12-1979	307
LXXI	**Statement No 1**—State-wise under-graduate enrolment of Scheduled Caste/Scheduled Tribe students in Universities and colleges during 1977-78	309
	Statement No 2—State-wise post-graduate enrolment of Scheduled Caste/Scheduled Tribe Students in Universities and colleges during 1977-78	310
	Statement No. 3—State-wise enrolment of Scheduled Caste/Scheduled Tribe students in higher-education (graduate and post-graduate only) during 1977-78	311
	Statement No 4—Reservation for admission to under-graduate courses and Actual Coverage of Scheduled Caste/Scheduled Tribe students and their population: 1997-78	312
	Statement No 5—Frequency distribution of universities according to percentage of Reservation allowed to U G. level for SC/ST students at time of admission	313
	Statement No 6—District-wise actual coverage of Scheduled Caste/Scheduled Tribe students at U G /P.G. level—1977-78	314
	Statement No 7—District-wise distribution of colleges	315
	Statement No 8—Andhra Pradesh—District-wise population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	316
	Statement No 9—Assam—District-wise Population, Prcentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	317
	Statement No. 10—Bihar—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-gradute and Post-graduate levels—1977-78	318
	Statement No. 11—Gujarat—District-wise population, Percentage Enrolment and Co-efficent of Equality of Scheduled Castes at Under-graduate and Post graduate levels—1977-78	319
	Statement No. 12—Haryana—District-wise population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	320
	Statement No 13—Himachal Pradesh—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	321
	Statement No. 14—Jammu & Kashmir—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	322
	Statement No. 15—Karnataka—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	323
	Statement No. 16—Kerala—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	324
	Statement No. 17—Madhya Pradesh—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	325
	Statement No. 18—Maharashtra—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	326
	Statement No. 19—Meghalaya, Nagaland and Mizoram—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	327
	Statement No. 20—Orissa—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	328
	Statement No. 21—Punjab—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	329
	Statement No. 22—Rajasthan—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	330
	Statement No. 23—Tamil Nadu—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	331

Appendix Number	Subject	Page No.
Statement No. 24	Uttar Pradesh—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	332
Statement No. 25	West Bengal—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78	334
Statement No. 26	Andhra Pradesh—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	335
Statement No. 27	Assam—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	336
Statement No. 28	Bihar—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	337
Statement No. 29	Gujarat—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	338
Statement No. 30	Himachal Pradesh—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	339
Statement No. 31	Karnataka—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	340
Statement No. 32	Kerala—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	341
Statement No. 33	Madhya Pradesh—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	342
Statement No. 34	Maharashtra—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	343
Statement No. 35	Meghalaya, Nagaland and Mizoram—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	344
Statement No. 36	Orissa—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	345
Statement No. 37	Rajasthan—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	346
Statement No. 38	Tamil Nadu—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	347
Statement No. 39	Uttar Pradesh—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	348
Statement No. 40	West Bengal—District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78	350
Statement No. 41	Reservation for admission to Post-graudate courses and actual coverage of Scheduled Caste/Scheduled Tribe students and their population : 1977-78	351
Statement No. 42	Frequency distribution of universities according to percentage of reservation allowed at P.G. level for Scheduled Caste/Scheduled Tribe students at the time of admissions	353
Statement No. 43	State-wise enrolment of Scheduled Caste and Scheduled Tribe students according to Professional and Non-Professional Courses—1977-78—Professional Courses	354
Statement No. 44	State-wise enrolment of Scheduled Caste & Scheduled Tribe students according to Professional and Non-professional courses—1977-78—Non-professional courses	355
Statement No. 45	Statement showing Division-wise position of Scheduled Caste/Scheduled Tribe Students (according to Professional and Non-professional courses) during 1977-78—Professional courses	356
Statement No. 46	Statement showing Division-wise position of Scheduled Caste/Scheduled Tribe students (according to Professional and Non-Professional) during 1977-78—Non-Professional courses	357
Statement No. 47	Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Arts	358

Appendix Number	Subject	Page No.
	Statement No. 48—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Science.	359
	Statement No. 49—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe Students according to Faculty during 1977-78—Commerce.	360
	Statement No. 50—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Education	361
	Statement No. 51—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Engineering/Technology	362
	Statement No. 52—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Medicine.	363
	Statement No. 53—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Agriculture	364
	Statement No. 54—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Vet. Science.	365
	Statement No. 55—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Law.	366
	Statement No. 56—Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78—Others	367
	Statement No. 57—State-wise Scheduled Caste and Scheduled Tribe students enrolment to total enrolment according to Faculty for the year 1977-78 —Arts	368
	Statement No. 58—State-wise Scheduled Caste and Scheduled Tribe students enrolment to total enrolment according to Faculty for the year 1977-78—Science	369
	Statement No. 59—State-wise Scheduled Caste and Scheduled Tribe students enrolment to total enrolment according to Faculty for the year 1977-78—Commerce	370
	Statement No. 60—State-wise Scheduled Caste and Scheduled Tribe students enrolment to total enrolment according to Faculty for the year 1977-78—Education	371
	Statement No. 61—Statewise Scheduled Caste and Scheduled Tribe students enrolment to total enrolment according to Faculty for the year 1977-78—Vet. Science	372
	Statement No. 62—State-wise Scheduled Caste and Scheduled Tribe students enrolment to total enrolment according to Faculty for the year 1977-78—Law	373
	Statement No. 63—State-wise Scheduled Caste and Scheduled Tribe students enrolment to total enrolment according to Faculty for the year 1977-78—others	374
LXXII	Statement showing the total number of seats in 1st year of under-graduate courses and the number of seats reserved for Scheduled Caste/Scheduled Tribe students in Engineering Colleges in various States/Union Territories.	375
LXXIII	Number of Scheduled Caste/Scheduled Tribe students in various Indian Institutes of Technology.	376
	CHAPTER 7—UNTOUCHABILITY	
LXXIV	**Statement No. 1**—Statement showing State-wise number of cases registered under the P.C R. Act, 1955 during 1979	378
	Statement No. 2—Statement showing comparative analysis of the P.C.R. cases registered during 1978 and 1979 in States/Union Territories	379
	Statement No. 3—Statement showing State-wise break-up as percentage to total number of cases registered under the P C R Act at different stages during 1979	380
	Statement No. 4—Statement showing State-wise position and percentage of cases at police level during 1979	381
	Statement No. 5—Statement showing number and percentage of cases disposed of by the courts and pending trial during 1979	382
LXXV	Statement showing State-wise and District-wise cases registered under the Protection of Civil Rights Act, 1955 during 1979	383

Appendix Number	Subject	Page No.
LXXVI	Work done by the Ministry of Information and Broadcasting for the removal of untouchability during 1979-80	387
	CHAPTER 8—TRIBAL DEVELOPMENT	
LXXVII	State-wise figures regarding investment in the Tribal sub-Plan areas during the year 1979-80	389
LXXVIII	Statement showing funds earmarked by Central Ministries for Tribal sub-Plan areas	390
LXXIX	Details of pockets of tribal concentration identified outside the tribal sub-Plan areas as on 20-9-1980	391
LXXX	List of Primitive Tribe communities identified	392
LXXXI	List of Project Reports of Primitive Tribes received by the Ministry of Home Affairs	394
LXXXII	Various measures undertaken in collection, procurement and marketing of minor forest produce by different State Governments	395
LXXXIII	**Statement No. 1**—State-wise irrigation projects taken up for execution and investigation etc in Fifth Plan benefiting tribal areas	398
	Statement No. 2—State-wise irrigation projects taken for execution and investigation etc in the first year of the Sixth Plan benefiting tribal areas	400
LXXXIV	State-wise number of beneficiaries covered under the Special Nutrition Programme during the year 1978-79	402
LXXXV	State-wise available position regarding drinking water supply programme for Scheduled Castes and Scheduled Tribes under different Sectors	403
	Andhra Pradesh	403
	Bihar	403
	Gujarat	403
	Haryana	403
	Himachal Pradesh	403
	Nagaland	403
	Punjab	403
	Tamil Nadu	404
	Uttar Pradesh	404
	Andaman and Nicobar Islands	404
	Dadra and Nagar Haveli	404
	Lakshadweep	404
LXXXVI	Important suggestions made by the Programme Evaluation Organisation of the Planning Commission in their quick evaluation study regarding accessibility of the poor to the rural water supply	405
LXXXVII	Work done by various State Governments/Union Territory Administrations for the development of tribal languages/dialects	406
	Himachal Pradesh	406
	Madhya Pradesh	406
	Maharashtra	406
	Manipur	406
	Nagaland	406
	Rajasthan	406
	Tripura	406
	Andaman and Nicobar Islands	407
	Arunachal Pradesh	407
	Mizoram	407

Appendix Number	Subject	Page No.
LXXXVIII	Work done by the Central Institute of Indian Language for the development of tribal languages/dialects	408
	Books Published	408
	Linguistic Materials	408
	Instructional Materials	408
	Books in Press and ready for Press	408
	Linguistic material	408
	Folklore material	408
	Instructional material	408
	Children	408
	Adults	408
	Prefinal Drafts	409
	Linguistic material	409
	Folklore material	409
	Instructional material	409
	Children	409
	Adults	409
	Work in Progress	409
	Work to be taken up	409
LXXXIX	State-wise information regarding electrified villages in the country	410
XC	Research studies undertaken by Tribal Research Institute during the year 1979-80	411
XCI	Research studies undertaken by other Institutions during the year 1979-80	415
XCII	List of studies for which Research Fellowship Awards were made	418
	CHAPTER 9—DISCONTENTMENT IN TRIBAL AREAS	
XCIII	Statement showing percentages of decadal growth of population in the States/Union Territories of the North Eastern Region	419
	CHAPTER 10—ATROCITIES AND HARASSMENT	
XCIV	Statement showing scale of relief for the Scheduled Castes and Scheduled Tribes victims of atrocities in various States	420
XCV	Copy of D.O. letter No. 9/18/79-Judiciary Cell dated 10th/14th March, 1980 from Shri S. M. H. Burney, Secretary, Ministry of Home Affairs, Government of India, addressed to Chief Secretaries of all State Governments and Union Territories to prevent the police from subjecting women to indignities at the time of investigation etc.	421

APPENDIX I

(Reference *para* 2.9)

SETTING UP OF COMMITTEES

1. *Andhra Pradesh*

A State level Committee was constituted in Andhra Pradesh under the over-all charge of a Chairman. The Committee consisted of 22 members, 16 non-officials and 6 officials. There were eight Scheduled Caste non-official members. The Additional Inspector General of Police (crime) was also one of the members of the committee. The term of the Committee was of two years duration. The committee was to review the registration, investigation and prosecution of P.C.R. cases in addition to giving recommendations to Government in respect of the above matters. However, no committee at the District or Block level was set up. The meetings of the State level Committee were to be held once in three months. During 1979-80 three such meetings were reported to have been held in which following points were discussed :

(1) The Additional Inspector General of Police was of the view that in cases where the accused were acquitted by the court, he would obtain the judgements of the courts, get them examined to ascertain whether there were any defects in investigation and consider the possibility of filing appeals.

(2) Some of the members expressed the view that large number of atrocities on Scheduled Castes took place in Krishna district. The S.P. Crime Branch, C.I.D. was directed to look into these cases.

(3) It was also urged by the members that the State Government should establish special mobile courts at the rate of one for two districts.

(4) At least one Scheduled Caste member must be on the management of each temple.

(5) It was discussed in the meeting that the collectors should be asked to impart training to Scheduled Castes for appointing them as village officers.

(6) The publication of a Magazine was also stressed. It was felt that Scheduled Caste students should be permitted to write articles highlighting their achievements and problems. It was further suggested that in each village a literate person be identified and made responsible to read the magazine to one and all in the district.

(7) The members desired that Telugu version of the P.C.R. Act be sent to all the District officials also.

(8) It was decided to observe 'Civil Rights Day' on 30th of every month and 28th or 29th of February. On this day members would go to a district, participate in a small function at the centre of the village (not in harijana-wadas) where songs on untouchability would be played and inter-caste marriages performed.

These steps it was felt by the members would have salutary effect on the rural population and would strengthen the efforts of the Government for the removal of untouchability.

2. *Bihar*

A committee known as 'Implementation Committee of Untouchability Offences' was reported to have been constituted at State level. The reconstitution of the Committee was under consideration of the Government. In view of this, no meeting was conducted during the year 1979.

3. *Jammu and Kashmir*

In *Jammu and Kashmir* no Special Committee had been set up in accordance with 15A(iv) of the P.C.R. Act. However, District Development Boards had been constituted at the District level headed under the chairmanship of District Development Commissioner. The members of the Board consisted of officials and non-officials. Due representation had also been given to Scheduled Caste. It met regularly to transact business. On all important cases the State Cabinet alongwith the District Boards took the final decision.

4. *Kerala*

A Committee was reported to have been constituted by the Government for reviewing the cases reported under the Act. The Committee consisted of a Chairman and local citizens as its members. The Chairman of the Committee was the Sub-Collector of Kasargode. The meetings of the Committee were reported to be held once in two months.

5. *Karnataka*

This state had since 1976 set up committees at the State/District/Sub-divisional/Taluk level to review the progress in giving protection to Scheduled Castes.

6. *Maharashtra*

For the proper implementation of the various provisions contained in the P C.R. Act, the Government of Maharashtra constituted State and District level Committees. At the state level the Committee was headed by the Minister for social welfare as Chairman. The Committee was to meet at least once in three months The cases registered under the P.C R., Act were to be reviewed in the Committee and necessary steps taken for the quick disposal of cases. The problems and difficulties experienced in the implementation of the Act were also to be discussed at the State level Committee At the district level, District Vigilance Committees were functioning under the Chairmanship of the collector and District Magistrate with officials and non-officials as its members. The tenure of the District level committee was 3 years' duration. It would meet atleast once in a month. The main functions of these Committee are as follows :—

(1) To create an atmosphere in the district especially in rural areas for the eradication of untouchability.

(2) To advise Government in regard to measures to be undertaken for eradication of untouchability

(3) To assist administration in the proper investigation of alleged atrocities/injustice done to the backward class people.

(4) To assist administration in the proper implementation of the provisions of the P.C.R. Act.

7 *Punjab*

An Advisory Committee was reported to have been set up in Punjab Vidhan Sabha for effective implementation of the P.C R., Act.

8. *Rajasthan*

District level committees were reported to have been formed. These consisted of District Magistrates, Superintendent of Police and Additional public Prosecutors to examine the P.C R. cases. The Committees conducted quarterly meetings and scrutinized the prosecutions of cases and the reports were sent to the State Government. The State Government on the other hand, after review, issued suitable instructions and guidance to district authorities. Special arrangements were reported to have been made in the Home Department for ensuring speedy trial of cases.

9. *West Bengal*

A state level committee under the chairmanship of the Minister of State in charge of Scheduled Castes and Tribes Welfare Department had been constituted. In addition to the Chairman it consisted of 11 members. The Committee was supposed to help in the indentification of areas where Scheduled Caste persons were subjected to any form of untouchability and to recommend to the State Government about the adoption of measures for the removal of disabilities The Committee was to meet periodically and at the place desired by the Chairman of the Committee. The Committee conducted its first meeting in January 79 and discussed about the various provisions contained in the 15 A(2) and 15 A(1) of the P C.R Act.

10. *Pondicherry*

In this Union Territory an Advisory Committee had been set up with Education Minister as the chairman.

The States/U T. of *Himachal Pradesh, Delhi* and *Haryana* informed that they had not set up Committees due to negligible number of such cases.

APPENDIX II

(Reference *Para* 2.73)

Statement showing Scheduled Areas under the Fifth Schedule to the Constitution

Sl. No.	State	Whole State				Scheduled Area			
		Area (in sq. Kms) of State	Total population of State (in lakhs)	Sch Tribe population in State	Percentage of ST population to total population	Area (in sq Kms)	Total population Sch. Area (in lakh)	Sch. Tribe population in area	Percentage of Sch. Tribe population to total population
1	2	3	4	5	6	7	8	9	10
1	Andhra Pradesh	2,76,754	435 03	16 58	3.81	29,683	15.02	7 52	50 07
2	Bihar	1,73,876	563 53	49 33	8 75	45,696	74 93	37.86	50 50
3.	Gujarat	1,95,984	266 97	37 34	13 98	29,938	39 00	26 82	68 80
4	Himachal Pradesh	55,673	34 60	1 42	4 09	29,954	1 14	0 84	73 90
5	Madhya Pradesh	4,42,841	416 54	33 87	20 13	1,37,612	88 20	54 69	62 00
6.	Maharashtra	3,07,762	504 12	29 54	5 86	24,291	17 31	10 75	62 12
7.	Orissa	1,55,842	219 45	50 72	23 11	69,407	62 23	34 71	56 76
8.	Rajasthan	3,42,214	257 66	31 26	12 30	9,976	12 17	8.04	66.08
	TOTAL	19,50,946	2697.90	250 06	9 27	3,64,557	310 00	181 23	58 46

APPENDIX III

(Reference *para* 2.74)

List of the areas redefined to be the Scheduled Areas in the State of Rajasthan

1. Banswara district.

2. Dungarpur district.

3. The following in Udaipur district :

   (a) Tahsils of Phalasia, Kherwara, Kotra, Sarada, Salumbar and Lasadia ;

   (b) The eighty-one villages of Girwa tahsil as mentioned below :—

   (i) Sisarma, Devali, Baleecha, Sethji Ki Kundal, Rayta, Kodiyat and Peepliya villages of Sisarma Panchayat,

   (ii) Bujra, Naya Gurha, Popalti and Naya Khera villages of Bujra Panchayat,

   (iii) Nai village of Nai Panchayat,

   (iv) Dodawali, Kaliwas, Kar Nali, Surana, Borawara Ka Khera, Madri, Bachhar and Keli villages of Dodawali Panchayat,

   (v) Bari Undri, Chhoti Undri, Peepalwas and Kumariya Kherwa villages of Bari Undri Panchayat,

   (vi) Alsigarh, Pai and Aar villages of Alsigarh Panchayat,

   (vii) Padoona Amarpura and Jawala villages of Padoona Panchayat,

   (viii) Chanawada village of Chanawada Panchayat,

   (ix) Saroo and Baran villages of Saroo Panchayat,

   (x) Teeri, Borikuwa and Gojiya villages of Teeri Panchayat,

   (xi) Jawar, Rawan, Dhawari Talai, Nayakhera, Kanpur and Udaiya Khera villages of Jawar Panchayat,

   (xii) Barapal, Torana Talab and Kadiya Khet villages of Barapal Panchayat,

   (xiii) Kaya and Chandani villages of Kaya Panchayat,

   (xiv) Teetardi, Phanda, Biliya, Dakankotra, Dholiya Ki Pati and Saweena Khera villages of Teetardi Panchayat,

   (xv) Kanpur village of Kanpur Panchayat,

   (xvi) Wali, Boodel, Lalpura, Parawal, Kheri and Jaspura villages of Wali Panchayat,

   (xvii) Chansada, Damaron Ka Guda, Mamadeo, Jhamar Kotra, Sathpura Gujaran, Sathpura Meenan, Jali Ka Gurha, Khrwa, Manpura and Jodhipuriya villages of Chansada Panchayat,

   (xviii) Jagat village of Jagat Panchayat,

   (xix) Dateesar, Runeeja, Basu and Rodda villages of Dateesar Panchayat,

   (xx) Lokarwas and Parola villages of Lokarwas Panchayat,

   (xxi) Bhala ka Gurha, Karget, Bhesadha and Bichhri villages of Bhala Ka Gurha Panchayat.

4. Partapgarh tahsil in Chittaurgarh district.

5. Abu Road Block of Abu Road tahsil in Sirohi district.

APPENDIX IV

(Reference *Para* 3.40)

STATEMENT NO. I

Statement showing the number of vacancies proposed for dereservation during the year 1979 *by mode of recruitment*

Class of Post	Direct recruitment			Promotion			Confirmation			Grand Total		
	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch Tribes	Total	Sch. Castes	Sch. Tribes	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Group 'A' . . .	88	55	143	120	73	193	3	1	4	211	129	340
Group 'B' . . .	34	36	70	551	492	1043	5	3	8	590	531	1121
Group 'C' . . .	233	346	579	1413	1727	3140	19	106	125	1665	2179	3844
Group 'D' . . .	..	24	24	43	166	209	2	..	2	45	190	235
All Group Total . .	355	461	816	2127	2458	4585	29	110	139	2511	3029	5540

STATEMENT NO. II

Statement showing the details of dereservation of reserved vacancies during the year 1979

Break-up of the proposals regarding dereservation	Group 'A'			Group 'B'			Group 'C'			Group 'D'		
	Sch. Castes	Sch Tribes	Total	Sch. Castes	Sch Tribes	Total	Sch Castes	Sch. Tribes	Total	Sch Castes	Sch. Tribes	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Total number of vacancies proposed for dereservation . .	211	129	340	590	531	1121	1665	2179	3844	45	190	235
I. No. of proposals for which SC/ST candidates not available	211	129	340	590	531	1121	1665	2179	3844	45	190	235
II. No. of proposals in which SC/ST candidates available but not found suitable . .	..	..	..	..	..	..	..	..	..	..	..	..
III. No. of proposals for which DOP&AR agreed . .	210	129	339	590	531	1121	1658	2118	3776	45	170	215
IV. No. of proposals for which DOP&AR did not agree . .	1	..	1	..	..	..	7	61	68	..	20	20
V. No. of proposals for which ex-post-facto approval sought .	..	..	..	..	..	..	..	..	..	..	..	..

APPENDIX V

(Reference *Para* 3.56)

Statement showing the position regarding the actual representation of Scheduled Castes and Scheduled Tribes in Services and posts as on 1-1-1980 *in the various Ministries/Departments/ Offices of the Government of India*

Sl. No.	Name of the Ministry/Department/ Office	Actual representation of Scheduled Castes and Scheduled Tribes in Posts and Services											
		Group 'A'			Group 'B'			Group 'C'			Group 'D'		
		Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1.	Election Commission	10	..	..	73	8 (10.96)	1 (1.37)	83	10 (12.05)	..	47	15 (31.91)	..
2.	Department of Personnel and Administrative Reforms (AR Wing)	26	1 (3.85)	..	43	3 (6.98)	1 (2.33)	63	4 (6.35)	..	32	3 (9.38)	4 (12.50)
3.	Department of Parliamentary Affairs	7	..	..	38	6 (15.79)	..	38	6 (15.79)	2 (5.26)	22	3 (13.64)	3 (13 64)
4	Department of Sacial Welfare	43	4 (9.30)	..	124	13 (10.48)	..	314	32 (10.19)	4 (1.27)	160	33 (20.63)	3 (1.88)
5	Department of Agriculture Research and Education	7	..	..	..	..	..	1	..	..	5	1 (20.00)	..
6	Ministry of Works and Housing	992	65 (6.55)	8 (0.81)	2249	160 (7.11)	12 (0.53)	25599	3664 (14.31)	518 (2.02)	9094	1873 (20.60)	396 (4.3)
7.	President Secretariat	6	1 (16.67)	..	92	10 (10.87)	2 (2.17)	102	16 (15.69)	.	94	20 (21.28)	..
8.	Department of Electronics	129	1 (0.78)	..	108	6 (5.56)	1 (0.93)	288	52 (18.06)	15 (5.21)	71	28 (39.44)	3 (4 23)
9.	Prime Minister's Office	18	1 (5.56)	..	65	4 (6.15)	1 (1.54)	74	9 (12.16)	..	58	10 (17.24)	5 (8 62)
10.	Vice President's Office	3	..	..	5	1 (20.00)	..	16	..	..	9	2 (22.22)	.
11.	Ministry of Labour	999	119 (11.83)	23 (2.23)	473	58 (9.91)	8 (2.10)	3563	531 (14.64)	142 (3.97)	1978	477 (24.39)	143 (6.31)
12.	Department of Science and Technology	527	25 (4.74)	2 (0 38)	595	70 (11.76)	20 (3.36)	8477	1334 (15.74)	383 (4.52)	7789	1552 (21.89)	215 (3.03)
13.	Department of Company Affairs	205	15 (7.32)	3 (1.46)	170	16 (9.41)	1 (0.59)	1054	120 (11.39)	39 (3.70)	320	54 (16.88)	14 (4.38)
14	Department of Legal Affairs	136	20 (14.71)	2 (1.47)	181	15 (8.29)	3 (1.66)	555	78 (14.05)	23 (4.14)	292	55 (18.84)	12 (4.11)
15.	Department of Petroleum	30	2 (6 67)	..	91	7 (7.69)	1 (1.10)	87	10 (11.49)	..	59	18 (30.51)	2 (3.39)
16.	Department of Rehabilitation	73	4 (5.48)	..	267	10 (3.75)	1 (0.37)	4345	616 (14.18)	55 (1.27)	1160	294 (17.71)	103 (6.20)

1	2	3	4	5	6	7	8	9	10	11	12	13	14
17.	Legislative Department	57	6 (10.53)	2 (3.51)	111	13 (11.71)	2 (1.80)	241	28 (11 62)	4 (1.66)	102	16 (15.69)	8 (7.84)
18.	Department of Revenue	3059	218 (7 13)	75 (2.45)	6291	688 (10.94)	147 (2.34)	60636	7839 (12 93)	1716 (2.83)	20848	3819 (18 32)	1069 (5.13)
19.	Department of Space	1974	4 (0.20)	..	1294	13 (1.00)	1 (0.08)	5111	312 (6 10)	75 (1.47)	1132	193 (17 05)	81 (7 16)
20.	Department of Power	646	24 (3.72)	2 (0.31)	257	14 (5.45)	..	1001	114 (11.39)	14 (1.40)	337	84 (24 93)	12 (3.56)
21.	Comptroller & Auditor General	486	34 (7.00)	12 (12.47)	2999	138 (4.60)	19 (0.63)	47778	6228 (13.04)	1926 (4 03)	6478	1138 (17 57)	414 (6.39)
22.	Department of Expenditure	183	8 (4.37)	..	643	36 (5.60)	2 (0.31)	638	77 (12.07)	6 (0.94)	186	25 (13 44)	5 (12.69)
23.	Department of Finance (Defence)	183	13 (7.10)	8 (4.37)	1224	77 (6.29)	3 (0.25)	25596	3667 (14 33)	777 (3 04)	1673	403 (24 09)	80 (4.7)
24.	Department of Atomic Energy	4896	28 (0.57)	2 (0.04)	2612	35 (1.34)	2 (0.08)	15542	1484 (9 55)	189 (1 22)	4763	1030 (21 63)	183 (3 84)
25.	Department of Food	213	20 (9.39)	5 (2.35)	488	46 (9 43)	8 (1 64)	1152	170 (14 76)	16 (1 39)	664	121 (18 22)	39 (5 87)
26.	Cabinet Secretariat	11	..	..	63	6 (9.52)	3 (4.76)	67	10 (14 93)	.	55	11 (20 00)	4 (7.27)
27.	U.P S C.	72	4 (5.56)	2 (2.78)	345	41 (11.88)	3 (0.87)	500	74 (14.80)	4 (0.80)	243	68 (27 98)	18 (7 41)
28.	Shipping and Transport	442	31 (7.01)	4 (0.30)	452	34 (7.52)	5 (1.11)	2644	378 (14 30)	86 (3 25)	1235	236 (19 11)	68 (5.51)
29.	Ministry of Home Affairs	3306	116 (3.51)	61 (1.85)	2553	142 (5.56)	35 (1 37)	177345	22743 (12 82)	12250 (6 91)	47505	5651 (11 90)	2651 (5.58)
30.	Ministry of Rural Reconstruction	89	8 (8.99)	1 (1.12)	391	31 (7.93)	5 (1.28)	614	71 (11 56)	15 (2 44)	467	91 (19 49)	22 (4.71)
31.	Ministry of Communication (excluding DG P&T)	183	8 (4.37)	..	496	41 (8.27)	1 (0.20)	2101	415 (19 75)	106 (5 05)	820	252 (30 73)	59 (7 20)
32.	Ministry of External Affairs	704	48 (6 82)	27 (3.84)	1627	115 (7.07)	14 (0.86)	1716	197 (11.48)	49 (2 86)	684	134 (19 59)	5 (0 73)
33.	Ministry/Deptt. of Civil Supplies and Co-operation	37	..	..	121	15 (6 79)	1 (0 45)	239	48 (20 08)	6 (2 51)	100	21 (21 00)	7 (7.00)
34.	Ministry of Industrial Development	883	53 (6.00)	14 (1.59)	1465	95 (6 48)	9 (0 61)	3747	498 (13 29)	84 (2.24)	1771	391 (22 08)	89 (5 03)
35.	Ministry of Commerce	329	19 (0 30)	3 (0.91)	527	54 (10.25)	11 (2.09)	2497	310 (12 41)	86 (3 44)	678	138 (20 35)	42 (6 19)
36.	Department of Culture	140	9 (6.43)	..	318	27 (8.49)	1 (0 31)	2630	296 (11.25)	59 (2 24)	3642	811 (5.27)	163 (4 48)
37.	Department of Economic Affairs	280	26 (9.29)	2 (0.71)	572	39 (6 82)	7 (1 22)	2967	618 (20 83)	174 (5 86)	1526	331 (21 69)	96 (6.29)
38.	Department of Heavy Industries	28	1 (3 57)	..	78	4 (5 13)	1 (1.28)	99	9 (9 09)	..	59	7 (1.86)	1 (1.69)

39. Ministry of Information and Broadcasting	1392	68 (4.89)	19 (1.36)	4332	572 (13.20)	121 (2.79)	11481	1795 (15.63)	420 (3 66)	5024	1207 (24.02)	408 (8 12)
40. Planning Commission	407	16 (3 93)	..	325	14 (4.31)	6 (1.85)	552	61 (11.05)	6 (1 09)	219	66 (30.14)	9 (4.11)
41. Department of Supply . . .	342	29 (8.48)	..	884	69 (7 81)	3 (0.34)	4130	594 (14.38)	132 (3 20)	1091	214 (19.62)	65 (5 86)
42. Department of Steel	50	4 (8.00)	..	93	6 (6.45)	..	353	57 (16 15)	6 (1.70)	138	26 (18 84)	8 (5.80)
43 Department of Personnel and Administrative Reforms	314	13 (4.14)	3 (0.96)	726	45 (6 20)	4 (0.55)	2316	233 (10.06)	50 (2.16)	1438	161 (11.20)	23 (1.60)
44. Ministry of Agriculture	1062	76 (7.16)	14 (1.32)	1457	119 (8 17)	22 (1.51)	8203	1084 (13.21)	183 (2 23)	4524	1231 (27.21)	174 (3.85)
45 Department of Education . . .	423	33 (7.80)	13 (3.07)	646	49 (7.59)	1 (0 15)	1177	63 (5.35)	18 (1.53)	375	70 (18.67)	15 (4.00)
46. Department of Mines	1983	72 (3.63)	8 (0.40)	664	34 (5 12)	8 (1.20)	7626	937 (12.29)	208 (2.73)	2819	656 (23 27)	160 (5 68)
47. Department of Chemicals and Fertilizers	54	4 (7.41)	..	96	6 (6.25)	..	122	15 (12 30)	1 (0 82)	46	9 (19.57)	2 (4.35)
48. Ministry of Tourism & Civil Aviation .	931	61 (6.55)	10 (1.07)	1699	136 (8.00)	35 (2.06)	9946	1434 (14.42)	253 (2.54)	3774	961 (25 46)	249 (6.60)
49. Bureau of Public Enterprises . . .	43	4 (9.30)	1 (2.33)	67	4 (5 97)	..	76	13 (17.11)	..	50	11 (22.00)	3 (6.00)
50. Department of Coal	61	3 (4.92)	2 (3.28)	114	12 (10.53)	1 (0.88)	1783	101 (5.66)	83 (4.66)	1364	234 (17.16)	30 (2 20)
51 Ministry of Health & Family Welfare .	5444	218 (4.00)	46 (0.84)	1098	106 (9.65)	14 (1.28)	9856	1099 (11 15)	231 (2 34)	6885	1786 (15.94)	409 (5 94)
52 Deptt of Statistics	308	18 (5.84)	..	426	43 (10.09)	5 (1 17)	4283	523 (12 21)	108 (2.52)	709	116 (16.63)	42 (5 92)
53. Ministry of Defence	5422	210 (3.87)	26 (0 48)	4884	423 (8.66)	31 (0 63)	202369	24774 (12.24)	3038 (1.50)	275353	63353 (23 01)	12418 (4.51)
54. Ministry of Railways	5526	423 (7.65)	83 (1.50)	4952	527 (10.64)	111 (2 24)	670588	77737 (11 59)	15265 (2.28)	776388	140018 (18 03)	43590 (5.61)
55. Ministry of Irrigation	645	27 (4.19)	2 (0.31)	635	38 (5.98)	2 (0 31)	3867	441 (11 40)	53 (1 53)	1324	266 (20 09)	94 (7.10)
56. Directorate General, Posts & Telegraph	2118	160 (7.55)	21 (0 99)	6562	761 (11.59)	64 (0.97)	413982	72526 (17.51)	16456 (3.97)	74918@	17813@ (23.77)	4683@ (6 25)
TOTAL	47937	2375 (4.95)	506 (1.06)	59161	5055 (8.54)	763 (1.29)	1752230	235555 (13.44)	55334 (3 16)	1272397	247603 (19 46)	68401 (5.38)

@This figure excludes Extra Departmental Workers and Industrial Workers.

APPENDIX VI

(Reference *Para* 3.88)

Representation of Scheduled Castes and Scheduled Tribes in Ministerial posts under Universities as on 1-1-1980

Sl. No	Name of the University	Supervisory Staff					Clerical Staff					Subordinate Staff				
		Total	SCs.	%	STs.	%	Total	SCs	%	STs.	%	Total	SCs.	%	STs.	%
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Andhra Pradesh																
1	Indian Institute of English & Foreign Languages	19	1	5.26	..	..	80	4	5 00	..	..	67	27	40 30	..	..
2	Osmania University	12	1		..	..	181	7		1	..	92	24		3	..
3.	University of Hyderabad	41	..	..	..	..	88	3	3.00	..	..	221	35	16.00	4	2.00
4.	Nagarjuna University	38	2	6.25	..	..	114	19	16.66	2	1.75	85	28	32 94	2	2.35
5	Andhra University											*1467	295	20.00	39	2.7
Assam																
6.	Assam Agricultural University	89	8	..	..	..	158	9	14 02	..	..	189	29	54 08	10	18 4
Bihar																
7.	Indian School of Mines	5	..	..	..	..	86	6	6 4	8	9 1	50	5	10.00	2	4 00
Delhi																
8.	Jawahai Lal Nehru University	44	2	4.54	.	..	258	14	5.62	1	0.42	79	8	10.1	..	..
9.	I.I.T., Delhi	39	2	5.13	..	..	306	10	4 90	.	..	521	168	32.25	1	0.9
10	Indian Agricultural Research Institute											£633	95	14.1	9	1.3
11.	University of Delhi	123	..	..	..	..	751	15	2.0	..	..	457	31	6.77	5	1 09
Gujarat																
12.	Sardar Patel University	11	..	..	1	9.0	137		1 46	..	..	98	23	23.0	8	8 0
13.	Gujarat Vidyapith	16	..	..	.	..	48	4	8		..	26	18	72.0	..	..
14.	Gujarat Agricultural University	144	9	6.25	6	4.16	863	92	10.66	28	3.20	595	99	16 95	65	10.82
Jammu & Kashmir																
15.	Jammu University	76	2	..	..	..	163	12	..	..	..	189	36		..	..
Haryana																
16	Maharshi Dayanand University	42	..	..	..	..	344	9	2 6	3	0.9	265	44	16.6	..	..
Kerala																
17.	Kerala Agricultural University	70	10	14.3	..	..	312	26	8.3	..	..	330	30	9 0	..	..
18.	University of Kerala	257	5	1.9	..	..	832	23	2.8	..	..	517	56	1.8	..	..
Madhya Pradesh																
19	Indira Kala Sangit Vishwavidyalaya	5	..	..	..	..	32	..	..	..	..	39	2	5.00	1	2 5

Maharashtra															
20. Marathwada University	62	5	8 06	..	..	408	78	19.11	2	0 49	338	123	36.39	5	1.47
21. Tata Institute of Social Sciences	8	..	..	..	..	44	1	2 22	..	..	42	15	36.00	..	..
22. I.I.T., Bombay	81	4	5	..	..	371	37	10.0	1	0 27	755	230	30.00	10	1.32
23. Krishi Vidyapith	23	1	4.35	..	..	481	61		7		1692	230		45	
24. University of Bombay	64	..	..	..	..	413	14	3 39	.	..	1023	101	9.87	4	0.39
25. Panjab Rao Krishi Vidyapeeth	11	..	..	..	..	552	69	12 0	36	6.0	1367	246	17.0	138	10 00
Manipur															
26. JNU Centre of Post-Graduate Studies, Imphal	5	..	..	..	..	16	..	.	1	6 25	24	..	..	3	12.5
Meghalaya															
27. North Eastern Hill University	18	1	5.00	14	77.00	142	2	1.00	104	7 3	219	2	0.91	153	69.0
Orissa															
28. Berhampur University	32	..	..	..	..	186	18	..	3	..	155	22		.	
Punjab															
29. Punjab Agricultural University	38	.	..	.	..	630	38	6	..	.	962	293	30.0	..	..
Tamil Nadu															
30. I.I.T., Madras	118	4	3.4	..	..	234	8	3.4	..		1211	266	22 2	..	.
31 Tamil Nadu Agricultural University	..	..	..	..	..	263	8	3.04	..	..	413	41	0.99	..	..
32. Madurai Kamraj University											£788	42	18.76	1	0.1
33. Tamil Nadu Agricultural University	12	..	..	..	..	311	8	..	..	.	167	20	.	..	..
34. Annamalai University	15	..	..	..	..	112	..	..	2	.	110	..	..	19	..
35. Periyignar Ama University of Tech.	35	..	..	..	..	164	5	..	..	..	152	53	35.00	..	.
36. University of Madras	Not available										£906	172	17.9	..	.
Uttar Pradesh															
37. Kumaun University, Nainital	6	1	16.33		..	44	3	14.0	..	..	25	9	35.00	..	..
38. Gorahhpur Vishawvidyalaya	8	..	..	..	..	241	8	3.03	..	..	374	5	18.07	..	..
39. I.I.T., Kanpur	244	..	..	1	.41	260	10	3.84	..	..	1270	57	4.49	7	.55
40. Aligarh Muslim University	168	1	0.6	..	..	2037	18	0.9	10	0.8	2113	447	21.0	..	..
41. Banaras Hindu University	100	..	..	..	..	701	10	0.7	..	..	371	25	0.7	5	0 2
West Bengal															
42. I.I.T., Kharagpur						@983	62	6 3	9	0 1	860	251	27.2	25	2.9
GRAND TOTAL	2079	56	2.6	22	1.1	13346	718	5.3	218	1 6	21257	3703	17.4	564	2.7

£Combined for Supervisory Staff, Clerical Staff and Subordinate Staff.

@Included in Supervisory Staff

APPENDIX VII

(Reference *Para* 3.100)

STATEMENT NO. 1

Statement showing the work performed by the Employment Exchanges in respect of Scheduled Castes and Scheduled Tribes applicants during the year 1979

Sl. No.	Name of State/Union Territory	Registrations made	Placements effected	No. of reserved vacancies notified	No. of reserved vacancies filled	No. on the live register at the end of year
	1	2	3		5	6
State						
1	Andhra Pradesh	39977	5288	6272	2930	138270
2.	Assam	7286	488	189	61	16404
3.	Bihar	55445	1494	1175	517	140502
4.	Gujarat	24582	2613	959	397	62546
5.	Haryana	44688	5485	7242	3694	60077
6.	Himachal Pradesh	13032	1390	1018	678	21910
7.	Jammu & Kashmir	2989	246	194	156	5353
8.	Karnataka	16482	2552	5099	2527	54828
9.	Kerala	21397	1814	2018	1379	97849
10.	Madhya Pradesh	52366	4892	3662	2063	94960
11.	Maharashtra	79554	6068	4998	2144	190127
12.	Manipur	5	..	..	..	813
13.	Meghalaya	47	11	26	6	199
14.	Nagaland	19	5	64	6	19
15.	Orissa	16043	2218	2015	949	34138
16.	Punjab	55192	4897	7734	3767	71912
17.	Rajasthan	25029	2651	1928	1172	43018
18.	Sikkim*	..	..	..	..	..
19.	Tamil Nadu	56399	7351	5544	3025	163757
20.	Tripura	433	71	22	5	3824
21.	Uttar Pradesh	166102	12871	5295	3037	235581
22.	West Bengal	33291	1992	2503	1006	161943

1	2	3	4	5	6
Union Territories					
1. Andaman & Nicobar Islands . .	..	..	..	..	..
2. Arunachal Pradesh* . . .					
3. Chandigarh	6120	427	510	179	12452
4. Dadra & Nagar Haveli* . . .	..	..	..	..	..
5. Delhi	26560	1160	3241	1263	47621
6. Goa, Daman & Diu . . .	232	34	171	34	617
7. Lakshadweep	2	1	2	1	7
8. Mizoram	..	..	..	..	..
9. Pondicherry	414	55	173	55	2434
10. Central Employment Exchange .	..	..	1323	129	..
All India Total . . .	743696	66074	63373	31180	1661081

NOTE : 1 All the job seekers on the Live Register of Employment Exchanges are not necessarily unemployed.

2 Exclude figures in respect of university Employment Information and Guidance Bureaux except for Delhi & Maharashtra.

3. *No Employment Exchange is functioning in Sikkim, Arunachal Pradesh and Dadra & Nagar Haveli.

STATEMENT NO. II

Statement showing the work performed by the Employment Exchanges in respect of Scheduled Tribes applicants during the year 1977

Sl. No.	Name of State/Union Territory	Registrations made	Placements effected	No. of reserved vacancies notified	No. of reserved vacancies filled	No. on the live register at the end of year
	1	2	3	4	5	6
State						
1.	Andhra Pradesh	8193	1146	2682	712	19652
2.	Assam	10277	534	255	69	19312
3.	Bihar	33110	3486	813	215	92625
4.	Gujarat	15235	2016	1363	469	25794
5.	Haryana	30	4	178	8	22
6.	Himachal Pradesh	1777	375	324	159	2714
7.	Jammu & Kashmir	..	..	77	..	..
8.	Karnataka	2605	495	1591	528	6468
9.	Kerala	1232	157	543	177	4103
10.	Madhya Pradesh	43911	5676	5463	2726	64426
11.	Maharashtra	15770	1793	4348	1108	34456
12.	Manipur	3771	145	247	145	19636
13.	Meghalaya	3459	186	74	28	5606
14.	Nagaland	1978	197	1566	181	3845
15.	Orissa	15038	2243	2805	856	30153
16	Punjab	3	1	403	1	3
17.	Rajasthan	9639	1184	1273	643	18285
18.	Sikkim**	..	..	..	..	..
19.	Tamil Nadu	1900	320	505	155	3610
20.	Tripura	817	164	72	64	5912
21.	Uttar Pradesh	1415	298	814	223	1686
22.	West Bengal	7525	415	973	219	28450
Union Territory						
1	Andaman & Nicobar Islands	15	10	29	7	26
2	Arunachal Pradesh**	..	..	..	..	..
3.	Chandigarh	91	36	276	54	104
4.	Dadra & Nagar Haveli**	..	..	..	..	..
5.	Delhi	741	144	1920	129	1120
6.	Goa	1	..	218	1	3
7.	Lakshadweep	196	203	112	203	3644
8.	Mizoram	7290	232	797	230	16452
9.	Pondicherry	3	..	79	1	16
10.	Central Employment Exchange	..	..	1025	33	..
	All India Total	192786	21460	30825	9344	408123

NOTE : 1. All the job seekers on the live register of Employment Exchange are not necessarily unemployed.
2. Data exclude figures in respect of University Employment Information & Guidance Bureaux for Delhi and Maharashtra
3. **No Employment Exchange is functioning in Sikkim, Arunachal Pradesh and Dadra & Nagar Haveli.

STATEMENT NO. III

Number of Educated Scheduled Caste and Scheduled Tribe job-seekers (Matriculates and above) on the Live Register of Employment Exchanges as on 31st December, 1979 classified by educational levels

Sl No.	Educational Level	Number on Live Register as on 31-12-1979	
		Sch. Castes	Sch. Tribes
1.	Below Matric (including illiterates)	1012417	287754
2.	Matriculates	384718	77916
3.	Persons who passed Higher Secondary (including Intermediates/Under Graduates)	176964	29466
4.	Graduates (including post-Graduates) Total	86982	12987
	(*i*) Arts	57243	8605
	(*ii*) Science	10141	1018
	(*iii*) Commerce	9668	1292
	(*iv*) Engineering	492	102
	(*v*) Medicine	717	95
	(*vi*) Agriculture	674	129
	(*vii*) Law	201	108
	(*viii*) Education	6915	1323
	(*ix*) Others	931	315
	TOTAL (Educated)	648664	120369
	GRAND TOTAL	1661081	408123

NOTE : 1. The information is collected at half-yearly intervals ending June and December each year.
2. Data excludes figures for University Employment Information and Guidance Bureaux except for Delhi and Maharashtra.

S/22 HA/81—4

STATEMENT No. IV

Statement showing the Number of Placements effected in respect of Scheduled Caste/Scheduled Tribe applicants during the year 1979 and their number on the Live Register, Classified by Occupational Groups

Sl. No.	Occupational Groups	No. on Live Register at the end of the year 1979		No. of Placements effected during the year 1979	
		Sch. Caste	Sch. Tribe	Sch. Caste	Sch. Tribe
1.	Professional, technical and related workers . . .	49044	2696	6033	1905
2.	Administrative, executive and managerial workers . .	316	50	108	..
3.	Clerical and related workers	51518	7973	8797	1706
4.	Sales workers	100	7	13	..
5.	Service workers	167300	8142	13172	496
6.	Farmers, Fishermen, hunters, leggers and related workers	5266	774	856	203
7.	Production and related workers, transport equipment operators and labourers . . .	126795	43665	37095	17150
8.	Work-seekers not classified by occupations :				
	(*a*) Below Matric including illiterates and others . .	720399	240975		
	(*b*) Matric and above but below graduates . .	475850	88512		
	(*c*) Graduates and above	64493	9329		
	TOTAL (a+b+c)	1260742	338816		
	GRAND TOTAL (1 to 8)	1661081	408123	66074	21460

APPENDIX VIII

(Reference *para* 3.102)

Statement showing the number of Scheduled Castes/Scheduled Tribe candidates who underwent Training and who were finally selected for appointment to various All India Services during 1979-80 (1979 *Examination*)

Sl. No.	Name of the Training Centre	Sanctioned strength	No. of candidates who underwent Training		No. of candidates who appeared the Examination		No. of Trainees who were finally selected for appointment to		Remarks
			SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10
1.	SC/ST All India Services Pre-examination Training Centre, Allahabad.	80	47	14	47	14	1	2	6 SC and 8 ST ex-trainees also finally selected.
2.	All India Pre-examination Training Centre, Madras. .	60	38	4 1 DNC	36	4 1 DNC	*	*	*Information relates to preliminary Exam. Hence information about final selection is not available.
3.	Pre-examination Training Centre, Punjabi University, Patiala.	50	40	8	38	8	3	1	
4.	Pre-entry Coaching Institute for SC/ST, University of Rajasthan, Jaipur. . .	40	17	22	17	21	..	1	6 ex-trainees also got selected finally.
5.	All India Pre-Examination Training Centre, Shillong. .	50	4	27	4	25	3	6	One ex-trainee also selected.
6.	Rau's I.A.S. Study Circle, New Delhi.	40	19	21	19	21	4	5	In addition, 9 SCs & 12 STs guided by the study circle outside the M.H.A. scheme also selected
7.	Pre-examination Training Centre for SC/ST, Moti Lal Regional Engineering College, Allahabad.	40	15	..	15	..	8	..	
8.	Pre-examination Training Centre for SC/ST Regional Engineering College, Trichirapally . .	40	32	2	23	1	6	1	

APPENDIX IX

(Reference *para* 3.122)

Statement showing the representation of Scheduled Castes and Scheduled Tribes in the State/Union Territories Services as on 1st January, 1980 or earlier information which has become available now.

S. No.	Name of the State/U.T	Class I					Class II				
		Total	Sch Caste	%age	Sch. Tribe	%age	Total	Sch. Caste	%age	Sch. Tribe	%age
1	2	3	4	5	6	7	8	9	10	11	12
1	Bihar	853	87	10.2	23	2 7	7330	663	9 0	446	6.1
2	Haryana	1145	29	2.5	.	..	4004	142	3.5	..	..
3	Himachal Pradesh	707	57	8 1	30	4.2	967	63	6 5	35	3 6
4	Madhya Pradesh	2995	118	4 0	18	0 6	16709	434	2 6	223	1 3
5	Maharashtra (Except two Deptts)	5510	277	5 02	71	1 3	15040	1177	7 8	309	2 05
6	Meghalaya (25 Deptts./Offices)	55	2	3.6	32	58.18	132	1	0.75	85	64 39
7	Punjab	1808	133	7 3	..	..	7035	535	7.6	..	..
8.	Tamil Nadu (For 78 out of 114 Deptts)	2687	124	5 0	..	..	35631	2189	6 1	30	0 1
9	Tripura	288	13	4 5	7	2 4	1569	89	5.67	68	4.33
10	Uttar Pradesh**	6697	325	4 8	3	0.04	24484	1127	4 6	62	0 25
11	West Bengal	6214	115	1.8	22	0 3	28580	750	2 6	155	0 5
Union Territories											
1	Andaman & Nicobar Islands	158		.	.	.	160	.	..	..	..
2	Dadra & Nagar Haveli	11	1	9 1		..	26	4	15.4	1	3 8
3	Lakshadweep	26			10	38 4	64	.	..	24	37.5
4	Mizoram	225	10	4 4	143	63 5	593	28	4 7	455	76 7
5	Pondicherry	166	2	1 2	.	..	483	40	8.3	.	

**These figures excludes information in respect of 11 Departments/Institutions etc. of U P Govt.

Sl. No	Name of the State/U T	Class III					Class IV					Remarks
		Total	Sch Caste	%age	Sch Tribe	%age	Total	Sch. Caste	%age	Sch. Tribe	%age	
1	2	13	14	15	16	17	18	19	20	21	22	23
1.	Bihar .	22558	1469	6 5	1189	5 3	Information found to be inaccuiate; theroefore not included.					as on 1-1-79
2.	Haryana .	122698	9343	7.6	..	.	36829	10618	28 9	.	.	as on 1-1-80
3	Himachal Pradesh .	54164	5906	11 0	1828	3 4	9476 (Information in respect of 12 Deptt. including some major Deptt. of Health, Ayurvedic, Industries, Animal Husbandry Welfare, Treasury & Accounts, Fisheries has not been made available.)	1841	19 4	443	4 07	as on 1-1-80
4	Madhya Pradesh	398730	27922	7 0	22983	5 8	121674	12512	10 3	7534	6 2	as on 1-1-79
5	Maharashtra . . . (Except two Deptts)	446334	55270	12 4	16666	3.7	95332	20054	21.0	4687	4 9	as on 1-1-80
6.	Meghalaya . . (25 Deptts./Offices)	1374	110	8.0	986	71.76	920	88	9 56	628	68 26	as on 1-1-80
7.	Punjab . . .	189583	26824	14 2	.	..	45639	17610	38.6	..	.	as on 1-1-80
8.	Tamil Nadu . (for 78 out of 114 deptts.)	17916	1831	10 2	128	0 7	4323	508	11 8	24	0 6	as on 1-1-79
9	Tripura .	14297	5096	35.6	2812	19.66	8850	1984	22 4	1323	14 9	as on 30-9-80
10.	Uttar Pradesh . .	437213	43645	9 98	1124	0 25	144100	25443	17.6	1042	0 72	as on 1-1-80
11.	West Bengal . .	252933	16686	6 6	4773	1 9	17230*	1270	7.4	197	1 1	as on 31-3-77
Union Territories												
1.	Andaman & Nicobar Islands	6759	..	.	196	2 9	2726		..	113	4 4	as on 1-1-80
2	Dadra & Nagar Haveli	1243	71	5.7	338	27.2	219	24	11.0	171	78 1	as on 1-1-80
3	Lakshadweep .	1412	6	0 4	785	55 6	512	..	..	463	90 4	as on 1-1-80
4	Mizoram . .	8004	169	2 1	7231	90.3	5366	450	8.4	4431	82 6	as on 1-1-80
5	Pondicherry .	10336	742	7.2	29	0.3	4906	682	13.9	39	0.8	as on 1-1-80

*According to revised pay scales in West Bengal from 1970, there are no employees in Class IV (Group D) These figures, however, represent those who are getting fixed pay, consolidated pay, honorarium etc. and other miscellenous and those who are in contract service.

APPENDIX X

(Reference *para* 3.128)

Report of the study into the working of Service Safeguards provided for Scheduled Castes and Scheduled Tribes in the P & T (Telecom Side)—4th to 6th February, 1980

Under clause (2) of Article 338 of the Constitution, the Commissioner for Scheduled Castes and Scheduled Tribe is required to investigate *inter alia* into the working of safeguards provided under Article 16(4) and 335 of the Constitution. As part of this programme, Shri Shishir Kumar, the Commissioner for Scheduled Castes and Scheduled Tribes deputed a Team consisting of S/Shri Ram Sharan and B.M Masand, Research Officers on *4th to 6th February,* 1980, to study the rosters and other records maintained by Telecom (Gazetted) side of the P&T Department. Initial discussions were held by Shri R. D. Ahear, Asstt. Commissioner for Scheduled Castes and Scheduled Tribes and the members of the Team with Shri P. S. Joshi, Deputy Director General (Telecom) and Shri R P Chawla, Director (ST). The Team was extended full cooperation by the authorities

2 It was brought to the notice of the team that there were two sections dealing with gazetted recruitment and promotions in the Telegraph Engineering Service and the Telegraph Traffic Service. The STG. I Section deals with senior Time Scale posts consisting of D.Es./A.D. S G and Asstt Director TRc. etc, Group 'A' in the scale of Rs. 1100—1600 which are filled 100 per cent by promotion and Junior Time Scale (ADET) Group 'A' in the scale of Rs 700—1300 which is filled 50 per cent by direct recruitment and 50 per cent by promotion (Roster for Promotion component in STG II Section) This section also deals with the cadre of Scientific and Technical Officers The STG. II section deals with posts in T.E.S Group 'B' (100 per cent promotion) and T.T.S. Group 'B' (100 per cent promotion) and T.T.S Group 'A' Grade I and Grade II (100 per cent by promotion) as also the post of Director (Telegraph Traffic) in the scale of Rs. 1500—2000. The rosters and other records maintained by these sections were seen by the team and the following are observations in that regard—

(A) *STG I SECTION*

(a) *Junior Time Scale : Group 'A' (Direct Recruitment)*

(i) Though this service has been in existence for the past several years even prior to independence, the earliest available roster showed recruitment from 1963 onwards. In this roster there was an abstract of recruitment made from 1958 to 1962 (1961 Exam.) as under :—

	S.C	S.T.
(*i*) Vacancies brought forward from previous years . .	3	1
(*ii*) Recruitment made from 1958 to 1962	95	
(*iii*) Vacancies reserved for . . .	16	6
(*iv*) Total reserved vacancies . .	19	7
(*v*) No of S C./S.T. appointed .	..	..
(*vi*) No of reserved vacancies allowed to lapse	11	4
(*vii*) No of vacancies carried forward (which were duly shown in the subsequent rosters) . . .	8	3

(ii) The roster for the 1962 examinations upto 1969 Examination was maintained on the proper form The model roster in this case was also duly revised as required under Ministry of Home Affairs O.M. No. 1/13/63-SCT(I), dated 21-12-1963. The points in both these cases were earmarked correctly. Point No. 37 in between the 1963 Exam. and 1964 Exam. was left blank, perhaps inadvertantly. This roster was maintained by and large correctly and the position of carry-forward of unfilled reserved vacancies at the beginning of each year has shown correctly but entries were not signed by the appointing authority or any other Officer. In the year 1969, one point each was shown as reserved for Scheduled Castes (point No 24) and Scheduled Tribes (point No. 32). Actually 2 vacancies should have been reserved for Scheduled Caste only. (Points 25 and 33).

(iii) The roster for the 1970 Examination onwards was rightly started from point No. 1 but was not maintained on the proper form. This roster indicated only three columns *viz.* the model roster points, whether reserved or unreserved and the names of the candidates Only "SC/ST" was found marked against the candidates who belonged to these categories The dates of appointments were not shown and entries made in the rosters were also not

signed. The C/F position was also not indicated at the close of the year. This was indicated on the next page only while calculating the total reservation in the next recruitment year. The vacancies were automatically treated as lapsed at the end of the 3 year period of carry-forward without making any mention in the roster as in the previous roster for 1962—69 years. In the roster for 1970 onwards the reservation was calculated on the basis of requisitions but the entries corresponded to the actual recruitment. All this resulted in recalculation of reserved vacancies and over-writings. From the year 1972 onwards the Sch. Caste/Sch. Tribe candidates who became available for appointment were not adjusted against the oldest available reserved vacancies For example in the year 1972, 4 Sch. Caste candidates who were appointed were shown as adjusted against 3 Scheduled Caste of 1970 and 1 Sch. Caste of 1971. Actually they should have been adjusted against 2 Sch. Caste of 1969, and 2 Sch Caste of 1970. The correct position of adjustment and carry-forward of vacancies from 1970 onwards is indicated in the following* and the roster for this period should be recast accordingly :—

(iv) It was noticed that in the requisition for 1978 Exam., against the 88 vacancies notified, reservation was restricted to 50 per cent of the total vacancies (24 Sch. Castes and 16 Sch. Tribes) whereas according to Department of Personnel and Administrative Reforms O M No 16/3/73- Estt. (SCT), dated 27-12-1977 the reservation including the backlog could not be restricted to 50 per cent of the total vacancies This was done in spite of the guidelines given by this office and DOP&AR with reference to the proposal for dereservation for the year 1977

(v) In the year 1979, a total of 90 vacancies were notified to the U.P.S.C. and the reservation was again restricted to 50 per cent (30 for Scheduled Castes and 15 for Scheduled Tribes). In fact the total reservation to be notified to U.P.S C. should have been 45 for Sch Castes including current reservation of 14 and 23 for Sch Tribes including current reservation of 7. It is suggested that since the candidates are yet to be allocated; the requisitions should be revised and after the candidates are allocated, the proposal for dereservation should be sent accordingly.

(vi) On the basis of the calculation of the carried-forward vacancies as mentioned in the above statement, the roster may be recast accordingly and a revised consolidated proposal for dereservation may be sent for *ex post facto* approval

(b) *Roster for promotion to T.E.S. Group 'A' from Group 'B'*

(i) The reservation in this category of promotion by selection was introduced by the Government with effect from 20-7-1974 but the first D.P.C. after this date was held in 1976. There were 120 vacancies to be filled out of which 18 were reserved for Scheduled Castes and 9 for Scheduled Tribes. Roster has not been maintained properly and there was no indication in the roster as to how many Scheduled Caste/ Scheduled Tribe candidates were selected. On the top of the roster only figures of 15 Scheduled Castes and 7 Scheduled Tribes were indicated and on enquiry it was learnt that these figures indicated the number of Scheduled Castes and Scheduled Tribes candidates who were eligible and selected in 1976 D.P.C. Remaining 3 Scheduled Castes and 2 Scheduled Tribes vacancies were allowed to lapse in accordance with the rules there being no provision of carry-forward in this category of promotion by selection.

(ii) In the year 1977 there were again 120 vacancies out of which 18 were reserved for Scheduled Castes and 9 for Scheduled Tribes. Though the zone of consideration was fixed at 5 times *i.e.* 600 candidates were required to be in the zone of consideration, but it was stated that only 591 candidates who were permanent officers with 8 years service were actually eligible for consideration. Only 7 officers belonging to Scheduled Castes were eligible and all of them selected. Remaining 11 vacancies reserved for Scheduled Castes and 9 for Scheduled Tribes were got dereserved and filled by general candidates. All this information was available in the D.P.C. file and the file regarding dereservation of reserved vacancies and no details were available in the roster.

(iii) In the year 1979 there were 150 vacancies in T.E.S. Group 'A' in addition to 50 anticipated vacancies but the U.P.S.C. agreed to prepare the panel only for the clear vacancies and not the anticipated vacancies. Finally the panel was approved for 151 vacancies out of which 23 were reserved for Sch. Castes and 12 for Sch. Tribes It was learnt that a total of 183 candidates were eligible which included 31 Sch. Castes and 3 Sch. Tribes candidates Since in this category exchange is permissible in each year, 23 Sch Caste candidates and 3 Sch. Tribe candidates were selected against the vacancies reserved for them and 8 more Sch. Caste candidates were appointed in exchange against the equal number of Sch Tribe vacancies for which no more Sch Tribe candidates were eligible. There appeared to be a misunderstanding

*Statement at page 39

about the remaining one Sch. Tribe vacancy which, perhaps, arose as a result of one addition to the panel at the last moment. This vacancy according to the roster fell on the point reserved for Sch. Tribes and, therefore, dereservation needs was involved for this vacancy. A proposal for dereservation needs to be sent for *ex post facto* approval.

(vi) The roster for this category will have to be recast on the basis of promotions actually made indicating all the details in the prescribed form of roster as in Appendix I of the Brochure (5th Edition, 1978).

(c) *Roster for Scientific and Technical Posts*

As stated earlier, the S.T.G I. Section was also responsible for recruitment to Scientific and Technical posts It was learnt that recruitment to these posts was made upto 1975 whereafter it was stopped. Roster for such recruitment even upto 1975 was not available. The Section Officer concerned who was in this Section for the last one year only tried to ascertain the position from the Assistant who was earlier dealing with this recruitment. It was found that prior to 1972, no roster had been maintained and he had started a roster from 1972. On seeing this roster, it was found that the same was abandoned and entries were not completed. It is suggested that the roster may be got completed at least for record though nothing can be done at this stage in respect of the backlog, if any, in these posts as no further recruitment is now made However, responsibility should be fixed as to why roster was not maintained for giving effect to reservation orders in the Scientific and Technical posts.

(d) *Confirmation*

According to Government instructions issued on 27th March, 1963 a common roster is required to be maintained for permanent appointments and temporary appointments likely to continue indefinitely. According to further procedure as outlined in the Ministry of Home Affairs O M. dated 2nd May, 1963 a post which is first temporary and is latter converted into permanent one has to be treated as reserved or unreserved according to the point at which it fell when it was initially filled. In other words a temporary post when converted into permanent one is not to be entered again in the roster after such conversion. However, at the time of confirmation the roster maintained at initial appointment has to be referred in order to determine the number of vacancies that should go to the reserved quota. In order to see whether these instructions were given effect to while making confirmation in posts initially filled by direct recruitment, S O. concerned was requested to show the relevant files regarding confirmation. One file regarding confirmation was shown to the team but that was only for confirmation of promotees where there is no reservation There was no file regarding confirmation of direct recruits It was learnt that some Scheduled Castes persons were confirmed on the basis of reserved quota but the manner in which it was done could not be explained. It was further mentioned that as the procedure regarding confirmation was not clear, the file had been referred to the Department of Personnel and Administrative Reforms. It is hoped that necessary clarification must have been received from the Department of Personnel and Administartive Reforms by now and efforts would be made to implement the scheme of reservation at the stage of confirmation at an early date.

(e) *Dereservation*

Proposals for dereservation of reserved vacancies in Direct Recruitment posts in the year 1978 and 1979 were seen. Initially in the 1978 proposal, out of the 80 vacancies notified, reservation was restricted to 50 per cent. It was pointed out to the authorities concerned that reservation could not be restricted to 50 per cent. It was later on clarified that since the recruitment related to 1977 examination, the orders regarding exceeding of the reservation limit of 50 per cent of the total vacancies were not applicable as these were issued on 27-12-1977. In that proposal Sch. Caste vacancies and Sch. Tribe vacancies were shown as exchangeable being in the last year of carry-forward. Since 8 Sch Castes candidates were appointed in this batch, they were not adjusted/exchanged against the earliest brought forward reserved vacancies even when it was pointed out by the Commissioner's office. In the proposal for 1978 Examination, sent in December, 1979 again the reservation was restricted to 50 per cent of the available vacancies in spite of the fact that this was pointed out by the Commissioner's office with reference to the previous year's proposal and clarified by the Department of Personnel and Administrative Reforms. There was one more mistake in the 1979 proposal. Although 6 Sch. Caste and one Sch. Tribe candidates were selected, no mention thereof was made in the proposal The DOP and A R. also agreed to all the vacancies proposed by the Directorate General, Posts and Telegraphs for dereservation without applying the principle of exchange of reservation and utilisation of earlier vacancies first

(f) *Need for Special Recruitment Drive*

As seen from the statement against item (a) (iii), there was a large backlog of 31 Sch. Caste and 16 Sch. Tribe vacancies in the Junior Time Scale—Group 'A' (Direct Recruitment) Examination. This backlog is increasing from year to year even though some of the reserved vacancies are also allowed to lapse almost every year. During the 20-year period from 1958 to 1978 as many as 87 vacancies (51 for Sch. Castes and 36 for Sch. Tribes) were allowed to lapse. Not all these could be due to non-availability of the reserved category candidates particularly the Scheduled Castes. As is evident from the Annual Report of the UPSC for the year 1977-78, a large number of 204 Sch. Caste candidates and 17 Sch Tribe candidates appeared in the Engineering Services Examination, 1977 Of these 105 Sch. Caste and 13 Sch Tribe candidates even qualified in the written examination but only 61 Sch. Castes and 6 Sch Tribes were finally selected. The rest were obviously rejected in the interview There

is, therefore, an imperative need for clearing this backlog as quickly as possible to ensure that reserved vacancies are not allowed to lapse. One way can be to arrange a special examination exclusively for Sch. Caste and Sch. Tribe candidates where candidates possessing the requisite educational qualifications should be selected by relaxed standards without judging them alongwith other general category candidates. It is also necessary that those Sch. Caste/Scheduled Tribe candidates who qualify in the written examination need not be subjected to interview. Recourse to interview may be taken where more Sch. Caste/Sch. Tribe candidates qualify than the number of vacancies available for them. Further those of the candidates who are selected by relaxed standards can be given more intensive and/or extended training so as to bring them at par with other candidates.

(B) *S.T.G II SECTION*

As already stated, S.T.G. II Section deals with only promotion (i) from Group 'C' in the scale of Rs 425—700 (Supervisors now designated as Junior Engineers) to T.E.S. Group 'B' (ii) from Group 'C' in the scale of Rs. 425—700 (Telegraph Masters) to the T.T.S. Group 'B' (Assistant Chief Superintendent/Local Superintendent/Additional Chief Superintendent) and (iii) from T.T.S. Group 'B' to T.T.S. Group 'A' (Grade II) (Senior Superintendent of Telegraph Traffic/Regional Controller/Chief Superintendent, C.T.O.). This Section also deals with promotion to senior posts of T.T.S. Group 'A' (Grade I) in the scale of Rs. 1300—1700 and the post of Director Rs. 1500—2000 but it was learnt that no promotions had been made in these categories of posts as no officer was eligible for promotion. However, from the roster, D.P.C. proceedings etc. for the above three categories and it is observed that : —

(i) the rosters were not maintained on the prescribed forms of register. There were only two columns on indicating the S. No of the points according to the roster and in the other the names of the persons were indicated,

(ii) it was also not indicated whether the person entered in the roster belonged to "SC" or "ST" or "Neither" On enquiries it was stated that all those shown against the reserved points belonged to Sch Castes or Sch Tribes,

(iii) other details such as the date of appointment, remarks regarding dereservation of reserved vacancies etc were also not available in the roster,

(iv) the entries were not signed by the appointting authority or any other officer authorised for the purpose,

(v) in the case of rosters for T T.S Group 'B' and TTS Group 'A' (Grade II), even the reserved points were not carmarked and all the details of promotions were noted from the D.P.C. files,

(vi) all these rosters have, therefore, to be prepared on proper form and on proper lines keeping in view the observations made in this report,

(vii) the team was given to understand that the zone of consideration was normally fixed at 5 times In one case, it was even fixed at six times the number of vacancies at the instance of the Minister. But in practice this zone was also restricted by the eligibility prescribed for promotion Thus the number of candidates to be considered for promotion in a particular grade had to be restricted to the number of such candidates who were eligible according to the Recruitment Rules.

In this connection, the team was informed that in the case of promotions from Group 'C' to T E.S. Group 'B' in the D.P.C. held in 1979, against 800 vacancies, the zone was restricted to 3,288 *i.e.* the number of Junior Engineers who had qualified in the departmental examination and had completed 5 years service in the lower grade. But it was later represented to the Commissioner for Scheduled Castes and Scheduled Tribes that this zone had been restricted upto particular examination year and that Scheduled Castes and Scheduled Tribes candidates fulfilling the above conditions were available and they were not considered The position needs to be clarified in this regard It was further learnt that out of the 800 vacancies in the 1979 D P C, 120 vacancies were reserved for Scheduled Castes and 60 were reserved for Scheduled Tribes As only 16 Scheduled Tribe employees were eligible for promotion, against the remaining 44 vacancies also the Scheduled Caste employees were selected as exchange is permissible in each year, the promotion being on the basis of selection Out of the panel of 800 candidates, in the first 620 positions, there were only 8 Scheduled Caste candidates who were promoted alongwith other general candidates by virtue of their own position in the seniority list/panel The remaining 172 reserved category candidates (156 Scheduled Castes and 16 Scheduled Tribes) were among the last 180 candidates The promotion orders were issued in batches in accordance with the panel The first batch consisted of 350 and and the second batch consisted of 250 In the third batch of 100 promotees, 80 belonged to Scheduled Castes As the promotion of these Scheduled Caste employees, involved supersession of certain general candidates, it was learnt that some general candidates filed a writ petition in Gujarat High Court and got stay orders Thus the promotion of

these 80 Scheduled Caste candidates alongwith other 76 Scheduled Caste and 16 Scheduled Tribe Candidates was withheld. The Gujarat High Court stay order dated 28-12-1979 was valid for one month only *i.e.* upto 28-1-1980 The Government was allowed to make *ad hoc* promotions after 28-1-1980 if the Supreme Court had not, by that time disposed of C.A. No. 2017/78 pending before it. In the meantime, it was brought to the notice of the Commissioner that the P&T Department *vide* their Telegraphic message No. 93/55/79-SPB-II dated 29-12-1979 had instructed all the authorities to hold in abeyance all orders regarding promotions and confirmations as a result of Supreme Court stay orders. However, on 5-2-1980, the stay orders were vacated by the Supreme Court and necessary instructions were issued by the Posts and Telegraphs Department to all Heads of Postal Circles, Telephone Districts, Telecom Districts and other Heads of Administrative Offices *vide* their Circular No. 93/55/79-SPB-II, dated 18-2-1980 conveying the vacation of order by the Supreme Court It is rather unfortunate that the vacation of stay orders on 5-2-1980 was communicated after 13 days although the P&T Department had lost no time in conveying the stay orders of 28-12-1979 by issuing telegraphic instructions on 29-12-1979 In any case, it is hoped that the promotion orders of all the 172 reserved category officers must have now been issued Of course, those orders will be subjected to the final outcome of the judgement of the Supreme Court Information regarding promotion of Scheduled Caste/Scheduled Tribe officers must be obtained from all the authorities concerned and intimated for the information of the Commissioner for Scheduled Castes and Scheduled Tribes

(viii) In the D.P.C. for promotion from Group 'C' to Group 'B' of T.T.S. held in June, 1976, there were 20 vacancies to be filled by selection from among the Telegraph Masters with 5 years service. But only one Scheduled Caste employee was found to be eligible in the zone of consideration of 100 persons, who was promoted. It was found that the remaining 4 vacancies, 2 reserved for Scheduled Caste and two for Scheduled Tribe employees were filled by general candidates without obtaining prior approval of the Department of Personnel and Administrative Reforms for dereservation This approval will have to be taken now, of course, *ex post facto* In the DPC meeting held in December, 1979, against 100 vacancies, 600 candidates were considered, the zone having been raised to six times at the instance of the Minister 15 vacancies were reserved for Scheduled Castes and 7 for Scheduled Tribes and enough Scheduled Caste/Scheduled Tribe candidates were available in the extended zone of consideration to fill all the vacancies reserved for them. It was, however, learnt that all the Scheduled Castes/Scheduled Tribes were still awaiting promotion according to their position in the select list. It is not known as to why the orders for promotion of 100 persons could not be issued even by first week of February, 1980. It was learnt that in this case also a writ petition had been filed in the High Court of Andhra Pradesh but no stay had been granted by that Court till the time of the present Study. As such it would not be desirable to withhold the promotions unless a stay was granted by the Court. Even where the stay was granted earlier, the Supreme Court has vacated the stay and allowed promotions to be made in accordance with existing instructions subject to final outcome of the case in the Supreme Court.

(ix) For promotion from Group 'B' to Group 'A' (Grade II) of T.T.S. permanent officers having 5 years approved services were to be considered. It was learnt that enough officers were not eligible to fill all the vacancies. Some temporary officers having 5 years service were proposed to be considered but the UPSC desired that the process of confirmation may be expedited As a result of this in all 62 officers became eligible for promotion, but by the time the DPC met, 12 officers had either retired or were likely to retire and hence they were not considered. Out of the remaining 50 officers only 45 were promoted It is not understood as to why all the 50 officers were not promoted when eligible officers were available against 50 vacancies and were officiating also. Further not a single officer belonging to Scheduled Castes or Scheduled Tribes was promoted. Dereservation proposal in respect of the reserved vacancies had not yet been finalised.

Liaison officer and Inspection Report

3 It was learnt that the Secretary of the P&T Board is the ex-officio Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes. According to Government orders, the Liaison Officer is required to inspect the rosters at the close of each year and submit a report on the prescribed form However, neither an inspection report of the Liaison Officer could be produced in spite of repeated requests by the study team nor was there any indication of the rosters having been inspected by the Liaison Officer According to the Government of India instructions, Deputy Secretary in charge of Administration is required to be nominated for work relating to the representation of Scheduled Castes and Scheduled Tribes Since there are different administrative wings

in the P&T Department such as the Postal, the Telecom, etc. etc. it is desirable that a Deputy Secretary in charge of the administration in each wing is nominated as Liaison Officer who should inspect the rosters in his wing and furnish a report to the Head of the Department through the Chief Liaison Officer *i.e.* the Secretary, P&T Board. It is, therefore, suggested that the matter may kindly be looked into and the reasons for not following Government instructions relating to inspection of rosters and submission of a report each year, furnished.

Training

4. Both the sections did not furnish any information in the relevant proforma for preliminary information in regard to training of Class I Officers belonging to Scheduled Castes and Scheduled Tribes and the matter was referred to the Assistant Director General (Trg. II). On enquiries from the Officers concerned, it was learnt that they were not aware of any such Government instructions regarding the need for imparting training to Class I officers belonging to Scheduled Castes and Scheduled Tribes. The relevant instructions as contained in the Department of Personnel O.M. No. 1/9/69-Estt.(SCT), dated 15-11-1971 as amended from time to time were brought to his notice : It was also explained to him that since there was no reservation for Scheduled Castes and Scheduled Tribes in senior Class I posts filled by promotion on the basis of selection, the existing instruction provide that it would be a special responsibility of the immediate superior officers of the Scheduled Caste and Scheduled Tribe Officers in Class I to give advice and guidance to improve the quality of their work, as also to give more intensive training to directly recruited Class I Officers from these communities to enable them to shoulder higher responsibilities more effectively. In any case the officer concerned furnished the following information in regard to training of Class I Officers without the corresponding information regarding the number of Scheduled Caste/Scheduled Tribe officers among them :—

Year	No. of Class I Officers attended refresher courses/ seminars etc.	No. of Officers sent abroad for training			No. deputed to attend seminars/conferences including training in/outside institutions			Remarks
		SC	ST	Others	SC	ST	Others	
1	2	3	4	5	6	7	8	9
1977 . . .	329	1	..	23	..	..	..	
1978 . . .	368	..	..	17	..	..	5	(in 1977-78)
1979 . . .	281	..	..	20	..	..	8	(in 1978-79)

It was further stated that it would take quite some time to collect from various District offices the information regarding the number of Scheduled Caste/ Scheduled Tribe officers among these mentioned under column 2 of the preceding statement. He, however, promised to furnish the same in a fortnight or so but the same has not been received so far. It is, therefore, stressed that this aspect of imparting training to Class I officers should be taken seriously and it should always be endeavoured to send Scheduled Caste/Scheduled Tribe officers for training including training abroad as also for attending conferences, seminars etc.; as such training would enable them to shoulder higher responsibilities with more confidence.

D.P C./Selection Boards

5. On proforma No. IX of the preliminary information, STG I and II Sections were required to furnish the information regarding the number of meetings of the DPC/Selection Boards held during the years 1978 and 1979 and the number of Scheduled Caste and Scheduled Tribe members associated in such meetings S.T.G. I Selection to direct recruitment posts in the Senior Time Scale (Group A) was conducted by the U.P.S.C. on the basis of combined Engineering Services Examination and as such no information could be furnished in regard to association of Scheduled Caste/ Scheduled Tribe member in the Selection Board meetings held in U.P.S.C. As regards the D.P.C. meetings for promotion from T.E.S Group 'B' to I.T.S. Group 'A' and from Junior Time Scale to Senior Time Scale posts and for confirmation in these scales, it was learnt that in all, 6 meetings were held but no member belonging to Scheduled Castes or Scheduled Tribes was associated in these meetings. It was explained to the team that since the D.P.Cs are constituted by designation and that no incumbent belonging to Scheduled Caste/Scheduled Tribe with the requisite designation was available during these years, the question of association of a Scheduled Caste or Scheduled Tribe Member did not arise Same was the case with the D P.C meetings held for the posts with which STG. II Section was concerned. It is true that the DPC's are constituted by designation but nothing can prevent the administration from co-opting a Scheduled Caste or Scheduled Tribe Member for giving effect to the instructions contained in the Department of Personnel & Administrative Reforms O.M. No. 27/4(iii)/ 70-Est.(SCT), dated 2-9-1970 and O M. No 16/1/74-Estt.(SCT), dated 23-5-1975. In this connection attention of the P & T Department is invited to latest instruction issued by the Department of Personnel and Administrative Reforms *vide* their O.M. No 22012/ 4/78-Estt.(D), dated 16-1-1980 according to which where there is no provision for association of an external member or if none of the officers included in the DPC as per the composition given in the Recruitment

Rules belongs to Scheduled Caste or Scheduled Tribe, it would be in order to co-opt/nominate a member belonging to Scheduled Caste or Scheduled Tribe to take part in the DPC meeting. In case an officer belonging to these communities is not available within the Ministry/Department concerned, such an officer can be co-opted from another Ministry/Department. It has also been stressed by the Department of Personnel & Administrative Reforms that if it is not possible to include a Scheduled Caste/Scheduled Tribe officer in a DPC meeting whether by nomination or by co-option, reasons thereof should be recorded in writing. It is, therefore, suggested that these instructions regarding nomination/co-option of a Member belonging to Scheduled Caste or Scheduled Tribe should be implemented in the P & T Department.

Exam-Year	Total No. of vacancies filled (Roster points in bracket)	No reserved for		No. appointed		No. carried-forwarded		Remarks of the study team regarding adjustment and lapsing of vacancies.
		SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9
1970	15 (1—15)	3 +B/f (4 of 1968) (2 of 1969)	1 + (2 of 1968)	..	..	9 (4 of 1968) (2 of 1969) (3 of 1970)	3 (2 of 1968) (1 of 1970)	In this year no vacancy could be lapsed as the period of carry-forward was raised from 2 years to 3 years.
1971	16 (16—31)	2	2	2	..	7 (2 of 1969) (3 of 1970) (2 of 1971)	3 (1 of 1970) (2 of 1971)	The two SC candidates to be adjusted against 2 of the 4 SC vacancies of 1968 and remaining 2 SC and 2 ST vacancies of 1968 continued to be lapsed.
1972	27 (32—40) (1—18)	4	2	4	..	7 (1 of 1970) (2 of 1971) (4 of 1972)	5 (1 of 1970) (2 of 1971) (2 of 1972)	4 SC candidates to be adjusted against 2 SC vacancies of 1969 and 2 SC vacancies of 1970.
1973	34 (19—40) (1—12)	5	2	1	..	11 (2 of 1971) (4 of 1972) (5 of 1973)	6 (2 of 1971) (2 of 1972) (2 of 1973)	1 SC candidate to be adjusted against 1 SC vacancy of 1970 and one ST vacancy of 1970 to lapse.
1974	50 (13—40) (1—22)	8	4	3	..	17 (4 of 1972) (5 of 1973) (8 of 1974)	8 (2 of 1972) (2 of 1973) (4 of 1974)	3 SC candidates to be adjusted against 2 SC of 1971 and 1 against one of the two ST vacancy of 1971 (now exchangeable). Remaining one ST vacancy of 1971 to lapse.
1975	55 (23—40) (1—37)	8	4	2	..	21 (5 of 1973) (8 of 1974) (8 of 1975)	10 (2 of 1973) (4 of 1974) (4 of 1975)	2 SC candidates to be adjusted against 2 of the 4 SC vacancy of 1972. Remaining 2 SC and 2 ST vacancies of 1972 to lapse.
1976	60 (38—40) (1—40) (1—17)	9	5	6	..	25 (8 of 1974) (8 of 1975) (9 of 1976)	13 (4 of 1974) (4 of 1975) (5 of 1976)	6 SC candidates to be adjusted against 5 SC vacancies of 1973 and 1 ST vacancy of 1973 in exchange. Remaining 1 ST vacancy of 1973 to lapse.
1777	80 (18—40) (1—40) (1—17)	12	6	8	..	29 (8 of 1975) (9 of 1976) (12 of 1977)	15 (4 of 1975) (5 of 1976) (6 of 1977)	8 SC candidates to be adjusted against 8 SC vacancies of 1974 4 ST vacancies of 1974 to lapse.
1778	70 (18—40) (1—40) (1—7)	10	5	6	1	31 (9 of 1976) (12 of 1977) (10 of 1978)	16 (5 of 1976) (6 of 1977) (5 of 1978)	6 SC candidates to be adjusted against 6 of the 5 SC vacancies of 1975. 1 ST to be adjusted against 1 of the 4 ST of 1775. Remaining SC and 3 ST vacancies of 1975 to lapse.

APPENDIX XI

(Reference *para* 3.128)

Report of the study team into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Projects Engineering Division, Corporate Office Hardwar and Hyderabad Units, Bharat Heavy Electricals Limited (a Government of India Undertaking)

As desired by the Commissioner for Scheduled Castes and Scheduled Tribes, a study team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri B. M. Masand, Research Officer and Miss Bina Rai, Investigator visited the Corporate Office of Bharat Heavy Electricals Ltd., at New Delhi on 15th January, 1980. The management took advantage of the visit of the team and arranged a general discussion on that day relating to the representation of Scheduled Castes and Scheduled Tribes in their different divisions. During the course of discussion, many points, general as well as specific, were raised by some of the officers which were clarified by the team. The management also explained the various stages through which the BHEL had grown over the years and also pointed out that there were three major manufacturing units at Hardwar, Bhopal and Hyderabad besides the Corporate Office and some other Divisions. The management suggested that we take up the study of all these Units/Divisions. Shri R. D. Ahear, Assistant Commissioner explained that it was not possible for the Commissioner's organisation to visit all these units and divisions at one stage, but some of them might be taken up in due course. So far it has been possible to visit the *Projects Engineering Division, the Corporate Office, the Ranipur Unit* near Hardwar and the *Hyderabad Unit.* Reports of the study team in respect of these units are presented here separately after the general observation in the following paragraphs :

GENERAL OBSERVATIONS

(A) *Promotion policy in B H.E.L*

2. It was pointed out by the management that the promotion policy in the B.H E.L was career oriented rather than vacancy-oriented. According to BHEL policy guidelines, all employees having completed the prescribed number of years in a lower grade were eligible for promotion without the availability of vacancies in the higher grade In this system, all those who are eligible are promoted on the basis of their performance appraisal keeping in view their seniority, unless found unfit. According to the management the candidates belonging to Scheduled Caste/Scheduled Tribe communities are also considered by relaxed standards. But this relaxation was not spelt out in the Personnel Manual. However, it was observed that all those who were eligible were not necessarily promoted, promotion being on the basis of performance appraisal. Those who are not promoted immediately on completion of the eligibility period of service, it was claimed, are actually promoted within the next two years. But the system of performance appraisal (75% in the Flier category and 60% in the career-growth) with a relaxation of merely 5 per cent in favour of Scheduled Castes and Scheduled Tribes belies the claim that all those who are eligible, are promoted An impression was sought to be created that all persons irrespective of whether they belonged to the general or reserved categories got promoted according to their turn and seniority. But according to the system in vogue at present, there are chances of a large number of Scheduled Caste/ Scheduled Tribe candidates being dropped out of promotion even though they are eligible and not found unfit for promotion. Therefore, there is need for maintaining rosters in respect of promotion as well as giving due share to Scheduled Caste/Scheduled Tribe strictly according to the roster invariably, unless found specifically unfit for promotion or upgradation to the next higher grade. The relaxation in favour of Scheduled Castes/Scheduled Tribes to the extent of just 5 per cent from 75% or 70% is too small In fact, Scheduled Caste/Scheduled Tribe employees having secured 40 to 45 per cent in performance appraisal should be considered good enough for promotion.

Flier category

3. A certain percentage of the total eligible number is filled by the flier method with one year reduced in the eligibilty condition. In this flier category, the Scheduled Caste/Scheduled Tribe employees are a common casually as they cannot compete with the general candidates in the performance appraisal, tests etc. Here those obtaining 75% marks are promoted and those belonging to Scheduled Caste/Scheduled Tribe are promoted if they secure upto 5 per cent marks less. This promotion is identical to the promotion by selection method in the Central Government offices where also there is reservation in all categories of posts upto the

lowest rung of Class I (Group A). Therefore, it is necessary that this flier category of promotion also should be made subject to the reservation orders. In fact the team came to know that in the second meeting of Liaison Officers of BHEL held on 30th August, 1976 it was decided to maintain rosters for this flier category of promotion. The team is happy to note that the P.E.D. and Hyderabad unit of BHEL, have actually maintained rosters for the posts filled by promotion combined for career growth and flier methods though separate roster should be maintained for each method of promotion. As already stated all those who become eligible are not promoted, the unfilled reserved quota was not being carried forward in both these divisions. The matter was discussed with Executive Director and other officers of the Hyderabad Unit and it emerged that the management was not inclined to carry-forward the unfilled reserved vacancies as they apprehended that with the accumulation of the carry-forward position, a stage might come when only the Scheduled Caste/ Scheduled Tribe candidates would be promoted. This apprehension is not well founded as the promotions are not vacancy-oriented and as such the question of all vacancies going to Scheduled Caste/Scheduled Tribe cannot arise. Only those who become eligible are to be considered without any restriction of the number of vacancies. Our plea is that unless the management can ensure promotion to all eligible Scheduled Caste/Scheduled Tribe employees not specifically found unfit for promotion, there is a case of promotion *i.e.* upgradation of employees both in the career-growth and flier category. However, in consideration of the present policy of the Government, to restrict the benefit of reservation to the lowest rung of Class I (Group A) there can be no serious objection to restricting the benefit of reservation in the flier category upto the lowest rung of Class I (Group A) on the lines of Government policy. In both these methods *i.e.* career-growth (identical to seniority) and Flier (akin to selection) there is a provision of carry-forward of unfilled reserved vacancies but in the case of selection the provision of carry-forward is not available in promotions from Class III to Class II within Class II and from Class II to the lowest rung of Class I. It is available in promotions in Class III and Class IV posts even by the method of selection.

4. Further one obvious reason for low representation of Scheduled Caste/Scheduled Tribe in Group A and B posts is that most of these posts are not open to induction from the market (*i e.* direct recruitment) but are upgraded in accordance with the career-growth oriented policy of promotion and flier method of promotion. No reservation has strictly been made applicable to these posts. Though lately, rosters have been maintained in respect of these posts also, the rosters were in the nature of maintenance of record of such promotions with reference to the benefit derived by Scheduled Caste and Scheduled Tribe officers who got promotions by virtue of their own seniority and merit with slight relaxation in certain cases. If reservation were to be strictly applied in the career-growth and flier methods of promotion then reserved vacancies have to be worked out against the total number of officers who have become eligible for upgradations and the number of Scheduled Caste/ Scheduled Tribe positions so determined on the basis of roster points actually given to the eligible Scheduled Caste/Scheduled Tribe officers irrespective of their comparative merit. All such eligible officers have to be promoted unless they are specifically declared unfit for upgradation to the next higher scale. The rule of carry-forward of unfilled reserved quota as determined in the above manner has also to be followed particularly in the case of career-growth promotion which is akin to promotion on the basis of seniority subject to fitness.

5. The only induction level in Group A posts is that of the E1 category in the scale of Rs. 725/1,325, though there is a small but insignificant induction to the extent of maximum of 5 per cent at the level of Senior Managers and equivalent posts in the scale of Rs. 1850—2450 and Dy. Managers in the scale of Rs. 1350—1750 which are also generally filled by deputation from among the scientific and specialised cadres in Research and Development. Therefore, the only opening from the open market in Group A posts is in the category of Engineer/Officer in the scale of Rs. 725—1325. In order to increase the representation of Scheduled Caste and Scheduled Tribe, it is necessary that some of the senior positions be open to direct induction from outside and/or to recruit more and more Scheduled Caste/Scheduled Tribe officers in the E1 category so that with the passage of time these officers can occupy senior positions also and thus increase their representation in Group A posts. Similarly the only induction level in Group B posts is confined to the category of Jr. Executives in the scale of Rs. 600—1100. Here also there is need for increased intake of Jr. Executives as also opening certain categories of Group B posts to induction from open market.

(B) *D.P.C./Selection Boards Meetings*

6. In accordance with instructions contained in para 9.1 of the Manual of the policy of Recruitment and Promotions in the BHEL organisation regarding constitution of Selection Boards, an officer belonging to Scheduled Castes/Scheduled Tribes is required to be associated with the meetings of the selection boards if selection, *inter alia*, is for recruiting candidates belonging to Scheduled Castes and Scheduled Tribes. It is noted that this provision was being made applicable by the BHEL management in most of the meetings of the Selection Boards/Departmental Promotion Committees. In this connection, it is considered necessary to bring to the notice of the management the latest instructions issued by the Department of Personnel and Administrative Reforms, on 16th January, 1980. According to these instructions if no Scheduled Caste or Scheduled Tribe officer is available within the Ministry/Department/

Organisation to be associated with the meeting of the Selection Boards/DPC, such an officer of appropriate rank has to be co-opted by the appointing authority from some other Ministry/Department/Organisation or another Unit of the same organisation. These instructions relate to selection of candidates for appointment/promotion to Group 'A' and Group 'B' posts. Similar instructions in respect of co-option of Scheduled Caste/Scheduled Tribe Member in the meetings of the Selection Boards/Departmental Promotion Committees from outside in respect of Group 'C' and Group 'D' posts already exist. It would, therefore, be appreciated if the management kept these instructions also in view while convening meetings of the Selection Boards/Departmental Promotion Committees.

(C) *Dereservation and carry-forward of reserved vacancies*

7. It was observed that the procedure for dereservation of reserved vacancies was not followed either by the Corporate Office, or any of the other units/divisions studied by the Commissioner's organisation. Some officers thought that it was necessary to follow this procedure when the reserved vacancies were about to lapse only after the expiry of the last year of carry-forward. The Corporate Office and the Hardwar Unit thought that it was necessary only to show the vacancies as carried forward from year to year. There was no proposal at all for dereservation of reserved vacancies in any of the units examined so far.. It seems that the procedure as clearly explained in Chapter 10 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services has not been understood. Though the procedure explained in the Brochure is not exactly applicable in the case of public sector undertakings, the Bureau of Public Enterprises have since prescribed a simpler procedure to be followed in the case of public enterprises. According to this procedure, whenever a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of a suitable Schedule Caste/ Scheduled Tribe candidate not becoming available, prior approval of the Chairman of the Managing Director must be obtained in the case of Group 'C' and Group 'D' posts and that of the Board of Directors in the case of Group 'A' and Group 'B' posts. But before the Chairman/Managing Director or the Board of Directors is approached, it has to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, had been taken. In fact whenever a selection is finalised and it is felt necessary to approach the Chairman/Managing Director or the Board of Directors for dereservation of reserved vacancies, the whole sequence of events necessitating filling up of reserved vacancies by general candidates must be explained to the competent authority. In the case of the posts filled by promotion also it has to be explained that the adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadre. It may also be pointed out that this procedure of dereservation of reserved vacancies has to be followed in every year in which recruitment/promotions take place. For instance in the year 1979, 10 vacancies are required to be filled out of which 2 are reserved for Scheduled Castes and 1 for Scheduled Tribes and in case even after following all the prescribed steps for recruitment, the Scheduled Caste/ Scheduled Tribe candidates are not available at all or are not found suitable for appointment, the reserved vacancies should be got dereserved and carried forward to the subsequent 3 years of recruitment. In the year 1980, suppose there are again 8 more vacancies to be filled out of which one vacancy each is reserved for Scheduled Castes/Scheduled Tribes, the unfilled reserved vacancies brought forward from the previous year 1979 would be added to the current reserved vacancies. Thus the total reservation would be 3 vacancies for Scheduled Castes and 2 for Scheduled Tribes. The whole process of recruitment as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, would again be gone through. If, in this process, it has become possible to select and appoint 2 Scheduled Caste candidates in the year 1980, these persons should be adjusted against the 2 Scheduled Caste vacancies of 1979. (Necessary note of adjustment should also be made against the relevant points in the roster). The remaining one vacancy for Scheduled Castes (of 1980) and 2 for Scheduled Tribes (one each of 1979 and 1980) would then be got similarly dereserved from the competent authority and carried-forward to the subsequent recruitment years. In the next year *i.e.* 1981 if there are 12 more vacancies to be filled, then out of these, according to the points in the roster, two vacancies are to be reserved for Scheduled Castes and none for Scheduled Tribes. Then the total reservation would be 3 for Scheduled Castes (one of 1980 and 2 for 1981) and 2 for Scheduled Tribes (one each of 1979 and 1980). After following the procedure for recruitment again in this year also suppose only one Scheduled Caste candidate has become available for appointment, the general candidates can be appointed against the remaining reserved vacancies *i.e.* 2 for Scheduled Castes and 2 for Scheduled Tribes, the available Scheduled Caste candidate being adjusted against the Scheduled Caste vacancy of 1980. Now in 1982 suppose there are 15 more vacancies, then the total reservation would be 4 for Scheduled Castes (2 of 1981 and 2 of 1982) and 4 for Scheduled Tribes (1 of 1979, 1 of 1980 and 2 of 1982). After following the recruitment procedure, suppose 3 Scheduled Caste candidates become available in 1982. one of them would have to be exchanged with 1 Scheduled Tribe vacancy of 1979 being in the third year of carry-forward and the other two Scheduled Caste candidates being adjusted against 2 vacancies of 1981 Thus the net carry-forward position would be 2 for Scheduled Castes (both of 1982) and 3 for Scheduled Tribes (1 of 1980 and 2 of 1982). If there is no

recruitment at all in any particular year, that year would not be counted as a recruitment year, for the purpose of carry-forward. The above position can be summarised in the following statement :—

Rectt. year	Total vacancies filled also indicating the points in the roster	No. of reserved vacancies for the current year		Total No of reserved vacancies including carried-forward		No. of SC/ST appointed		No. of vacancies carried-forward		Remarks about C/F position	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12
1979	(1-10)..10	2	1	2	1	..	..	2	1	All of 1979	
1980	(11—18)..8	1	1	3	2	2	..	1	2	1 of 1980	1 of 1979 & 1 of 1980
1981	(19—30)..12	2	..	3	2	1	..	2	2	both of 1981	1 of 1979 & 1 of 1980
1982	31—40 and 1—5 of next Cycle)..15	2	2	4	4	3	..	2	3	both of 1982	1 of 1980 2 of 1982
and soon											

8. The procedure to be followed for filling reserved vacancies is clearly explained in Chapters 8 and 9 of the Brochure (1978 edition). However, this procedure is briefly indicated in the following paragraphs :—

(a) Direct recruitment through Employmnt Exchange.

(i) To notify the vacancies to the Employment Exchange, failing which to the neighbouring Employment Exchanges and the Central Employment Exchange.

(ii) After receipt of non-availability certificate from the Employment Exchange, the vacancies should be advertised if not already advertised by the Central Employment Exchange, reserving them for the particular category candidates failing which general candidates can be considered. However, if any vacancy is in the third year of carry-forward, such a vacancy can be filled by general candidates only after applying the principle of exchange of reservation between Scheduled Caste and Scheduled Tribe, and this fact should be indicated in the advertisement.

(iii) Copies of these advertisements should be forwarded to (i) Employment Exchange (ii) Recognised Associations of Scheduled Caste/Scheduled Tribe (iii) Director of Social/Tribal Welfare of the State (iv) the nearest station of the All India Radio as per instructions issued by the Department of Personnel and Administrative Reforms.

(b) Direct recruitment where the primary source of recruitment is through advertisement.

For vacancies which are to be filled through advertisement as the primary source of recruitment, the reserved vacancies are required to be advertised twice.

(i) On the first occasion, the vacancies should be reserved exclusively for the category concerned and general candidates or even the candidates of other reserved category will not be considered.

(ii) On the second occasion, the vacancies will be advertised for the category concerned, say, for Scheduled Tribe failing which the applications of general candidates will also be entertained. However, if the vacancy happens to be in the third year of carry-forward, the same shall be reserved for Scheduled Tribes failing which for Scheduled Caste and failing both to be treated as unreserved. This fact must be clearly mentioned in the advertisement.

(c) If the Scheduled Caste/Scheduled Tribe candidates do not become available after

following the above procedure, the general candidates may be selected but their appointment orders should be issued only after obtaining the prior approval of the competent authority as referred to above.

(D) *Diversion of Sweepers*

9. During the course of discussions with the B.H.E.L. Management, the implications of the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 42015/3/75-Estt (C) dated 16th January, 1976 read with O.M. No. 42015/1/76-Estt.(C) dated 2nd February, 1977 were brought to their notice and it was emphasized that the above instructions were a directive to the authorities to make positive efforts to reserve 25% of the vacancies occurring in the cadre of Peons and other Class IV posts for appointment on transfer of Sweepers, Farashes, Chowkidars etc. It is necessary to divert such employees away from the traditional caste/based occupation of sweeping/cleaning in which generally Scheduled Castes persons are found to be working. For this, the management has to transfer such employees who have rendered 5 years service as Sweeper/Chowkidar/Farash to the cadre of Peons and other unskilled or semi-skilled jobs to the extent of 25% of vacancies. While doing so, it is not necessary to insist on the educational qualifications prescribed for direct recruitment to such posts but the employees concerned must possess elementary literacy and ability to read Hindi, English or any other regional language in vogue in the region. The team also suggests that where necessary, the Sweepers and Farashes may be given suitable training to make them fit for semi-skilled and skilled jobs, it was, however, learnt that in the Hyderabad Unit from June 1979 till the time of study, as many as 39 sweepers were shifted to unskilled workers' categories after giving them some training Out of these 23 belonged to Scheduled Castes. It was also noted that in the Hyderabad Unit out of 175 Sweepers as on 30th June, 1980 only 72 belonged to Scheduled Castes. This figure stood at 93 as on 1st January, 1980, remaining having been shifted to unskilled workers' category in this period

(E) *Recruitment Rules*

10 According to the Government instructions the recruitment rules in respect of all services/posts within the purview of reservation orders should contain a saving clause to provide reservation for Scheduled Castes and Scheduled Tribes. The Personnel Manual issued in 1977 by the B.H.E.L, however, states that "the Company does not spare any effort to adhere to and follow the directives of the Government concerning reservation of vacancies and concessions allowed for candidates belonging to Scheduled Castes/Scheduled Tribes, ex-servicemen etc". All the units/Divisions are required to ensure implementation of the directives and report to the Corporate Office. Provision has been made in the Personnel Manual for relaxation of experience criteria by one/two years against the requirements of 3 to 5 years/6 to 10 years and so on but there is no relaxation at all if the prescribed period is less than 3 years. It is, however, felt that the above provisions is not adequate to safeguard the interests of Scheduled Castes and Scheduled Tribes and as such it is suggested that suitable amendment may be made in the rules governing the recruitment/promotions in the B.H.E.L. on the following lines :—

(i) "Nothing in these rules shall effect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

(ii) The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the competent authority is of the opinion that sufficient number of candidates from these communities possessing requisite experience are not likely to be available to fill up the vacancies reserved for them."

Even the settlements that are negotiated between the Management and Employees' Unions should contain a proviso to the effect that nothing in the terms of the settlement shall come in the way of the policy regarding implementation of reservation for Scheduled Castes and Scheduled Tribes both in direct recruitment and promotion as also the grant of various relaxation and concessions provided for them by the Government of India.

(F) *Confidential Report Forms*

11 In accordance with the instructions of the Government of India, there should be a column in the first part of the C.R. form to indicate whether the employee concerned belongs to Scheduled Caste/Scheduled Tribe In the case of supervisory staff, it has been provided in the instructions issued recently by the Department of Personnel and Administrative Reforms, that there should be a column for the use of Reviewing Officer about the attitude of the Reporting Officer concerned, towards the Scheduled Caste/Scheduled Tribe employees During the course of the study, it was noticed that this provision introduced by the Government recently had not been adopted in that organisation. It is suggested that as per Government instructions, the two provisions mentioned above should be included in the C.R. form so that these are complied with by all concerned in the annual confidential reports for the current reporting year. The provision for the Reviewing Officer should be on the following lines :—

"If the officer reported upon is a member of Scheduled Caste or Scheduled Tribe, please indicate specifically whether the attitude of the reporting officer in assessing the performance of the Scheduled Caste/Scheduled Tribe officer, has been fair and just."

(G) *Reservation in accommodation*

12. According to the instructions issued by the Ministry of Works and Housing, Government of India, reservation to the extent of 5 per cent was provided for Scheduled Castes and Scheduled Tribes Government employees in the matter of allotment of residential quarters built by the Government for its employees. Earlier this reservation was available in Type I and II (*i.e.* lowest two types of accommodation) which was later raised to 10 per cent and also extended to Types III and IV (next two categories/types) to the extent of 5 per cent. But the B.H.E.L. management at Hardwar had provided this reservation in Type I and II (now Type A) from May 1975 only. The Hyderabad Unit Management informed that the proposal for 10 per cent reservation in residential quarters was under the active consideration of the Board of Directors. It would be appreciated if this matter is decided expeditiously so as to introduce reservation in B.H.E.L quarters for Scheduled Caste and Scheduled Tribe employees in accordance with Government instructions. According to the information furnished by the B.H.E.L. Management at Hardwar, out of the 889 Type A quarters allotted from May 1975 to June 1980, 88 were allotted to Scheduled Caste/Scheduled Tribe employees This works out to approximately 10 per cent. It was also stated that out of the 222 Executive Hostel (Type III), 28 were allotted to officers belonging to Scheduled Castes and out of 33 Type III quarters, 3 were allotted to Scheduled Castes But according to the statistics supplied by the B H.E L. Scheduled Caste/ Scheduled Tribe Employees Association whose members met the study team, out of the total of 3,078 Type I and II quarters, only 135 were allotted to Scheduled Caste/Scheduled Tribe employees. The gap in the statistics furnished by the Management and that supplied by the association might be due to the fact that the Management introduced reservation in B.H.E.L. built residential accommodation from May 1975 whereas the Government instructions were issued much earlier. It is, therefore, suggested that Management may consider the desirability of providing more quarters to Scheduled Caste and Scheduled Tribe employees so as to bring up the proportion allotted to them to correspond to the percentages prescribed for them

(H) *Annual Report*

13 It was noticed that the statistics regarding representation of Scheduled Caste and Scheduled Tribe in various Units of B.H E.L were not incorporated in their Annual Report in accordance with the Government instructions on the subject In this connection it may be pointed out that the information regarding the representation of Scheduled Castes and Scheduled Tribes as on 1st January each year in various classes (groups) of posts separately for each unit of H.H.E L should be included in the annual report together with the recruitment (induction) and promotions made during the year unit-wise In fact the activities of the Special Cell for the work relating to the representation of Scheduled Caste and Scheduled Tribe particularly in the matter of special recruitment drive to clear the backlog etc. should also be mentioned in the annual report. The Corporate Office should call for these statistics and reports of special activities from various units and incorporate the same in the annual report of B.H.E.L.

(I) *Advertisements/Requisitions for employment*

14. If an advertisement is to be made for reserved as well as unreserved vacancies on any one occasion, the single advertisement, according to Government instructions, should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes as also about various concessions/relaxations available to them During the course of study it was noticed that in the advertisements issued by the B.H.E.L. authorities after 1975, all the details had been given about the number of vacancies reserved, concessions allowed and the admissibility of travelling allowance to Scheduled Caste/Scheduled Tribe candidates. In fact instructions were reiterated to the General Manager, C S.U. relating to the concessions/relaxations required to be incorporated in the advertisements. But the advertisements issued prior to that did not contain any such indication. It was also mentioned in the advertisements that relaxation in experience could be considered in exceptional cases at the discretion of the management, but there was no mention about the admissibility of the relaxation in experience criteria specifically for Scheduled Castes/ Scheduled Tribes, as per Government instructions. Since the Projects Engineering Division of the B H.E.L. is not issuing any advertisement for their requirements specifically, the Corporate office of the B H.E.L. which is issuing all advertisements centrally on the basis of the requisitions for staff received from all the divisional offices should keep in view the observations made above while issuing such advertisements in future.

(J) *Projects Engineering Division*

15. As suggested by the management, the Projects Engineering Division located at Rajendra Place, New Delhi was taken up first. Accordingly, the Commissioner for Scheduled Castes and Scheduled Tribes deputed a study team consisting of S/Shri B. M Masand and Waryam Singh, Research Officers and Miss Bina Rai, Investigator which visited this Division on 23rd January, 1980. Following are the observations of the team on the implementation of reservation orders for Scheduled Castes and Scheduled Tribes in services under P.E.D.

Representation of Scheduled Castes and Scheduled Tribes as on 1-1-1980

16 According to a copy of the annual return showing the representation of Scheduled Castes and Scheduled Tribes as on 1st January, 1980, there were 14 officers belonging to Scheduled Castes in Group 'A', consisting of a total of 294, bringing out the percentage of 4 7 In Group 'B' there was only one Scheduled Caste officer out of 78 (1 3%). In Group 'C' there

were 37 officers belonging to Scheduled Castes out of 234 (15.8%). It was noticed that bulk of the Scheduled Caste officers (6 in Group 'A' and 24 in Group 'C') were recruited during the last 3 years. As regards the Scheduled Tribes there were only 7 officers in Group 'C' and 6 of them were recruited in the last 3 years. Though there is no representation of Scheduled Tribes in the senior categories of Group 'A' and 'B' but it was learnt that the management had sent officers to Ranchi to recruit Scheduled Tribe candidates for Group 'C' posts. In order to further improve the intake of Scheduled Tribes, it was suggested to the management that advertisements for vacancies reserved for Scheduled Tribes should be issued in some of the local newspapers in areas having concentration of Scheduled Tribes, such as Himachal Pradesh, Rajasthan, Gujarat, Madhya Pradesh, Bihar, Orissa and some of the North-Eastern region.

Maintenance of Rosters

17. It was noticed that in a couple of cadres *viz.* Junior executives and Attendants, the recruitment was made by the Corporate Office but rosters were maintained in the Division. On specific queries, the management informed that they sent the requisitions to the Corporate Office and it was the Corporate Office which determined the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes It is not understood as to how the Corporate Office could determine the number of reserved vacancies when it was not maintaining the rosters. It is, therefore, felt that either the rosters should also be maintained by the Corporate Office whereby it would be possible for them to determine the number of reserved vacancies or while sending the requirements, each Division/ manufacturing unit, which maintains the rosters, should also indicate the number of reserved vacancies strictly in accordance with the points in the roster. In the absence of either of these procedures, the entries in the roster become merely a record of the appointments made by the Corporate Office rather than the system of implementation of reservation orders.

18. The rosters maintained by the Project Engineering Division in respect of posts filled by direct recruitment as well as promotion were examined. In all there were 13 rosters in respect of direct recruitment. Posts in various disciplines in the category of Managers, Deputy Managers, Senior Engineers, Engineers and Junior Executives etc were rightly grouped together for the purpose of reservation orders because they were of the same pay scale, status and qualifications. The isolated posts such as those of the Receptionist (1) Assistant (1), Assistant Librarian (1) were also correctly grouped with the post of Senior Stenographer having the same pay scale. However, there were two separate rosters for the isolated posts of Librarain (one post) and Security Guard (three posts). These posts also should be grouped with similar other posts in the same or near equivalent scale Following discrepancies were observed in the maintenance of rosters in Projects Engineering Division.

(a) *Direct Recruitment Rosters*

(i) Though the rosters were maintained in proper form, correct model rosters were not applied in the case of posts which are required to be filled through the Employment Exchange. It was learnt that posts upto the scale of Rs. 520—760 were filled through the Employment Exchange. In the case of these posts, the model roster as prescribed in Appendix 2 of the Brochure (16.2/3%) for Scheduled Castes and 7½% for Scheduled Tribes with points Nos. 1, 7, 13, 20, 25, 32 and 37 earmarked for Scheduled Castes and point Nos. 4, 17 and 29 for Scheduled Tribes) was required to be used instead of the roster as prescribed in Appendix 1 *i.e.* with 15% reservation for Scheduled Castes and 7½% for Scheduled Tribes (Points 1, 8, 14, 22, 28 and 36 for Scheduled Castes and 4, 7 and 31 for Scheduled Tribes). All those rosters need to be recast and the backlog recalculated by applying the correct roster as pointed out above.

(ii) The points in the rosters were correctly earmarked but where recruitment exceeded 40 points the entries in the rosters were shown even beyond 40 points instead of starting the second cycle from point No 1.

(iii) All the reserved vacancies could not be filled by the reserved category candidates and where general candidates were appointed against the reserved vacancies such appointments were made without obtaining prior approval of the competent authority for deservation of those vacancies. The vacancies were, however, carried-forward from year to year.

(iv) When a Scheduled Caste/Scheduled Tribe candidate became available for appointment in the subsequent years, note regarding adjustment against the earlier reserved points was not made in the roster.

(v) The principle of exchange of reservation between Scheduled Castes and Scheduled Tribes was not followed at all.

(vi) While the position of brought forward vacancies was shown in the beginning of each year the same was not indicated at the close of every year. In fact an abstract of the recruitment made during the year should be maintained at the close of each year in the following form :—

(a) Total number of vacancies filled during the year

(b) Number of vacancies reserved according to the roster SC ST

(c) Reservation brought forward from previous year SC ST

(d) Total reservation SC ST

(e) Total number of Sch. Caste/Sch. Tribe candidates who became available for appointment SC ST

(f) Sch. Tribe vacancies filled by Sch. Castes in exchange. Sch. Caste vacancies filled by Sch. Tribes in exchange :

(g) No. of vacancies lapsed during the year after following the procedure for recruitment, exchange of reservation and dereservation of reserved vacancies.

(h) No. of vacancies carried-forward to the subsequent recruitment years also indicating the year-wise break up from which being carried-forward.

(vii) Though all the entries were signed in the rosters, the dates on which the entries were signed were not indicated. According to the Government instructions as soon as an appointment is made, the entry is required to be made in the roster and the same being signed by the appointing authority or any other officer authorised for the purpose.

(b) *Rosters in the case of promotion*

(1) Unlike the Corporate Office and the Hardwar Unit, which insisted that since promotion policy was career-oriented instead of vacancy-oriented, no rosters were maintained, the P.E.D. had maintained the rosters but they were maintained scale-wise and not post-wise. Thus posts in different disciplines but falling in the same pay-scales were shown in the same roster. According to Government instructions, principle of grouping has not to be applied in the case of posts filled by promotion and separate rosters are required to be maintained for each post irrespective of the number of posts in each grade or cadre. Separate rosters should, therefore, be maintained while making promotions

(2) The position of carry-forward of unfilled reserved vacancies was not shown in most of the rosters either at the end of the year or in the beginning of the next year. Infact a detailed abstract should be shown at the end of each year. Correct carry-forward position should be calculated in the case of all the rosters.

(3) When the names of Scheduled Caste/Scheduled Tribe candidates are not entered against the points reserved for them, a note of adjustment should be indicated against the relevant points.

(4) The provision of exchange of reservation between Scheduled Caste/Scheduled Tribe is available in the same year in the case of promotions on the basis of selection (seniority-*cum*-merit) in Class I (Group B) and upto the lowest rung of Class I (Group A). In all other cases this provision is available only in the last year of carry-forward. Infact, whenever the Scheduled Caste/Scheduled Tribe candidates become available, they should first be adjusted against the oldest brought forward vacancies and if the oldest brought forward vacancy happens to be in the last year of carry-forward, the available reserved category candidates should first be adjusted against that point. It was noticed that this provision of exchange of reservation was not applied at all in the case of promotional posts also.

(5) The procedure for dereservation of reserved vacancies was also not followed in the promotional posts.

19. The position regarding the correct maintenance of rosters in accordance with the instructions issued by the Government from time to time, was explained to the concerned officers. However, a summary solution of the roster for the post of Stenographer in the scale of Rs. 345—535, is given below and it is suggested that the pattern may be followed to correct the rosters both for direct recruitment and promotion posts. However the roster for direct recruitment posts upto the scale of Rs. 520—760 shall also have to be recast besides following the pattern as suggested in the following statement :—

Year	Total No. of vacancies filled also indicating the points in the rosters	No. of vacancies reserved for		No. of vacancies filled by		No. of vacancies carried-forward		Remarks (Year-wise Break up of C/F vacancies)	
		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10
1974	4 (1 to 4)	1	1	..	..	1	1	both of 1974	
1975	19(5 to 23)	3	1	1	..	3	2	3 of 1975	1 of 1974 1 of 1975
	NOTE : The SC candidate appointed during this year should be adjusted against point No. 1 of 1974 and necessary cross referencing should be indicated against the relevant points in the remarks column.								
1976	10(24 to 33)	1	1	1	..	3	3	2 of 1975 1 of 1976	1 each of 1974. 1975 and 1976.
	NOTE : 1 SC candidate appointed during this year should be adjusted against one of the 3 vacancies of 1975 and necessary cross referencing may be indicated								

1	2	3	4	5	6	7	8	9	10
1977	5(34 to 38)	1	..	2	..	3	2	1 of 1975 1 of 1976 1 of 1977	1 of 1975 1 of 1976
	NOTE : In this year the oldest vacancy of point No. 4 reserved for ST is exchangeable being in the third year of carry-forward and, therefore, one of the 2 SC candidates available in this year should be adjusted against that point and the other SC candidates should be adjusted against one of the two SC vacancies of 1975.								
1978	5(39 to 40 1 to 3 of next cycle)	1	..	..	..	3	1	1 each of 1976, 1977 and 1978	1 of 1976
	NOTE : In this year 1 vacancy each of 1975 reserved for SC and ST is exchangeable being in the last year of carry-forward. Since no candidate belonging to either category became available, these vacancies are liable to lapse subject to the condition that whole procedure regarding recruitment and dereservation of reserved vacancies was followed in all the previous three years. The carry forward position shown above will be subject to these conditions.								
1979	4(4 to 7)	..	1	4	..	..	1	..	1 ST of 1979
	NOTE : The 4 SC candidates who have become available in this year should be adjusted as under :— 1 against 1 ST of 1976 by exchange 1 against 1 SC of 1976 1 against 1 SC of 1977. 1 against 1 SC of 1978.								

Apprenticeship Training Programme

20. According to the information made available to the team there were 5 apprentices in this division during the period from November 1976 to October 1977. After completion of their training, they were trade-tested and all of them were absorbed against the available vacancies in that division. One out of those five, belonged to Scheduled Castes. It was further reported that this was the first and last batch of the apprentices in that division and there was no apprentice under training at present under the apprenticeship training scheme. In fact this is a continuous process and apprentices are required to be recruited according to the Apprenticeship Act, 1961. The authorities reported that necessary action for the recruitment of apprentices is taken in the Corporate Office, and they receive their quota from them. Enquiries made from the authorities revealed that no roster for this category was being maintained in that division. Since the recruitment action is taken by the headquarters office, this aspect will have to be examined in the Corporate Office in detail.

Liaison Officer and his inspection report

21. In accordance with the instructions contained in the Ministry of Home Affairs O.M. No. 16/17/67-Est(C) dated 10th April, 1968 read with para 2 of Chapter 7 of the Brochure on reservation for Scheduled Castes and Scheduled Tribes issued by the Bureau of Public Enterprises, in each undertakings the Officer Incharge of administration (or any other officer designated for the purpose) is to act as Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes In the Project Engineering Division of BHEL Shri J. M Bhatia who is Deputy Manager (Personnel) is acting as Liaison Officer since July 1975. It was learnt that he has been conducting the inspection of rosters every year. The team was informed that Shri C. B. Pandey of the Corporate Office had also seen the rosters. It is noted that the present Liaison Officer had conducted the inspection of rosters for the year 1979 also. As required by the study team a copy each of his inspection reports for the years 1978 and 1979 was furnished to the team. By and large these inspection reports showed the information as required against each item of the proforma for inspection report but some of the discrepancies such as the proper model roster, starting from point 1 of the second cycle after completion of the previous cycle, utilising the earlier vacancies first, exchange of reservation between Scheduled Castes and Scheduled Tribes in the third year of carry-forward etc. were not pointed out in the inspection reports.

22 In accordance with the instructions issued by Bureau of Public Enterprises, under the control of the Liaison Officer in each undertaking, a Cell consisting of a suitable number of Assistants has to be set up to ensure proper implementation of reservation orders and speedy disposal of grievances of Scheduled Caste and Scheduled Tribe employees. This Cell is also required to maintain up-to-date statistics regarding the representation of Scheduld Castes and Scheduled Tribes in the organisation. It was learnt that the total strength of the division being around 600, the management did not consider it very necessary to have a Special Cell for this work. It is, however, suggested that one or two Assistants can be put on this job exclusively.

Departmental Promotion Committees/Selection Boards

23. As required under instructions issued by the Government of India, the constitution of DPCs/Selection Boards should be made keeping in view that a

member belonging to Scheduled Caste or Scheduled Tribe is associated in the meetings of these DPCs/ Selection Boards as far as possible. From that point of view the team was informed that the management had taken care to associate Scheduled Caste/Scheduled Tribe members in such meetings. For this purpose, some files relating to Selection Board proceedings were seen. It was observed that though a member belonging to Scheduled Caste was invariably associated, he had not signed the proceedings of the Selection Board. It was explained that the Scheduled Caste Member was only co-opted and he was not the full fledged member in accordance with procedure for constitution of the selection Boards. Further it was hinted that the Scheduled Caste member being a junior Officer, hesitated to sign the proceedings. If this position is correct, it is very doubtful if he could assert himself in the matter of selection of Scheduled Caste/Scheduled Tribe candidates against the reserved quota. In such an event the presence of the Scheduled Caste/Scheduled Tribe Member is just a formality. It is, therefore, suggested that the Scheduled Caste/Scheduled Tribe Member must also sign the proceedings of the DPCs selection Boards. However, the statistical information about the number of DPC/ Selection Board meetings that were held during the last 2 years and the number in which Scheduled Caste/Scheduled Tribe Members were associated was not made available to the team.

(II) *Corporate Office (B.H.E.L.)*

24. After the general discussions with the officers of the BHEL on 15th January, 1980 and the study of rosters and other records in the Projects Engineering Division, the study of the rosters and other records in the Corporate Office was undertaken by the team consisting of S/Shri B. M. Masand and Waryam Singh in February 1980. The Corporate Office furnished the following statistics showing the total number of employees and the number of Scheduled Castes and Scheduled Tribes among them as on 1st January, 1979 in the entire BHEL Company as a whole.

Group	Total No. of employees	No. of Sch. Castes	Percentage	No. of Sch. Tribes	Percentage
Group A . .	7,317	363	5.0	59	0 8
Group B . .	4,264	129	3.0	13	0 3
Group C . .	44,589	5,991	13.4	684	1.5

It would be seen from the above table that the representation of Scheduled Castes in Group 'A' posts is around 5% and that in Group 'B' posts is even less *i.e.* only 3%. However, the representation of Scheduled Castes in Group 'C' posts has reached somewhat satisfactory level of 13.4 per cent. This near satisfactory level of representation of Scheduled Castes in Group 'C' posts is apparently due to the fact that there are no Group 'D' posts in B.H.E.L. accept the posts of sweepers Even some of the lowest posts in the category of Artisan which can reasonably form part of Group 'D' posts are included in Group 'C' posts, thus inflating the representation of Scheduled Castes in the Group 'C' category of posts. This seems to be due to the fact that the pay scales of Group 'D' employees are such as they are accountable in any Group 'C' posts. This is not a correct thing to do and this results in the inflation of representation of Scheduled Castes and Scheduled Tribes in Group 'C' posts. This is also clear from the recruitment position from the last three years in various units of BHEL where it is noticed that the reserved category candidates particularly those belonging to Scheduled Castes have become available in large numbers in the lowest Group 'C' posts of Artisans, unskilled workers etc. which could be treated as Group 'D' posts. It is, therefore, suggested that recruitment to AI and AII grades in the erstwhile scales of pay of Rs. 110—125 (now Rs. 335 to 455) and Rs 110 to 155 (now Rs. 350—524) as also in the BI, BII, BIII in the erstwhile scales of pay of Rs. 100—125 (now Rs. 335—455), Rs. 105 to 130 (now Rs. 345 to 498) and Rs. 130 to 170 and Rs 140 to 168 (now Rs. 380 to 525) respectively may be treated as recruitment to Group 'D' posts instead of Group 'C' posts.

25. The Corporate Office also furnished the following information regarding the representation of Scheduled Castes/Scheduled Tribes is various groups of posts in the Corporate Office as on 1-1-1980.

Group of posts	Total No. of Employees	Sch. Castes	Sch. Tribes
Group 'A'	134	1	.
Group 'B'	27	2	..
Group 'C'	246	27	..

26. The above position in the Corporate Office reflects the same story as in the case of representation of Scheduled Castes/Scheduled Tribes in the entire company as given in the previous paragraph It is further noticed that while taking the B.H.E.L. company as a whole, there is an insignificant percentage of Scheduled Tribes in various categories of posts. In the Corporate Office there is not a single Scheduled Tribe employee in any class of posts. There is need to augment the intake of Scheduled Tribes in the company as a whole and the Corporate Office particularly by making special efforts to recruit Scheduled Tribe candidates against the normal vacancies reserved for them as also huge backlog existing in various categories of posts in respect of Scheduled Tribes.

27. The following table indicates the recruitment position in the Corporate Office during the last 3 years *i.e.* 1977 to 1979.

Group of posts	Total Rectt.	Reserved for		Filled for	
		SCs	STs	SCs	STs
Group 'A' . .	64	8	4	..	.
Group 'B' . .	20	2	2	1	..
Group 'C' . .	67	11	5	17	1

28. The recruitment position in Group A and B posts leaves much to be desired. In respect of Group 'C' posts, however better results have been shown perhaps due to exclusive recruitment of Scheduled Caste/Scheduled Tribe candidates in the post of Junior Stenographer in the year 1979 when as many as 9 candidates were appointed who belonged to Scheduled Castes.

29. No rosters were maintained by the Corporate Office in respect of posts filled by promotion but from the statistics furnished, it appears that none of the 66 officers promoted to Group 'A' and 'B' belonged to Scheduled Caste or Scheduled Tribe and only three out of the 34 Group 'C' promotees belonged to Scheduled Castes The number of Scheduled Castes officers who actually became eligible for promotion under the career-growth policy but were dropped was not available Due to lack of this information it is not possible to examine the claim of the Management that under the career-growth policy of promotion, all those who are eligible by virtue of having completed the specified number of years of service in the lower grade are promoted.

Deputation

30. During the last three years *i.e.* 1977—1979, the number of posts filled by deputation was 9 in Group 'A', 10 in Group 'B' and 38 in Group 'C' posts. None of them belonged to Scheduled Castes or Scheduled Tribes. In this regard the instructions issued by the Government of India require the authorities to consider the claims of Scheduled Castes and Scheduled Tribes employees and also to get them due share of posts filled by deputation. These instructions need to be kept in view while making appointments on deputation in future.

Training

31 According to the information furnished by the Corporate Office, the only one Class I Officers belonging to Scheduled Castes in the Corporate Office was sent for training in 1977. In Group 'B' posts, only 2 officers were sent for training in 1979, and none of them belonged to Scheduled Castes/Scheduled Tribes. In Group 'C' posts, 21 officers were sent for training in 1979, and none of them belonged to Scheduled Castes/Scheduled Tribes. In Group 'C' posts 21 officers were sent for training in 1979, and of them only one belonged to Scheduled Castes. According to Government instructions more and more officers belonging to Scheduled Castes and Scheduled Tribes are to be sent for training within the organisation as well as outside and also abroad to enable them to acquire specified knowledge and gain more confidence for shouldering higher responsibilities It is hoped that the Management will look into this aspect and send more and more Scheduled Caste and Scheduled Tribe Officers for various training programmes in future.

Selection Boards/Departmental Promotion Committees

32. While no information was furnished by the Corporate Office regarding the association of Scheduled Caste or Scheduled Tribe Officers in Selection Board/Departmental Promotion Committee meetings, it was intimated that earlier Shri P. Mazumdar, Deputy General Manager (PED) was associated in the meetings of the Central Recruitment Committee set up in the Corporate Office. After his retirement in June 1979 Shri G Krishnaiah, Manager (Thermal) in Projects Engineering Division belonging to Scheduled Castes has been nominated to represent as an Officer belonging to Scheduled Castes on the Central Recruitment Committee for the recruitment to executive and other posts.

Rosters

33. The Corporate Office had maintained rosters in respect of direct recruitment posts only. The team has to make the following observations in respect of the rosters seen by it:—

(i) Rosters were maintained in proper form and points in the roster registers were also earmarked correctly in accordance with the model rosters prescribed by the Government.

(ii) As already stated in the general observations part of this report, the procedure regarding the de-reservation of reserved vacancy was not followed.

(iii) The position of carry-forward of unfilled reserved vacancies was shown correctly from year to year without applying the principle of exchange of reservation in the last year of carry-forward Study team noticed that this exchange could be applied in the case of recruitment of Junior Stenographer in which case from 1971 to 1979 as against total reservation of 13 vacancies of Scheduled Castes and 7 for Scheduled Tribes as many as 15 Scheduled Caste candidates became available for appointment, 9 of them in the year 1979 perhaps due to exclusive recruitment confined to Scheduled Castes and Scheduled Tribes However, only one Scheduled Tribe candidate could be appointed in the year 1977 In the post of Senior Stenographer also, as two Scheduled Caste candidates became available in 1975, one could be set off 1972 which is in the 3rd year of carry-forward and, therefore, ripe for exchange with a Scheduled Caste candidates, in the event of non-availability of the Scheduled Tribe candidate.

(iv) In the preliminary information furnished in proforma X, it was stated that separate rosters were being maintained for all posts, but it was noticed that the combined rosters have been maintained for the posts of Library Assistant, Assistant, Hindi Translator and Receptionist all in the scale of Rs 475 to 751 However, there is no objection to such a grouping but according to instructions

in Chapter VI of the Brochure, the small cadres and isolated posts should not be grouped together among themselves, but with another cadre having a substantial strength of its own (20 or more posts) in the same class The only cadre having a substantial strength of its own out of the above posts was perhaps the post of Assistant Grade I.

(v) In the rosters for senior positions filled by direct recruitment from 1970 onwards in the scale of Rs. 600 to 1100 right upto the scale of pay of Rs. 2250 to 2750, no Scheduled Castes or Scheduled Tribe candidate could be appointed in the Corporate Office except one Scheduled Caste Officer (Junior Executive) in the scale of Rs. 600 to 1100 who was appointed during the year 1971. It is rather surprising to know that even in the post of Senior Accountant and Office Superintendent, not a single Scheduled Caste or Scheduled Tribe candidate was appointed from 1975 to 1978 In the combined roster for the posts of Peon, Chowkidar and Security Guard in the Scale of pay of Rs. 260 to 350, only 3 Scheduled Caste candidates could be appointed against the reserved quota of 5 Scheduled Caste and 3 Scheduled Tribe vacancies out of the total recruitment of 33 shown in the rosters from 1970 to 1979.

Liaison Officer and Scheduled Caste/Scheduled Tribe Cell

34. It was learnt that Shri K. B. Dayani, Deputy Manager (P & A) was nominated as Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes in the Corporate Office, for the last one year. Though in the general information proforma, it was stated that annual inspection of rosters was conducted by the Liaison Officer, copies of inspection reports of the Liaison Officers for the last two calendar years were not given to the study team. It was intimated that there was no special cell for the work relating to the representation of Scheduled Castes and Scheduled Tribes, but one Junior Executive and one Assistant were looking after this work in addition to other work. In fact there is a need for a full-fledged Scheduled Caste/Scheduled Tribe cell consisting of one or two Junior executives/Assistants exclusively for this work in the Corporate Office to handle all matters relating to Scheduled Castes/Scheduled Tribes including the maintenance of all statistics and dealing with the grievances of the employees belonging to Scheduled Castes and Scheduled Tribes in all service matters. The activities of this cell as also the complete classwise, (groupwise) statistics of representation of Scheduled Castes and Scheduled Tribes in the entire B H E.L Company (also unitwise) as on 1st January each year, together with the recruitment/promotion position during the year under report, should be incorporated in the annual report of the company and this work can be better coordinated by the Corporate Office.

(III) *B.H.E.L., Ranipur (Hardwar)*

35. The team had general discussions with Shri N. N. Srivastava, Deputy General Manager (P&A) and Shri R. K. Goeal Senior Personnel Officer(P) in the IDPL Guest House on 4th July, 1980 along with the officers of the IDPL, Virbhadra. This was followed by the detailed study of rosters and other records maintained by them on 7th and 8th July, 1980.

Representation of SC and ST

36. According to information regarding representation of Scheduled Castes & Scheduled Tribes in the Ranipur Unit of B.H.E.L., Hardwar as on 24-6-80 there were 55 officers belonging to Scheduled Castes in Group 'A'. Of these 34 were appointed by direct recruitment during the last three and a half years. The position regarding the number of Scheduled Caste promoted in this period is not indicated. In Group 'B' posts there were only 27 officers belonging to Scheduled Castes as on 24-6-1980 but none of 9 recruited during the last three and a half years belonged to Scheduled Castes. As regards Group 'C' posts, the strength of Scheduled Castes increased by 94 during the last 3½ years to reach 624 as on 24-6-80. The position in regard to Scheduled Tribes remained very poor without any improvement whatsoever in the last three and a half years except in the case of Group 'A' posts where 8 of the total 16 Group 'A' officers as on 24-6-80 were appointed in the last 3½ years. However, according to the information furnished by the management as on 30-6-80, there was still a huge short-fall in various classes of posts which is indicated below :—

	SC	ST
Group 'A'	45	30
Group 'B'	57	12
Group 'C'	236	131
Group 'D'	13	8

The above figures point out the need for special recruitment drive to clear the backlog as early as possible. In this connection attention is invited to the Government instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 16/3/73-Estt (SCT), dated 27-12-1977 according to which in the case of posts and cadres where there is a backlog, total reservation can go even beyond 50 per cent of the available vacancies. It is further suggested that where during the course of special recruitment drive the response from the Scheduled Caste/Scheduled Tribe candidates is quite good, more and more Scheduled Caste & Scheduled Tribe candidates may be appointed in order to wipe out the backlog as early as possible.

37. In this connection a reference has to be made to the efforts made by the management through an exclusive advertisement No 141/75 for recruitment to various group 'C' posts. It is noticed that response of the Scheduled Caste candidates against various techni-

cal posts like Turner, Machinist, Fitter, Welder, Electrician, Patternmaker etc. in Grade IV, was quite good. Even then the number of Scheduled Caste candidates appointed during that special recruitment drive was 156 as against the short-fall of 221 vacancies as on 1-1-1975. As regards Scheduled Tribes, it is noticed that even though as many as 41 Scheduled Tribe candidates applied against various posts, none of them was called for interview/test and as such not a single Scheduled Tribe candidate was appointed in that special recruitment drive for reasons to be made known by the management It is suggested that similar special recruitment drive should be made to clear the backlog not only in Group 'C' posts but also in Group 'A' and Group 'B' posts. We appreciate the efforts made by the management through their letters dated 13th February, 1980 to the Employment Exchange, Hardwar and 6th February, 1980 to the Principal, Central Training Institute, Hardwar pressing them to sponsor adequate number of Scheduled Caste candidates for certain categories of posts. But special efforts are required to be made to locate Scheduled Tribe candidates for various posts in BHEL. For this purpose requisitions for posts reserved for Scheduled Tribes may also be sent to Central Employment Exchanges as well as the neighbouring Employment Exchanges and after receipt of non-availability certificates from the Employment Exchange, or where the number of candidates sponsored through the Employment Exchange is small, the vacancies reserved for Scheduled Tribes should be advertised not only in the Employment News and other important newspapers but also in the local newspapers of the other States such as Madhya Pradesh, Maharashtra, Gujarat, Rajasthan, Bihar and Orissa and some territories in the North-Eastern region, having concentration of Scheduled Tribe population. Copies of the advertisement should also be sent to the Employment Exchanges, the recognised Associations of Scheduled Castes and Scheduled Tribes, the Director of Social Welfare, Uttar Pradesh as also to the nearest station of All India Radio. It has also been stated by the management that requirements at levels other than the induction levels are met from amongst the company's own employees and where necessary by open advertisement also. It is felt that since enough Scheduled Castes and Scheduled Tribes are not available in the feeder cadres to get their due share in the promotion quota, the short-fall may be made good through the open advertisement as per the above policy of the Company. The management is requested to intimate for the information of the Commissioner for Scheduled Castes and Scheduled Tribes, the details of the efforts made and results achieved as a result of the special recruitment drives and the extent to which the backlog is cleared.

Apprentices

38. According to general policy of the BHEL management, Hardwar, the bulk of the requirement pertaining to Artisans, Ministerial and Supervisory Staff is made from amongst the trainees/apprentices who are recruited under the provisions of Apprentices Act. If we have a look at the following figures of Trade Apprentices trained during the period from March/April, 1979 to March/April, 1980, it is observed that the Scheduled Caste/Scheduled Tribe formed a percentage of 17.5 of the total apprentices trained :—

	Total	SC/ST
March/April 79	231	33
Sept./Oct. 79	198	40
March/April 80	273	45
TOTAL	702	123

If, therefore, recruitment of apprentices is made strictly in accordance with the quota of Scheduled Caste/Scheduled Tribe candidates as prescribed under the Act, it would never be possible to clear the backlog in the posts at the above induction levels. It is, therefore, imperative to boost up the intake of Scheduled Caste/Scheduled Tribe as apprentices/trainees in the above categories till the backlog is cleared.

Liaison officer and Special Cell

39. In the Ranipur (Hardwar) Unit of B H E L., Shri M. C. Kureel, Sr. Personnel Officer, who belongs to Scheduled Caste, has been nominated as Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes in that unit. From the copies of the reports of the annual inspection of the rosters and during the course of study it seemed that he was taking keen interest in this work and the management was also responding favourably to the suggestions made by him on various matters. Such a co-ordination between the Liaison Officer and the Personnel Department is a factor which is bound to help in the increased intake of Scheduled Caste/Scheduled Tribe in this Unit as also other welfare measures meant for these communities. However, doubts expressed by the Liaison Officer and the Personnel Department Officers on various aspects of reservation were cleared during the course of discussions. The Liaison Officer in his inspection reports had stated that recruitment on all-India basis by open competition was not being done in the Unit and hence the roster preseribed in Appendix 1 of the Brochure for direct recruitment on all-India basis by open competition was not being maintained. It was explained that for any post where the primary source of recruitment is through advertisement in all-India Newspapers, this recruitment was on all-India basis by open competition and should, therefore, be entered in the roster prescribed in Appendix 1 meant for recruitment on all-India basis by open competition.

40. There is a provision in para 2 of Chapter VII of the Brochure brought out by the Bureau of Public Enterprises, according to which a cell consisting of a suitable number of assistants has to be set up in each undertaking to assist the Liaison Officer and to ensure prompt disposal of grievances of Scheduled Caste and Scheduled Tribe employees. On enquiries it was learnt that there was no such cell in the Hardwar Unit. Deputy General Manager (Personnel), however, agreed

to create such a cell under the Liaison Officer and put one or two assistants exclusively for work relating to the representation of Scheduled Castes and Scheduled Tribes in addition to the normal staff already doing this work.

Deputation

41. According to information furnished in proforma VI of the preliminary information, 20 posts were filled by deputation (4 Group 'A', 12 Group 'B' and 4 Group 'C') during the years 1977, 1978 and 1979. None of these 20 deputationists belonged to Scheduled Castes or Scheduled Tribe. Reasons for this were stated to be that selection was made by the Corporate Office and that the names of Scheduled Caste/Scheduled Tribe were not forwarded. In this connection the instructions contained in paragraphs 3.5 and 3.6 of the Brochure issued by the Department of Personnel & Administrative Reforms, were brought to the notice of the management and the management agreed to the suggestion of the study team that while notifying the vacancies to be filled on deputation in future, they will also stress that the names of Scheduled Caste/Scheduled Tribe officers eligible to be sent on deputation should be sponsored alongwith other officers so that they could also be considered for appointment on deputation.

Supersession of SC/ST

42. Attention of the management was drawn to the statement furnished by them as enclosure 13 to the preliminary information which showed that 5 Scheduled Caste employees were superseded in the year 1978 and as many as 25 Scheduled Caste employees were superseded in the year 1979. In most cases, the Scheduled Caste employees were superseded on account of their unsatisfactory/poor work and conduct. A Turner Grade IV was involved in a disciplinary case (insubordination and riotous behaviour and his increment was withheld for rioting/assault). He was superseded in 1978 as well as 1979. A sanitary Jamadar was censured for wilful insubordination. A Section Leader was warned for habitual absence without leave. Besides a case of dishonesty and another of theft/fraud, most cases were of the above type. In the case of two employees, promotions were held over as the employees had unauthorisedly constructed shed/room jhuggis in the company quarters on BHEL land. In two other cases, promotions were withheld for alleged involvement in an incident at the factory-gate. While it is not the intention of the Commissioner to protest against the punishment of such Scheduled Caste/Scheduled Tribe employees who, after due procedures of enquiry and scrutiny were proved to be dishonest or morally deficient and were, therefore, of no use to the factory, it is felt that in most of the above cases, warnings could have been issued to the employees concerned and promotions withheld only when the warnings failed to bring about any improvement in their work, conduct and behaviour or vacation of the unauthorised construction. This point was discussed with the General Manager also. He informed that all such cases were reviewed at highest level and the Review Committee in many cases allowed promotions where these were recommended to be withheld at the DPC level despite judgement by relaxed standards. The General Manager, however, was urged to ensure that such cases of supersession of Scheduled Caste/Scheduled Tribe employees were not many.

Training

43. According to the statistical information furnished by the management in Proforma VIII of the preliminary information, large number of employees of BHEL are sent for training every year but the proportion of Scheduled Castes and Scheduled Tribes among them is found to be very low. Following statement shows the total number of employees trained and the number of Scheduled Castes/Scheduled Tribes among them during the last three years :—

Where trained	Total	Scheduled Castes	Scheduled Tribes
(*a*) Trained departmentally .	4611	86	20
(*b*) Trained in outside institutions . . .	666	7	3
(*c*) Sent for training abroad	88	..	..
(*d*) Deputed to attend Seminars/Conferences . .	181	1	1

The matter regarding lower representation of Scheduled Castes and Scheduled Tribes in the training programmes was discussed with Shri D. N. Sud, Deputy General Manager (Management & Services). He was of the opinion that he was concerned with the planning of training programmes and that it was the duty of the sponsoring departments to nominate enough number of Scheduled Castes and Scheduled Tribes for training. The matter was further discussed with Shri N. N. Srivastava, Deputy General Manager (P&A) and he was requested to issue necessary instructions to all the divisional heads of the BHEL Unit at Hardwar to ensure that enough candidates belonging to Scheduled Castes and Scheduled Tribes fulfilling the requisite criteria for being sent for training should be sponsored and the Management and Services Division should also ensure that adequate number of candidates from these communities were actually selected for training programmes. It may be emphasized in this connection that such training programmes help the Scheduled Castes and Scheduled Tribes officers to acquire greater knowledge and experience and thereby broaden their outlook. Thus the Scheduled Caste and Scheduled Tribe Officers so trained are better equipped to shoulder higher responsibilities which may be assigned to them by the management.

Grouping of posts

44. As the management had not submitted the information in Proforma II of the preliminary information in the proper form it was not possible to advise the management on grouping of posts for the purpose of reservation orders. The management

promised to send some officers to Delhi for consultation in regard to grouping of posts Necessary guidance will be given to them as and when the officers visited the Office of the Commissioner for Scheduled Castes and Scheduled Tribes.

Reservation in services under the BHEL aided institutions

45. The study team learnt that there were some institutions which were run by private management but were aided by BHEL such as the educational Institutions, consumer cooperative societies and other BHEL ancillary industries. It was stated by the management that BHEL exercised no central control over appointments made by these aided bodies. In this connection, attention of the Management is invited to the Department of Personnel & Administrative Reforms O.M. No. 27/12/73-Estt(SCT) dated 7th October, 1974 which was issued after the Commissioner for Scheduled Castes and Scheduled Tribes took up the issue to the High Power Committee under the Chairmanship of the Prime Minister. According to these instructions, the aid giving authority has to include a suitable clause in the terms and conditions under which an organisation is given grant-in-aid, to provide for reservation for Scheduled Castes and Scheduled Tribes in posts and services under such an organisation. It is, therefore, imperative for the BHEL Management to include this clause under the terms and conditions of the grant as also to ensure through periodic returns that due share of appointments in the institutions aided by it, is given to Scheduled Castes and Scheduled Tribes in their services.

Verification of the claims of Scheduled Caste/Scheduled Tribe employees

46. Some of the caste certificates placed on the personal files of the employees in support of their claims to belong to Scheduled Castes and Scheduled Tribes were inspected. It was found that the certificates inspected were in order and produced on proper form.

Representation on Welfare Bodies

47. During the course of a meeting of the study teams with the representatives of the local association of Scheduled Caste/Scheduled Tribe employees of BHEL, it was pointed out that a number of welfare measures have been taken by the authorities in favour of its employees. A number of committees with the employees representatives on it look after the implementation of these welfare measures. The Scheduled Caste/Scheduled Tribe representatives, however, felt discriminated as the authorities have not given any representation to them on such bodies. While it is true that the association of Scheduled Castes and Scheduled Tribes is not one of the recognised trade unions but it is felt that they have sizeable number of Scheduled Caste/Scheduled Tribe employees as their members and as such it may not be out of place to suggest to authorities to review their stand and consider the desirability of ensuring active participation of the Scheduled Caste/Scheduled Tribe employees also in the Welfare activities. This would dispel any sense of discrimination in the matter of nomination on social welfare bodies. It is the Government policy to see that the Scheduled Caste/Scheduled Tribe employees do not feel segregated from the rest of the community.

48. The question of allotment of some space to the Scheduled Caste/Scheduled Tribe employees association for their social and other educational upliftment activities in the form of adult education, Balwadis and pre-examination coaching for their dependents, was discussed with the General Manager. The attitude of the General Manager was really reasonable when he agreed to be on the Management of the Temple only if a representative of the Scheduled Castes is also nominated. This demand of the Scheduled Castes/Scheduled Tribes Association can also be sorted out in the cordial atmosphere.

Maintenance of Rosters

49. The rosters maintained by the Hardwar unit of BHEL were inspected along with other record to see the implementation of reservation orders. It was noticed during the course of study that the rosters for direct recruitment posts had been rightly prepared from 1971 after the draft directive was issued by the B.P.E. The rosters had been prepared for all the groups of posts by this Unit. Even for Group A posts recruitment to which is made by the Corporate Office and nominated to various units, the rosters had been prepared by this unit. It was reported that they convey the number of vacancies and the number reserved for Scheduled Castes and Scheduled Tribes to the Corporate Office before an advertisement is issued. The rosters had been duly signed and checked by the Liaison Officer, who happened to be a Scheduled Caste Officer, on 14th January, 1980 and a report submitted to the concerned authority. Following discrepancies were, however, noticed in the maintenance of rosters for direct recruitment posts in various groups :—

(i) Though the rosters were maintained on proper form, correct model roster had not been adopted in the case of posts filled on all-India basis, particularly in Group A and B posts. The roster adopted (*vide* Annexure II) is based on 16⅔% for Scheduled Castes and 7½% for Scheduled Tribes and is meant for recruitment otherwise than by open competition. In the posts filled on all-India basis by open competition reservations @ 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes only apply and as such the model roster given in Appendix I of the Brochure should be applied.

(ii) While carry-forward of unfilled reservations had been correctly shown in the rosters from year to year, the procedure regarding dereservation of reserved vacancies in the

event of non-availability of Scheduled Caste/ Scheduled Tribe candidates and filling the same by general candidates has not been followed. The authorities reported that in order to avoid lapsing of the unfilled reservations in the third year of carry-forward, they did not dereserve the vacancies and simply showed them as carried forward. As elsewhere explained in detail, the procedure regarding dereservation is a sort of check on the administrative authorities to ensure that all the necessary steps to fill up the reserved vacancies from amongst Scheduled Castes and Scheduled Tribes have been taken. Moreover, the vacancies can be exchanged between the Scheduled Castes/ Scheduled Tribes in the third year of carry-forward.

(iii) It was noticed from the roster for the posts of non-Technical Officer (Doctors) that till 1974, these posts were treated as Group B and necessary roster had been maintained. During 1974 when there were 3 posts reserved for Scheduled Castes and one for Scheduled Tribes as carried forward reservations, the roster was closed and a fresh roster started during that year itself on the plea that these posts had been upgraded as Group A posts, ignoring the carried forward reservations. This was done on the plea that there was no further recruitment in those Group B posts. This is not correct as the provision of carry-forward is applicable in all posts filled by direct recruitment which are within the purview of reservation orders. Only in the case of promotional posts in Group 'B' and Group 'A' on the basis of selection, there is no provision of carry-forward. It is, therefore, felt that when the posts of Non-Technical Officer (Doctor) had been upgraded the carried-forward reservations should have been adjusted in Group 'A' posts. In fact the same roster should have been continued after 1974.

(iv) In certain cases it was noticed that entries made in the roster register had been shown in the year in which the candidate actually joined. In fact the recruitment year for the purpose of the roster, means the year in which recruitment action is started and reservation made according to the roster points. This needs to be kept in view in future.

(v) It was noticed from the roster for Graduate Apprentices/Engineering Trainees that an insignificant number of Scheduled Caste/ Scheduled Tribe candidates had been engaged and a large number of reserved points had been shown as carried forward. It was noticed that this was the only entry point for various posts in officers grade and unless special efforts were made to recruit requisite number of Scheduled Caste/ Scheduled Tribe candidates according to reservation in this category there were hardly any chance to improve their representation in various officers cadres since all appointments to those posts are made from Graduate Apprentices/Engineering Trainees engaged as such initially. It has, therefore, to be ensured that all the seats reserved for Scheduled Castes and Scheduled Tribes are to be filled up only from amongst these communities otherwise there would be hardly any candidate for a long time to come to apply against the internal recruitment circulars.

(vi) Rosters in respect of Executives had simply shown the reservations carried forward from year to year. Against 240 appointments in this category from 1971 onwards none belonged to Scheduled Castes and only one to Scheduled Tribes. The certificate of the only Scheduled Tribe person shown in 1972 was not found in order. This was probably due to the fact that there was no open recruitment in this grade and none from Scheduled Caste/Scheduled Tribe was available from within the organisation. No effort had ever been made to clear the backlog of 49 Scheduled Caste and 10 Scheduled Tribe reservations made and shown as carried over during this period. As per the normal procedure according to which, in the event of non-availability of candidates against internal circulars, the authorities resort to open advertisement, the management should have also resorted to open recruitment of Scheduled Caste/ Scheduled Tribe candidates to fill up the vacancies reserved for them when they were not available internally. There is no reason to deny the Scheduled Castes/Scheduled Tribes their due share of appointments against reserved vacancies in direct recruitment.

(vii) In the case of roster for Group C technical posts of Artisans filled through Employment Exchange and by means of open advertisements, it was seen that the backlog of reservation which was quite on the high side in view of the bulk recruitment in hundreds during each year, had also been simply shown as carried over from year to year. The number of appointments from Scheduled Caste/Scheduled Tribe candidates till early 1975 was insignificant. This shows that no effort had been made to recruit Scheduled Caste/Scheduled Tribe candidates according to the reservations prescribed for them. It was from 1975 onwards that a number of Scheduled Castes had been recruited but there was hardly any Scheduled Tribe. The backlog at the end of 1979 in the rosters worked out to 150 Scheduled Caste and 100 Scheduled Tribe reservations. In the

case of the posts of Chargemen, Overseer etc. also it was noticed that there was no Scheduled Caste/Scheduled Tribe candidate except one Scheduled Tribe appointed in 1971. The management should do something by way of special recruitment. They can approach various technical institutions for the purpose. Trade apprentices can also be recruited from Scheduled Castes/ Scheduled Tribes with assurance of being absorbed against regular vacancies reserved for them.

(IV) *B.H.E.L. Hyderabad*

50. The team consisting of Shri B. M. Masand, Research Officer, Shri Ajit Singh, Investigator and Shri V. S. Nair, Stenographer visited Hyderabad from 4th to 16th September, 1980. Shri M. N. Rao, Deputy General Manager (Pers.) was requested earlier to co-ordinate the programme of the study team in regard to the studies in various other Central and State Government offices as also other public sector undertakings which had been proposed for study during the team's stay at Hyderabad. The management of B.H.E.L., Hyderabad extended their full co-operation to the team not only in regard to the study of their own organisation but also in co-ordinating the team's programme and extended transport and accommodation facilities. The study of the Hyderabad unit was conducted on 12th, 13th and 16th September, 1980 and the team had discussions with Shri M. N. Rao and other officers. The team also called on the Executive Director on the last day of the study and apprised him of the general observations of the study team.

Representation as on 30-6-1980

51. Following statistics were furnished in regard to the representation of Scheduled Castes and Scheduled Tribes in the Hyderabad unit as on 30th June, 1980.

Class/Group	Total including SC & ST	Scheduled Castes		Scheduled Tribes	
		No.	Percentage	No.	Percentage
I (Group A) .	1,009	64	6 34	5	0.49
II (Group B) .	938	56	5.97	6	0.65
III (Group C) .	7,325	1,219	16 64	85	1.16
IV (Group D) (excluding sweepers) . .	.	..	..	.	..
Sweepers . .	175	72	41 14	8	4.57

It would be seen from the above table that the representation of Scheduled Castes in Group 'A' and 'B' posts was around 6 per cent which is quite below the prescribed percentage of 15. The reasons for this low representation are being discussed in the para on 'Promotion Policy' in the general observations. The representation of Scheduled Tribes, is, however, not at all satisfactory in all classes of posts. It is suggested that vacancies reserved for Scheduled Tribes in the direct recruitment quota should be given wider publicity preferably in States and areas having concentration of Scheduled Tribe population *viz.* Bihar, Gujarat, M P., Orissa, Rajasthan, Himachal Pradesh and some areas in the North Eastern region in order to have better response from Scheduled Tribe candidates.

52. It is noted that the BHEL, Hyderabad Unit do not have any Class IV (Group D) staff. This seems to be due to the fact that the pay scales of the Group D employees are such as they are accounted for in Group C posts. This is not a correct policy to follow and results in the inflation of the representation of Scheduled Castes and Scheduled Tribes Group C posts. It is clear from the recruitment position during the last three years where it is noticed that the reserved category candidates particularly those belonging to Scheduled Castes are available in larger number in respect of the lowest Group C posts of Artisans and unskilled workers etc. which could be termed as Group D posts. As pointed out earlier in case of another unit of BHEL it is suggested that the recruitment to AI and AII grades in the erstwhile scales of Rs. 100—125 (now Rs. 335—455) and Rs. 110—155 (now Rs. 350—524) as also in the BI, BII and BIII grades in the erstwhile scales of Rs. 100—125 (now Rs. 335—455), Rs. 105—130 (now Rs. 345—498) and Rs. 130—170/Rs. 140—168 (now Rs. 380—525) respectively may be treated as recruitment to Group 'D' posts instead of Group 'C' posts.

Recruitment during the years 1977—79

Class/Group	Total Rectt. including SC and ST	Reserved for		Filled by	
		SC	ST	SC	ST
Group A . .	24	3	2	3	..
Group B . .	153	26	10	18	1
Group C . .	1234	165	52	188	55.

It is seen from the above figures that position regarding recruitment of Scheduled Caste/Scheduled Tribe candidates against the vacancies reserved for them has been quite satisfactory in Group C posts. As regards Group A and Group B posts particularly in respect of Scheduled Tribes there is need to step up their intake so as to bring their representation somewhere near the quotas prescribed for them. However, the larger intake of Scheduled Caste/Scheduled Tribe candidates in Group C posts is due to the fact that

more Scheduled Caste/Scheduled Tribe candidates have become available for appointment than the number of vacancies reserved for them, in the lowest posts of Artisans etc. which could be termed as Group D posts. The increased intake of Scheduled Caste/Scheduled Tribe candidates is also due to the special recruitment drives undertaken during the years 1976 and 1977.

Promotions during the years 1977—79

53. Following table indicates the total number of promotions made by the Hyderabad unit in the last three years. It is reported that all these promotions were made on the basis of selection.

Class/Group	Total	Sch. Castes	Sch. Tribes
(*i*) Within Group C . .	3016	490	34
(*ii*) From Group C to Group B . . .	513	42	5
(*iii*) Within Group B . .	196	5	..
(*iv*) From Group B to Group A . . .	188	5	..

It is noticed that Scheduled Caste and Scheduled Tribe employees did not get due share of promotions as per the prescribed quotas of 15 per cent and 7.5 per cent respectively. In the case of Scheduled Tribes, it is true that in the direct recruitment sufficient candidates are not forthcoming and, therefore, adequate number may not be available in the feeder cadre to claim promotion in their due turn. But in the case of Scheduled Castes even in promotions from Group C to Group B the percentage of Scheduled Caste employees promoted to the total promotions made during the last three years was about 8. In promotion within Group B and from Group B to Group A, the proportion of the benefit derived by Scheduled Castes was below 3 per cent. This too, as already stated in the main para on 'Promotion Policy' in the general observations, seems to have been enjoyed by the Scheduled Caste candidates by virtue of their own seniority and merit. It is, therefore, necessary that due benefit of reservation in promotional posts should be given to all eligible Scheduled Caste/Scheduled Tribe employees by applying the scheme of reservation to the career-growth (Seniority) promotions without judging them in comparison to general candidates. The Scheduled Caste/Scheduled Tribe employees should be promoted invariably unless they are specifically found unfit for promotion. In the flier category also all the eligible Scheduled Caste/Scheduled Tribe officers have to be promoted to the extent of reserved quota unless they are unfit, although their relative position in the promotion panel may be lower, this being inherent in the selection method where the position is determined strictly according to merit.

Deputation

54. The following table indicates the number of posts filled by deputation in various classes of posts during the last three years (1977—1979).

Class/Group	Total	No. of SC/ST taken on deputation	
		Sch. Caste	Sch. Tribe
Group A	3	1	..
Group B	7	..	..
Group C	17	1	..

According to Government instructions, while making appointments on deputation, claims of Scheduled Caste/Scheduled Tribe candidates are also to be considered alongwith others and this would be possible if the fact of giving adequate share of posts to be filled by deputations is indicated in the circulars calling for applications. It is hoped that these instructions would be kept in view while filling posts by deputation in future.

Training

55. There are Government instructions that in so far as Class I officers belonging to Scheduled Castes and Scheduled Tribes are concerned, their immediate superior officers should identify the needs for training these officers and afford them enough opportunities for training within and outside the Department and even abroad. Where any regular training facilities exist there is a provision of reserving 25 per cent of the available seats for Scheduled Castes/Scheduled Tribes. These officers are also to be sponsored for attending conferences, seminars, symposia etc. All these facilities help the Scheduled Caste/Scheduled Tribe officers to broaden their outlook and enable them to gain confidence and specialised knowledge to shoulder higher responsibilities. According to information furnished by the Hyderabad Unit, in the last three years (1977-78 to 1979-80) as many as 2,130 Class I officers were trained departmentally out of whom 119 belonged to Scheduled Castes and 10 to Scheduled Tribes. It is noticed that the total Class I officers belonging to Scheduled Castes in Hyderabad unit as on 30th June, 1980 were 64 and those belonging to Scheduled Tribes were 5 and as such it is not understood as to how as many as 119 Scheduled Castes and 20 Scheduled Tribes were trained unless same officers were trained on more than one occasion. As regards training in outside institutions, a total of 720 officers were sent for training out of whom only 43 belonged to Scheduled Castes and 6 to Scheduled Tribes. In the training programme abroad, however, it is noticed that none of the 37 officers sent abroad for training, belonged to Scheduled Castes or Scheduled Tribes. Similarly out of the 377 officers deputed for attending conferences, seminars and symposia etc. an insignificant number of 11 Scheduled Caste and 2 Scheduled Tribe officers were deputed. All these figures indicated that while there are special provisions for Scheduled Castes and Scheduled Tribes in this

regard the number of these officers sent for training etc. was very low particularly in training in outside institutions and deputation to conferences etc. It is recommended that the Management should consider this aspect and pay more attention to the need for training of Class I officers in India and abroad.

Apprenticeship Training (1977—1979)

Nature of Apprentices	Total No. trained	SC/ST trained		Absorbed	
		SC	ST	SC	ST
Fitters etc. . .	1016	191	. 12	73	1
Diploma Holders	150	9	..	4	1*
Graduate Apprentices . .	70	15	..	11@	..

56. It is noticed that the number of Scheduled Caste apprentices particularly in the Diploma holders category is small. It is, however, gratifying to note that the Management absorbed as many as 73 Scheduled Castes in the Fitters category, 4 Scheduled Caste in Diploma holders category and almost all the Scheduled Castes graduate apprentices after the completion of their training. Special efforts, however, need to be made to induct more apprentices belonging to Scheduled Tribes.

Liaison Officer and Inspection Reports

57. It was reported that Shri Y. L. N. Rao, Senior Personnel Officer had been nominated as Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes in the Hyderabad Unit. It was learnt that there was a cell in the Personnel Department which, among other things, also dealt with matters relating to Scheduled Castes/Scheduled Tribes in addition to other normal duties. It was noticed from the copies of the annual inspection reports of the Liaison Officer for the years 1977, 1978 and 1979, that everything was alright in the maintenance of rosters and other records in the Hyderabad unit but that has not been so. The Liaison Officer is advised to make a critical inspection of rosters etc. in the light of observations made in this report. In fact the Liaison Officer should have supporting staff of one or two Assistants to assist him who should be put exclusively on the work relating to the representation of Scheduled Castes and Scheduled Tribe as also to maintain all uptodate statistics and deal with complaints of Scheduled Caste/Scheduled Tribe employees and their associations in accordance with Government instructions issued from time to time.

Caste/Tribe certificates

58. Some of the caste/tribe certificates submitted by the Scheduled Caste/Scheduled Tribe employees in support of their claim to belong to Scheduled Castes or Scheduled Tribes were seen and it was found that these had been issued by the competent authority. In the two certificates, one in the case of Shri Ravinder Nath Tagore, and that of Shri K. Mohan Rao, Artisan Grade IV, the names of the Castes were not mentioned in the certificates. It is suggested that the certificates produced by the candidates at the time of their appointment should be thoroughly checked with reference to (1) the issuing authority who should be the competent authority as prescribed in the Brochure, (2) the name of the caste or tribe which should be included in the lists of Scheduled Castes and Scheduled Tribes as scheduled in the state of Andhra Pradesh, (3) the certificates should be issued by the competent authority of the area where the candidates permanently resides, (4) the certificate of belonging to Scheduled Castes is isued to only such persons who profess Hindu or Sikh region and (5) in the case of women candidates, the certificate is issued to only those who belong to Scheduled Castes or Scheduled Tribes by birth and not by virtue of their marriage to Scheduled Caste/Scheduled Tribe persons.

Advertisements

59. A few copies of the advertisement issued by the BHEL, Hyderabad in respect of reserved vacancies were shown to the study team. While most of the requirements such as the exact number of vacancies reserved for Scheduled Castes/Scheduled Tribes, the extent of relaxation in upper age limit, grant of TA to Scheduled Caste/Scheduled Tribe candidates called for interview etc. were indicated in those advertisements but the requirement of relaxation in experience criterion in favour of Scheduled Caste/Scheduled Tribe candidates was not indicated therein. It is suggested that this aspect may also be incorporated in the advertisements for reserved vacancies in future.

Rosters

60. The rosters were maintained neatly on proper form. However, following observations are made on the maintenance of rosters for various categories of posts recruitments/promotions to which are made by the BHEL management at Hyderabad.

(i) While rosters in respect of Class I (Group A) posts were maintained on a proper model as prescribed in Appendix 1, some of the rosters in respect of Class II (Group B) posts (*viz.* Technicians, Foreman and Junior Engineer) were initially maintained on the model of Appendix 2 but from 1-4-1973 the regional 100-point model roster as prescribed *vide* Department of Personnel and Administrative Reforms O M. dated 12-3-1973 was followed. In this connection, attention is invited to the instructions contained in para 2.1(ii) of Chapter 2 of the Brochure, according to which regional roster is to be followed only in the case of direct recruitment to Group 'C' and Group 'D' posts (Class III and IV posts) normally attracting candidates from a locality or a region. In this case,

*From previous batch

@The 1979 batch of trainees have not yet completed their training and, therefore, the 4 Scheduled Castes under training are not included in this number.

it seems that recruitment to these Class II (Group B) posts is made on all India basis otherwise than by open competitive test, the roster as prescribed in Appendix 2 (with 16⅔% reservation for Scheduled Castes and 7½% reservation for Scheduled Tribes) has to be followed. The management should examine this matter with reference to the rules and maintain the roster on a correct model.

(ii) Even in respect of Class III (Group C) posts attracting candidates from a locality or a region, the regional 100-point model roster was followed w.e.f. 1-4-1973 *i.e.* in pursuance of the revised instructions contained in Department of Personnel and Administrative Reforms O.M. dated 12-3-1973 whereas the instructions for maintenance of rosters on regional model existed from 28th September, 1970. In these cases also the earlier rosters were maintained on the model roster prescribed in Appendix 2.

(iii) Carry-forward of unfilled reserved vacancies in respect of direct recruitment posts was being shown both at the close of the year as well as in the beginning of the next year except in the case of small cadres/isolated posts of Senior Commercial Apprentice, Assistant Superintendent and Graduate Apprentices. While it is necessary to carry-forward the unfilled reserved quota in the case of these posts to subsequent three years of recruitment, it is also suggested that such isolated posts or cadres having a total sanctioned strength of 20 or less, should be grouped together with other similar posts in the same class for the purpose of reservation orders taking into account the status, salary and qualifications prescribed for the posts in question.

(iv) In the case of promotional posts for which rosters were maintained by the Hyderabad unit, it was noticed that while the unfilled reserved quota in the promotional categories was being shown as backlog, this backlog was not being shown as carried forward for being made up in the subsequent recruitment years, according to Government instructions. This means that unfilled reserved vacancies were being allowed to lapse in the very same year which is not permissible under the rules. In the case of promotion under career-growth policy, which is akin to promotion on the basis of seniority, the vacancies have to be carried forward to subsequent three years in which promotions actually take place In the case of Flier category also which is similar to promotion on the basis of selection, there is a provision of carry-forward of unfilled reserved vacancies in Group 'C' and 'D' posts In posts filled by selection (Flier category) from Group C to Group B within Group B and Group B to the lowest rung of Group A, there is no provision of carry-forward but reservation is exchangeable between Scheduled Castes and Scheduled Tribes and if eligible candidates belonging to either category are not available in the feeder cadre, the remaining vacancies can be lapsed. Thus lapsing of reserved vacancies in the same year is not in consonance with the Government policy. This matter was discussed with the Executive Director in the presence of the General Manager (Personnel) and it was impressed upon them that maintenance of rosters in promotional posts was meaningless without the provision of carry-forward and it remained just a record of promotions made and not as an instrument of enforcing reservation in posts filled by promotion.

(v) The procedure regarding de-reservation of reserved vacancies was not followed by BHEL management at Hyderabad before appointing general category candidates against posts reserved for Scheduled Castes and Scheduled Tribes. According to Government instructions, it is necessary to take prior approval of the appointing authority before appointing general candidates against reserved vacancies. Detailed guidance for following this procedure is being given in a separate para on dereservation of reserved vacancies under the general observations part of this report.

(vi) The principle of exchange of reservation between Scheduled Castes and Scheduled Tribes in 3rd year of carry-forward was also not being applied in the Hyderabad Unit. In this connection it may be stated that according to Government instructions, if the candidates of a particular category, say, Scheduled Tribes, are not available to fill up the vacancies reserved for them successively for 3 years (including the initial year of occurance of the vacancies), such vacancies are to be thrown open to Scheduled Castes in the event of the Scheduled Tribe candidaes not becoming available even in the last year of carry-forward. This priniciple of exchange of reservation is to be applied in the third year of carry-forward in all cases except in the case of promotions from Group 'C' to Group 'B' within Group 'B', from Group 'B' to Group 'A' on the basis of selection where it is to be applied in each year as there is no provision of carry-forward of unfilled reserved vacancies in that case. While there is no objection to the appointment of general candidates against the reserved vacancies in the initial year and the first two years of carry-forward, Scheduled Caste candidates are to be appointed against vacancies reserved for Scheduled Tribes and vice versa in the last year of carry-forward instead of

allowing these vacancies to lapse finally. It is, therefore, recommended that principle of exchange of reservation between Scheduled Castes and Scheduled Tribes should be applied in accordance with the instructions issued by the Government.

(vii) While studying the rosters, it was found that no gap was left in any roster where the Scheduled Caste and Scheduled Tribe candidate did not become available against the points reserved for them, except in the case of rosters for Engineer-Trainees and non-technical posts in the Artisans grade. According to Government instructions, no gap is to be left in the rosters. The relevant rosters may be recast by plugging the gaps and carrying the vacancies forward to subsequent recruitment year.

(viii) Each entry in the roster is required to be signed by the appointing authority or any other officer authorised for the purpose, immediately after entering the particulars of the person appointed to the particular post. It was observed that in some of the rosters the entries were not signed by the appointing authority or any other officer. In some cases the signature of the Liaison Officer was found in token of having inspected the rosters. It is, therefore, suggested that each individual entry in the roster should be signed by the appointing authority or any other officer authorised for the purpose. In the case of bulk appointment on a particular occasion or date there is no objection to only one signature against a number of entries by bracketing them.

(ix) It was also noticed that entries in some of the rosters were made in pencil. It is suggested that this practice should be dispensed with and all the previous entries made in pencil should be made in ink.

(x) It is also suggested at that the close of the year in each roster, an abstract of the recruitment/promotions made during the year should be maintained in the following form :—

(a)	Total recruitment made in the year :		
(b)	Number of vacancies reserved for Scheduled Castes/Scheduled Tribes out of (a) above.	SC	ST
(c)	Number of vacancies brought forward from previous years:	SC	ST
	1st year		
	2nd year		
	3rd year		
(d)	Total reservation :	SC	ST
(e)	Number of Scheduled Castes/ Scheduled Tribes candidates who have become available for appointment.	SC	ST
(f)	Number of Scheduled Tribe candidates appointed against vacancies reserved for Scheduled Castes :		
(g)	Number of Scheduled Caste candidates appointed against vacancies reserved for Scheduled Tribes :		
(h)	Number of vacancies finally carried forward to the next year also indicating the yearwise break-up of these vacancies.	SC	ST

Representation from Scheduled Caste/Scheduled Tribe Employees' Associations

61. A number of representations were received from associations representating the interests of Scheduled Caste/Scheduled Tribe employees in general and of those employed in BHEL in particular. A number of their representatives also met the study team during the course of their stay in Hyderabad. The team explained to them the position about the existing provisions made by the Government of India as also the matter was taken up with the Management of BHEL in general and specific cases Where necessary remedial action was also suggested to the Management and the Deputy General Manager (Personnel) promised to take necessary action in such cases.

APPENDIX XII

(Reference *para* 3.128)

Report of the Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the National Council of Educational Research and Training, New Delhi (under Ministry of Education and Social Welfare)

As part of the programme of investigation into the service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution, the Commissioner for Scheduled Castes and Scheduled Tribes, Shri Shishir deputed a study team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes Shri Waryam Singh, Shri B. M. Masand, Research Officers and Miss Bina Rai, an Investigator to study the rosters and other records maintained by the National Council for Educational Research and Training, in relation to service matters for Scheduled Castes and Scheduled Tribes. The team visited the Council on 10th, 11th, 14th and 18th April, 1980 and had discussions with various officers including the Secretary to the Council, Shri V. K. Pandit.

Application of reservation to academic posts

2. The main issue that was discussed during the course of the meeting with the Secretary of the Council was the applicability of reservation orders to the academic posts of Professors, Readers, Lecturers and Research Associates. The Secretary of the Council and his officers maintained that the above posts in the Council were inter-changeable with the teaching posts in the 4 regional colleges under the Council and, therefore, these were treated as teaching posts. And for the purpose of application of reservation orders to teaching posts, the Council had adopted guidelines as issued by the University Grants Commission. The team, however, explained that since the NCERT was not under the control of the University Grants Commission, nor was it receiving any grant from that body, it was not obligatory on its part to be guided by the pattern set by the University Grants Commission. It is a different matter if the Council justified payment of U.G.C. scales of pay to its academic staff engaged in teaching but such a course could not equally justify the adoption of U.G.C. pattern in the matter of reservation for Scheduled Castes and Scheduled Tribes. It was learnt that Council is financed entirely by the Government of India. It, in fact, functions as an academic wing of the Ministry of Education and Social Welfare and assists that Ministry in the formulation and implementation of its policies and programmes in the field of school education. Thus, for all practical purposes, the Council is a wing of the Ministry of Education and is required to implement the policy of reservation in all its services including the academic posts unless, of course, any of the posts is specifically exempted from the purview of reservation orders in accordance with the intructions contained in the Department of Personnel and Administrative Reforms O.M. No. 9/2/73-Est(SCT) dated 23rd June, 1975, for which also the approval is required to be taken from the Minister concerned. Even clause 40 of the staff regulation refers to adoption of all orders regarding reservation and other relaxations etc. for Scheduled Castes and Scheduled Tribes as issued by the Government of India from time to time. Therefore, there is all the justification to follow the policy of the Government in the matter of reservation for Scheduled Caste/Scheduled Tribe in academic posts as well. In fact in advertisement No. 51 (F. No. 2-3/74-Rectt). reservation at the rate of 16.⅔% for Scheduled Castes and 7½% for Scheduled Tribes was also provided in the posts of Professors, Readers and Lecturers. This was surely in supersession of the decision of the Appointments Committees in May, 1969 to the effect that there was to be no reservation in Class I and II posts and academic posts like the Professors, Readers, Lecturers etc. The Appointments Committee had in fact also made a misconceived decision to treat the posts of Librarian, Artists, Technical Assistants, Statistical Assistants, Mechanics and other posts as technical and Scientific on the plea that these were scientific and technical posts fit to be exempted from the purview of reservation orders. In this connection, it may be pointed out that even a post nomenclatured as Research Officer or Scientific or Technical Assistant cannot be treated as scientific or technical for the purpose of exemption unless they strictly satisfy the condition of "conducting, guiding and directing research" in terms of Government instructions; and are specifically exempted from the purview of the reservation orders with the prior approval of the Minister. Thus the team is firmly of the view that reservation orders are required to be made applicable to the academic posts in the Council, as in the case of other Government run educational institutions Authorities should, therefore, initiate corrective measures urgently to implement Government policy on reservation effectively.

Date of application of reservation orders

3. The crucial question how is about the date from which the orders regarding reservation for Scheduled Castes and Scheduled Tribes should have been given effect to in the National Council of Educational Research and Training. It was learnt that the NCERT

was established on 1st September, 1961 as an autonomous organisation under the Societies Registration Act, 1860. When the Council was set up, it took over the Central Institute of Education (1947), the Central Bureau of Text-books Research (1954), the Central Bureau of Educational and Vocational Guidance (1954), the All India Council for Secondary Education (1955) the Directorate of Extension Programme for Secondary Education (1955, 1959), the National Institute of Basic Education (1956), the National Fundamental Education Centre (1956), and the National Institute of Audio-visual Education (1959). All these organisations were subordinate offices of the Government of India and were, therefore, expected to follow the instructions and orders regarding reservation for Scheduled Castes and Scheduled Tribes issued from time to time. Formation of the Council as an autonomous organisations by merging the above subordinate offices of the Government of India did not alter the position and the Council had to continue the policy of implementation of reservation orders even after its formation as an autonomous body. In fact there is evidence in F. No. 8-10/69-E. II and other files to show that the Council had been circulating the instructions issued by the Ministry of Home Affairs/ Department of Personnel and Administrative Reforms for implementation to its various units. In this connection, it would be worthwhile to mention that Council issued instructions *vide* their circular No. 1-33/62-NCE-II dated 21st January, 1963 in which they had instructed that each office shall constitute a separate unit and, therefore, each office shall maintain the rosters separately for Class III and Class IV posts in accordance with the model rosters prescribed by the Government of India. A number of other circulars as received by the Council through the Ministry of Education in the matter of reservation and concessions provided for Scheduled Castes and Scheduled Tribes were also circulated by the Council from time to time. In addition, according to the information gathered by the Study Team, the Council authorities accepted in June 1968 that it was under obligation to make specific reservation for Scheduled Castes and Scheduled Tribes and admitted that it had not followed Government orders on the subject. The Council did not implement those orders till 31-12-1967. However, it decided to implement reservation w.e.f. 1-1-1968. This cannot absolve the Council from the lapse of not implementing the reservation orders from the very beginning. On a number of occasions in reply to Parliament Questions as well as information furnished to the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, it was maintained all along that 40 point rosters were being maintained in the Council for giving effect to reservation for Scheduled Castes and Scheduled Tribes. At a later stage, it was committed that 40 point rosters had been maintained with effect from 1-1-1968. But the rosters that were shown to the study team pertained to the recruitments and promotions made from 1974 onwards and there was no record to indicate that rosters had been maintained from an earlier date in accordance with the commitments made by the Council from time to time. The NCERT should, therefore, review the whole matter and ensure that due reservation in the form of backlog is allowed to the Scheduled Castes and Scheduled Tribes retrospectively *i.e.* from 1-1-1968.

Representation of Scheduled Castes and Scheduled Tribes

4. Latest statistical information as on 1-1-1980 showing the representation of Scheduled Castes and Scheduled Tribes in the services under the NCERT was not available. In fact the Scheduled Caste and Scheduled Tribe Cell functioning directly under the control of Liaison Officer, which is supposed to collect such information from various sources, could not compile the consolidated figures, nor they were able to give detailed information cadre-wise. Group-wise information compiled from various returns as on 1-1-1979, is however reproduced below :—

	Total including SCs and STs	SCs	%age	STs	%age
Group A . .	583	5	0.8	..	..
Group B . .	241	7	2.9	..	..
Group C . .	967	67	6.9	6	0.6
Group D (excluding Sweepers).	607	134	22.0	10	1.6
TOTAL .	2398	213	8.8	16	0.7

It would be seen from the table above that there was a heavy short-fall in all the categories of posts except in the case of Group D posts. In Groups A and B, while the representation of Scheduled Castes is negligible, there is no representation of Scheduled Tribes in those category of posts. Even in Group C posts the representation of Scheduled Castes and Scheduled Tribes is unexpectedly low. This sorry state of affairs can be attributed to the non-implementation of Government orders effectively. The Scheduled Caste/Scheduled Tribe cell, which has been adequately manned, should justify its existence by looking into the matter to ensure that the recruiting authorities take immediate steps to identify the backlog in various categories of posts and clear the same by reserving maximum number of vacancies in the current recruitments as per Government instructions.

Need for special recruitment for Scheduled Castes and Scheduled Tribes

5. It can, therefore, be safely concluded that while every opportunity was utilised by the Council authorities to project the view that the policy of reservation was being implemented all along in line with the policy of the Government of India, all this remained only on paper. Later the Ministry of Home Affairs O.M. No. 17/4/69-Est(SCT) dated 3rd February, 1970 came as a face-saving device to the Council authorities to justify that the Council being an autonomous organisation was covered by the scheme of reservation only from the issue of the above O.M. From the wording of this O.M., it would be noticed

that these instructions were in the nature of clarification for such of the autonomous and statutory bodies who had not implemented the reservation policy by that time. These instructions came very handy to the council authorities and they felt that they were under no obligation to implement reservation orders prior to that date. The Council lost no time in introducing clause No. 40 of the NCERT Regulations providing for "reservation of posts in the Establishment of the Council in accordance with the orders of the Government of India for members of Scheduled Caste and Scheduled Tribe". There is also provision of relaxation of age and other restrictions in favour of members of these communities in accordance with the orders issued by the Government of India from time to time. Therefore, whatever records the Council had maintained upto that time were perhaps allowed to be treated as unnecessary and, consigned to store. On enquiries, it was maintained that the Council was required to maintain rosters after the issue of above O.M. dated 3rd February, 1970 and since there was a ban on all regular recruitment upto 1974, the earliest rosters were maintained from the year 1974 only. The Commissioner for Scheduled Castes and Scheduled Tribes is, therefore, of the view that it was not correct on the part of the Council to decide to implement reservation orders from 3rd February, 1970 instead of from 1st January 1968. It is suggested that the NCERT examine this issue and find ways and means to clear the backlog of the reserved quota in order to ensure that the due share of the employment under the Council is enjoyed by members of Scheduled Castes and Scheduled Tribes. In this connection it would not be out of place to mention that even the then Minister of Education admitted that there was very low representation of Scheduled Castes and Scheduled Tribes in the Council and suggested to "put our heads together to see to it that we can as early as possible fill the quota". He also assured that "every step shall be taken to see that the Scheduled Caste and Scheduled Tribe persons have proper representation insofar as representation in this organisation is concerned". In reply to Lok Sabha Question No. 3147 on 25th June, 1971, the House was informed that the "Council has also proposed that all future posts be reserved for Scheduled Caste and Scheduled Tribe candidates untill the deficiency in their representation is made up". There is no evidence to show that this assurance has been honoured. It is, therefore, recommended that this assurance of the Council to the Lok Sabha should be taken up seriously and special recruitment exclusively for Scheduled Castes and Scheduled Tribes resorted to till such time as the entire backlog is wiped out.

Maintenance of Rosters

6. Rosters maintained by different Establishment Sections were seen and checked by the members of the study team. The observations are briefly indicated in the following paragraphs :—

Estt. I Section—academic posts

7. During the course of discussions in the NCERT it was pointed out that according to the University Grants Commission pattern an attempt was being made to apply reservation to the teaching posts upto the level of lecturers and for that purpose also no rosters were being maintained. On enquiries by the team, it was stated that the posts were being reserved on the basis of mathematical calculations in proportion to percentages of reservation prescribed by the Government. It was explained by the team that in that manner it would never be possible to clearly identify the exact number of vacancies that can go to the share of Scheduled Castes and Scheduled Tribes. The system of maintenance of rosters as prescribed by the Government of India was commended to the Council whereby it would always be possible to determine the exact number of vacancies to be reserved for SC and ST at any point of time. The Council officers agreed to adopt this system of rosters but maintained that according to University Grants Commission instructions, they would not carry-forward the backlog in the event of SC/ST candidates not becoming available for appointment. The plea taken with regard to carry-forward does not appear to be tenable. As already clarified, it is not at all necessary for the Council to follow the University Grants Commission pattern but to strictly adhere to Government of India instructions issued from time to time. and, therefore, has to necessarily carry-forward the unfilled reserved quota of vacancies as is usual in the case of other ministerial and technical posts.

Estt. II Section

8. This Section deals with the rosters for ministerial posts both filled by direct recruitment and promotion. It was noticed that :

(a) *Under Secretary*

(i) the posts of Assistant Secretaries on conversion into there of Under Secretaries were also shown in the rosters for the post of Under Secretary filled by promotion. In this connection, it may be stated that on conversion of the posts all the existing incumbents are re-designated as Under Secretary and this does not involve any direct recruitment or promotion. As such, such posts should not be shown in this roster. The roster should, therefore, be recast accordingly.

(ii) the procedure for dereservation of reserved vacancies was not followed before appointing general candidates against reserved vacancies.

(b) *Assistant Secretary*

The appointment of a SC employee even though selected against the reserved vacancy was not shown against the relevant reserved point. As the roster is merely an aid to determine the number of vacancies that should be reserved for SC and ST, the appointment of the reserved category candidates should be shown against the concerned roster points as the roster does not reflect the seniority of the personnel.

(c) *Section Officer/Superintendent*

The post of Section Officer is filled by promotion on the basis of selection from among the Superintendents, Accountants, Special Assistants and Confidential Assistants with 3 years regular service. The roster was maintained on a correct model of 40-point roster and the unreserved vacancies were also being carried forward correctly till 1977. Against the year 1978 there was a note that since promotion to this Group B was on the basis of selection, there was no need to carry-forward the vacancies. It is, however, unfortunate that not a single Section Officer appointed so far belongs to SC or ST. There is, therefore, need to look into the circumstances for low representation of Scheduled Castes, Tribes in the feeder cadres. Similar was the position in the case of the post of Superintendent except that 2 persons belonging to SC (one in 1977 and other in 1980) and one belonging to Scheduled Tribes (in 1980) had been appointed to the post of Superintendent. There is one snag that a SC candidate promoted as Superintendent in 1977 could not be promoted as Section Officer in 1980 against a vacancy reserved for ST, exchange being allowed in such cases of promotion to Group B posts filled by the method of selection. It is, therefore, suggested that this matter may be looked into and remedial action taken at an early date.

(d) *Assistant*

The post of Assistant is filled 50% by promotion on the basis of seniority and 50% by direct recruitment through a test from amongst the candidates nominated by the Employment Exchange. According to a recent amendment the 50% test quota is now to be filled from among the departmental candidates only.

(i) *Seniority Quota*

The roster for seniority quota was maintained on correct lines and the carry-forward position with break-up of the past vacancies was also being shown As stated in the para on dereservation of reserved vacancies, since the procedure for dereservation was not followed, the vacancies were being carried-forward from year to year. Since after 1974, the first SC candidate was promoted in the year 1979, he should have been adjusted against the ST vacancy of 1974, which had become exchangeable in the year 1977 itself (1978 being no recruitment year) instead it was being carried forward without following the procedure for dereservation. Therefore, the C/F position at the end of the year 1979 should be 2 SC (1 of 1975 and 1 of 1977) and 2 ST (1 of 1975 and 1 of 1979). Similarly the 4 SC candidates appointed so far in 1980 should be adjusted against 1 ST of 1975 (in exchange) 1 SC of 1975, 1 SC of 1977 and 1 SC of 1980. Thus there is only one ST vacancy of 1979 which is not yet ripe for exchange and has to be filled by ST candidate against future vacancy.

(ii) *Test Quota*

So far the recruitment has been through the Employment Exchange and hence the roster with point Nos. 1, 7, 13, 20, 25, 32 and 37 for SCs and point Nos. 4, 17 and 29 reserved for STs was being used correctly. Since the Test Quota posts would now be filled by examination limited to departmental candidates, it has to be treated as promotion and, therefore, the roster as prescribed in Appendix I (15% for SCs and 7½% for STs) would have to be maintained. In the test quota roster maintained so far, the SC/ST candidates could not be shown against their respective reserved points and, therefore, a note of adjustment should be mentioned against the relevant points.

(e) *Upper Division Clerk*

In the year 1977, 1 SC and 4 ST vacancies of 1974 were exchangeable. Since only one SC candidate became available for appointment, he could be adjusted against 1 SC vacancy of 1974. Strictly speaking the earliest ST vacancy (Point No. 4 of 1974) is the oldest and, therefore, the SC candidates may be adjusted against that vacancy first. Since the vacancies are being carried-forward from year to year due to non-following of the dereservation procedure as explained earlier, the carry-forward position should be 3 SC (1 each of 1974, 1975 and 1977) and 4 ST (3 of 1974 and 1 of 1975). Similarly in the year 1979, on the same analogy, one SC candidate should be adjusted against the ST point of S. No. 17 of 1974 and the other against the SC point of S. No. 22 of 1974. Therefore, the carry-forward position at the end of 1979 should be 2 SC (1 each of 1975 and 1977) and 4 ST (2 of 1974, 1 of 1975 and 1 of 1979) Similarly the only SC candidate appointed so far in 1980 should be adjusted against the oldest ST vacancy of point No. 31 of 1974.

(iii) *Limited Departmental Test*

The post of UDC is also filled by the method of competitive examination limited to departmental candidates. The minimum qualifying marks are fixed at 40%, but in the case of SC/ST candidates, it is fixed at 20%. It was learnt from the concerned officers that there was separate merit list of SC/ST candidates and later on these candidates are arranged in order of their *inter se* merit. It was further learnt that at times, there were not enough candidates eligible to appear in the examination with the requisite length of service The Council had, therefore, made a proposal to the Department of Personnel for reduction in the requisite qualifying service. This was not agreed to by the Department of Personnel. The Council, has, however, started a pre-examination training Programme for giving necessary training to departmental SC/ST candidates appearing in the written examination for promotion to the post of UDCs. This step is in the right direction as it would ensure that enough SC/ST candidates qualify in the examination to avail of the vacancies reserved for them The Council is requested to intimate for the information of the Commissioner for SC & ST, the

number of SC/ST candidates who have undertaken such a training, the number sat in the examination and the number finally selected. It is understood that after the training programme in May 1980, the examination will be held in June 1980. The results of the training as well as the persons finally selected may be communicated to this office for the information of the Commissioner of SC & ST.

(f) *Lower Division Clerk*

While going through the roster for Lower Division Clerks, an interesting thing came to the notice of the study team. All the persons shown from Sl. No. 1 to 24 in the roster during the year 1974 and from Sl. No. 25 to 28 in the year 1975 were departmental Class IV (Group 'D') employees who had been promoted on *ad hoc* basis after ensuring that they fulfilled the educational qualifications. 21 more posts were filled from amongst the Group 'D' employees in the year 1980. According to Recruitment Rules for the post of LDC, 25% of the posts are reserved for the employees of the Council. This percentage includes 10% reservation for regular Class IV employees of the Council as per the Government instructions. All these appointments of departmental Group 'D' employees to Group 'C' posts in accordance with the instructions reportedly issued by the Department of Personnel and Administrative Reforms (CS. II Section), were shown in the roster for direct recruitment to the post of L.D.C. While there is no objection to such a course of action, it is difficult to understand as to how the aspect of reservation in such appointments can be kept in view when only the persons from amongst the existing Group D employees fulfilling necessary conditions are to be appointed. It is, therefore, suggested that it should be ensured that while making such appointments on regular basis, the quota reserved for SC & ST should be calculated according to the roster and if enough SC/ST are not available amongst the *ad hoc* promotee Group D employees, the remaining vacancies should not be filled from amongst the Group D promotees from the general category but these be filled through the Employment Exchange under the normal procedure from amongst the Scheduled Caste/Tribe candidates. While taking remedial action in this regard, other observations such as adjustment of the earlier vacancies, carry-forward of reserved vacancies, exchange of reservation, and procedure for dereservation of reserved vacancies have also to be kept in view.

(g) *Personal Assistants*

According to the Recruitment Rules for the post of PAs 50% of the posts are filled by promotion on the basis of seniority subject to fitness and remaining 50% by direct recruitment on the basis of a competitive test from amongst the candidates sponsored by the Employment Exchange with the proviso that 25% of the posts will be reserved for Stenographer Gr 'D' of the Council. While there is no specific mention in the Recruitment Rule for any relaxation in favour of SC/ST candidates sitting in the direct recruitment test, it was learnt that candidates of these communities securing 20% marks in the written examination were selected and then they were put to shorthand and typing test. The study team was given to understand that recently in Special Recruitment test for SC/ST candidates, 2 candidates one each belonging to SC & ST who secured 20% marks and could not qualify in the typing and shorthand tests were also appointed. It is suggested that in order to fill the entire reserved quota in the category of Stenographers right from Grade 'D' onwards, the Council can start a pre-examination training for candidates belonging to SC/ST and, thereafter, those of the candidates who come upto the standard may be appointed on regular basis.

(h) *Stenographer Gr. 'D'*

It was observed that the posts of Stenographer Gr. 'D' being filled through Employment Exchange or through advertisement, are direct recruitment posts and for recruitment to these posts in the Union Territory of Delhi, a 40-point roster as prescribed in Appendix 2 of the Brochure (1978 edition) has to be followed in which point Nos. 1, 7, 13, 20, 25, 32 and 37 are reserved for SC and point numbers 4, 17 and 29 are reserved for ST. It was however, observed that in the roster for Stenographer Gr. 'D' (Direct recruitment) the roster as prescribed in Appendix I had been followed. It is, therefore, suggested that this roster may be recast on the model of the roster as prescribed in Appendix II.

(i) *General*

Under Column 6 of the roster register the names of the persons appointed or promoted is to be entered also indicating the date of appointment/promotion. This date was not mentioned in any of the rosters maintained by E. II Section. Under a misconceived impression, roster points after reaching the 40th point were being continued from 41st point onwards, though the points were correctly earmarked. This minor discrepancy was corrected in most of the rosters, but entries had not been signed by the appointing authority or any other officer authorised for the purpose. This is an essential requirement and must be complied with. Further at the end of a recruitment year, an abstract of the recruitment during the year should be shown in the following form :—

(*i*) Total recruitment during the year.		
(*ii*) No. out of (i) reserved for :	SC:	ST:
(*iii*) Reservation brought forward from previous years :		
In 3rd year		
In 2nd year		
In 1st Year.		
(*iv*) Total reservation SC :		
(*v*) No. of SC/ST appointed/promoted	SC:	ST:
(*vi*) No. of SC candidates exchanged against ST vacancies . . .		
No. of ST candidates exchanged against SC vacancies.		
(*vii*) No. of vacancies got dereserved from the competent authority.		
(*viii*) No. of vacancies lapsed even after applying the principle of exchange	SC:	ST:
(*ix*) No. of vacancies carried-forward also indicating the break-up of such carry-forward reservation		
Total	SC:	ST:
	....of 197	of 197
	... of 197	... of 197

Estt. III Section

9. This section is dealing with the recruitment of staff for various technical posts, excluding class IV, under the NCERT. It appeared from the rosters made available to the team for inspection that the entries had been made very recently from the available record and the rosters had not been maintained as an effective instrument of reservation. While the proforma for the maintenance of rosters had been according to the Government instructions, other formalities appeared to have been completed for inspection by the study team only. It was rather unfortunate that the staff in the section was neither aware of the necessity, nor did they make necessary efforts to get proper advice at the time of preparing rosters from the Estt. II Section, which had been maintaining the rosters on more or less proper lines.

10. It was unfortunate that the concerned staff was quite ignorant about the details of the instructions regarding reservation and safeguards provided for SCs and STs and no officer had checked this lapse. The authorities perhaps were not aware that rosters are required to be maintained as a continuous process, as on one page alone several rosters had been started, allowing a few lines for each roster, as if their utility will be over after the study had gone back. The concerned authorities were advised to allot sufficient pages for each roster so that further entries could be made on account of future recruitments. In several cases copies of the seniority lists had been reproduced. Moreover, there was hardly any link between the reserved points in the roster and the actual vacancies reserved for SCs and STs. For example in the case of Drivers, one of the two posts filled in 1979, fell on reserved point No. 22, but no record was available whether this post had been communicated to the Appointments Branch as reserved for SCs Again while filling the reserved points by general candidates, the procedure regarding dereservation of reserved vacancies had not been observed. Even the brought forward and carry forward reserved vacancies had not been shown correctly, nor any abstract of the recruitment made had been prepared at the end of the recruitment year.

No. of points of the roster and the dates of appointment in several cases has also been indicated. It was strange that even the appointments made by transfer/deputation where reservation orders do not apply, had been reflected in the roster. The entries in the rosters were not checked and signed by any official. No inspection report was submitted by the Liaison Officer in this case. This needs to be looked into and rosters prepared on proper lines retrospectively and backlog calculated, so that the roster could be utilised as an effective instrument of reservation in future recruitments. Reservation of vacancies should henceforth be calculated on the basis of roster points reserved for SCs and STs as also the backlog of reserved vacancies from earlier recruitments

Estt. IV Section

11. Estt. IV deals with recruitment/promotion of all the class IV posts. Since the recruitment Rules and eligibility conditions framed by the Council have come into force w.e.f. 27th August, 1973 in respect of some class IV posts and for technical and other ancillary class IV posts w.e.f. 26th August, 1975 the model rosters were being maintained since the framing of recruitment rules.

12. After inspection of the roster registers maintained for the above posts it was seen that :—

1. There was no recruitment in posts of Library Attendant, Lab Attendant (Sr. Grade), Lab Attendant (Jr. Grade), Helper Sr. Grade, Dark Room Attendant, Auditorium Attendant, Graphic Attendant, Store Attendant, Cleaner, Khalasi, Attendant, Jenitor after 1974, and as such no entry was made in the roster register.

2. Common register was maintained for all the posts filled by promotion and direct recruitment. In this connection it may be stated that separate registers should be maintained for direct recruitment and promotional posts [with separate roster for each mode of promotions *viz.* limited competitive examination, selection, seniority-*cum*-fitness etc. as per Ministry of Home Affairs No. 1/11/69-Estt (SCT) dt 22-4-1970].

3. For the posts filled by direct recruitment, roster prescribed for in Appendix I of the Brochure on Reservation for SCs and STs in services was followed instead of Appendix II. It is advised that all the rosters for Class IV posts filled by direct recruitment should be recast accordingly. Rosters for the posts filled by promotion were alright.

4. Rosters were in the proper form but vacancies which were brought forward from the previous year and the carried forward of unfilled reserved vacancies to the subsequent recruitment year, were not shown in the relevant columns of the roster.

5. Reserved category candidates were not shown against the reserved points, nor any note of adjustment was given in the remarks columns.

6. Candidates were available for most of the vacancies reserved for SCs whereas in the event of non-availability of STs against the vacancies reserved for them general category candidates were selected and shown in the rosters without following the principle of dereservation as contained in Chapter 10 of the Brochure.

7. No entry was signed in the roster. It is advised that in future immediately after an appointment has been made the particulars of person appointed should be entered in the register in the opposite columns and the entry signed by the appointing authorities or by the officer authorised to do so.

8. Instructions contained in Ministry of Home Affairs OM No. 27/25/68-Est (SCT) dt. 25-3-1970 regarding exchange of reservation between SCs and STs in the third year were also not followed.

9. Separate rosters were maintained for isolated and small cadre posts filled by direct recruitment. In this connection it may be stated that in the case of posts filled by direct recruitment isolated individual posts consisting of 20 or less than 20 posts and small cadre may be grouped after obtaining concurrence of the competent authority with posts in the same class for purpose of reservation orders taking into account the status, salary and qualifications prescribed for the posts in question as per instructions contained in Chapter 6 of the Brochure.

10. At the end of each recruitment year, an abstract of the recruitment during the year should be shown in the roster indicating the brought/carried forward reservations, as suggested earlier.

11. No report on the inspection of rosters has even been submitted by the Liaison Officer.

Liaison Officer, Special Cell and Annual Report

13. From the notings on F. No. 2-1/79-SC/ST w.r.t. this office circular regarding inspection of rosters carried out by the Liaison Officers, it was noticed that no Liaison Officer had been appointed till March 1979. Shri H. K. L. Chugh, Under Secretary, who was the first Liaison Officer to be nomniated for work relating to the representation of SCs and STs, was made incharge of the SCs and STs Cell set up with effect from 22-3-1979. It was learnt that the SCs and STs Cell was later transferred and put under the charge of Shri J. V. Jadhav, himself an Officer belonging to SCs, consequent upon the conversion of the post of Assistant Secretary info Under Secretary. Shri Chugh did not conduct any inspection of the rosters maintained by various establishment Sections in the Council for recruitment made in the year 1978 or even earlier years as no Liaison Officer had been appointed earlier to his nomination.

14. On enquiries from Shri Jadhav, now incharge of SCs and STs Cell, it was understood that though the SCs and STs Cell was placed under his charge, but there were no specific instructions whether he would also function as the Liaison Officer. During the course of discussions with Shri R. N. Vij, the Deputy Secretary, it transpired that the incharge of SC and ST Cell was automatically the Liaison Officer. This however, is not supported by rules and it would be desirable to issue a specific order in accordance with the instructions on the subject appointing Shri Jadhav as Liaison Officer. It is, therefore, expected that the present Liaison Officer would conduct annual inspection of rosters regularly at the close of each recruitment year and submit a report on the prescribed proforma (Appendix 7 of the Brochure) to the Head of the Deptt. as also to ensure that the action on the defects pointed out by him and the remedial action as directed by the Head of the Deptt. is completed as early as possible. He is also required to report on the follow-up action of the last inspection while conducting the inspection for the next year. The Liaison Officer is required to play an important role in ensuring the compliance of reservation orders and assist the Commissioner for Scheduled Castes and Scheduled Tribes in collection of Statistical data and investigation of complaints from SC & ST employees. In fact all proposals for dereservation of reserved vacancies relating to direct recruitment and promotions have to be referred to him for his concurrence. All the Establishment Sections and other Officers are required to cooperate with the Liaison Officer in these matters.

15. The Liaison Officer has to gear up the SCs and STs Cell under his charge and it should function in such a manner that all statistical information required by the Department of Personnel & Administrative Reforms as well as the Commissioner for SC and ST is always readily available. The Assistants, the Section Officer and even the Liaison Officer must acquire necessary expertise in the matter of implementation of reservation orders so that they are in a position to critically inspect the rosters and other records at the end of each year as also to afford necessary guidance to other establishment sections. All the activities of the SC and ST cell together with the representation of SC and ST as in 1st of January of each year as also the recruitment made during the year must also be mentioned in the Annual Report of the Council in accordance with the instructions contained in para 17.18 of the Brochure (1978 edition). There was no such mention in the Annual Report of the council for the year 1978-79.

16. It was also noted from F. No. 2-1/79-SC/ST that the Council had not yet appointed the Liaison Officers for Regional Colleges and C.E.T. It was suggested in that file that the Administrative Officers in those Colleges should be nominated as Liaison Officer. The Council should issue necessary instructions in this regard and ensure that those Liaison Officers perform the same functions in the offices under their jurisdiction as are expected of the Liaison Officer in the Council Headquarters.

17. All Liasion Officers must also ensure that references by them from the Office of the Commissioner for Scheduled Castes and Scheduled Tribes are responded to promptly and all information as well as facts in grievances/complaints cases are furnished to the Commissioner urgently.

Dereservation

18. As regards the procedure for dereservation and appointment of general candidates against reserved vacancies after obtaining prior approval from the competent authority it was observed that almost all the officers were under the impression that dereservation has to be sought only after carrying the vacancies forward for three years. As a result of this view one of the Establishment Section *i.e.*, E-II made a reference in 1977 to the recruitment section to indicate whether all the prescribed steps in the case of posts filled by direct recruitment had been taken during the years 1974, 1975 and 1976 so that action could be taken to dereserved the vacancies in question. Thus by dereservation the officers in the Council were wrong to presume the lapsing of vacancies after carrying them forward for three years. It was explained to various

officers that dereservation was nothing but a permission from the competent authority to fill the reserved vacancies by general candidates after taking all the prescribed steps for recruitment of SC/ST candidates as mentioned in Chapter 8 or 9 of the Brochure, as the case may be. In the case of posts filled by promotion the proposal for dereservation could be made to the competent authority when the SC/ST candidates were not available at all in the feeder caders or are not eligible for promotion in accordance with the conditions of eligibility as prescribed in the recruitment rules. Therefore, the procedure for dereservation has to be followed every year after exhausting all the channels prescribed for direct recruitment in each year. In the last year of carry-forward, however, the vacancies reserved for Scheduled Tribes which could be filled by the ST candidates in spite of the efforts made in the last three years could be filled by candidates belonging to SC and *vice versa* and failing both, from among the general categories. Those vacancies which could not be filled by the reserved category candidates in spite of following all the prescribed steps in all the recruitment years (including three recruitment years of carry-forward) and also after applying the principle of exchange of reserved vacancies between SC & ST, could be lapsed and in such cases the permission for dereservation in the last year of carry-forward would also mean the permission for lapsing. In case the Council decides to make all future recruitment from amongst the SC/ST candidates only, as communicated to the Lok Sabha and also as recommended by the study team in paragraph 5, no appointments of general candidates could be contemplated and, therefore, there would be no need for adopting the procedure for dereservation of reserved vacancies. But where it becomes necessary to fill the reserved vacancies by general candidates the procedure for dereservation will have to be followed in each year and the vacancies carried forward to the subsequent recruitment years. The team was given to understand that since the procedure for dereservation had not been followed by any section of the Council the vacancies were carried forward from year to year without apply the limit of three years of carry-forward. This is rightly so and the reserved vacancies may be allowed, to lapse only after following the procedure for dereservation for three years from 1980 onwards.

Reservation in promotion

19. There was a considerable shortfall of vacancies reserved for SC and ST in posts filled by promotion in the NCERT. It was reported by the authorities that non-availability of enough eligible SC/ST candidates in the lower cadre was a reason for the short-fall in promotional posts. In fact non-application of orders regarding reservation at the initial stages was sole factor which resulted in this state of affairs As already pointed out elsewhere in this report, reservation had not been made applicable even in direct recruitment at the initial stages and as such sufficient number of Sch. Caste/Sch Tribe candidates available for promotion in the feeder cadres It was worst in respect of Sch Tribes as very few could be recruited during all these years and all the unfilled vacancies reserved for them had been shown as carried-over. No special efforts appeared to have been made in the past to improve the representation of Sch. Tribes in various categories of post in this organisation. Since representation of Sch. Tribes in post filled by promotion is not likely to increase in the near future, it is suggested that special efforts should be made to recruit requisite number of Sch. Tribe candidates from the open market by taking steps envisaged in the Brochure on Reservation for Scheduled Castes and Tribes. In order to reduce the backlog of Sch. Caste vacancies being carried-over from earlier recruitments, it is suggested that eligibility criteria in terms of reservation may be relaxed in favour of Scheduled Caste employees in the feeder cadres where all the vacancies reserved for them could not be filled by promotion in the normal course. Alternatively, special recruitment test could be conducted after reserving the maximum number of posts permissible for Sch. Castes.

Selection Boards/Departmental Promotion Committees

20. According to the Government instructions the authorities are required, to the maximum extent possible, to nominate a Sch. Caste/Sch. Tribe officer while constituting Departmental Promotion Committees/Selection Boards for promotion/recruitment to posts/services under them. During the course of study it was noticed that prior to 1979 normally no representative of Sch. Caste and Sch. Tribe had been associated with the Selection Board/DPC meetings. It was only after Dr. M. S. Kharparde, Reader, a Sch. Caste Officer, had been appointed in early 1979 in NCERT that the authorities started associating him normally on all such meetings of the Selection Board/D.P.C. The authorities further reported that this provision was being followed strictly. It was however noticed that in the D.P.C. meeting held on 13-11-1979 for the post of special Assistant/Confidential Assistant, no Sch. Caste/Sch. Tribe officer was associated. Authorities were advised that the cases of Sch. Castes/Sch. Tribes should be considered on the day other than the day of sitting of the Selection Boards/D.P Cs., on which the general candidates are to be considered so that they are not judged in comparison with general candidates and the interviewing authority is prominently made aware of the need for judging the Scheduled Caste/Scheduled Tribe candidates by relaxed standards.

Training

21. The NCERT is an important organ of the Ministry of Education charged with the responsibility of training teachers and other research personnel with a view to adopting innovating programmes of pre-service and in-service education of teachers, research into the problems of teacher education and collaboration with the State Governments to improve the teacher education programmes. Besides in-service education programmes are conducted by the Regional Colleges of Education at Ajmer, Bhopal, Bhubaneswar and Mysore.

There are instructions of the Government of India according to which Class I officers belonging to Scheduled Caste/Scheduled Tribe are to be given in-service training with a view to broadening their outlook and

helping them shoulder higher responsibilities in posts and services where there is no element of reservation on the basis of promotion. There are also instructions of the Government of India that the institutions having arrangements for training should set apart upto 25% of the seats for the members of the Scheduled Caste/ Scheduled Tribe in order to achieve the objects mentioned above. There are further instructions of the Government of India according to which Scheduled Caste/Scheduled Tribe candidates who are selected in the various competitive examinations by relaxed standards are to be given extra training to enable them to come up to the standard expected of other general candidates. In the case of Class III and Class IV (Group C&D) posts of non-technical and quasi-technical nature, which are filled otherwise than by examination, the appointing authorities are required to select the best among the available Scheduled Caste/Scheduled Tribe candidates possessing the requisite educational qualifications though they could not be selected even by the relaxed standards, such candidates are required to be given in-service training in order to bring them at par with the other candidates.

22. The training division of the NCERT and their regional colleges of education which are the concerned organisations insofar as the training aspect is concerned are advised to keep the above instructions of the Government of India in view so that more and more candidates belonging to these communities are imparted training, in-service as well as other training, in order to help them to shoulder higher responsibilities in the Council for both academic and administrative posts.

Refresher Course

23. From the discussions held with various officers in the NCERT it appeared that most of the officers responsible for implementation of reservation orders were not having adequate knowledge of all reservation rules and orders regarding concessions and relaxations provided to SC/ST by the Government of India from time to time. It was suggested that the Council should sponsor some of their officers for training in the Appreciation Courses/Refresher Courses on the Reservation for Scheduled Castes/Scheduled Tribes in Services being conducted by the ISTM. The Secretary of the Council and other officers appreciated the need for imparting such a training to their officers. But the scope of training through the ISTM is limited in the sense that only one officer from an organisation can be sponsored in each course. This way it will take quite some time to give this training to all the officers in the Council In the light of this, it was suggested to the Secretary of the Council that they could themselves arrange a Refresher Course of about 8 days duration on the reservation for Scheduled Caste/Scheduled Tribe in services in the Council itself where they can include all their officers and Assistants responsible for implementation of reservation orders in the Headquarters of the Council as well as in their Regional Colleges and CET. This way they will be able to impart the much needed training to their officers at one time For the purpose, the Council can appoint a Course Director from its own staff who should conduct the course with the help of guest lecturers. The names of the guest faculty and the course design can be suggested to the Council in case it is decided to have such a course.

Advertisements/Requisitions for Employment

24. If an advertisement is to be made for reserved as well as unreserved vacancies on any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Caste and Scheduled Tribe as also various concessions/relaxations admissible to them. During the course of study, it was noticed that it was only after 1978 that necessary reservation of vacancies was mentioned in various advertisements issued by them. Prior to this, it was noticed that in the advertisements calling for applications for various categories of posts under the NCERT, no mention was made for vacancies reserved for Scheduled Caste/ Scheduled Tribe as also about other relaxations/concessions. Such advertisements contained a single clause that preference would be given to Scheduled Caste/ Scheduled Tribe candidates, and that served no useful purpose. It is further observed that while number of vacancies reserved for SCs and STs as also concessions admissible to them is being mentioned in the advertisements, no mention is made about the admissibility of TA and relaxation of experience criteria. The authorities were accordingly advised to follow the prescribed procedure.

25. In the case of requisitions sent to the Employment Exchange required mention about the fact of reservation for Scheduled Castes and Scheduled Tribes had been made.

Recruitment Rules

26. A set of Recruitment Rules as amended from time to time was furnished by the Council authorities. It is observed that though there is a clause in the Regulation promulgated by the Council with effect from 12-5-1971 about the provision of reservation for Scheduled Castes and Scheduled Tribes and other relaxations and concessions etc., the Saving Clause as prescribed by the Deptt. of Personnel and Administrative Reforms in their OM No. 8/2/71 Est(SCT) dated 21-9-1971 read with their OM No. 36011/9/ 76-Estt (SCT) dated 7-3-1978 was not incorporated in the Recruitment Rules for various posts. It is, therefore, suggested that the following Saving Clause may be incorporated in all the Recruitment Rules :—

> "Saving—Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard".

Confidential Report Forms

27. From the set of Confidential Report Forms, it was noticed that the recent instructions indicating the remarks of the Reviewing Officer on the attitude of

the Reporting Officer towards Scheduled Castes/Scheduled Tribes employees were implemented in the forms to be filled for the performance year 1979. Prior to 1979 there was no such provision in the forms prescribed for Confidential Reports.

Verification of Caste Certificates

28. As a test check personal records of some of the Scheduled Caste/Scheduled Tribe employees in N.C.E.R.T. were examined. In majority of the cases the community certificates checked were found in order. In few cases, however, it was noticed that the certificates produced by the candidates in support of their claims to belong to Sch. Castes and Sch. Tribes were not in order. In one case it was noticed that the sub-Divisional Officer, Jashpur, District Raigarh, M.P. issued a certificate to Shri Yacub Lakra, a Sch. Tribe on the basis of Affidavit filed in the Court. In another case, a copy of the caste certificate placed on the personal file of Shri K. Guravaiah, Proof Reader, belonging to Mala Caste of Ongle District of Andhra Pradesh did not indicate the details of the issuing authority. It is suggested that the authorities should set right the record and in future accept the certificates only after satisfying the correctness of the same, so as to avoid the misuse of the benefits intended for Scheduled Castes and Scheduled Tribes.

Travelling Allowance to Scheduled Caste/Scheduled Tribe candidates

29. According to the Government instructions as contained in para 7.11 of the Brochure on Reservation for Sch. Castes and Sch. Tribes in Services (5th Edition), the Sch. Caste/Sch. Tribe candidates called for interview/test are allowed necessary travelling allowance. According to the information made available to the team, necessary provision to this effect has been made in the NCERT but no mention was made in the advertisements issued to fill up the vacancies reserved for them. The authorities were advised that the admissibility of T.A. should invariably be mentioned in the advertisements itself so that the Sch. Caste/Sch. Tribe candidates come forward in adequate number to avail of the reserved vacancies.

Reservation in Confirmation

30. According to Government instructions in post and services filled by direct recruitment, reservation is required to be made in confirmation also. The authorities in the NCERT, however, were not following system of reservation in confirmation. It was impressed upon them to follow the procedure laid down in this regard.

Allotment of Accommodation

31. According to the information supplied to the team reservation is being allowed to Scheduled Castes and Scheduled Tribes in the matter of allotment of quarters in the campus under the control of NCERT @10% in both the categories *i.e* Type I and II. In Type I, out of 80 quarters, 27 have been allotted to Scheduled Castes and none to Sch. Tribes. Out of 88 Type II quarters, 14 have been occupied by Scheduled Castes and one by Scheduled Tribes. It was reported by the authorities that due care is being taken in this regard. There was, however, no record to show the method being adopted by the authorities to allow due reservation to Scheduled Castes and Scheduled Tribes in the matter of allotment of accommodation. It is, therefore, suggested that the authorities should adopt a roster for this purpose and allotment of accommodation should be regulated on the lines of the procedure being followed by the Directorate of Estates. It is also suggested that due reservation should also be allowed to Scheduled Castes/Scheduled Tribes employees in Type III and IV quarters, as admissible under the Government.

Conclusion

32. Some of the important observations are summarised below while initiating action on these, detailed observations made in the relevant paragraphs must, however, be kept in view:

(i) The study team is firmly of the view that reservation orders are required to be made applicable to all the academic posts in the NCERT as in the case of other Govt.-run-educational institutions. Authorities should, therefore, initiate corrective measures urgently to implement the Government policy on reservation effectively.

(ii) The stand of the authorities in NCERT to implement orders regarding reservation from the date these were reportedly made applicable to autonomous bodies is not justified. In view of the commitments made by the organisation from time to time in this regard, the NCERT should review the whole matter and after identifying the short-falls in various sectors, ensure that due reservation in the form of backlog is allowed to Scheduled Castes and Scheduled Tribes.

(iii) Special recruitment, exclusively for Scheduled Castes and Scheduled Tribes may be resorted to clear the backlog in fulfilment of the assurance of the Council to the Lok Sabha on 25-6-71 that "all future posts be reserved for Scheduled Castes and Scheduled Tribes candidates until the deficinecy in his representation is made up."

(iv) While discarding the UGC pattern of reservation in teaching posts it is necessary that rosters are maintained to implement the Government policy.

(v) Discrepancies pointed out in regard to the maintenance of rosters in Estt. I, II, III and IV Sections should be rectified. Rosters should be recast, where necessary. Thus disregard shown to the Government policy by the authorities in Estt. III, responsible for

the maintenance of rosters for technical posts, needs to be investigated and action taken against the defaulters.

(vi) No inspection of the rosters, as required has even been conducted by the Liaison Officer. This should be completed urgently and the authorities should take necessary steps to correct the position.

(vii) The Scheduled Caste/Scheduled Tribe Cell which is directly functioning under the Liaison Officer should justify its existence by following up the matters concerning the Scheduled Castes/Scheduled Tribe employees wth the Establishment Sections. The Liaison Officer has to gear up the Cell under his charge so that it functions in such a manner that all statistical information required by the Deptt. of Personnel and Administrative Reforms/Commissioner for Scheduled Caste and Scheduled Tribe is collected and compiled periodically. The Cell should assist the Liaison Officer in all matters to discharge his duties effectively.

(viii) When it becomes necessary to fill up a vacancy reserved for Scheduled Castes and Scheduled Tribes by general candidate in the event of non-availability of Scheduled Caste/ Scheduled Tribe candidates the procedure of dereservation should be followed in each year of recruitment and the vacancies carried over to the subsequent recruitment years.

(ix) The training division of the NCERT should keep the Government instructions in view while nominating members of the staff for training both within and outside, so that the Scheduled Caste/Scheduled Tribe candidates can come upto the expected level.

(x) The authorities should consider the desirability of arranging a refresher course on reservation for Scheduled Castes and Scheduled Tribes in Services in the Council itself which can be attended to by all the officers responsible for the implementation of reservation orders.

(xi) While notifying the vacancies reserved for Scheduled Castes and Scheduled Tribes to the press, the number of vacancies reserved for them as also the admissibility of various concessions/relaxation *i.e.* age, fee, experience, T.A. etc. should be clearly indicated.

(xii) The NCERT should review the Recruitment Rules of all the posts under them and make suitable provision in the Recruitment Rules, regarding the saving clause on reservation and relaxation in favour of Scheduled Castes and Scheduled Tribes.

(xiii) Reservation should also be allowed to Scheduled Caste/Scheduled Tribe employees in the matter of allotment of accommodation in Types III and IV.

APPENDIX XIII

(Reference *para* 3.128)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Modern Bakeries (India) Ltd.

(a) New Delhi.

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes, under the constitutional provision, a study team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, S/Shri Waryam Singh and Ram Saran, Research Officers and Shri Ajit Singh, Investigator, was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit the Head Office of the Modern Bakeries, New Delhi on 28th April and 1st May, 1980. It was to examine rosters and other relevant records maintained relating to the implementation of reservation orders and other concessions/relaxations to Scheduled Castes and Scheduled Tribes. During the course of study, the members of the team met Shri R. S. Pal, CMD, Shri M. P. Haran, Secretary and Shri O. P. Gaur, Personnel Manager.

2. According to the information given in the 14th Report for 1978-79, Modern Bakeries, which was established in 1966, had been following the Government Directive on reservation in appointments/promotions to Scheduled Castes and Scheduled Tribes since the dates of its issue in 1969, and 1974 respectively. Accordingly rosters have been prepared from 1970 in respect of direct recruitment posts and from 1974 for the posts filled by promotion. As regards the recruitment/promotions to the posts below the pay scale of Rs. 550—900 in its units, all over India, necessary rosters are being maintained by those units themselves.

Statistical Data

3. Latest statistical information showing the representation of Scheduled Castes and Scheduled Tribes in the services under the Modern Bakeries could be made available to the team only by middle of June, 1980. The available data in this regard as on 1-1-1980 has been reproduced below :—

Group of posts	Total including SC/ST	Sch. Castes		Sch. Tribes	
		No.	%age	No.	%age
Group 'A' . .	96	5	5.3	..	..
Group 'B' . .	52	2	4.0	..	..
Group 'C' . .	645	67	10.4	11	1.7
Group 'D' . .	1003	180	18.0	23	2.3

It will be seen from the table above that there is heavy short-fall of reserved posts in all the groups of posts except Group D, particularly in respect of Scheduled Tribes. There is not a single Scheduled Tribe Officer in Group A and B posts under the Modern Bakeries. Even in the case of Scheduled Castes the percentage of their representation is extremely poor particularly in Group A and B. The short fall in their representation was attributed to the non-availability of Scheduled Castes and Scheduled Tribes.

4. As far as the study team could gather, the heavy short-fall had been due to the non-implementation of the orders regarding reservation in that organisation for a long time. It is felt that the authorities should take immediate steps to clear the backlog which is particularly heavy in Group A and B posts, by filling maximum number of vacancies in the current recruitments as per Government instructions. The reserved points from the earlier years shown as lapsed after three years, should be treated as brought forward and filled by Scheduled Caste/Scheduled Tribe candidates appropriately. This can be achieved by way of special tests/recruitment for Scheduled Castes and Scheduled Tribes. Exclusive advertisements for members and their communities would definitely attract more Scheduled Caste/Scheduled Tribe candidates for reserved posts and this would help in reducing the backlog in the near future. In the fields where sufficient number of Scheduled Caste/Scheduled Tribe candidates are not available to fill up the posts reserved for them, apprentices from these communities may be recruited and adjusted against reserved vacancies after completion of their training. In the case of Scheduled Tribes whose representation in Group A and B is nil and negligible in Group C, special drive should be made to locate suitable candidate from some of the adjoining States, where they are to be available in adequate numbers.

5. In the following paragraphs, some of the important issues have been discussed and need immediate corrective measures to improve the representation of Scheduled Castes and Scheduled Tribes in the services under Modern Bakeries :—

Maintenance of Rosters

6. Modern Bakeries were formed in 1966 and the rosters giving effect to the reservation for Scheduled

Castes and Scheduled Tribes in that organisation had been prepared from 1970 on the basis of the directive from Bureau of Public Enterprises issued in 1969 in this regard. It was, however, clear that the rosters had been got prepared sometime in 1978 from back date and the implementation of the orders regarding reservation had been ignored by the administrative authorities till then. During the course of the discussion in this regard it was abundantly clear that the reservation orders had been ignored deliberately as no reasons could be put forth for the delay in its implementation. It was unfortunate that even after the preparation of those rosters in 1978, the same had not been made as an effective instrument of reservation in recruitments thereafter as these remained under lock with the concerned officer. It was strange that after the concerned dealing hand, who prepared the rosters, had left the organisation, no body was entrusted with the job. No entries about the recruitment made during 1979 and 1980 had been made therein. In fact the person dealing with the recruitment/promotions were not even aware of the maintenance of this record and the rosters remained a futile exercise. Following are some of the observations made by the team during the course of study on the maintenance of rosters :—

(i) In majority of the cases of direct recruitment, rosters had been prepared combining various posts in the same scale of pay without taking into consideration the prescribed procedure, according to which a separate roster should be maintained for each type of recruitment and within it for each grade or service. Isolated individual posts and small cadres consisting less than 20 posts can, however, be grouped for the purpose, taking into account the status, salary and qualifications prescribed for the posts in question, as per instructions.

(ii) In case of posts filled by promotion, grouping is not to be resorted to and reservation orders are required to be applied separately to each grade or post. Contrary to this a number of posts filled by promotion had been grouped together and a combined roster maintained.

(iii) Since the maintenance of rosters was never taken seriously in this organisation there was no question of annual inspection of the rosters required to be conducted by the Liaison Officer, nominated to watch the proper implementation of the orders regarding reservation. This needs to be complied with.

(iv) In the rosters prepared retrospectively reserved points which could not be filled up had been shown as lapsed after having shown those points carried over for three recruitment years, irrespective of the fact whether necessary steps had been taken to fill up the vacancies reserved for Scheduled Castes and Scheduled Tribes as per existing instructions. In fact lapsing of the reserved vacancies can be allowed only (a) after making necessary efforts to recruit Scheduled Caste/Scheduled Tribe candidates against reserved vacancies; (b) after carrying over the reserved points for three recruitment years; and (c) after dereserving those points at each occasion (year) of recruitment. Since no such efforts had been made in the past to recruit Scheduled Caste/Scheduled Tribe candidates against the reserved points, shown as such, in the roster prepared in 1978 only, there was no question of carry forward/dereservation; and as such the reserved points shown lapsed cannot be accepted. Lapsing of such vacancies should be effected after carry-forward and exchange of reservation only from the year when due efforts had been made to recruit Scheduled Caste/Scheduled Tribe candidates against those points. Lapsing of the reserved points in posts filled by promotion by selection from group B to Group A during 1978 was also not desirable without following the prescribed procedure and exchange rule in the same year.

(v) Carry forward of unfilled reservations had not been shown by the Modern Bakery even in direct recruitment to Group A posts. In fact the rule of three year carry-forward applies uniformly in the case of all direct recruitment irrespective of the group of posts in question. In case of posts filled by promotion by selection method from Group C to Group B within Group B and from Group B to lowest rung of Group A, however, no carry forward has been allowed but the exchange rule has to be applied during the same year.

(vi) In the roster prepared for the group of posts in the scale of Rs. 333—483 filled by direct recruitment point No. 4 of the roster reserved for Scheduled Tribes in 1972 remained unfilled but was not shown as carried over on the plea that a Scheduled Tribe appointed in 1970 had been shown as adjusted which is not correct. Scheduled Caste/Scheduled Tribe candidate appointed in excess against general points can not be adjusted against the future vacancies. This needs to be corrected.

(vii) The roster for the group of posts in the scale of Rs. 234—313 included some of the posts filled by promotion. As already pointed out above no grouping is permissible in posts filled by promotion. Clubbing of the post of Sweeper with this group was also not in order as separate roster is required

to be maintained for the posts of Sweepers irrespective of the sanctioned strength. This needs to be corrected.

(viii) In the roster for the group of posts in the scale of Rs. 700—1300 *i.e.* Manager (A/Cs/Engineering/Prod./Dev.) entries had been made in pencil which was not desirable. Entries in the roster are to be made in ink as soon as the appointed candidate reports for duty.

(ix) In majority of the cases the rosters had not been checked and signed by the administrative authority nor any Summary of the reservations prepared at the close of the calendar year, as required.

(x) In a number of cases the names of Scheduled Caste/Scheduled Tribe appointed had not been shown against the respective points reserved for them in the roster and at the same time no note of adjustment had been given in the last column of the roster. There was also no indication in the roster registers whether the carried forward points had been got dereserved in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates.

(xi) No roster had been maintained for the recruitment of Management Trainees under the apprenticeship training programme.

Exchange of Reservation

7. If a sufficient number of suitable candidates from Scheduled Castes and Scheduled Tribes for appointment against reserved vacancies are not forthcoming, such vacancies can be dereserved after following prescribed procedure but the reservation shall have to be carried forward to subsequent three years of recruitment. Recruitment year shall mean a "Calendar year". For the purpose of three years limit for carry forward of reserved vacancies the year shall be in which the recruitment is actually made. When a reserved vacancy could not be filled by respective scheduled category candidates even in the third year to which the vacancy is carried forward, exchange of reservation between the Scheduled Castes and Scheduled Tribes can be made Under the exchange rule the vacancies reserved for Scheduled Tribes which could not be filled due to non-availability of this category candidates could have been utilised for Scheduled Castes who are available in this part of the country. Similarly, in promotion by selection from Group C to Group B, within Group B and from Group B to the lowest rung of Group A where the carry-forward has not been provided, the unfilled reserved point for one scheduled community due to non-availability of candidate could be filled up by the promotion of other scheduled category candidate available in the zone of consideration. If correct procedure had been followed, the vacancy reserved for Scheduled Tribes could have been utilised for Scheduled Castes instead of offering the same to general candidates This should be taken care of in the future recruitments. While advertising or notifying such a vacancy which has been carried forward to the third year, it should be made clear in the advertisement/requisition itself that while the vacancy is reserved for Scheduled Caste/Scheduled Tribe candidates or vice-versa, Scheduled Tribe/Scheduled Caste candidates would also be eligible for consideration in the event of non-availability of respective category candidates. No reservation should be allowed to lapse before following the exchange rule and the dereservation procedure, as already mentioned above.

Dereservation

8. As pointed out earlier, the procedure of dereservation in seeking prior approval of the competent authority before filling the reserved vacancy by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years. According to the existing procedure, whenever a vacancy reserved for Scheduled Castes/Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidate must be explained clearly. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres. The authorities who did not observe this procedure were accordingly advised to observe this formality before carrying over the unfilled reservation in various categories of posts after taking necessary steps to fill up the same.

Reservation in promotion

9. There was a considerable short-fall of vacancies reserved for Scheduled Castes and Scheduled Tribes in posts filled by promotion in the Modern Bakeries. It was reported by the authorities that non-availability of enough eligible Scheduled Caste & Scheduled Tribe candidates in the lower cadre was the reasons for the short-fall in promotion posts In fact the non-application of the orders regarding reservation at the initial stages was the sole factor resulting in this state of affairs. As already pointed out elsewhere in this report, reservation had not been made applicable even in direct recruitment at the initial stages and as such sufficient number of Scheduled Caste/Scheduled Tribe candidates were not available for promotion in the feeder cadres. Position was worst in respect of Scheduled Tribes as no Scheduled Tribe vacancy particularly in Class I & II posts, could be filled up by promotion and all the vacancies reserved for them had

to be simply carried over. No special effort appeared to have been made in the past to improve the representation of Scheduled Tribes in various categories of posts in this corporation. Since the representation of Scheduled Tribes in posts filled by promotion is not likely to improve in the near future, it is suggested that special efforts should be made to recruit requisite number of Scheduled Tribes from the open market by taking steps envisaged in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes. In order to reduce the backlog of Scheduled Caste vacancies being carried over from earlier recruitments, it is suggested that the eligibility criteria in terms of years of service may be relaxed in favour of Scheduled Castes in the feeder cadres where all the vacancies reserved for them could not be filled up by promotion in the normal course. Alternatively special recruitment tests can be conducted after reserving the maximum number of posts permissible for them

Selection Boards/DPCs

10. According to the Government instructions, the administrative authorities are required to the maximum extent possible to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the DPCs/Selection Boards for promotion/recruitment to posts/services under them. During the course of study, however, it was noticed that prior to 1980 no Scheduled Caste/Scheduled Tribe officer had even been associated with the DPCs/Selection Boards, in this organisation. According to the statistical information made available to the team not a single meeting of the DPC/Selection Board was held during 1978 and 1979 to consider Scheduled Caste/Scheduled Tribe candidates alone. Out of the 20 meetings of the Selection Boards held during that period to consider both reserved as well as unreserved vacancies in Group A and B posts, in four such meetings a representative of Scheduled Caste/Schedule Tribe was associated. No such officer was associated with the other 16 such meetings for Group C and D posts held during that period.

11. It was reported by the authorities that there was no Scheduled Caste/Scheduled Tribe officer in that organisation who could be associated with the DPCs/Selection Boards. It was impressed upon the authorities that there could be no difficulty in associating an officer of appropriate rank from amongst the Scheduled Castes and Scheduled Tribes working in the Ministry of Agriculture or any other sister organisation in Delhi. It may also be suggested that the interviews of the Scheduled Caste/Scheduled Tribe candidates should be held on a day other than the day of sitting of Board on which the general candidates are to be interviewed so that they are not judged in comparison with general candidates and the interviewing authority is prominently aware of the need for judging the Scheduled Caste/Scheduled Tribe candidates by relaxed standards.

Liaison Officer, Inspection of Rosters & Separate Cell for SC/ST

12. General Manager in the Head Quarters office of the Modern Bakeries has been designated as Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in services under that organisation. At the time of the visit of the team, the post of the General Manager was lying vacant after the General Manager had left this organisation in December, 1979 and as such there was no Liaison Officer from December, 1979 onwards. In this connection it may be observed that the officer looking after the duties of the General Manager in the absence of a regular incumbent could also look after the duties of the Liaison Officers for Scheduled Castes and Scheduled Tribes. In fact the question relating to the reservation for Scheduled Castes and Scheduled Tribes had never given serious thought and as such the duties of the Liaison Officer also remained unattached. As already mentioned above, no inspection report on the maintenance of rosters had ever been submitted by the Liaison Officer. It was, however, revealed during the meeting with the Chairman-cum-Managing Director of this organisation that General Manager, while visiting the units outside Delhi in connection with administrative inspections, was also looking into this aspect. It was further reported by the authorities that necessary questions relating to reservation, relaxation and maintenance of rosters for Scheduled Castes and Scheduled Tribes had been included in the outlines for carrying out inspections of the administration and Personnel Departments of the Units.

13. In this connection, it is important to point out that the administrative inspection covers partially the matters relating to appointments and maintenance of rosters for Scheduled Castes and Scheduled Tribes. In fact there is a detailed prescribed proforma for conducting the annual inspection of rosters by the Liaison Officer which constitutes all matters relating to reservations, and should be adopted fully. It is, therefore, suggested that, in addition to the points already covered, the inspection of the rosters should be conducted on the lines of the Government instructions and report submitted to the concerned Ministry/Department on the prescribed proforma. In order to see that the Liaison Officer is able to perform his duties efficiently and also is able to cover up the inspection of rosters maintained by various units, it is necessary that he is assisted by a Cell set up at the headquarters. The Cell, if adequately staffed, can ensure compliance of orders and instructions pertaining to the reservation of vacancies and that all returns and reports are submitted properly and in time. The Cell can also look into the complaints from Scheduled Caste/Scheduled Tribe employees. Inordinate delay in the submission of statistical data to the Commissioner's organisation, as already mentioned above could have been avoid if there would have been a special Cell for the purpose.

Recruitment Rules

14. According to the Government instructions the recruitment rules in respect of all services posts within the purview of reservation orders should contain a saving clause to the effect that reservation is provided for Scheduled Castes and Scheduled Tribes. No such provision had, however, been made in the rules framed

by the organisation. It is, therefore, suggested that suitable provisions should be made in the rules making recruitments/promotions in Modern Bakeries on the following lines :—

(i) "Nothing in these rules shall effect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard."

(ii) "The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them."

Travelling Allowance to SC/ST candidates

15. According to the Government instructions as contained in para 7.11 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition), when Scheduled Caste/Scheduled Tribe candidates are called for interview/tests, the recruiting authority is required to allow such candidates necessary travelling allowance. In the Modern Bakeries T.A. is paid to all the candidates called for interview. In fact the admissibility of travelling allowance should be mentioned in the advertisement itself so that Scheduled Caste/Scheduled Tribe candidates come forward in adequate number.

Advertisements for Recruitment

16. If an advertisement is to be made for reserved as well as unreserved vacancies on any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes as also various concessions/relaxations admissible to them. During the course of study it was noticed that in majority of the advertisements examined by the team, number of vacancies reserved for Scheduled Castes and Scheduled Tribes had not been indicated and simply mentioning that "Scheduled Caste/Scheduled Tribe candidates will be considered with relaxed standards", served no useful purpose. In a few advertisements issued in 1979 and 1980 the number of posts reserved for Scheduled Castes and Scheduled Tribes had, however, been indicated but it was also mentioned therein that "if suitable Scheduled Caste/Scheduled Tribe candidates are not available other candidates will be considered." In an advertisement published in the Employment News dated 12-1-1980 for recruitment of Management trainees, instead of indicating the number of seats reserved for Scheduled Castes/Scheduled Tribes, it was mentioned that 15% and 7½ per cent of the seats would be reserved for Scheduled Castes and Scheduled Tribes respectively. In yet another advertisement published in the Employment News dated 11-3-1978 for recruitment to certain managerial posts it was indicated that "preference will be given to Scheduled Caste/Scheduled Tribe candidates and they may apply even with less experience." It is, therefore, suggested that the authorities should, while advertising vacancies indicate the total number of vacancies, number of vacancies reserved for Scheduled Castes and Scheduled Tribes as also admissibility of various concessions/relaxations. Special mention needs to be made about relaxation in experience criterian and admissibility of T.A. to Scheduled Caste/Scheduled Tribe candidates.

Training Programmes

17. It has been emphasised by the Government of India that while sponsoring names for training in institutions in India and abroad, due care should be taken to sponsor Class I officers belonging to Scheduled Castes and Scheduled Tribes alongwith others. Likewise while sending officers for attending conferences, seminars etc. the Scheduled Caste/Scheduled Tribe officers are also to be included. This is with a view to equip them with the necessary training to have a first hand knowledge about the development in a particular field so as to discharge their duties with confidence and decisiveness. According to the statistical information supplied to the team out of 128 officers deputed for training in various fields during the last five years only three belonged to Scheduled Castes and none from Scheduled Tribes. Out of 24 candidates trained in outside institutions during 1977 only one belonged to Scheduled Castes and none to Scheduled Tribes. Similar information for 1979 shows that not a single Scheduled Caste/Scheduled Tribe officer had been deputed for such trainings against the total of 8 nominated for the purpose. During 1977-78, three officers from this organisation visited U.S.A. but none was deputed from amongst the Scheduled Caste/Scheduled Tribe officers. Subsequently another team of three Officers from this organisation visited Tehran and Kabul as members of the delegation for study tour to study 'Nan' Production by automatic machines but none of the members belonged to Scheduled Castes/Scheduled Tribes.

Apprenticeship Training

18. It appeared from the record made available to to team that due efforts had been made to recruit Scheduled Castes/Scheduled Tribes as Management Trainees against reserved seats for them According to an advertisement issued in the Employment News, dated 12-1-1980, though the number of vacancies reserved for Scheduled Castes and Scheduled Tribes was not indicated, the fact of reservation/i.e. 15% for Scheduled Castes and 7½% for Scheduled Tribes had been mentioned. According to the statistical data collected, out of 12 Management Trainees recruited, 3 belonged to Scheduled Castes but none to Scheduled Tribes Similar information for 1978 shows that out of 5 Management Trainees recruited one belonged to Scheduled Tribes and none to Scheduled Castes. As already mentioned above, no roster had, however, been

maintained to allow due reservation to Scheduled Castes and Scheduled Tribes under the apprenticeship Training programme. This should be prepared before the next recruitment is made.

Verification of Caste Certificates

19. With a view to find out the genuineness of the claims of the Scheduled Caste/Scheduled Tribe employees, the caste certificates produced by some of them, at the time of their appointment in support of their claims to belong to Scheduled Castes/Scheduled Tribes were seen. In Junior class I services of the Modern Bakeries in the scale of Rs. 700—1300 as many as 10 officers belonging to Scheduled Castes were appointed and their personal files for the above purpose were checked as per details below :—

(i) One Shri Jitendra Singh was recruited in this organisation as Management Trainee against a reserved vacancy for Scheduled Castes. He produced a certificate in support of his claim as belonging to Scheduled Caste as shown below :—

Jitendra Singh S/O Shri Pratap Singh Dardi r/o 4, Abdul Hafeez Road in District Coxtown, Bangalore of State Karnataka belongs to the *Ramdasia* caste which is recognised as Scheduled Caste in Rajasthan.

Dated 18-7-1978

Sd/-
Assistant Commissioner
Bangalore Sub-Division
Bangalore.

It appeared from this certificate produced by the candidate that the same was not in order and also not in a prescribed proforma. He had obtained the certificate from the Assistant Commissioner, Bangalore in support of his claim to belong to the *Ramdasia* community which is not recognised as Scheduled Castes in Karnataka. On the other hand there is an indication that he hailed from Rajasthan. Further while submitting an application for correcting his date of birth, he had mentioned that he belonged to Punjab where Ramdasia Caste stands included in the lists of Scheduled Castes in both the States i.e., Rajasthan & Punjab. There is no justification to procure a certificate from Bangalore Sub-Division, where it was not recognised as such. In fact Shri Jitendra Singh was supposed to produce a certificate from his native place to which he belonged. Apparently, the proper procedure did not appear to have been followed both in the case of obtaining the certificate by the applicant and issuing authority viz. Assistant Commissioner, Sub-Division Bangalore. The administrative authorities in the Modern Bakeries also did not object to it.

(ii) From the personal file of Shri Ramesh Kumar Boyal, who was appointed as Production Manager in the branch office of this organisation at Kanpur, it was found that no certificate of his belonging to Scheduled Caste in support of his claim was placed on record. The matter regarding the non-availability of certificate was enquired into from the authorities concerned but no satisfactory reply was available.

(iii) On examination of the personal file of Shri Pal Singh, Sales Manager it was also found that no certificate of his belonging to the Scheduled Caste in support of his claim was available. On further consultations it was noticed that Shri Pal Singh had already resigned the post but the necessity of retaining a copy of the certificate on the personal file can not be ignored.

(iv) Similarly the record of Shri M. S. Azad who had been appointed as Assistant Production Manager (Bakery) against reserved vacancy, was looked into and it was found that the certificate of his belonging to the Scheduled Caste was also not available in his personal file.

20. In view of the observations made above, it is felt that the authorities did not check the authenticity of the certificates produced by the Scheduled Caste/Scheduled Tribe candidates appointed against reserved vacancies which is very necessary to avoid any misuse of the benefits intended for weaker sections. Attested copies of the caste certificate should invariably be placed on the personal file of each candidate. The cases cited above may be looked into. It may also be ensured that the certificates produced by Scheduled Caste/Scheduled Tribe employees of the organisation are in proper prescribed form and have been issued by the competent authorities.

Reservation in Confirmation

21. According to the Government instructions in posts and services filled by direct recruitment, reservation is required to be made in confirmation also. The authorities in Modern Bakeries reported that each employee is confirmed after completion of one years service and as such no reservation was necessary.

Transfer of Sweepers/Farashes/Chowkidars to other Class IV posts.

22. According to Government of India instructions 25 per cent of the vacancies occurring in the grade of Peons (or Group D) will be reserved for being filled by transfer of Sweepers/Farashes/Chowkidars from Scheduled Castes, who have put in a minimum of five years service even though they may not be possessing minimum educational qualifications prescribed for direct recruitment to the post. It was the intention

of the Government that such of the employees are given chance to shift from unclean occupations. Accordingly, it was impressed upon the authorities that it was in the interest of the weakest among the weak that 25 per cent of the vacancies are reserved for them on the lines of the Government instructions. Recruitment rules for Class IV posts may be amended accordingly, if necessary.

Conclusion

23. From the study undertaken, it can be safely concluded that steps to allow due reservation to Scheduled Castes and Scheduled Tribes in the services under the Modern Bakeries had been initiated only recently and the principle of reservation had been ignored for a long time after its formation in 1966. There is, therefore, clear evidence of violation of reservation orders and of indifferent attitude on the part of Management. It is regretted that the authorities have taken more than a decade to move in the matter and that too not adequately. The reasons for these half-hearted belated efforts are to be explained. There is, therefore, urgent need, besides taking immediate corrective measures, to fix the responsibility for violation and delayed implementation of reservation orders and take suitable action against those who ignored the interests of Scheduled Castes and Scheduled Tribes. Some of the important recommendations/observations have been summarised below :—

(1) The authorities should take immediate steps to identify the categories where the backlog is heavy and initiate suitable steps to clear the same by reserving maximum number of vacancies in the current recruitments, as per Government instructions. This can be achieved by way of special tests/recruitments for Scheduled castes and Scheduled Tribes.

(2) The authorities should initiate immediate corrective action to rectify the short-comings pointed out in para 6 of this report on the maintenance of rosters.

(3) Grouping of the posts for the purpose of the maintenance of rosters should be done strictly according to the Government of India instructions and not Group-wise/scale-wise. No grouping is permissible in respect of posts filled by promotion.

(4) Lapsing of the reserved points after three years, as shown in the rosters for various groups of posts was not in order because no efforts had been made to fill up these vacancies by Scheduled Caste/Scheduled Tribe candidates prior to 1978. All such points should be shown as carried forward.

(5) The rule of carry-forward for three years has to be followed uniformly to all posts irrespective of its Group, except in the case of posts filled by promotion (by selection) in Group A & B.

(6) Exchange rules which has not been followed in the third year of carry-forward before allowing the lapsing of the reserved vacancies should be taken care of in all the future recruitments/promotions.

(7) The procedure of deservation should invariably be observed before filling the reserved points by general candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates.

(8) Since the representation of Scheduled Castes and Scheduled Tribes in posts filled by promotion is not likely to improve in the near future, special efforts should be made to recruit Scheduled Castes/Scheduled Tribes from open market by taking steps envisaged in the Brochure on reservation for Scheduled Castes and Scheduled Tribes.

(9) Scheduled Caste/Scheduled Tribe officers should invariably be associated with the Selection Board/DPC meetings and the Scheduled Caste/Scheduled Tribe candidates should be adjudged separately, preferably in a sitting on a day other than the day general candidates are to be considered.

(10) In addition to the points covered in the administrative inspection, the inspection of the rosters should be conducted by the Liaison Officer on the lines of the Government instructions and report submitted to the concerned Ministry/Department in the prescribed proforma.

(11) In order to see that the Liaison Officer is able to perform his duties efficiently and also is able to cover up the inspection of the rosters maintained by various units, it is necessary that he is assisted by a cell set up at the Headquarters.

(12) Recruitment rules for various categories of posts should be suitably amended to contain a saving clause to the effect that reservation is provided for Scheduled Castes and Scheduled Tribes.

(13) While advertising vacancies, the authorities should invariably/clearly indicate the total number of vacancies and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes as also the admissibility of various concessions/relaxations for them.

(14) Due care should be taken to include the names of the Scheduled Caste/Scheduled Tribe officers while sponsoring names for training in institutions in India and abroad.

(15) Separate roster should be prepared for the recruitment of Apprentices/Management Trainees/Engineering trainees. In the fields where sufficient number of Scheduled Caste/Scheduled Tribe candidates are not

available to fill up the posts reserved for them, apprentices from these communities may be recruited and adjusted against reserved vacancies after completion of their training.

(16) Due care should be taken to check the authenticity of the certificates produced by the Scheduled Caste/Scheduled Tribe candidates at the time of appointment against reserved vacancies to avoid misuse of the benefits intended for weaker sections. Attested copies of the certificates should invariably be placed on their personal files.

(17) 25% of the vacancies in the post of peons or similar posts in Group D, may be reserved for being filled by transfer of Sweepers/Farashes/Chowkidars belonging to Scheduled Castes as per Government instructions.

(18) The reasons for delayed and half-hearted efforts to implement the orders regarding reservation be explained beside fixing responsibility and initiating action against those who ignored the interests of Scheduled Castes and Scheduled Tribes.

(b) *Modern Bakeries Ltd., Ranchi*

The Commissioner for Scheduled Castes and Scheduled Tribes ordered a study into the working of services safeguards provided for Scheduled Castes and Scheduled Tribes, as being implemented by the Modern Bakeries Ltd., Ranchi. Accordingly, a team consisting of Shri Ram Sharan, Research Officer and Shri Tek Chand, Assistant was deputed to Ranchi in September, 1980. The Team met Shri P. L. Shah, General Manager, Shri V. Mohan Das, Administrative-*cum*-Accounts Manager, Shri A. P. Arya, Production Manager and Shri Abhijit Dass, Engineering Manager and had general discussion with them before taking up the study of rosters and other connected papers in that Organisation.

The branch of Modern Bakeries Ltd., Ranchi came into existence in March, 1976 and had been following the Government directive on reservation in appointments/promotions for Scheduled Castes and Scheduled Tribes since then. The rosters in respect of Group 'C' and 'D' posts filled by direct recruitment had been prepared from 1976. All Group 'C' posts carrying pay scales of Rs. 333—483, Rs. 395—635 and Rs. 440—825 and all Group 'D' posts carrying pay scales of Rs. 290—390 and Rs. 275—350 had been grouped as per orders from their Head Office at New Delhi for the purpose of giving effect to the reservation in favour of Scheduled Castes and Scheduled Tribes as there are less than 20 posts in each group. All the posts in Group 'A' and 'B' were reportedly being filled by the Head Office from Delhi and as such no rosters had been prepared for these posts in the Ranchi Branch. The Manager of the Bakery was the only Group 'A' officer who had recently been transferred from Chandigarh to Ranchi.

Statistical Data

Statistical information showing the representation of Scheduled Caste and Scheduled Tribe employees in the services made available as on 1st January, 1980. has been reproduced below :—

Group of posts	Total including SCs/STs	Sch. Castes		Sch. Tribes	
		No.	%age	No.	%age
'C' . . .	24	2	8.33	3	12.5
'D' . . .	28	3	10.71	5	17.85

It will be seen from the above table that there was a shortfall of 3 Scheduled Caste and 1 Scheduled Tribe candidates in Group 'C' posts and 2 Scheduled Caste candidates in Group 'D' posts as per points in the roster meant for Bihar State. It was explained to the team that the shortfall in the representation of Scheduled Caste was due to non-availability of candidates from that community. However, an enquiry about the reply received from the Employment Exchange intimating non-availability of Scheduled Caste candidates, it was explained that the Employment Exchange did not reply in writing even on perusal approach to them. It is felt that all efforts should have been made to secure the non-availability certificates before proceeding further in the matter. In case of positive failure to have response from the Employment Exchange the matter could have appropriately been brought to the notice of the D.G., E. & T. On receipt of a reply if it was found that there was no suitable Scheduled Caste and Scheduled Tribe candidate on the live register for the posts in question, procedure as laid down in the Brochure should have been followed, *viz.* issue of advertisement in local newspapers with a copy to the recognised Associations of the Scheduled Castes and Scheduled Tribes and to the All India Radio Station. Since no such efforts had been made to fill up the reserved posts the reasons given by the management were not convincing. It is, therefore, suggested that in future all prescribed steps should be taken to fill up the vacancies reserved for Scheduled Castes and Scheduled Tribes before filling the same by other candidates.

Maintenance of Rosters for direct recruitment

As already stated, this unit of Modern Bakeries came into existence in 1976 and the rosters giving effect to the reservation for Scheduled Castes and Scheduled Tribes had been prepared since then. The rosters were checked and the observations of the Study Team are as under :—

(1) Inspite of the clear instructions from the Head Office that the staff came on transfer from other units need not be shown in any roster, one Scheduled Tribe employee transferred from Head Office to this unit was shown in the roster for appointments

(2) The Scheduled Caste and Scheduled Tribe candidates had not been shown correctly against the points in the roster, nor any note of adjustment given therein.

(3) As required, a summary of the recruitment made, reservations fixed for Scheduled Castes and Scheduled Tribes and the reserved points actually filled by them, as also the year-wise carry-forward position of the unfilled reservations was not indicated at the end of each recruitment year. In the absence of such abstract, it could not be verified whether earlier vacancies were utilised first. It is, therefore, suggested that at the close of each recruitment year, a brief summary should be prepared as per instructions.

(4) Neither the position regarding carry forward of vacancies was indicated in the columns meant in the roster nor the brought forward at the beginning of the following year in columns 1 and 2 of the roster had been shown and thus it was not known whether the carry forward vacancies were utilised first or not. No adjustment note was recorded.

(5) The entries made in the roster had not been signed by the appointing authority.

(6) In the roster for Group 'D' posts, a vacancy had been shown is filled in 1975 against point No. 2, while the vacancies filled in 1976 had been shown against points 1,3,4 and so on. It was not clear how they could fill up a vacancy in 1975 when the unit was not in existence.

(7) A vacancy of 1977 reserved for Scheduled Tribes in Group 'D' which could not be filled by a Scheduled Tribe candidate was not shown as carried forward in the next year.

Roster for posts filled by Promotion

During the course of study, it was noticed that there were no rosters for the posts filled by promotion. It was reported by the authorities that they are making promotions in Group C & D posts only but they were not aware of the instructions regarding maintenance of such rosters. The rosters for the promotional posts in question were, however, got prepared and completed with necessary guidance from the team.

Liaison Officer and inspection report

It was learnt that no officer had been designated as Liaison Officer for work relating to the implementation of reservation orders. In accordance with instructions contained in para 51(v) of the Brochure, the Liaison Officer is required to conduct annual inspection of rosters with a view to ensure proper implementation of reservation orders and submit his annual inspection report It is suggested that the General Manager, being the appointing authority should be designated as Liaison Officer and should submit his annual inspection report on the rosters in the prescribed proforma (Appendix 7 of the Brochure) to the Head Office for their information, pointing out various discrepancies noticed during such an inspection.

Reservation in confirmation

It was reported by the authorities that all the employees who complete one year probation service satisfactorily are given confirmatory status. Accordingly it was noticed from the record that all the employees completing one year were confirmed except one tribal watchman whose services were not found satisfactory. During the course of discussion, it was reported by the authorities that the concerned employee was in the habit of taking leave very often and that too without prior approval of the competent authority. The authorities were, however, advised that the concerned employee should be informed in writing, advising him to improve in that respect.

Annual Confidential Reports

A new proforma for the Annual Confidential Reports had been introduced by the Head Office during the year 1979 but there was no column for mentioning whether the officer concerned belonged to the Scheduled Caste/Scheduled Tribe, as provided under the rules by the Government of India. There has also to be a provision in the Confidential Report forms wherein the Reviewing Officer will give his comments about the attitude of the Reporting Officer towards the Scheduled Caste/Scheduled Tribe employees. This needs to be complied with.

Departmental Promotion Committee/Selection Board

The meetings of the Departmental Promotion Committee consisting of General Manager, Production Manager, Accounts-*cum*-Administrative Manager and a General Manager from Calcutta Unit were held on 28th and 29th November, 1979. The Production Manager who belongs to a Scheduled Caste was also associated.

Procedure regarding de-reservation

According to the existing procedure, whenever a vacancy reserved for Scheduled Caste/Scheduled Tribe is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/ Scheduled Tribe candidates, prior approval of the competent authority must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services are to be complied with. In fact, whenever a selection is finalised and it is felt necessary to seek de-reservation of the reserved vacancies, whole sequence of events necessitating filling up of reserved vacancies by general candidates must be explained clearly. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres.

The authorities who claimed that they were following the prescribed procedure regarding de-reservation reported that there was only one case of de-reservation of the post of a Motor Mechanic Grade II (Group C) in the pay scale of Rs. 333—483 reserved for Scheduled Caste in that Organisation and necessary approval of the Head Office had been obtained before filling the same by general candidate. The authorities, however, could not produce necessary record to show that all the prescribed steps had been taken before de-reserving the reserved vacancy. There was no other case of de-reservation of reserved post. The authorities were accordingly advised to follow the prescribed procedure in future before de-reserving a reserved vacancy.

Special Scheme for Sweepers, Farashes, Chowkidars in Peon's Cadre

According to the Government of India instructions 25% of the posts in the cadre of Peons are required to be reserved for being filled up from the Sweepers/Farashes/Chowkidars working in the Organisation. It was, however, learnt that the authorities were not aware of this requirement. Their attention was drawn to the Department of Personnel and Administrative Reforms O.M. dated 16th January, 1976 according to which 25% of the posts in Peons cadre or other Group D posts are to be reserved for being filled by transfer from Sweepers, Farashes and Chowkidars who have put in a minimum of 5 years' service even though they may not be possessing minimum educational qualifications prescribed for direct recruitment. It was explained to the authorities that the intention of the Government was to ensure that the Sweepers etc. who are engaged in unclean occupations are diverted to other Class IV posts having further promotional avenues.

Verification of Caste Certificates

While appointing Scheduled Caste/Scheduled Tribe candidates against reserved vacancies it has to be ensured that the claims of Scheduled Caste/Scheduled Tribe candidates are duly verified to avoid misuse. Accordingly as a test check some of the certificates produced by Scheduled Caste/Scheduled Tribe candidates in support of their claims to belong to Scheduled Caste/Scheduled Tribe had been checked. After going through the service record of some of the employees, it was seen that the instructions regarding the verification of Scheduled Caste/Scheduled Tribe certificates produced by the candidates at the time of appointment in the Modern Bakeries, Ranchi Branch in support of their claim to belong to Scheduled Caste/Scheduled Tribe had not been carefully followed, and as a result the certificates in majority of the cases were defective and incomplete. For instance, a person who is working as a Mali, Grade-II in this Organisation belonging to Teli community has obtained a Scheduled Tribe certificate which is wrong. In fact, the community 'Teli' stands included in the list of other backward classes of the State of Bihar. Unfortunately, the claim of this candidate had been admitted against the reserved vacancy for the Scheduled Tribe. The authorities concerned were advised to rectify this position. In some other cases, the certificates had not been produced by the employees of the Scheduled Caste and Scheduled Tribe in the prescribed proforma as indicated in the Brochure on Reservation for posts for Scheduled Caste and Scheduled Tribe. It was also noticed that some employees of the reserved categories had obtained their certificates in support of their claim from Members of Legislative Assembly and Chairman of the Local Board etc. which is also not correct. And hence, the authorities concerned were advised to look into this matter and ask the persons concerned to get fresh certificates on the prescribed proforma issued by the competent authorities. To avoid hardship to the Scheduled Caste/Scheduled Tribe employees the management can itself get their claims verified through the district authorities. It would, therefore, be advisable that the Management, should go through all the cases of Scheduled Caste/Scheduled Tribe employees relating to certificates and ensure that the benefits intended for these classes are availed of by the genuine Scheduled Caste and Scheduled Tribe candidates only.

APPENDIX XIV

(Reference *Para* 3.128)

Report of the study into the implementation of orders regarding reservation for Scheduled Castes and Scheduled Tribes in teaching posts in non-Government aided schools in Meerut Region of Uttar Pradesh

1. The question of allowing reservation for Scheduled Castes and Scheduled Tribes in non-Government aided schools/Intermediate Colleges in Uttar Pradesh was under consideration for quite some time. Commissioner for Scheduled Castes and Scheduled Tribes has also been recommending in his Annual Reports time and again that teaching posts should no longer be excluded from the purview of reservation orders. It was only in May, 1977 that a Bill was passed by the U.P. Legislative Assembly whereby a decision was taken to allow reservations for Scheduled Castes/Scheduled Tribes in teaching posts in those Higher Secondary Schools and Intermediate Colleges which are receiving grants-in-aid from the Government. On 12th July, 1978 orders were issued by the U.P. Government and on 18th July, 1978 Directorate of Education, U.P. issued instructions to all District Inspectors and Inspectresses of Schools to provide reservation for Scheduled Castes/ Scheduled Tribes who in turn advised the concerned managements to take necessary steps to fill up the reserved quota. The quota of 18 per cent and 2 per cent for Scheduled Castes and Scheduled Tribes respectively was fixed accordingly.

2. These orders have been in force for nearly two years and Commissioner for Scheduled Castes and Scheduled Tribes has been receiving complaints that full quota prescribed for Scheduled Castes/ Scheduled Tribes is not being filled up in the aided educational institutions in general and in Meerut District in particular. With a view to find out the correct position of the implementation of reservation orders and to enquire into the instances of violation thereof, a Study Team, consisting of Shri Waryam Singh, Research Officer and Shri Budh Prakash, Section Officer, was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit Meerut on 20th May, 1980. The Study Team interviewed following officials :—

1. Smt. Gandhari Mehrotra, Regional Inspectress of Schools, Meerut; and

2. Shri G. D. Pipil, District Harijan and Social Welfare Officer, Meerut.

Apart from above mentioned officials, a meeting was arranged by the Regional Inspectress of Schools with Principals of Intermediate Colleges in Meerut region. 27 Principals attended the meeting arranged in the afternoon of 20th May, 1980 and there was a healthy exchange of views with them. The possibility of discussing this matter with the representatives of the Managements were also explored but it was reported by the District Inspectress of Schools that they were lukewarm to such overtures.

3. During the course of the study, it was observed that although the orders providing reservation for Scheduled Castes/Scheduled Tribes in teaching posts in non-Government aided schools have been issued as for back as July, 1978 yet no appointment appears to have been made of a Scheduled Caste/Scheduled Tribe teacher against the reserved quota in majority of the institutions in Meerut. In fact all these institutions are governed by the Intermediate Education (Amendment) Act, 1972 according to which Directorate of Education is empowered only to accord approval to such appointments while the appointments are to be made directly by the managements themselves who have always been advised by the Education Department to allow requisite percentages for Scheduled Castes/Scheduled Tribes *i.e.* 18% and 2% respectively in all teaching posts, in appointments.

4. During the course of the meeting with the Heads of Institutions in question, it was revealed that the managements of these institutions are taking shelter under the above Act itself which does not provide for reservation for any category of posts under them They were of the opinion that the U.P. Government orders of 1978 providing reservation for Scheduled Castes/Scheduled Tribes/O.B.Cs. did not amend the 1972 Act and as such they were not bound to implement the instructions. The Managements were rather adamant to accept the directives from the Directorate of Education. The stand taken by the educational authorities is that they are sticking to the position that it was obligatory for the managements to follow the principle of reservation. According to the record made available to the Team, in not a single case the regional educational authorities have agreed to the appointments of general category candidates against reserved vacancies. The educational authorities are ensuring that no advertisement is issued without reservation of vacancies for Scheduled Castes and Scheduled Tribes. In fact all the advertisements are approved by the regional authorities before going to the press. Approval of appointments is also given by them only in such cases where orders have been implemented. Selection Board meetings are also attended by the experts from the educational authorities. All the applications received are scrutinised by the authorities before passing on to the Management for selection.

5. On the other hand the Managements continue to ignore the directive on reservation and have made several appointments from general candidates. Rather they have challenged the authority of the educational authorities to withhold the sanctions on that ground. In a number of cases the managements have ignored the reservation orders by keeping the reserved posts vacant indefinitely. There is yet another way of ignoring the reservation orders on the plea that no suitable candidate was available from amongst the Scheduled Caste/Scheduled Tribe applicants. In such cases the posts had been advertised by the managements as reserved for Scheduled Castes and Scheduled Tribes, as per approval of the authorities to advertise the posts as such, but rejected all the Scheduled Caste/ Scheduled Tribe applicants and selected only general candidates and sought approval of the authorities to appoint them, which again was not agreed to. Another method which is being possibly adopted to avoid reservation by the Managements was to fill up the available posts by transfer from other institutions. The authorities with whom this matter was also discussed, reported that there could be no objection to the filling up of the posts by mutual transfer between the two managements but no such case had come to their notice nor any such advertisement has appeared in the press so far. The Regional Inspectress of Schools further reported that the situation created by the Managements was serious as it was affecting the normal studies and as such necessary reference was made to the Directorate of Education but nothing has been heard from them to break the dead-lock.

6. As a test case, the study team tried to find out from the records relating to the appointment of History Lecturer in Sanatan Dharam Girls Intermediate College, Lalkurti, Meerut and it was noticed that although the District Inspector of schools had not yet accorded approval to the appointment of History Lecturer in that institution yet the general category candidates appointed by the management was continuing in that reserved post for the last two years. The study Team could notice that the Directorate of Education was making all efforts to implement these orders in aided educational institutions but due to non-cooperation of Managements not much headway has been made in that direction. There are, however, a few institutions which have made serious efforts to give adequate reservation for Scheduled Castes/ Scheduled Tribes by filling up prescribed reservation quota but at least 4 educational institutions *e g.* Kanchan Lal Girls Intermediate College, Ismail National Girls Inter-College. Sanatan Dharam Girls Inter-College and Chawli Devi Girls Inter-College could be easily identified where not a single teacher belonging to either Scheduled Caste or Scheduled Tribe has been appointed.

7. In the meeting with Principals of 27 non-Government aided private institutions, the team tried to find out the reasons for such slow progress in implementation of reservation orders from them. Some of the Principals pointed out that the managements in their institutions were more conscious about the educational standards of their institutions and were even prepared to forego government grant. They are, therefore, not interested in relaxing the standards for Scheduled Castes and Scheduled Tribes so that enough number of Scheduled Caste/Scheduled Tribe persons can be recruited. This attitude is definitely, a great impediment in implementation of such order. They expressed fears that if Scheduled Caste/Scheduled Tribe candidates (who generally are not able to compete with the candidates belonging to other categories on equal terms) are appointed in relaxation of qualifications, then the standard of education is likely to fall down and it was with this view in mind that the managements were ignoring the objection of District Inspector of Schools in making appointments. One of the Principals, Shri T. P. Mishra, of D.A.V. Inter College, Meerut who discussed at length the issue, however, put the blame squarely on the managements who were not very keen to give sufficient number of appointments to Scheduled Caste/Scheduled Tribe Teachers and Lecturers.

8. In view of the observations made above the following suggestions are made : —

(i) The Managements of the non-Government aided schools may be persuaded to follow the directive on reservation. The sanctions withheld during the past need not be released unless they implement the orders retrospectively. The Education Department should also consider the desirability of stoppage of grants to the extent of reserved posts being filled by others to such of the institutions which chose to flout the instructions.

(ii) The appointments made by the managements of general candidates against reserved vacancies in spite of the clear directive from the regional educational authorities should be terminated immediately and efforts made to fill up the same by Scheduled Caste/ Scheduled Tribe candidates.

(iii) There should not be any doubt about the validity of the executive instructions issued by the State Government. In fact it is not necessary to amend the Intermediate Education (Amendment) Act, 1972 as the reservations are backed by the Constitutional provisions Moreover the instructions had been issued on the basis of an Act of the U.P. Legislative and its constitutional validity upheld by the Allahabad High Court in its judgement of 8th April, 1980 dismissing a writ petition filed by Mr. Ishvapal Singh, Asstt. Teacher of an Inter-College of Bulandshahr challenging the impugned orders as appeared in the Hindustan Times, dated 9th April, 1980. The objections being raised by the managements in this regard are not justified and are just to delay the implementation of the reservation orders and as such cannot be accepted.

(iv) According to the Government instructions all the existing vacancies in teaching posts

are to be filled up from Scheduled Castes/ Scheduled Tribes till their quota (18% for Scheduled Castes and 2% for Scheduled Tribes), on the basis of the existing strength is achieved. No vacancies should, therefore, be allowed to be filled up by transfer as the same amounts to attempting to ignore the reservation orders.

(v) All the advertisements issued by the managements for recruitment of teachers should invariably contain indication about various concessions/relaxations admissible to Scheduled Caste and Scheduled Tribes in the matter of appointments.

(vi) All the Scheduled Caste/Scheduled Tribe candidates seeking appointment as teachers should be registered at regional levels and nominated by the educational authorities against reserved vacancies. The managements may be given option to the extent that they can select one out of three to four Scheduced Caste/Schedule Tribe candidates nominated according to their seniority-*cum*-merit, based on their qualifications. Where no Scheduled Caste/Scheduled Tribe candidate becomes available, the management may be allowed to fill up the same of their own.

(vii) After the adequate level of representation of Scheduled Castes and Scheduled Tribes in these institutions is achieved, the reservation should be operated on the roster system at regional level through the regional educational authorities so that the managements are not able to side-track the reservations for these categories.

APPENDIX XV

(Reference *Para* No. 3.128)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Indian Drugs and Pharmaceuticals Limited, a Central Government undertaking under the Ministry of Petroleum and Chemicals

Introduction

As the Indian Drugs and Pharmaceuticals Limited is one of the major public sector industries, catering to medicine and drug requirements of the country having various units in different cities of India, it was chosen by the Commissioner for Scheduled Castes and Scheduled Tribes Shri Shishir Kumar, for the purpose of study of the working of service safeguards in terms of the functions assigned to him under Article 338(2) of the Constitution. The Commissioner deputed his Research Team headed by Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes and assisted by S/Shri B. M. Masand and Waryam Singh, Research Officers to undertake the study in different units. However, in the Hyderabad Unit, only Shri Masand, assisted by an Investigator Shri Ajit Singh and Stenographer Shri V. S. Nair undertook the study.

The following units/divisions were studied by the team on the dates with names of the concerned officers who were associated with the team :—

S. No.	Unit/Division	Dates of study	Name of Officers
1.	Central Office . .	3-6-80	Shri M. N. Bhalla, Personnel Officer.
2.	Marketing Division .	3-6-80	Shri P. K. Bose, Personnel Officer.
3.	Plant at Gurgaon .	9-6-80	Shri H. C. Mathur, Dy. Personnel Manager.
4.	Antibiotics Unit at Virbhadra, Rishikesh.	4-5-7-80	Shri N. Navnithan, Personnel Manager, Shri P. C. Gupta, Sr. Welfare Officer and P.R.O.
5.	Synthetic Drugs Unit, Hyderabad.	4-5-9-80	Shri H. P. Singh, Personnel Manager Shri C. Srinivasan, Sr. Personnel & Welfare Officer, Shri A. N. Sen, Asstt Executive Officer (Personnel).

While at Gurgaon on 3rd June, 1980 the team could not meet Shri S. Narula, Chief of the Personnel Division as he was out of station. In the Plant at Gurgaon, the team also met Dr. M. L. Vishan, Deputy Works Manager. At Rishikesh the team also called on the General Manager, Dr. B. S. Bajaj. The team is thankful to all the above officers for having extended their full cooperation to complete the study.

The Indian Drugs and Pharmaceuticals Limited was set up some time in April, 1961 as a Central Government undertaking, now under the control of the Ministry of Petroleum and Chemicals. It is rather unfortunate that this premier organisation in the field of formulation and production of drugs so vital for the well-being of the people, did not pay any serious attention to the welfare measures and provisions as enshrined in Articles 16(4) 46 and 335 of the Constitution. This was evident from the fact that no organ of undertaking studied so far by the team except the Antibiotics Unit at Virbhadra and the Hyderabad Unit had maintained the rosters prescribed by the Government for the implementation of the reservation policy of the Government adopted in pursuance of the constitutional provisions. While the Central office which is supposed to be the source of guidance to various units in all matters including the implementation of reservation orders etc., projected the view that the rosters were maintained, the same were not available, the Marketing Division had prepared the rosters only recently. The management at the plant at Gurgaon frankly admitted having prepared the rosters during the period of about one week gained by them in between the study in the Central and Marketing Divisions and that in the Plant office at Gurgaon. The maintenance of rosters at Indian Drugs and Pharmaceuticals Limited, Virbhadra was rather erratic in the sense that these were not maintained uniformly from a particular year. Some rosters were started from 1973, some from the years in between and yet others from the year 1979. In the Hyderabad Unit, the rosters in respect of direct recruitment were available from 1972 and in some cases from later dates, but the promotion rosters which were claimed to have been prepared from 1975 were not made available to the team as it was reported that all the records including rosters had been submitted before the Andhra Pradesh High Court in connection with a case filed by the general category employees against the implementation of reservation in posts filled by promotion. Thus it is clear that the rosters which are required to be maintained as an aid and guide for determining the exact number of vacancies that should go to the share of Scheduled Castes and Scheduled Tribes, were prepared, by and large, merely as a record of recruitment made so far. It was mentioned by the officers in the plant

at Gurgaon that though rosters were not maintained earlier, the reservation orders were given effect to by a vague provision that "preference will be given to candidates belonging to Scheduled Caste/Scheduled Tribe". In this connection, it may be pointed out that if the system of rosters is earnestly followed it would made the management aware of the need for giving due share of the vacancies to Scheduled Castes and Scheduled Tribes, as also of keeping in view various concessions and relaxations provided for these communities in order to bring their representation to the level of percentages prescribed by the Government. In any case, whatever rosters and records that were maintained by various Units/Division were examined and discrepancies noticed by the team are pointed out in this report. It is hoped that the Management of the respective units would now take necessary steps to maintain the rosters and other records properly and in case of any doubt, they can seek the guidance from their Ministry or the Bureau of Public Enterprises or this office.

Recruitment and Promotion Policy

A yet another disquieting feature noticed during the course of the study was that there was no set and well defined recruitment and promotion policy so far, despite the fact that the organisation has been in existence since 1961. No unit of the management could produce a copy of the rules containing the Recruitment/Promotion norms. It was stated that while considering candidates against direct recruitment vacancies, if the qualification of Ist Class degree was insisted in case of general candidates, a second class degree or a mere pass was considered good enough in the case of Scheduled Caste/Scheduled Tribe candidates. But this was not set out in any rules nor was it mentioned specifically in the advertisements. For most of the administrative posts, graduation was not considered essential earlier but now graduation was made compulsory not only for direct recruits but also those who were recruited prior to this change. In the case of promotion, in a particular cadre the norm of 3 years service in a lower grade was prescribed earlier but in the course of time due to erratic recruitment policy if the seniormost candidate got promotion after 7 years, the norm was revised to 7 years service in the lower grade instead of 3 years prescribed earlier. Such a flexibility gave an unbridled discretion to the management which could act adversely against the interests of the employees particularly those belonging to Scheduled Caste and Scheduled Tribe. It was complained by representatives of Scheduled Caste/Scheduled Tribe employees association in the Synthetic Drugs Unit at Hyderabad, that this discretion available to the Management was not being applied to the advantage of Scheduled Caste/Scheduled Tribe candidates. There was a huge short-fall in Senior Group 'A' and 'B' posts which were normally filled by promotion and no attempt was made by the Management to fill the reserved quota through direct recruitment from open market through advertisement. It is recommended that all the Units of Indian Drugs and Pharmaceutical Limited should attempt special recruitment for Scheduled Caste/Scheduled Tribe candidates through advertisement exclusively for these categories till a firm policy is decided upon by the Central office fixing quotas to be filled by promotion and direct recruitment. It would reflect the sincerity on the part of the Management of taking recourse to direct recruitment for the advantage of Scheduled Caste/Scheduled Tribe candidates in order to clear the backlog as quickly as possible and if such an effort failed to produce the desired results, it would help the Management to counter criticism that they were not sympathetic and sincere to fill the reserved vacancies. It is also suggested that the Central office should finalise the recruitment rules and promotion norms expeditiously and while doing so incorporate a proviso therein that "Nothing in these rules shall affect reservation, relaxations or age-limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other categories of persons in accordance with the orders issued by the Central Government from time to time in this regard". In this connection, a reference is invited to the Department of Personnel and Administrative Reforms O.M. No. 36011/9/76-Estt(SCT) dated 14-7-1976 read with their O.M. dated 7-3-1978. Similarly, provision should also be incorporated in the agreements or settlements made with the representatives of the workers' unions so that the agreements signed with the unions do not come in the way of implementation of constitutional safeguards. This point is stressed here because at the Antibiotics Unit, Rishikesh, the team got the impression that the Management seemed to be more concerned with the resentment that was reported to be brewing in the rank and file of the general category candidates about the implementation of reservation policy in the matter of promotions. It was explained to the Management that constitutional safeguards on the basis of which executive instructions were issued by the Government, had to be given precedence ever any settlement reached with the Union of the Indian Drugs and Pharmaceuticals Limited employees and the resentment expressed by them on the implementation of reservation policy in promotion should not deserve any serious attention. In fact in one case of Shri Madan Lal, ISA (Mycology) the Departmental Promotion Committee decided to promote him against a reserved vacancy but the promotion orders were withheld as a result of resentment among the general candidates that he being junior was being promoted out of turn. The General Manager assured that he would look into the matter and work out a solution whereby he would be able to implement reservation policy as also to keep in view that production in the factory did not suffer as a result of dissatisfaction among the employees in the Indian Drugs and Pharmaceuticals Limited.

Grouping of posts

According to Government instructions only the isolated posts or small cadres filled by direct recruitment, where the vacancies occur infrequently, are to be grouped together for the purpose of reservation orders so that in the group as a whole, some posts may be reserved for Scheduled Castes and Scheduled Tribes.

It was noticed that the instructions issued by the Department of Personnel and Administrative Reforms in this regard were also not kept in view and grouping was done in arbitrary manner. In the Synthetic Drugs Unit at Hyderabad, a number of cadres having a strength of 20 or more posts were grouped together even though there was jusitfication for maintenance of separate rosters. It should, however, be ensured that grouping is not resorted to in posts filled by promotion where rosters are required to be maintained for each post separately irrespective of the number of posts in each cadre. Further separate rosters should be maintained for each mode of promotion where a certain percentage of promotion is made on the basis of seniority subject to fitness and certain percentage is filled on the basis of selection (merit) or through departmental competitive/qualifying exam. It is suggested that the position in this regard should be reviewed in all the units in accordance with the instructions contained in Chapter 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services issued by the Department of Personnel and Administrative Reforms (5th edition) and the grouping done on proper lines after the approval of the competent authority.

Liaison Officer

It was learnt that Chief of the Personnel Division in the Central office was the Liaison Officer in respect of work relating to the representation of Scheduled Castes and Scheduled Tribes. The present Liaison officer took over as Chief of the Personnel Division some time in 1974 but no report of the inspection of rosters was submitted by him so far. In the plant office at Gurgaon it was learnt that no Liaison Officer was nominated for this work till 11-6-1979. Even the present Liaison Officer had not submitted any report so far. It is also strange that the Liaison Officer was not associated during the course of discussions with the study team when he is supposed to look after the interests of Scheduled Caste and Scheduled Tribe in the recruitment, promotions etc. in the Plant. In the antibiotics factory, Virbhadra, Shri S. L. Mahindroo was the Liaison Officer till recently (30-6-1980). This Unit had furnished, alongwith the preliminary information for the study, a copy of only one report of the inspection of rosters carried out on 24-12-1975. This report did not show any discrepancies that have been noticed during the course of the present study.

In the rosters also there was no indication of having been inspected except that at the end of the year, 1979, the rosters were found to be signed by Shri Mahindroo in his capacity as Personnel Manager. It was also learnt that an Implementation Cell was set up on 10-6-1976 consisting of Assistant Executive Officer and two Junior Assistants but the Junior Assistants were also not put on this job exclusively for work relating to the representation of Scheduled Castes and Scheduled Tribes. In the Synthetic Drugs Unit at Hyderabad upto 1-3-1970, former Personnel Manager was the Liaison Officer and from 2-3-1979 the present Personnel Manager, has been nominated as the Liaison Officer for work relating to the representation of Scheduled Caste and Scheduled Tribe. It is noticed that these Liaison Officers had not submitted the inspection reports on the prescribed proforma even though it was claimed that the Liaison Officer had seen the rosters. It was noticed that there were signatures of the Personnel Manager at the close of years in some of the rosters but it was not clear whether these signatures of the Personnel Manager were in his capacity as the appointing authority or as the Liaison Officer.

It is necessary that the Liaison Officer in each Unit of Indian Drugs and Pharmaceuticals Limited should conduct the inspection of rosters and other records at the close of each year and submit a report in the prescribed form (App. 7 of the Brochure).

Scheduled Castes/Tribes Cell

According to instructions issued by the Bureau of Public Enterprises in consonance with the instructions issued by the Government, a Scheduled Caste/Scheduled Tribe cell is to be set up in each undertaking with suitable staff to render necessary assistance to the Liaison Officer in the discharge of duties assigned to him. No such cell had been set up in the Central Office. It was learnt that the Ministry of Petroleum and Chemicals had set up a combined cell in the Fertilizer Corporation of India to look after the problems of the Scheduled Caste and Scheduled Tribe employees in all the undertakings under the control of that Ministry and each undertaking was required to meet the proportionate cost of running that cell. According to the present position of the implementation of reservation orders in this organisation, it appears that the combined cell did not initiate any action to ensure due compliance of the instructions. It is, therefore, suggested that an independent cell should be set up in the Central Office and in each Unit of the Indian Drugs and Pharmaceuticals Limited with necessary staff commensurate with the quantum of work in respective units. Further, activities of this cell should be reflected in the Annual Report of the Indian Drugs and Pharmaceuticals Limited alongwith statistics regarding the representation of Scheduled Castes and Scheduled Tribes in different units in various Groups (Classes) of posts as also the efforts made in the matter of recruitment during the year of report. Such a cell in the Central Office can also coordinate efforts to implement the orders on reservation in various units under the Indian Drugs and Pharmaceuticals Limited.

Dereservation of reserved vacancies

The Joint Secretary in the Department of Chemicals and Fertilizers in his d.o. letter No. J-17014/6/78-Gen-Coord. dated 1-4-1978 advised the Chairman and Managing Director of Indian Drugs and Pharmaceuticals Limited that the Minister of Petroleum and Chemicals had desired that no post reserved for Scheduled Castes/Scheduled Tribes should be dereserved for any reason whatsoever without his specific and prior approval. In fact in a number of cases where dereservation was proposed by some

units of I.D.P.L. and even agreed to by the Central Office with the approval of the competent authority, the orders were reversed later in the light of orders from the Department of Chemicals and Fertilisers. While the intention of these instructions seems to be to curb the tendency of indiscriminately dereserving the reserved vacancies without following the prescribed procedure for recruitment against the reserved vacancies, all the units have taken it to be a blanket ban on dereservation. On going through the rosters it was noticed that the names of general candidates had been invariably shown against the reserved points. This involves dereservation of reserved vacancies before appointing general candidates against the vacancies actually shown as filled in the rosters. The management, however, claimed that the reserved posts had been kept vacant and were still available and in fact efforts were being made to recruit Scheduled Caste/Scheduled Tribe candidates against such vacant posts, but it may be pointed out that the reservation and dereservation is applicable to the number of vacancies that are actually filled and not those kept vacant. Further it is difficult for the Ministry or the Board of Directors or even the Chairman-*cum*-Managing Director to check upon the efforts made by the management to recruit Scheduled Caste/Scheduled Tribe candidates for every vacant reserved post. The result is that since the management are not required to explain to the Board or the Chairman-*cum*-Managing Director about the steps taken by them, the general candidates are being appointed against the reserved vacancies and dereservation procedure is not followed on the plea that they cannot approach the Mininster for his prior approval in each case. But if it is made incumbent upon the management to follow the prescribed procedure for dereservation as per Government instructions, they will be required to explain to the Board of Directors or the Chairman-*cum*-Managing Director each time the general candidate is appointed and shown against a reserved point in the roster, as to what efforts were made to recruit Scheduled Caste/Scheduled Tribe candidates and they shall have to certify that all steps as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, were taken. The management of Indian Drugs and Pharmaceuticals Limited, is therefore, advised to follow the procedure of dereservation of reserved vacancies if the prescribed procedure for recruitment against reserved vacancies has been properly followed by them. It would not be out of place to mention that recently during the course of study in the I.T.D.C. (H.Q.), it was learnt that similar order issued by the Minister of Tourism and Civil Aviation had now been withdrawn.

Departmental Promotion Committee/Selection Board Meetings

The instructions of the Government of India for associating an officer belonging to Scheduled Castes/Scheduled Tribes in all the meetings of the Selection Boards and Departmental Promotion Committees were not being followed on the plea that an Officer of an appropriate rank belonging to these communities was not available in their organisation. In this connection, their attention is invited to the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 16/1/74-Estt. (SCT) dated 8-4-1974 read with their O.M. No. 22012/4/73-Estt. (D) dated 16-1-1980 according to which both in the case of Group 'C' and 'D' posts as also Group 'A' and 'B' posts, if an officer of appropriate level belonging to Scheduled Caste/Scheduled Tribe is not available in the Ministry/Department/Organisation, an officer belonging to one of these communities from other Ministry/Department/Organisation should be co-opted for the purpose. Where it is not possible to include a Scheduled Caste or Scheduled Tribe officer in the Selection Board or a Departmental Promotion Committee meeting, either by nomination from within or co-option from outside, the reasons therefor should be recorded. It is hoped that the Management would ensure nomination/co-option of a Member belonging to Scheduled Caste or Scheduled Tribe in all the meetings of Selection Boards and Departmental Promotion Committee. Particularly when there are vacancies reserved for Scheduled Castes and Scheduled Tribes.

Training

The information regarding the total number of officers trained within the organisation or deputed for training outside including abroad and for attending seminars or conferences was not furnished to the study team by any unit. The attention of all concerned officers should be drawn to the relevant instructions contained in paragraphs 17.5 to 17.9 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services (5th Edition) and they should be advised to ensure that more and more officers belonging to Scheduled Caste/Scheduled Tribe are sent for training and attending seminars, conferences etc., as, such a step is likely to broaden their outlook and enable them to gain specialised knowledge and greater confidence to shoulder higher responsibilities. Even for in-plant training, wherever arrangements exist, sufficient number of employees belonging to Scheduled Castes and Scheduled Tribes should be provided this training so as to equip them with better skill to handle technical jobs with more confidence.

Accommodation

According to information furnished by the Central office in their letter No. IDP/3(2) Estt/80/678 dated 21-4-80, the Indian Drugs and Pharmaceuticals Limited have fixed the percentage of 5 only for out-of-turn allotment of Type I and II quarters to Scheduled Caste/Scheduled Tribe employees. This was also confirmed at Virbhadra Unit in Rishikesh and also in the Hyderabad Unit. At Hyderabad, out of 460 quarters in Types I and II only 38 had been allotted to Scheduled Caste/Scheduled Tribe employees and out of 312 Types III and IV only one had been allotted to Scheduled Caste. It was stated that no application from a Scheduled Caste or Scheduled Tribe employee was pending. However, earmarking of 5 per cent Quarters in Types I and II only is not in line with the

provision made by the Government of India according to which there is reservation for Scheduled Caste/ Scheduled Tribe employees to the extent of 5 per cent in Type III and IV accommodation. The Indian Drugs and Pharmaceuticals Limited Management is advised to revise their instructions so as to bring them at par with those issued by the Government of India.

Confidential Report forms

On going through a set of forms for writing annual confidential reports on I.D.P.L. employees, it was found that the provisions (a) whether the employee belonged to Scheduled Caste or Scheduled Tribe in Part I (Personal Data) and (b) whether the attitude of the Reporting Officer on the Scheduled Caste/ Scheduled Tribe employee reported upon by him was fair and just, (Part IV—Remarks of the Reviewing Officer), were not yet introduced by the I.D.P.L. as required under the Department of Personnel and Administrative Reforms O.M. No. 21011/1/77-Estt. (A) dated 4th March, 1978 and O.M. No. 21011/3/ 79-Estt(A) dated 25th July, 1979. The Management is advised to introduce these provisions in the confidential report forms in all the units at an early date.

Advertisements/Requisitions for Recruitment

If an advertisement is to be made for reserved as well as unreserved vacancies on any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes as also various relaxations/concessions admissible to them. Accordingly, the Virbhadra Unit of I.D.P L had been indicating reservations for Scheduled Castes and Scheduled Tribes in various posts advertised during 1977 onwards. In one case *i.e.* the post of Engineer-in-Chief advertised in October 1977, the advertisement indicated that "other things being equal preference will be given to candidates belonging to Scheduled Castes/Scheduled Tribes". There was also no indication in any of the advertisements about the admissibility of relaxation in experience qualification for these categories. In the case of advertisements issued by the Plant Management at Gurgaon, it was noticed that in the various advertisements, issued during 1978 no mention had been made about the reservation of specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes, and the admissibility of various concessions/relaxations for them, except the relaxation in upper age limit but without the mention of "5 years" limit. The advertisement only mentioned that "Preference will be given to Scheduled Caste/ Tribe and local candidates. Age and qualification can be relaxed in case of Scheduled Caste/Scheduled Tribe candidates and candidates with longer experience in the trade." In a number of advertisements issued by this organisation during 1979 also, it was noticed that there was a mere indication that "some vacancies were reserved for Scheduled Caste/Scheduled Tribe candidates as per rules of the Government". In yet another advertisement issued in March 1979, there was no mention at all about the reservation aspect. In the requisitions sent to the Employment Exchange by the unit at Hyderabad, no mention had been made about the relaxations/concessions admissible to Scheduled Caste/Scheduled Tribe candidates. It had simply been mentioned that "other things being equal preference will be given to Scheduled Caste/Scheduled Tribes/ex-serviceman/dependents of serviceman killed in action". In a requisition to the Employment Exchange for the post of Despatch Clerk, the qualification had been fixed as Graduation with minimum two years experience in a similar job with reputed firms or any leading transport organisation. But no relaxation/concession had been indicated for Scheduled Caste/Scheduled Tribe candidates in respect of age-qualification/experience. In the advertisements issued by the Hyderabad Unit, the experience wherever necessary, was not shown relaxable in favour of Scheduled Caste/Scheduled Tribe candidates as per Government requirements. In some cases even the upper age limit was not clearly indicated (Advertisement Nos. 7/77 and 2/80).

In view of the position explained above, it is felt that a mere mention about the preferential treatment to Scheduled Castes and Scheduled Tribes in the matter of recruitment is not enough to allow due share of the vacancies to the reserved category candidates as per Government policy. It is, therefore, essential that future advertisements should carry all the details about the reserved vacancies. A mention should also be made about the relaxation of upper age limit, experience, qualification etc. as also the admissibility of Travelling Allowance to the Scheduled Caste/Scheduled Tribe candidates from out stations to attend the interview/test.

Caste/Tribe Certificates

In order to find out the genuineness of the claims of the Scheduled Caste and Scheduled Tribe employees and to ensure that the reserved vacancies meant for Scheduled Caste and Scheduled Tribe candidates are not claimed by others, some of the Caste/Tribe certificates produced by the employees at the time of their appointment in support of their claims to belong to Scheduled Castes and Scheduled Tribes were checked. In two cases, in the Plant Office in Gurgaon, it was noticed that the certificates issued by the district authorities in Haryana/Bihar were not on the prescribed proforma. In Virbhadra Unit at Rishikesh also it was noticed that in a number of cases the certificates issued by the district authorities were not on the proper form. In several cases the certificates issued by competent authorities in Uttar Pradesh, the clause showing permanent residence of the Scheduled Caste/Scheduled Tribe candidates was not mentioned. In the Unit at Hyderabad, it was found that in most of the Scheduled Castes/Scheduled Tribes certificates, the caste or tribe to which the persons belonged was not indicated. The mention of the Caste/Tribe in the certificate is absolutely necessary and that the caste/tribe so mentioned should have been included in the lists of Scheduled Castes/Scheduled Tribes recognised in the State concerned. Further in this Unit, majority of certificates were issued by the Gazetted Officers and a number of them by the officers of the Indian Drugs and Pharmaceuticals Limited itself. In many cases,

these certificates were issued by officers of certain districts to the Scheduled Caste/Scheduled Tribe persons belonging to other districts. Though the Andhra Pradesh Government notification authorises the Gazetted officers of State Government and Municipalities only, to issue the Scheduled Castes/Scheduled Tribes certificates, it is not understood as to on what basis the Gazetted Officers can issue the certificates to persons-residents of other districts. The instruction to that extent are not in accordance with the guidelines given by the Government of India and are not free from misuse. In any case this matter is being discussed in the Report on the discussions with the Officers of the Social Weltare Department of the Government of Andhra Pradesh. In one case, the Inspector of Police on deputation to I.D.P.L., Hyderabad certified a person of Anantapur District as having belonged to Valmiki community which is recognised as Scheduled Tribe, in the Agency tract only. It was not clear whether District Anantapur formed part of the Agency Tract.

The authorities concerned are, therefore, advised to check up the certificates of all employees belonging to Scheduled Castes/Scheduled Tribes in the light of above observation to ensure that the certificates are on proper form and are issued by competent authorities and that the castes/tribes are scheduled in the list for the State concerned. In doubtful cases of the types referred to above, the management can itself refer the matter for verification from the concerned district authorities.

Maintenance of Rosters

I. *Marketing Division Gurgaon*

The rosters had been prepared on the prescribed proforma from the date of the application of reservation orders in the posts filled by direst recruitment as well as filled by promotion in this Division. It, however, appeared from the record made available to the team that rosters had been prepared sometime in 1976 from the back date and the implementation of the reservation orders appeared to have been ignored for a long time after the application of orders in public sector units in 1969. It was seen from the record that direct recruitment had been made only at the induction level and all other posts were filled from within the factory from lower ranks. Thus in majority of cases rosters had been prepared for promotion posts. It was only in the case of Class IV posts, Typist, Clerks, etc. that, there was direct recruitment. It was, however, noticed in several cases that failing by promotion, direct recruitment was being resorted to in other middle level categories also supposed to be filled up by promotion only. In the case of some of the posts filled by promotion, rosters had been prepared from early seventies when there was no reservation in posts filled by promotion. In view of the observations made, it can be viewed that the rosters had been prepared merely to complete a formality rather than to follow the roster system as an effective method of the implementation of reservation orders. Following are some of the discrepanies in the rosters noticed during the course of studies :—

(i) While entries had been made in the rosters correctly, the unfilled points reserved for Scheduled Castes and Scheduled Tribes had not been shown carried forward in the end of the year or in the beginning of the next year as brought forward. In fact while reserving vacancies for Scheduled Castes/Scheduled Tribes according to the points in the roster, carried forward/ brought forward vacancies are also to be added to the current reservations.

(ii) In the rosters for Assistant (A/G) and Junior Artist, point No. 1 meant for Scheduled Castes had been shown as reserved for Scheduled Tribes while point No. 4 reserved for Scheduled Tribes had been reserved for Scheduled Castes, which needs to be corrected.

(iii) The rosters have not been checked or signed by any administrative authority nor the summary required to be prepared to indicate the total reservations, reserved points actually filled and the unfilled reserved points carried over, had been made at the close of recruitment year.

(iv) No inspection report of the rosters had been submitted by the Liaison Officer.

(v) There was no information about procedure followed regarding dereservation before filling up reserved posts by general candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates. There was no indication also about the exchange rule having been followed in the third year of carry-forward. No lapsing had, however, been shown.

(vi) No roster had been prepared for the post of Medical Representatives. It was reported by the authorities that these posts were treated as field posts and as such roster was not considered necessary. The authorities were informed that with the exception of scientific posts above the lowest rung of Group 'A' which could be excluded from the purview of reservation orders with prior approval of the competent authority, no other post can be excluded for that purpose. They were advised to follow the roster system and allow due reservation in future recruitments.

(vii) It was noticed during the course of study that due to non-application of reservation orders in the earlier recruitments, there was hardly any Scheduled Caste/Scheduled Tribe candidate for consideration for promotion against reserved vacancies. As a result of non-availability of Scheduled Caste/Scheduled Tribe candidates to avail of promotions against reserved vacancies, there was a considerable short-fall of Scheduled Caste/Scheduled Tribe reservations in

almost all the clerical categories. As the authorities have been resorting to direct recruitment in some cases in the past, as already mentioned above, it is suggested that all the reserved points which could not be filled by promotion in the past from within the factory, should be filled up by Scheduled Caste/Scheduled Tribe candidates from open market where they are available in adequate numbers.

II. *Central Office*

The Central Office which is responsible for recruitment and promotions at Officers level for headquarters as well for various units under I.D.P.L. had no rosters for inspection. It was reported by the concerned Personnel Officer that he had been posted recently and had not come across any record of that nature which the outgoing Personnel Officer might have been maintaining. The concerned dealing hand was also not aware of any such obligation on their part. It was really unfortunate that the Central Office which is supposed to look after the implementation of reservation policy had completely ignored this important aspect. This is a serious lapse and has to be thoroughly probed and responsibility fixed urgently.

III. *Plant Office at Gurgaon*

As already stated in this Report the rosters in the Plant Office at Gurgaon were maintained recently just before the actual study. Though the rosters were maintained by and large on the correct lines on the proper form and the carry-forward position was also shown correctly giving break-up of the vacancies so carried-forward, still there were certain discrepancies about which guidance was given to the concerned officers. These discrepancies are :—

(i) It was noticed that in some of the rosters the posts filled by promotion and transfer through the Headquarters Office were also mentioned along with the posts filled by direct recruitment. This is not correct. While separate rosters are to be maintained for posts filled by promotion irrespective of the number of posts in a cadre, the posts filled by transfer which are not attracted by reservation orders, are not to be reflected in the rosters. However, there should be a clearly set policy as to what quota of posts is to be filled by transfer/deputation, promotion and direct recruitment. This need not be left at the discretion of the Head Office, and it should in fact reflect in the Recruitment Rules framed for the posts in question. But if separate quotas are prescribed, then there is no objection to filling the posts by transfer by the Head Office to the extent of prescribed quota. It is, therefore, suggested that the relevant rosters may be recast by excluding therefrom the posts filled by promotion and transfer.

(ii) As is being mentioned in this Report, proper procedure regarding recruitment of Scheduled Caste/Scheduled Tribe candidates against reserved vacancies by making mention of all the concessions/relaxations in the advertisements etc. as also the procedure for dereservation of reserved vacancies was not followed, it was not proper to allow the vacancies to lapse automatically at the end of the third year of carry-forward as was shown in some of the rosters.

(iii) In the roster for the post of Operator Grade III, Electrician Grade III etc. in the year 1978 when more Scheduled Caste candidates became available than the vacancies reserved for them one of the 5 Scheduled Caste candidates was shown adjusted against one Scheduled Tribe vacancy of the same year. According to the instructions issued by the Government of India in posts filled by direct recruitment and promotion, interchangeability of reserved vacancies is permissible only in the last year of carry-forward, except in the case of posts filled by promotion by the method of selection (merit) from Class III to Class II, within Class II and from Class II to the lowest rung of Class I. This position was explained to the concerned officers and necessary correction in the matter of carry-forward in the roster was made in this regard.

(iv) Though the carry-forward position was being shown at the end of each year it is also necessary that at the close of each year an abstract of all recruitment made during the year should be mentioned in the rosters in the following form :—

(a) Total number of vacancies filled in the cadre during the year.		
(b) The number of vacancies reserved out of (a) above	SC	ST
(c) Number of vacancies brought forward from previous years	SC	ST
(d) Total reservation keeping in view the instructions contained in the Deptt. of Personnel and Administrative Reforms OM dated 27th December, 1977	SC	ST
(e) Number of vacancies exchangeable being in the third years of carry-forward	SC	ST
(f) Number of candidates who became available for appointment during the year	SC	ST
(g) Scheduled Castes adjusted against vacancies reserved for Scheduled Tribes		

(h) Scheduled Tribes adjusted against vacancies reserved for Scheduled Castes.

(i) Number of vacancies carried-forward to the subsequent years of recruitment. SC ST

(v) It should be noted that as soon as the appointment is finalised and the person concerned has joined, necessary entry is made in the roster. This entry should be signed by the appointing authority or any other officer authorised for the purpose.

(vi) Where de-reservation is allowed by the competent authority, necessary mention may be made to that effect in the remarks column.

(vii) Normally the Scheduled Caste/Scheduled Tribe officers who are appointed, should be shown against the respective reserved points in the rosters but where it is not possible to do so far certain cogent reasons, a note of adjustment of the vacancies should be shown in the remarks columns both against the point where the vacancy initially occurred and the point where the Scheduled Caste or Scheduled Tribe candidate was appointed later on.

(viii) The rosters should be got inspected by the Liaison Officer at the close of each year. The Liaison Officer should inspect these rosters critically with reference to other records such as advertisements, requisitions, Departmental Promotion Committee proceedings, dereservation files etc. and submit an inspection report to the Chairman and Managing Director pointing out the discrepancies noticed by him as also suggesting remedial measures in accordance with the instructions issued by the Government of India. He should also ensure that the orders issued by the Chairman and Managing Director or the Board of Directors on the discrepancies pointed out by him, are carried out by the concerned officers. Such a report has to be taken into account by him before undertaking the inspection for the next year.

IV. *Virbhadra Unit, Rishikesh*

(i) While the rosters were maintained on proper form as prescribed by the Ministry of Home Affairs, the management had adopted the model rosters prescribed in Appendix 2 for recruitment to all posts filled by them by direct recruitment on all India basis irrespective of whether recruitment was made through advertisement or through Employment Exchange. It may be pointed out that in the case of recruitment on all India basis by open competition *i.e.* through advertisement as the primary source of recruitment, the model roster prescribed in Appendix 1 has to be followed Thus the rosters in respect of the posts of Deputy Superintendent, in the scale of Rs. 1300—1700. Assistant Superintendent/Executive Engineer in the scale of Rs. 1100—1600 and Foreman in the scale of Rs. 700—1300 and other posts recruitment to which is not made through Employment Exchange, should be maintained as per the model roster prescribed in Appendix 1 of the Brochure giving reservation at the rate of 15% to Scheduled Castes and 7½% to Scheduled Tribes.

(ii) In some of rosters, the points were not correctly earmarked. For example in the rosters for the posts of Chargeman Grade-I and other posts, point No. 29 was shown as reserved for Scheduled Castes whereas the same is reserved for Scheduled Tribes. In this roster, point No. 37 was also not shown as reserved for Scheduled Castes. In the roster for the post of Operator Grade III also, point No. 16 which is reserved for Scheduled Castes in accordance with the 100-point regional roster, was wrongly marked as reserved for general categories. In the roster for the posts of Assistant Foreman etc. in the scale of Rs. 550—900 (40 point) the point No. 16 was shown as reserved for Scheduled Tribes whereas it is a general point.

(iii) According to the instructions issued by the Department of Personnel and Administrative Reforms unfilled quota of the reserved vacancies is to be carried forward to subsequent three recruitment years besides the year in which the vacancy first occurred. If due to non availability of the particular category candidates in the year of occurrence as also in the next two recruitment years, vacancies in question are allowed to be exchanged with the other reserved category in the third year of carry-forward. If in the last year of carry-forward also both the category candidates are not available, the vacancies can be allowed to lapse. The I.D.P.L. authorities did not apply the principle of exchange of reserved vacancies between Scheduled Castes and Scheduled Tribes in the last year of carry forward and the vacancies were allowed to lapse in the second year of carry-forward instead of the third year as per the Government instructions. This all resulted in the incorrect position of carry forward of unfilled reserved vacancies, which will have to be corrected in the light of these observations. In one of the rosters for the post of Senior Laboratory Assistant, Music Teacher etc. the necessary corrections in the roster were made by the concerned Assistant on the spot. Another model correction in the rosters for the post of Teacher Grade III is given in the Annexure I and this should be

made use of as a model in respect of all the rosters and carry-forward position corrected on those lines.

(iv) In one case the post of Chargeman Grade II was abolished in 1979 and all the posts of Chargeman were merged in the post of Chargeman Grade I in the scale of Rs. 450—750. In the rosters for Chargeman Grade II upto the year 1979 there was a backlog which was left as such in the rosters. It is suggested that this backlog should also be transferred in the rosters for the posts of Chargeman Grade I, Industrial Engineering Assistant etc. etc.

(v) According to the Government instructions, the year in which no recruitment/promotion takes place, is not to be counted as a recruitment year for the purpose of carry-forward of unfilled reservation in favour of Scheduled Castes and Scheduled Tribes However, this was done in the case of Operator Grade II where the vacancies were allowed to lapse even by taking into account the year 1977 in which no recruitment actually took place. Necessary correction in the rosters and the position of carry-forward will have to be made on this account also.

(vi) There is a provision of carry-forward of unfilled quota of the vacancies reserved for Scheduled Castes and Schtduled Tribes. If, in any particular year, more Scheduled Caste or Scheduled Tribe candidates are appointed on their own merit than the number of vacancies reserved for them, the excess Scheduled Caste or Scheduled Tribe, so appointed should not be adjusted in the recruitment that might take place in the next year. This was done in the case of the post of Mazdoor Helper/Cleaner when excess Scheduled Caste candidates appointed in 1977 were adjusted in 1978. This was done in subsequent years also. While rectifying the rosters keeping in view the other observations, this point should also be kept in view and correct position of carry-forward should be arrived at without adjusting the excess Scheduled Caste candidates appointed in a year in the recruitment for the next year.

(vii) This unit is also maintaining separate rosters for all the categories of posts filled by promotion in that organisation. In fact the promotions on the production side upto Rs. 1300—1700 only were being looked after by the authorities and all other promotions beyond Rs. 700—1300 were made by the Central Office. It is felt that the Virbhadra Plant should have rosters for such of the promotion posts for which they are making promotions. The rosters for the posts to which promotions are made by the Central Office, should be maintained by that office.

(viii) While going through the rosters for promotion to officers' categories, it was noticed that not a single Scheduled Caste/Scheduled Tribe officer in or beyond the grade of Rs. 650—1200 had so far been promoted since the adoption of roster system in 1973. It was reported by the authorities that no Scheduled Caste/Scheduled Tribe Officer was available/eligible in the feeder categories who could be considered for such promotion. It is felt that non-availability of Scheduled Caste/Scheduled Tribe candidates in the feeder cadres was directly linked with the non-application of orders regarding reservation at the appropriate time. The deficiency has, therefore, to be covered by the authorities by making special efforts to induct more Scheduled Caste/Scheduled Tribe candidates in the future recruitments. It may not be out of place to recommend that the backlog of reservation in promotions should be cleared by resorting to direct recruitment as sufficient number of qualified Scheduled Caste/Scheduled Tribe candidates are available in the open market. Alternatively, the eligibility criterion may be relaxed in favour of the available candidates who may compete for a departmental test specially arranged for Scheduled Castes and Scheduled Tribes.

(ix) As already mentioned above, the authorities had also shown a number of reserved points in the rosters for promotion posts, as lapsed in the 2nd year of carry-forward. The rosters for the posts of Accounts Officer, Assistant Accounts Officer, Foreman (Design), Deputy Superintendent (Production), Assistant Superintendent (Production), Foreman (Production), Deputy Superintendent (Mycology), Senior Scientific Officer Grade I, Chem. Pharma, Senior Mechanical Engineer, Executive Engineer, Foreman (Mech.), Assistant Engineer, Foreman (Civil) and Senior Scientific Officer Grade II in which the Scheduled Caste/Scheduled Tribe points have been shown as lapsed during the 2nd year of carry-forward need to be corrected In several cases where the year in which no recruitment had been made was also treated as a year of carry-forward which is not correct. The year in which no recruitment was made cannot be treated as the recruitment year for the purpose of carryforward and the exchange of reservation between Scheduled Castes and Scheduled Tribes Moreover it was clear from the records that the procedure regarding dereservation and the principle of exchange of reservation between Scheduled Castes and Scheduled Tribes had not been observed before filling the reserved vacancies by general candidates and carrying over the unfilled reservations. It is, therefore, necessary that the entries in the promotion rosters may be corrected by including all the points shown as lapsed, as

carried forward reservations to be adjusted in future promotions.

(x) In the rosters for Group C and D posts the available Scheduled Caste/Scheduled Tribe candidates have to be adjusted against the older carried forward points first and the comparatively new points remaining unfilled carried over. In the case of the roster for the post of Attendant Grade I (Male) filled by promotion, one Scheduled Caste promoted during 1974 has to be adjusted against one of the Scheduled Caste point brought forward from 1973 and the 1974 point to be carried out. As a result of this the action of the authorities to lapse 1973 carried forward posts during 1976 was not in order. Even otherwise also the 1973 points cannot be allowed to lapse during 1976 treating it was the third year of carry-forward as there was no recruitment during 1975 ; and as such 1976 was only the second year of carry-forward 1974 being the first year. It is, therefore, suggested that all cases of lapsing in the promotion categories may please be reviewed.

(xi) In the case of promotion rosters for Group C technical posts it was noticed that a large number of posts reserved for Scheduled Castes and Scheduled Tribes could not be filled up by the authorities possibly due to the non-availability of Scheduled Caste/Scheduled Tribe candidates for promotion. In a meeting with the representatives of the Scheduled Caste/Scheduled Tribe Employees Association, however, it was pointed out that a number of Scheduled Caste, Scheduled Tribe employees eligible for promotion in different grades, were ignored by the management on the grounds of their low position in seniority lists. The Association alleged that all promotions being made strictly according to seniority and the claims of the Scheduled Castes and Scheduled Tribes against reserved vacancies according to roster, had been ignored on that account. It was further alleged that one case of promotion as already mentioned earlier, against the post of J.S.A. (Mycology) approved by the Departmental Promotion Committee had been withheld by the Management. According to the Government of India instructions Scheduled Caste/Scheduled Tribe who are eligible and found fit for promotion have to be promoted against reserved vacancies irrespective of their position in the seniority lists. It is, therefore, felt that promotions made during 1979 and 1980 to the grades where Scheduled Caste/Scheduled Tribe candidates were reportedly available, particularly in the grades of S.S.A. (Chemical) Process Technician, J S.A. (Mycology), Operators Grade I, Operators Grade II, Operators Grade III and Clerk-Typist, may be reviewed and the available Scheduled Caste/Scheduled Tribe candidates who were otherwise eligible for promotion in those grades may be promoted retrospectively.

V. *Hyderabad Unit*

Observations in respect of rosters maintained by the Hyderabad Unit of Indian Drugs and Pharmaceuticals Limited are as under :—

(1) Large number of posts filled by direct recruitment which were strictly not isolated posts or small cadres were grouped together for the purpose of reservation without keeping in view the instructions contained in Chapter 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th edition—1978). This point is also being discussed in separate para on 'grouping of posts'.

(2) It was stated that rosters were also being maintained in respect of posts filled by promotion but no such roster was produced before the study team. It was pointed out that all these rosters had been submitted to the court in connection, with a case of promotion of Scheduled Caste/Scheduled Tribe employees reported to have been challenged in the Court. The management assured the team that efforts were being made to get the rosters released from the court for inspection by the study team during the remaining period of their stay in Hyderabad but no such intimation was received from the I.D.P.L. management even though the visit of the team was extended by three more days.

(3) It was noticed that even in the case of posts in the scale of pay of Rs. 550—900 which were classified as Class II posts, a regional 100-point roster was being maintained. In this connection attention of the management is drawn to para 4.1(iii) of the Brochure according to which regional 100-point rosters are to be maintained in respect of only Class III and IV posts normally attracting candidates from a locality or a region. In the case of Class II posts in the scale of Rs. 550—900 recruitment to which is made through an advertisement, a 40-point roster (Appendix 2 of the Brochure) is to be maintained as this is to be treated as recruitment on all-India basis otherwise than by open competition. It is, therefore, sugeted that all the rosters in respect of Class II posts in the scale of Rs. 550—900 which were at present being maintained on 100-point model roster may be recast and maintained on a 40-point (Appendix 2) model roster. While doing this, it should also be ensured that separate rosters are maintained for such of the categories of posts and disciplines where there are more than

20 posts and there is no justification or requirement for grouping of posts for the purpose of reservation orders.

(4) In almost all the direct recruitment rosters the carry-forward of unfilled reservation was not being shown either in the beginning or at the close of the year. It is suggested that in fact a detailed abstract of recruitment made during the year may be indicated at the close of the year in the following form :—

(*a*)	Total recruitment made during the year indicating the points from which recruitment started and the point on which ended. (say from point... .....of cycle No..... to point..... . ..of cycle No.....).		
(*b*)	Number of vacancies reserved out of (a) above.	SC	ST
(*c*)	Reservation brought forward from previous year(s) indicating the break-up say ..../77, ... /78 &.. .79/	./77 ...../78 .. ./79	.../77 . ../78 ..../79
(*d*)	Total reservation	SC	ST
(*e*)	Number of Scheduled Caste/ Scheduled Tribe candidates appointed	SC	ST
(*f*)	Number of Scheduled Tribe vacancies filled by Scheduled Caste candidates in exchange being in the 3rd year of Carry-Forward.		
(*g*)	Number of Scheduled Caste/ Scheduled Tribe vacancies carried forward indicating the break-up, say. ..78, .../79 and ..../80	... /78 . ../79 . ../80	..../78 ..../79 ..../80

In the beginning of the next recruitment year, only the figures of the last item (g) may be indicated. In the process of recruitment, the oldest reserved vacancies should be utilised first and the comparatively recent vacancies carried forward.

(5) Procedure regarding dereservation of reserved vacancies was not generally followed before appointing general candidates against the reserved vacancies. This point is being discussed in a separate para on 'dereservation of reserved vacancies'. Not only against the current reserved points but also against the brought-forward reservation, the general candidates can be appointed only after obtaining the prior approval of the competent authority and such an indication should be given under the remarks column of the Roster Register.

(6) In the case of certain vacancies being in the last year of carry-forward i.e. third of the last three recruitment years in which recruitment actually took place besides the initial recruitment year, the vacancies reserved for say Scheduled Tribes can be filled by Scheduled Caste candidates and *vice-versa* in the event of the relevant category candidates not becoming available for appointment in the last year of carry-forward also. This procedure was not being followed in Hyderabad unit of Indian Drugs and Pharmaceuticals Limited.

(7) Entries in various rosters were not found to have been signed by the appointing authority or any other officer authorised for the purpose. According to the instructions as given in Appendix 5 of the Brochure, immediately after an appointment is made, the particulars of the persons appointed are to be entered in the roster in the appropriate columns and the entries signed by the appointing authority or by an officer authorised to do so. In the absence of this, a doubt can be raised that the rosters were prepared at a later date or as a mere formality before the visit of the study team.

(8) As mentioned in this report, the roster should not be maintained merely as a record of recruitment but as an aid for determining the number of vacancies to be reserved for Scheduled Caste and Scheduled Tribe.

Transfer of Sweepers/Farashes/Chowkidars to other class IV posts.

According to Government of India instructions 25% of the vacancies occurring in the grade of Peons (or Group D posts) will be reserved for being filled by transfer of Sweepers/Farashes/Chowkidars etc. most of whom belong to Scheduled Castes under these instructions such of the sweepers etc. who have put in a minimum of 5 years service are considered for appointment as Peon etc. even though they may not be possessing minimum educational qualifications prescribed for direct recruitment to such post It was the intention of the Government that such of the Scheduled Caste employees, who are at the lowest rung of the society, are given a chance to shift from the unclean occupations to other class IV posts even in the same scale of pay having further avenues of promotion. During the course of discussions, it was learnt that these instructions had not so far been applied by the authorities to recruitments in Class IV categories in its various units. While there are no sweepers in the plant at Gurgaon, as many as 46 Sweepers were on the strength of Virbhadra Unit as on 1-1-1980. At Hyderabad, out of 42 Sweepers employed by I.D.P.L., only 18 belonged to Scheduled Castes. No such information was available about the Central Office and the Marketing Division in Gurgaon. It was essential in the interest of these lowly placed members of the staff that 25% of the vacancies in Class IV categories of Peons etc. are filled by transfer from amongst these categories of Sweepers, Chowkidars etc. as per Government instructions in this regard

Representation of Scheduled Castes and Scheduled Tribes in services under Indian Drugs and Pharmaceuticals Limited

Latest statistical information showing the representation of Scheduled Castes and Scheduled Tribes in services under various units of Indian Drugs and Pharmaceuticals Limited studied so far, was made available by the Plant office at Gurgaon, the Virbhadra Unit, Rishikesh and the Hyderabad Unit. The Central Office and the Marketing Division could not supply such information. Available data as on 1-1-1980 received from the above three units is reproduced below :—

	Gurgaon Plant			Virbhadra Unit			Hyderabad Unit		
Group of posts	Total including SC & ST	Sch. Castes	Sch. Tribes	Total including SC & ST	Sch. Castes	Sch. Tribes	Total including SC & ST	Sch. Castes	Sch. Tribes
Group A	36	1(2.78%)	—	224	1(0.44%)	—	328	1(0 3%)	1(0 3%)
Group B .	19	—	—	155	2(1.73%)	—	235	3(1.3%)	—
Group C .	154	20(12.59%)	—	2267	87(3 28%)	7(0 38%)	3150	285(9.0%)	15(0 5%)
Group D .	5	—	—	1097	65(5 92%)	7(0 63%)	864	202(23.5%)	15(1 7%)
TOTAL	214	21(9.81%)	—	3743	155(4.1%)	14(0.39%)	4577	491(10.7%)	31(0.7%)

It will be seen from the table above that there is heavy shortfall of Scheduled Caste/Scheduled Tribe against reserved posts in all the groups in all the three units. While there is not a single Scheduled Tribe in any group of posts in Gurgaon plant, there are only 7 each in group C & D posts in Virbhadra Unit. There is only one Scheduled Tribe Class I officer and 15 each in class III and IV in the Hyderabad Unit. This is hardly 1 per cent or even less of the strength in those grades. In the case of Scheduled Castes the position is slightly better. Their over-all representation was less than 10 per cent in Gurgaon Plant, little more than 4 per cent in Virbhadra Unit and a little over 10 per cent in Hyderabad. This short-fall has been attributed by the administrative authorities to the non-availability of sufficient qualified Scheduled Caste/Scheduled Tribe candidates.

During the course of studies, it was pointed out that the short-fall was due to the non-availability of Scheduled Caste/Scheduled Tribe candidates. But the statistics presented above, particularly looking to each separate category, do not indicate that there had been seriousness on the part of Management before the visit of the study team. Another factor has been incorrect appreciation of reservation orders in some cases. In the case of the Plant at Gurgaon, it was clear that no efforts had been made to recruit adequate number from Scheduled Castes and Scheduled Tribes. It was due to this reason that in the recruitment made during 1978 to 1980 not a single Scheduled Caste/Scheduled Tribe was recruited in group A and B posts during that period. It was strange that the authorities in this plant could not get requisite number of Scheduled Castes/Scheduled Tribes even against the group D posts mostly consisting of Chowkidar/Mali/Mazdoor. According to the available data, against the total recruitment of 18 during this period, only one Scheduled Caste was found suitable against 5 posts reserved for Scheduled Castes and one for Scheduled Tribe. Same was the position in the case of posts filled by promotion in this plant. In the case of Virbhadra unit, however, it was noticed that over-all recruitment during 1978—80 was a bit encouraging. As against a total recruitment of 571 in various groups, 110 Scheduled Castes and 5 Scheduled Tribes had been recruited. It was, however, noticed that against 110 Scheduled Castes and 5 Scheduled Tribes 70 Scheduled Castes and 5 Scheduled Tribes were recruited in the category of Mazdoor Helpers etc. In the case of the Marketing Division at Gurgaon, according to the data collected from the rosters no Scheduled Caste/Scheduled Tribe was promoted during the years 1977 and 1978 against the 35 promotions made during that period In 1979, however, 2 Scheduled Castes had been promoted one each in the posts of Typist-clerk and Peon against total of 19 promotions.

In the Synthetic Drugs Unit at Hyderabad, only one Scheduled Caste candidate was appointed to each of the Group 'A' and 'B' posts against the recruitment of 54 and 64 respectively during the last three years. In group 'C' posts in this Unit, the number of Scheduled Castes appointed during the last 3 years (1977 to 1979) was 90 against the total recruitment of 859 which gave a fairly good percentage of about ten though it could not be said to be in accordance with the percentage of 13 prescribed for Scheduled Castes in the State of Andhra Pradesh. In Group 'D' posts, however, the percentage of Scheduled Castes was quite good.

In the Hyderabad unit, according to information furnished by the management vide Annexure II, special recruitment exclusively of Scheduled Caste/Scheduled Tribe candidates was attempted in the years 1976 and 1977 against various categories of Group 'C' posts. It would be noticed from the statement that against one each vacancy notified for Scheduled Caste and Scheduled Tribe in each of the years 1976 and 1977 in the grade of Assistant Foreman (Mechanical), 5 applications were received in 1976

and one in 1977 from Scheduled Caste candidates but none of them was called for interview. Similarly in the post of Senior Scientific Assistant (Production) against one vacancy reserved for Scheduled Castes in each of the two years, 3 Scheduled Castes applied in 1976 and 7 in 1977 but none of them was called for interview Likewise in many other categories of posts, even though a good number of Scheduled Caste/Scheduled Tribe candidates applied, the full quota of vacancies notified was not filled. This only shows that these attempts were made half-heartedly. Reasons for non-selection of Scheduled Caste/Scheduled Tribe candidates in these special recruitments, by the Indian Drugs and Pharmaceuticals Limited, Hyderabad are not known but the Management could induct the best among the Scheduled Caste/Scheduled Tribe candidates possessing the minimum qualifications and give them in-service training and thus clear the backlog in these categories of posts.

As regards the Scheduled Tribes, it is noticed that some effort was made in the Hyderabad Unit at the instance of the Tribal Welfare Department who wrote to I.D.P.L. that the Government would give a stipend of Rs. 150 *per mensem* for 10 months to Scheduled Tribe candidates if the I.D.P.L management provided necessary training to Scheduled Tribes possessing Matriculation or equivalent qualification with not less than 40 per cent marks in science. In 1979, Tribal Welfare Department sponsored 71 Scheduled Tribe candidates for the post of Operator (Trainee). The management called all of them for interview but only 7 candidates appeared for interview. 6 candidates were selected and offers of appointment were sent to them on 22-11-79 but only 3 had reported for duty. It is rather strange that while the Tribal Welfare Department had enough candidates to sponsor and was ready to bear the stipend amount. Sufficient Scheduled Tribe candidates could not avail of the training facility particularly when it was clear that they were going to be absorbed according to the condition imposed by the Tribal Welfare Department. There seems to be something wrong in the processing of this training programmes. The candidates should be given sufficient notice and that the letters of selection training and for appointment should be sent by registered post giving a clear notice of at least 15 days after the expected delivery of such letters. It is also felt that the poor response of the Scheduled Tribe candidates might have been due to the fact that some of them had to come from remote places in the State but had no arrangement for stay at Hyderabad for a period of ten months. It is, therefore, suggested that the I.D.P.L. when embarking upon a similar programme for Scheduled Tribes in future should make some hostel arrangement for the period of training for such of the tribals who have no local arrangements in the city. As regards induction of Scheduled Caste/Scheduled Tribe candidates in the supervisory cadres in various disciplines such as Chemical/Mechanical/Electrical/Instrumental and Civil Engineering, the I.D.P.L. Hyderabad wrote a letter in December, 1977 to Universities in the State and some Engineering Institutions (I.I.T. etc.) to sponsor names of bright students who had either completed the studies or were in the final year of their courses. The I.D.P.L. agreed to pay an stipend of Rs. 600 per month in the first year and Rs. 650 in the second year and to eventually absorb them in the scale of Rs. 550—1300 on the basis of their performance during the training period. The Management informed the team that the response to the above programme was very poor. It is felt that this attempt on the part of I.D.P.L. proved futile because it is not expected that bright students belonging to these categories at the universities and I.I.T. would come forward for a meagre scale of Rs. 550—1300. If the I D.P.L. is serious to induct Scheduled Caste/Scheduled Tribe candidates against the heavy backlog in Group 'A' and 'B' posts, it should offer the Scheduled Caste/Scheduled Tribe candidates better scales of pay in accordance with their norms because these communities are scarce in the scientific and specialised field, had always better offers in their pocket from other organisations both in public and private sector.

It is, therefore, felt that the authorities should take immediate steps to clear the backlog calculated on the basis of the reservation rosters by filling the maximum number of vacancies in the current recruitment even by reserving more than 50% of the vacancies as per Government instructions contained in the Department of Personnel and Administrative Reforms O.M. dated 28-12-77. The reserved points from the earlier recruitments shown as lapsed wrongly, as pointed out elsewhere in this report, should be treated as brought forward and filled by Scheduled Caste/Scheduled Tribe candidates appropriately. This can be achieved by way of special tests/recruitments for Scheduled Castes/Scheduled Tribes. Exclusive advertisements for members of these communities would definitely attract more Scheduled Caste/Scheduled Tribe for reserved posts which would help in reducing the backlog in near future. In the fields where sufficient reserved category candidates are not forthcoming, apprentices from these communities may be admitted and absorbed against the backlog of reserved vacancies after completion of their apprenticeship. In the case of backlog in respect of Scheduled Tribes, which is quite heavy, special efforts should be made to locate suitable candidates from the States having concentration of tribal population. In the case of promotion posts, direct recruitment can be resorted to the extent of the reservations to fill up the gap.

Apprenticeship Training

Provisions of the Apprenticeship Act 1961 have been made applicable in various units of the I.D.P.L. and they have been recruiting requisite number of apprentices in various trades. While in the Marketing Division at Gurgaon a roster had been maintained to implement reservation aspect in the recruitment of apprentices in that Division, in Virbhadra Unit it was done orally by reserving one seat for Scheduled Caste/Scheduled Tribe against 5 each seats filled. In the case of Plant at Gurgaon it was noticed that

scheme of reservation had not been introduced in the case of apprentices. No such information was available in respect of the Central office. In the formulation Unit at Gurgaon, however, the Employment Exchange was requested to also nominate Scheduled Caste/Scheduled Tribe candidates who would be given preference and according to the statistical information made available to the team, out of 55 Apprentices engaged in various trades during 1979 and 1980, 7 were from Scheduled Castes and 2 from Scheduled Tribes. In the case of Virbhadra Unit, the available information indicated that out of 42 apprentices engaged during 1980, only 4 were from Scheduled Castes and none from Scheduled Tribes. It was noticed from the requisition letter sent to various employment exchanges by the Virbhadra Unit on 7-2-1980 that one seat had been reserved for Scheduled Castes against every 5 seats. Where the seats were less than 5 no reservation was allowed. Even against 8 such seats only one seat had been reserved for Scheduled Castes. It was also noticed that no seat had been allocated for Scheduled Tribes. Accordingly against 49 seats referred to the exchanges only 5 had been reserved for Scheduled Castes whereas according to the 20% reservation in Uttar Pradesh at least 10 seats should have been reserved for Scheduled Castes. It is, therefore, desirable that Virbhadra Unit as also in the formulation Unit at Gurgaon, should also operate these seats on a separate roster to allow due reservation to Scheduled Castes and Scheduled Tribes. In the Synthetic Drugs Unit at Hyderabad following information was furnished in respect of Graduate Apprentices and other apprentices engaged in the trade of Technician, Instrument Mechanics, Electricians, Wiremen, Plumbers, Clerks etc. etc. :—

Trade	Year											
	1977			1978			1979			Total		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
Graduate Apprentices .	12	—	—	14	—	—	11	1	—	37	1	—
Other Apprentices . .	51	3	1	45	2	—	89	4	—	185	9	1

It would be observed that in the Graduate category of apprentices, the Hyderabad unit engaged only one Scheduled Caste apprentice in the three years out of a total of 37 engaged in these years. Among the 185 other apprentices also the number of Scheduled Castes was just 9 and Scheduled Tribes only one. The management attributed the low engagement of Scheduled Caste/Scheduled Tribe in the apprentices category to the non-availability of Scheduled Caste/Scheduled Tribe candidates. It was stated that the Employment Exchanges were not sponsoring enough candidates even from the general categories with the result that many available seats could not be utilised. It was further stated that the Employment Exchange was not mentioning the Scheduled Caste/Scheduled Tribe among the candidates sponsored by them. It is suggested that the Hyderabad Unit also should operate the engagement of apprentices on the basis of rosters and indicate clearly the number of Scheduled Caste/Scheduled Tribe apprentices required to be engaged in the requisition to the Employment Exchange It was also noticed that none of the apprentices belonging to Scheduled Castes/Scheduled Tribes as referred to in the above statement was eventually absorbed in the I.D P L even though there is a heavy backlog in various categories of posts in the Hyderabad unit It is true that there is no provision in the Apprenceship Act, 1961 for absorption of apprentices in the organisation in which they are trained but keeping in view the backlog and the need for bringing more and more persons belonging to these communities in various technical and administrative posts, the Scheduled Caste/Scheduled Tribe apprentices should be invariably absorbed against the existing backlog of reserved quota.

Exemption of posts

It was stated by the Indian Drugs and Pharmaceuticals Limited management, Hyderabad in their proforma pertaining to general information as also in the note explaining the reasons for shortfall particularly in technical posts, that no reservation is made in respect of scientific and technical posts in the pay scale of Rs. 700—1300 and above. In case of scientific personnel working in the Research and Development Departments also, even the posts in the scale of Rs. 550—900 have been excluded from the purview of reservation orders. While the management have quoted various previous orders on the subject of exemption and exclusion of posts from the purview of reservation orders, they have failed to take note of the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 9/2/73-Estt(SCT) dated 23-6-1975 according to which no post upto the lowest rung of Class I (Group 'A') can now be exempted from the scope of reservation orders. According to para 3.3 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th edition—1978) even in the case of posts in the grades above the lowest grade in Group 'A' having been specifically classified as scientific and technical posts in terms of the instructions contained in the Cabinet Secretariat (Department of Cabinet Affairs) O M. No. 85/11/CF-61(i) dated 28-12-1961, and satisfying the conditions of conducting research or for organising, guiding and directing research, prior orders of the Minister concerned are to be taken before exempting any post from the purview of the scheme of reservation. It is, therefore, recommended that all the so-called scientific and

technical posts, not satisfying the above conditions as explained in para 3.3 of the Brochure read with instructions contained in the Department of Personnel and Administrative Reforms O.M. dated 23-6-1975 should be brought on the rosters with effect from 23-6-1975 and reservation orders applied to them. The backlog may be calculated and, where necessary, special recruitment may be made to locate the talent among the Scheduled Caste/Scheduled Tribe against these posts. For this purpose, it is also necessary that where degree or diploma in a specialised field is required for a particular post, the Scheduled Caste/Scheduled Tribe candidates just possessing the minimum qualifications should be taken and given in-service training to equip them to shoulder responsibilities associated with these posts This is the only way to bring up the candidates belonging to these communities which have been neglected for centuries as also to clear the existing backlog in these posts.

Annual Report

According to the instructions issued by the Government of India, annual report of each Ministry/Department/Organisation has to include statistics relating to the representation of Scheduled Castes/Scheduled Tribes as on 1st January, each year together with the position about the recruitment and promotions made during the calendar year under report. It was noticed from the 18th Annual Report for the year 1978-79 of the Indian Drugs and Pharmaceuticals Limited that the above statistics were not indicated in the said report. It is suggested that detailed statistics as are furnished to the Ministry in the form of annual returns should be included in the annual report of the Indian Drugs and Pharmaceuticals Limited unit-wise as well as for the company as a whole. As already stated each unit of the I.D.P.L. should have a small cell directly under the control of the Liaison Officer with one or two Assistants exclusively put on the job of representation of Scheduled Castes and Scheduled Tribes. The activities of this cell, including the special recruitment drive, if any, during the year under report should also be included in the annual report of the organisation.

Annexure I

Summary correction to be made in the roster for the post of Teacher Grade III (Rs. 310—515) and should be followed as a model in respec of other rosters maintained by the Indian Drugs and Pharmaceuticals Limited, Virbhadra, Rishikesh

Year	Total No. of vacancies filled (Roster points)	No. reserved for		No. B/F from previous years		Total reserved		No. filled by		No. C/F		Break of C/ vacancies	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1973	12 (1-12)	3	1	—	—	3	1	—	—	3	1	3/73	1/73
1974	3 (13-15)	—	—	3	1	1*	—*	—	—	3	1	3/73	1/73
1975	11 (16-26)	3	1	3	1	4*	1*	1	—	5	2	2/73 3/75	1/73 1/75
	One Scheduled Caste candidate appointed in 1975 should be adjusted against Point No. 1 of 1973.												
1976	2 (27-28)	—	—	5	2	—*	1*	1	—	5	1	2/73 3/75	1/75
	In 1976, the Scheduled Tribe vacancy of Point No. 4 of 1973 was in the third year of carry-forward and was therefore exchangeable. The one Scheduled Caste candidate available for appointment in this year should have been adjusted against Point No. 4 (ST) of 1973 in exchange. 2 Scheduled Caste vacancies of 1973 could not be allowed to lapse as reservation had to be restricted to only one Scheduled Tribe vacancy. Therefore these two Scheduled Caste vacancies could not become time-barred and had to be carried forward further (Reference Ministry of Home Affairs O.M. No. 1/4/64-SCT(I) dated 2-7-1964).												
1977	4 (29-32)	1	—	5	1	2*	—*	4	—	2	1	1/75 1/77	1/75
	4 Scheduled Caste candidates to be adjusted against 2 Scheduled Castes of 1973 and 2 Scheduled Caste of 1975.												
1978	6 (33-38)	1	—	2	1	3	1	1	—	3	—	1/75 1/77 1/78	
	In this year 1 Scheduled Tribe vacancy of 1975 (Point No. 24) is the oldest reserved vacancy and is exchangeable being in third year of carry-forward.Therefore the lone Scheduled Caste candidate available should be adjusted against that point.The one Scheduled Caste vacancy of 1975 could not be allowed to lapse in 1978 as during the year 1976 no Scheduled Caste vacancy could be reserved due to restriction of 50% limit.This vacancy of 1975 together with one Scheduled Caste vacancy of 1977 and the current 1 Scheduled Caste of 1978 should be carried forward.												
1979	3 (37-41)	1	—	3	—	3	—	1	—	3	—	1/77 1/78 1/79	—
	In this year, though the total number of vacancies to be filled is 3, the total reservation could exceed 50% in terms of the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 16/3/73-Estt. (SCT) dated 27-12-1977. The one Scheduled Caste candidate should be adjusted against 1 Scheduled Caste vacancy of 1975 and the one Scheduled Caste each of 1977 and 1978 together with the current Scheduled Caste vacancy of 1977 should be carried forward.												
1980	16 (42-57)	3	1	3	—	6	1	—	—	Year not yet complete			

*Upto 27-12-1977, according to Government instructions, the total reservation had to be restricted to 50% of the vacancies and the surplus above 50% had to be carried forward to the subsequent year of recruitment, subject to the condition that the particular vacancies carried forward did not become time barred due to their becoming more than three years old

Annexure II

Special Recruitment for Scheduled Caste/Scheduled Tribe candidates only in Indian Drugs and Pharmaceuticals Limited, Hyderabad

S. No.	Name of the post	Scale of pay	Posts notified for 1976		Posts notified for 1977		1976 Applications received from		1977 Applications received from		1976 Called		1977 Called		1976 Attended		1977 Attended		1976 Appointed		1977 Appointed	
			SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
2		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
1.	Assistant Foreman (Mechanical)	550-900	1	1	1	1	5	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..
2.	Assistant Foreman (Civil)		..	1	..	1	1	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..
3	Assistant Foreman (Instrumentation)		1	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	.	..	..	..
4.	Senior Scientific Assistant (R. & D.)		1	..	1	..	2	..	3	..												
5	Senior Scientific Assistant (Production)		1	..	1	..	3	..	7	..												
6.	Instructor	440-750	1	..	1	1	2	..	..	..	2	..	..	..	2	..	..	..	1	..	..	..
7.	Chargeman (Production)		2	..	..	1	7	..	3	..	2	..	3	..	2	..	1	..	1	..	1	..
8.	Chargeman Grade I (Mech.)	440-750	2	..	..	1	14	..	..	..	9	..	..	..	3	..	..	..	2	..	..	..
9.	Junior Scientific Assistant (Production)	425-700	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
10.	Senior Laboratory Assistant/ Junior Chemist	425-650	1	1	..	1	14	1	..	..	5	1	..	..	4	..	..	..	2	..	..	..
11.	Operator Grade I (Production)	425-650	2	..	1	..	5	..	3	..												
12.	Assistant Store Keeper	350-640	1	..	..	1	45	3	..	..	12	3	..	..	9	3	..	..	2	2	.	..
13.	Junior Stenographer	350-640	..	1	..	1	2	..	3	..												
14.	Instrument Mechanic	310-515	1	1	1	1	5	..	1	1	5	..	1	1	2	..	1	1	..	..	.	..
15.	Draughtsman	310-515	3	1	..	1	..	..	..	..												
16	Welder	310-515	1	1	..	1	17	..	3	..	5	..	..	..	4	..	..	..	2	..	..	..
17.	Operator Grade II (IGP)	310-515	1	1	1	1	7	..	1	..	..	..	1	..	..	..	1	..	..	..	1	..
18	Fitter Grade II	310-515	1	2	..	2	32	..	2	..	7	..	..	..	3	..	..	..	1	..	.	..
19.	Machinist	260-388	2	2	1	2	25	..	6	..	3	..	..	..	2	.	..	..	1	..	.	..
20.	Painter Grade II	260-388	2	1	..	1	17	..	8	..	11	..	..	..	8	..	..	..	2			..
21.	Operator Grade III (P+F)	260-388	7	14	..	11	220	5	..	..	131	5	..	..	102	4	..	..	18	4	.	.

APPENDIX XVI

(Reference *Para* No. 3.128)

Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under State Bank of India

As part of the programme of studies into the working of safeguards provided for Scheduled Castes and Scheduled Tribes, in services under the Public Sector/Nationalised Banks, a team of officers comprising Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, S/Shri Waryam Singh and B. M. Masand, Research Officers and Miss Bina Rai, Investigator were deputed by Commissioner for Scheduled Castes and Scheduled Tribes to visit the local Head Office of the State Bank of India in New Delhi on 28th and 29th July, 1980. For the purpose of study, Shri M. M. Marwah, Personnel Manager and Shri P. B. Arora, Secretary, Regional Recruitment Board and Officer-incharge for reservations were contacted. During the course of study, roster registers and other relevant record relating to the implementation of reservation orders, relaxations and concessions admissible to Scheduled Castes and Scheduled Tribes, as maintained by the State Bank of India, were examined.

During the course of discussions with the Officers it was reported that rosters for the posts of Officers' Grade, either filled by direct recruitment or by promotion are being maintained by the Head Office at Bombay who are responsible for all recruitments and promotions to those grades. The local Head Office at Delhi was making recruitments/promotions for clerical and subordinate services only for which necessary rosters had been prepared from the dates when the orders regarding reservations were made applicable to the services under banking sector, by the Finance Ministry. The Regional Recruitment Board of the State Bank of India was ensuring application of reservation orders as per instructions and it appeared from the rosters checked that quite a good number of Scheduled Caste/Scheduled Tribe candidates had been recruited under relaxed standards to fill up various posts reserved for them. Efforts had also been made to clear the backlog of reservations from earlier years in respect of direct recruitment posts. Observations made during the course of study on some of the major policy matter have summarised in the following paragraphs :—

Maintenance of Rosters

All the appointments in the State Bank of India branches in northern region *i.e.* Chandigarh, Delhi, Haryana, Himachal Pradesh, Jammu and Kashmir, Punjab, Rajasthan etc. are being controlled by the local Head Office, New Delhi and postings made after the selections are finalised by the Regional Recruitment Board of State Bank of India. Accordingly, rosters have been maintained centrally by the local Head Office, State-wise combining all the posts of clerk, typist, Agriculture Assistant etc. as clerical cadre and others as subordinate services. Combined advertisements are issued by the Bank indicating total number of vacancies State-wise and percentages of reservation for Scheduled Castes and Scheduled Tribes on the basis of the points fixed under the regional roster for each State. The authorities were advised that the advertisements/employment notices should invariably contain the number of vacancies reserved for Scheduled Castes and Scheduled Tribes alongwith concessions/relaxations admissible to them. The vacancies are rightly computed on the basis of demands received from various States and accordingly reservation fixed. Appointments are made in batches from the panels prepared by local Head Office and reservations allowed in each batch from separate lists prepared for general, Scheduled Caste and Scheduled Tribe candidates. While interviewing the candidates after test, a Scheduled Castes/Tribes officer is invariably associated with selection Boards/D.P.Cs. and the Scheduled Caste/Scheduled Tribe candidates called from out-stations are paid necessary travelling expenses, as required. Regarding maintenance of rosters following observations are made in general :—

(i) Promotion rosters for clerical posts from the subordinate posts have been combined with the direct recruitment posts which is not correct. While the staff in the subordinate cadres can definitely compete with freshers for clerical posts, the rosters of the promotion quota from subordinate cadres to clerical grades should be prepared separately on the basis of 15% reservations from Scheduled Castes 7½% for Scheduled Tribes so that the Scheduled Caste/Scheduled Tribe candidates in the subordinate cadres can avail of the reservations allowed to them in promotional posts as per Government instructions.

(ii) In the columns meant to show the carry forward of unfilled reservations, excess number of appointments made from Scheduled Castes/Scheduled Tribes in a year had been shown as plus reservations

which is not correct. Scheduled Caste/ Scheduled Tribe candidates appointed in excess of the reservations in a year are to be adjusted against general vacancies. Since reservation is applicable to the current vacancies only the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes, has to be calculated on the basis of the Scheduled Caste/Scheduled Tribe points in the roster, which has to be consulted before issuing employment notices etc. alongwith brought forward reservations for which Scheduled Caste/Scheduled Tribe candidates could not become available during last recruitment.

(iii) The rosters have not been prepared on the prescribed proforma. Though the columns required in the roster form have been included in the proforma adopted, there are many other columns required for administrative purposes which have also been added to the proforma. There can be no objection to adjust the administrative requirements but as far as possible it should be avoided or at least the columns required for other administrative purposes are added at the end.

(iv) Annual inspection of the rosters has never been conducted nor any inspection report submitted by the Liaison Officer. This needs to be complied with in order to ensure correct implementation on the part of the authorities concerned with the maintenance of rosters. This is part of the duties of the Liaison Officer and a report is required to be submitted by him at the end of each recruitment year in a prescribed proforma after inspecting the rosters, pointing out various defects, if any, for remedial measures.

(v) The rosters had been continued beyond 100 points in a running form and the authorities were advised to restart the roster from point No. 1 after completion of each ycle of 100 points, showing the cycle umber along with the roster points. In the ase of Delhi region 40 point roster has to e followed on the basis of 15% reservation for Scheduled Castes and 7½% for Scheduled Tribes, instead of the 100 points regional roster

(vi) Procedure of dereservation of a reserved point in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates and appointment of general candidates against reserved vacancies, had not been followed before carrying over the unfilled reservations to next recruitment year. The procedure was explained to the authorities and it was impressed upon them that this was a sort of check to ensure that all the required steps are taken to fill up the reserved vacancies before approaching the competent authority to dereserve the same.

(vii) In certain cases lapsing of reservations in the third year of carry-forward had been shown which is not correct particularly because procedure regarding dereservation had not been followed. Moreover, it was not certain whether necessary steps had been taken on each occasion to fill up the vancacies reserved for Scheduled Castes and Scheduled Tribes in the preceding years before lapsing. In certain cases even the year in which there was no recruitment had been taken into account for the purpose of three recruiting years which is not in order. In fact a year in which there was no recruitment could not be treated as a recruitment year. This needs to be rectified.

(viii) Though the authorities made special efforts after 1975 when the reservation orders were applied in the banking sector and appointed quite a good number of Scheduled Castes/ Scheduled Tribes through special tests, backlog persisted in the case of reservations for Scheduled Tribes. An exclusive advertisement in the tribal areas of Himachal Pradesh and Rajasthan showing the number of vacancies reserved for Scheduled Tribes alongwith various concessions/relaxations admissible to them, can definitely help in reducing this backlog.

(ix) Abstract of reservations, as required to be shown at the end of each recruitment year in the rosters, had not been shown. A brief summary showing total number of posts filled, number reserved for Scheduled Castes and Scheduled Tribes, number actually filled by Scheduled Castes and Scheduled Tribes, and the balance unfilled reservations to be carried over, should be prepared at the end of each recruitment year. The unfilled reservations at the end of a recruitment year should be shown in column 1 and 2 of the proforma in the following year as reservations brought forward with year-wise breakup. This is necessary to ensure that unfilled reservations from the preceding years are included in the current reservations at the time of recruitment/promotions.

(x) There were a number of cuttings and corrections in the roster registers. It was reported by the authorities that while selections and nominations are made by the local Head Office for various regions, appointment letters are issued by the local authorities for their respective areas/ branches. It was further reported that there were occasions in the past when after making nominations the names of the candidates

were entered in the roster registers for each State but some of the candidates did not actually join and the names had to be replaced by other candidates appointed subsequently against those points. In this connection it may be advisable that while making recruitments, relevant points may be marked on the relevant rosters and entries made only after the candidates join duty. To avoid such a difficulty the lists of general, Scheduled Caste and Scheduled Tribe candidates selected can be retained separately and appointments made according to the requirement at each occasion. In the event of any one candidate not joining the next on the list can be offered appointment. Since no gap is to be left in the roster registers the entries in the registers can be made after confirmation from the respective offices.

Following paragraphs contain observations on the rosters which have been examined with particular reference to each State/Region for which rosters have been prepared.

(i) *Chandigarh*

Roster for clerical posts started from 1976 with backlog of 13 Scheduled Caste and 6 Scheduled Tribe reservations on the basis of the existing staff strength. During the three years period *i.e.* 1976 to 1978, 61 Scheduled Caste candidates had been appointed against total recruitment of 193, according to which 23 vacancies were reserved for Scheduled Castes and 10 for Scheduled Tribes. Four Scheduled Tribe reservations had been shown as lapsed in these years and the remaining carried over to 1979 and conveyed to local Head Office created from 1979 to make independent recruitment for branches located in Chandigarh, Punjab, Jammu and Kashmir, Himachal Pradesh and part of Haryana. As already pointed out above, the lapsing of the Scheduled Tribe reservations was not in order, as the procedure regarding dereservations had not been followed before carry-forward. Moreover, the carry-forward of 33 excess Scheduled Caste candidates appointed as "plus" is also not in order since they are to be adjusted against general points as already suggested above. Similarly in the case of subordinate services the carry-forward of excess appointments of Scheduled Castes/Scheduled Tribes during 1978 was not in order. It was not clear from this roster whether the backlog of Scheduled Tribe reservations had been conveyed to Chandigarh local Head Office during 1979. This needs to be looked into.

(ii) *Delhi*

In the case of appointments made in Delhi roster has been started from 1975 and the backlog has been calculated on the basis of record of appointments made in the past. There was a lot of confusion in the roster as many entries had been corrected time and again. Relevant column showing the entry whether belonging to "Scheduled Castes", "Scheduled Tribes" or "neither" had not been filled correctly. A number of entries made initially, had been shown as deleted later on. A large number of reserved points, calculated on the basis of earlier appointments, had been shown as lapsed subsequently after completing three years without following the procedure of dereservation. It was not clear whether necessary efforts had been made to recruit requisite number of Scheduled Caste/ Scheduled Tribe candidates. It was also noticed during the course of study that calculation of reservations had been made on the basis of the year of actual appointments made during a recruitment year and not on the basis of the year of test as in the case of other rosters. The correct procedure would have been to follow the year on the basis of the year of the test and all appointments made out of that panel should be shown in the year of the test with actual dates of appointments in the required column. Moreover, the lapsing can be allowed only after making necessary efforts for recruitment of Scheduled Caste/ Scheduled Tribe candidates during the three recruitment years and after following the procedure of dereservation. It is, therefore, suggested that the roster for Delhi should be recast after indicating the correct brought forward/carry forward of vacancies. Lapsing should be made after following the exchange principle as per actual instructions. 40 point roster should be followed in Delhi instead of 100 points.

In the case of appointments in the subordinate services in Delhi region, year-wise break up of the carry forward from earlier years had not been shown. This is necessary to facilitate the adjustment of the earliest carried forward vacancies against the current appointments as the Scheduled Castes/ Scheduled Tribes appointed in a year are to be shown as adjusted against the oldest carried forward point. Moreover, this will be helpful in the application of exchange rule in the third year of carry forward. A number of Scheduled Tribe points being carried forward from year to year could have been adjusted by the appointment of Scheduled Caste candidates in exchange. It was noticed that columns meant for carry-forward and brought forward had not been correctly filled up. Carry-forward of excess reservations was also not in order. The appointments of Sweepers which is not to be mixed up with other subordinate services had also been reflected in the roster for this

category. In fact a separate roster is to be maintained for this category of staff. Moreover the roster is not to be mixed up with seniority and there can be a separate list of feeder posts for promotion combining all the posts for the maintenance of rosters. Summary of reservations made and filled during a recruitment year needs to be prepared at the close of each recruitment year which had not been done.

(iii) *Haryana*

Recruitment to various clerical and subordinate services in the State Bank of India branches located in Haryana has been partly under the control of Local Head Office, Delhi and partly transferred to Chandigarh Office. It appeared from the record that backlog of reservations for the areas under Chandigarh Local Head Office had been correctly conveyed to that office for adjustment in appointments after April, 1978. From the appointments made to the subordinate cadres by the Delhi Office it was noticed that against 4 points reserved for Scheduled Castes in 1978, 17 Scheduled Caste candidates had actually been appointed and the excess appointments of 13 Scheduled Castes had been shown as carried over for adjustment in the subsequent recruitment years which is not correct. As already explained above the excess Scheduled Castes/Scheduled Tribes appointed in a year have to be adjusted against the general points and cannot be carried over for adjustment in future. Carry-forward of reservations has been allowed only in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates to fill up vacancies reserved for them. This needs to be corrected.

(iv) *Jammu and Kashmir*

As in the case of other States lapsing of unfilled reservation had also been allowed in the case of Jammu and Kashmir. It was, however, not clear whether due efforts had been made to fill up the carried forward reservations along with current reservations, specifically during the years 1973 onwards from which year the roster has been started. In the case of subordinate services it was observed that two Muslims appointed as Sweepers had been shown as Scheduled Castes against reserved points. Since Scheduled Castes have been recognised professing Hindu or Sikh religion only, the Muslims cannot be treated as Scheduled Castes. The two points reserved for Scheduled Castes and filled by Muslim Sweepers need to be carried over and filled by Scheduled Castes only.

(v) *Punjab*

Appointments made during 1978 on the basis of the tests conducted during 1976 and 1977 had been shown in the roster for 1978. In fact the year of recruitment had not been shown in the roster which is not correct. The entries in the roster should confirm to the years of tests on the basis of which reservations had been made initially. Moreover, the carry-forward of reservations shown at the end of each recruitment year did not give break-up of the figures year-wise, which is necessary so as to adjust the earliest carry-forward points first to avoid lapsing in the third year of carry-forward. This needs to be complied with.

(vi) *Rajasthan*

Rosters had been maintained till 1979 when the work relating to recruitment was transferred to Chief Regional Manager, Jaipur. The backlog of reservations had been transferred to that office as per rosters. It was, however, noticed that Scheduled Caste candidates were available in quite a good number and as such the Scheduled Tribe points for which no Scheduled Tribe candidates were available could be adjusted in exchange in the third year of carry-forward, before, allowing them to lapse as had been done by the authorities for the 1974 vacancies.

Advertisements for Recruitment

According to the Government instructions, if an advertisement is to be made for reserved as well as unreserved vacancies on any one occasion, the advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes, as also various concessions/relaxations admissible to them. During the course of study it was, however, noticed that while total number of vacancies had been shown region-wise, exact number of vacancies reserved for Scheduled Castes and Scheduled Tribes had not been shown. The advertisement contained only the percentages of reservations admissible to Scheduled Castes and Scheduled Tribes region-wise without reflecting the reservations brought forward from earlier recruitment required to be added to the current reservations. In case of relaxations while mention about other relaxations had been made in the advertisement no mention had been made about the admissibility of Travelling Allowance to the candidates from outstations. It is, therefore, suggested that the authorities should, while advertising vacancies, indicate the total number of vacancies, number of vacancies reserved for Scheduled Castes and Scheduled Tribes according to the rosters as also admissibility of various concessions/relaxations.

Transfer of Sweepers/Farashes/Chowkidars to other class IV posts

As per Government instructions 25% of the vacancies in the grade of Peons (or other Group D posts) are to be reserved for being filled by transfer

of sweepers/farashes/chowkidars from Scheduled Castes, who have put in a minimum of five years service even though they may not be possessing minimum educational qualifications prescribed for direct recruitment to the post, the intentions being that such of the employees are given a chance to shift from unclean occupations. In the case of State Bank of India it was reported by the authorities that under the State Bank of India rules the permanent sweepers with 5 years service and 4th class pass are considered for Messenger's posts against the normal requirement of 8th pass. It is, however suggested that desirability of reserving 25% of the posts in the subordinate cadres which are equivalent to class IV posts in Government of India. may be considered in terms of the Government instructions If necessary, the relevant rule may be amended accordingly.

Statistical Data

Information showing the representation of Scheduled Castes and Scheduled Tribes in services under the Local Head Office of the State Bank of India, Delhi as on 1st January, 1980 as collected from the authorities during the course of study has been reproduced below :—

	Total	Scheduled Castes	Scheduled Tribes
(*i*) Supervisory Staff . .	2896	40(1.4%)	1(0 03%)
(*ii*) Clerical Staff	6499	1078(16 5%)	22(0 34%)
(*iii*) Subordinate . Staff . .	3354	1315(39 2%)	16(0.47%)

It would be seen from the table above that there is glaring shortfall in the representation of Scheduled Castes and Scheduled Tribes in supervisory cadre as their representation is insignificant. The figures of recruitment of Scheduled Castes/Scheduled Tribes during the year 1979 *i.e.* 27 Scheduled Castes and one Scheduled Tribe against the total recruitment of 605 officers, was also not upto the mark. The Head Quarters of the State Bank of India which is responsible for the recruitment of Supervisory staff, should take necessary steps to clear the backlog of reservations in this grade In the case of clerical grade it was noted that not a single Scheduled Tribe could be recruited during that period against total recruitment of 393. As already suggested special efforts need to be made to improve their representation in officers/clerical grades.

Reservation in Confirmation

According to Government instructions in posts and services filled by direct recruitment, reservation is required to be made in confirmation also. The authorities in State Bank of India, however, reported that each employee is confirmed after completion of the probation period and as such no reservation was necessary.

Training Programmes

It has been the Government policy that while sponsoring names for training in institutions in India and abroad, due care should be taken to sponsor class I officers belonging to Scheduled Castes and Scheduled Tribes alongwith others. Likewise while sending officers for attending conferences/seminars, the Scheduled Caste/Scheduled Tribe officers are also to be sponsored. This has been provided with a view to equip them with necessary training to have first hand knowledge about the developments in a particular field so that they are able to discharge their duties with confidence and decisiveness. According to the statistical data supplied by the State Bank of India authorities no officer had been nominated for such training or deputed to attend seminars/conferences during the last three years. During the course of discussions, however, it was reported by the authorities that officers were deputed for training in their Staff Training College, Hyderabad, according to seniority and there was no provision to give any preference to Scheduled Caste/Scheduled Tribe officers in this regard. Extra training opportunities are, however, provided to Scheduled Caste/Scheduled Tribe candidates who qualify in the examination on the basis of relaxed standards and also have lower academic qualifications as compared to the general candidates In view of the Government instructions it is suggested that while nominating officers for specialised training courses at Staff Training College, Hyderabad Scheduled Caste/Scheduled Tribe officers would also be included in the lists of officers proposed to be deputed.

Recruitment Rules

Recruitment rules in respect of all services/posts within the purview of reservation orders should contain a saving clause, as per Government instructions *i.e.* that nothing in these rules shall effect reservations, relaxations, concessions etc. admissible to Scheduled Castes and Scheduled Tribes. In the case of the State Bank of India, however, it was noticed that there are no recruitment rules as such, but in the procedure for recruitment as laid down in the "Reference Book on Staff Matters in State Bank of India" it has been mentioned that reservation for Scheduled Castes and Scheduled Tribes will be made according to the percentages of reservation fixed and reserved vacancies will be filled only by candidates belonging to the category for which those have been reserved. There is, however, no mention about the relaxation in experience, qualifications in the Reference Book. It is, therefore, suggested that a provision should be made in the rules regulating recruitment/promotions in State Bank of India on the following lines :—

(i) Nothing in these rules shall effect reservations, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

(ii) "The qualification regarding experience is relaxable at the discretion of the competent authority in the case of Scheduled Castes/

Scheduled Tribes, if at any stage of selection the competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them."

Liaison Officers and the Special Cell

As already mentioned above, no report on the inspection of rosters by the Liaison Officer in State Bank of India is being submitted. According to the provision in the Reference Book of State Bank of India "the Personnel Manager at Local Head Office who has been designated as Liaison Officer should ensure compliance of the Government instructions pertaining to reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them". In this connection it may be pointed out that according to the Government of India instructions, the Liaison Officer is also responsible to conduct the annual inspection of rosters with a view to ensuring proper implementation of the reservation orders. He has also to perform a number of other functions outlined in Chapter 15 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services. It is, therefore, suggested that necessary instructions may be issued on the lines of the Government of India instructions in this regard. In order to ensure that the functions of the Liaison Officer are performed efficiently a small cell should be set up under the direct control of the Liaison Officer. The functions of the Cell will mainly be to assist the Liaison Officer to discharge his duties effectively. The Cell can also look after the implementation of reservation orders and also collect necessary data on reservation of Scheduled Castes and Scheduled Tribes in services for submission to the Government of India.

APPENDIX XVII

(Reference *para* 3.128)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the National Buildings Organisation, the Ministry of Works and Housing

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution, a study team consisting of Shri Waryam Singh, Research Officer, Shri Budh Prakash, Section Officer and Shri Ajit Singh, Investigator was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit the Office of the National Buildings Organisation, New Delhi on 17-6-1980. The purpose of the study was to examine rosters and other relevant records maintained for the implementation of reservation orders and other concessions/relaxations admissible to Scheduled Castes and Scheduled Tribes. During the course of the study the members of the team met Dr. A. V. R. Rao, Joint Director, and Shri Harjit Singh, Section Officer.

National Buildings Organisation was established in 1954 with the aim to achieve reduction in building costs. Accordingly the reservation rosters had been prepared from that year to allow due share in services to Scheduled Castes and Scheduled Tribes in the recruitment made under that organisation. During the course of discussion it was revealed that the National Buildings Organisation is an attached office of the Ministry of Works and Housing and as such recruitment of entire secretariat staff is being looked after by that Ministry itself. Recruitment of Class I officers through U.P.S.C. for various scientific and technical posts, is also being looked after by the Ministry itself. The National Buildings Organisation was, therefore, maintaining rosters for three categories of posts *i.e.* Class II (Tech.), Class III (Tech.) and Class IV posts. Following are some of the observations of the study team on the maintenance of rosters in that organisation.

I. *Class II (Technical)*

According to the entries made in the roster for Class II (Technical) posts there was no backlog of reservations upto 1970. During 1970, however, it was noticed that 2 appointments had been made in this grade by the authorities, but no entries had been made in the register. Since no gap is to be left in the roster, the two points shown as blank in the roster for 1970, was not in order. The rosters had not been closed at the end of each recruitment year, giving summary of recruitment, as required. The particulars of persons recruited in that year are to be given therein. The authorities promised to correct the position retrospectively. It was further observed that one point reserved for Scheduled Castes had been shown as carried over without following the procedure regarding dereservation and without making necessary efforts to recruit a Scheduled Caste person against the reserved vacancy. From 1971 onward, however, all the reserved vacancies had been filled by Scheduled Castes/Scheduled Tribes candidates and the carry-forward at the end of 1976 was nil. Thereafter no recruitment appeared to have been made.

II. *Class III (Technical)*

(i) A combined roster has been maintained for all the class III (Technical) posts as a single group. In fact according to the Government of India instructions separate roster is required to be maintained for each cadre consisting of more than 20 posts to which direct recruitment is made. In the case of isolated individual posts and small cadres with the posts in the same class, a combined roster can be maintained by grouping of such posts taking into account the status, salary and qualifications prescribed for those posts, with the prior approval of the competent authority. Independent rosters are, however, required to be maintained for all posts filled by promotion It appeared from the discussion that no such grouping had been approved by the competent authority in terms of the Government of India instructions

(ii) Posts reserved for Scheduled Castes and Scheduled Tribes which could not be filled up for want of Scheduled Caste/Scheduled Tribe candidates were not formally dereserved and the carry-forward of such posts had also not been shown correctly. This roster was started from 1957. The names of Scheduled Castes/Scheduled Tribes, if any, appointed thereafter had not been shown in the roster during 1957 and 1958 when there was recruitment. One Scheduled Caste person had, however, been shown as appointed in 1961. No other entry showing the appointment of Scheduled Castes/Scheduled Tribes till 1972 was made nor the carry-forward had been shown It appeared from the record made available to the team that some time later on, the roster was re-done with effect from 1958 on the prescribed pro forma but continued in the same manner till 1972, when the first cycle ended.

S/22 HA/81—14

It was further observed that the roster was started properly from 1972 onwards only In this connection it may be pointed out that fresh roster was required to be adopted from 25-3-70 in view of the enhanced percentages of reservation *i.e.* 15% for Scheduled Castes and 7½% for Scheduled Tribes from that date. Further, in the recruitment made from 1972 onwards all the points reserved for Scheduled Castes had been duly filled but the two Scheduled Tribe points shown as reserved during 1973 and 1976 could not be filled It was noticed that these points had been left blank instead of showing those as filled by others and carried over after making necessary efforts to recruit Scheduled Tribes and following the procedure of dereservation. The authorities were accordingly advised to revise the rosters in terms of Government instructions, leaving no gap, following the *ex-post-facto* procedure of dereservation and carrying over the unfilled reserved points correctly, to be adjusted against the future recruitments.

(iii) It was observed from the roster that the two Scheduled Tribe points referred to in para (ii) above, which were not shown as carried over from year to year by keeping those points vacant, were actually lost to Scheduled Tribes or even to Scheduled Castes If the correct procedure had been followed, the Scheduled Tribe points after having been carried over, could have been filled up in same cadre other than to which these had been allotted initially in a combined roster. Even if no Scheduled Tribe was available subsequently the Scheduled Tribe point could have been exchanged with Scheduled Caste after showing them carried over to 2nd/3rd year This needs to be taken care of at least now. These points should not, however, be allowed to lapse after recasting the roster.

(iv) Proper summary of the recruitment at the end of each recruitment year had not been prepared.

III. *Class IV posts*

(i) The roster for the post of Peons was maintained from 1955 on the prescribed proforma, but as in the case of other rosters the columns meant for Brought Forward and Carried Forward had been left blank. All the reserved points which could not be filled up by Scheduled Caste/Scheduled Tribe candidates should have been carried over and efforts made during the subsequent recruitments to adjust those Carried Forward points by appointing requisite number of Scheduled Caste/Scheduled Tribe candidates. It was strange that even points reserved for Scheduled Castes in Peons category could not be filled up by Scheduled Caste candidates. There is also no shortage of Scheduled Tribes for Class IV categories.

(ii) Fresh roster should have been started from 25-3-1970 as mentioned above on the lines of the enhanced percentages *i.e* 15% for Scheduled Castes and 7½% for Scheduled Tribes The roster should, therefore, be recast from 1970 showing correctly the Carried Forward and Brought Forward to be adjusted now. Wherever necessary *ex-post-facto* approval for dereservation may be obtained.

(iii) No roster had been prepared for Class IV posts filled by promotion from the post of Peon *i.e.* Daftry etc.

(iv) As in the case of other rosters, summary of the roster had not been prepared at the close of each recruitment year.

(v) No Sweeper/Farash/Chowkidar belonging to Scheduled Caste had been transferred to the post of Peon as required under Government of India instructions issued during 1976. Out of 10 posts of Peons filled after 1976 due share had to be given to these categories. According to these instructions 25% of the vacancies occuring in the grade of Peons will be reserved for being filled by transfer of Sweepers/Farashes/Chowkidars belonging to Scheduled Castes who have put in a minimum of 5 years service even though they may not be possessing minimum educational qualifications prescribed for direct recruitment to the post. It was the intention of the Government that such of the employees should be given a chance to shift from unclean occupations.

Liaison Officer and Inspections of Rosters

It was reported by N.B.O. authorities that Section Officer (Adm.) had been declared Liaison Officer to watch the implementation of the Government orders on reservation. According to the Government instructions, however, Deputy Secretary in-charge of Administration has to be nominated as Liaison Officer to watch the interests of Scheduled Castes and Scheduled Tribes. This needs to be complied with urgently.

As regards the annual inspection of rosters it was reported that the Liaison Officer nominated by the N.B.O. did not submit any inspection report but there is a cell headed by a Section Officer in the Ministry of Works and Housing and the concerned Section Officer had conducted an inspection of the rosters on 5th October, 1979. According to a copy of the inspection report submitted by the concerned Section Officer, rosters had not been prepared on the lines of the instructions contained in the Brochure. It was suggested in the inspection report that necessary steps should be taken to get the roster prepared afresh with the help of records It, however, appeared that the authorities did not take any action on the defects rightly pointed out by the Inspecting Officer. All the defects pointed out in the foregoing paragraphs had been pointed out in the inspection report also. The reasons for the undue delay need to be looked into at an appropriate level.

Procedure regarding Dereservation

As pointed out earlier, the procedure of derservation, in seeking prior approval of the competent authority before filling the reserved vacancy by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates was not observed. It may be emphasised that before approaching the competent authority, it has to be ensured that in the case of posts filled by direct recruitment, all the

prescribed steps, as laid down in the Brochure have been taken. In the case of posts filled by promotion also it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates for promotion are not available in the feeder posts. This procedure needs to be observed before filling the reserved vacancies by others *i.e.* other than Scheduled Castes and Scheduled Tribes.

Reservation in Confirmation

According to the Government instructions in posts and services filled by direct recruitment, reservation is required to be made in confirmations also. There was no record in this organisation to show that due reservation had been allowed to Scheduled Castes and Scheduled Tribes in the cases considered in the four meetings of Departmental Promotion Committees held during 1978 for confirmation purposes. No Scheduled Castes/Scheduled Tribes officer was associated with such meetings during that period.

Training facilities to Scheduled Castes/Scheduled Tribes officer

According to the information supplied in proforma VIII by the National Buildings Organisation, no Class I officer had been deputed for training during the last three years *i.e.* 1978 to 1980. During the course of discussion, however, it was reported that out of 2 officers deputed to attend seminars none belonged to Scheduled Caste/Scheduled Tribe. Similarly out of the graduate-Engineers deputed for training abroad, none belonged to Scheduled Caste/Scheduled Tribe. The attention of the authorities was accordingly drawn to the Government of India instructions that while sponsoring names for training in institutions in India and abroad, due care should be taken to sponsor class I Officers belonging to Scheduled Castes and Scheduled Tribes also alongwith others. The instructions also hold good in the matter of nominating officers to attend Seminars/Conferences. This is with a view to equip them with necessary training to have first hand knowledge about the developments in a particular field so as to discharge their duties with confidence and decisiveness.

Recruitment Rules

According to the Government of India instructions, the recruitment rules in respect of all services/posts within the purview of reservation orders should contain a saving clause to highlight the provision for reservation for Scheduled Castes and Scheduled Tribes. The National Buildings Organisation has incorporated this saving Clause in the rules prepared recently for the posts in Group D but no such provision existed in other rules. It is necessary that suitable provision should be made in all the recruitment rules/promotion rules on the following lines :—

(ii) "Nothing in these rules shall effect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard".

(ii) "The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes/Scheduled Tribes, if at any stage of selection the competent authority is of the opinion that sufficient number of candidates from these communities possessing requisite experience are not likely to be available to fill up the vacancies reserved for them".

Representation of Scheduled Castes and Scheduled Tribes in services under National Buildings Organisation

The available data showing the representation of Scheduled Castes and Scheduled Tribes in services under National Buildings Organisation as on 1-1-1980, as made available to the team, has been reproduced below :—

Group of Posts	Total including Sch. Castes and Sch. Tribes	Sch. Castes		Sch. Tribes	
		No.	Percentage	No.	Percentage
1	2	3	4	5	6
'A' . . .	20	..	..	..	..
'B' . . .	39	1	2 5	..	..
'C' . . .	56	10	17.0	..	..
'D' . . .	9	4	21.0	1	5.0

It will be seen from the table above that there is heavy short-fall of reservations both for Scheduled Castes and Scheduled Tribes in Group A and B posts. There is no Scheduled Caste/Scheduled Tribe officer out of 20 Group A posts and in Group B there is only one Scheduled Caste out of 39. There is only one Scheduled Tribe in the entire organisation, that too in Group D posts. Apparently unsatisfactory implementation of reservation orders at the National Buildings Organisation level was the main reason. Appointments to Class I are, however, being made by the Ministry itself and it needs to be looked into. Efforts should be made to clear the backlog by adjusting all the carried forward points calculated on the basis of revised rosters suggested above, by appointing Scheduled Caste/Scheduled Tribe candidates against the future recruitments/promotions.

Conclusion

(i) The rosters should be recast on proper lines. Fresh rosters need to be started from 25-3-1970 on the basis of enhanced percentages *i.e.* 15% for Scheduled Castes and 7½% for Scheduled Tribes.

(ii) No gaps should be left in the roster and the unfilled reserved points should be calculated correctly and shown as carried over/brought forward in the relevant Column of the roster register.

(iii) Separate rosters should be prepared for each post having the sanctioned strength of more than 20. In the case of isolated posts grouping should be made according to the Government instructions with prior approval of the competent authority. Separate rosters should be prepared for each grade of posts filled by promotion, where no grouping is permissible.

(iv) Carry-forward of unfilled posts should be shown correctly and utilised alongwith fresh reservations in the future recruitments by filling those points from Scheduled Castes and Scheduled Tribes.

(v) A brief summary should be prepared at the end of each recruitment year.

(vi) Liaison Officer should be nominated of the appropriate rank.

(vii) An officer belonged to a Scheduled Caste/ Scheduled Tribe should invariably be associated with all the Departmental Promotion Committees/Selecting Boards considering either only Scheduled Caste/ Scheduled Tribe or both general as well as Scheduled Caste/Scheduled Tribe candidates for recruitment and promotions.

(viii) Due reservation should be allowed to Scheduled Castes and Scheduled Tribes in confirmation vacancies in direct recruitment posts.

(ix) Due share of vacancies in the posts of Peons should be filled by transfer from Sweepers/Farashes/ Chowkidars belonging to Scheduled Castes after 1976.

(x) Saving Clause to provide reservation for Scheduled Castes and Scheduled Tribes, admissibility of concessions/relaxation of experience criteria should be incorporated in all the rules governing recruitment/ promotions to various categories/grades of services.

(xi) Procedure regarding dereservation should invariably be followed before filling the reserved vacancies by others.

(xii) While selecting officers for training, attending seminars/conferences, Scheduled Castes/Scheduled Tribes officers should also be nominated.

APPENDIX XVIII

(Reference *para* 3.128)

Report of the study team on the study of rosters and other records maintained by the Delhi Development Authority in regard to reservation for Scheduled Castes and Scheduled Tribes in its services (6th, 7th and 20th August, 1980)

As per orders of the Commissioner for Scheduled Castes and Scheduled Tribes, a team headed by Shri R. D. Ahear, Assistant Commissioner and consisting of Shri B. M. Masand, Research Officer and Miss Bina Rai, Investigator visited Delhi Development Authority on 6th and 7th August, 1980. The team in the first instance called on Shri H. R. Goal, Secretary, Delhi Development Authority, and thereafter Smt. A. R. Singh, Director (Personnel) who in turn introduced the team to the concerned Deputy Director of Personnel, Shri K. N. Banati. The team was extended full cooperation in its task by all concerned.

Delhi Development Authority was established under the provisions of Delhi Development Act, 1957 which came into force on 30th December, 1957. Prior to that, there was Delhi Improvement Trust which was succeeded by Delhi Development (Provisional) Authority in 1955. Thus it is noticed that the present Delhi Development Authority which has inherited the erstwhile Delhi Improvement Trust has all along been a statutory/autonomous authority.

In pursuance of the instructions contained in the Ministry of Home Affairs O.M. No 16/2/54-SCT dated 23rd November, 1954 and O.M. No. 17/69-Est. (SCT) dated 3-2-1970, the statutory and autonomous bodies are also required to follow the orders regarding reservation for Scheduled Castes and Scheduled Tribes in the services. The Delhi Development Authority have maintained rosters prescribed for giving effect to reservation orders from 1978 onwards, both in the case of direct recruitment and promotions, and the Personnel Department wanted to be judged by its performance during these years. The team had, therefore, to reflect the trend and attitude of the Authority during the years 1978 till the time of the study. It may, however, be emphasised that it was imperative for the authority to give effect to reservation orders from its very inception. One way to compensate for that is to calculate the backlog prior to the date of maintenance of rosters in each individual cadre and make concerted efforts to wipe it out. It is also suggested that at the beginning of roster in each case, the backlog may be calculated and indicated in the roster under columns 1 and 2 and efforts made to clear the backlog as early as possible. The position of recruitment/promotion made during the years 1978, 1979 and 1980 (till 14-8-80) furnished to the team is indicated in the following statement :—

Group of posts	Direct Recruitment					Promotion by Seniority					Promotion by Selection				
	Total	Reserved		Filled		Total	Reserved		Filled		Total	Reserved		Filled	
		SC	ST	SC	ST		SC	ST	SC	ST		SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Group A .	9	3	1	—	1	—	—	—	—	—	41	24*	*	—	—
Group B .	33	14	7	15	2	77	13	6	10	—	122	26	2	7	—
Group C .	863	164	80	139	4	772	126	62	123	19	—	—	—	—	—
Group D .	No recruitment					54	10	5	20	—	*Sch. Castes and Sch. Tribes combined.				

The above statistics when considered from the overall point of view about the representation of Scheduled Castes and Scheduled Tribes in the Delhi Development Authority as on 31-7-1980 reveal the following position. The comparative figures as on 1-1-1980 as received with the Ministry of Works and Housing letter No. 14012/22/80-SCT dated 24-7-1980 are shown in brackets :—

Group	Total Number			No. of Sch. castes	Percentage	No. of Sch. Tribes	Percentage
	DDA	Dep	Total				
1	2	3	4	5	6	7	8
Group A	157	41	198(202)	2(2)	1.00	1(1)	0.64
Group B	433	17	450(441)	32(21)	7 00	2(—)	0.46
Group C	2987	79	3066(3024)	448(383)	15.00	20(27)	0.63
Group D (excl. Sweepers)	3316	—	3316(3430)	639(191)	19.25	40(37)	1.20

The position as on 31-7-1980 compares fairly well with that on 1-1-1980 except for Scheduled Castes in Group 'D' and Scheduled Tribes in Group 'C' posts. It is not understood as to how the figure of 191 Scheduled Caste employees in Group 'D' furnished as on 1-1-1980 swelled to 639 as on 31-7-1980 while the total number of Group 'D' has come down from 3430 to 3316, particularly when no recruitment has been made to group 'D' posts during the last 3 years. Similarly the representation of Scheduled Tribes in Group 'C' posts has fallen down from 27 as on 1-1-1980 to 20 as on 31-7-1980. There seems to be some confusion about the figures furnished as on 31-7-1980 even though the percentages have been worked out on the total employees leaving the deputationists. The difference need to be explained.

Deputation

There is no reservation in posts filled by deputation but there are instructions that while appointing persons on deputation, an endeavour has to be made to consider the Scheduled Caste/Scheduled Tribe candidates along with others and appoint them in a fair proportion. It is, however, noticed that Government instructions on the subject were not kept in view while appointing officers on deputation. This is clear from the fact that out of 25 Group 'B' and 4 Group 'C' posts filled on deputation, none of the officers belonged to Scheduled Castes or Scheduled Tribes. While it is understandable to take officers on deputation in the Accounts Department and for some highly technical posts, it is not understood why a number of posts like those of Assistant Engineer, Superintendent, Junior Engineer (Civil) and even Stenographer are filled by deputation as these appointments are made without any regard to the element of reservation for Scheduled Castes and Scheduled Tribes.

Training

'Nil' information has been furnished in regard to training of Class I Officers belonging to Scheduled Castes and Scheduled Tribes during the last three years, but during the course of discussions on 20th August, 1980, it was learnt that no such information was available with the Personnel Department. In this connection, attention of the Delhi Development Authority is drawn to the instructions contained in the Ministry of Home Affairs/Department of Personnel O.M. No. 1/9/69-Est(SCT) dated 15-11-1971 according to which, in order to increase the prospects of Class I officers belonging to Scheduled Caste/Scheduled Tribe for promotion/selection to higher posts, it is the responsibility of their immediate superior officers to identify the training needs of such officers and send them for training as also for sponsoring them to attend conferences, seminars and symposia. These instructions are also to be kept in view when some of the officers have to be deputed for training/seminars etc. abroad. Such deputation of Officers belonging to Scheduled Castes and Scheduled Tribes would enable them to widen their horizons of specialised knowledge as also help them gain experience and confidence for shouldering higher responsibilities. Similarly in order to clear the backlog in the representation of Scheduled Caste/Scheduled Tribe in Group 'B' and Group 'C' posts also, it is necessary to send more and more of such officers for training.

Departmental Promotion Committee/Selection Board meetings

Out of the 10 meetings of the Departmental Promotion Committee/Selection Board held in 1978 and 3 in 1979, an officer belonging to Scheduled Caste or Scheduled Tribe was not associated in any of these meetings. In this connection, it may be pointed out that earlier there were instructions for associating one outside member in the meetings of the Selection Boards and Departmental Promotion Committees held for Class III and IV posts and that if there was no officer belonging to Scheduled Castes and Scheduled Tribes within a Ministry/Department/Office, a member from outside could be taken from among the Scheduled Castes or Scheduled Tribes. Now there are also instructions for co-option of an officer belonging to Scheduled Caste/Scheduled Tribe in the meetings of selection Boards/Departmental Promotion Committees for selection of candidates to Class I and Class II posts also from an office or organisation outside the department, in the event of an officer belonging to Scheduled Caste/Scheduled Tribe not being available in the Ministry/Department/Office itself. It is, therefore, suggested that the Delhi Development Authority should keep these instructions in view and associate a member belonging to Scheduled Caste/Scheduled Tribe in all the meetings of Departmental Promotion Committees/Selection Boards which are held to consider the candidature of Scheduled Castes/Scheduled Tribes against various posts.

Diversion of Sweepers/Farashes/Chowkidars to Class IV posts of Peons etc.

Attention of Delhi Development Authority was drawn to the instructions issued by the Department of Personnel and Administrative Reforms dated 16th January 1976 and 2nd February 1977 according to which 25% of the posts in the cadre of Peons etc. are to be filled by transfer of employees from the posts of Sweepers/Chowkidars/Farashes. The intention is to divert these people who mostly belong to Scheduled Castes, to occupations other that sweeping and cleaning. The Personnel Department of Delhi Development Authority explained that during the last three or four years no recruitment in posts of Peons has been made. However, they promised to keep the instructions in view while making fresh appointments to the posts of Peons and other Class IV categories of posts.

Liaison Officer and his inspection reports

It was learnt that Mrs. S. D Berwa is the Liaison Officer for work relating to the representation of Scheduled Castes/Scheduled Tribes in the Delhi Development Authority for the last two years. The Personnel Department, however, could not furnish copies of inspection reports on the rosters etc conducted by the Liaison Officer. It appeared that the rosters have not been inspected by the Liaison Officer as there was

no such indication in the rosters also It is, therefore, suggested that Liaison Officer should exercise due vigilance in this regard, and the rosters should be inspected at the close of each calendar year. Such inspection will enable the Liaison Officer to see whether the orders of reservation in direct recruitment and promotions as well as for de-reservation of reserved vacancies etc were being followed properly or not.

Dereservation

The procedure of dereservation *i.e.* seeking prior approval of the competent authority before filling the reserved vacancies by general candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years except in one case recently in the post of Planning D'man. According to the existing procedure, whenever a vacancy reserved for Scheduled Caste/Scheduled Tribe in required to be filled up by a general candidate in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority must be obtained Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as contained in Chapter 8 or 9, as the case may be, of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes (Fifth Edition—1978) have been taken. In fact whenever a selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained clearly. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in feeder cadres. The Delhi Development Authority officers were advised accordingly to observe this formality before carrying over the unfilled reservation in various categories of posts after taking necessary steps to fill up the same.

Maintenance of Rosters

As pointed out earlier, the Delhi Development Authority have maintained rosters prescribed for giving effect to reservation orders from 1978 onwards both in the case of direct recruitment and promotions. Following are some of the observations made by the team during the course of study on the maintenance of rosters.

(i) Rosters were being maintained in the form prescribed.

(ii) In all the rosters, points were correctly earmarked for Scheduled Castes and Scheduled Tribes according to the prescribed model roster for particular type of recruitment. However it was noticed that most 40-point rosters were continued beyond 40 points. While the first two cycles of 40 points (upto 80 points) were correctly earmarked the third cycle was gone upto 20 points only (i.e. a total of 100) whereafter points were earmarked from point No. 1 again. This resulted in a small maladjustment of the reserved vacancies. Some of the rosters were corrected on the spot. Delhi Development Authority is advised to ensure that all rosters are corrected on those lines.

(iii) In the case of posts filled by direct recruitment separate rosters were maintained even for isolated individual posts and small cadres. In this connection attention of the authority is invited to the instructions contained in chapter 6 of the Brochure on reservation for Scheduled Castes and Scheduled Tribes in service (Fifth Edition—1978) according to which in the case of direct recruitment, isolated individual posts and small cadres consisting of less than 20 posts should be grouped with other posts in the same class for purpose of reservation orders taking into account the status, salary and qualifications prescribed for the posts in question with the prior approval of the competent authority and combined roster should be maintained for these posts.

(iv) Combined roster was maintained for the post of L.D.C. filled by direct recruitment and promotion. In this connection, it may be pointed out that grouping of posts has to be resorted to in the case of isolated posts and small cadres filled by direct recruitment only. Promotion component of posts is not to be grouped with direct recruitment component even of the same post. Further even different posts filled by promotion, and for that matter, the same post having different methods of promotion *viz.* seniority, selection or departmental examination etc., cannot be grouped together. This is irrespective of the number of posts filled by promotion in each cadre. Delhi Development Authority is, therefore, advised to maintain separate rosters for determining the number of reservations in appointments made by direct recruitment and promotion (with separate rosters for each mode of promotion *viz* limited departmental examinations, selection, seniority-cum-fitness etc.).

(v) The names of the reserved category candidates have to be entered against the points earmarked for them. This was not done. In case the recruitment is made at one time, the names of Scheduled Caste/Scheduled Tribe candidates should be shown against their respective points invariably. Where Scheduled Caste/Scheduled Tribe candidates are appointed later on in lieu of the previously carried forward points, note of adjustment against the relevant points should be indicated.

(vi) In most of the cases the position of carry forward of unfilled reserved vacancies was shown correctly at the end of each year

though dereservation procedure was not followed. While indicating the carry-forward position, year-wise break-up of the vacancies carried-forward should also be indicated. In fact, at the close of each year, an abstract should be made to show the following information.

(*a*) Total number of vacancies filled in the year.		
(*b*) No. of vacancies reserved according to the roster.	SC	ST
(*c*) Number of vacancies brought forward from previous years.	SC	ST
(*d*) Total reservation during the year.	SC	ST
(*e*) Number of Scheduled Caste/ Scheduled Tribe candidates appointed during the year.	SC	ST
(*f*) Number of vacancies exchanged during the year in respect of vacancies in the third year of carry-forward.		
(*i*) Scheduled Castes appointed against vacancies reserved for Scheduled Tribes.		
(*ii*) Scheduled Tribes appointed against vacancies reserved for Scheduled Castes.		
(*g*) No. of vacancies lapsed at the end of third year of carry-forward.		
(*h*) Number of vacancies carried forward to the subsequent year also indicating the year to which they pertain.		

(vii) In the roster for the post of Superintendent filled by promotion the Scheduled Caste candidates appointed in excess in a year were also being shown as carried forward for adjustment in subsequent years. In this connection it may be pointed out that there is no provision for carry-forward of surplus Scheduled Caste/Scheduled Tribe candidates appointed on their own merit or by virtue of their own seniority position. Such persons are required to be shown against unreserved points as the reservation prescribed is minimum and there is no bar to appointment/promotion of Scheduled Caste/ Scheduled Tribe candidates on their own merit/seniority, over and above the quota reserved for them.

(viii) In some of the cases, the reserved vacancies brought forward from previous years are not shown in the beginning of the year under columns 1 and 2 of the roster register.

(ix) Rosters were not checked and signed by the appointing authority or any other officer authorised to do so.

Confidential Report forms

In accordance with the instructions contained in Department of Personnel and Administrative Reforms O.M. No. 21011/1/77-Estt(A) dated 4-3-78 read with 21011/3/79-Estt(A) dated 25-7-1979 there should be a column in the part I of the Confidential Report form relating to personal data indicating whether the employee concerned belongs to Scheduled Caste/Scheduled Tribe. In part IV of the form relating to remarks of the reviewing officer, there should be a mention about the attitude of the reporting officer in assessing the performance of the Scheduled Caste/Scheduled Tribe officer.

Recruitment Rules

According to the Government instructions, the recruitment rules in respect of all services/posts within the purview of reservation orders should contain a saving clause to the effect that "Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard." No such provision had, however, been made in the rules framed by the Delhi Development Authority. It is, therefore, suggested that suitable provision should be made in the rules relating to recruitment/promotions in Delhi Development Authority.

Caste/Tribe Certificate

As part of the normal programme of study, some of the Caste/Tribe certificates of persons employed by the Delhi Development Authority were also inspected. While most of the certificates were in order, in one of the certificates in favour of Shri Mahesh Kumar, Junior Engineer (Civil) which was issued by the District Magistrate, Dehra Dun, there was a reference to the Amendment Act 1959. As far as we are aware, there is no amendment pertaining to the year 1959. In fact the Scheduled Castes/Scheduled Tribes orders have been amended by (a) the Scheduled Castes/Scheduled Tribes Lists (Modification) Order, 1956, (b) Bombay Reorganisation Act 1960, (c) the Punjab Reorganisation Act 1966, (d) the State of Himachal Pradesh Act 1970, (e) the North Eastern Areas (Reorganisation) Act 1971, and (f) the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act 1976. It is, therefore, suggested that Delhi Development Authority, at the time of initial appointment, should scrutinise the Scheduled Castes and Scheduled Tribes certificate with reference to the following points :—

(i) whether the caste/tribe mentioned in the certificate is Scheduled in the list of the area where the persons claim to belong to ;

(ii) whether the certificate is on the form as prescribed in Appendix 14 of the Brochure in Reservation for Scheduled Castes and Scheduled Tribes in Services ;

(iii) whether the certificate has been issued by the authority empowered to do so ;

(iv) in the case of women candidates whether the certificate has been issued on the basis of her birth in the Scheduled Castes and Scheduled Tribes family and not on the basis of her marriage to Scheduled Caste/ Scheduled Tribe person.

It is also to be ensured that the Scheduled Castes certificate is to be issued to persons professing Hindu or Sikh religion only. Scheduled Caste converts to other religions are not entitled to the benefit meant for Scheduled Caste/Scheduled Tribes. Although these points are to be kept in view by the issuing authority, the check at the time of entry into service would enable the appointing authority to satisfy that the benefit of reservation in services is availed of by the persons who actually belong to these communities.

Advertisements

In the advertisements issued by the Delhi Development Authority, most of the requirements such as indicating the exact number of vacancies and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes relaxation in the upper age limit to the extent of 5 years etc. were indicated. In fact some advertisements were issued exclusively for Scheduled Castes and Scheduled Tribes. But it was noticed that mention about relaxation in the experience criterion in favour of Scheduled Castes and Scheduled Tribes was not indicated. A provision to the following effect should be indicated in the advertisements in respect of vacancies reserved for Scheduled Castes and Scheduled Tribes:

> "The qualification regarding experience is relaxable at the discretion of competent authority in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if at any stage of selection, the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not available to fill up the vacancies reserved for them".

There was also no mention of grant of Travelling Allowance to Scheduled Caste and Scheduled Tribe candidates called for interview/test. The reference regarding admissibility of Travelling Allowance as per rules has also to be made in the advertisements issued in future by the Delhi Development Authority.

Promotion proceedings

Some of the files relating to Departmental Promotion Committee proceedings were also examined in order to see whether the aspect of reservation was taken due care of while dealing with promotions of employees in the Delhi Development Authority. In the Departmental Promotion Committee meeting held on 17-9-1979 for the post of Superintendent (Group 'B') filled by promotion on the basis of selection a total of 13 vacancies were required to be filled out of which three vacancies were reserved for Scheduled Castes and one for Scheduled Tribes. In the normal zone of consideration, there were 50 persons including 7 belonging to Scheduled Castes. Against the 4 reserved vacancies, 3 of the employees belonging to Scheduled Castes were promoted. The post of Superintendent being the Group 'B' post filled on the basis of selection, there is a provision of exchange of reservation between Scheduled Castes and Scheduled Tribes in the same year. Therefore, one more Scheduled Caste officer could be promoted against the vacancy reserved for Scheduled Tribes. On enquiries it was stated that in respect of the remaining 4 Scheduled Castes candidates the findings of the Departmental Promotion Committee had been kept in the sealed cover. It was explained to the officers concerned that in that event a vacancy could be kept aside for the reserved category candidate till such time the sealed cover was opened. It was explained by the Delhi Development Authority officers that according to the procedure followed by them if the Scheduled Castes candidate was found fit for promotion later on, he was promoted and one of the general candidates was reverted.

In the proceedings for the Departmental Promotion Committee meeting held on 18-5-79 for filling 4 posts of Joint Director/Sr. Architect, no mention about the reservation was found. From the proceedings of the Departmental Promotion Committee meeting for the post of Deputy Director/Architect, it was observed that the Departmental Promotion Committee decided to fill 4 posts earmarked for direct recruitment to be filled by promotion in addition to 4 other resultant posts caused due to the promotion of Jt. Director/Sr. Architect. None of these 8 vacancies was filled by Scheduled Caste or Scheduled Tribe candidate. In this connection, it may be stated that the decision of the Departmental Promotion Committee to divert 4 vacancies of direct recruitment quota to promotion was not desirable particularly so when no Scheduled Caste/Scheduled Tribe candidate was perhaps available/eligible for promotion. However in the open market there is always a likelihood of the availability of Scheduled Caste/Scheduled Tribe candidates.

In the same Departmental Promotion Committee meeting it was recommended that Recruitment Rules may be revised to fill up the posts of Research Assistant cent per cent by promotion instead of the existing rules for 50 per cent by direct recruitment and 50 per cent by promotion. After taking this decision, the Departmental Promotion Committee proceeded to select three candidates including one from the Scheduled Castes. In fact the Departmental Promotion Committee should have waited for the amendment of the relevant Recruitment Rules to be carried out first.

Annual Report

It was observed from the Annual Administration Report of the Delhi Development Authority for the year 1978-79 that the statistics regarding the representation of Scheduled Castes and Scheduled Tribes were not included in the Report. In this connection, it may be stated that the figures regarding the representation of Scheduled Castes and Scheduled Tribes in each (Class)/Group of posts as on Ist January of each year together with the position regarding recruitment/promotions made during the year under report has to be incorporated in the Annual Report. These statistics have to be furnished by the Personnel Department to the authority responsible for compilation of Annual Report.

APPENDIX XIX

(Reference *Para* 3.128)

The report of the study team into the working of service safeguards provided for Scheduled Castes and Scheduled Tribe under the Government of India Mint, Hyderabad—6th September, 1980

Under article 338(2) of the Constitution, the Commissioner is required to investigate all matters pertaining to safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution. In the process of investigation, large number of complaints are also received by him which are initially investigated through correspondence with the authorities concerned. Where, however, the Commissioner is not satisfied with the facts furnished by the concerned authorities, a study team is sent to the organisation concerned to study the whole working of that organisation insofar as service matters are concerned, including the investigation of particular complaints. Keeping the above in view, the Commissioner, deputed a team consisting of S/Shri B. M. Masand, Research Officer, Ajit Singh, Investigator, V. S. Nair, Stenographer to Government of India Mint, Hyderabad. The team, visited the Mint on 6th September and met Shri R. Ram Das, Master of the Mint, and had detailed discussions with him when Shri K. K. Parakalan, Works Manager, Shri C. B. Menon, Accounts Officer looking after the administration and Shri K. C. Badri Narayana, Labour Officer also acting as Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes, were also present.

The main issue that had strained the relations between the officers and the employees belonging to Scheduled Castes and Scheduled Tribes on the one hand and the union of the employees mostly belonging to the general category employees on the other, was the reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion on the basis of seniority subject to fitness which came into effect from 27th November, 1972. The Government of India Mint, like any other Government office was also required to give effect to the policy of reservation in posts filled by promotion. The Mint at Hyderabad while implementing the reservation policy in promotion, however, made a departure from the rules and instructions issued by the Department of Personnel and Administrative Reforms is their O.M. dated 27th November, 1972 in that they maintained a common 40-point roster for all the posts filled by promotion on the basis of seniority subject to fitness for all the industrial categories of workers in different scales of pay. According to Government of India instructions, grouping of posts has to be resorted to only in the case of posts filled by direct recruitment and that too in the case of isolated posts or small cadres where the vacancies do not occur frequently. Such posts filled by direct recruitment can be grouped together for the purpose of reservation orders in accordance with the instructions contained in Chapter 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. However, this grouping procedure is not to be applied in the posts filled by promotion. It is understood that the Government of India Mint followed the revised procedure on the lines of the procedure followed in the Government of India Mint at Bombay. This wrong implementation of reservation in promotions has led to a very difficult situation in Hyderabad which calls for a study of the working of Government of India Mint at Bombay too.

Reverting to the procedure followed by the Government of India Mint at Hyderabad, it was complained by the Scheduled Caste/Scheduled Tribe employees all along that the procedure of maintenance of common 40-point roster for all categories of industrial workers had deprived them of the due share in various individual categories of posts. Some of the Scheduled Caste/Scheduled Tribe employees, therefore, went to the Andhra Pradesh High Court in the Writ Petition No. 5255 of 1975. The Court in its judgement is reported to have advised the Government of India Mint to follow the Government instructions in the matter of maintenance of rosters etc. and further advised the Government of India Mint to review all the promotions made by it earlier on the basis of common 40-point roster. The Mint authorities instead of immediately taking remedial action of reviewing the promotions as per the advice of the Court, referred the matter to the Ministry of Finance. The Ministry in turn took a number of years to decide the issue but ultimately gave necessary instructions to the Mint in January 1979, that in the case of posts filled by promotion reservation orders have to be implemented separately for each category of post. And thus the Mint was required to maintain separate rosters to give effect to reservation orders for promotions. The matter was discussed by the study team with the Master of the Mint and other officers. The Master of the Mint stated that the Departmental Promotion Committee which met on 5th May, 1980 has now made recommendation for making promotions in the industrial categories by adopting the category-wise/grade-wise 40-point roster. In accordance with the recommendation of the Departmental Promotion Committee, the rosters had been maintained category-wise after the Departmental Promotion Committee decided to do so. The Master

also intimated that this decision had been conveyed to the representatives of the Scheduled Castes Uplift Union and the Mint had informally obtained its consent through the Liaison Officer for Scheduled Castes and Scheduled Tribes who himself belongs to the Scheduled Caste. The Mint, however, did not review the promotions made earlier during the years 1974—1976. The Master of the Mint explained that recasting of rosters and review of about 700 promotions made in 1974 to 1976 was fraught with a lot of administrative difficulties. He explained that in some of the categories the Scheduled Caste/Scheduled Tribe employees had got more vacancies than the number that should have been reserved for them. In some others, he admitted that the Scheduled Caste/ Scheduled Tribe employees had not got their due share. He explained that as a result of the review of the promotions made prior to 1979, a number of reversions had to take place which might give rise to serious discontent and labour problems at this stage. He, therefore, decided upon the course by which only the future promotions were to be shown separately in the rosters. He claimed that he has obtained the consent of Scheduled Caste/Scheduled Tribe employees' association on this issue. When, however, a number of employees and also the President and General Secretary of the Scheduled Castes Uplift Union, Hyderabad met the study team, it was found that the union and the Scheduled Caste/ Scheduled Tribe employees had only agreed that the pending promotions might be given effect to immediately in accordance with the recommendations of the Departmental Promotion Committee but had maintained that the Government of India Mint must review the earlier promotions. While the Master of the Mint has tried to strike a balance between the interests of the Scheduled Caste/Scheduled Tribe employees and those of the general categories as also for maintaining peace and amity in this industrial establishment both categories of employees, one belonging to the reserved communities and the other belonging to the general communities had maintained a rigid stance. While the Scheduled Caste/Scheduled Tribe employees insisted on the review of all promotions made in 1974—76, the Master of the Mint as also the general union of employees opposed it. The Master of the Mint furnished statistical information in support of his contention that the Scheduled Caste/Scheduled Tribe employees in various categories had already got a reasonably good representation and in most of the non-tradesmen categories from Mazdoor to the Mistry, Scheduled Castes/Scheduled Tribes had got more than 15 per cent representation. In the tradesmen categories also, their representation was over 10 per cent. Scheduled Tribes had got percentage statisfaction varying from 2 per cent in the case of Mazdoors to 8 per cent in the case of Assistant Class I, there being 5 classes of Assistants. During the course of the study information as shown in the Annexure was compiled from the statistics obtained from the officers of the Mint in regard to promotions made from 1974 onwards. It would be seen from the statement that during the entire period from 1974 to 1980 in the Tradesmen category there was a shortfall of 1 Scheduled Caste and 1 Scheduled Tribe position in the post of Mistry, 1 Scheduled Tribe in the post of Assistant Mistry, 1 Scheduled Castes and 2 Scheduled Tribes in the post of Grade I and 2 Scheduled Tribes in the Grade II. In the non-tradesmen category, there was a shortfall of one Scheduled Caste vacancy in the case of Assistant (I) and of 1 Scheduled Tribe, 3 Scheduled Tribes, 1 Scheduled Tribe, 4 Scheduled Tribes and 3 Scheduled Tribes vacancies in the posts of Mistry, Assistant Mistry, Assistant (I), Assistant (II) and Assistant III respectively. This shortfall was spread over a number of years. But there was an excess of 7+14+18+12 Scheduled Caste vacancies in the posts Assistant (II), Assistant (III), Assistant (IV) and Assistant (V) respectively. There was also an excess of (2+4) Scheduled Tribe vacancies in the posts of Assistant (IV) and Assistant (V) respectively. The contention, therefore, of the Master of the Mint that in certain categories there was a shortfall and certain others there was an excess and that if the promotions were reviewed it would lead to upsetting the seniority of employees on a large scale and that it might also become necessary to effect recovery of amount both from general as well as reserved communities, paid as a result of promotions made on the basis of incorrect procedure of having maintained only one 40-point roster for all industrial category of workers appears in the circumstances to be correct. To avoid all this be decided to follow the procedure of maintaining separate rosters in promotion posts from May 1980 only. While the Masters intention is to strike a balance between the interests of the two categories of employees, his action not to review the promotions made earlier is not legally and technically correct besides it amounts to flouting the advice of the High Court and the instructions of the Department of Personnel and Administrative reforms and the Ministry of Finance. Had the Mint implemented the Court's orders immediately upon the receipt of the judgement, the magnitude of the reversions and disturbance of seniority would not have been as serious as it has become by now. In these circumstances, the promotions made right from 1974 may be reviewed and rosters recast accordingly. However, no reversions or recovery of the excess payments may be effected. Only the employees' seniority may be notionally revised with effect from the dates the promotions were due to them. But this should be done by the Mint very carefully by examining with reference to the records about the eligibility of the employees. This should be done from year to year basis. For example, in the year 1974, say in the case of Assistant Class I in the Non-tradesmen category, out of 32 promotions actually made, 5 Scheduled Castes and 2 Scheduled Tribes vacancies were to be reserved according to the roster but 3 Scheduled Castes and 1 Scheduled Tribe employees were actually promoted and if no other Scheduled Caste or Scheduled Tribe employees was eligible for promotion in that year, there is no need to disturb the seniority position. Similarly in the case of say Assistant Class V, if 18 Scheduled Caste and 7 Scheduled Tribe candidates were eligible for promotion in the year 1974 against 13 Scheduled Castes and 6 Scheduled Tribes vacancies according to the roster, and they were promoted by virtue of their own *inter se* seniority, then the promotions made were in order and the seniority need not be disturbed in that case also. It

is only where more Scheduled Caste/Scheduled Tribe candidates were eligible for promotion but all were not promoted due to following the system of single 40-point roster, the remaining may now be promoted notionally from the date(s) others were promoted. In other words their promotion may merely be back-dated. This back-dating wherever allowed might help the employee concerned to expect the next higher promotion quickly because of ranking a little ahead in the seniority list.

Representation as on 1-1-1980

Following statement indicates the total number of employees belonging to Scheduled Castes/Scheduled Tribes as on 1-1-1980.

Category	Total	Sch. Castes	Sch. Tribes
Group 'A'	7	1	Nil
Group 'B'	3	Nil	Nil
Group 'C'	96	15	3
Group 'D' (excluding Sweepers)	32	6	2
Industrial Category of workers			
A. Tradesmen (Mistry, Assistant Mistry, Gr. I, Gr. II, Gr. III).	139	18	4
B. Non-tradesmen (Mistry, Assistant Mistry—Class I to Class V and Mazdoors)	663	128	31
Total A & B . .	802	146	35

From the above statement, it is observed that out of the 10 Group 'A' and Group 'B' officers only one belongs to Scheduled Caste and none to Scheduled Tribe. Even the Scheduled Caste officer who is working as the Labour Officer belongs to the Central pool of Labour Officers under the Ministry of Labour. The representation of Scheduled Castes in the Group 'C' and Group 'D' as also in the category of industrial workers has reached a satisfactory level. As regards Scheduled Tribes their representation in Group 'C' is 3.12 per cent and Group 'D' (excluding Sweepers), it is 6.25 per cent. In the industrial category of workers, the representation of Scheduled Tribe has reached 4.33 per cent. Thus the representation of Scheduled Tribes which is generally low in most Government offices is also comparatively satisfactory though it has not yet reached the percentage prescribed for Scheduled Tribes.

Liaison Officer

Uptil March 1980 Shri C. B. Menon, Accounts Officer of the Government of India Mint was nominated as the Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes. From March 1980, Shri K. C. Badri Narayana, Labour Officer is working as Liaison Officer for this work. According to the inspection report furnished for the year 1979, the Liaison Officer has pointed out that certain gaps had been left in the rosters maintained for promotions and the reason given was that it was for want of Scheduled Caste/Scheduled Tribe candidates. This was also corroborated by the rosters. It was explained to the Accounts Officer that while in the case of posts filled by direct recruitment, the gaps could be left in the roster if the recruitment action was in progress, in the case of posts filled by promotion, no gap need be left out in the roster and in case the Scheduled Caste/Scheduled Tribe candidates were not available in the feeder cadre, reserved vacancies could be filled by general candidates after obtaining prior approval from the Ministry of Finance.

Dereservation of reserved vacancies

While going through some of the proposals for dereservation sent by the Government of India Mint to the Ministry of Finance, it was noticed that the net reservation including the current and brought forward reservation was not being shown keeping in view the instructions contained in the Department of Personnel and Administrative Reforms O.M. dated 27th December, 1977. In some cases of dereservation relating to posts filled by promotion, the Government of India Mint had sent the proposals to the Ministry of Finance for their approval in accordance with the Department of Personnel and Administrative Reforms O.M. dated 2nd November, 1979 according to which each Department is competent to reserve vacancies in respect of posts filled by promotion wherein Scheduled Caste/Scheduled Tribe candidates are either not available or they are not eligible for promotion. In one proposal, it was noticed that a Mazdoor belonging to Scheduled Tribe was not promoted to the post of Assistant Class V on the plea that he was not within the zone of promotion which they had fixed at 5 times the number of vacancies. It was explained by the study team to the officers concerned that the zone of consideration was not applicable in posts filled by promotion on the basis of seniority subject to fitness. In such promotions, the Scheduled Caste/Scheduled Tribe employees who are eligible for promotion by virtue of having put in the requisite service in the lower grade have to be promoted irrespective of their position in the seniority list. During discussion with the study team the Master of the Mint and other officers explained that the concerned Mazdoor belonging to Scheduled Tribes was very much below in the seniority list and if he was promoted he would march over a large number of his colleagues who had put in more years of service. This would lead to heart-burning among the employees. It was, however, explained to them by the team that quicker promotion in the case of Scheduled Castes/Scheduled Tribes on the basis of reservation was an inevitable consequence of the scheme of reservation and, therefore, the arguments like heart-burning among the general category candidates were not relevant. The officers are, therefore, requested to review this case and promote the concerned employee to the post of Assistant Class V. They are also advised to withdraw the proposal for dereservation sent by them to the Ministry of Finance.

Reservation in promotion/confirmation

Some of the files regarding promotion/confirmation were seen and it was noticed that the element of reservation with reference to the points in the roster and availability/eligibility of candidates was not being mentioned in the proposals. In such cases, it is suggested that full details such as the total number of vacancies, the number reserved for Scheduled Castes and Scheduled Tribes including the backlog, the number of vacancies in the third year of carry-forward, etc. etc. should be clearly brought out before the Departmental Promotion Committee. However, it was learnt that the only Class I Officer who was also the Liaison Officer was being associated in the meetings of the Departmental Promotion Committee.

Annual Report

A 6-page typed annual report for the year 1979-80 which was sent to the Ministry of Finance was shown to the team and it was noticed that the statistics regarding total number of employees and the number of Scheduled Caste and Scheduled Tribe employees, together with recruitment and promoted position during the year were indicated therein.

Grouping of posts

It was noticed that so far the Mint was maintaining a common roster for all Group 'C' posts filled by direct recruitment both technical and non-technical, and one roster for all Group 'D' direct recruitment posts. However, a proposal for grouping of posts for the purpose of reservation and maintenance of rosters has been sent to the Ministry of Finance on 22-8-1980. In this proposal grouping on the following lines has been proposed :

Group I : One roster for Group 'C' technical posts of Engineers and Assistant Assay Superintendents in the scale of Rs. 550—900.

Group II : One roster for all other remaining technical posts like Jr. D' Man (Rs. 260—430)—one post, Engravers (Rs. 260—350)—2 posts, Sr. Lab. Man (Rs. 260—430)—one post, Pharmacist (Rs. 330—560)—one post and Jr. Compounder (Rs. 260—350)—one post

Group III : One roster for all non-technical Group 'C' posts of Stenographer (one) in the scale of Rs. 330—560, L.D.Cs. (21) in the scale of Rs. 260—400, Motor Van Driver (one) in the scale of Rs. 260—350, Canteen and Sanitary Supervisor (one) in the scale of Rs. 380—640 Hindi Typist (one) in the scale of Rs. 260—400 and Hindi Translator (one) in the scale of Rs. 425—700.

Group IV : One combined roster for all Group 'D' posts as before.

While there is no objection to the above proposal for grouping, a separate roster should be maintained for the posts of Sweeper irrespective of the number of posts which is stated to be 5. There is also no mention about the industrial workers in the proposal referred to above. It is suggested that a separate roster should be maintained for the lowest direct recruitment posts for tradesman and non-tradesmen categories.

Diversion of Sweepers etc.

It was learnt that the orders regarding diversion of Sweepers, Chowkidars, Farashes to the posts of Peon which were issued on 16-1-1976 could not be applied to a single vacancy filled in the year 1976 but during 1980, 3 vacancies in the posts of Peons were filled and against 2 of them, Sweepers already working in the Mint were appointed.

Recruitment Rules and Confidential Report forms

While the saving clause about reservation, other concessions etc. was found to have been inserted in the Recruitment Rules, its language was slightly different from the latest proviso as indicated in the Department of Personnel and Administrative Reforms O.M. No. 36011/9/76-Estt(C) dated 7-3 1978. The officers agreed to incorporate the revised proviso in the Recruitment Rules. They were also advised to introduce in annual Confidential Report forms (a) the Scheduled Caste/Scheduled Tribe column in the personal data part and (b) in the case of Scheduled Caste/Scheduled Tribe officials a provision that the Reviewing Officer shall indicate whether the attitude of the Reporting Officer towards the Scheduled Castes/Scheduled Tribes employee was fair and just.

Caste/Tribe certificate

The caste/tribe certificates maintained in the service books of Scheduled Caste/Scheduled Tribe employees were, by and large, found to be in order. But in the case of one Sweeper, instead of writing d/o———— it was shown as W/o————. It was brought to the notice of the officers concerned that a woman could be considered as Scheduled Caste by virtue of her birth and not by virtue of her marriage. However, in the present case the woman concerned was appointed on compassionate grounds and it was stated that she belonged to the Scheduled Caste by birth.

Requisitions to Employment Exchange

The requisitions sent to Employment Exchange were seen by the team and it was found that the concessions/relaxations available for Scheduled Caste/Scheduled Tribe candidates had been clearly mentioned therein.

Rosters

The rosters were on proper form of register and the points were earmarked correctly. This Mint is making recruitment mostly to Class III and Class IV posts for which regional 100-point roster is required to be maintained It was, however, noticed that till

now the Mint has maintained one single roster for all Group 'C' posts other than the industrial category and another one for all Group 'D' posts. In Group 'C' the lowest post is in the scale of Rs 260—350 and the highest post is in the scale of Rs 550—900. It is not proper to combine posts in the same Class having varying scales of pay. In any case the Mint has now proposed new grouping and the matter has been discussed in the relevant paragraph of this report. In the industrial category also, the rosters should be separate for the two direct recruitment levels among the tradesmen and non-tradesmen.

It was also noticed that reserved points were left blank in some of the rosters. In the roster for direct recruitment post of industrial workers, 3 points were left blank in the recruitment made during 1972 Similarly in the case of rosters for promotion which have been recently started on category-wise basis some points were left blank in the tradesmen category of Assistant Mistry, Gr. I and Gr. II. In this connection, it may be pointed out that no gap is to be left unfilled in the roster. There are recent instructions of the Government that in the case of posts filled by direct recruitment if recruitment action is in progress, the entires relating to reserved points may be left blank till recruitment action is completed. For this purpose, the vacant points in the roster may not be treated as the 'gap'. Immediately after the action is completed the roster maintained should also be updated, and this should be done within a reasonable period of time As regards posts filled by promotions, no gap can be left in the roster. If the Scheduled Caste/Scheduled Tribe candidates are not available in the feeder cadre or they are not eligible for promotion, reserved points can be filled by appointment of other senior candidates belonging to the general communities who may be eligible for promotion. But, before doing so prior approval of the competent authority in the Ministry of Finance has to be obtained. It is, therefore, suggested that the rosters may be recast by covering gaps in accordance with the instructions of the Government of India and if dereservation proposals had not been sent to the Ministry of Finance, the matter may be expedited. In the roster for direct recruitment of industrial workers categories, in the year 1973 out of 49 vacancies filled, 7 were reserved for Scheduled Castes and 2 for Scheduled Tribes. Since there was one vacancy each for Scheduled Caste and Scheduled Tribe brought forward from the year 1972, the total reservation was 8 and 3 for Scheduled Castes and Scheduled Tribes respectively. Since against 3 posts reserved for Scheduled Tribes only 2 candidates became available one vacancy had to be shown as carried forward in that year but this was not done. Taking this vacancy into account and recruitment made during 1974, 1975 and 1976 at the end of 1976 there should have been a carry-forward of one Scheduled Tribe vacancy. Since during the years 1977 and 1978 and also in the last year of carry-forward *i.e.* 1979 no Scheduled Tribe candidates became available for appointment, the one vacancy reserved for Scheduled Caste in 1976 became ripe for exchange in 1979 Therefore, out of the 3 Scheduled Caste candidates who became available for appointment, one had to be shown in exchange against one Scheduled Tribe vacancy of 1976 and the remaining 2 against the current reservation for Scheduled Castes. Thus at the end of 1979 there should be net carry-forward position of one Scheduled Caste (of 1979) and one Scheduled Tribe (of 1977). The relevant roster may, therefore, be corrected accordingly.

In the roster for the post of Peons Searchers etc. the posts of Sweepers were also included. As already stated in the paragraphs on grouping of posts, the posts of Sweepers should be taken out and separate roster should be maintained for these posts.

ANNEXURE

Statement showing the number of vacancies filled by promotion in the category of Industrial Workers in various categories of posts among (a) tradesmen and (b) non-tradesman during the period from 1974 *to* 1980, *in the Government of India Mint, Hyderabad, the number that should have reserved for Sch. Castes and Sch. Tribes, the number actually filled by them and the extent of shortfall or excess*

Category of workers	Total filled during 1974—80	No. which could have been reserved for them if the separate 40 points roster had been maintained right from 1974		No. actually filled by them by having one combined roster upto April 1980 and separate rosters thereafter		Shortfall or excess in favour of		Remarks
		Sch. Castes	Sch. Tribes	Sch. Castes	Sch. Tribes	Sch. Castes	Sch. Tribes	
1	2	3	4	5	6	7	8	
(a) Tradesmen								
1. Mistry	5 (1—5)	1	1	—	—	1	1	
2. Asstt. Mistry . . .	10 (1—10)	2	1	2	—	—	1	
3. Grade I	26 (1—26)	4	2	3	1	1	2	
4. Grade II	46 (1—40) (1—6)	7	4	7	2	—	2	
(b) Non-tradesmen								
1. Mistry	12 (1—12)	2	1	2	—	—	1	
2. Asstt. Mistry . . .	32 (1—32)	5	3	5	—	—	3	
3. Asstt. Class I . . .	62 (1—40(1—22)	10	5	9	4	1	1	
4. Asstt. Class II . . .	137 (1—40)(1—40)(1—40) (1—17)	21	11	28	7	+7	4	
5. Asstt. Class III . .	219 (1—40)×5+(1—19)	33	17	47	14	+14	3	
6. Asstt. Class IV . . .	195 (1—40)×4+(1—35)	29	15	47	17	+18	+2	
7. Asstt. Class V . . .	235 5×(1—40)+(1—35)	35	18	47	22	+12	+4	

APPENDIX XX

(Reference *Para* 3.128)

Report of the Study into the working of Service Safeguards porvided for Scheduled Castes and Scheduled Tribes in the services under the Electronics Corporation of India Limited, Hyderabad (7th and 8th September, 1980), *a Government of India enterprise under the Department of Atomic Energy*

As part of the programme of investigation into services safeguards, a team consisting of Shri B. M. Masand, Research Officer, Shri Ajit Singh, Investigator was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to study the rosters and other records in the Electronics Corporation of India Ltd. The team visited E.C.I.L. on 7th-8th September, 1980. During this study the team had discussions with Shri B. N. Trehan, Head, Personnel Group, Shri M. R. Raju, Senior Personnel Officer, Shri P. Subba Rao, Personnel Officer (Statistics) and Shri D. Jagannath, Public Relations Officer also associated with the special Scheduled Castes/Scheduled Tribes Cell in the Electronics Corporation of India Ltd. The team is thankful to the Corporation for having extended their fullest Co-operation to it.

2. The erstwhile Electronics Production Division under the Bhabha Atomic Research Centre was separated from the parent body and converted into Electronics Corporation of India Ltd, in the year 1967. This unit was set up as a part of self-reliance programme in the field of electronics, a belief strongly held by late Dr. Homi J. Bhabha, the world famous atomic scientist of modern India This unit when transferred to Electronics Corporation of India Ltd., had a total strength of 283 (71 Class I, 27 Class II and 185 Class III officers including only 1 belonging to Scheduled Caste). In 1973, some more staff was transferred to this unit from MASEG, (29 Class I, 28 Class III and 5 Class IV) and none of them belonged to Scheduled Castes/Scheduled Tribes. It was learnt that the first recruitment to the extent of 200 in the Tradesman/Clerical cadres was made by the Bhabha Atomic Research Centre itself for Electronics Corporation of India Ltd., but no reservation was applied to this recruitment even. It was only after a formal directive was issued to the Corporation in June 1970 that reservation orders were enforced. Further upto June, 1975 all posts meant for 'Research and Development' activities specially in Groups A to C were kept out of the purview of reservation orders. From July, 1975 this exemption was withdrawn. During the period from 1970 to 1975, recruitment to 14 Group A, 297 Group B and 197 Group C posts in the Research and Development side was made without applying the scheme of reservations. However, the position regarding representation of Scheduled Castes and Scheduled Tribes at the time of issues of reservation directive in June 1970 and as on 18-7-1980 is indicated in the following table:--

Class/Group	Total including SC/ST		Scheduled Castes			Scheduled Tribes		
	As in June, 1970	As on 18-7-80	As in June, 1970	As on 18-7-80	Percentage w.r.t. Columns 3 & 5	As in June, 1970	As on 18-7-1980	Percentage w.r.t. Cols. 3 & 8
1	2	3	4	5	6	7	8	9
Class I (Group A)	161	465	..	3	0.7	..	..	..
Class II (Group B)	77	671	1	29	4.3	..	1	0 1
Class III (Group C)	1059	4667	19	426	9.1	1	79	1 7
Class IV (Group D) (excluding sweepers)	94	769	12	216	28.1	..	12	1.6
Sweepers	8	69	..	30	43 5	..	..	..

3. From the foregoing paragraphs and the above table it would appear that but for non-application of reservation orders till the issue of directive in June, 1970 and exemption of Research and Development posts from the purview of reservation orders upto June, 1975, the position could have been somewhat better. But looking to the latest position, as underlined in the above table, the Corporation has still a long way to go in the achievement of adequate representation for Scheduled Castes in Groups A to C and as regards Scheduled Tribes, special concerted efforts seem to be necessary to improve their intake in all Groups of posts. In the appreciation report of Electronics Corporation of India Ltd. as on 1-6-79, it was stated that special courses were conducted during the years 1972-73 by E.C.I.L., in co-operation with the Directorate of Tribal Welfare, Government of Andhra Pradesh, Five batches totalling 112 candidates (Matriculates) were sponsored who were given extensive training in wiring and basic electronic technology, of these, 102 were finally reported to have been absorbed by the E.C.I.L. The present total strength of Scheduled Tribes in Group B(1), Group C(79) and Group D(12) is only 92. Therefore it is not known as to what happened to the 102 Scheduled Tribes absorbed in 1972-73. Intensive efforts, coupled with pre-entry training of Scheduled Caste/Scheduled Tribe candidates to ensure selection of adequate number of candidates from these communities to fill up the reserved quota including the backlog, is the only way out if the corporation sincerely desire to bring up their representation in their services to a satisfactory level.

Concessions and Relaxations

4. Another factor which prevents the adequate intake of Scheduled Caste/Scheduled Tribe candidates in technical and Scientific posts is that as against 65 per cent to 70 per cent marks in aggregate prescribed for general candidates, in B.E /M.Sc. and Diploma/B.Sc. The relaxation provided for Scheduled Castes/Scheduled Tribes is only upto 50 per cent to 55 per cent. In fact in view of the continuing backlog of Scheduled Caste/Scheduled Tribe candidates particularly in technical and scientific posts in Group A and B, it should be sufficient to consider a mere pass in the Degree/Diploma prescribed for various posts, to be good enough in the case of Scheduled Caste/Scheduled Tribe candidates since there exists a short-fall in the percentages of reservation for them. Therefore the Scheduled Caste/Scheduled Tribe candidates thus selected can be provided in service training to bring them on par with other candidates. The concession to the extent of 20 per cent in the rating of Scheduled Caste/Scheduled Tribe candidates in CRs/interview/trade test/on the line test/written test etc. for promotions as referred to in the appreciation report as on 1-6-1979 should be strictly applied where enough Scheduled Caste/Scheduled Tribe candidates are not available to take all the vacancies reserved for them at general standards. Pre-DPC training may also be imparted to Scheduled Caste/Scheduled Tribe employees in order to ensure their selection to higher posts.

5. According to the instructions contained in the Department of Personnel and Administrative Reforms O.M. dated 5th September, 1975, where some period of experience is prescribed as an essential qualification for direct recruitment to a post, it is relaxable in favour of Scheduled Castes and Scheduled Tribes at the discretion of the appointing authority where the appointing authority feels that sufficient number of Scheduled Caste/Scheduled Tribe candidates are not likely to become available for appointment. It was understood that the Electronics Corporation of India Ltd., have prescribed a relaxation in experience to the extent of one year where it is prescribed between 3 to 5 years for general candidate; to the extent of 2 years where it is prescribed from 6 to 10 years for general candidates and to the extent of 3 years where the experience is prescribed upto 10 years or more for the general candidates. It is felt that the extent of relaxation provided for Scheduled Castes and Scheduled Tribes is not adequate, particularly for technical and specialised cadres. It is known fact that not many persons belonging to Scheduled Castes and Scheduled Tribes are going for higher technical education and where they do, insistence on long years of experience would result in the reserved vacancies not being filled even when the reserved category candidates possessing the basic qualifications prescribed for the posts are available. It is, therefore, suggested that the Corporation may consider the desirability of relaxing the experience to half of that prescribed for general candidates and thereafter give such candidates more in-service training, if necessary.

Constraints

6. It has been further pointed out in the appreciation report for the year 1979 that undertakings under the Department of Atomic Energy have reached a saturation point limiting the scope for large scale fresh vacancies. A reference has also been made to certain constraints such as the non-availability of Scheduled Caste/Scheduled Tribe candidates, obligations arising out of agreements with employees' unions etc. While some suggestions have been made in the preceding paragraphs for increasing the availability of Scheduled Caste/Scheduled Tribe candidates, it has to be understood that obligations arising out of agreements with the employees' unions cannot get precedence over the constitutional requirement of reservation for Scheduled Castes and Scheduled Tribes. Even the limitation of large scale fresh vacancies can be relaxed in the larger interests of bringing the representation of Scheduled Castes and Scheduled Tribes to the adequate levels. Creation of a few additional vacancies specially for clearing the backlog is not going to make any deep dent on the financial position of the undertaking.

Scholarships Scheme

7. The team was given to understand that the E.C.I.L., was considering the question of grant of scholarships on lines of Engineers India Ltd., scheme for increasing the availability of Scheduled Caste/Scheduled Tribe candidates as Engineer Trainees to

be eventually absorbed after completion of their degree education. The corporation would no doubt intimate the feasibility of the adoption of the scholarships scheme and its decision in this regard. One more step taken by the Corporation which has to be appreciated related to the conducting of literacy classes to increase the knowledge of its employees to primary, Elementary and Matriculation standards. This scheme is stated to have been started in 1973 and so far about 380 employees have been trained. The number of Scheduled Caste/Scheduled Tribe employees among them is not indicated. It would be desirable to assess as to how many of those trained employees qualified for appointment to higher grades on completion of such training and the number of Scheduled Caste/Scheduled Tribe among them.

Recruitment during the years 1977 *to* 1979

Class/Group Posts	Total vacancies filled	No. reserved for		No. filled by		Backlog	
		SCs	STs	SCs	STs	SCs	STs
1	2	3	4	5	6	7	8
Class I/Group A	4	..	..	..	..	..	..
Class II/Group B	202	35	15	9	..	26	15
Class III/Group C	1112	144	56	69	1	75	55
Class IV/Group D	206	27	11	56	4	..	7

8. It would be seen from the above table that in the categories of posts filled by direct recruitment in the E.C.I.L. during the last three years all the vacancies reserved for Scheduled Castes could not be filled in Group B and C posts and there was a backlog to the extent of 26 in Group B and 75 in Group C posts. As regards Scheduled Tribes only one Scheduled Tribe candidate could be appointed in a Group C post and 4 in Group D posts leaving a backlog of 15 in Group B, 56 in Group C and 7 in Group D posts. Thus inspite of well-intended relaxations and concessions for Scheduled Castes and Scheduled Tribes, the recruitment position during the last three years did not come up to the number of vacancies reserved for them.

Promotions made in the years 1977 *to* 1979

9. According to the statistical information furnished in respect of promotions made during the last three years, it appears no promotion was made on the basis of seniority subject to fitness. All the promotions as indicated in the following table were made on the basis of selection: —

Class/Group	Total No. of promotions	No. of vacancies reserved* for		No. of SC/ST candidates eligible		No. of SC/ST candidates promoted		Backlog	
		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10
Within Group A . . .	35	No reservation		..	..	..	..	..	..
Group B to Group A . .	187	28	14	1	..	1	..	@	
Within Group B . . .	172	26	13	10	..	10	..		
Group C to Group B . .	127	19	10	2	..	2	..		
Within Group C . . .	2296	345	172	297	56	259	51	38	5
Within Group D . . .	207	31	16	71	2	54	2	1	14

Notes : *The number of vacancies that should have been reserved for Scheduled Castes and Scheduled Tribes were not indicated in the Proforma V but have been calculated according to roster without taking into account the backlog, if any.

@If these posts are filled by promotion by the selection method, there is no provision of carry-forward.

It would be seen that in Group A and B posts all the eligible officers were promoted and no Scheduled Tribe Officer was reported to be eligible for promotion. For promotion to Group C posts, against 345 vacancies reserved for Scheduled Castes and 172 for Scheduled Tribes, as many as 297 Scheduled Caste Officers and 56 Scheduled Tribes Officers were eligible for promotion but all of them were not promoted. In this connection it may be pointed out that in the case of promotion on the basis of selection, if enough Scheduled Caste/Scheduled Tribe candidates who are eligible, cannot avail of the full quota of reserved vacancies at general standards prescribed for the purpose, the remaining vacancies have to be filled by the eligible Scheduled Caste/Scheduled Tribe candidates unless they are declared unfit for promotion. It is, therefore, not known whether 38 Scheduled Caste and 5 Scheduled Tribe candidates who were eligible for promotion to Group C posts were adjudged unfit, for promition, which does not seem to be likely. The Corporation have to indicate the correct position in this regard. In case some of the eligible Scheduled Caste/Scheduled Tribe candidates were actually adjudged unfit for promotion, it has to be ensured that they were informed about their not being fit for promotion so as afford them an opportunity either to represent or to improve their performance. The E.C.I.L. is advised to review their cases and if this procedure was not followed, necessary remedial action may be taken even now. E.C.I.L. are also to clarify whether there is no category of posts in which promotions are made from Group D to Group C posts.

10. It is observed from one of the inspection Reports of the Liaison Officer that "in each cadre, an employee moves from one grade to another grade based on (a) number of years of service in the grade, (b) acquiring higher skill/knowledge/proficiency as detailed in the appraisal reports, trade tests and interviews as applicable. No reservation can, therefore, be made applicable in such system as all those who are considered suitable based on the above criteria move upwards as vacancy is not the pre-condition. An employee from one cadre to another, however, moves on vacancy based on the need of the organisation either in terms of ratio or in work study". In view of the drop-out of Scheduled Castes/Scheduled Tribes eligible candidates in Group C and D posts as mentioned above, the contention of the management that all those who are considered suitable, move upward, does not seem to be correct. In the above system there is every possibility of elimination of employees on the plea of suitability criteria and it is a general experience that Scheduled Caste/Scheduled Tribe candidates are a common casuality in this system. It is, therefore, necessary that reservation should be made applicable in this system also. If the Scheduled Caste/Scheduled Tribe candidates cannot avail all the vacancies reserved for them according to the roster at general standards, the remaining vacancies may be filled by the eligible Scheduled Caste/Scheduled Tribe candidates unless they are found unfit for promotion. This would eliminate the possibility of drop-out of the Scheduled Caste/Scheduled Tribe candidates who are otherwise eligible in accordance with the rules. In the case enough number of eligible candidates fulfilling all the conditions prescribed in the Recruitment Rules, are not available in the relevant feeder cadre, such vacancies can be filled by other candidates after obtaining prior approval of the competent authority for dereservation of those vacancies.

Dereservation

11. It was noticed that the procedure for dereservation of reserved vacancies was not generally followed. It was learnt that only two proposals (both *ex-post facto*) had been made one for the vacancies filled during the year 1970—1973 and other for the vacancies filled in 1975-76. The proposal for the vacancies proposed for dereservation for the years 1970—73 was approved by the Board, at its 37th meeting held on 21-2-1974 even though the General Manager had proposed that "another approach could be to lower out induction norms but increase our training period and impart concerted training for the extended period". As regards dereservation of reserved vacancies in Group A and B posts in the years 1975-76, the Head (Personnel Group) had recorded in the minutes of the 50th meeting of the Board held on 14-3-1977 that "even though the Board agreed in principle that such vacancies can be dereserved, they desired that the Corporation make some more attempts to fill up the vacancies, and if the Corporation fails even after such attempts, then only it should approach the Board to dereserve the vacancies". However, during the discussions with the officers concerned it was stated that the above remarks were taken as approval in respect of the proposal but thereafter no proposal had been made to the Board for dereservation of reserved vacancies.

12. In this connection it may be pointed out that full efforts to recruit Scheduled Caste/Scheduled Tribe candidates as per the procedure prescribed in Chapter 8 or 9 of the Brochure, as the case may be, must be made in each recruitment year and if in spite of taking all the prescribed steps, the Scheduled Caste/Scheduled Tribe candidates are still not available to fill all the vacancies reserved for them, prior approval of the Board or the Managing Director, as the case may be, has to be taken before appointing general candidates against the reserved vacancies. While appointment of general candidates against the reserved vacancies without the approval of the competent authority amounts to violation of Government instructions, keeping the reserved vacancies unfilled is also not in order. To explain the point further it may be supposed that there are 10 vacancies to be filled out of which say two are reserved for Scheduled Castes and one for Scheduled Tribe. The management after taking all the prescribed steps is unable to recruit any Scheduled Caste/Scheduled Tribe candidate and therefore, decided to fill only the remaining 7 vacancies. According to Government instructions reservation is applicable to the vacancies that are actually filled and, therefore, out of the 7 vacancies filled, still one vacancy each is reserved for Scheduled Castes and Scheduled Tribes, thus involving dereservation of these two vacancies. Therefore, while keeping the three vacancies unfilled, dereservation procedure has still to be followed. On the other hand, functioning of the organisation is bound

to be affected due to non-filling of the three vacancies for which work existed. Therefore, decision of any organisation to keep the reserved vacancies unfilled is not correct. Further according to recent instructions issued by the Department of Personnel and Administrative Reforms in January 1981, no Ministry/Department or organisation can take any decision (not to follow the procedure for dereservation for instance) different from the Government policy. This Department is the only competent authority to issue instructions on the subject of reservations for Scheduled Castes and Scheduled Tribes under the Allocation of Business Rules. It is, therefore, suggested that the Electronic Corporation of India, must follow the procedure for dereservation of reserved vacancies after ensuring that all the prescribed steps have been taken to recruit Scheduled Caste/Scheduled Tribe candidates against the reserved vacancies and this fact must be prominently brought to the notice of the Board of Directors or the Managing Director as the case may be before appointing general candidates against the reserved vacancies.

Liaison Officer and Special Cell

13. According to Government instructions, the officer nominated as Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes is required to inspect the rosters and other records at the end of each calendar year. Shri B. N. Trehan the present Head of the Personnel Group had been nominated as the Liaison Officer in June 1970. The E.C.I.L. had, however adopted an elaborate proforma for recording the observations of the Liaison Officer. Figures as indicated in the Liaison Officers' inspection reports for the calendar years 1978 and 1979 are reproduced below :—

Group of Posts	Year Total Rectt.	No. of vacancies reserved		No. filled		Under-recruitment	
		SC	ST	SC	ST	SC	ST
Gr. A	1978 ..	..	..	..	..	..	..
	1979 (.)	70 (..)	31 (—)	2 (..)	..	68	31
Gr. B	1978 (61)	88 (11)	44 (5)	34 (7)	1(.)	54	43
	1979 (110)	113 (19)	51 (8)	26 (..)	1 (..)	87	50
Gr. C	1978 (281)	706 (40)	271 (15)	659 (25)	91 (..)	47	180
	1979 (202)	606 (22)	233 (8)	426 (12)	79 (..)	180	154
Gr. D	1978 (83)	.. (11)	.. (4)	.. (14)	.. (8)	..	..
	1979 (64)	109 (8)	42 (4)	246 (16)	12 (..)	..	30

NOTE :—The figures in brackets show the direct recruitment position as furnished by the management in proforma III of the preliminary information.

It is noticed that there was under recruitment of Scheduled Castes and Scheduled Tribes in Group A, B and C posts and also in the Group D posts in the case of Scheduled Tribes. In view of the continued rise in the figures of under recruitment of Scheduled Caste and Scheduled Tribe candidates, the minimum aggregate requirement of marks in the B.E./M.Sc. was reduced from 55% to 50% in respect of Technical Officers training/graduate Engg. appts. as also in respect of Scientific Assistant 'A' (Trainee)/Technical Apprentices. It was also stated in the Inspection Report for the year 1979 that the management had decided to start special training programmes for Scheduled Caste/Scheduled Tribe employees to prepare them well to better their promotions prospects. The details of the training scheme were being worked out. The management is to intimate the improvement brought about as a result of these efforts during the year 1980. Though a look at the overall representation of Scheduled Castes and Scheduled Tribes as on 1-1-1980 does not show any substantial improvement.

14. Further it is rather strange that the figure of the corresponding direct recruitment made in the years 1978-79 as also referred in para 8 shown in brackets in the above table are much less than the number of vacancies shown as reserved for Scheduled Castes and Scheduled Tribes in the inspection reports for these two years. Even the number of vacancies shown as filled by Scheduled Caste & Scheduled Tribe candidates in these years in the inspection reports is also much more than those shown in the brackets which represent the recruitment made of Scheduled Caste/Scheduled Tribe candidates out of the total recruitment shown for these years in proforma III of the preliminary information. The position in this regard also needs to be clarified. It, however, seems that the position of under-recruitment shown in the inspection reports relates to the total position of the organisation as on the last day of that year and not to the vacancies filled in that year and, therefore, it cannot be the position of under-recruitment during that year but of shortfall in the representation of Scheduled Castes & Scheduled Tribes as applied to the total posts on 31st December of that year. Reservation is applicable to the vacancies that are filled in a year and, therefore, under-recruitment in a year should mean the shortfall in the recruitment against the reserved vacancies in that year.

15. It was learnt that there is a Special Scheduled Caste/Scheduled Tribe Cell in the E.C.I.L. under the control of the Liaison Officer from 24-5-1979. The work relating to the representation of Scheduled Caste & Scheduled Tribe was being handled by Shri P. Subba Rao, Personnel Officer (Statistics) and Shri D. Jagan-

nath, Public Relations Officer. These Officers and some other Assistants were looking after this work in addition to other work. It would be better if one or two Assistants could be put on this job exclusively in accordance with the instructions contained in para 2 of Chapter VII of Brochure on Reservation for Scheduled Castes and Scheduled Tribes in posts/Services under the Public Enterprises issued by the Bureau of Public Enterprises (Standing Conference of Public Enterprises).

Rosters

16. Following shortcomings were noticed in the maintenance of rosters in the Flectronics Corporation of India Limited :—

(1) One common roster was maintained for all group A posts (Sr. Tech. Officers and above) in the scale of pay of Rs. 1075—1675 and above. During the course of discussions it was learnt that most Group A posts were filled by promotion and it was only for exceptional skills and specialised fields that vacancies were advertised to take specialised people from the open market It was stated that in the last 4 years very few vacancies were filled and, therefore, only one roster was maintained for all these posts. It is however, incorrect to maintain one common roster for all group A posts.

(2) Similarly one common roster was maintained for all Group B posts (Technical Officers and equivalent) which is not correct. Initially a 40-point roster for all Group B posts was maintained and later on a 100 point roster was maintained for these posts. In this connection it may be stated that recruitment to Group B posts is generally made on All India basis for which a 40-point roster has to be maintained, and, therefore, switching over to 100-point roster in respect of Group B posts was not in order.

(3) In the case of Group C post also uptill 1978 one common 40-point roster was maintained for all Technical and Non Technical posts but from 1979 separate rosters were maintained for different technical and non-technical categories of posts. Maintenance of 40-point roster in respect of Group C posts against which appointments are mostly made on local/regional basis was also not correct.

(4) Grouping of a large number of posts in one roster for the purpose of maintenance of rosters is absolutely incorrect. In this method the Scheduled Caste/Scheduled Tribe candidates are generally taken against the lower posts and that too in popular categories of posts for which Scheduled Caste/Scheduled Tribe candidates are generally available. This gives rise to the tendency whereby the management always falls a prey to the temptation to recruit Scheduled Caste/Scheduled Tribe candidates against non-technical lower category posts where Scheduled Caste/Scheduled Tribe candidates may be available in large numbers. There is, therefore, no attempt to make any serious effort to locate Scheduled Caste/Scheduled Tribe candidates against the technical posts in higher scales of pay. While this may not be true of E.C.I.L but this is a general tendency. It is, therefore absolutely necessary to maintain separate rosters for all categories of posts. In this connection attention is invited to the instructions for grouping of posts as given in the relevant Chapter of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, according to which only in the case of isolated posts and small cadres where recruitment is made from open market, grouping can be resorted to, keeping in view the salary, the status and the scale of pay of posts so grouped. Wherever a cadre has sanctioned strength of 20 or more posts, there is justification for maintenance of a separate roster for that cadre. Further, if in a particular post there are number of disciplines and each of such disciplines has a sanctioned strength of 20 or more posts, in such cases also, separate rosters are required to be maintained for each discipline in the same scale of pay. The question of grouping arises only in the case of isolated posts and small cadres filled by direct recruitment. As regards posts filled by promotion are concerned, the system of grouping of posts is not applicable and rosters are to be maintained separately for each post filled by promotion.

(5) It was also noticed that some of the rosters in technical and non-technical categories of Group C posts after bifurcation were not started from point number 1. It was also not known as to how the backlog at the time of bifurcation was distributed into different rosters.

(6) Vacancies which could not be filled for three years were allowed to lapse without following proper procedure for dereservation of reserved vacancies.

(7) The provision of exchange of reservation between Scheduled Castes & Scheduled Tribes was also not followed. For example in the year 1972 in the roster for Group B posts against total reservation 14 Scheduled Caste & 6 Scheduled Tribes vacancies (including backlog), only one Scheduled Caste candidate was appointed. Since the backlog included 2 Scheduled Caste and 1 Scheduled Tribe vacancies of 1969, this Scheduled Caste candidates should have been adjusted against 1 of the 2 Scheduled Castes vacancies of 1969 and remaining one

SC and one ST vacancy could be allowed to lapse only after following the procedure for dereservation. Instead both S.C. vacancies of 1969 and 1 Scheduled Tribe vacancy of 1969 were lapsed. Therefore, the net carry forward position at the end of 1972 should have been 12 Scheduled Caste and 5 Scheduled Tribe vacancies instead of 11 Scheduled Caste and 5 Scheduled Tribe vacancies as shown as carried forward at the close of 1972.

(8) According to instructions issued by the Department of Personnel and Administrative Reforms after the appointment/promotion is made the name of the person appointed/promoted has to be entered in the roster alongwith the date of his appointment/promotion and these entries are to be signed by the appointing authority or any other officer authorised for the purpose. It was noticed that the entries in the rosters had not been signed by any officer.

(9) Whenever any Scheduled Caste/Scheduled Tribe candidate become available for appointment, his appointment has to be adjusted against the oldest vacancy. For example if the oldest vacancy is a Scheduled Tribe vacancy which could not be filled in spite of efforts made in the year of occurrence and the subsequent 2 recruitment years, this vacancy is ripe for exchange in the 3rd year of carry forward. Therefore, in the 3rd year of carry forward even if only one Scheduled Caste candidate becomes available for appointment he has to be adjusted against the oldest Scheduled Tribe vacancy which is in the 3rd year of carry-forward and not against current or brought forward Scheduled Caste vacancy which is not in the 3rd year of carry-forward. This procedure of adjustment of the Scheduled Caste/Scheduled Tribe candidates against the oldest vacancies was not followed

Deputation

17. According to Government instructions while considering candidates for appointment on deputation, it is necessary to consider the Scheduled Caste/Scheduled Tribe candidates alongwith others and ensure a due proportion of vacancies to these candidates as well. From the statistics made available by the E.C.I.L., it is noticed that ten posts in Group 'A' and 'B' were filled on deputation during the years 1977 to 1979 and none of the deputationists belonged to Scheduled Caste or Scheduled Tribe. It is hoped that the Corporation would keep this aspect in view while appointing persons on deputation in future.

Training

18. There are instructions that senior officers in an organisation should identify the needs for training of Class I officers belonging to Scheduled Castes & Scheduled Tribes and make necessary arrangements for their training. It is noticed that during the last 3 years (1977 to 1979) a large number of Class I officers (149) were trained departmentally and 37 others were sent for training in outside institutions. Besides one officer was sent for training abroad and 83 officers were deputed to attend seminars, conferences etc. None of these officers belonged to Scheduled Caste or Scheduled Tribe as it was stated that prior to 1979, no Scheduled Caste/Scheduled Tribe officer was available in Group 'A' category. In any case now that three officers belonging to Scheduled Castes are available in Group 'A' category, it is hoped that the corporation would depute these officers for various training programmes. It is also suggested that apart from the required one year training of fresh graduate Engineers etc., whenever there are opportunities for sending officers for training in outside institutions (including abroad) more and more Scheduled Caste/Scheduled Tribe Officers in Group 'A' and 'B' category should be sent for various training programmes as such a training would help broaden their outlook and enable them to gain more confidence for shouldering higher responsibilities in the Corporation.

Recruitment Rules/Settlements with Employees' Unions

19. It is an essential condition that all recruitment rules should contain a proviso to the effect that "nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes & Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard". It was noticed from a copy of a recruitment rules furnished by the Corporation that these recruitment rules contained all the provisions regarding reservation of posts and other relaxations/concessions provided for Scheduled Caste & Scheduled Tribe by the Government of India. Provision on these lines has also to be made in the relevant rules for promotion. As already stated in this report, E.C.I.L. have referred to certain constraints and one of these relates to the obligations arising out of the agreements reached with the employees' unions. It has already been pointed out that agreements arrived at between the management and the employees' unions cannot have precedence over the constitutional requirement of reservation for Scheduled Caste/Scheduled Tribe. Therefore, in order to ensure this it is also necessary that in the settlements that are agreed upon with the employees' unions, there should be a provision that nothing in the terms of settlement with the union shall affect the policy of reservation for Scheduled Castes & Scheduled Tribes and other concessions/relaxations provided for them by the Government from time to time.

CR Forms

20. According to the latest instructions issued by the Government of India, there should be a mention in the personal data part of the appraisal form to indicate whether the employee concerned belongs to Scheduled Caste or Scheduled Tribe. Further in the

Reviewing Officers' part there has to be a provision according to which the Reviewing Officer has to indicate whether the attitude of the reporting officer towards the Scheduled Caste/Scheduled Tribe Officers reported upon by him has been fair and just. It is, therefore, suggested that these provisions may be introduced by the Corporation in the appraisal forms to be used for reporting on the employees for the year 1981.

Annual Reports

21. According to the instructions issued by the Government of India, annual report of each Ministry/Department/Organisation has to contain statistics relating to the representation of Scheduled Castes & Scheduled Tribes. It is noticed from the 12th annual report of the E.C.I.L. for the year 1978-79 that only a general reference was made about the total number of employees as on 31st March, 1979 and the net intake of employees during the year under report. It is, however, necessary to incorporate the groupwise statistics indicating the total number of employees in each group of posts and the number of employees belonging to Scheduled Caste & Scheduled Tribe. Similar information regarding the intake of employees through direct recruitment as well as promotion during the year under the report should also be incorporated in the annual report. It is, therefore, suggested the Corporation should include these statistics in their next annual report.

Accommodation

22. It was reported to the study team that E.C.I.L. did not have its own housing colony. Department of Atomic Energy had built 900 houses of which 555 had been allotted to the Corporation. Of these, 300 had been allotted to the employees who had come from the Bhabha Atomic Research Centre in the initial stages and the rest of the houses were earmarked for the essential services staff like drivers, watchmen and maintenance etc. According to the Corporation no reservation could be made for Scheduled Caste & Scheduled Tribe employees for allotment of accommodation earmarked for essential services. It is, however, suggested that the cases of Scheduled Caste/Scheduled Tribe employees within the categories of essential services should be considered on a priority basis, in accordance with the quota of 10% prescribed for Scheduled Caste/Scheduled Tribe in the lowest two categories of accommodation and 5% in the next two categories of accommodation. Government instructions about reservation in allotment of residential accommodation as stated above should be kept in view as and when more residential units are added to the present accommodation and whenever there are vacations in 300 quarters presently occupied by the employees due to retirement, transfers etc.

DPC/Selection Board Meeting

23. It was learnt that prior to 1978 no member belonging to Scheduled Castes or Scheduled Tribes was associated in the meetings of the Selection Boards and the Departmental Promotion Committees. It was, further learnt that only after the visit of the Parliamentary Committee in June, 1978 this aspect was considered. According to the information made available only four meetings of the Selection Board were convened during the year 1978 to consider Scheduled Caste/Scheduled Tribe candidates only and in three out of these four meetings, an officer belonging to Scheduled Caste/Scheduled Tribe was associated. In the year 1978, 38 meetings of the DPC were convened to consider candidates against both reserved as well as unreserved vacancies. Similarly 52 meetings of the Selection Board were convened. But an officer belonging to Scheduled Caste/Scheduled Tribe was associated in only 7 of the meetings each out of the above meetings. In the year 1979, the participation of Scheduled Caste/Scheduled Tribe officers was a little better *i.e.* in 15 meetings out of 28 meetings of the DPC and in 36 meetings out of 58 meetings of the Selection Board convened to consider both reserved and unreserved candidates. It is stressed that the management of E.C.I.L. should ensure association of a member belonging to Scheduled Caste/Scheduled Tribe in all the meetings of Selection Boards/Departmental Promotion Committees. If an Officer of appropriate rank, as required for association in such meetings, is not available within the Corporation, an officer of equivalent rank can be associated from any other Central Government organisation situated at the same place.

Departmental Promotion Committee Proceedings

24. Some of the files relating to DPC proceedings were also seen. In the meetings of the DPC held on 30th September, 1978 for selection of candidates for promotion from the post of Assistant Officer to Officer and from the post of Technical Officer I to Technical Officer II (Electrical) no member belonging to Scheduled Caste or Scheduled Tribe was associated. It was noticed that one Assistant belonging to Scheduled Caste was promoted as Assistant Officer I and for promotion to Technical Officer II, 9 Officers belonging to Scheduled Castes and Scheduled Tribes were eligible for interview. 8 of them attended the interview but only 6 were selected. However, on review by the Managing Director, these 2 Officers were also adjudged 'Promotable' and also promoted. Similarly in the meeting held on 9th December, 1979 for selecting candidates to the post of Senior Technical Officer, only one Officer belonging to Scheduled Caste was eligible but he was initially not recommended for promotion. On review he was also promoted. There was no mention of reservation in these DPC meetings on the ground that these promotions were governed by time bound promotions and in such cases only the cases of supersession of Scheduled Castes and Scheduled Tribes were reviewed. In the meetings of the DPC for workmen category held during 1978-79, a good number of candidates belonging to Scheduled Castes and Scheduled Tribes were not recommended for promotion due to their un-authorised absence from duty. While checking the exact position, it was observed that in one case (of Shri T. Nayaram, Cleaner) he was found to be absent from duty for 201 days in a year. In another case (of Shri S. Swami, Cleaner TVD) he was found to be a T.B. patient. He had taken only 3 days leave and

the remaining was sick leave. Hence a lenient view should have been taken in his case. It was, however, learnt that he was promoted in the following year. In the case of Shri B. Saila, even though a lenient view was recommended by the concerned officer, yet he was not promoted. Such cases of supersession could be avoided. In the above meeting cases for promotion from LDC to UDC and from UDC to Assistant were also considered and the candidates belonging to Scheduled Castes and Scheduled Tribes were not recommended for promotion for the post of UDC as they failed to secure qualifying marks even after giving them relaxation of 10%. In this meeting member belonging to Scheduled Caste did not attend.

Diversion of Sweepers

25. Nil information was furnished by the Management in respect of diversion/promotion of Sweepers normally engaged in the unclean occupations of sweeping and scavenging etc. to cleaner occupations. It was explained to the Management that in accordance with the instructions issued by the Government of India, 25% of the vacancies occurring in the cadre of Peons though having scale of pay equivalent to that of the Sweeper, should be filled from among the Sweepers/Farashes/Chowkidars having 5 years' service, without insisting upon the minimum qualifications prescribed for direct recruitment to the post of Peon. The idea being that Sweepers/Farshes/Chowkidars etc. who mostly belong to Scheduled Castes should not be condemned for life to the unclean occupation and there should be promotional avenues for these persons in posts which are not associated with the stigma of untouchability. It is hoped that the Management would consider this aspect and open avenues for diversion of Sweepers etc. to the posts of Peons and other Class IV (Group D) posts.

Apprentices Training (1977—1979)

26. Following table indicates the total number of apprentices engaged by the Electronics Corporation of India Ltd., during the 3 years from 1977 to 1979 in different trades, and the number of Scheduled Castes and Scheduled Tribes among them :

Trade	No. of Apprentices engaged			No. of Apprentices absorbed	
	Total including SCs/STs.	SC	ST	SC	ST
1. Graduate Engg. Apprentices	10	..	..	..	..
2. Technician Apprentices	132	2	..	..	..
3. Trade Apprentices	408	41	2	4	..
4. Commercial Apprentices	97	11		2	..

It would be seen that only 10 Graduate Engineering Apprentices were trained within this period and none of them belonged to Scheduled Castes and Scheduled Tribes. 132 candidates were engaged as Technician Apprentices and only 2 of them belonged to Scheduled Castes. In the category of Trade Apprentices as many as 408 apprentices were engaged of whom 41 belonged to Scheduled Castes and 2 to Scheduled Tribes. 97 Commercial Apprentices were also engaged of whom 11 belonged to Scheduled Castes. It is observed that full quota of apprentices reserved for Scheduled Castes and Scheduled Tribes were not engaged. Only 4 of the trained Trade Apprentices belonging to Scheduled Castes were absorbed in the service of the Corporation Similarly only 2 of the Scheduled Castes trained as Commercial Apprentices were absorbed. The Electronics Corporation of India are advised to engage more apprentices belonging to Scheduled Castes and Scheduled Tribes and at least to the extent of quotas prescribed for them. There are, now, instructions of the Ministry of Labour that at least 50% of the Apprentices trained should be absorbed in the services of the organisation where they are trained. While doing so, the management should ensure that trained apprentices belonging to Scheduled Caste & Scheduled Tribe are absorbed in as large a number as possible keeping in view the backlog existing in some of the posts.

Advertisement/Notifications to Employment Exchanges

27. It was noticed that the requirements of relaxation in upper-age limit, exact number of vacancies reserved for Scheduled Castes/Scheduled Tribes concession in fees and T.A. etc. were mentioned in the advertisements but the relaxation of experience was generally not indicated though relaxed number of years had already been prescribed by the Corporation. In the case of notification to the Employment Exchange, it was observed that the Corporation sent a consolidated (quarterwise) requirement of vacancies in various categories of posts to the Employment Exchange but the Employment Exchange wanted individual requisitions with the last date for each such notification The Corporation also approached the Ministry of Labour for sponsoring Scheduled Caste/Scheduled Tribe candidates trained under the pilot scheme for coaching of Scheduled Caste/Scheduled Tribe candidates under the 'Half-a-Million Jobs' programme but were informed by the Ministry that those trained under the Scheme were not willing to move out of Delhi and, therefore, the Electronics Corporation was advised to contact the Employment Exchange.

28. The Corporation issued an exclusive advertisement for selecting Scheduled Caste/Scheduled Tribe candidates as Technical Officer Trainees in March 1980 with a stipend of Rs. 750 per month during the one-year training period, and on successful completion of training to be appointed on a regular basis in the scale of Rs. 750—1350. The test was held on 7th & 8th August, 1980 88 applications were received by the Corporation. 76 candidates were called for interview/test ; 30 appeared in the test ; 29 attended the interview and finally 11(10 SC & 1 ST) candidates were selected. According to the statement indicating the performance of Scheduled Caste/Scheduled Tribe

candidates it was found that all those who had received even upto as less as 30% marks had been selected. Since the backlog could not be cleared, it was understood that the Corporation proposed to hold another special recruitment through an exclusive advertisement for Scheduled Caste/Scheduled Tribe. Efforts made in this direction may be intimated.

29. In yet another special requisition to the Employment Exchange, for the post of Clerk-Typists, 4 vacancies were notified (3 for Sch. Castes and 1 for Sch. Tribe) which later increased to 11. The Employment Exchange sponsored 11 (all SCs) candidates on 15-7-1979 and all of them were called for interview 8 candidates reported for interview and 7 were finally selected. Against the requirement of 40 w.p.m. in typewriting, the Scheduled Caste candidates were selected at 30 w p.m. on the basis of certificates they had brought from the training institutions. The management also stated that the Scheduled Caste/ Scheduled Tribe candidates who attained a speed of just 25 w.p.m. in the test conducted by the Corporation were even selected. In another attempt in July, 1980, 11 candidates were sponsored by the Employment Exchange. On scrutiny only 8 were called for interview ; only 5 appeared for interview and four were finally selected (2 SCs and 2 Intermediate castes) by giving the 20% relaxation. It is suggested that for clearing the backlog in the posts of Clerk-Typists and Stenographers, Electronics Corporation of India Ltd., can adopt the M.M.T.C. model of imparting pre-recruitment training to Scheduled Caste and Scheduled Tribe candidates with an stipend of Rs. 250/300 per month. During the training period and later appoint the suitable candidates against the vacancies reserved for them.

APPENDIX XXI

(Reference *para* 3.128)

Report of the study into the working of service Safeguards provided for Scheduled Castes and Scheduled Tribes in various Directorates of Education Department, Government of Andhra Pradesh, Hyderabad—10th and 11th September, 1980

As per instructions of the Commissioner for Scheduled Castes and Scheduled Tribes, the study team consisting of Shri B. M. Masand, Reseach Officer, Shri Ajit Singh, Investigator. Shri V. S. Nair, Stenographer, visiting Hyderabad from 4th September, 1980 was also entrusted with the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Education Department of the Government of Andhra Pradesh. In the meeting with Shri B. Nageswara Rao, Deputy Secretary, Department of Social Welfare, on 9th September, 1980 the team was informed that the programme had been fixed up for the studies in 4 Directorates, *viz* Directorate of Adult Education, Directorate of Higher Education, Directorate of School Education and Directorate of Technical Education besides the Commissioner of Government Examinations. On 9th September, 1980 the team also met Shri V Ramchandran, Director of Education and the studies were fixed up for 10th and 11th September, 1980. The Study team conducted studies in all the Directorates of Education but could not find enough time to take up the study in the office of the Commissioner of Government Examinations. While the report of the study team in respect of each Directorate of Education is presented separately it is necessary to discuss some general points here.

According to Chapter II of the Brochure on Special provisions in favour of Scheduled Castes and Scheduled Tribes and Backward Classes in Services, all appointments to all categories of posts made by direct recruitment, except those categories which are exempted by the State Government by general or special orders, are subject to the rule of special representation. So far the State Government has not issued any general or special order exempting appointments by direct recruitment to any category of posts from the purview of the provisions of the General Rule 22 *i.e.* the rule of special representation and, therefore, the rule of reservation in so far as it related to Scheduled Castes, Scheduled Tribes and Backward Classes, is applicable to all appointments made by direct recruitment to all categories of posts Despite these clear instructions, the rules were interpreted incorrectly and a number of posts filled by direct recruitment were kept outside the purview of reservation as in the Dte. of Technical Education.

Further appointments made otherwise than by direct recruitment *i.e.* by transfer from one service to another or by promotion are also subject to the rule of reservation in the case of such categories of posts in respect of which a provision has been made in the Special or *Ad hoc* rules to that effect. Thus the Government of Andhra Pradesh having made this general provision, the responsibility for invoking it by making a provision in the relevant rules of the posts in question, rests with the individual Department. Therefore, it can be said that Deptt of Education of the Government of Andhra Pradesh have not taken any initiative whatsoever to introduce reservation in posts filled by promotion in various categories in the different Directorates of Education It is suggested that immediate steps may be taken in this regard so that there is all round improvement in the representation of Scheduled Castes and Scheduled Tribes in various services.

(1) *Directorate of Adult Education*

The study team met Shri G. Venkat Narayan Rao, Dy. Director (Adult Education) and Shri R. L. Narasimhan, Assistant Director, in the Conference Hall of the Directorate of Education on 10th September, 1980 The Deputy Director concerned informed the team that the Directorate of Adult Education was set up on 16th August, 1978. Initially most of the staff came on transfer or deputation and some of the officers came to this Directorate on promotion.

As there is no reservation for Scheduled Castes/ Scheduled Tribes in the Education Deptt. of Andhra Pradesh in respect of posts filled by deputation or promotion, a few posts that were filled in this manner in 1978 and 1979 were not subjected to reservation. Substantial recruitment to posts of Supervisors was made in the year, 1980. It was stated that there were 23 revenue districts in Andhra Pradesh each having one project on Adult Education. District Visakhapatnam had two projects whereas no project had so far been sanctioned in Vajayanagaram revenue district. Appointments to the posts of the Director, the Deputy Director (2), the District Adult Education Officers (11), the Assistant Directors (3), Accounts Officer (1) and Project Officers (83) were made by the State Government. The Director of Technical Education was charged with the recruitment to the post of Assistant Project Officers (23), Supervisors (230), Statistical Assistants (2), U.D.Cs. (3), LDC (1), Typists (2), U.D. Stenos (3), Attenders (3), Drivers (2), Menials (6). While most of the ministerial posts had been filled on the basis of transfer or promotion, the Director of Adult Education had made direct recruitment to the post of Supervisors only.

It was stated that following staff was sanctioned in the offices of the District Adult Education Officer and the Project Officer :—

DAEO'S office		Project Office	
Statt. Assistant	1	Asstt. Project Officer	1
LDC-cum-Typist	1	UDC	1
Attender	1	LDC-cum-Typist	1
		Attender	1

Recruitment to the above posts was being made by the respective officers in the Districts and the particulars thereof were not furnished to the study team because District Adult Education Officer and the Project Officer were the appointing authorities.

There are 10 posts of Supervisors in each project, and the rosters for the posts of Supervisors were maintained project-wise. Following information was noted from the roster in respect of recruitment of Supervisors in various projects during the year 1980.

S. No.	Name of the project	Total No. of posts filled	No. reserved for		No. filled by	
			SC	ST	SC	ST
1	2	3	4	5	6	7
1.	Srikakulam	13	1	1	1	..
2.	Visakhapatnam (2 projects)	23	3	1	2	..
3.	East Godavari	4	1	.	1	..
4.	Krishna	4	1	..	1	..
5.	West Godavari	4	1	..	1	..
6.	Guntur	4	1	..	1	..
7.	Prakasam	10	1	1	1	1
8.	Nellore	6	1	.	1	..
9.	Chitoor	4	1	..	1	..
10.	Cuddappa	10	1	1	1	..
11.	Anantpur	9	1	1	1	..
12.	Kurnool	4	1	.	1	..
13.	Hyderabad	4	1	..	..	..
14.	Warangal	11	1	1	1	1
15.	Nizambad	11	1	1	1	..
16.	Mehboob-Nagar	11	1	1	..	1
17.	Adilabad	7	1	..	1	..
18.	Rangareddi	4	1	..	..	..
19.	Nalgonda	4	1	.	..	..
20.	Khamam	10	1	1	1	1
21.	Medak	8	1	1	1	1
22.	Karimnagar	7	1	..	1	..

It would be seen from the above statement that vacancies reserved for Scheduled Tribes in the districts of Srikakulam, Visakhapatnam. Cuddappa, Anantpur and Nizamabad could not be filled. Similarly, in the districts of Visakhapatnam, Hyderabad, Mehboobnagar, Rangareddi and Nalgonda one vacancy reserved for Scheduled Castes in each of these districts could not be filled It was stated that in the projects of Hyderabad and Rangareddi, the offers of appointments had been sent to the Scheduled Caste candidates and in the District of Nalgonda, the Scheduled Caste candidate who was selected had failed to join. All these points had been left blank in the rosters. On seeing the rosters, it was noticed that in the case of o.c. candidates also against some points earmarked for them, open competition candidates also had failed to join and these points had been walked over However, in the case of Scheduled Caste/Scheduled Tribe vacancies, it was not done. It was stated that where Scheduled Caste/Scheduled Tribe candidates were not available or were selected but could not join the recruitment action was in progress in some cases. For the remaining vacancies in various projects, limited recruitment was proposed to be made. The Deputy Director pointed out that normally candidates belonging to Scheduled Castes/Scheduled Tribes were selected against the reserved vacancies without comparing their performance with the general candidates. Further candidates were appointed in their respective districts but in the case of short-fall in a district the surplus candidates available in other districts could also be appointed subject to maximum of 30%. Thus it was found that every effort was being made to appoint Scheduled Castes/Scheduled Tribes against the vacancies reserved for them in the post of Supervisor in the Directorate of Adult Education. Nothing further could be seen in this recently set up Directorate (1978) as most of the posts had been filled by transfer or promotion in 1978 and 1979 to which reservation had not been made applicable.

2. *Directorate of Technical Education*

In the Directorate of Technical Education the team met Shri A. L Narayan, Jt. Director and other officers. In this Directorate, rosters were mostly maintained from 1975 onwards. Prior to that, according to Rule 3 of the Technical Education Subordinate Service Rules, it was interpreted that rule relating to special representation in appointments (Rule 22) was applicable to certain specified categories of posts only in the Directorate. This was not correct as no post filled by direct recruitment is exempted from the purview of reservation orders. Further, in spite of the general orders as contained in the Government of Andhra Pradesh (General Administrative Department) G O.Ms. No. 755 dated 13-11-1975, the special Rule 3 of the Andhra Pradesh Technical Education Directorate Service Rules was not amended to incorporate the Government instructions that all posts filled by direct recruitment were subject to General Rule 22 *i.e.* the rule of Special Representation for Scheduled Castes, Scheduled Tribes and Backward Classes. This only shows that there was deliberate attempt to keep a large number of posts filled by direct recruitment outside the purview of reservation orders. Even in the case

of the ministerial posts like those of L.D.Cs. Typists and Stenos Typists the rosters were available for the years 1974 and 1976 only. These ministerial posts filled by direct recruitment were never exempted from the purview of reservation orders.

In the rosters that were seen by the study team, it was observed that in many cases where the SC/ST candidates were not available, the points were left blank. On enquiry as to whether the relevant posts were notified for limited recruitment, the Assistant concerned stated that the rule of limited recruitment was not applicable to the posts in the Directorate. This was contested by the team as well as the Inspecting Assistant Commissioner. The position of vacancies carried forward to the subsequent recruitment years was, however indicated at the end of the year in some of the rosters. In the case of rosters for the ministerial posts of L.D.Cs. and Typists, it was stated that candidates appointed in 1970—73 were sought to be regularised through P.S.C. in 1974 and 1976 and thereafter there was ban on the recrt. of ministerial posts. It was noticed that the vacancies against the reserved points were filled by open competition but the procedure regarding obtaining prior permission of the administrative department concerned through Department of Social Welfare was not followed, though there is a special column for that purpose in the roster register form. However, the vacancies were notified to the Public Service Commission for limited recruitment and the Public Service Commission was yet to allot candidates for the above ministerial posts of L.D.Cs., Typists etc. It is surprising that there should have been such a long delay in finalizing the recruitment against such ministerial posts.

Entries in the rosters were not signed by the appointing authority in many cases. Only the inspecting Asstt. Commissioner who visited and inspected the rosters had signed in token of having inspected the rosters.

The posts of Assistant Lecturers, Demonstrators which are filled by direct recruitment are filled zone-wise and rosters are also maintained separately. It was noticed from the rosters for the posts of Assistant Lecturers (Civil)/Elect./(Mech.), Assistant Lecturer in Commercial Practice and Assistant Lecturer in Mining, that in almost all zones only one vacancy had been filled and in each zone the first point was earmarked for open competition candidates. Thus it was not possible for the Scheduled Castes/Scheduled Tribe candidates to avail of the benefit of reservation where there is only one vacancy in each zone. It is, therefore, suggested for the consideration of the Education Department that the recruitment to all the above posts may be made on a centralised basis by maintaining a single roster for a post in all the zones so that at one or the other time some vacancy may be reserved for and filled by the Scheduled Caste/Scheduled Tribe candidates. Since even now the rosters for all the Zones are maintained in the Directorate, maintenance of a common roster would not present any difficulty but ensure due representation to Scheduled Caste/Scheduled Tribe in such cases also where there is a single vacancy.

It was learnt that the posts of Lecturers, Heads of Sections and Principals are mostly filled by promotion failing which by the method of direct recruitment. But it was stated that direct recruitment is resorted to very rarely and no ratio of posts filled by direct recruitment and promotion had been laid down for the Technical Education Department. It was learnt that the Recruitment Rules had not been framed and the matter is now being looked into by the Administrative Reforms Department for streamlining and framing the recruitment rules for all these posts.

Notification of vacancies

The vacancies in the posts of Demonstrators and Assistant Lecturers are initially notified to the Employment Exchange and if enough Scheduled Caste/Scheduled Tribe candidates are not available or those sponsored by the Employment Exchange are not selected by the Directorate, the vacancies in question are not advertised. According to the Jt. Director, at present there is no provision of advertisement of vacancies and it was stated that the proposal had been made to the Government in this regard. He indicated that the private institutions filled the vacancies through the process of advertisement and the candidates were available to them through such advertisements. It is, therefore, suggested that the Government should consider allowing the Directorate to advertise at least the reserved vacancies so that they have better scope to select adequate number of Scheduled Caste/Scheduled Tribe candidates from open market.

Posts of Assistant Lecturers with qualification of Degree in Civil Engineering etc. in the scale of Rs. 750—1300 are notified to the Employment Exchange. It is unlikely that the candidates possessing such technical qualifications of a Degree in Civil/Mechanical/Electrical Engineering etc. would register themselves with the Employment Exchange and hence it would be difficult to get such candidates through the Employment Exchange. Therefore, the above suggestion for advertisement of these vacancies deserves serious consideration of the Government of Andhra Pradesh.

Requisition to Employment Exchange

Some of the requisitions sent to the Employment Exchange were seen. It was found that the concession of upper age limit was indicated. The number of vacancies reserved for Scheduled Castes/Scheduled Tribes were also indicated. As regards the grant of Travelling Allowance, it was learnt that at the time of sending interview letters to the candidates, it was specifically mentioned that the candidates belonging to Scheduled Castes/Scheduled Tribes will be granted Travelling Allowance.

In the case of Assistant Lecturers where Degree is prescribed, the candidates are taken without insisting upon any requirement of earlier experience. However, in the case of Demonstrators in Polytechnics, a Diploma of the State Board in the appropriate subject is prescribed along with one year experience in a

reputed concern or workshop. In the case of candidates not possessing this experience, they are selected but they are regularised only after completion of one year. In a requisition for the post of Assistant Lecturer in Physics, qualification prescribed was a first or second class Master's Degree in Physics. On enquiry, it was learnt that no relaxation was allowed in this minimum qualification of first or second class Master's degree in the case of Scheduled Caste/Scheduled Tribe candidates. It was impressed upon the Directorate that the division qualification should be relaxed in favour of Scheduled Caste/Scheduled Tribe candidates. The Jt. Director appreciated the suggestion but stated that at present there is no provision to this effect. This suggestion is therefore commended to the Government of Andhra Pradesh in the Education Department so that where Scheduled Caste/Scheduled Tribe candidates possessing 1st or second class Master's degree are not available, those Scheduled Caste/Scheduled Tribe candidates possessing a mere pass can be considered against the vacancies reserved for them.

Caste Certificates

It was learnt that at the time of appointment, the candidates are asked to show the Scheduled Castes/Scheduled Tribes certificates and the record is maintained by the authority where the candidate is posted. But a copy of the Scheduled Castes/Scheduled Tribes certificate is not maintained anywhere. However, it was stated by the Joint Director that the certificates are verified with reference to the proper form, proper issuing authority and caste/tribe as included in the schedule of Castes/Tribes in the State.

(3) *Directorate of Higher Education*

In this Directorate, the team had discussions with the Jt. Director Sri K. V. V. Subba Raju. It was learnt that the erstwhile Directorate of Public Instructions was bifurcated in 1975 into two separate Directorate *i.e.* the Directorate of School Education and the Directorate of Higher Education.

Under the Directorate of Higher Education, there are 223 Junior Colleges and 63 Degree Colleges. The Principals of the respective colleges were the appointing authority in the case of L.D.Cs. The team was informed that there was a ban on recruitment to the posts of L.D.Cs. and Attenders. Posts of Jr. Lecturers in Degree Colleges, Librarians and Physical Directors are being filled by the Directorate. There are two grades of Librarians. While the Jr. Librarians are appointed through direct recruitment the posts of Librarian are filled by promotion.

The Directorate of Higher Education has not so far furnished the consolidated information regarding representation of Scheduled Castes and Scheduled Tribes in various posts and services as 1st January, 1980 or any other date which was promised to be furnished to the team during the course of its stay in Hyderabad. However, the following information regarding the recruitment made during the last three years *i.e* 1977, 1978 and 1979 was furnished :—

Sl No.	Name of the post	Total No. of vacancies filled during the last 3 years	No. reserved for		No. filled by	
			SC	ST	SC	ST
1	2	3	4	5	6	7
1.	Librarian	88	10	6	10	..
2.	Physical Director	117	17	7	4	..
3.	Jr. Lecturer (Physics)	182	29	8	11	..
4.	Jr. Lecturer (Chemistry)	200	30	10	14	..
5.	Jr. Lecturer (Botany)	153	20	8	18	1
6.	Jr. Lecturer (Zoology)	129	15	6	19	4
7.	Jr. Lecturer (English)	230	30	11	26	1
8.	Jr. Lecturer (Telugu)	66	7	4	7	1
9.	Jr. Lecturer (Hindi)	49	5	3	4	3
10.	Jr. Lecturer (Sanskrit)	3	1	..	..	..
11.	Jr. Lecturer (Urdu)	11	3	..	..	..
12.	Jr. Lecturer (Tamil)	1	1	..	1	..
13.	Jr. Lecturer (History)	89	12	2	14	3
14.	Jr. Lecturer (Economics)	96	11	6	9	4
15.	Jr. Lecturer (Civics)	66	7	4	8	2
16.	Jr. Lecturer (Commerce)	195	22	11	18	4
17.	Jr. Lecturer (Maths)	130	14	9	10	..
18.	Jr. Lecturer (Logic)	2	1	..	1	..
19.	Jr. Lecturer (Geography)	..	..	..	..	..

It would be seen from the above statement that except against the posts of Librarian and Jr. Lecturers in Zoology, Telugu, Tamil, History Civics and Logic and to some extent in the case of Jr. Lecturers in English, Hindi, Economics and Commerce, the reservation provided for Scheduled Castes could not be fully utilised in the case of Physical Directors and Jr. Lecturers in other disciplines. Similarly in the case of Scheduled Tribes also the full reserved quota could not be utilised except in the case of Jr. Lecturers in Hindi and History and to some extent in the case of Junior Lecturer in Economics. The only reason for the short-fall in filling the reserved

quota for Scheduled Castes and Scheduled Tribes has been given to be the "want of candidates". It is not understood that when enough Scheduled Caste/ Scheduled Tribe candidates are available for subjects referred to above, why enough candidates belonging to these categories are not forthcoming in other subjects particularly in the field of Sciences and Linguistics It is suggested that limited recruitment confined to Scheduled Caste/Scheduled Tribe candidates may be resorted to in the subjects where there is shortfall in accordance with the instructions contained in Chapter II of the brochure on Special Provisions in favour of Scheduled Castes, Scheduled Tribes and Backward Classes in services so that the shortfall is wiped out as quickly as possible.

The Jt. Director, Higher Education, explained that Employment Exchanges were not sponsoring sufficient number of candidates belonging to Scheduled Castes/ Scheduled Tribes for the posts of Jr. Lecturers, though he had asked the Employment Exchanges to sponsor all the candidates available with them fulfilling the qualification of Master's Degree in various subjects with 50% marks The failure of the Employment Exchanges to sponsor sufficient number of candidates can be attributed to two reasons. Firstly, there may not be enough candidates registered with them. Secondly, since there is no relaxation in the marks prescribed in Master's Degree for Jr Lecturers it is possible that the Employment Exchanges were not sponsoring candidates who had secured less than 50% marks in the Master's Degree.

The Jt. Director also explained that recruitment to the posts of Jr. Lecturers was being made since 1970 on a temporary basis through the Employment Exchanges and it was decided that all those who were appointed on a temporary basis may be asked to submit applications, which would be scrutinised by the Public Service Commission and, thereafter, these persons would be regularised in service. As a result of the scrutiny of these applications from Jr. Lecturers appointed from 1970—76, the back-log in the Scheduled Castes/Scheduled Tribes quota was calculated and the Andhra Pradesh Public Service Commission was asked to recruit Junior Lecturers for as many as 360 reserved vacancies. The Public Service Commission could select only 60 candidates belonging to Scheduled Castes/Scheduled Tribes. The Public Service Commission has again been asked to make further special recruitment for the remaining 300 vacancies pertaining to the period from 1970—76 as also for the back-log calculated on the basis of applications from the Junior Lecturers appointed from 1977—79 The recruitment to all these posts was said to be under process in the Public Service Commission.

From the above position, it would be observed that the Directorate of Higher Education has been making efforts to recruit Junior Lecturers initially through Employment Exchange and later through the Public Service Commission. It is also clear from fact that P.S.C. was entrusted with the special recruitment of Scheduled Castes and Scheduled Tribes for the periods, 1970—76 and 1977—79. The vacancies reserved for Scheduled Castes/Scheduled Tribe were not allowed to lapse and continuous efforts are being made to recruit Scheduled Caste/Scheduled Tribe candidates against these posts.

In the roster for the post of Jr. Lecturer (Zoology) seen by the study team it was noticed that upto 1978 recruitment was being made in Units I and II for all the zones comprising those units. From 1978 onwards separate rosters were maintained for each zone In Unit I from 1976 to 1978 as many as 36 vacancies were filled out of which 4 were reserved for Scheduled Castes and 2 for Scheduled Tribes. From the roster it was seen that 5 Scheduled Caste candidates were appointed but no Scheduled Tribe candidate could be appointed against the two vacancies reserved for them. In the roster, the entries at point Nos. 8 of the first and second cycle of 25 points, were left blank. While opening separate rosters for each Zone, these two vacancies reserved for Scheduled Tribes which could not be filled up, were not carried forward and accounted for in the separate rosters for each zone

(4) *School Education*

This Directorate could not furnish statistical information required by the study team but supplied the same later by post in the end of October, 1980 Following information has been compiled and tabulated below which indicates the representation of Scheduled Castes and Scheduled Tribes in the Directorate of School Education as on 1st January, 1980.

Sl. No.	Class of Post	Total No actually filled	No. of Sch. Castes	Percentage	No of Sch. Tribes	Percentage
1	2	3	4	5	6	7
1.	*Gazetted posts in the scale of pay of Rs. 2000–2500, 1800–2350, 1300–1900 and 1050–1600	217	5	2.3	..	.
2.	@Non-gazetted posts in the scale of pay of Rs 800–1450 (also Lecturers in Rs. 900–1500), 750–1300, 700–1200, 600–1050, 575–900.	284	7	2 5	1	0 3
3.	£Other subordinate posts in the scale of Rs. 530–850, 475–760, 425–650, 410–625, 350–550.	168	19	11.3	1	0 6
4.	Attenders	55	10	18 2	1	1 8

*All these posts are filled by promotion except the posts of Dy. Edul Officer, Headmasters and Lecturers etc in the scale of Rs. 1050–1600 which are filled by Direct Recruitment to the extent of 50%.

@Mostly filled by direct recruitment except some of the posts of Asstt Lecturers in the scale of Rs. 800–1450 (incl. Lecturers in the scale of Rs 900–1500)

£All these posts are filled by direct recruitment.

It would be seen that the representation of Scheduled Castes in the Gazetted and non-Gazetted senior posts is less than 3 per cent. One reason that can be attributed for this is that most of these posts are filled by promotion to which reservation orders are not yet applicable. The representation of Scheduled Castes in the subordinate posts and in the posts of Attenders can be said to be satisfactory. However, the representation of Scheduled Tribes in all the above posts is extremely poor and special efforts are required to be made to bring their representation to a satisfactory level nearer 4 per cent prescribed for them.

Recruitment during the last three years

After the bifurcation of the Directorate of Public Instructions into the Directorate of Higher Education and Directorate of School Education, only a few posts were filled by direct recruitment in the Directorate of School Education in the years 1978, 1979 and 1980. The recruitment position is indicated in the following table :—

Class of post	Total rectt.		No. reserved for		No. filled by		Reasons for shortfall
	Notified	Filled	SC	ST	SC	ST	
1	2	3	4	5	6	7	8
Gazetted	Some candidates have been selected by A.P. P.S.C. who are still under academic/administrative training.						
Non-Gazetted	56	39	10	2	6	..	Enough candidates not nominated by P.S.C.
Other Subordinate posts . .	27	27	5	1	4	1	For want of candidates. One SC declined the offer.
Attender	..	..	..	..	..	..	..

Rosters

In this Directorate, the rosters maintained for implementation of reservation orders were shown to the study team only for the posts of U.D.C., L.D.C., U.D. Steno, Typist, Record Assistant and Attenders. According to the information furnished by the Directorate, direct recruitment was also made in the years 1978—80 to the posts of Assistant Lecturers in Non-Government Teachers Training Institutes and to the posts of Lecturers (Class II—Cadre I), Assistant Lecturers (Cadre VI) and Accompanists (Cadre III) as also to the post of Driver. It is not known as to where the entries for these posts were made as no such roster was shown to the team. It was noticed that rosters which were seen by the study team were maintained on the proper form and the reserved points for Scheduled Castes and Scheduled Tribes were earmarked correctly in accordance with the reservations prescribed by the State Government. Where Scheduled Caste/Scheduled Tribe candidates were not available, the respective reserved points were kept blank as the action for filling those vacancies through limited recruitment etc. was said to be in progress

APPENDIX XXII

(Reference *Para* 3.128)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the office of the Labour Commissioner, Government of Andhra Pradesh, Hyderabad (15 *September*, 1980)

As part of the programme of studies/investigations into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution, the Commissioner for Scheduled Castes and Scheduled Tribes deputed a study team consisting of Shri B. M. Masand, Research Officer, and Shri Ajit Singh, Investigator to conduct studies in some of the Central/State Government offices and public sector undertakings located at Hyderabad. The team's programme at Hyderabad was scheduled from 4th to 13th September, 1980. Having come to know about the visit of the study team the Labour Minister of Andhra Pradesh desired the team to visit the office of the Labour Commissioner and examine its working with reference to reservation orders issued by the Government of Andhra Pradesh. To accommodate this study programme the study team's stay at Hyderabad was accordingly extended and they studied the Labour Commissioner's office on 15th September 1980.

The team met Shri Prasad Rao, Assistant Commissioner of Labour who also introduced the team to Shri Akhtar Raza, Jt Labour Commissioner. It could not meet the Labour Commissioner Shri M. B. Balraj as he was busy and was leaving Hyderabad on that day for some assignment out of station Full co-operation was extended by the Assistant Labour Commissioner and his staff to ensure that the study was completed on that day itself

It was revealed that the Andhra Pradesh State Legislative Committee on the Welfare of Scheduled Castes and Scheduled Tribes had recently taken the evidence of the Labour Commissioner's office in the matter of implementation of service safeguards The observations of the Committee together with the follow-up action report of the Labour Commissioner on the report of the State Legislature Committee was shown to the study team.

In the office of the Labour Commissioner, Government of Andhra Pradesh, there is a 3-tier system of posts *i e.* the Gazetted posts, Andhra Pradesh Ministerial Services posts and the posts under the Andhra Pradesh General Subordinate Services While all the posts filled by direct recruitment under the Andhra Pradesh Ministerial Services and General Subordinate Services are at present subject to General Rule 22 *i e* the Rule of Special Representation of Scheduled Castes and Scheduled Tribes, all Gazetted posts in the Labour, Factories and Boilers Departments filled by any method, had been kept out of the purview of reservation orders under the Government of Andhra Pradesh (Home Department) orders dated 9th May, 1963. It was stated to have been done on the plea that the number of posts in the Gazetted categories of these departments was limited and vacancies arose very rarely. It was also felt by the Government that it would take a very long time to complete one cycle of 25 vacancies, if proper percentage of reservation was to be ensured to the reserved categories as per the rule of reservation. The reasons which were considered to be valid in 1963 cannot be said to be valid for all the time to come. The Labour Commissioner's office explained to the Legislative Committee at the time of their inspection as well as to the study team of the office of the Commissioner for Scheduled Castes and Scheduled Tribes that this position continued till 13th November, 1975. In the Government order dated 13th November, 1975 the Government of Andhra Pradesh in the General Administration Department observed that several categories of posts had been kept outside the purview of the rule of reservation at that time. Having regard to the need for improving the representation of Scheduled Castes and Scheduled Tribes and Backward Classes in the matter of direct recruitment, the Government considered that General Rule 22 should be made applicable to all categories of posts filled by direct recruitment under the State Government except those which might be expressly exempted The study team is also of the view that the low representation of Scheduled Castes/Scheduled Tribes in gazetted posts in the Labour Commissioner's office was primarily due to the non-introduction of reservation orders in gazetted posts all these years. In fact there is a doubt that the Government of Andhra Pradesh order of 9th May, 1963 might have been superseded by some specific notification earlier than the general notification of 13th November, 1975, as this notification did not refer to the specific exemption granted *vide* G O. dated 9th May, 1963 relating to gazetted posts in the Labour Commissioner's organisation Even though the Government orders were issued on 13th November, 1975, the Rule 2 of the Special Rules for the posts of Assistant Commissioner of Labour, was issued on 29th May, 1978 according to which in every unit of ten vacancies only four could be filled up by direct recruitment. Further this direct recruitment is to be made only against a substantive vacancy in the permanent cadre. Thus the scope of application of reservation orders is very much limited in the posts of Assistant Commissioner of Labour In order to increase the intake of Scheduled Caste/Scheduled Tribe in this

cadre it is suggested that at least 50% of these posts should be filled by direct recruitment irrespective of the fact whether these are filled on a substantive basis or otherwise.

Yet another reason for lower representation of Scheduled Castes/Scheduled Tribes in the gazetted cadres, and for that matter in a number of ministerial and subordinate services as well, is that reservations has not been made applicable to posts filled by promotion. According to the Government instructions as contained in Chapter II of the Brochure on special Provisions for Scheduled Castes, Scheduled Tribes and Backward Classes, appointments to posts under the State Government made otherwise than by direct recruitment are also required to be covered within the purview of the rule of reservations. Where the relevant special for *ad hoc* rules specify that the principle of reservation should also be applied to recruitment by thansfer or by promotion or both Thus the discretion and responsibility for application of the Rules of Reservation to posts filled by promotion by making a specific provision in the relevant recruitment rules or *ad hoc* rules, rested with the Deptt. controlling the post or service in question While these instructions are on the statute book, the study team, however, came to the conclusion after its discussions with various State Government functionaries that no special order had been issued by the State Government invoking provision of reservation in posts filled by promotion Thus the initiative for invoking the provision of reservation in posts filled by promotion lay with each department. Therefore, the team fails to understand the circumstances that left the choice with the Government Departments for this purpose and the Government of Andhra Pradesh, found it unable to issue special orders invoking the application of reservation in posts filled by promotion.

Actual figures of representation of Scheduled Castes and Scheduled Tribes in different classes of posts in the office of Labour Commissioner are indicated in the following table :—

Class of post	Sanctioned strength	No. of posts actually filled	No. of Sch. Castes	No. of Sch. Tribes
Gazetted	66	52	2	..
Non-gazetted				
(a) Class II		125	6	..
(b) Class III		99	10	1
(c) Class IV (Excluding Sweepers)		42	6	..

Out of the 52 gazetted posts mentioned above, (1 Jt Commissioner, 7 Deputy Commissioners, 16 Assistant Commissioners and 28 Labour Officers) only 5 posts of Assistant Commissioners were filled by direct recruitment after 13th November, 1975 and one out of these 5 incumbents belonged to Scheduled Caste. There were two more vacancies of Assistant Commissioners which had been notified to the Public Service Commission.

It was further learnt that the Government desired to fill two additional vacancies, one each to be reserved for Scheduled Castes and Scheduled Tribes, over and above the reserved quota. It is hoped that the result of these selections would soon be available. Out of the 28 posts of Labour Officers filled by promotion, only one Labour Officer belonged to Scheduled Castes As regards Class II non-gazetted posts, it was noticed that in the roster for the posts of Welfare Organiser, out of 12 posts, so far, only 4 were filled by direct recruitment one each in Zones I, II, III and V but none of the vacancies fell on a reserved point. However, out of the total 12 posts, one post was filled by Scheduled Castes candidate. Two posts of Executive Assistants were filled by transfer of U.D.Cs. from the Head Office. Out of the 111 posts of the Assistant Labour Officers, it was stated that only 50 per cent of the posts were filled by direct recruitment. These posts were brought within the purview of reservation orders *vide* Rules 3 of the Special Rules issued on 16th September, 1960. Yet the representation of Scheduled Castes/Scheduled Tribes in these posts was not upto the quota prescribed for them. It was learnt that in the seven Zones as many as 32 vacancies of Assistant Labour Officers were notified in 1976 of which 6 were reserved for Scheduled Castes and 2 for Scheduled Tribes. But the Public Service Commission had allowed only 24 vacancies to be filled in 1979. Out of these, according to the Separate Zone-wise rosters, six vacancies were reserved for Scheduled Castes but only 4 Scheduled Caste candidates were appointed. However, out of the total strength of 111 Assistant Labour Officers, only 5 belonged to Scheduled Castes and one to Scheduled Tribes. The 2 Scheduled Caste and 2 Scheduled Tribe candidates were yet to be selected by the Public Service Commission. Similarly in the case of 10 posts of Health Visitors, no appointment was made after 1975 and, therefore, all the 10 posts were not shown in the roster. Out of these 10 Health Visitors, 2 belonged to Scheduled Castes.

It was, further, noticed that rosters for a number of posts under the Andhra Pradesh General Sub-Services were started after 1975 whereas reservation in these direct recruitment posts should have been applied much earlier. It had been stated that rule of reservation was not made applicable to the posts of Health Visitors, Audio Visual Incharge, Craft Instructors, Games Supervisor, Adult Education Teachers, Nursery School Teachers, Bill Collectors, Pump Drivers, Duplicating Operators, Record Assistant, Van Drivers, etc as the Special Rules for these posts did not provide for such representation as enumerated under General Rule 22 until 13th November, 1975. It is not understood as to why the General Rule 22 was not invoked in respect of the above post to make a provision of reservation in the relevant rules. It was also stated that upto 1975 the Labour Commissioner was the appointing authority and thereafter the Dy Labour Commissioner of the Zone concerned was charged with the responsibility of filling up such posts in his zone. But on enquiries, no rosters in respect of recruitment made upto 1975 were made available for the inspection of the team It is apparent that reservation orders were not made

applicable to these posts also till then. This aspect may be looked into and the circumstances as to why the reservation was not applied earlier, need to be explained.

As regards posts under Andhra Pradesh Ministerial Services, filled by direct recruitment (Upper Division Clerks, Upper Division Stenographers—25%, Lower Division Clerks—100% and Typists/Lower Division Stenographers—100%), separate rosters were maintained for temporary appointments and regular appointments. While the rosters for temporary appointments were maintained from 1971, those for regular appointments were from 1974. As the new rotation cycle was enforced from 23rd September, 1970, it is not understood as to why these rosters were not maintained from earlier years. It is presumed that the vacancies which are initially shown in the rosters for temporary appointments are later on converted into permanent ones and, therefore, might be shown again in the rosters for permanent appointments.

It is not understood as to why then two rosters are maintained one for permanent appointments and other for temporary appointments which actually get converted into permanent appointments. In the Central Government Offices only one roster is maintained for permanent appointments and temporary appointments likely to continue indefinitely. A separate roster is, however, maintained for only such of the temporary appointments which have no chance of continuing indefinitely or being made permanent. This system can be usually adopted by the Government of Andhra Pradesh also.

The entries in these rosters were generally not signed by the appointing authority. The reserved vacancies which were not filled by Scheduled Caste/Scheduled Tribe candidates had been left blank in the rosters initially and filled by the reserved category candidates in the subsequent years, whenever the Scheduled Caste/Scheduled Tribe candidates were available after limited recruitments confined to Scheduled Caste/Scheduled Tribe candidates. The names of such Scheduled Caste/Scheduled Tribe candidates were entered in the rosters not against the respective joints but, at the end of the last entry of the year in which these candidates became available for appointment with a note that they were appointed against the reserved vacancies of the points relating to previous years. But in the relevant years, when the Scheduled Caste/Scheduled Tribe candidates did not become available in spite of the limited recruitment, the procedure for obtaining prior approval of the Government in the General Administration (SC/ST Cell) Deptt. was not followed before appointing general candidates against the reserved vacancies. In some cases the reserved vacancies were even allowed to lapse without following this procedure. This was noticed in the roster for the posts of Typist/Steno Typist where one vacancy reserved for Scheduled Castes in 1971 (Pt. No. 2) was shown as lapsed in 1973 one vacancy reserved for Scheduled Tribe in 1973 (Pt. No. 8) was allowed to lapse in 1975.

Caste/Tribe certificates

During the course of discussions it came to notice that in many cases the Scheduled Caste converts to Christianity were also being issued certificates as belonging to Scheduled Castes. As no person professing a religion different from the Hindu or Sikh religion can be deemed to be a member of Scheduled Castes and as such the person professing a religion other than the Hindu or Sikh religion, is not entitled for the benefits meant for Scheduled Castes. It has, therefore, to be ensured that the Scheduled Caste certificates are issued only to such of the persons who profess Hindu or Sikh religion. This can be ensured if there is a provision for indicating the religion in the form of certificate. As most of the gazetted officers who are authorised by the Government of Andhra Pardesh to issue Scheduled Caste/Scheduled Tribe certificates are not aware of this constitutional provision, a note should also be incorporated in the certificate form saying that a Scheduled Caste certificate can be issued in favour of those persons professing Hindu or Sikh religion only.

A doubtful case of one Shri P. S. Sunder Singh (U.D.C.) which came to the notice of the team needs to be specifically high lighted. It appeared from the record that he belonged to the Madiga caste of Nellore District whereas the certificate was issued by the Inspector General of Police. Though the S.S.L. Certificate issued by the Headmaster of Zila Parishad High School, Gandvaram in Nellore District, in 1967 confirmed that he belonged to the Madiga Caste but the certificate should have been issued by the District authorities as required after necessary verification about his residence. This and such other cases need to be probed thoroughly by making a reference to the concerned Tahsildar In case Shri Singh is a migrant from another state, he has to produce the Scheduled Caste certificate from that state if the caste 'Madiga' is included in the Presidential order pertaining to that state.

Requisitions

In some of the requisitions sent to the Public Service Commission, exact period of age relaxation meant for Scheduled Caste and Scheduled Tribe was not indicated. It was stated that a mention about the admissibility of T.A. to Scheduled Caste/Scheduled Tribe candidates was made in the interview letters. It is suggested that a clear mention of relaxations/concessions provided for Scheduled Caste/Scheduled Tribe candidates should be made in the requisitions as well as in the advertisements issued by the commission.

APPENDIX XXIII

(Reference *Para* 3.128)

Report on the discussions with Officers of the Social Welfare Department of the Government of Andhra Pradesh and review of the provisions made by the State Government in regard to reservation and other concessions/relaxations provided for Scheduled Castes and Scheduled Tribes sequel to the studies made in the Education Department and the office of the Labour Commissioner in the Government of Andhra Pradesh

The study team consisting of Shri B. M. Masand, Research Officer Shri Ajit Singh, Investigator and Shri V. S. Nair, Stenographer, which visited Hyderabad in connection with the study of rosters and other records maintained by a number of Central/State Government Offices in the first half of September 1980 had also the opportunity to discuss general matters in regard to the implementation of services safeguards with Deputy Secretary in the Department of Social Welfare and his Inspecting Assistant Commissioners. The questionnaire sent to the Deputy Secretary earlier was handed over duly filled in indicating the general policy of the Government of Andhra Pradesh on various matters pertaining to the reservation for Scheduled Castes/Scheduled Tribes in the services As a result of the studies made by the team in some of the offices under the Government of Andhra Pradesh as also discussions with various officers, the team has to make following observations :—

(i) *Reservations in promotion.*—According to Chapter II of the Brochure of Special Provisions in favour of Scheduled Castes and Scheduled Tribes and Backward Classes in services under the Government of Andhra Pradesh, appointments to the posts under the State Government made otherwise than by direct recruitment *i.e.* by transfer or by promotion or both are also required to be made following provisions of General Rule 22 (the Rule of Special Representation) where relevant Special or *Ad hoc* Rules specify that the principle of reservation should be applied to recruitment by transfer or by promotion. While the State Government have made this general provision, it was found by the study team that the reservation was not generally made applicable to the posts filled by promotion. During the course of visit to Hyderabad, the study team had the opportunity to study the rosters and other records in the various Directorates of Education as well as Office of the Labour Commissioner, and it was observed that no post filled by promotion had been brought within the purview of reservation in any of the Directorates or Labour Commissioner's Office. It is not known why the general provision of reservation in promotion was not invoked by the offices by making necessary provision in the relevant Special or *Ad hoc* Rules. While General Administration Department of the Government of Andhra Pradesh have not issued any guidelines for applying the scheme of reservation to any post filled by promotion, it is felt that the initiative for invoking the above provision rests with the individual departments of the Government of Andhra Pradesh. The Government of Andhra Pradesh is urged to look into this matter and examine as to why the scheme of reservation in promotional posts has not been made applicable in various departments and other offices under them. The introduction of reservation in posts filled by promotion is bound to result in an overall improvement in the representation of Scheduled Castes and Scheduled Tribes and various categories of posts in different departments of the State Government. According to the statistical information furnished by the Directorate of Education and the Office of the Labour Commissioner the representation of Scheduled Castes and Scheduled Tribes in various services has been found to be unsatisfactory. One of the reasons for low representation of the Scheduled Castes and Scheduled Tribes, in the opinion of the Study team, is due to non-application of reservation in posts filled by promotion. The State Government would do well to examine this aspect and issue general instructions/guidelines for invoking provision of reservation in promotional posts.

(ii) *Grouping of Posts.*—It has been stated that while reservation is applicable to all appointments made by direct recruitment only single and solitary posts are exempted from the purview of the reservation. In this connection it may be stated that in the Central Government instructions there is a provision that in the case of the solitary posts and small cadres where frequency of the occurrence of the vacancies is very low such posts are to be grouped together for the purpose of reservation orders, with other

posts in the same class taking into account the status, salary and qualifications prescribed for the posts in question. The intention behind this provision is that in such posts where the vacancies do not occur frequently and it is not possible to give the benefit of reservation to Scheduled Castes and Scheduled Tribes in such posts it would be possible to give the benefit of reservation to these communities sometime or other through the adoption of the system of grouping of posts. It is, therefore, felt that the Government of Andhra Pradesh consider this matter and issue suitable instructions for grouping of isolated posts and small cadres with other posts in the same class.

(iii) *Relaxation of educational qualifications and standards of suitability.*—While it is not necessary to relax minimum educational qualification such as degree or diploma prescribed for the posts, it is desirable to tone down the emphasis on the first or second class in the degree or diploma examination. It is a general experience that very few persons belonging to Scheduled Castes and Scheduled Tribes are going up to a degree or diploma or post-graduate level of education and where they actually do, not many of them are able to secure 1st or 2nd division in these examinations. In fact, during the study of records in the Education Directorates of the Government of Andhra Pradesh it was noticed that against many posts of Assistant Lecturer the prescribed minimum qualification was 1st Class Degree in the subject or in some cases minimum marks prescribed was 50%. Because of these higher standards set out by the offices concerned, not many candidates belonging to Scheduled Castes and Scheduled Tribes come up to these expectations with the result that a number of vacancies reserved for these communities could not be filled by these candidates. It is, therefore, recommended to the Government of Andhra Pradesh that in the interest of improving the intake of Scheduled Castes and Scheduled Tribes in various services where degree or diploma is prescribed as minimum qualification, a mere pass in the examination should be considered good enough in the case of Scheduled Caste and Scheduled Tribe candidates. Similarly where any standards have been prescribed for a suitability of the candidates, those standards should be relaxed in the case of Scheduled Caste and Scheduled Tribe candidates in view of the fact that these communities have not had enough opportunities to come up to standards expected of general candidates.

(iv) *Grant of Travelling Allowance to attend interview/test.*—According to State Government instructions candidates belonging to Scheduled Castes and Scheduled Tribes are entitled to single IInd class rail fare to and fro, in respect of journeys exceeding 80 km. when they are called for interview/test for class III and IV posts. Firstly, there is need to extend these facilities to Scheduled Caste and Scheduled Tribe candidates called for interview against gazetted posts also, secondly, since most of the candidates are attracted from the State of Andhra Pradesh, the restriction of 80 km. to avail the benefit of the IInd class rail fare is not reasonable. It is, therefore, suggested that all Scheduled Caste and Scheduled Tribe candidates coming from outside the municipal limits of the area where the office is located should be allowed IInd class rail fare or bus fare equal to that amount or less.

(v) *Exchange of reservation between Scheduled Castes and Scheduled Tribes.*—It has been observed during the course of studies made in the State Government Offices in Andhra Pradesh that the representation of Scheduled Tribes in most of the categories of posts is nowhere near 4% reservation prescribed for them which is proportional to their population in the State. While there is need to take necessary steps to attract more and more candidates belonging to Scheduled Tribes so as to fill up the full quota reserved for them, it is also necessary to make provision for exchange of reservation between Scheduled Castes and Scheduled Tribes in the event of non-availability of relevant category candidates continuously for 2 to 3 years. This will ensure that the posts which are reserved for Scheduled Castes and Scheduled Tribes are availed of by one of these categories in case they are available, and are not lost to them by the appointment of general candidates

(vi) *Filling of reserved vacancies by general candidates.*—According to the instructions issued by the Government of Andhra Pradesh, if any reserved vacancy remains unfilled even after the limited recruitment for want of qualified candidates belonging to Scheduled Castes or Scheduled Tribes, that vacancy can be filled by open competition (General) candidates only after obtaining prior permission of the Government in General Administration (Scheduled Castes and Scheduled Tribes Cell) Department. The office seeking such a permission from the General Administration Department has to submit a detailed report about the steps taken by it to enable the Government to arrive at a position whether such a permission could be granted or not During the course of studies, the team observed that many of the officers did not seem to be aware of this provision. Therefore, the appointment of open competition candidates against the reserved vacancies were being made without the concurrence of the General

Administration Department. One of the Inspecting Assistant Commissioners in the Social Welfare Department stated that now such permission is to be given by the administrative department concerned but the files have to be routed through the Social Welfare Department. In fact he stated that some of the proposals for grant of such permission were being routed through the Social Welfare Department for approval by the competent authority. There is need to streamline this procedure in order to ensure that wherever a department seeks to appoint general candidate against the reserved vacancies after taking all the prescribed steps for recruitment of Scheduled Caste and Scheduled Tribe candidates including limited recruitment, prior permission of the competent authority is invariably taken with the concurrence of the Social Welfare Department. In such cases while taking approval for the appointment of the general candidates against the reserved vacancies, a certificate should be incorporated indicating that this permission has since been taken. Only thereafter the appointment order of the particular individual should be issued. It is also necessary that the Department of Social Welfare through which such cases are routed should maintain statistics about the number of vacancies filled departmentwise by general candidates against the reserved vacancies. This information can be analysed by the Social Welfare Department and General Administration Department at the close of each year and the steps taken to ensure as to how such cases of appointment of general candidates against reserved vacancies can be reduced.

(vii) *Selection Boards/Departmental Promotion Committees.*—According to the information furnished by the Social Welfare Department there is no provision for inclusion of a Scheduled Caste/Scheduled Tribe Officer in the formation of Selection Board/ Departmental Promotion Committees in Andhra Pradesh. It is felt that there is need for this provision because the presence of an officer belonging to Scheduled Castes or Scheduled Tribes in such Selection Committees is likely to help in the selection of Scheduled Caste and Scheduled Tribe candidates who otherwise could have been rejected in the matter of recruitment or promotion. In the Central Government there is a provision according to which, if an official belonging to Scheduled Castes or Scheduled Tribes, of an appropriate rank is not available within the department, one such officer can be co-opted from another department to represent in the meetings of the Selection Board/Departmental Promotion Committee. The Government of Andhra Pradesh is requested to consider this point and to issue suitable instructions in this regard.

(viii) *Machinery for watching the implementation of reservation orders*—The team is glad to note that the Government of Andhra Pradesh have established an inspecting machinery at State-level comprising of three Inspecting Assistant Commissioners working under the Deputy Secretary Incharge of Establishment in the Social Welfare Department to ensure proper working of reservation orders and grant of concessions/relaxations to Scheduled Caste and Scheduled Tribe candidates. One of the Inspecting Assistant Commissioners gave a complete set of proforma used by the inspecting teams and it has been found that this system is quite elaborate. But it is noticed that the observations of the Inspecting Assistant Commissioners are in the form of replies to the various points in the questionnaire. It is felt that the important discrepancies noticed by them should be brought out in a report form and compliance thereto in the form of remedial action should be asked for from the concerned authorities within the specified period, say, three months. During the course of discussions with Shri B. Nageshwara Rao, Deputy Secretary in the Social Welfare Department, an impression was given to the team that though the corrective measures have been suggested by the Inspecting Assistant Commissioners to get the reserved vacancies filled in by the Scheduled Castes and Scheduled Tribe candidates, the result is not so encouraging. The State Government is urged to ensure that the corrective measures suggested by the inspecting Assistant Commissioners of the Social Welfare Department are taken up immediately as otherwise it would never be possible to bring up the representation of the Scheduled Castes/Scheduled Tribes to the level of percentages prescribed for these communities.

(ix) *Caste/Tribe Certificates.*—In most of the States and Union Territories the authorities empowered to issue Caste/Tribe certificates have been specifically prescribed. They are generally the District Magistrate/Deputy Commissioner/Collectors/First Class Stipendiary Magistrate and also Presidency Magistrate/Revenue Officers not below the rank of Tehsildars and Subdivisional Officers of the area where candidate and his family normally resides. According to the Government of Andhra Pradesh instructions, only the Gazetted Officers of the State Government including those serving in the municipalities have been empowered to issue community certificate. However, no guidelines have been prescribed for the purpose as to how the officer issuing the certificate is required to satisfy himself before issuing the certificate. This is quite a vague provision. There is a possibility of large scale misuse of this provision and in many cases non-Scheduled Caste and Scheduled

Tribe employees manage to secure Caste and Tribe certificate. It has also been observed while scrutinising the Caste/Tribe certificate during the course of studies that in many cases the Gazetted Officers have issued certificates in respect of candidates residing far away and there is no means of their satisfying themselves about the genuineness of the claim to belong to Schedule Castes or Scheduled Tribes. The Government of Andhra Pradesh are requested to consider this matter and issue necessary instructions that Scheduled Castes and Scheduled Tribes certificates are issued by the Magistrates or Revenue Authorities not below the rank of Tehsildar, etc and that also after verifying the claim properly There is no objection to the issue of the community certificate by the Magistrate or any other authority prescribed for this purpose on the basis of the Certificate issued by the Gazetted Officer in which case it should be brought home to the Gazetted Officers that responsibility in such cases would develop on them in the event of certificates being found to be false.

There is yet another aspect which came to the notice of the study team during the course of the studies conducted by it in some of the Central/State Government offices and Public Sector Undertakings that a number of Scheduled Caste converts to Christianity had produced the Certificates projecting the claim of belonging to Scheduled Castes. There is a constitutional requirement that Scheduled Caste certificates can be issued only to persons professing Hindu or Sikh religion. The basis for this provision is prevalence of untouchability in these two religions. Therefore, persons professing religions other than these two are not entitled to be treated as Scheduled Castes. The issue of Scheduled Castes certificate to such persons is, therefore, not constitutional. It is, therefore, suggested that the form prescribed for the issue of community certificate should also include the provision to indicate the religion of the candidate with a footnote for the information and the guidance of the issuing authority that a Scheduled Castes Certificate can be issued only in favour of persons professing a Hindu or Sikh religion. Necessary instructions to this effect would ensure that the benefit of reservation wherever prescribed is availed by persons who are actually entitled to it.

APPENDIX XXIV

(Reference *Para* 3.128)

Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under Heavy Engineering Corporation Ltd., Ranchi under Department of Heavy Industry

As part of the programme of studies into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under various Public Sector Bodies, Shri Waryam Singh, Research Officer was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit the organisation of Heavy Engineering Corporation, Ranchi on 12th and 13th September, 1980 The rosters and other relevant records relating to the implementation of reservation orders and other relaxation/concessions provided for Scheduled Castes and Scheduled Tribes, as maintained by Heavy Engineering Corporation, were examined. During the course of study, Shri P. M. Prasad, Sr. Deputy General Manager, Shri J. C. Kujur, Officer on Special Duty (Recruitment Hqrs), Shri B Ram, Liaison Officer and other heads of various divisions/units were contacted.

According to the information collected during the course of study, orders providing reservation for Scheduled Castes and Scheduled Tribes in services as issued by the Government of India were made applicable to various services and posts under Heavy Engineering Corporation Ltd. with effect from 11-3-1971 *vide* Heavy Engineering Corporation, circular No. 25/71, dated 11-3-1971. It, however, appeared that no serious effort had been made by the authorities in the initial stages to recruit requisite number of Scheduled Castes and Scheduled Tribes as per reservation provided for them. Whatever Scheduled Castes and Scheduled Tribes had been recruited in early seventies were there on account of reasons other than the application of reservation order. Since the factory is located in the tribal belt of the Bihar State, Scheduled Tribe candidates were available in quite a good number and perhaps that is the reason that they are adequately represented in various cadres in Group C and D posts. Moreover a large number of tribals displaced from Hatia village, where the factory had been established after acquisition of land, had been employed in the factory as a measure to rehabilitate them rather than to fulfil an obligation on account of reservation for them. The representation of Scheduled Castes, however, remained neglected. Whatever Scheduled Castes and Scheduled Tribes had been in the service of Heavy Engineering Corporation was by chance and no special efforts had been made by the management. Maintenance of rosters, which is an effective instrument to implement reservation orders in recruitment and promotions also appeared to have been ignored in early seventies. It was, however, appreciable that during 1979 and 1980 quite a good number of Scheduled Castes and Scheduled Tribes had been selected for appointment against reserved vacancies but the backlog is still there. The authorities reported that unfilled vacancies reserved for Scheduled Castes and Scheduled Tribes are being kept vacant and efforts are continued to locate suitable candidates from these communities. It is hoped that the backlog will be cleared in the near future, if the efforts now being made are continued. In the following paragraphs some of the major issues, deserving immediate attention of the authorities, have been discussed in detail.

Maintenance of Rosters

According to the instructions each authority responsible for recruitment/promotion to various posts and services under it, have to maintain separate rosters for each grade to allow due reservation to the Scheduled Castes and Scheduled Tribes according to the prescribed percentages. In fact roster is an aid to determine the exact number of vacancies required to be reserved for Scheduled Castes and Scheduled Tribes on the basis of the points earmarked therein before recruitment action is started. During the course of study, however, it was noticed that though the rosters had been prepared on proper lines, it was only the record of appointments made in the past. While determining the number of vacancies to be reserved according to the roster points, the brought forward unfilled reservations from earlier recruitment years have also to be included in th ecurrent reserved vacancies. Roster system which is a continuous process from year to year, thus ensures proper reservation for these classes. It is, therefore, necessary that the roster should be treated as an effective instrument of reservation, showing the carry-forward of unfilled reservations to be adjusted in future recruitment rather than treating it as a record of recruitment only. Suitable instructions need to be issued to all the appointing authorities to consult the roster in the Implementation Cell in the Headquarters office before initiating recruitment action to determine the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes. Following are some of the other important observations about the maintenance of rosters in Heavy Engineering Corporation :—

(i) While the rosters had been maintained on proper form, the carry-forward of unfilled reservations had not been shown correctly

in a number of cases. In fact in most of the cases the columns meant for carry-forward had been left blank though the unfilled reservation had been shown in columns meant for brought forward vacancies in the subsequent year. The correct procedure to carry-forward the unfilled reservation to the next recruitment year is to prepare a brief summary of the recruitment/reservation at the end of each year, showing (a) total vacancies (b) vacancies reserved for Scheduled Castes and Scheduled Tribes including those brought forward from earlier years, (c) vacancies actually filled by Scheduled Castes/Scheduled Tribes and (d) the number of unfilled reservations. These unfilled reservations shown in the columns for "carried forward" have also to be shown in the column 1 and 2 meant for brought forward vacancies in the beginning of the next recruitment year. It is important to point out here that these brought forward reservations have to be added to the current reserved points before initiating action to fill up the vacancies during that year. It was, however, noticed that brought forward vacancies had never been added to the current reservation. If the correct procedure had been followed, 2 more Jr. Medical Officers could have been appointed from amongst Scheduled Castes during 1980, when there was a backlog of 2 Scheduled Caste points at the beginning of the year and more Scheduled Castes candidates were available. This can hold good in many other categories.

(ii) It was noticed that while the brought forward reservations had been shown year-wise correctly, these figures continued to inflate, as in majority of the cases not even the current reservations could be fullfilled. In such situations, according to Government instructions the carried forward/brought forward reservations have to be adjusted first and the current reservations, if necessary, to be carried over. The Scheduled Castes/Scheduled Tribes recruited during a year, are to be adjusted against the earliest brought forward reservations with a suitable note of adjustment in the remarks column.

(iii) Procedure regarding dereservation had not been followed before filling the reserved points by others in the event of non-availability of sufficient Scheduled Caste/Scheduled Tribe candidates to fill up vacancies reserved for them

(iv) No roster had been maintained for the posts filled by promotion to which also reservation orders are applicable. Even in the case of direct recruitment against internal employment circulars, the vacancies had not been reflected in the roster in the past and as such no reservation allowed to Scheduled Castes and Scheduled Tribes. It was, however, reported by the authorities that they had already decided to operate these vacancies on roster system to allow due reservation to Scheduled Castes and Scheduled Tribes against the internal recruitments as well.

(v) Exchange of reservations permissible in the third year of carry-forward had been completely ignored. According to the Government instructions, the reservation in the third year of carry-forward can be exchanged between Scheduled Castes and Scheduled Tribes. It was noticed that Scheduled Tribe candidates were available quite in good number in this area and could have been appointed against such Scheduled Caste points instead of offering the same to other candidates even in the third year of carry-forward. Similarly in the case of Scheduled Tribe points remaining unfilled for want of suitable candidates even in the third year of carry-forward, Scheduled Castes could be considered in exchange in the fields where they are available in adequate number.

(vi) In a number of rosters it was noticed that several posts had been shown as filled from dependents of deceased employees, players, ect. and reservations ignored. There can be no objection to such welfare measures, but the points reserved for Scheduled Castes and Scheduled Tribes according to the roster which remained unfilled for want of Scheduled Caste/Scheduled Tribe candidates, have to be carried over and filled by Scheduled Caste/Scheduled Tribe candidates during the normal recruitment made subsequently in addition to the current reservations.

Procedure regarding dereservation

As pointed out earlier, the procedure of dereservation for seeking prior approval of the competent authority before filling the reserved vacancy by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years. According to the existing procedure, whenever a vacancy reserved for Scheduled Castes/Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in Chapters 8 and 9 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, as the case may be, have been taken In fact whenever a selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained clearly. In the case of posts filled by promotion also, it has

to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres. The authorities who did not observe this procedure were accordingly advised to observe this formality before carrying over the unfilled reservation in various categories of posts after taking necessary steps to fill up the same.

Reservation in Promotion

Government of India's instructions provide for reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion, both by seniority-*cum*-fitness and by selection methods. These instructions have also been made applicable to services/posts under the Public Sector Undertakings through the directives issued by the Bureau of Public Enterprises from time to time. It is understood that on the lines of these instructions, the Heavy Engineering Corporation management had issued necessary instructions *vid* circular No. 25/71 under their letter No. V/16/23/64(P) dated 11th March, 1971. It is also on record that in response to a question in the list of points for discussion with the representatives of the Heavy Engineering Corporation Management during the tour of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes in 1976, the management had confirmed that orders regarding reservation in posts filled by promotion had been adopted and implemented by Heavy Engineering Corporation. The Ministry of Heavy Industry had also been informed of this position. According to the representations made by the associations of the Scheduled Caste/Scheduled Tribe employees of Heavy Engineering Corporation, however, orders regarding reservation in posts filled by promotion had been completely ignored by the Heavy Engineering Corporation.

In order to know the correct position, the matter had been discussed with the concerned authorities who reported that they had not so far applied reservation orders to posts filled by promotion. According to another view which came to notice during the course of discussions, there are no promotions as such in Heavy Engineering Corporation on the lines of the vacancy concept. It was reported that there was no static concept of vacancy against which promotions were made in Heavy Engineering Corporation. The Management Committee on promotions was taking special care that all the Scheduled Caste/Scheduled Tribe candidates within the respective zones were promoted if they were found suitable. This shows that there is no occurrence of vacancies as such but upgradations are made within a defined zone on the basis of the prescribed service for eligibility. It was, however, noticed that in certain Class III and IV categories of posts element of reservation was considered; for example in the case of Draftsman, reservation had been allowed. In the case of Class I and II posts it was clear that no reservation was made so far. This was confirmed from the annual inspection reports of the Liaison Officer on the maintenance of rosters in that organisation. In view of the position explained in the foregoing paragraphs, it is felt that on the one hand the management of Heavy Engineering Corporation has been professing at various levels that they are implementing the orders regarding reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion, but on the other, they deny it on the ground that there is no vacancy concept as such in Heavy Engineering Corporation, against which promotions can be made. At the same time they have been reserving, some posts in Class III and IV categories where some Scheduled Caste/Scheduled Tribe candidates were due according to their own turn. The stand of the Management is, therefore, quite contradictory and needs to be clarified. A uniform pattern has to be followed in the matter of promotion in all the groups of posts and due reservation has to be given to the Scheduled Castes and Scheduled Tribes as per Government instructions, already accepted by the Management in the past. Urgent steps are, therefore, needed to be taken to allow justice to the Scheduled Castes and Scheduled Tribes whose interests have been neglected in the past.

Liaison Officer, Inspection of Rosters and Separate Cell for Scheduled Castes and Scheduled Tribes

The Liaison Officer for Hatia Displaced Persons Unit deputed to look after the rehabilitation measures, has been nominated as Liaison Officer also in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in services under Heavy Engineering Corporation. The concerned Officer who belongs to Scheduled Caste, has been instrumental in guiding the authorities on the implementation of the safeguards provided for Scheduled Castes and Scheduled Tribes in services. He has been submitting annual inspection reports of rosters from time to time but no defects had been pointed out. Inspection reports, however, contained some suggestions to improve the intake of Scheduled Castes and Scheduled Tribes which appear to have been accepted by the Management and followed in the recent years. The appointment of the Liaison Officer of a person other than connected with the recruitment and other administrative matters is, however, against the spirit of the Government instructions, as is the case in this organisation. If the Liaison Officer is associated directly with the recruitment procedures, he can be much more helpful in the maintenance and implementation of reservation rosters. It would be definitely more useful if at least he is associated at all levels connected with reservation, recruitment, promotions and matters relating to the allotment of residential quarters, training opportunities etc. for Scheduled Castes and Scheduled Tribes. All the proposals for dereservation of reserved vacancies in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates to fill up those vacancies as also the cases of supersession of Scheduled Castes and Scheduled Tribes are required to be routed through the Liaison Officer for the approval of the Management.

As regards the separate cell for Scheduled Castes and Scheduled Tribes, it was noticed during the course of study, that the Roster Implementation Cell functioning under a senior Scheduled Caste Officer in

Heavy Engineering Corporation, was nothing more than a record keeping unit of the appointments made in the past. The Scheduled Caste/Scheduled Tirbe cell is expected to do much more than that. The cell should be a coordinating unit to implement reservation orders, guide the administrative authorities on all the connected matters, collect and maintain statistical data on all aspects of the problems relating to Scheduled Castes and Scheduled Tribes such as their representation in services, cases of dereservation, supersession against reserved vacancies, Departmental Promotion Committees/Selection Boards, allotment of residential accommodation and shops to Scheduled Castes and Scheduled Tribes, training of Scheduled Caste and Scheduled Tribe employees, apprenticeship training courses etc. In fact the cell should collect all such data from various units/divisions of Heavy Engineering Corporation so as to be able to monitor and supply this information at short notices. This can be done by prescribing certain quarterly, half yearly and yearly returns to be submitted by various authorities to the cell. The cell has to be consulted before hand for the reservation of vacancies on the basis of the respective rosters in recruitments/promotions before starting the recruitment action. It is, therefore, suggested that the present Roster Implementation Cell should be reorganised on these lines to enable it to function effectively as a Special Cell for Scheduled Castes and Scheduled Tribes. It should be charged with the functions visualised above and should be placed directly under the Liaison Officer so that it can assist him in performing his duties effectively.

Allotment of Residential accommodation/shops

The Heavy Engineering Corporation is having a big residential complex for its employees. There were 11,451 quarters for staff at the time of the visit. A separate division of the Heavy Engineering Corporation known as Town Administration Division is looking after the allotment of quarters, land and shops within the complex. It was, however, unfortunate that the administration was unable to produce figures showing the over-all allotment of quarters to Scheduled Castes and Scheduled Tribes. Even in the case of current allotments the authorities could supply figures of allotment of quarters to Scheduled Castes and Scheduled Tribes for the last 2 years only *i.e.* 1979-80 and 1980-81 during which quarters were allotted to 7 Scheduled Castes against the total allotment of 24 quarters. Though the authorities claimed they were allowing due reservation of quarters to Scheduled Castes and Scheduled Tribes as per Government instructions but they had evolved no procedure to implement these percentages. They could not even have list of Scheduled Caste/Scheduled Tribe employees who might be considered for allotment of accommodation against reserved quota. It is apparently clear that nothing had been done to implement the provision of reservation in the allotment of residential accommodation. It is, therefore, suggested that proper system should be adopted to determine the reservation of quarters and allotment against reserved quota should be made from the lists of Scheduled Caste/Scheduled Tribe employees. The lists can be drawn on the basis of the application for allotment in order of their priority dates for different types of accommodation. While doing so the desirability of associating the special cell as suggested earlier and the Liaison Officer for Scheduled Castes and Scheduled Tribes may also be considered.

Transfer of Sweepers/Farashes/Chowkidars to other Class IV posts

According to the Government of India instructions, 25% of the vacancies occurring in the grade of Peons or other Group D posts, are to be reserved for being filled by transfer of Sweepers/Farashes/Chowkidars from Scheduled Castes, who have put in a minimum of 5 years service even though they may not be possessing minimum educational qualifications prescribed for direct recruitment to the post; the intention being that such of the employees are given chance to shift from unclean occupations. During the course of study, however, from the enquiries made about the implementation of these instructions from the Heavy Engineering Corporation authorities, it was known that the instructions had not been implemented so far. In the interest of the weakest among the weak, it is suggested that 25% of the vacancies in Class IV (Group D) posts should be reserved for them on the lines of the 1976 instructions. The recruitment rules for Class, IV (Group D) posts should, if necessary, be amended accordingly.

Selection Boards/Departmental Promotional Committees

As per Government instructions, recruiting authorities are required to the maximum extent possible to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the Selection Boards/Departmental Promotion Committees for recruitment and promotion to posts and services under them. Accordingly, it was noted during the course of study that a Scheduled Caste/Scheduled Tribe officer is invariably associated with all the Selection Boards/Departmental Promotion Committees. This was also confirmed by the Liaison Officer. Statistical data in this regard promised by the authorities, however, could not be made available to this office.

Reservation in Confirmation

Government instructions provide for reservation in confirmation for Scheduled Castes/Scheduled Tribes in posts and services filled by direct recruitment. The authorities in Heavy Engineering Corporation, however, reported that all the employees were treated as confirmed after the satisfactory completion of probation period and as such there was no question of reservation at the time of confirmation which was not vacancy oriented in that organisation.

Recruitment Rules

According to the Government instructions, the recruitment rules in respect of all services/posts within the purview of reservation orders should contain a

saving clause for ensuring compliance of reservation orders. According to the information collected during the course of study, it has been provided in the "Manual" that Heavy Engineering Corporation follows the directives of the Government of India in the matter of reservation of posts at different levels for members of Scheduled Castes and Scheduled Tribes. Though the Corporation is allowing necessary relaxations/concessions on the lines of the Government instructions, it is, however, felt that provision made in the rules on the following lines, would ensure unhampered compliance of the directives :—

> "Saving—Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard."

Training Programmes

It has been emphasised by the Government from time to time that while sponsoring names for training officers in institutions in India and abroad, due care should be taken to sponsor Class I Officers belonging to Scheduled Castes and Scheduled Tribes likewise while deputing officers for attending conferences, seminars, etc., Scheduled Caste/Scheduled Tribe Officers are also to be considered. This has been provided with a view to equip them with necessary training to have first-hand knowledge about the developments in particular field so as to enable them to discharge their duties with confidence and decisiveness. In order to know the extent to which the Heavy Engineering Corporation authorities are implementing the Government instructions, Recruitment and Training Section of one of the plants *i.e.* Heavy Machine Building Plant of Heavy Engineering Corporation, was visited. During the course of discussion, it was known that no special care has been taken to comply with the above instructions. Scheduled Caste/Scheduled Tribe employees alongwith others get training as a routine. It was reported that they have a continuous programme for training of staff and every body in due course is deputed. In the case of specialised training programmes it was reported that persons having specific fields for which training arrangements are offered by Russia and Japan, are only deputed to those countries for the purpose without any special consideration for Scheduled Castes/Scheduled Tribes. It was reported by the authorities that they just send the lists of officers having specialised fields in advanced technology according to seniority and final decision about the selection is taken by countries who are to impart training. There was one Scheduled Tribe Officer in each batch out of 28 sent to Russia and 8 sent to Japan recently. As regards the re-orientation training in various grades of services, it was reported that against 286 Officers trained from 1971 to-date 32 were from Scheduled Castes and 70 from Scheduled Tribes.

Apprentices Training

There is a separate Heavy Engineering Corporation Training Institute for recruitment and training of apprentices for various trades under the Apprentices Act, 1961. They approach the local employment exchange and the Industrial Training Institutes around the area for recruitment and invariably ask for Scheduled Caste/Scheduled Tribe candidates as per reservations for various trades. Break-up of the Scheduled Caste/Scheduled Tribe apprentices selected during the period from 1975 onwards, as made available by the authorities has been given below :—

Batch No. & year	Total Number Recruited	Break-up			Percentage of intake of SC/ST to total (Col 2)	
		Sch. Castes	Sch Tribes	Others	Sch. Castes	Sch. Tribes
X/75	340	22	84	234	6 5	24 7
XI/76	600	55	79	466	9 2	13.2
XII/77	343	16	40	287	4.66	11.67
XIII/78	104	9	9	86	8.65	8.65
XIV/79	96	13	28	55	13 5	29.2
Clerks (General) 1977	47	..	10	37	..	21.3
TOTAL	1530	115	250	1165	7.5	16.3

It would be seen that the representation of Scheduled Castes in the trade apprentices was always below the prescribed percentage of 14 according to the regional roster expected to be followed in this regard. It is unfortunate that the authorities never attempted to move out of Ranchi to make up the short-fall of reservations and as such representation of Scheduled Castes in particular, was always low. Strict application of reservation orders at this stage is more important in view of the fact that entire recruitment at the entry level is made from amongst those trade apprentices trained by the Heavy Engineering Corporation Training Institute. Since the representation of Scheduled Castes in trade apprentices was always below the level of prescribed reservation, there was hardly any chance of Scheduled Castes having been appointed to the required extent in Group 'C' posts under Heavy Engineering Corporation. Not only this, there is quite a big backlog of Scheduled

Caste reservations on the one hand and a good number of Scheduled Caste trained apprentices waiting absorption on the other hand. A few of such Scheduled Caste candidates also approached the officers during the course of study and this was brought to the notice of the Liaison Officer who promised to sort out their cases for absorption against the backlog of reservations. Proper coordination has to be made between the appointing authorities, training institute, Roster Implementation Cell and the Liaison Officer to ensure that all the Scheduled Caste/Scheduled Tribe apprentices are absorbed till the backlog of reservations persists. In this connection, following suggestions are made :—

(i) The training institute should ensure that all the reserved seats, taking into account the backlog of reservations in consultation with the Roster Implementation Cell and Liaison Officer, are filled up by trade apprentices from Scheduled Castes and Scheduled Tribes.

(ii) Special batch of Scheduled Caste and Scheduled Tribe trainees should be arranged to clear the backlog in various trades.

(iii) In the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, from the local employment exchange, the authorities should approach other employment exchanges in the adjoining districts, assuring the candidates that they will be absorbed against the backlog of reservations in Heavy Engineering Corporation.

(iv) Industrial Training Institutes in the area may be advised to offer more seats to Scheduled Caste/Scheduled Tribe candidates in the trades for which the demand is heavy.

(v) The Heavy Engineering Corporation authorities should accept Scheduled Caste/Scheduled Tribe trained apprentices from other undertakings' organisations or recruitment against reserved vacancies.

(vi) In trades like fitter, moulder, black smiths, welder, etc. where the backlog of reservations persists in spite of all efforts, the condition of the All India Trade Test particularly in the case of Heavy Engineering Corporation trained Scheduled Caste/Scheduled Tribe apprentices, may be relaxed and the candidates given in-service training to bring them at par with others.

Recruitment against internal circulars

Normally the recruitment from external sources is resorted to at the entry points in case of executives, supervisors and workmen. Recruitment, other than promotion quota, to all other grades is made from within the factory against internal circulars. Till recently when the authorities reportedly decided to allow due reservation, no quota was allowed to Scheduled Castes and Scheduled Tribes against internal circulars. The rosters for such recruitment have yet to be started. Since the principle of reservation had been accepted by the authorities in the matter of direct recruitment, there was no question of depriving the Scheduled Castes and Scheduled Tribes their due share against internal recruitment which is considered for all practial purposes as direct recruitment. This lapse on the part of the authorities needs to be explained as it has adversely affected the interests of Scheduled Castes and Scheduled Tribes in the past. It has also to be ensured that reservation is clearly indicated in all the future circulars for recruitment from within. In this connection it is also necessary to point out here that in the event of non-availability of sufficient number of Scheduled Castes and Scheduled Tribes against internal circulars to fill up the vacancies reserved for them, the management should resort to open recruitment to the extent of short-fall, as is normally done in the case of general vacancies which could not be filled up from within. This is necessary because there are not many Scheduled Caste/Scheduled Tribe candidates in the internal cadres since reservation orders had been applied to public sector bodies quite late as compared to Government services.

Statistical data about the Representation of Scheduled Castes and Scheduled Tribes in Heavy Engineering Corporation

Information showing the representation of Scheduled Castes and Scheduled Tribes in services under Heavy Engineering Corporation as on 1-1-1980 as received from that organisation has been reproduced below :—

Group or post	Total including SCs/STs	Sch. Castes		Sch. Tribes	
		No.	Percentage	No.	Percentage
Group A	2,673	19	0.71	56	2.10
Group B	1,126	..	..	15	1.33
Group C Technical	12,275	388	3.16	1,933	15.75
Group C Non-Technical	4,982	284	5.70	2,298	4.61
Group D	..	..	..	..	..
Sweepers	567	157	25.20	293	51.50

It would be seen from the table above that there is glaring short-fall in the representation of Scheduled Castes and Scheduled Tribes in almost all the groups of posts except in the case of Scheduled Tribes in Group C non-technical posts. It is rather unfortunate that even the Scheduled Tribes who are available in good numbers in this tribal belt, were not adequately represented in this organisation. It is, therefore, felt that special efforts need to be made on the lines of the suggestions made in the foregoing paragraphs to improve the representation of Scheduled Castes and Scheduled Tribes. Special recruitment tests exclusively for Scheduled Castes and Scheduled Tribes can also help to reduce the backlog of reservations. While concluding, it is reiterated that reservation has to be allowed to Scheduled Castes and Scheduled Tribes in posts filled by promotion and internal recruitments as also in the induction of apprentices belonging to Scheduled Castes and Scheduled Tribes in various trades.

APPENDIX XXV

(Reference *Para* 3.128)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Central Coalfields Limited, Ranchi, Bihar

As desired by the Commissioner for Scheduled Castes and Scheduled Tribes, a team consisting of Shri Ram Sharan, Research Officer & Shri Tek Chand, Assistant visited the Central Coalfields Limited, Ranchi, a Government of India Undertaking, under the Ministry of Steels and Mines (Department of Coal) on 6th and 7th September, 1980.

For the purpose of study, rosters and other relevant records relating to the implementation of reservation orders and other relaxations/concessions provided for Scheduled Castes and Scheduled Tribes, as maintained by Central Coalfields Limited were examined. Shri R. S. Chhabra, Deputy Personnel Manager, and Shri C. Khakha, Dy. Chief Personnel Manager had discussions with the team and made available relevant records.

National Coal Development Corporation was formed on 1st October, 1956, and after nationalisation, it was named as Central Division of Coal Mine Authority Limited from 1st May, 1973. From 1st November, 1975 it became Central Coalfields Limited, one of the Subsidiary Companies of Coal India Limited in place of Coal Mine Authority.

During the course of study, it was revealed that recruitment to Group 'A' posts was made by their Administrative Office located at Calcutta and the rosters for that group were also maintained by them. All the Group 'A' posts were stated to be in executive grade, and information regarding representation of Scheduled Castes/Scheduled Tribes, could not, therefore, be made available to the team

Representation of Scheduled Castes and Scheduled Tribes in services

Recruitment to Group 'B', 'C' and 'D' posts was made by Central Coalfields Limited, Ranchi. According to data furnished to the Team there was a sanctioned strength of 157 posts in Group 'B' out of which none belonged to Scheduled Caste. However, only 4 Scheduled Tribes have been appointed to this category of posts. The rosters maintained for this category of posts and Recruitment Rules in respect of the posts were not available. Similar information in respect of some of the other cadres is as under :—

(i) *Accountants*

There were already 200 sanctioned posts of Accountants, out of which 150 posts had already been filled up. Out of these 150 posts there were only 2 Accountants from Scheduled Castes and none from Scheduled Tribes. This indicated that there was heavy backlog of reservation and needed special efforts to improve the representation of Scheduled Castes and Scheduled Tribes.

(ii) *Overseers*

There were 138 in position against 175 sanctioned posts of Overseers in 11 units, out of whom there were only 8 each from Scheduled Castes and Scheduled Tribes. It is felt that more could be appointed from these classes as sufficient number of Scheduled Caste and Scheduled Tribe candidates are now being trained in various technical training institutes.

(iii) *Foremen*

Out of a total strength of 331,98 persons were already in position. Since rest of 233 posts were yet to be filled up, it is hoped, authorities would take care to give due reservation to Scheduled Caste and Scheduled Tribe candidates in this grade.

(iv) *Surveyors (Civil)*

Against the total sanctioned strength of 13 Surveyors (Civil), only 6 posts had been filled up. While filling up the remaining posts efforts should be made to clear the backlog of reservation for Scheduled Castes and Scheduled Tribes.

Class-wise representation of Scheduled Castes and Scheduled Tribes in various Groups as on 1st January, 1980 may be seen in the following statement :—

Class/Group	Total including SCs and STs	Scheduled Castes		Scheduled Tribes	
		No.	%age	No.	%age
1	2	3	4	5	6
Group B . .	157	..	..	4	2.5
Group C . .	1321	70	5.29	202	15.29
Group D . .	1	..	..	1	100

Since reservation is applicable both at the time of direct recruitment and promotion, it is felt that the representation of Scheduled Castes and Scheduled Tribes was not at all satisfactory. It also appeared that no serious efforts had been made by the authorities to increase the intake of Scheduled Castes and Scheduled Tribes in this organisation.

Maintenance of rosters

It was noticed that the roster registers which should be an effective instruments for ensuring reservation for Scheduled Castes and Scheduled Tribes had not been maintained properly. In regard to Group 'D' (monthly scale and daily rated) LDCs/typists, the rosters had been maintained from 1st January, 1970; for Jr. Stenographers, Drivers, Sr. Tech. Inspectors and Wire-operators from 1971, for Receptionist, Jr. Statistical Assistant, Statistical Computor, Telephone Operator from 1972; for Overseer (Civil), Assistant Machinemen, Binder from 1973, for Amin from 1974; for Estimator and Tracer from 1975 and for Foreman and Accountants from 1976. The 40-point roster had been maintained in respect of LDC/typist upto 31st July, 1972 and from 1st August, 1972, 100-point roster had been adopted. The 40-point roster was utilised upto point 26 when the 100-point roster was started from 1st August, 1972. As required it was not started from point 1 but the 40 points roster was continued from point 27 onward converting the same into 100 points and was utilised upto point 83. In fact the old roster should be closed with the backlog of reservations having been carried over to the new roster.

Reservation in promotion

For category B, C and D particularly in B and C; instructions had been issued to provide reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion also as per the Government directives but the same was not being implemented reportedly due to objections from the Employees' Unions. It was reported by the authorities that the matter was referred to Joint Bipartite Committee of Coal Industry and the same was pending a final decision. In this connection it may be pointed out that the Government directives have been issued in pursuance of the Constitutional provisions and as such, it is felt, that the objections from the Employees' Unions cannot be get preference over these provisions. It is necessary that rules of the Company should be amended suitably to provide that nothing shall affect the orders regarding reservation for Scheduled Castes and Scheduled Tribes. Since all the Public Sector Undertakings are required to implement orders regarding reservation in promotions any delay on the part of the Central Coalfields Limited, Ranchi is against the interests of Scheduled Caste and Scheduled Tribe employees.

Caste certificates

Scheduled Caste/Scheduled Tribe candidates are required to produce a caste/tribe certificate from a prescribed authority as listed in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes for securing employment. It is necessary to ensure that only genuine Scheduled Caste/Scheduled Tribe candidates avail of the benefits intended for them. As a test check, some of the Scheduled Caste/Scheduled Tribe certificates were inspected and it was found that a large number of Scheduled Caste/Scheduled Tribe candidates had produced certificates from local M.L.As in support of their claim to belong to a Scheduled Caste/Scheduled Tribe which were not in order. While there can be no objection to produce such a *prima facie* proof at the time of entry in service, the authorities have to ensure that the candidates produce certificates in the prescribed form from the prescribed authority in a reasonable time limit. In the case of genuine difficulty the authorities can themselves verify the claims through the district authorities. It is, therefore, advisable for the authorities to go through the certificates of Scheduled Caste/Scheduled Tribe employees, and see that these are in accordance with the instructions issued and on the prescribed form.

Requisitions to Employment Exchange

A letter was written by the Central Workshop to Employment Officer asking for names of suitable persons who can be appointed against 50 vacancies of Fitters in various disciplines. Out of these 8 were reserved for Scheduled Castes and 4 for Scheduled Tribes. As many as 11 Scheduled Caste, 49 Scheduled Tribe and 218 general category candidates were sponsored by the Employment Exchange in response to the above requisition. The matter of recruitment was under process. Some of the earlier requisitions/ advertisements were also seen. Following short-comings were, however, noticed in the requisitions :—

(i) No mention of relaxation of upper age limit for Scheduled Castes and Scheduled Tribes was indicated,

(ii) no mention of admissibility of Railway fare to Scheduled Caste and Scheduled Tribe candidates for attending the interview was made,

(iii) no mention about relaxation in fees for Scheduled Caste and Scheduled Tribe was made.

In fact, the authorities concerned was not aware of these provisions but they promised that these instructions will be kept in view in future while sending requisitions both to the Press and the Employment Exchanges.

Recruitment Rules and Relaxation in Experience

According to the Government instructions the recruitment rules in respect of all services/posts within the purview of reservation orders should contain a saving clause to the effect that reservation is provided for Scheduled Castes and Scheduled Tribes.

The recruitment rules framed by the Central Coalfields Limited, however, do not contain any such clause. There is also no mention in the instructions issued by the Government about relaxations in the experience criteria. It is, therefore, suggested that

suitable amendments should be made in the rules governing the recruitment/promotions in the DSIDG on the following lines :—

(i) "Nothing in these rules shall affect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government, from time to time in this regard."

(ii) "The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them."

C. R. Forms

In accordance with the instructions of the Government of India there should be a column in the first part of the C.R. form to indicate whether the employees concerned belonged to Scheduled Caste/ Scheduled Tribe. In the case of supervisory staff it has been provided in the instructions issued recently by the Department of Personnel and Administrative Reforms that there should be a column for the use of Reporting Officer about the attitude of the Supervising Officer concerned towards the Scheduled Caste/Scheduled Tribe employees. During the course of study, however, it was noticed that no such procedure had been adopted in that organisation. It is suggested that as per the Government instructions, the two columns mentioned should be included in the C.R. forms without further delay.

APPENDIX XXVI

(Reference *Para* 3.128)

Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under Central Mine Planning and Design Institute Limited (C.M.P.D.I.) Ranchi, under Coal India Limited

As part of the programme of studies into the working of Safeguards provided for Scheduled Castes and Scheduled Tribes in services under various Public Sector Bodies, Shri Waryam Singh, Research Officer was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit the organisation of C.M.P.D.I., Ranchi on 11*th September,* 1980. . For the purpose of the study, rosters and other relevant records relating to the inplementation of reservation orders and other relaxations/concessions provided for Scheduled Castes and Scheduled Tribes, as maintained by Central Mine Planning and Design Institutc, were examined. During the course of study Shri Brij Bhushan, Regional Director (Headquarters) and Shri A. G. Nivsarkar, Manager (Administration), Central Mine Planning and Design Institute were contacted.

2. According to information collected during the course of study, it was learnt that Central Mine Planning and Design Institute was formed under the then C.M.A.L. on 1st January, 1974 and ultimately became a registered company, as a subsidiary to Coal India Limited on 1st November, 1975. It was further learnt that initially the staff strength of Central Mine Planning and Design Institute consisted of loanees/ transferees for C.C.L., Coal Board, B.C.C.L. and others; and as such reservation orders had not been attracted. Since its formation as reportedly by the authorities, reservation quota had been allowed to Scheduled Castes and Scheduled Tribes as far as practicable in non-executive posts. Recruitment of executives is done Centrally by the Coal India Limited. During the course of study, however, it was noticed that while vacancies had been shown as reserved for Scheduled Castes and Scheduled Tribes in open advertisements issued during 1979 and 1980, no serious efforts had been made by the authorities to follow the Government directives on reservation. Maintenance of rosters, which is considered an effective instrument of reservation for Scheduled Castes and Scheduled Tribes, had been completely ignored. It appeared as if the roster registers had been prepared only recently after they were informed of the proposed study by Commissioner's organisation.

Maintenance of Rosters

3 The rosters prepared by the authorities were not in accordance with the Government instructions, according to which each recruiting authority had to maintain rosters to allow due reservations to Scheduled Castes and Scheduled Tribes. In the case of Central Mine Planning and Design Institute which has its regional institutes at Asansol, Dhanbad, Ranchi and Nagpur, as also drilling camps scattered in different States and are responsible for all the recruitments to non-executive categories, the rosters had been centralised at Headquarters. The rosters thus prepared were just a record of appointments already made at various levels. In fact the roster is to be consulted before initiating any action for recruitment/ promotions to determine the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes according to the points allotted to these categories. While determining the number of vacancies to be reserved according to the roster points, the brought forward vacancies from earlier recruitment have also to be included in the current vacancies. Roster system ensures proper reservation for these classes. It is, therefore, necessary that the Central Mine Planning and Design Institute should issue instructions immediately to all its subordinate units, responsible to make recruitments to various posts under them, to operate the roster system based on the 100 points regional roster for respective State, meant for Group C and D posts, retrospectively to allow due reservation to Scheduled Castes and Scheduled Tribes. The Headquarters should call for periodical returns as also the annual inspection reports of the Liaison Officers in various units. The administrative authorities from Headquarters while visiting various units, should ensure strict compliance of the Government directive on the services safeguards to Scheduled Castes and Scheduled Tribes. Separate Liaison Officers should be nominated for each unit who should be responsible for the effective implementation of these safeguards in their respective units. While doing so they should be advised to follow the instructions contained in chapter 15 of the 5th Edition of Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services complied by the Department of Personnel and Administrative Reforms. The Liaison Officers should also be advised to perform their duties on the guidelines of Appendix 7 of the above Brochure. While starting the rosters, the authorities can make use of the illustration given in the Brochure at Appendix 6. In the case of small cadres (less than 20) and isolated posts, combined rosters can be prepared by grouping those posts filled by direct recruitment in accordance with the instructions.

Carry-forward of Reservations

4. The columns meant for carry-forward and brought forward in the prescribed proforma had been kept blank in the rosters inspected during the course of study. At the same time it was noticed that the reserved points in the roster which could not be filled up by respective category candidates had also been left blank. In fact the roster is a continuous process and no gap is to be left. In the case of reserved points which could not be filled up for want of suitable Scheduled Caste/Scheduled Tribe candidates, even after making all efforts to recruit them according to the prescribed procedure, should be shown as carried forward in column 8 and 9 of the proforma for roster after following the procedure of dereservation. A brief summary of the recruitment, showing (i) total number of vacancies, (ii) vacancies reserved for Scheduled Castes and Scheduled Tribes, including brought forward from earlier years, (iii) filled by Scheduled Castes and Scheduled Tribes and (iv) balance of reservations unfilled, should be prepared at the close of each recruitment year and the balance of unfilled reservation should be shown year-wise so that the vacancies from the earliest recruitment year can be filled up first. This can also facilitate the application of exchange principal in the third year of carry-forward, before allowing such reservations to lapse. Since the prescribed procedure to maintain rosters and dereservation had not been followed in the earlier recruitments, the year 1980 should be treated as the first year carry-forward of reservations and no lapsing should be allowed by calculating the carry-forward from earlier years now.

Dereservation

5. As pointed out earlier, the procedure of dereservation in seeking prior approval of the competent authority before filling the reserved vacancy by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years. According to the existing procedure, whenever a vacancy reserved for Scheduled Castes/Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidate must be explained clearly. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres The authorities who did not observe this procedure were accordingly advised to observe this formality before carrying over the unfilled reservation in various categories of posts after taking necessary steps to fill up the same.

Reservation in Promotion

6. According to the information made available by the authorities, in promotion, reservation facilities were restricted within the limitation of the basic structure of manpower and within the frame-work of the promotion rules framed by M.C.D.C. (now C.C.L.) which was being followed in Central Mine Planning and Design Institute and there was no provision of reservation for Scheduled Castes and Scheduled Tribes in those rules. This matter also came up for discussion at the time of the visit of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes to Coal India Limited on 16th September, 1978. It was brought to the notice of the Parliamentary Committee that in Coal Industry the non-executives (workers) are governed by National Coal Wage Agreement. It was further reported by the authorities that at various places there are cadre schemes and agreements with the Trade Union which laid down the procedure with regard to the promotion, and any departure from the existing practice would pose problems of industrial relations. The Committee was also informed that this matter would be placed before the Joint Bipartite Committee of the employees and the management for the Coal Industry. It was further seen from the record note of discussions at the seventh meeting of the J.B.C.C.I. held on 23rd August, 1980 that the consideration of the question of reservation for Scheduled Castes and Scheduled Tribes in the matter of promotion in Coal Industry was postponed to be considered in the next meeting to be held on 3rd/4th November, 1980. Accordingly, the authorities in the Central Mine Planning and Design Institute maintained during the course of discussions that they have not implemented directive on reservation in promotion so far in services under their organisation.

7. Contrary to this it was, however, noticed that in a communication from Central Mine Planning and Design Institute under their No. CMPDI/HQ/SE/136 II/4090 dated 31st March, 1979 (issued on 2nd April, 1979) addressed to the Deputy Personnel Manager, Eastern Coalfields Limited the senior Personnel Officer Reported that they had no difficulty in abiding by directive on promotion and had actually reserved the required number of seats for departmental Scheduled Caste and Scheduled Tribe candidates in Departmental Promotion Committee meeting held shortly before that. In another letter *vide* CMPDI/HQ/SE/ST/136-II/4321-22, dated 3rd August, 1979 addressed to the Ministry of Energy (Department of Coal), Government of India, the Senior Personnel Officer informed that the Central Mine Planning and Design Institute management had observed the reservation in promotion posts in respect of Scheduled Castes and Scheduled Tribes in Class III and Class IV posts. It is, therefore, felt that the stand taken by the Management in the matter of reservation in promotion is not beyond doubt and needs to be looked into at an appropriate level so that the directive on reservation issued in pursuance of constitutional provision is not over-looked and the Scheduled Caste/Scheduled Tribe employees get their due share in

promotions. Moreover, the constitutional provision has to be given precedence over the agreements with the labour unions.

8. There can, however, be no objection to adhere to the eligibility conditions fixed for promotion on the basis of seniority-*cum*-fitness and zone of consideration in the case of posts filled by merit-*cum*-seniority. It has, however, to be ensured, as provided in the Government instructions that the panels so prepared should be based on the clear vacancies so that the Scheduled Caste/Scheduled Tribe candidates who might due to their lower position in seniority, find lower place in the panel, are not left out. Inflated panels are always against the interests of Scheduled Castes and Scheduled Tribes and the rules on the subject and as such should be avoided in promotions.

Recruitment Policy

9. According to the recruitment policy of the Management all the posts required to be filled up by direct recruitment in non-executive categories are to be filled up from amongst the surplus staff of various Coal Companies. In the case of non-availability of surplus staff, the vacancies are circulated within the organisation to be filled up from eligible employees of the Central Mine Planning and Design Institute failing both, the vacancies are referred to the local employment exchange and also advertised. According to the management, reservation is allowed to Scheduled Castes and Scheduled Tribes only in the event of the vacancies having been either referred to employment exchange or an open advertisement issued to the press. No reservation is, however, allowed to Scheduled Castes and Scheduled Tribes in the transfer of surplus staff or against the internal advertisement. In this connection it is felt that since principle of reservation has been accepted in the direct recruitment, there is no reason to ignore the interests of Scheduled Castes and Scheduled Tribes in these posts either filled from surplus staff or from within the organisation. Non-availability of Scheduled Caste/Scheduled Tribe candidates cannot be accepted as a valid reason for disallowing reservation, as had been stressed by the management during the course of discussion. As in the case of general vacancies, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates from within the organisation, the reserved vacancies can always be filled up from outside sources, *i.e.* employment exchange or the open advertisement, as the case may be. It is, therefore, strongly recommended that due reservation should be allowed to Scheduled Castes and Scheduled Tribes, against internal advertisements circulars and in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates from within, the reserved vacancies may be filled up from open market as has been the practice in case of general vacancies. This also holds good in the matter of recruitment of executives from within the organisation.

Selection Boards/Departmental Promotion Committees

10 According to the Government of India instructions, the administrative authorities are required to the maximum extent possible to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the Selection Boards/Departmental Promotion Committees for recruitment/promotion to posts and services under them. During the course of study, however, it was noticed that prior to 1979 no Scheduled Caste/Scheduled Tribe officer had ever been associated with the Selection Board/Departmental Promotion Committees in this organisation. According to the statistical information made available, out of 7 Selection Board and 4 Departmental Promotion Committee meetings held during 1979 to consider both reserved as well as unreserved vacancies in non-executive categories, Scheduled Caste/Scheduled Tribe officers had been associated in 6 Selection Boards and 3 Departmental Promotion Committees. No Scheduled Caste/Scheduled Tribe officer was, however, associated with the 5 meetings of the selection committee for executives. It was also noticed that not a single meeting of the Departmental Promotion Committee/Selection Board was held during 1978 and 1979 to consider Scheduled Caste/Scheduled Tribe canddates alone against reserved vacancies. It was further reported by the authorities that there is no Scheduled Caste/Scheduled Tribe officer of the appropriate rank either in that organisation or in Coal India to be associated with the selection Boards/ Departmetal Promotion Committees, to consider candidates for executive posts. It was further reported by the authorities that there was no provision to associate any member from outside sources. It was impressed upon the authorities that rules do provide for association of an outside member from Scheduled Castes/Scheduled Tribes, if no suitable officer was available from within. It is felt that there can be no difficulty in associating such an officer from any one of the sister organisations, Central Government or even from the State Government. This needs to be complied with in future recruitments/promotions.

Liaison Officer, Inspection of Roster and a separate cell for Scheduled Castes and Scheduled Tribes

11. Manager (Administration) in the Head Quarters of the Central Mine Planning and Design Institute had been designated as Liaison Officer with effect from 1st April, 1979 in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in services under that organisation. Since there were no rosters at the end of the year 1979, there was no question of an inspection by the Liaison Officer. It was impressed upon the authorities, as already mentioned earlier that rosters should be completed retrospectively and the Liaison Officer should submit his annual inspection report on the maintenance of rosters regularly in future. It is also necessary that Liaison Officers of appropriate rank are nominated in their regional institutes so that reservation orders are implemented effectively at regional level also. As regards the setting up of a separate Cell, it is necessary that such a Cell is opened in the Head Quarters Office, which can look after the implementation of reservation orders in the regional institute also. The Cell will also help the Liaison Officer to perform his duties effectively and also collect necessary data on representation of Scheduled Caste/ Scheduled Tribes in services for submission to Government of India.

Recruitment Rules

12. According to the Government instructions the recruitment rules in respect of all services/posts within the purview of reservation orders should contain a saving clause. No such provision had, however, been made in the rules framed by the organisation. It is, therefore, suggested that a provision should be made as under in the rules making recruitments/promotions in Central Mine Planning and Design Institute :—

(i) "Nothing in these rules shall effect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard".

(ii) "The qualification regarding experience is relaxable at this discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them".

Reservation in Confirmation

13. According to the Government instructions in posts and services filled by direct recruitment, reservation is required to be made in confirmation also. The authorities in Central Mine Planning and Design Institute reported that each employee is confirmed after completion of six months service and as such no reservation was necessary.

Transfer of Sweepers/Farashes/Chowkidars to other Class IV Posts

14. According to Government of India instructions 25% of the vacancies occurring in the grade of Peons (or Group D) are to be reserved for being filled by transfer of Sweepers/Farashes/Chowkidars from Scheduled Castes, who have put in a minimum of five years service even though they may not be possessing minimum educational qualifications prescribed for direct recruitment to the post; the intention being that such of the employees are given chance to shift from unclean occupations. Accordingly, it was impressed upon the authorities that it was in the interest of the weakest among the weak that 25% of the vacancies are reserved for them on the lines of the Government instructions. Recruitment rules for Class IV posts should be amended accordingly, if necessary.

Advertisements for Recruitment

15. If an advertisement is to be made for reserved as well as un-reserved vacancies on any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes as also various concessions/relaxations admissible to them. During the course of study it was, however, noticed that separate advertisements had been issued during 1980 for vacancies reserved for Scheduled Castes and Scheduled Tribes instead of showing the required number of posts as reserved in the combined advertisements issued from time to time. While going through the advertisements for general vacancies, it gives an impression that no reservation is being allowed to Scheduled Castes and Scheduled Tribes. Moreover, in the exclusive advertisements issued for Scheduled Castes and Scheduled Tribes no details of the relaxations/concessions admissible to them have been given. It is, therefore, suggested that authorities should, while advertising vacancies, indicate the total number of vacancies, number of vacancies reserved for Scheduled Castes and Scheduled Tribes according to the rosters as also admissibility of various concessions/relaxations. Special mention has to be made about relaxation in age, experience criteria and the admissibility of travelling expenses Scheduled Caste/Scheduled Tribe candidates from outstations.

Training Programmes

16. It has been emphasised by the Government of India that while sponsoring name for training in institutions in India and abroad, due care should be taken to sponsor Class I Officers belonging to Scheduled Castes and Scheduled Tribes alongwith others. Likewise while sending officers for attending conferences, seminars etc. the Scheduled Caste/ Scheduled Tribe officers are also to be included. This has been provided with a view to equip them with necessary training to have first hand knowledge about the developments in a particular field so as to enable them to discharge their duties with confidence and decisiveness. According to the statistical data supplied no officer had been nominated for such training or deputed to attend seminars/conferences during the last three years. During the course of discussion, however, it was known that many officers get sponsorship to various organisations in foreign countries for training assignments arranged with their collaboration, on all India basis. It was understood that they recommend applications for sponsorship in different fields of research according to the requirements and no special consideration is given to Scheduled Castes and Scheduled Tribes. No such data was available about the number of persons trained in their own staff college in the field of mine-planning and development. Various training courses in their Staff College are open to all the sister-organisations under the Coal India Limited and nominations are made by those organisations according to requirements on equal footing and no steps have been taken so far to ensure due representation of Scheduled Castes and Scheduled Tribes in such training courses. In view of the Government policy, it is necessary that requisite number of seats are allowed to officers from Scheduled Castes and Scheduled Tribes and this should be made clear while requesting various sister organisations while sending nominations to the Staff College.

17. As regards the Apprenticeship programme, it was understood that the Coal India Limited is implementing the provisions of Act but the Central Mine Planning and Design Institute is yet to make a beginning.

Statistical Data

18 Information showing the representation of Scheduled Castes and Scheduled Tribes in services under Central Mine Planning and Design Institute as on 1st January, 1980, as received from that organisation, has been reproduced below :—

Group of Posts	Total including SC & ST	Sch. Castes		Sch. Tribes	
		No.	%age	No.	%age
1	2	3	4	5	6
A . . .	629	9	1 40	5	0.79
B . . .	135	10	7 40	4	2 96
C . . .	1789	160	8.94	138	7.71
D . . .	..	.	..	..	..

It would be seen from the table above that there is glaring shortfall in the representation of Scheduled Caste and Scheduled Tribe in almost all the groups of posts. It is rather unfortunate that even the Scheduled Tribes, who are available in good number in this tribal belt, were not adequately represented in this organisation and the claim of the authorities that the members of the reserved communities are not available cannot be accepted It was rather lukewarm attitude of the authorities towards the directives on reservation, that has resulted in this state of affairs. Since majority of the posts in Central Mine Planning and Design Institute are filled from within the organisation, either by promotion or through internal advertisements/ circulars, there is hardly any chance of improving the representation of Scheduled Castes and Scheduled Tribes, especially in view of the fact that no reservation is being allowed in either methods of intake. Thus the only way out left to clear the heavy backlog of reservations is to resort to recruitment from open market. Alternatively special recruitments for Scheduled Castes and Scheduled Tribes may be conducted to clear the backlog through an open advertisement. As already suggested above, due reservation has also to be allowed to Scheduled Castes and Scheduled Tribes in posts filled by promotion and through internal circulars/Advertisements.

Conclusion

19. From the above, it can be concluded that steps to allow due reservation to Scheduled Castes/ Scheduled Tribes in the services under the Central Mine Planning and Design Institute had not been taken in the initial years after its formation in 1975. It also appeared that no serious efforts had been made till 1978 to recruit adequate number of Scheduled Castes and Scheduled Tribes in its services. Whatever number of Scheduled Castes/Scheduled Tribes employees had been there, it was in the normal course. The management has failed so far to allow due reservation against the internal recruitments other than promotions. They have yet to discuss with the staff Union the question of reservation for Scheduled Castes and Scheduled Tribes in promotional posts, though they have committed that they are allowing this provision. There is, therefore, urgent need to take immediate corrective measures on various suggestions made in this report to ensure the compliance of the directives on reservation for Scheduled Castes and Scheduled Tribes.

APPENDIX XXVII

(Reference Para 3.128)

Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under Trade Fair Authority of India, New Delhi— A Government of India Undertaking under Ministry of Commerce

As part of the programme of studies into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under various public sector bodies, Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri Waryam Singh, Research Officer and Miss Bina Rai, Investigator were deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit the Trade fair Authority of India, New Delhi on 22nd September, 1980. For the purpose of the study, rosters and other relevant record relating to the implementation of reservation orders and other relaxations/concessions provided for Scheduled Castes and Scheduled Tribes, as maintained by the Trade Fair Authority of India, were examined. During the course of study, discussion was held with Shri M. F. Naegamwala, Deputy Chief Establishment Officer.

It was brought to the notice of the team that that organisation has been created only recently and started functioning from 1st March, 1977 to organise fairs in Pragati Maidan, New Delhi. The organisation had been set up with the merger of three organisations along with the staff, two of them from the Government *viz.* (i) Directorate of Exhibitions and Commercial Publicity and (ii) Indian International Trade fair organisation which were under the Ministry of Commerce. The Third Organisation merged was an association registered under the Societies Registration Act and was known as the Indian Council of Trade Fairs and Exhibitions. Initially the additional staff had been taken from the Ministry of Commerce which was exercising administrative control and 90% of the establishment was on *ad hoc* basis. As was noticed from the record, no efforts had been made in the initial stages to induct staff belonging to Scheduled Castes and Scheduled Tribes, even on *ad hoc* basis. In the matter of recruitment also, no efforts had been made by the authorities to follow the Government directives on reservation after the formation of the Authority, though rosters had been prepared retrospectively, looking like record of appointments made so far. Matters relating to the implementation of reservation orders and some of the major issues deserving immediate attention have been discussed in the following paragraphs :—

Maintenance of Rosters

Maintenance of rosters which is considered on effective instrument of reservation for Scheduled Castes and Scheduled Tribes was not in accordance with the Government instructions, according to which recruiting authority has to maintain rosters to allow due reservations to Scheduled Castes and Scheduled Tribes and keep a record of cary-forward of reservations for adjustment in subsequent recruitments. In fact the rosters in the T.F.A.I. were just a record of appointment made irrespective of method of recruitment *i.e.* direct recruitment, promotion or deputation. While separate rosters are required to be operated for direct recruitment and promotions, the appointments made on deputation basis need not be reflected in the rosters as reservation orders have not been made applicable to such appointments. Moreover, the roster is to be consulted before initiating any action for recruitment/promotions to determine the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes, according to the points earmarked for these categories. While determining the number of vacancies to be reserved according to the roster points, the brought forward reservations from earlier recruitments have also to be included in the current reservations. Roster system ensures proper reservation for Scheduled Castes and Scheduled Tribes. While starting the rosters, the authorities can make use of the illustration given in Appendix 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. In case of small cadres (less than 20) and isolated posts combined rosters can be prepared by grouping those posts, filled by direct recruitment, in accordance with Government instructions. Rosters should be maintained on the lines of the one roster for the posts of Stenographers which was duly checked and corrected during the course of study. After looking into the other rosters following observations are made :—

(1) Since the rosters are a permanent record, and is a continuous process from year to year these should be prepared in the form of a register.

(2) Posts which were filled by deputation/ transfer were also shown in the rosters. Actually entries should not be made in rosters for such posts as reservation orders have not been made applicable to these posts.

(3) Combined rosters were maintained for the posts filled by direct recruitment and promotions. In this connection it may be stated that in terms of Ministry of Home Affairs OM No. 1/11/69-Est(SCT) dated 22-4-70, separate rosters, should be maintained for

determining the number of reservations in appointments made by direct recruitment and promotion (with separate rosters for each mode of promotion *viz.* limited competitive examinations, selections, seniority-*cum*-fitness etc.)

(4) Isolated individual posts and small cadres in direct recruitment consisting of less than 20 posts can, however, be grouped for the purpose, taking into account the status salary and qualifications prescribed for the posts in question as per instructions. In case of posts filled by promotion, grouping is not to be resorted to and reservation orders are required to be applied separately to each grade or post.

(5) For all the posts, roster in Annexure I was adopted. In fact Annexure I is to be followed for the posts filled by direct recruitment on all India basis by open competition as also the posts filled by promotion and Annexure II for the posts filled by direct recruitment on all India basis otherwise than by open competition *i.e.* through the Employment Exchange. It is, therefore, suggested that fresh rosters should be prepared for all the posts earmarking the points correctly according to the prescribed model roster, separately for each type of recruitment, *i.e.* direct recruitment and promotions.

(6) Each entry made in the roster is to be signed by the appointing authority or by any other officers authorised to do so.

(7) Rosters were being manitained in the form of a running account from year to year except those maintained for the cadre of Section Officers. In this roster too, after having filled 3 posts in 1977, now cycle was started from Point No. 1 in the year 1978. This should be rectified.

(8) In most of the cases neither the reserved category candidates were shown against reserved points nor any note of adjustment was made in the last column of the rosters, as required.

(9) The columns meant for carry-forward of unfilled reservations and brought-forward in the beginning of the prescribed proforma for the following year, were found blank in the rosters inspected. In the case of reserved points which could not be filled up for want of suitable Scheduled Caste and Scheduled Tribe candidates even after making all efforts to recruit them according to the prescribed procedure, reservation should be shown as carry-forward in columns 8 and 9 of the proforma after dereservation.

(10) Before appointing the general candidates against reserved points, principle of dereservation as prescribed in Chapter 10 of the Brochure on Reservation for Sch. Castes and Sch. Tribes in Services (Fifth Edition) was not followed.

(11) After the last entry in a recruitment year, an abstract, showing the total representation number of vacancies, number of vacancies reserved for Sch. Castes and Sch. Tribes and the number of vacancies carried forward to the following year as required, separately for Sch. Castes and Sch. Tribes should be shown in all the rosters which was not done in any roster.

(12) Inspection of rosters by the Liaison Officer nominated to watch the proper implementation of the orders regarding reservation, was not conducted. In this regard attention is invited to the Deptt. of Personnel and Administrative Reforms O.M. No. 36011/1/76-Est(SCT) dated 6-3-1976.

(13) Appointments/promotions made during 1980 were yet to be shown in the rosters.

(14) One of the Sections responsible for the recruitment of Class III (U.D.Cs. and L.D.Cs) and Class IV staff (Peons, Drivers and Security Guards) have yet to prepare the rosters for reservations. The concerned Officer could produce a roster for the posts of U.D.Cs which too had been prepared to complete the formality.

Dereservation

As pointed out earlier, the procedure of deservation in seeking prior approval of the competent authority before filling the reserved vacancies by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candnidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years. According to the existing procedures, whenever a vacancy reserved for Scheduled Castes/Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates prior approval of the competent authority must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, have been taken. In fact, whenever selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained clearly. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in

the feeder caders. The T.F.A.I. authorities who did not observe this procedure were accordingly advised to observe this formality before carrying over the unfilled reservation in various categories of posts after taking necessary steps to fill up the same.

Selection Boards/DPCs

According to the Government of India instructions, the administrative authorities are required to the maximum extent possible to nominate a Scheduled Caste/Scheduled Tribe Officer while constituting the Selection Boards/DPCs. for recruitment/Promotion under them. During the course of study, however, it was noticed that this procedure was not being complied with.

Liaison Officer and Inspection of Rosters

Chief Establishment Officer of the Trade fair Authority of India had been designated as the Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in services under that organisation. No inspection of rosters had, however been conducted by the Liaison Officer and as such no report on the annual inspection of rosters had been submitted, as required. As required under instruction of the Government, no cell has been opened in this organisation, to look after the work relating to the implementation of reservation orders and maintenance of rosters. Such a Cell can also assist the Liaison Officer to perform his duties effectively and also collect necessary data on the representation of Scheduled Castes and Scheduled Tribes in services for submission to the Government of India.

Advertisements for Recruitment

As provided in the Government instructions if an advertisement is to be made for reserved as well as unreserved vacancies on an occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes as also various concessions/relaxations admissible to them. During the course of study, however, it was noticed that in the advertisement issued during 1978 and 1979 no mention had been made about the reservation aspect and the relaxations/concessions allowed except that "other things being equal", preference will be given to Scheduled Castes and Scheduled Tribes. There was no indication about the relaxaton in upper age limit to the extent of 5 years, relaxation in experience qualifications, the admissibility of Travelling Allowance to Scheduled Caste and Scheduled Tribe candidates from outstations called for interview etc. in similar notices sent to the Employment Exchange during that period, it was requested that lists of suitable candidates including those belonging to Scheduled Castes and Scheduled Tribes may be forwarded, without mentioning the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes In another Employment notice in the Employment News, dated 18-8-1979 for various posts, the clause mentioning "preference to Scheduled Castes and Scheduled Tribes", was incorporated without other details. In an open notice published in Times of India dated 31-10-1979 calling for candidates for interview on 4-11-79, for various posts, again no mention had been made about the necessary requirements. Yet in another employment notice sent to Employment News on 9-9-1980 in connection with recruitment to be made for Commodity Fairs proposed to be organised in Pragati Maidan, New Delhi, during October, 1980, the instructions had been completely ignored. It is, therefore, suggested that the authorities should, while advertising vacancies, indicate the total number of vacancies, number of reserved for Scheduled Castes and Scheduled Tribes on the basis of the roster points, including those carried forward from earlier years as also admissibility of various concessions/relaxations like (i) upper age limit (ii) experience qualification, (iii) application fee and (iv) admissibility of travelling expenses to Scheduled Caste/Scheduled Tribe candidates called from out-stations.

Training Programmes

It has been emphasised by the Government that while sponsoring names for training in institutions in India and abroad, due care should be taken to sponsor officers belonging to Scheduled Castes and Scheduled Tribes alongwith others. Likewise while sending officers for attending conferences, seminars etc. the Scheduled Caste/Scheduled Tribe Officers are also to be included. This has been provided with a view to equiping such officers with necessary training to have first-hand knowledge about the developments in a particular field. While no statistics were available about such programmes, it was reported by the authorities that no special consideration was being given to Scheduled Castes/Scheduled Tribe Officers. This needs to be complied with in future training programmes.

Statistical Data

Statistical information showing the representation of Scheuled Castes and Scheduled Tribes in services in various grades in T.F.A I. as on 1-1-1980 as supplied to the study team, is reproduced below :—

Group of Posts	Total including SCs/STs	Sch. Castes		Sch. Tribes	
		No.	%age	No.	%age
1	2	3	4	5	6
Group A . .	13	.		..	.
Group B .	24	2	8.3	1	4 1
Group C . .	230	19	8.2	..	.
Group D (excluding Sweepers) .	112	16	14 6	.	

It would be seen from the table above that there is glaring shortfall in the representation of Scheduled Castes and Scheduled Tribes in almost all the groups of posts except Group D in respect of Scheduled

Caste. It is rather unfortunate that there is only one Sch. Tribe against the total strength of 379 in that organisation. There is not a single Scheduled Tribe even in Group C and D posts. The low representation of these classes already shows that the authorities had not taken the directives on reservation seriously.

Conclusions

While concluding, it is observed that sincere efforts had not been made by the authorities in TFAI to recruit Scheduled Caste/Scheduled Tribe candidates against vacancies reserved for them. The maintenance of rosters and observation of other procedures has also not been taken seriously. There is, therefore, need to take immediate corrective measures on the observations/suggestions made above to ensure compliance of the directives on reservation for Scheduled Castes and Scheduled Tribes The rosters should be recast and efforts made to adjust the backlog of reservations in future vacancies. A study may also be made to find out the factors leading to this sorry state of affairs where the directive on the reservation has been violated and a detailed note prepared and submitted to this organisation.

APPENDIX XXVIII

(Reference *para* 3.128)

Report of the study into the working of Service Safeguards meant for Scheduled Castes and Scheduled Tribes in the services under the Delhi State Co-opertaive Bank, New Delhi established under the Societies Registration Act and under the control of Registrar of Co-operatives, Delhi Administration

There was a long standing complaint regarding the non-implementation of reservation orders in services under the Delhi State Cooperative Bank, Delhi. Initially the matter was taken up with the Ministry of Civil Supplies and Cooperation some time in February, 1976. The Bank informed way back in March 1976 that in their Service Rules, there existed no such provision regarding the reservation for Scheduled Castes and Scheduled Tribes. However, in the revised Service Rules, proposed by the Bank at that time, a provision had been made for 21% posts in favour of Scheduled Castes and Scheduled Tribes. These Service Rules were referred to the Registrar of Cooperative Societies, Delhi Administration on 19-8-1975 and 30-1-1976 for their approval. The matter remained under correspondence all these years but without any tangible result. The Commissioner for Scheduled Castes and Scheduled Tribes, empowered under Art. 338(2) of the Constitution to investigate all matters relating to the safeguards provided under the Constitution, therefore, deputed a Study Team consisting of Shri R. D. Ahear, Assistant Commissioner, Shri B. M. Masand, Research Officer, Shri K. R. Gupta, Stenographer, to look into this matter.

2. The Team visited the Delhi State Cooperative Bank, Delhi on 29*th September*, 1980 and was initially introduced to Shri Ram Kishan, General Manager of Delhi State Cooperative Bank. This was followed by a detailed discussion with Shri J. S. Verma, Manager (Head Office) and Shri Attar Singh, Incharge, Establishment Section. While the information on the prescribed proforma was furnished, it was made clear in the first instance that so far the provision of reservation for Scheduled Castes and Scheduled Tribes in services under the Cooperative Bank had not yet been introduced. As already stated, the Service Rules had been framed and sent to the Registrar of the Cooperative Societies for their approval. These Rules had not yet been approved by the Registrar for reasons best known to him. In this connection, attention of the Manager (H.O.) was drawn to the letter No. 35(9)/75/P&S/Coop/4780, dated 28th June, 1976 in which the Registrar of Cooperative Societies had directed the Bank to ensure appropriate reservation of vacancies of Scheduled Castes and Scheduled Tribes in the selection that were going to be made at that time. But it was noted from F. No. GM-53/71-72 that no reply was sent to the above letter except that the Registrar was reminded for finalizing the Service Rules. The attention of the Manager (H.O.) was also drawn to the advertisement dated 15th March, 1976 in which applications were invited for various clerical posts. The team was informed that the recruitment to the posts advertised therein was to be made by the Registrar of the Cooperative Societies but due to change of Government twice in between, the recruitment has not yet been finalised and some of the persons who were appointed have since been retrenched also.

3. The team was further informed that very few posts had been filled in the Bank during the last about 4 years. Two posts one each of Recovery Officer and Manager Liquidation were filled on *ad hoc* basis from amongst the retired officers and their duration of appointment was between 1 to 2 years which has since been completed. According to the statistical information furnished in the proforma 3 during the last 3 years only 2 posts were filled in Group B and 2 in Group C (Clerk-*cum*-typist) and 4 in Group D (Bailiffs). Out of 4 Bailiffs taken into the Bank service one belonged to Scheduled Caste. Only two posts were filled by promotion during the past 3 years, one that of Driver and other of Stenographer (Group B). Both of them did not belong to Scheduled Castes/Tribes.

4. Among those retrenched some time in October 1978 one Supervisor belonging to Scheduled Caste was also retrenched as 4 branches of the Cooperative Bank were closed at that time. Since the very scheme of reservation has not been implemented in this Bank, the authorities also did not keep in view the instructions regarding retention of Scheduled Caste/Scheduled Tribe employees in preference to the general employees in accordance with the instructions contained in paras 17.11 and 17.12 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. According to the statistical information furnished by the Bank, there were as on 1-1-1980 only 5 Group 'A' posts mostly filled by promotion and 41 Group B posts also filled by promotion. None of these officers in position at present belongs to Scheduled Castes/Scheduled Tribes. There are only two employees belonging to Scheduled Castes

one in the category of Clerks and other working as a Driver. There are 6 employees belonging to Scheduled Castes in Group D posts of Peons/Chowkidars, in addition there are 10 posts of Sweepers which are all manned by Scheduled Castes.

5. *Delay in the implementation of reservation orders*

It was observed from their letter No. GM-53(a)/75-76/1237, dated 19th August, 1975 that the then Administrator (Sh. Iqbal Singh) had sent a copy of the draft service rules to the Registrar of the Cooperative Societies, Delhi Administration for their approval. According to para 1.9 of the draft Recruitment Rules, recruitment to the Officers' cadre was proposed to be made by promotion to the extent of per cent and remaining 33 1/3 per cent by direct recruitment. In both these methods, 21 per cent of the posts were to be filled by Scheduled Castes/Scheduled Tribes.

6. The team was also informed that provision in regard to reservation in class III and IV posts was separately incorporated in the Delhi State Cooperative Bank Employees (Class III and Class IV) Service Rules 1976. In these rules it was proposed that 66 2/3% of the posts shall be filled by direct recruitment and 33 1/3% by promotion of Class IV employees and sons/daughters or dependants of the employees. In these categories also 21 per cent of the posts were proposed to be filled in by the Scheduled Caste/Scheduled Tribe employees. These draft rules were also sent to the Registrar of the Cooperative Societies Delhi Administration on 30th January, 1976. The Bank sent reminders to the Registrar for finalising the rules on 12th October, 1976 and again on 8th June, 1977. In between letters were sent to various other cooperative banks of Himachal Pradesh, Andhra Pradesh, Uttar Pradesh, Maharashtra, Haryana and Punjab asking for copies of their service rules for the guidance of the Bank. The Registrar of the Cooperative Societies *vide* their letter No. F. 35(9)/75/P&S/Coop/1245, dated 20-12-78 *i.e.* after almost three years addressed to the Acting General Manager of Delhi State Cooperative Bank, however, called for a copy of the service rules in respect of other categories. The Registrar also called for clarification on certain matters, which *inter alia* included the following points :—

(1) Separate percentages of reservation should be provided for Scheduled Castes and Scheduled Tribes.

(2) No relaxation in age limit and educational qualifications had been made for the candidates belonging to Scheduled Castes/Scheduled Tribes and the Registrar sought to get clarifications on these points.

While clarifying the position on the above issues, on 2nd January, 1979, the Bank stated that no reservation had been provided for Scheduled Tribes. As regards the relaxation in age-limit and educational qualifications, it was clarified that the recruitment age according to their rules was 40 years and the Bank did not think it necessary to give any further relaxation to any class of candidates in the matter of upper age limit.

On further enquiries from the Registrar of the Cooperative Societies *vide* their letter No. F. 37(27)/75-P&S/COOP/566, dated 18-1-79, the Bank clarified that at present there was no reservation for Scheduled Castes and Scheduled Tribes. However, this reservation was provided in the proposed recruitment rules. Thereafter there was no correspondence on the file to indicate that the Bank persued this matter further with the Registrar, Cooperative Societies or the Registrar having finalised the proposed recruitment rules. This only shows that the Bank authorities who had proposed the revised service rules providing for reservation for Scheduled Castes at the rate of 21% were themselves not serious to give effect to their own proposals. The Registrar was to examine in details all the aspects of service rules, but nothing could have prevented the Bank from starting implementation of their own proposal in regard to reservation for Scheduled Castes/Tribes.

Constitution of a fresh Committee for finalizing Service Rules

7. The proceedings of the meeting of the Establishment Sub-Committee of the Delhi State Cooperative Bank held on 14th July, 1980 were also seen. According to item 11 of the minutes of the above meetings of the Establishment Sub-Committee, it was decided to constitute a fresh Committee consisting of three members of the Board of Directors, S/Shri Ram Gopal Sharma. I. D. Kapoor and Kishan Singh Deshwal and Shri Umed Singh Dahiya (the President of the Union) to finalise the Service Rules. On enquiries it was stated that this Committee has already met two/three times but had not yet finalised the service rules. It is not understood as to how the matter has reverted to the Bank. Does this mean that after the above Committee finalises the Service Rules, it would not be necessary to refer them to the Registrar for his approval. It needs to be probed as to what circumstances prevented the Registrar from finalising the Rules for all these 5 years and why it became necessary to constitute a fresh committee for the purpose.

8. It would thus be seen that in the matter of implementation of policy regarding reservation for Scheduled Castes and Scheduled Tribes no progress has yet taken place and matter is now under consideration of the new committee set up by the Establishment-Sub-Committee. In the light of what has been stated above, the policy regarding reservation in services under the Delhi State Cooperative Bank has not yet been implemented and it is also not known how much more time the said Committee will take to finalise the service rules of the bank. It is recommended that the service rules may be finalized without any further delay. It is also recommended that while making provision of 21 per cent reservation for Scheduled Castes in the service of the Bank, it may also be provided that all the other rules and instructions as issued by the Government of India

and applicable to various offices under the Delhi Administration (being a Union Territory) should also be made applicable in the services under the Bank. In fact, the Bank should procure a copy of Bochure on Reservation for Scheduled Castes and Scheduled Tribes in services issued by the Department of Personnel and Administrative Reforms and start implementation of all the instructions regarding reservation and concessions/relaxations provided for Scheduled Castes and Scheduled Tribes in the services of the bank as soon as the service rules are finalised by the Committee.

9. It is, however, necessary to fix the responsibility for the inordinate delay that has taken so far in the introduction of the reservation policies in favour of Scheduled Castes and Scheduled Tribes in the services under the Bank despite the matter having being processed with the Bank and other authorities by the Office of the Commissioner for Scheduled Castes and Scheduled Tribes and several representations made by Scheduled Castes and Scheduled Tribes organisations. In the opinion of the Study Team the Bank authorities had not taken the matter with any degree of seriousness and sent only two reminders to the Registrar of Cooperative Societies for finalization of the Service Rules. The Bank could also have started implementing their reservations policy on their own, more so when they were duly asked to do so by the Registrar Cooperative Societies as far back as 28th June, 1976 pending the finalization of the Recruitment Rules. The Registrar of the Cooperative Societies also took unduly long time (about five years) and had so far failed to finalise the Service Rules as proposed by Delhi State Cooperative Bank. It is, therefore, strongly recommended that no further time should be lost for introducing the scheme or reservation both in direct recruitment and promotions in the service of the Bank, so that the due proportion of services is ensured to Scheduled Castes/Scheduled Tribes. As recommended earlier all other concessions and relaxations as provided for Scheduled Castes and Scheduled Tribes by the Government of India from time to time should also be made applicable in the Services of the Bank.

Nomination of Scheduled Caste/Scheduled Tribe Member in the Board of Directors

10. According to Clause 64 of the Delhi Cooperative Societies Rules 1973 relating to the constitution and strength of the Committee of Financing Banks there is no provision for representation to the members of the Scheduled Castes/Scheduled Tribes. Maximum strength of the Societies of the Financing Bank is to be fixed by the Registrar. According to bye-laws framed by the Delhi State Cooperative Bank Limited Delhi, the Board of the Bank excluding President, consists of the following :—

(1)	Government Nominees as and when appointed by the Government	— 3
(2)	Representaives of Agricultural Credit and Multipurpose Societies	— 6
(3)	Representative of Agricultural Marketing Societies	— 1
(4)	Representatives of Industrial Societies	— 2
(5)	Representative of Rural Non-Agricultural Credit Societies	— 1
(6)	Representative of Urban Credit Societies	— 1
(7)	Representatives of Urban Non-Credit Societies other than industrial	— 2
(8)	Individuals	— 2

In order to safeguard the interests of Scheduled Castes and Scheduled Tribes the Bye-laws of the Bank should be amended so as to make a provision for a Member belonging to Scheduled Caste in the Board who could safeguard not only the service interests of the employees of the Bank but also ensure adequate flow of funds to the schemes for improvement of the lot of these weeker sections *i.e.* Scheduled Castes and Scheduled Tribes. It is also felt that the purpose can be served even otherwise by including a Scheduled Castes member in the Board against the above list.

APPENDIX XXIX

(Reference *Para* 3.128)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Handicrafts and Handlooms Exports Corporation of India Limited

As part of the programme of studies into working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution a study team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri Waryam Singh, Research Officer and Mrs. Bina Suri, Investigator was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to the Office of the Handicrafts and Handlooms Exports Corporation of India Limited, New Delhi on 28*th November*, 1980. During the course of study the team met Shri S. K. Bhandarkar, Managing Director, Mrs. S. Benegal, Additional General Manager and Shri R. L. Sharma, Assistant Manager (Pers.) and examined the roster registers, requisitions sent to the Employment Exchange, employment notices issued to the press and some of the Caste Certificates.

2. The H.H.E.C. came into existence in 1962. Instructions regarding implementation of reservation orders were given effect from 1974 for direct recruitment and from 15-12-1976 for promotion. Reasons for late introduction of reservation orders remain to be explained in respect of direct recruitment. Reservation in promotion was stated to have been delayed due to agreements with the workers unions.

Rosters

The rosters giving effect to the reservation for Scheduled Castes and Scheduled Tribes in H.H.E.C. were prepared in the prescribed proforma from 1-5-1974 for direct recruitment and 15-12-1976 for promotion Rosters maintained for the various categories of posts were checked and following observations are made :—

(1) In most of the rosters for direct recruitment except those maintained for the posts of Office Manager (Accounts) and Deputy Manager, roster points had been earmarked correctly according to the prescribed model roster for the particular type of recruitment. In the roster for the post of Office Manager (Accounts) and Deputy Manager, point No. 7, was shown as reserved for Scheduled Castes instead of 8.

(2) The entries made in the rosters were not signed by appointing authority but it was signed by the Liaison Officer.

(3) An abstract showing the number of reservations carried forward to the following year separately for Scheduled Castes and Scheduled Tribes was not given, as required, at the end of each recruitment year.

(4) In some cases the posts which were filled by deputation were also shown in the roster. Since the orders regarding reservation have not been made applicable to the posts filled by deputation, appointments made on deputation should not be reflected in the roster.

De-reservation

During the course of study it was observed that the procedure of de-reservation, in seeking prior approval of the competent authority before filling the reserved vacancies either by direct recruitment or promotion, by other candidates in the event of non-availability of Scheduled Castes and Scheduled Tribe candidates, was not followed before carrying over the unfilled reservations to subsequent recruitment years. According to the existing procedure, whenever a vacancy reserved for Scheduled Caste/Scheduled Tribe is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority has to be obtained. Before approaching the competent authority it has, however, to be ensured that all the steps prescribed to secure Scheduled Caste/Scheduled Tribe candidates for appointment against these reserved vacancies are invariably taken and that the claims of eligible candidates of these communities are duly considered. De-reservation should be proposed only when such a course becomes inevitable due to non-availability of Scheduled Caste/Scheduled Tribe candidates for appointment against reserved vacancies after having fully observed the procedure prescribed in the Brochure and after applying the relaxed standards in the case of such candidates.

Exchange of Reservation between Scheduled Castes and Scheduled Tribes

While going through the roster for the posts of Assistant it was observed that exchange between Scheduled Castes and Scheduled Tribes vacancies was applied in the first year itself. In this connection attention of the H.H.E.C. is invited to instructions

contained in para 11.3 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services (1978 edition) wherein it has been provided that Scheduled Tribe candidates can also be considered for appointment against vacancies reserved for Scheduled Caste candidates where such a vacancy could not be filled up by a Scheduled Caste candidate even in the third year to which the vacancy is carried forward. This arrangement would also apply in case of vacancies reserved for Scheduled Tribes. In the case of reserved vacancies to be filled by promotion on the basis of selection from Group 'C' to Group 'B' within Group 'B' and from Group 'B' to the lowest rung in Group 'A' such interchange of unfilled reservations between Scheduled Castes and Scheduled Tribes can be made in the year of reservation itself as there is no provision for carry forward of unfilled reservations.

Grouping of posts

It was observed that separate rosters were being maintained even for isolated/individual and small cadre posts. In this connection it may be pointed out that in the case of posts filled by direct recruitment, isolated individual posts and small cadres consisting of 20 or less than 20 posts may be grouped for the purpose of reservation orders, taking into account the status, salary and qualifications prescribed for the posts in question. In the case of posts filled by promotions, however, for each cadre separate roster has to be maintained for determining the number of reservations in appointments made by promotion (with separate rosters for each mode of promotion *viz.* limited competitive examination, selection, seniority-*cum*-fitness etc.) but it was noticed that contrary to the Government instructions, some posts had been grouped This needs to be rectified and separate rosters for each posts should be maintained.

Reservation in promotion

The implementation of orders regarding reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion in H.H.E.C was delayed considerably and given effect to from December, 1976 only. Accordingly rosters had also been maintained from that year. While going through the rosters for posts filled by promotion, it was noticed that against 84 vacancies filled till 1980 in the grades of General Manager, Additional General Manager, Assistant Managers (Commercial and Technical), Office Manager (Accounts, Technical and Commercial) and Inspector (Technical), 16 posts had been reserved for Scheduled Castes and 5 for Secheduled Tribes but no promotions of Scheduled Castes/Scheduled Tribes had been made in any grade except to the post of Office Manager (Commercial), where 5 Scheduled Caste candidates had been promoted from the lower ranks. It was also observed during the course of discussion with the representatives of Scheduled Caste/Scheduled Tribe Association that in some grades particularly in the feeder cadres for Office Manager and Assistant Manager that Scheduled Caste/Scheduled Tribe candidates were available but were not promoted. Subsequently, however, the recruitment rules were revised and eligibility criteria had been raised from 3 years to 6 years which had adversely affected the promotional prospects of Scheduled Caste/Scheduled Tribe employees in that organisation. In order to ensure that due quota is allowed to the Scheduled Caste/Scheduled Tribe employees in promotion posts, it is necessary that special efforts are made by the H.H.E.C. in this regard. This can be ensured by conducting some sort of special departmental test exclusively for Scheduled Caste/Scheduled Tribe employees and, if necessary, even by relaxing the eligibility criteria in their case. The following table shows the position of backlog of reservations in posts filled by promotion

Gr./Post / From to	Total vacancies from 1976 to 1980	Reserved for SC/ST including b/f		Filled by		Backlog	
		SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8
G.M. (Gr. I) (SG Post)	3	1	..	..	.	1	..
Addl. G.M. (SC)	5	1	..	.	.	1	..
Asstt. Manager Commercial	13	2	..	..	.	2	..
Asstt. Manager (T)	3	1	..	..	..	1	..
Office Manager (Accounts)	1	1	..	..	..	1	..
Office Manager (Technical)	7	1	1	..	..	1	1
Office Manager (Commercial)	36	6	3	5@	..	3	3
Inspector Tech.	16	3	1	..	..	3	1
	84	16	5	5		13	5

@Two Scheduled Caste candidates promoted during 1977 against unreserved vacancies.

During the course of study it was also noticed that two employees promoted during 1979 as Office Manager (Commercial) for posting to outstations had not been reflected in the roster. Though it is a fact that applications had been invited from staff in H.H.E.C. for these postings and no Scheduled Caste was forthcoming to avail the opportunity, there was no reason to ignore their posting in the roster register. By showing only four promotions during 1979 instead of 6 actually made, one reserved point for Scheduled Caste job ignored. Moreover one Scheduled Tribe point brought forward from 1976 was in the third year of carry forward during 1979 and was exchangeable with Scheduled Castes during that year. This needs to be rectified urgently to ensure justice to the Scheduled Caste/Scheduled Tribe employees in the matter of promotion.

In the case of upgradation of posts made on the basis of an undertaking with the staff union, it was noticed that a number of employees with 12 years service in various grades were promoted but no reservation had been allowed to Scheduled Caste/Scheduled Tribe candidates on the plea that those were not the promotions in the real sense. It was further reported by the authorities that there was no vacancy concept involved and all those posts being held by persons with 12 years service irrespective of whether the candidates belonged to Scheduled Caste/Scheduled Tribe or others had been upgraded. In this connection it may be observed that this particular/scheme of upgradation is just comparable to the grant of selection grade to Central Government employees with 14 years service in a grade. Since reservation orders have been made applicable to such selection grade posts, there is no reason why the posts involved in the upgradation should be exempted from the scope of reservation. This scheme needs to be reviewed to ensure due share in promotions to Scheduled Caste/Scheduled Tribe employees in that organisation.

Departmental Promotion Committees/Selection Boards

According to the Government of India instructions, the administrative authorities are required to make efforts to the maximum extent possible to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the Departmental Promotion Committees/Selection Boards for promotion/recruitment to posts/services under them. During the course of study, however, it was noticed that no Scheduled Caste/Scheduled Tribe officer had ever been associated with the Departmental Promotion Committees/Selection Boards in this organisation. It was reported by the authorities that no such officer was available with them who could be associated for the purpose. It was impressed upon the authorities that there could be no difficulty in associating an officer of the appropriate rank from amongst the Scheduled Caste/Scheduled Tribe officers working in their administrative Ministry or in any other sister organisation located in Delhi. It is also suggested that the interviews of the Scheduled Caste/Scheduled Tribe candidates should be held on a day other than the day of sitting of the Board so that they are not judged in comparison with general candidates and the interviewing authority is prominently made aware of the need for judging the Scheduled Caste/Scheduled Tribe candidates by relaxed standards

Liaison Officer, Inspection of Rosters and Separate Cell for Scheduled Castes/Scheduled Tribes

Shri A. V. Jose, Deputy Manager had been nominated as Liaison Officer with effect from 31-8-1979 to look after the implementation of orders regarding reservation for Scheduled Castes and Scheduled Tribes. There was no special cell but the Liaison officer alongwith a class III employee was reportedly handling the job properly and the authorities did not consider any necessity for such a cell in the small organisation with a staff of little over 350. The annual inspection report of the Liaison Officer on the implementation of rosters which was seen by the study team, did not contain any defects pointed out in this report.

Recruitment Rules and the Agreement with Employees' Trade Union

The rules of the Company provided that quotas fixed by the Government for Scheduled Castes and Scheduled Tribes in the matter of recruitment, promotions and reservations of vacancies would be followed. This was provided in the agreement signed on 15-12-1976 with the employees union but no such provision existed in the earlier agreement signed on 28th May, 1973. It was reported by the authorities that the provision has also been incorporated in the new agreement signed on 5th May, 1980. In order to ensure full compliance of the Government of India instructions, it is felt that a suitable provision should be made in the rules making recruitments/promotions in H.H.E.C. on the following lines :—

(i) "Nothing in these rules shall effect reservations, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard".

(ii) "The qualfications regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them".

Advertisements for Recruitment

While sending employment notice for reserved as well as un-reserved vacancies on any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes as also various concessions/relaxations admissible to them During the course of study it was, however, noticed that except in the advertisements issued exclusively for Scheduled Castes/Scheduled Tribes no mention had been made about the number of vacancies reserved for Scheduled Castes and Scheduled Tribes. In one case it was noted that while it was mentioned

that preference would be given to Scheduled Caste/Scheduled Tribe candidates, there was no indication about the admissibility of T.A. to candidates from outstations. There was also no mention about the relaxation for Scheduled Castes/Scheduled Tribes in the experience qualifications, as required. In the special advertisement for reserved vacancies, however, it was indicated that outstation candidates, if called for interview would be paid 2nd class rail fare both ways, plus Rs. 25 as incidental charges for Scheduled Caste/Scheduled Tribe candidates. It was impressed upon the authorities that while advertising vacancies, exact number of vacancies reserved for Scheduled Castes and Scheduled Tribes alongwith the concessions admissible *i.e.* relaxation in upper age limit by 5 years, 25% of the application fee, relaxation in experience qualifications, admissibility of T.A. etc. should invariably be mentioned therein. Simply saying "preference will be given to Scheduled Caste/Scheduled Tribe candidates" does not serve any useful purpose

Training Programmes

It has been emphasised by the Government of India that while sponsoring employees for training to institutions in India and abroad, due care should be taken to sponsor class I officers belonging to Scheduled Castes and Scheduled Tribes alongwith others. Likewise while sending officers for attending conferences, seminars etc., the Scheduled Caste/Scheduled Tribe officers are also to be deputed. This has been provided with a view to equip them with necessary training to have a first-hand knowledge about the developments in a particular field so as to discharge their duties with confidence and decisiveness. According to the statistical information made available only 2 officers had been deputed for training in 1979 and one in 1980 but none of them belonged to Scheduled Caste/Scheduled Tribe. In fact as would be seen from the figures showing representation of Scheduled Caste/Scheduled Tribe that except for one Scheduled Caste officer in group A posts who was recruited only in 1979, no other Scheduled Caste/Scheduled Tribe officer was available, either in group A or B posts. The authorities were, however, advised to keep this requirement in view in future programmes

Verification of Caste Certificates

In order to find out the genuineness of the claims of the Scheduled Caste/Scheduled Tribe candidates, the caste certificates produced by some of them at the time of their appointment in support of their claims to belong to Scheduled Caste/Scheduled Tribe were checked. It was found in all the cases that the certificates were on the prescribed form and had been issued by the competent authority. It was assured by the authorities that they would continue taking due care in future also.

Reservation in confirmation

According to Government instructions, in posts and services filled by direct recruitment, reservation is required to be made at the time of confirmation also. The authorities in the H.H.E.C., however, reported that each employee is confirmed after the completion of the probation period and as such there was no necessity of making any reservation for the purpose

Transfer of Sweepers/Farashes/Chowkidars to other Class IV posts

According to the Government of India instructions 25% of the vacancies occurring in the grade of Peons (or Group D) posts will be reserved for being filled by transfer of Sweepers/Farashes/Chowkidars belonging to Scheduled Castes who have put in a minimum of 5 years service even though they may not be possessing minimum educational qualification prescribed for direct recruitment. The authorities were, however, not aware of such a scheme Since it was the intention of the Government that such of the employees are given a chance to shift from unclean occupation, it is necessary that these orders are effectively implemented in that organisation. It is also suggested that due quota should be allowed to such staff on the basis of recruitment already made after 1976 when these orders were made applicable by the Government.

Reservation in allotment of Accommodation to Staff

The H H E.C had been allotted 64 quarters in type I and II accommodation in S.T.C. colony, for allotment to their staff The authorities reported that out of 64 quarters available, 6 have been allotted to Scheduled Castes (4 in type I and 2 in type II) It was further reported that there was no occasion when a demand for allotment of quarter from a Scheduled Caste employee had been rejected. Since the authorities are not implementing the Government instructions to reserve 10% of the quarters for Scheduled Castes and Scheduled Tribes, it was impressed upon them that in all the future vacancies, orders regarding reservation as made applicable by Directorate of Estates, Government of India, may be kept in view.

Statistical Data—Representation of Scheduled Castes and Scheduled Tribes

Information showing the representation of Scheduled Castes and Scheduled Tribes, in services under the H H E C. as on 1-10-1980, is reproduced below :—

Group	Total including SCs and STs	SCs		STs	
		No.	%age	No.	%age
1	2	3	4	5	6
Group A . .	66	1	1.52	..	..
Group B . .	..	..	.	..	.
Group C .	233	16	6 87	2	0 86
Group D . . (excluding Sweepers)	56	6	10 71	..	..
TOTAL	355	23	6 5	2	0 6

It would be seen from the table above that there is glaring shortfall of reservations for Scheduled Castes/ Scheduled Tribes, in almost all the groups of posts. It is unfortunate that even in Group D posts the representation of Scheduled Castes is little over 10% and there is none from Scheduled Tribes. In the whole organisation there are only 23 Scheduled Caste and 2 Scheduled Tribe employees The recruitment figures for the last three years indicate that during 1978 only one Scheduled Caste in Group D post was appointed against four posts reserved for them. In 1979, however, the recruitment of Scheduled Castes was more than the number reserved for them. In 1980 (upto 30-9-1980) no post had been shown as reserved for Scheduled Castes/Scheduled Tribes In the case of posts filled by promotion position has already been explained above.

It appears from the data supplied to the team that a large number of posts have been filled up by appointing persons on deputation basis where orders regarding reservation do not apply. Moreover none of the appointments made on deputation was from Scheduled Caste/Scheduled Tribe employees. It also appears that some of technical posts even in Group C have been exempted from the scope of reservation which is not justified In order to improve the representation of Scheduled Castes and Scheduled Tribes in services under the H.H.E.C, following measures are suggested :—

(i) Special recruitment may be made of Scheduled Caste/Scheduled Tribe candidate to fill the carried forward/brought forward reservations from earlier recruitments. Exclusive advertisements for reserved vacancies would definitely attract more Scheduled Caste/Scheduled Tribe candidates which would help in reducing the backlog in future recruitments.

(ii) Special departmental tests may be conducted from Scheduled Caste/Scheduled Tribe candidates to fill up the backlog of reservations in posts filled by promotion. The desirability of relaxing the eligibility criteria in the case of Scheduled Caste/Scheduled Tribe candidates may also be considered if adequate number of Scheduled Caste/Scheduled Tribe candidates do not become available in the normal course.

(iii) Scheduled Caste/Scheduled Tribe officer should invariably be associated with Selection Boards/Departmental Promotion Committees and the Scheduled Caste/Scheduled Tribe candidates should be considered under relaxed standards as per Government instructions.

(iv) Before approaching the competent authority to dereserve a reserved vacancy, it may be ensured that all the prescribed steps to fill up the reserved vacancies have been taken as provided under rules.

(v) No post should be exempted from the scope of reservation except for the categories outlined in Chapter 3 of the Brochure. Approval of the competent authority to exempt any technical or scientific post is essential in terms of the Government instructions. Whatever recruitment on this account had not been reflected in the roster need to be shown therein and the carried forward reservations if any, may be adjusted in future recruitments.

(vi) While appointing officers on deputation basis, instructions contained in paras 3.5 and 3 6 of the Brochure on reservation for Scheduled Castes and Scheduled Tribes in services, may be kept in view so that the cases of Scheduled Castes/Scheduled Tribes are also considered alongwith others.

APPENDIX XXX

(Reference *Para* 3.128)

Study into the working of safeguards provided for Scheduled Castes and Scheduled Tribes in services under Chitranjan Locomotive Works, Indian Railways Chitranjan, West Bengal

In order to ensure effective implementation of service safeguards provided for Scheduled Castes and Scheduled Tribes in various Railway establishments, and as part of the programme of studies into the working of those safeguards, Commissioner for Scheduled Castes and Scheduled Tribes deputed a study team consisting of Shri Waryam Singh, Research Officer and Shri Ajit Singh, Investigator, to visit Chittranjan Locomotive Works from 24th to 27th February, 1981. For the purpose of this study, rosters, relevant records relating to the implementation of reservation orders and admissibility of other concessions/relaxations to Scheduled Castes/Scheduled Tribes were inspected. During the course of study, Shri K. Raman, General Manager, Shri G. S. Vittal Rao, Chief Personnel Officer (cum-Liaison Officer), Shri S. Laxmanan, Senior Personnel Officer (Works) and Shri P K. Bhattacharjee, Public Relations and Estate Officer were contacted and relevant issues discussed with them.

According to the information made available to the team the Chitranjan Locomotive Works was started sometime during the year 1949-50. Initially staff had been transferred to this organisation from other Railway establishments without any consideration to reservations for Scheduled Castes/Scheduled Tribes candidates. Though the authorities claimed that reservation orders have been made applicable from the very beginning but the earliest record relating to the maintenance of rosters etc. was available from November, 1960 when the reservation rosters had been started class-wise *i.e.* combined rosters for all the posts in class I grouped together in one roster and like-wise for class II, III and IV posts. This procedure continued till early 1975 when they started separate rosters for each grade of post, under directive from the Railway Board. In respect of the posts filled by promotion, reservation orders were made applicable from 1972 in respect of seniority-cum-fitness posts and from 1974 for the posts filled on the basis of selection. Accordingly, rosters had been started for posts filled by promotion in accordance with the Government directive in the matter. It appears that the authorities had taken due care to implement the Government policy on reservation quite in accordance with the directives from the Railway Board, except for some procedural drawbacks noted during the course of study.

An effort has also been made to analyse the problem relating to the issue of caste certificates on false grounds on large scale which has been engaging the attention of the management on the one hand and the Association of Scheduled Castes/Scheduled Tribes employees on the other. A series of meetings with the representatives of the SC/ST employees, management of Chitranjan Locomotive Works and the concerned Dy Director in the Railway Board, had been held by the team to sort out the vexed issue. It is felt that timely action on the part of the Railway Board in his regard would have helped to a great extent, to solve the problem long back. Some of the other important issues which came across during the course of study have been discussed in detail in the following paragraphs and suggestions made to further improve the working of the safeguards in favour of Scheduled Castes and Scheduled Tribes in Chitranjan Locomotive Works.

Maintenance of Rosters

As already pointed out above, effective maintenance of rosters started from 1974 onwards and accordingly the study team also took up the examination of rosters from that year. It was noted that there were two separate Reservation Cells in C.L.W. one for the general administration under the administrative control of Dy. General Manager and the other for the workshop under administrative control of Senior Personnel Officer (Workshop). Chief Personnel Officer who is also Liaison Officer in regard to reservation matters is co-ordinating the effective implementation of reservation orders These two Cells look after the maintenance of rosters in the C L W. for posts under their respective administrative controls. These Cells are, however, not directly associated with the recruitment/promotion of staff at various levels which is being looked after by various establishment sections. Though it is a fact that each establishment section consults the roster maintenance Cell about the reservation points before initiating recruitment/promotion action the rosters remain incomplete for a long time for want of relevant information to be entered in those rosters' columns. The supply of particulars of the persons appointed/promoted, fact about de-reservation involved, if any, is normally delayed or ignored by the concerned sections after the recruitment action is completed. In this connection, it may be pointed out that according to Government instructions rosters are required to be maintained by each appointing authority and not the cell which has different duties including the inspection of rosters to help the Liaison Officer to submit his annual inspection report on the maintenance of rosters

Since the Assitant Personnel Officer (Administration) who is looking after the Cell alongwith his other duties, was also looking after the work relating to the appointments/promotions to some posts, there could be no objection to the present arrangement. But it was noticed during the course of study that a number of rosters were incomplete for want of factual information from the respective establishment units. In the case of workshop side, it was noted with satisfaction that the concerned officials were able to complete the roster registers by personal efforts to collect the relevant data for posting in the registers after the recruitment/promotion action is completed by the respective units. It appeared that on the general administration side, there was lack of proper coordination between the reservation cell and the respective recruitment sections which is necessary to update the record. It was noted in several cases that there were gaps in the roster points for want of data for posting. It is, therefore, felt that the present arrangement is not working satisfactorily and as such needs to be reviewed to make it more effective. Maintenance of rosters by the respective recruitment units and occasional checks by the Reservation Cell is the correct procedures and in accordance with the instructions in Brochure on Reservation for Scheduled Castes and Scheduled Tribes. In case the present arrangements are sought to be continued, it has to be ensured that there is proper coordination between the recruiting units and the Reservation Cells so that the Cells are fully posted with the latest information. The Cells have also to be strengthened to look after the other duties envisaged in the Government directives which appear to have been completely ignored at present.

Following are some of the general discrepancies noticed in the maintenance of rosters in C.L.W. :—

(i) In a number of roster, the points allotted for recruitment in a particular year had been shown but no entries had been made of the actual appointments. In several cases the concerned official was not sure whether recruitment action has already been completed and whether details about the appointments made by other sections had been received in the Cell. No gaps are to be left in the roster and to ensure this Cell has to collect such data in time. This can be ensured by making a pre-condition that further allotment of points would be made only after complete details about the last recruitment/promotion action are received. In the absence of such details the Cell may not be in a position to add the brought forward reservations, if any, from earlier recruitments to the current requirement

(ii) In a number of rosters the columns meant for carry forward and brought forward had been left blank. In the absence of such an information it is not possible to add the backlog of reservation to the current reservations. In fact the roster, which is not to be treated as a record of appointments already made, is to be consulted before initiating any action for recruitment/promotion to determine the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes according to points allotted for them. While doing so the brought-forward reservations from earlier recruitments have also to be included in the current reservations and as such the columns meant for carry-forward and brought-forward have to be completed at the end of each recruitment year.

(iii) At the close of each recruitment year a brief summary of reservations required to be made and number actually filled by Scheduled Caste/Scheduled Tribe has to be prepared in respect of each roster. The carry forward and brought forward of reservations required to be shown in the respective columns in the roster should be year-wise so that the earliest carried forward reservations can be adjusted first and the principle of exchange is followed in the third year of carry-forward. This requirement was being ignored by the Reservation Cell and needs to be complied with.

(iv) The roster registers did not indicate whether the reserved points which could not be filled up for want of Scheduled Caste/Scheduled Tribe candidates had been got dereserved before filling the same by general candidates. In fact the Reservation Cell which is maintaining rosters was not being associated with the procedure.

(v) Grouping of isolated and individual posts had not been done, as required. In fact, for the purpose of maintenance of rosters isolated and individual posts need to be grouped together and a single roster maintained for effective application of reservation orders in those posts also.

(vi) In a number of cases it was found that whatever Scheduled Caste/Scheduled Tribe candidates had become available had been shown against reserved points irrespective of their dates of appointment. This had also been done even after the long spell of time keeping the gaps in the roster till then. In cases where they were unable to find a Scheduled Caste/Scheduled Tribe candidate against reserved point, the same had been left blank which is not permissible. In such cases posts need to be dereserved and filled by other candidates and the reservations shown as carried over. Such gaps should be restricted upto the period of one recruitment year but there can be no objection if the Scheduled Caste/Scheduled Tribe candidates appointed after subsequent efforts are shown serial-wise with a note of adjustment in the remarks column without leaving any gaps in the roster. This will avoid confusion.

(vii) In majority of the cases roster registers were incomplete. There were lot of cuttings and re-entries, as if the same had been completed at a later date on the basis of whatever date was available in various sections. Entries made in the roster register have been signed and counter signed but no body cared to ensure the completion of the columns in the roster.

(viii) In case of posts filled by promotions by selection method where rosters had been started from 1974-75, the promotions made prior to 20-7-1974 when orders were made applicable *i.e.* from 1-4-1974 had also been taken into account and the rosters started from a point beyond roster point no. 1 after adding the promotions already made, instead of starting the same from point no. 1 itself. This is not correct, since the orders were made applicable from 20th July, 1974 only roster has to be started from point no. 1 with effect from 20-7-1974 during 1974-75.

(ix) The Government instructions provide for carry-forward of unfilled reservations in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates against reserved vacancies. The Scheduled Caste/Scheduled Tribe candidates appointed in excess on account of their own merit or otherwise have to be shown against unreserved point but in the case of C.L.W. it was noticed that the Scheduled Caste/Scheduled Tribe candidates appointed in excess of the reservation quota in a year had been shown as carried over in plus and shown as adjusted in future recruitments against reserved point. Since reservation applies to the current recruitment only there is no reason to carry forward such excess. This needs to be rectified and reservation treated as filled on that account may be shown as carried over for adjustment in future recruitment.

(x) Principle of exchange of reservations between Scheduled Castes and Scheduled Tribes in the third year of carry forward had not been followed in any recruitment It is not correct to carry-forward the reservations indefinitely without the exchange principle.

In this connection it may be mentioned here that the above defects had been found in majority of the individual rosters inspected It has, however, not been possible for want of time to point out those defects specifically in respect of each roster. Moreover, the study is based on samples taken out of a large number of rosters being maintained by the C.L.W. It is, therefore, necessary that the authorities should examine all the rosters and take corrective measures in the light of the observations made above. This can be achieved by the special staff deputed for the purpose on the lines of the procedures to inspect the rosters by the Liaison Officer.

The Railway Board can definitely play an important role to ensure that corrective measures are taken by the authorities concerned in time.

False claims to belong to SCs.

As mentioned earlier, during the course of study in C.L.W Chitranjan, from 24th February to 27th February, 1981, the matter relating to false certificates in that organisation were also discussed. It is a fact, as pointed out by the Scheduled Caste/Scheduled Tribe Employees Association, that the management could sort out with the help of district authorities 205 cases of false certificates. The break-up of the 389 cases referred by the All India Railway SC/ST Employees Association to the management for rectification as per official record was as under :

(*i*) Settled as false claims . . .	205
(*ii*) Common in many lists submitted by the Association of SC/ST . . .	62
(*iii*) Proved to be genuine SC . . .	56
(*iv*) Never claimed to be SC *i.e.* UR .	35
(*v*) Pending final verification . .	17
(*vi*) Wrong Ticket No. quoted . .	12
(*vii*) Retired/Expired . . .	2
TOTAL .	389

In all, in 205 cases which the administration found as claims on false grounds, their title as "Scheduled Castes has been deleted from the service records. In 2 to 3 cases which had been decided in consultation with the Railway Board, the authorities reverted the employees, withdrawing the benefits availed by them, by way of promotion against reserved vacancies on the basis of false certificates. In atleast 2 cases as reported by the authorities, the concerned employees have gone to the court of law against reversion and to protect their interests as Scheduled Castes. The authorities further reported that they propose to take similar action by way of withdrawing the benefits availed by the so-called Scheduled Castes against reserved quota. Before taking such action, the authorities propose to collect necessary background data showing the benefits accrued to each employee so that no injustice is done to them. During the course of discussions it appeared that the authorities apprehend retaliation from the employees who are expected to be adversely effected. The General Manager of the Chitranjan Locomotive Works also expressed his concern in the matter during the course of discussion with the members of the study team. He was, however, apprehending that any action would result in serious repercussions in the factory and industrial relations between the management and the employees trade union would be strained. On the other hand, the representatives of the All India Scheduled Caste/Scheduled Tribe Railway Employees Association who discussed this question with the members of the study team, were insisting for strict

action in terms of the Government instructions and restoration of the reserved quota to the rightful claimants. They were also prepared to compromise, provided the reserved positions availed by 'so-called' Scheduled Caste employees on the basis of false claims, were given to the genuine Scheduled Caste employees retrospectively. This was, however, not acceptable to the management as it would be creating administrative problems on a large scale.

As regards the decision of the administrative authorities to collect necessary background data showing benefits availed by such employees as Scheduled Castes before taking any action in terms of reversions, the same has been partially completed in respect of 67 cases so far. The authorities were expecting to complete this data in respect of the remaining 138 cases by the end of March, 1981. In order to analyse the position further, the study team had gone into the data collected so far by the authorities in respect of the 67 cases. It was clear from the data that in case of 61 candidates appointed initially as Scheduled Castes out of 67 cases reviewed, castes certificates had been produced at the initial stage by 38 candidates only. One candidate produced a certificate at a later stage. None of the remaining candidates had submitted any caste certificates in support of their claim. At least in 5 cases they were not appointed initially as Scheduled Castes. The analysis further indicated that out of 67 cases, 57 candidates belonged to "Sunri" caste and 10 to other castes In this connection it may be pointed out that Sunri caste is not scheduled in the list of Scheduled Castes for Bihar but the same has been scheduled in the similar list for West Bengal. It is surprising that the authorities never cared to properly scrutinize the claims of Scheduled Castes from Sunri caste of Bihar, particularly when out of 67 cases reviewed, 60 gave their permanent address in Bihar State itself and only 7 mentioned their address in West Bengal. The view expressed by the authorities that in majority of the cases whatever *prima facie* proof a candidate could produce or even the verbal statement or declarations by the candidates, was accepted, cannot be agreed to. The authorities in the Chitranjan Locomotive Works obviously did not take into consideration the Ministry of Home Affairs' instructions which could have been helpful in taking a decision whether to allow candidates belonging to Sunri caste of Bihar as Scheduled Castes in relation to West Bengal where they had settled after Chitranjan Locomotive Works started functioning It can, therefore, be safely concluded that it was a very serious lapse on the part of the authorities which besides other complications inflated the figures of representation of Scheduled Castes which also resulted in the acceptance of the claims of such employees as Scheduled Castes on such an unprecedented scale. To show such a large number of candidates as Scheduled Castes without having obtained sufficient documentary proof in support of their claims was in fact negation of the Government instructions on the subject. The situation then created calls for immediate steps to rectify the wrong done and ensure rightful claims to genuine Scheduled Castes against reserved quota. To rectify the situations, some of the following measures are necessary :—

(i) The work relating to the collection of background data in respect of the remaining 138 cases should be speeded up if not already completed by deploying responsible officers specifically for this job. instead of the present staff in the Cell which is unable to devote much attention, due to their pre-occupation with other normal routine work.

(ii) At least in the case of false claims made during the last five years the service of the employees should be terminated immediately in accordance with the instructions contained in para 14 3 of the Brochure on reservation for Scheduled Castes and Scheduled Tribes in services (5th Edition).

(iii) Action should be initiated against the concerned officers who ignored the norms while verifying the claims properly.

(iv) In the case of candidates who are initially appointed against general quota but had claimed to belong to a Scheduled Caste subsequently and had produced a caste certificate by tendering false information about their place of residence where they were to be treated as "ordinarily residing" should be suitably penalised for cheating the Government apart from withdrawing all the promotional benefits availed by them against reserved quota.

(v) Disciplinary action should be taken against the employees who claimed to belong to Scheduled Caste on the basis of false information but did not get any benefit against the reserved quota and were in employment of Chitranjan Locomotive Works for over 10 years.

(vi) The candidates who never produced any documentary proof in support of their claims to belonging to Scheduled Castes but were treated as such on the basis of an entry alone in their service record and had secured benefits against reserved quota should be deprived of such out of turn benefits Responsibility for such entries in the service records should be fixed.

(vii) The reservations which become available after the proposed action should be allowed to the genuine Scheduled Castes. Those Scheduled Castes, who were left out for want of reserved vacancies which might have gone to false claimants should be allowed the benefits retrospectively to ensure justice

(viii) While making promotions in future, the claims of Scheduled Castes against reserved quota, particularly those belonging to "Sunri" Caste should be accepted only after

verifying their permanent address from their personal records *i.e.* certificates submitted residence of their parents etc. so that the benefits intended for Scheduled Castes are not usurped by the unscrupulous persons by unfair means.

(ix) While making recruitment against reserved quota, no effort should be spared specially in the case of persons belonging to Sunri Caste, to satisfy about the genuineness of the certificate in relation to the ordinary residence as per the instructions of the Government. No such persons hailing from Bihar irrespective of the fact that whether he was born and educated in West Bengal or his parents settled in West Bengal, should be accepted as Scheduled Caste. The Ministry of Home Affairs' instructions as contained in para 2(ii) of Appendix 16 of the Brochure on reservation for Scheduled Castes and Scheduled Tribes in services issued by the Department of Personnel and Administrative Refors, are :—

"where a person migrates from one State to another he can claim to belong to a Scheduled Caste or a Scheduled Tribe only in relation to the State to which he originally belonged and not in respect of the State to which he has migrated". This has, therefore, to be kept in view while scrutinising all the caste certificates submitted by the candidates in support of their claims to belong to Scheduled Castes

(x) Some of the claims which the Chitranjan Locomotive Works authorities have already treated as genuine were contested by the Association of Scheduled Castes and Scheduled Tribes and had produced specific data in support thereof. Details about seven such cases, based on the information supplied by the Association, have been given below :—

1. Shri A. C. Mondal S/o Shri Kali Poda Mondal, Ticket No 65/220. His name appears in the voters list of Jamtara Parliamentary Constituency in Bihar at Sl. No 933 and as such belongs to Bihar State.

2. Shri N. C. Mondal S/o Shri Rasku Mondal, Ticket No. 04/126, skilled worker—his name appears at S. No. 374 of the voters list for Nala Vidhan Sabha in Santhal Parganas of Bihar (listed as Netin Mondal S/o Shri Rasku Mondal). In another similar case name of Shri Satish Mondal belonging to the same village (as per his complaint) has already been deleted from the list of Scheduled Castes.

3. Shri P. C. Das S/o Shri R. B. Das, Shop Superintendent (Elect) belongs to Kaistha community and migrated from East Bengal His father Shri R. B. Das, Electrical Fitter under DEE (Maintenances) Power and Town Supply who produced a certificate recently *i.e* 1980, from Asansol as belonging to Dhoba, is a permanent resident of Calcutta as per his record and had declared his caste as Kaistha initially in 1948. His request has not been accepted by the authorities so far as Scheduled Caste, but his son P C. Das is, however, being treated as Scheduled Caste.

4. Shri Ganga Prasad Saha (new case) gave his permanent address in village Mirson Hat, District Bhagalpur in Bihar. His two other brothers *i e* Shri Nagendra Gupta and Shri Bhagwan Prasad Gupta, Tracer in works office however never claimed to belong to Scheduled Caste.

5. Shri M. K. Saha, working a s Electrical Chargeman B (Inspection) in Electrical Department appointed as Scheduled Caste against reserved quota belongs to Asansol. His two brothers Sudhir Saha, Chargeman A, PGM Section (works) and Shri S. C. Saha, Steno under Senior Electrical Engineer Traction/Motors (Works Office) initially appointed against unreserved quota. One of the brothers later claimed to belong to Scheduled Caste but the other brother still a non-Scheduled Caste.

6 Shri Anukul Pramanic, Chargeman B, Electrical (Shop No. 23) belongs to Barbar Community but produced a certificate to belong to Scheduled Caste from an M.L A of Jamtara in Santhal Parganas of Bihar. He is yet to submit a certificate from competent authority in spite of requests from the authorities in Chitranjan Locomotive Works.

7. Shri H. N. Razak, T. No 04/168 Tool Horder, Grade I who never submitted a certificate but treated as Scheduled Caste. He has been asked time and again to produce a certificate in support of his claim but so far not done. He, however, continues to get all benefits as Scheduled Caste.

If the above facts are correct, there is no reason why the persons involved should continue to be treated as Scheduled Castes. Immediate steps should be taken to verify the facts and action taken accordingly.

(xi) The Railway Board which is also seized of the matter since long should take immediate

action in this regard and ensure that the management of Chitranjan Locomotice Works takes immediate steps to solve the problem to the satisfaction of the Scheduled Caste/Scheduled Tribe employees who might have suffered on this account. Timely action on the part of the Railway Board would have helped to a great extent to solve the problem long back more so when they had also gone in the matter.

It is hoped that immediate follow-up action in this matter would be taken by the authorities so as to set right the things and restore the confidence among the Scheduled Caste employees.

Dereservation

In the event of non-availability of Scheduled Caste/Scheduled Tribe candidates even after observing the prescribed procedures to fill up the vacancies reserved for them, the posts can be filled up by general candidates after dereserving the reserved vacancies according to the prescribed procedure and reservations carried forward in accordance with rules. During the course of study it was noticed that the authorities were following that procedure in accordance with the Railway Board instructions. In this connection it may, however, be pointed out that the Cell was not at all aware of the dereservation made and as such no entries had been made in the roster registers where the reserved vacancies had been filled up by others to show that no Scheduled Caste/Scheduled Tribe was available. As pointed out elsewhere it is necessary that all the proposals regarding dereservation should be routed through the Cell which can ensure that the procedure to fill up the reservations has been duly complied with.

Liaison Officer Inspection Report of Rosters and the Special Cells

Chief Personnel Officer of the Chitranjan Locomotive Works was designated as the Liaison Officer and according to information made available to the team, the annual inspection report of the Liaison Officer on the rosters was being submitted regularly. It was, however, noticed that such inspection reports had not been submitted for 1979 and 1980 and no reasons had been put forth for the delay on their part. This means that the Liaison Officer is not functioning as required under rules The old inspection reports seen by the team also did not contain any special remarks, though a number of defects as already pointed and were noticed during the course of study in the maintenance of rosters.

As regards the special Cell, it was observed, as mentioned earlier, that there were two reservation Cells in this organisation, one in the General Manager's Office and the other on Mechanical side, which are responsible for the maintenance of rosters. Each Cell is manned by a Head Clerk and one Grade I Clerk. It was, however, seen, that while the appointments were being made by various sections dealing with the establishment matters they did consult the Cells about the reservation aspect before initiating action for recruitment/promotion. In the literary sense these Cells are only roster maintenance authority and are not performing the duties assigned to them. Primarily the functions of the Cell are to assist the Liaison Officer to discharge his duties effectively. The other duties which the Cells are expected to perform are :—

(i) to ensure due compliance of the orders of reservation issued from time to time in favour of Scheduled Castes and Scheduled Tribes ;

(ii) to ensure prompt disposal of grievances of the employees of these classes; and

(iii) to scrutinise and consolidate the statistical data in respect of all the Department under their control in the prescribed forms circulated by the Ministry in this regard.

The Cells in Chitranjan Locomotive Works are therefore not at all looking after those duties. Perhaps this was the reason that the authorities could not supply any statistical data on various aspects. Even the Liaison Officer could not submit his annual inspection report for the last two years. The maintenance of rosters is the responsibility of the appointing authority and not the Cell. As pointed out earlier the present arrangement has resulted in some discrepancies in the maintenance of rosters. Otherwise the other duties of the Cell got ignored. The Cell needs to be reorganised, if necessary, even by merging the staff in two Cells at present and they should be made responsible to collect necessary data. They can inspect the rosters to ensure due compliance. They can assist the Liaison Officer to perform his duties effectively. The proposals regarding dereservation can also be routed through the Cell so as to record a certificate that the Liaison Officer has already seen the proposal and has been submitted with his concurrence. The Cell can also take care that due reservation is allowed to Scheduled Castes/Scheduled Tribes in the matter of allotment of quarters in Chitranjan Locomotive Works residential colony. They can also collect data about training facilities to Scheduled Castes/Scheduled Tribes and other aspects concerning these employees.

Training Programmes

According to the Government of India instructions Ministries/Department should nominate considerably larger number of Scheduled Caste/Scheduled Tribe officers for the training programmes. More intensive training is to be arranged for direct recruited group A (Class I) officer belonging to Scheduled Castes/Scheduled Tribes While deputing officers for training, seminars, conferences etc. preference should be given to Scheduled Caste/Scheduled Tribe officers. In the Chitranjan Locomotive Works, however, it was noticed that no special consideration is allowed to Scheduled Castes/Scheduled Tribes in such matters Scheduled Caste/Scheduled Tribe Officers are, however, nominated as a matter of routine for such programmes according to the requirements and norms prescribed for the purpose. According to information made available to the team during the period from April 1979

to March 1980, 23 Class I (Gr. A) officers had been deputed for training, out of which 4 belonged to Scheduled Castes. One officer from the two sent to attend seminars during this period, belonged to Scheduled Castes. During 1980, against the 48 occasions utilised by officers from Chitranjan Locomotive Works for training, 12 occasions had been utilised by the Scheduled Castes. No definite information was available about the pre-recruitment training, though the authorities claimed that there were some instructions in that regard. The Scheduled Caste/Scheduled Tribe employees Association alleged that the management had allowed in the past in some cases to put non-Scheduled Caste/Scheduled Tribe candidates under intensive training for short duration before allowing them to sit for departmental tests for recruitment/training but no such consideration was shown to Scheduled Caste/Scheduled Tribe candidates. In this connection it may be pointed out that in a number of cases, the Scheduled Caste/Scheduled Tribe candidates failed to qualify under the general standards or even the relaxed standards fixed for them after allowing 10 per cent relaxation in marks. The authorities can certainly help improve the chances of Scheduled Caste/Scheduled Tribe candidates against reserved vacancies, if some arrangements for pre-recruitment training are made on lines of the pre-recruitment training scheme for Scheduled Castes/Scheduled Tribes. They can be put on-the-job-training before testing the Scheduled Caste/Scheduled Tribe candidates, particularly for technical posts, to improve their chances. The cases of Scheduled Caste/Scheduled Tribe candidates, particularly deserve better attention in this regard particularly so when there is backlog of reservation in technical trades.

Appointment of Sweepers/Farashes/Chowkidars as Class IV Peons

According to the Government of India instructions 25% of the posts in the cadre of Peon are to be reserved for filling up from amongst the Sweepers/Farashes/Chowkidars belonging to Scheduled Caste. This has been done to shift Scheduled Caste candidates from unclean occupations. In the Chitranjan Locomotive Works however it was noticed that no such scheme had been implemented by the authorities, but they were, allowing 10% of the vacancies in Class IV in shops to be reserved for Sweepers under the special Scheme for them. Applications are invited through internal circulars and those who offer themselves are considered and selected for such posts. The authorities, however, could not supply any such figures to show the implementation of this scheme. To ensure implementation of the Government instructions it is necessary that this percentage should be raised from 10 to 25 to the posts of Peons or other Class IV categories.

Complaints Register

While it was reported by the authorities that all the complaints received from Scheduled Caste/Scheduled Tribe employees are dealt with in the respective cells, there were small number of entries in the register maintained for the purposes. It appeared that this had been started after the visit of the Joint Director (Estt.) from Railway Board in February 1979. The register had been prepared from 1977 and contained entries about the complaints from the Scheduled Caste/Scheduled Tribe Association only. There were no entries about the individual complaints, if any, against reserved quota. There were entries upto 19-12-1980 only and complaints which might have been received thereafter were not there. Moreover, it was noticed that after 21st entry on 10-5-1976 next entry palated to 2-12-1978. It is not clear whether there were no complaints during this period. It appeared that entries had been made about the cases already disposed of. Similarly, in regard to individual cases, first 38 entries from 12-3-1975 to 22-12-1980 had been shown as already disposed of. There were no indications about the position in respect of the remaining cases. Moreover there were no entries after 1980. It appeared that the staff in the Cell which were fully occupied with the work relating to maintenance of rosters was not in a position to devote full attention to this very important aspect of the working of the Cell. This needs to be reviewed and attention paid to the representations from Scheduled Caste/Scheduled Tribe employees against reserved quota. The staff in the Cell can sort out such cases by meeting the concerned Officers and going through the relevant record to dispose such complaints expeditiously.

Advertisements for Recruitment

According to the Government instructions, if an advertisement is to be made for reserved as well as unreserved vacancies on any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes as also various concessions/relaxations admissible to them. In the case of Chitranjan Locomotive Works majority of the advertisements are issued through the Railway Service Commission jointly for all the railway establishments in that area. It was reported by the authorities that some posts in technical institutions under that organisation have been advertised direct by the Chitranjan Locomotive Works. Except for the admissibility of T.A. to outstation candidates for Scheduled Caste/Scheduled Tribe other particulars had been given in the advertisements seen by the team both in respect of the teaching and non-teaching jobs. Relaxation in experience admissible to Scheduled Caste/Scheduled Tribe candidates had also not been shown in those advertisements. This needs to be complied with in future advertisements.

Selection Boards/Departmental Promotion Committees

According to the Government of India instructions, the administrative authorities are required to the maximum extent possible to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the Selection Boards/Departmental Promotion Committees for recruitment/promotions to posts and services under them During the course of discussions in Chitranjan Locomotive Works, the authorities reported that they were taking due care of this provision in that organisation. No statistical data, however, could be made available to the team which could prove their

contention. A few files relating to the minutes of the Departmental Promotion Committee meetings which were examined during the course of study, however, indicated that a representative of Scheduled Caste/ Scheduled Tribe had been in those Departmental Promotion Committees.

Reservation in Confirmation

The Government of India instructions provide that in posts and services filled by direct recruitment, reservation for Scheduled Castes and Scheduled Tribes is required to be made at the time of confirmation also. The concerned authorities reported that these instructions are being complied with as per instructions. The team, however, could not find any roster for the purpose nor there was any indication to that effect in the rosters for direct recruitment.

Confidential Report Forms

According to the latest instructions of the Government a column has to be added in the Confidential Report forms whether the employee reported upon belongs to Scheduled Caste/Scheduled Tribe Another column showing the attitude of the Reporting Officer towards the Scheduled Caste/Scheduled Tribe employee reported upon, has to be added for the Reviewing Officer. No such provision, however, existed in the specimen copy of a form supplied to the team. This is necessary to ensure just reports to Scheduled Caste/ Scheduled Tribe employees from the Reporting Officer and as such authorities should take necessary steps to add these columns

Reservation in the Allotment in Accommodation

10 per cent of the Government quarters in type I and II and 5 per cent in type III and IV are required to be reserved for Scheduled Castes and Scheduled Tribes while making allotment of accommodation to the Government employees. The Railway Board accordingly issued instructions and the authorities in the Chitranjan Locomotive Works also claimed that they were complying with these instructions in the township. The representatives of the Scheduled Caste/Scheduled Tribe employees, however, reported that no consideration was being allowed to Scheduled Caste/Scheduled Tribe employees on the basis of reservation provided for them and whatever Scheduled Caste/Scheduled Tribe had been allotted accommodation was on their own turn. The matter had also been discussed with the Public Relations Officer who was primarily concerned with the allotment of quarters in the Chitranjan Locomotive Works township. During the course of discussions, it was noted that there was no record to show the implementation of the above instructions. It was reported by the authorities that whatever quarters became available in the past were placed at the disposal of different departments in the Chitranjan Locomotive Works who in turn were allotting accommodation to the staff under those departments and there was no central pool as such. The authorities further reported that at present whatever quarters were surrendered to Public Relation Officer, were placed at the disposal of the establishment in the workshop as there was quite a big disparity in the allotment of quarters on that side. No quarters were being allotted direct by Public Relation Officer at present. It was also noted that the Chitranjan Locomotive Works was not having data about the allotment of quarters to its staff and were not in a position to offer figures showing the representation of Scheduled Castes and Scheduled Tribes therein. In fact no such data is being maintained by the authorities and as such it can be safely presumed that the Government instructions in this regard have been completely ignored.

On the workshop side *i.e.* Mech. Department, however, the authorities could furnish data showing allotment of quarters during the period from 27-7-1972 to February 1978 and from March 1978 to March 1980 in respect of type I and II accommodation, which is reproduced below :—

Type of Accommodation	From 27-7-1972 to February, 1978			From March, 1978 to March, 1980			Total (% age)		
	Total	SC	ST	Total	SC	ST	Total	SC	ST
1	2	3	4	5	6	7	8	9	10
I	282	34	26	283	12	25	565	46	51
								17 16%	
II	293	34	13	307	14	17	600	48	30
								13%	

The above figures are quite encouraging as the percentage of allotment of quarters in both the types has crossed 10 per cent limit. It was reported by the authorities that normally they follow the seniority lists of employees while allotting the quarters but when they feel that adequate number of Scheduled Castes and Scheduled Tribes have not been covered they consult another separate list of Scheduled Caste/ Scheduled Tribe candidates to clear the shortfall. The authorities were, however, not following any roster system to ensure adequate allotment of accommodation to Scheduled Caste/Scheduled Tribe employees

A case of non-allotment of quarter to one Shri Srikanth Harijan (Ticket No. 87/412) was brought to the notice of the study team by the representatives of Scheduled Caste/Scheduled Tribe employees. It was reported that the concerned employee who had

applied for allotment of quarter out of turn on account of his wife being a T.B. patient, had been refused allotment in spite of the fact that the patient was under treatment from 1975 onwards and the D.M.O. had recommended his case for such an out of turn allotment. It was further reported that the concerned employee was allowed only recently a joint accommodation with another employee but was finding it difficult to adjust with the other family. This particular case was brought to the notice of the Public Relation Officer who was controlling the over-all allotment in the township and he agreed to look into this. It was also suggested to the authorities that a procedure should be adopted to ensure the compliance of the Government orders and due share given to Scheduled Caste/Scheduled Tribe employees in future allotments. This has to be based on a roster system and separate lists of Scheduled Caste/Scheduled Tribe applicants should be prepared on the lines of the procedure being allowed by the Directorate of Estates, Government of India.

Transfer Policy

Normally there are no transfers at the lower level of the staff but the Chitranjan Locomotive Works has a small office at Calcutta for which there is lot of demand from employees for posting there. In order to avoid any criticism, the authorities are maintaining a separate register based on the requests from employees for transfer to Calcutta. It was reported by the authorities that transfers are normally made to Calcutta against direct recruitment quota strictly according to the register but due care is taken to include the names of Scheduled Caste/Scheduled Tribe employees also as per roster so that there is no imbalance. It was further reported by the authorities that when no candidate was available for transfer, the Calcutta Office which has its own seniority, is allowed to recruit from open market. Like-wise if no Scheduled Caste/Scheduled Tribe candidate is forthcoming for transfer against reserved quota, the post in question is allowed to be filled as reserved from open market.

The representatives of the Scheduled Caste/Scheduled Tribe employees, however, pointed out a case of transfer of one Scheduled Caste employee (Shri A. K. Biswas, DSK Gr. II) to Calcutta who was not accepted. There was a lot of resentment from the staff there, as a result of which the concerned employee was called back to Chitranjan. The authorities with whom this case was discussed, however, reported that there was nothing against the employee being a Scheduled Caste but resentment about his posting against a promotion post which blocked the promotional chances of an employee in Calcutta Office (having separate seniority in Calcutta office) While there can be no two opinion about this episode, it remains a fact that separate seniority had been created only after this incident and the attitude of the staff in Calcutta office was not beyond doubt.

Supply of Statistical Data

Statistical information showing the representation of Scheduled Castes and Scheduled Tribes in Chitranjan Locomotive Works as on 1-1-1980, as supplied to the team has been reproduced below :—

Group of Post	Total including SCs & STs	Sch. Castes		Sch. Tribes	
		No.	%age	No.	%age
1	2	3	4	5	6
Group A	107	10	9.3	.	
Group B .	83	7	8.4	1	1.1
Group C .	10586	1199	11.3	433	4.1
Group D (excluding Sweepers)	4418	1049	23.8	341	7.7

It would be seen from the figures above that the representation of Scheduled Castes and Scheduled Tribes, except in Group D posts, is very much below the prescribed percentages. The representation of Scheduled Tribes is rather negligible. It was reported by the authorities that in spite of special recruitment efforts they could not locate sufficient number of Scheduled Tribe candidates. As pointed out earlier the authorities had not been calculating the brought forward reservations properly otherwise Scheduled Caste candidates who are available in quite a good number could have been recruited in exchange in the third year of carry forward of Scheduled Tribe reservations.

In so far as the submission of other statistical data usually called from various Government/Public Sector bodies, the authorities in the Chitranjan Locomotive Works expressed their inability to supply the same as it was not readily available in that organisation. The authorities were unable to persuade the staff to collect such a data as there was demand from staff side for extra wages in the form of overtime allowance to perform this extra work. It is really deplorable that the Railway Board, which is being requested year after year to collect such data for Commissioner's annual reports, could not evolve a system in its establishments so far to ensure timely supply of such a data. As already pointed out above the reservation cells existing in various railway establishments should be made responsible to collect such a data in the routine manner in the form of quarterly/six monthly/annual returns from various sections, which can be supplied to Commissioner for Scheduled Caste/Scheduled Tribe through Railway Board after consolidation in the cells. The cells which have been engaged in the maintenance of rosters without proper data from the recruiting authorities, can definitely be engaged in the checking of rosters and collection of data on various aspects relating to Scheduled Castes and Scheduled Tribes by transferring the work relating to the concerned sections making recruitment/promotions. Such an action can definitely make the Liaison

Officers more effective in performing the duties assigned to them. Alternatively the cells could be strengthened to be more active to the duties assigned to assist the Liaison Officer.

Demands of the All India Scheduled Caste/Scheduled Tribe Railway Employees Association

One of the main demands of the Association has been about the false claims to belong to Scheduled Castes by members of the Sunri community from Bihar State settled in West Bengal, has been dealt with at length earlier. Secondly, the association alleged that the cases of Scheduled Caste/Scheduled Tribe employees in the departmental tests are considered at par with general candidates instead of testing them separately under relaxed standards. Lenient view is reportedly taken in the case of non-Scheduled Caste/Scheduled Tribe candidates but the cases of Scheduled Caste/Scheduled Tribe candidates are marked for strict observance to render them unsuitable for promotion. In some cases the representatives pointed out non-Scheduled Caste/Scheduled Tribe candidates are allowed to continue on *ad hoc* basis even after having been declared unsuccessful, but the Scheduled Caste/Scheduled Tribe candidates found suitable for promotion have to wait for long time. Non-Scheduled Caste/Scheduled Tribe candidates are allowed to appear for tests quite frequently as compared to Scheduled Caste/Scheduled Tribe candidates. Some of the specific cases brought to the notice of the team had been discussed with the management and it was found that even the Scheduled Caste/Scheduled Tribe employees who are not declared successful are promoted for six months on *ad hoc* basis under the Railway Boards exclusive instructions and are given a chance after six months to appear for the test after on-the-job-experience. In another case it was pointed out by the Association that non-Scheduled Caste candidate who was declared unsuccessful was allowed pre-recruitment training and thereafter allowed to appear again for the trade test but no such pre-recruitment training had been allowed in the case of Scheduled Caste/Scheduled Tribe candidates. In this connection it may be observed that if such pre-recruitment training is allowed to Scheduled Caste/Scheduled Tribe candidate as a routine, the chances of success of the Scheduled Caste/Scheduled Tribe candidates can be enhanced considerably for appointment against reserved vacancies. In regard to other matters, the representatives of the Association were advised to submit specific cases to Commissioner so that the matter could be taken up suitably.

Appendix XXXI

(Reference *Para* 3.128)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Inspectorate of Small Arms, Directorate General of Inspection, Ministry of Defence, Kanpur, U.P.

As part of the programme of studies into the working of service-safeguards provided for Scheduled Castes and Scheduled Tribes, under the constitutional provision, a study team consisting of Shri Waryam Singh, Research Officer and Shri Ajit Singh, Investigator, was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit the Inspectorate of Small Arms, Kanpur on 28th February and 1st March, 1981. The team examined the reservation rosters, Departmental Promotion Committee proceedings, requisitions for employment and other relevant records relating to the implementation of reservation orders and other concession/relaxations admissible to Scheduled Castes and Scheduled Tribes in that organisation. During the course of study, the members of the team had discussion with Lt. Col. Dina Nath, Inspector of Small Arms and Shri R. P. Saigal, Senior Administrative Officer.

2. According to information made available to the team, the Inspectorate of Small Arms had been created in 1972 and rosters have been maintained by the authorities from that date, both in respect of direct recruitment and promotion. During the course of discussions it was found that the Inspectorate is responsible for the recruitment/promotions in the junior class III and IV categories *i.e. b*oth industrial and non-industrial, as also class III non-technical and technical upto the level of Supervisor Grade III. Grouping of isolated posts filled by direct recruitment had been approved by the concerned authorities. Recruitment/promotions to all other categories are being controlled by the Controller of Inspection, Ichapur and the Director General of Inspection, at New Delhi. The inspection of the rosters, being maintained by the Inspectorate revealed that the same had been maintained according to the Government of India instructions, showing carry forward/brought forward of the reservations correctly from year to year. The entries in the rosters had been duly signed and periodically checked by the Controller of Inspection, Ichapur, Calcutta.

3. A Scheduled Caste/Scheduled Tribe officer had always been on the selection boards/Departmental Promotion Committees, considering candidates against reserved vacancies, as was noticed from the proceedings of Selection Board/Departmental Promotion Committee meetings from 1977 onward. There were few occasions when either Scheduled Caste/Scheduled Tribe candidates were not available or not considered suitable for promotion against reserved vacancies but the reserved points had been got dereserved, according to the Government of India instructions and a note kept in the roster registers. The requisitions sent to the Employment Exchange were also in conformity with the entries in the roster registers relating to the reservations except in one case where a point required to be reserved for Scheduled Tribes, had been treated as unreserved considering it as the first vacancy of the year. Various relaxations/concessions admissible to Scheduled Castes/Scheduled Tribes were also being allowed by the authorities. Some of the observations made by the team in this regard, which were also brought to the notice of the authorities, have been summarised below for necessary corrective measures:—

(i) As already pointed out above, rosters had been duly checked by the authorities periodically, but as required no inspection report on the maintenance of rosters had been submitted by the Liaison Officer. It was, however, learnt that though a separate Liaison Officer has been nominated in this organisation, the annual inspection, report of the rosters is submitted by the Controller of Inspection, Ichapur, who had been checking the rosters periodically. It is, however, felt that it is the responsibility of each Liaison Officer to submit such a report either direct to the Government or to the Headquarters. This needs to be complied with.

(ii) During the course of inspection of rosters for Class III (Industrial) posts, it was noticed that point No. 4 reserved for Scheduled Tribes in that grade which could not be filled up by direct recruitment due to non-availability of Scheduled Tribe candidates in spite of making all efforts during the recruitment vear 1973, had been shown as carried over after dereserving the same. The only vacancy in that grade during 1978 which, though reserved for Scheduled Castes, was to be treated as reserved for Scheduled Tribes against the brought forward quota from 1973, had been treated as unreserved on the analogy that the post in question was the first vacancy of the year. The authorities agreed to treat the next vacancy in the grade as reserved for Scheduled Tribes.

(iii) In departmental qualifying examination for promotion to the higher grade on the basis

of seniority-subect-to-fitness in which there is reservation for Scheduled Castes and Scheduled Tribes and where qualifying examination is held to determine the fitness of a candidate for such promotion, suitable relaxation in the qualifying standards in such examinations should be given in the favour of Scheduled Caste/Scheduled Tribe candidates as per instructions contained in para 21(3c) of the Brochure. In the case of Inspectorate of Small Arms, however, it was observed that in the Trade Tests for promotion of industrial employees, no specific relaxation was being allowed to Scheduled Caste and Scheduled Tribe candidates in accordance with Minisry of Defence letter no 97084/DGI/Admin-10, dated 18-10-1976. According to these orders candidates should be given full test (*i.e.* written, oral, practical test etc.). Those who secure 40 per cent marks in aggregate should be declared as qualified and eligible for consideration for promotion to the next higher grade. The instructions further provide that those who qualify will be promoted on the basis of seniority-*cum*-fitness. The fitness will be assessed by a duly constituted Departmental Promotion Committee on the basis of the service records of the concerned employees and reasons for supersession will be recorded. It appears that the Department of Personnel instructions of 21-1-1977 as contained in para 7.8 of Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services have not been taken into consideration. As the authorities are implementing the orders of 18th October, 1976 referred to above only, it is suggested that the orders in question should be suitably amended to make provision for relaxation to Scheduled Caste/Scheduled Tribe in such qualifying examinations, taking into account all relevant factors as per the Government orders.

(iv) There was no backlog of reservations in any grade except in the case of class III and IV (Industrial) categories where some points reserved for Scheduled Castes and Scheduled Tribes, had been filled by others. During the course of discussion in this regard with the concerned officer, it was known that majority of the appointments had been on compassionate grounds and as such the points reserved for Scheduled Castes and Scheduled Tribes had been simply shown as carried over. It was impressed upon the authorities that these points should be adjusted against future recruitment by appointing Scheduled Caste/Scheduled Tribe candidates.

(v) According to the Government of India instructions 25 per cent of the vacancies occurring in the grade of Peons (or other group 'D' posts) will be reserved for being filled by transfer of Sweepers/Farashes/ Chowkidars from Scheduled Castes, who have put in a minimum of five years service, even though they may not be possessing minimum educational qualifications prescribed for direct recruitment to the post. The intention of the Government had been that such employees are given a chance to shift from unclean occupations. This point had also been raised in the meeting with the Scheduled Caste/Scheduled Tribe employees association. The authorities in the Inspectorate who were initially not aware of such instructions, agreed to apply the same to all future recruitments.

(vi) With a view to find out the genuineness of the claims of the Scheduled Caste/Scheduled Tribe employees, the caste certificates produced by some of them, at the time of their appointment in support of their claims to belong to Scheduled Castes/Scheduled Tribes in this organisation were examined. In the case of one Scheduled Caste employee it was noticed that the certificate produced by him was from a Member of Parliament. In another case it was seen that while the Scheduled Caste employee belonged to Azamgarh district of Utter Pradesh, he obtained a certificate from Additional Distt. Magistrate, Kanpur. In a similar case, where a Scheduled Caste employee had submitted a certificate from Distt. Magistrate, Kanpur, it was observed from the service record of the employee that he belonged to Jaunpur district of Uttar Pradesh. Yet, in another case, though the employee belonged to Gonda district of Utter Pradesh the certificate had been obtained from the district authorities of Kanpur. Some of the certificates though issued by the competent authority were not on the prescribed proforma showing all the details. It was also observed during the course of study that in the service books of some of the Scheduled Caste/Scheduled Tribe employees, the particular Caste/Tribe of the employee had written as 'Scheduled Caste' or 'Scheduled Tribe'. While the genuineness of the certificates is not doubted it is however incumbent on the part of the administrative authorities to ensure that necessary entries are made properly in the service records, and the certificates are on the prescribed form from a competent authority. In case of any doubt, the authorities should initiate necessary action to verify the same after appointing the Scheduled Caste/Scheduled Tribe candidate provisionally on the basis of whatever *prima facie* proof is submitted by the applicant in support of his claim. The applicant has to obtain a certificate in support of his claim to belong to a Scheduled Caste or a Scheduled Tribe, as the case may be, from the concerned authorities of the district where he is ordinarily residing and not from the place where he is residing in connection with his livelihood.

(vii) The office bearers of the Scheduled Caste/ Scheduled Tribe employees association, who met the study team in connection with the implementation of reservation orders in the Inspectorate of Small Arms, submitted a list of demands which were discussed at length with the management also. Some of the important points relating to this Inspectorate, are as under :—

(1) Promotion of Shri G. P. Charmarkar from Examiner Grade II to Examiner Grade I.

(2) Promotion channel for Sweepers.

(3) Filling up a vacancy of Foreman, occupied by a Junior Scientific Officer from Scheduled Castes, from the feeder cadre.

(4) Forwarding of the application of the dependents of late Shri Ram Saran (T. No. 9050) to Directorate General of Inspection for employment on compassionate grounds.

4. The above points were discussed with the Inspector of Small Arms who agreed to reconsider the demands at S. No. 1 and 4 during March 1981 itself. It was however, reported that in the first case Shri Charmakar could not be promoted in the past due to disciplinery action against him and in regard to point No. 4, the case had already been rejected by the authorities on the plea that one of the dependants was already in service and also that there was some family dispute In regard to point no. 2, position has already been discussed in para (v). In so far as the filling up of a vacancy of Foreman from the feeder cadre is concerned, it was reported by the authorities that this was not a solitary case. There are 87 such posts in the Director General of Inspection which are being held by the Junior Scientific officers and the matter had already been discussed in JCM in the Headquarters in view of the hardships in the feeder cadres as reported by the authorities. The Inspector of Small Arms, however, agreed in this case also to pursue the matter with the authorities.

APPENDIX XXXII

(Reference *Para* 3.128)

Report of the Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services of the Rajasthan State Mines and Minerals Limited, Udaipur a State Government Enterprise (10th and 11th March, 1981)

Introduction

1. Commissioner deputed a study team to Udaipur and it was also entrusted with the task of undertaking a study into the implementation of service safeguards provided for Scheduled Castes and Scheduled Tribes by the Rajasthan State Mines and Minerals Limited, with reference to the orders issued by the Government of Rajasthan from time to time. The team consisting of Shri R. D. Ahear, Assistant Commissioner and Shri B. M. Masand, Research Officer visited Rajasthan State Mines and Minerals Limited, on 10th and 11th March, 1981 and had discussions with Shri B. S. Minhas, the Managing Director of the Company, Shri Basant Kumar Arya, Manager (Admn.) and Shri S. S. Shaktawat, Assistant Manager (Personnel). The team is happy to record that it got full cooperation from the Management despite the fact that they were not given enough time to collect and compile the preliminary data required by the team.

2. Rajasthan State Mines and Minerals Limited was initially established in 1947 by the name of Bikaner Gypsum Limited in September, 1969 in collaboration with the Rajasthan Government this company was given the mining rights of phosphate Rocks of Jhamarkotra in Udaipur District. Situated 26 Kms. South East of Udaipur, Jhamarkotra rock phosphate deposit discovered by the State Directorate of Mines and Geology, is considered to be the biggest known phosphate deposit in the country with over 50 million tonnes of proved reserves which constitutes more than half of the total prove in rock phosphate ore reserve of the country. After the Government of Rajasthan acquired controlling shares in this Company, in June 1973 this became an undertaking and got its present name Rajasthan Mines and Mineral Limited, in December, 1974.

Representation as on 1-1-1981

3. According to statistical information furnished by the Rajasthan State Mines and Minerals Limited there was only one Officer belonging to Scheduled Castes and none from Scheduled Tribes among the 80 Group A officers in the Company. Similarly out of 157 Group B Officers, there were only 7 Scheduled Caste and 3 Scheduled Tribe Officers. As noticed from the rosters only one officer belonging to Scheduled Castes was appointed during the period from 1973 till date. Thus it is clear that no serious attempt has been made to recruit Scheduled Caste/Scheduled Tribe candidates in the officers cadres. *It is, therefore, suggested that concerted and special efforts may be made to increase the representation of Scheduled Caste and Scheduled Tribe in Officer categories, if necessary by resorting to exclusive recruitment in order to clear the backlog.*

4. In Group C posts, the representation of Scheduled Castes is reported to be 7 per cent and that of Scheduled Tribes 41 per cent whereas the prescribed percentages for Scheduled Castes and Scheduled Tribes are 16% and 12% respectively. The larger representation of Scheduled Tribes in Group C categories of the Company is due to the fact that the mines functioning under the Company are located in the tribal belt of Rajasthan and workmen are obviously drawn from the local areas where the mines are located. *The Company is advised to take immediate steps to increase the intake of Scheduled Caste candidates in Group C posts as well.*

5. From the information furnished by the Company it is observed that there are no Group D category of employees working in the Company. Generally speaking, while the scale of pay of the post is broadly a main factor for classifying a post as Group A, B, C or D, there are certain lowest categories of posts such as Labourer, Mali, Sweeper, Ward Boy, Peon, Security Guard etc. which are basically Group D posts. Their being treated as Group C personnel merely because of the scale of pay does not alevate them to higher posts. They continue to do the same jobs. It only results in the inflation of their representation in Group C posts. *It is, therefore, suggested that such posts may be shown in Group D instead of Group C.*

Liaison Officer

6. According to the instructions issued by the Government of Rajasthan each head of the Department has been made personally responsible for the implementation of the orders of the Government relating to filling up of the reserved posts by Scheduled Castes and Scheduled Tribes and special concessions granted to them. The Government has also authorised each Head of the Department to appoint one of their senior officers to work as Liaison Officer for watching the implementation of the reservation orders, collection and submission of statistical information, etc. It was learnt that no such Liaison Officer was nominated for work relating to the representation of Scheduled Castes and Scheduled Tribes in the Rajasthan State Mines and Minerals Limited. There are also instructions according to which special squads

have been created in the Personnel Department of the Government of Rajasthan for watching the implementation of the reservation orders by visiting various Government Departments, Undertakings and autonomous institutions. One of the functions of these squads is to check the rosters and other records maintained by various authorities for giving effect to the orders regarding reservation and other concessions provided for Scheduled Castes and Scheduled Tribes by the State Government. It is known whether these squads have visited any public sector undertaking under the Government of Rajasthan or not. In any case no such squad had so far visited the Rajasthan State Mines and Minerals limited. As a result this Undertaking did not receive necessary guidance in regard to the maintenance of rosters and other records. *It is, therefore, recommended that this Company should appoint a Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes with suitable staff to assist him for this work.* The Liaison Officer should be responsible for—

(1) Implementation of Government orders regarding reservation of posts and grant of other concessions to Scheduled Castes and Scheduled Tribes.

(2) Collection and submission of statistical information relating to the representation of Scheduled Castes and Scheduled Tribes.

(3) Liaison between Head Office and subordinate units in respect of aforesaid matters.

(4) Collection and compilation of statistics and prompt submission thereof to the State Government, and various other authorities including the Commissioner for Scheduled Castes and Scheduled Tribes.

It is, therefore, the duty of the Liaison Officer to inspect the rosters maintained by the Company at the close of the each year and submit his report to the Managing Director also suggesting remedial measures to be taken in acordance with the instructions issued by the Government of Rajasthan from time to time.

Dereservation

7. According to the procedure set out by the Government of Rajasthan in their letter No. 9(19) Karmik (A.V.)/74, dated 10th February, 1975 if vacancies reserved for Scheduled Castes and Scheduled Tribes cannot be filled by the candidates of the respective reserved categories due to their non-availability inspite of taking all the steps prescribed for their recruitment, these vacancies can be filled by general candidates after obtaining approval of the Department of Personnel in this regard. This procedure is apparently meant for various Departments of the State Government. As regards the application of these instructions to the Public Sector Enterprises, the study team is not aware whether the undertakings are also to send such proposals for dereservation to the Department of Personnel in the State Government. However, in the Public Sector Undertakings under the control of the Central Government, there is a procedure that Board of Directors is competent to dereserve the reserved vacancies in respect of Class I and Class II (Group A and Group B) posts and Managing Director is competent to dereserved the reserved vacancies in respect of Class III and Class IV (Group C & D) posts. *It is suggested that similar procedure should be usefully adopted by the Rajasthan State Mines and Mineral Limited.*

Reservation in promotions

8. The Department of Personnel of the Government of Rajasthan in their circular dated 3rd October, 1973 read with their circular dated 10th February, 1975 have issued instructions providing for reservation for Scheduled Castes and Scheduled Tribes in appointments by promotion in each Class/category/group of junior as well as senior posts under the subordinate/ministrial/Class IV services to the extent of 16% for Scheduled Castes and 12% for Scheduled Tribes in all such cadres where the element of direct recruitment, if any, does not exceed 50 per cent. (At the Centre, this restriction of direct recruitment component has been relaxed to 66⅔%). These instructions are applicable to posts filled by promotion on the basis of seniority-cum-merit, merit and on the basis of competitive examinations limited to departmental candidates only. In the promotion rules of Rajasthan State Mines and Minerals Limited also there is a provision that reservation of posts for promotion to candidates belonging to Scheduled Castes/Scheduled Tribes shall be made as per the roster to be maintained according to policy laid down in this respect. But it was learnt that in this Company, these instructions have not yet been applied on the plea that there was no such provision in the settlement arrived between the management and the employees' union under Section 12(3) of the Industrial Dispute Act, 1974. In this connection, it may be pointed out that after the introduction of the scheme of reservation in posts filled by promotion by the Central Government, similar problems cropped up when the managements of certain public sector enterprises expressed their inability to enforce the scheme of reservation in promotional posts on the similar plea. This matter was discussed at the highest level in consultation with the Ministry of Law and Ministry of Labour and it was eventually decided that settlements with the employees' unions could not get precedence over the constitutional provisions under which the orders regarding reservations in promotional posts have been introduced. The Bureau of Public Enterprise thereafter issued guidelines to various public sector units suggesting that the policy of reservation for Scheduled Castes and Scheduled Tribes should not be within the jurisdiction of Management—Trade Union relations. After the above guidelines, the public sector units under the control of the Central Government are implementing the policy of reservation in posts filled by promotion also. Similarly since the public sector units under the State Government have been made to fall in line with the State Government policy on reservations. there should not be any difficulty to implement the reservation orders in promotional posts in the public sector units under the State Government.

It is, therefore, suggested that the Rajasthan, State Mines and Minerals limited should also implement the orders regarding reservations in promotional posts without any further delay. In fact in the memorandum of settlement with the Union, the provision of reservation for Scheduled Caste/Scheduled Tribe and other concession/relaxations for these communities should form part of the 'Rights of the Management' in Chapter XII—Recognition of Rights, or alternatively there should be a provision to the effect that nothing in terms of the settlement shall prevent the Management from implementing the Government instructions on reservation and other concessions/relaxations provided for Scheduled Castes and Scheduled Tribes from time to time.

9 Further promotions by seniority-cum-merit are based on departmental trade test/written test where the candidates are required to pass with at least 40 per cent marks. There is no relaxation in the passing marks for Scheduled Caste/Scheduled Tribe candidates. *It is also necessary that relaxations in pass marks at least to the extent of 5 to 10 per cent must be provided for the candidates of these communities. After a select panel has been prepared of the passed candidates arranged according to their inter-se seniority. The number of vacancies to be reserved for Schedulea Caste and Scheduled Tribe should be determined on the basis of total vacancies to be filled by promotion strictly according to the relevant roster.* If 10 candidates were qualified in the test and there are only four vacancies out of which one is reserved for Scheduled Castes and one for Scheduled Tribes, then the Scheduled Caste/Scheduled Tribe candidates who have qualified in the test have to be promoted irrespective of their position in the select panel in order to utilise the quota reserved for them. If no Scheduled Caste/Scheduled Tribe candidates has qualified or only one Scheduled Caste candidate has qualified, the remaining vacancy reserved for Scheduled Tribe may be filled by the promotion of qualified general candidate after obtaining prior approval of the competent authority for dereservation of the vacancy in question.

Apprenticeship Scheme

10. During the course of discussions, it was learnt that the Company was implementing the scheme of training of Apprentices under Apprenticeship Act. According to the information furnished by the Company it was found that enough candidates belonging to Scheduled Castes and Scheduled Tribes were not engaged as apprentices even though the Act provides for engagement of Scheduled Castes apprentices in the ratio of 1 : 6 and Scheduled Tribes in the ratio 1 : 8. It was explained by the Management that whatever number of candidates belonging to Scheduled Castes and Scheduled Tribes were sponsored by the Industrial Training Institutes, all of them were engaged as apprentices. As regards graduate apprentices the Management informed that not even the candidates belonging to general categories were forthcoming under the scheme of graduate apprenticeship because the amount of stipend that was provided for graduate apprentices was too inadequate *i.e.* Rs. 280.00 per month. Some graduate apprentices were engaged during the years 1975 to 1977 in medical, electrical and mining disciplines but the number of general candidates was also too small (not more than 3 in any year), there being no response from the Scheduled Caste and Scheduled Tribe candidates. But the Company has devised its own scheme according to which the Company proposes to give stipend to graduate apprentices to the extent of Rs. 800.00 in the first year and Rs. 900.00 in the second year. *It is hoped that the response to this scheme of the Company would be better and the Company could ensure intake of an adequate number of Scheduled Caste and Scheduled Tribe candidates under their Graduate Apprenticeship Scheme.*

Other Training Programme

11. It was given to understand by the Management that they were having a vocational training centre where the training is imparted to the employees in different trades who are in the categories of I to VIII. They are, however, not sending any officers/employees for training in outside institutions in the country or abroad *It is emphasised here that according to the Central Government instructions Scheduled Caste/Scheduled Tribe employees are to be given in service training if they are taken at relaxed standards. Rajasthan State Mines and Minerals Limited is also advised to send more and more officers belonging to these communities for training programmes which enable the Scheduled Caste/Scheduled Tribe officers to broaden their outlook as also to help these gain greater confidence to shoulder higher responsibilities.*

Diversion of Sweepers to Clean Occupations

12. Attention of the Management was invited to a scheme of the Central Government according to which 25 per cent of the vacancies in the posts of Peons and other Class IV categories of workers are to be reserved for being filled on transfer basis by the employees working in the category of sweepers etc The intention behind this scheme is to divert the employees belonging to Scheduled Castes away from the caste-based occupations of sweeping and scavenging which has the stigma of untouchability attached to them. If the sweepers and for that matter employees working as Chowkidars and Frashes are diverted to cleaner occupations which have promotional avenues also, their coming generations will not be subjected to the stigma of untouchability. *It is hoped that the Rajasthan State Mines and Minerals Limited will endeavour to adopt this scheme too.*

Departmental Promotion Committees and Selection Boards

13. The Government of India have emphasised time and again that while constituting Selection Boards/ Departmental Promotion Committees, care should be taken as far as possible to nominate an officer belonging to Scheduled Caste/Scheduled Tribe in such Selection Boards/Departmental Promotion Committees In case of bulk recruitment of Scheduled Castes and Scheduled Tribes, no effort has to be spared by the authorities concerned to associate an officer belonging to Scheduled Caste or Scheduled Tribe. In case of

recruitment/selection to Group A and B posts if an officer of appropriate rank is not available within the organisation, an officer of the required status can be coopted from a sister concern or even any other organisation of the Central/State Government for the purpose. *It is hoped that the Management would keep this aspect in view while constituting Selection Boards/Departmental Promotion Committees in future.*

Annual Reports

14. The Company prepares an Annual Report giving details about its achievements during a particular year. So far as the services side is concerned it does not carry the statistics of the reservation of Scheduled Castes and Scheduled Tribes in various groups of posts. *It would be desirable that the progress about the intake of Scheduled Castes and Scheduled Tribes in the service of the Company should be incorporated in the report with special mention about the efforts made to increase the intake of Scheduled Castes and Scheduled Tribes in the services of the Company during the report year.*

Residential accommodation

15. The Company has about 250 quarters for various categories of workers but reservation has not been provided for Scheduled Caste and Scheduled Tribe employees. There is no mention about the element of reservation in Chapter VII of the Memorandum of Settlement or in para 50 of the Standing orders for the Mines of the Company at Jhamarkotra. In view of the difficulties experienced by Scheduled Caste/Scheduled Tribe officers at many places to find residential accommodation, the Government of India issued instructions providing for reservation to the extent of 10 per cent for Scheduled Caste/Scheduled Tribe employees in the lowest two types of accommodation *viz.* (Types I and II, one-room and two-rooms types) and to the extent of 5 per cent in the next two types (types III and IV). *It would be advisable for the Company to reserve a quota for employees of these two communities in the allotment of residential accommodation.*

Caste/Tribe Certificates

16. Some of the files of the employees belonging to Scheduled Castes and Scheduled Tribes containing Scheduled Caste/Scheduled Tribe certificates were inspected. By and large it was noticed that the certificates submitted by the employees concerned were not on the prescribed proforma and in some cases the certificates were not issued by the competent authorities. *It is suggested that the certificates produced by the employees claiming to belong to Scheduled Castes or Scheduled Tribes are reviewed by the Management and employees concerned advised to produce certificates in the prescribed proforma. This has to be done to ensure that the instructions have been fully complied with on this subject and benefits/concessions meant for Scheduled Castes and Scheduled Tribes are not taken by the wrong persons.*

Rosters

17. As already stated Rajasthan State Mines and Minerals Limited have not given effect to the reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion. Therefore, they have maintained rosters only in respect of posts filled by direct recruitment. In the category of direct recruitment posts it is observed that most of the posts are of isolated nature or have a cadre strength of less than 20. The Company maintained separate rosters for all the direct recruitment posts including the isolated posts and small cadres. In many cases it was noticed from the rosters that a single vacancy was filled in a year and each time the same was treated as unreserved. These single vacancies were kept out of purview of the reservation orders on the plea that whenever there was a single vacancy, reservation orders were not applicable. Similarly in most categories of posts whether of workmen or of officers, the number of vacancies filled during the past several years from 1973 onwards never crossed a double figure. In these posts also due benefit of reservation could not be derived by Scheduled Caste and Scheduled Tribe candidates. It is indeed surprising to note that in the rosters maintained from 1973 for posts in the officers categories, only one officer belonging to Scheduled Caste was appointed to the post of Senior Surveyor. No officer belonging to Scheduled Tribes has been appointed all these years.

18. *All these observations lead us to feel that because of single vacancy and isolated posts, reservation could not be availed by the reserved category candidates. It is, therefore, suggested that Rajasthan State Mines and Minerals Limited should resort to grouping of posts with the approval of competent authority keeping in view the status, salary and qualifications prescribed for the posts. As a result of such a grouping, it would be possible to earmark and give benefit of reservation in the posts filled by direct recruitment in one or the other year when a number of vacancies in a group so formed are available and some of them will fall on the points reserved for Scheduled Castes and Scheduled Tribes.* There can be two rosters for each category or group say one for technical posts and other for non-technical posts in category VIII, VII and so on, having the same scale of pay etc. *As regards the posts of sweepers, these should not be grouped with any other posts and a separate roster should be maintained for these posts. Similarly there should be no grouping in posts filled by promotion.*

19. The rosters that were maintained for direct recruitment posts gave an impression that these rosters had not been prepared as and when vacancies were filled but were prepared at a later date. Thus these rosters were nothing but a record of recruitment that was made without determining the vacancies to be reserved for Scheduled Castes and Scheduled Tribes strictly in accordance with the points in the roster. As pointed out in the para on the advertisements it has already been observed that the number of vacancies reserved for Scheduled Castes and Scheduled Tribes was not clearly mentioned in the advertisements.

Thus there was no serious attempt to recruit Scheduled Caste and Scheduled Tribe candidates against various posts in the Company. In fact, whenever some vacancies in a particular cadre are proposed to be filled. These should be reflected in the roster immediately and reservation determined accordingly. To the number of vacancies so determined to be Reserved for Scheduled Castes and Scheduled Tribes, should be added the backlog of reservation brought forward from previous years. The total reservation so determined should be notified to the employment exchange or advertised, as the case may be, and after all the efforts have been made sincerely to locate Scheduled Caste and Scheduled Tribe candidates, the unfilled vacancies in the reserved quota may be filled by general candidate only after obtaining prior approval of the Board of Directors as the case may be, as suggested in the para on de-reservation in this report. There was a number of discrepancies in the earmarking of reserved points and carryforward of unfilled reservation. The complete position in regard to maintenance of rosters was explained to the officers concerned who corrected the rosters accordingly during the course of the study itself. *It is further suggested that for recruitment from* 1981 *onwards, the rosters should be maintained according to grouping of posts as suggested above and proper procedure for recruitment as prescribed by the Government of Rajasthan in the Brochure on reservation for Scheduled Castes and Scheduled Tribes in services should be scrupulously followed and no post reserved for Scheduled Castes and Scheduled Tribes should be filled by general candidates without making serious efforts in accordance with the prescribed procedure and without obtaining the prior approval of the competent authority.*

Advertisements

20. Some of the files containing advertisements issued by the Company were also inspected. It was noticed that in some cases the number of posts reserved for Scheduled Castes and Scheduled Tribes was not shown and it was simply mentioned that other things being equal preference would be given to the Scheduled Caste and Scheduled Tribe and likewise there was no mention about relaxation of upper age limit and grant of T.A. admissible to Scheduled Caste/Scheduled Tribe candidates. *Under the instructions the number of posts reserved for Scheduled Castes and Scheduled Tribes has to be specifically indicated in the advertisements. There has to be a mention about age and experience relaxation as also provision for T.A. to the Scheduled Caste and Scheduled Tribe candidates.*

APPENDIX XXXIII

(Reference *Para* 3.128)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Hindustan Zinc Ltd.—Government of India Undertaking under the Ministry of Steel & Mines. (11*th to* 13*th March*, 1981)

Hindustan Zinc Limited was established as a Government Enterprise in January 1966 after taking over the Metal Corporation of India, the activities of which were confined to operation of lead-Zinc mines located in Rajasthan and some other parts of the country After the take over the Hindustan Zinc Ltd., had to complete the construction of projects which had earlier been started by the Metal Corporation of India. During the past 13 years, this Company has grown into a large multi-unit organisation. It is responsible for production of lead, silver, cadmium and has built up a capacity for 80% of the zinc production of the country. Until 1967 the country was totally dependent on imports for its requirements of zinc and lead. The Company, therefore, had to build up at an accelerated pace and has now a bond of experienced and talented Engineers and technicians who are capable of managing the existing units and also undertake future expansion activities in this field.

2. As part of the programme of studies into the working of safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution, a team consisting of S/Shri R. D. Ahear, Assistant Commissioner and B. M. Masand, Research Officer was deputed by the Commissioner to visit the above Company in order to assess as to how far the orders regarding reservation for Scheduled Castes and Scheduled Tribes and other concessions and relaxations provided for the Scheduled Castes/Scheduled Tribes had been implemented in this Company. The team met the following officers and had discussions with them :—

(1) Shri V. D. Bakshi,
Deputy General Manager (P).

(2) Shri Moti Lal,
Manager (Industrial Relations).

(3) Shri H. B. Bagai,
Executive Officer.

(4) Shri K. Nanda Kumar.
Administrative Officer.

(5) Shri S. P. Gaur,
Administrative Officer.

The team also paid a courtesy call to Shri R. P. Kapoor, Chairman and Managing Director of the Company. The team is happy to record that it got full cooperation from the Management in this regard, despite the fact that they could not be given enough time to collect and compile the preliminary data required by the team.

3. It was stated by the Management that though the Company functioned from January 1966 as a Government Enterprise but orders regarding reservation for Scheduled Castes and Scheduled Tribes were implemented only after receipt of Presidential directives in February 1971. All the rosters were maintained by the Company from 1971 onwards.

Liaison Officer and his Inspection Reports

4. During the discussion it was stated that Deputy General Manager (Personnel) who was nominated as Liaison Officer for all establishments and services under the Hindustan Zinc Ltd. from January 1978 had been taking a very keen interest and no advertisement could be issued without satisfying him in regard to vacancies that were to be reserved for Scheduled Castes and Scheduled Tribes strictly according to the rosters. However, it was stated that the Liaison Officer had not submitted a formal inspection report as required under the rules though he had been very vigilant in the matter of implementation of reservation orders. While his vigilance and sincerety on the part of the Management will be certainly appreciated, it has, however, to be emphasised that it is very necessary for the Liaison Officer to inspect the rosters and other records at the close of each year and submit a report in the form prescribed in Appendix 7 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. *It is, therefore, suggested that in future the Liaison Officer must inspect the rosters at the close of each year and submit his report to the Chairman and Managing Director in the prescribed form.* A copy of the inspection report has also to be sent to the Administrative Ministry concerned. It will be appreciated if a copy of his inspection report is also furnished to the Commissioner for Scheduled Castes and Scheduled Tribes.

Scheduled Caste/Scheduled Tribe Cell

5. It was learnt that at the corporate level there is a Cell which functions directly under the Manager (Industrial Relations). There is only one Administrative Officer who is looking after the Cell along with his other normal duties. According to the Presidential directives as contained in para 2 of Chapter VII—Supervision & Vigilance, a cell consisting of suitable number of Assistants has to be constituted

under the control of the Liaison Officer to ensure prompt disposal of the grievances of Scheduled Caste and Scheduled Tribe employees and to assist the Liaison Officer in the performance of the duties assigned to him for watching the implementation of reservation orders. *Therefore, it is necessary that one or two Assistants according to the load of work may be put on this job exclusively.* The management pointed out that there were not many complaints from the employees belonging to Scheduled Castes and Scheduled Tribes and whenever there was any such complaint, it was duly considered by the Personnel Department with reference to the instructions issued by the Government from time to time.

Promotion policy

6. It is noticed from the statistical information furnished by the Hindustan Zinc Ltd. in proformae IV and V of the preliminary information that no reservation has been shown as per the rosters prescribed for posts filled by promotion. During the course of study also it was stated that no roster had been maintained in respect of promotional posts although it was pointed out that in the Units rosters were being maintained in respect of Group 'C' posts filled by promotion. There is also no such provision in the 'Promotion and Recruitment Rules' (Annexure A to the Memorandum of Settlement with the Representatives of Workers on 20-1-1981). It was explained by the Manager (I R.) that promotions in the Company were time-bound and every worker/officer who completed the requisite length of service in the lower grade and qualified in the written test/trade test, where prescribed, was to be upgraded to the next higher grade on qualifying in the test. In the Promotion and Recruitment Rules, the guidelines about promotions by seniority (automatic), promotion by selection and stagnation promotions have been clearly defined with the eligibility period, good record of service and passing in the trade test/writtten test. The fact that there is a provision of stagnation promotion, goes to prove that all persons in the feeder cadres are not promoted for one or the other reasons and in this elimination process, the Scheduled Castes/Scheduled Tribes are likely to be a common casuality as they may not be in a position to secure competitive position/qualifying marks in such tests, or have no meritorious a record as the general category candidates might be able to attain. The Management also tried to explain that this upgradation was akin to crossing of Efficiency Bar as in vague in the Government offices. This plea was also not acceptable to the study team. For crossing the Efficiency Bar the question of grant of increment at a particular stage is decided but the minimum and maximum of the scales of pay remain the same. In this Company, the entire scales of pay are changed which clearly shows that upgradation from a lower scale to a higher scale of pay is nothing but promotion on the basis of seniority subject to fitness where fitness is decided on the basis of written test/trade test etc. Instructions governing this type of promotion are contained in the Department of Personnel & Administrative Reforms O.M. No. 36021/10/76-Estt (SCT), dated 21-1-1977 where relaxation is also prescribed in favour of Scheduled Castes and Scheduled Tribes. The Management, however, pointed out that there had been no case of supersession of any Scheduled Caste/Scheduled Tribe employees as a result of this promotion policy.

7. It is true that all the eligible employees are free to appear in the written test/trade test, *it is desirable that rosters may be maintained in respect of all promotional categories where promotions are on the basis of seniority subject to fitness and in the case of posts filled by promotion on the basis of selection, posts upto to the lowest rung of Class I (Group 'A') are subject to the policy of reservation. Where in a particular year, enough Scheduled Caste/Scheduled Tribe candidates are not available at all in the feeder cadre or are not eligible for promotion due to not fulfilling the prescribed length of service in the lower grade, there can be no objection to such of the reserved posts being filled by the eligible general category candidates after following the procedure for dereservation of reserved vacancies.*

8. In the case of promotions within Class I (Group A) though there is no reservation at present but in promotion by selection within class I to posts which carry an ultimate salary of Rs. 2,250 p.m., the Scheduled Caste/Scheduled Tribe candidates who are in the zone of consideration so as to be within the number of vacancies, are to be included in the select list provided they are not considered unfit for promotion. Instructions to this effect are contained in the M H.A. O M. No. 1/9/69-Estt. (SCT), dated 24-3-1970 read with DOPAR O.M. No. 1/10/74-Estt (SCT), dated 23-12-1974.

9. *In view of the position brought out above, it is imperative to maintain rosters for promotional posts both in the corporate office as well as in various units of the Company in respect of all posts which are filled by promotion on the basis of seniority subject to fitness (as discussed in the previous paragraphs) and the lowest rung of Class I (Grade A) where promotion is on the basis of selection. Frankly speaking these rosters should be maintained w.e.f. the dates from which the relevant orders were issued. It would, therefore, be necessary to calculate the backlog (total reservation minus number of Scheduled Castes/Scheduled Tribes actually promoted) by supplying reservation to all vacancies filled by promotion from the date reservation orders became effective.*

Representation as on 1-1-1981

10. According to information made available by the Company there were only 30 Class I (Group A) officers belonging to Scheduled Castes and only 3 belonging to Scheduled Tribes out of the 665 Group 'A' officers, yielding percentage of 4.5 and 0.45, respectively. In Group 'B' the situation was still worse. It was stated that most of the Group 'B' posts were filled by promotion with a time-bound scheme of promotion. Since the reservation orders to the posts in the Company had been applied from 1971 onwards, the Scheduled Caste and Scheduled Tribe candidates who were appointed in 1971 had not yet come up

by virtue of length of service in the lower grade to reach the group B posts so far. It was explained that the position will improve in a couple of years, when those persons will be eligible for promotion. It was seen from the rosters for Group B posts that direct recruitment was also recorded to in Group B posts when enough candidates were able to fill up posts by promotion. Thus there is a possibility of introduction of induction levels in Group B posts *Management is urged to explore the possibility of introducing regular intake in some of the Group B posts in order to open an opportunity of locating Scheduled Caste/Scheduled Tribe candidates from the open market since sufficient number of Schedulea Caste/Scheduled Tribe candidates are not available/ eligible in the feeder cadres to avail the promotions to Group B posts in accordance with rules As discussed in earlier paragraphs Group B posts also should be made subject to reservation and separate rosters have to be maintained for all posts filled by promotion.*

11. As regards Group 'C' posts are concerned representation of Scheduled Castes and Scheduled Tribes had reached quite a satisfactory level (13.02% in the case of Scheduled Castes and 19.78% in the case of Scheduled Tribes). One of the reasons for ever reaching the percentage of reservation for Scheduled Tribes is that one of the major mines of the Company namely the Zawar Mines was located in a tribal belt in Rajasthan and, therefore, Scheduled Tribes were available for Group 'C' posts in a larger number. Yet another reason for a satisfactory representation of both these communities in Group 'C' posts is due to the fact that there are not Group 'D' posts in the Company. Even the lowest Group 'C' posts which should basically constitute a Group 'D' cadre are being treated as Group 'C' posts merely because of the scales of pay. Generally speaking while the scale of pay of a post is broad factor for classifying a post as group A, B, C or D there are certain lowest categories of posts where the personnel continue to do the same job as is expected of Group 'D' personnel. More revision of pay to entitle them to be counted as a Group 'C' personnel does not elevate them to higher post. *It is, therefore, suggested that the lowest categories of posts such as Mazdoors, peons, sweepers, ward-Ayas, Laboratory Assistants, etc. which are in the lowest scales of pay should constitute Group 'D' Counting these categories of posts whose mostly Scheduled Castes and Scheduled Tribes are available in large number as Group 'C' posts results in the inflation of the representation of Scheduled Castes and Scheduled Tribes in Group 'C' posts*

12. Following information was furnished by the Management indicating the recruitment made during the last four years. The figures in brackets show the position of recruitment as noticed from the rosters :—

Year	Group No	Number of vacancies filled			Vacancies notified		
		Total	Sch Castes	Sch. Tribes	Total	Sch Castes	Sch Tribes
1	2	3	4	5	6	7	8
1977	Group A	77 (76)	3 (3)	.. (..)	77	14 (52)	9 (24)
	Group B	13 (10)	. (.)	1 (..)	13	3 (2)	2 (1)
1978	Group A	58 (54)	5 (4)	. (..)	84	18 (48)	6 (22)
	Group B	11 (18)	1 (1)	. (.)	11	(3)	.. (1)
1979	Group A	42 (40)	3 (4)	( )	79	14 (43)	6 (20)
	Group B	6 (6)	. (.)	. ( )	6	. (1)	.. (1)
1980	Group A	71 (49)	9 (7)	1 ( )	97	22 (33)	9 (16)
	Group B	N.A. (9)	N.A. (2)	N.A. ( )	N.A	N A. (2)	N.A. (..)

It would be seen from the above table that figures of the recruitment made to Group A and B posts particularly during the years 1977 *to* 1980 *as furnished in proforma III of the preliminary information do not tally with the recruitment reflected in the rosters. The discrepancies need to be clarified.*

13 *Similarly there are discrepancies in the number of vacancies notified as reserved for Scheduled Castes and Scheduled Tribes during this period* For example, during the year 1977 only 14 vacancies were notified as reserved for Scheduled Castes and 9 for Scheduled Tribes in Group A posts whereas taking into account the backlog of the previous three years and the current reservation (of 11 Scheduled Castes and 6 Scheduled Tribes), the total number of vacancies to be reserved for Scheduled Castes should have been 52 and for Scheduled Tribes it should have been 24. As the orders allowing the total reservation to exceed 50 per cent of the vacancies being filled in a year were issued in December. 1977, therefore, during this year, the reservation could be restricted to 50 per cent of the total vacancies (*i e.* half of 77—38). Thus the reservation actually notified (14 for Scheduled Caste and 9 for Scheduled Tribes) fell well below even this restricted figure of 38. Similar discrepancies in the number of reserved vacancies notified in Group 'A' and 'B' posts during the years 1977 to 1980 can be noticed from the figures given under columns 6, 7 and 8 of the above table During the year 1978 and thereafter the total reservation including the backlog could even exceed beyond 50 per cent of the total vacancies being filled in the year *It is thus clear that the backlog of the reservation brought forward from*

previous years was not taken into account while notifying the reserved vacancies. It has also been noticed from the copies of the advertisements that exact number of vacancies reserved for Scheduled Castes and Scheduled Tribes was not indicated in most of the advertisements, which merely stated that the reservation for Scheduled Castes and Scheduled Tribes and relaxation in the number of years of experience was admissible as per rules. In some of the advertisements it was stated that other things being equal, preference will be given to Scheduled Castes and Scheduled Tribes candidates. Further more the procedure for de-reservation of reserved vacancies is applicable to the public sector undertaking was also not followed. Keeping all these observations in view, the management cannot lapse unfilled reserved vacancies as has been shown in the roster for Group A posts. In the roster for Group B posts in the year 1980 also one Scheduled Tribe vacancy of 1977 was allowed to lapse. *For lapsing unfilled reserved vacancies as shown in the rosters ex post facto approval of the competent authority has to be taken clearly certifying in the proposal for de-reservation that the Scheduled Caste/Scheduled Tribe candiddtes were not available for appointment in spite of taking all the prescribed stage for attracting and recruiting Scheduled Caste and Scheduled Tribe candidates.*

D.P.C./Selection Board Meetings

14. According to the general rules pertaining to constitution of Departmental Promotion Committees, it was learnt that for promotion to posts carrying the scale, maximum of which was above Rs. 1,250, the D.P.C. consisted of Managing Director, Financial Adviser and Chief Accounts Officer, General Manager (S) and/or General Manager (Mines). In such D.P.Cs. only in the case of posts the maximum of which exceeds Rs. 1,600, an expert from outside the organisation is required to be included. For posts carrying the scale of pay the maximum of which is Rs. 580 and above, the D.P.C. consists of Managing Director or General Manager/Financial Adviser concerned, Financial Adviser and Chief Accounts Officer or his representative, Superintendent of Mines/Chief Supdt. (S)/CPD/CPI(M) concerned and/or such other persons whom the Managing Director may co-opt as member. In these general rules there is no provision for associating a member belonging to Scheduled Castes or Scheduled Tribes. In this connection, attention is also invited to the instructions contained in the Department of Personnel and Administrative Reforms O.M No. 27/4(iii)/70-Estt. dated 2-9-1970 and No. 16/1/74-Est. (SCT), dated 23-5-1975 read with their O.M. dated 8-4-1974 according to which the appointing authorities are required to endeavour to the maximum extent possible to nominate a Scheduled Caste/Scheduled Tribe officer while constituting a Departmental Promotion Committee or Selection Board for promotion/recruitment to posts and service under them. Particularly, where a Selection Board or Depatmental Promotion Committee has to make bulk selection for a large number of vacancies, say, 30 or more at a time, no effort has to be spared in finding a Scheduled Caste or Scheduled Tribe officer for inclusion in the Selection Board/Departmental Promotion Committee. According to the latest instructions issued by the Department of Personnel and Administrative Reforms as contained in their O.M. dated 16-1-1980 it has been clarified that in the case of D.P.Cs/Selection Boards constituted for Group A & B posts even if there is an provision for association of an external member or if none of the officers included in the Departmental Promotion Committees as per composition given in the recruitment rules, belongs to Scheduled Caste or Scheduled Tribe, an officer belonging to Scheduled Caste or Scheduled Tribe has to be co-opted in the meeting of such Departmental Promotion Committees/Selection Board. If no officer of the appropriate rank is available within the Ministry/Department/Office, an officer of appropriate level can be co-opted from another Ministry/Department/Office. Where for any reason, it is not possible to include a Scheduled Caste/Scheduled Tribe officer in the Departmental Promotion Committee whether by nomination or by co-option, the reasons for such non-co-option are to be recorded in writing.

15. As the instructions were not being followed scrupulously in some of the public sector undertakings, the Commissioner for Scheduled Castes and Scheduled Tribes recommended in his report for the year 1978-79 that these instructions should be made obligatory and all public sector enterprises should make serious efforts to locate Scheduled Caste/Scheduled Tribe officers to serve on such committees. This recommendation of the Commissioner for Scheduled Castes and Scheduled Tribes has been circulated by the Bureau of Public Enterprises to various Ministries/Departments of the Government of India for being conveyed to the public sector undertakings *vide* Bureau of Public Enterprises O.M. No. 6/4/81-BPE(GM-I), dated 9-3-1981. From the information furnished by the Management of Hindustan Zinc Ltd. in proforma IX of the preliminary information, it is noticed that these instructions are not being complied with. During the course of discussion the Manager (Industrial Relations) pointed out that one of the officers belonging to Scheduled Caste working in the Mines Unit had been nominated on Departmental Promotion Committee but whenever he attended the meeting for almost the whole day, the working of the factory suffered. *It is suggested that the above instructions of the Central Government may please be followed in future strictly and officer belonging to Scheduled Caste or Scheduled Tribe should be associated in such meetings.*

Training

16 According to information furnished by the Management as many as 728 Class I officers were trained by organising courses within the Company with the help of outside institutions during the years 1978 to 1980 and of those only 13 belonged to Scheduled Castes and one to Scheduled Tribes During the years 1979 and 1980, 159 officers were trained in outside institutions out of whom only 9 belonged to

Scheduled Castes and 2 to Scheduled Tribes. Another 3 Scheduled Caste officers were sent for training during the year 1978. Out of 37 officers sent abroad for training/fellowships during the years 1978 to 1980 only one officer belonged to Scheduled Caste. In the case of deputation to attend seminars/conferences as many as 171 officers were deputed and none of them belonged to Scheduled Castes or Scheduled Tribes. Information in this regard for the year 1978 was stated to be not readily available. *The Management of Hindustan Zinc Ltd. is advised to make more serious efforts to ensure that more and more officers belonging to Scheduled Castes and Scheduled Tribes are deputed for such training programmes as that would enable them to broaden their outlook and gain more confidence to shoulder higher responsibilities in senior positions.*

Grouping of Posts

17. It was noticed during the course of study that Hindustan Zinc Ltd. had maintained one single roster each for all Group A, Group B and Group C posts at the corporate level as well as in various units of the Company. This is not in conformity with the instructions regarding maintenance of rosters contained in Appendix 5 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services—read with instruction regarding grouping of posts contained in Chapter 6 of the Brochure (1978 Edition). This matter was discussed with the Manager (I.R.) both while studying the rosters in the Zawar Mines as also in the Corporate office. As regards Group 'C' posts the matter is being discussed in details in this report in a para concerning the Zawar Mines. Insofar as Group B posts are concerned, which are mostly filled by promotion, there are clear instructions that no grouping is allowed in such a case. *However, while resorting to direct recruitment in Group B, it should be ensured that all the Group B posts are not grouped together for the purpose of reservation orders and if it becomes necessary to group some of the isolated posts and small cadres for the maintenance of common rosters, instructions contained in Chapter 6 of the Brochure should be kept in view. One common roster was also maintained for all Group 'A' posts in the following scales of pay :—*

S. Nos.	Scale of Pay	Sanctioned strength	Officers in position
1	2	3	4
1.	Rs. 700–1250	376	310
2.	Rs. 1000 to 1600 . .	253	193
3.	Rs. 1400 to 1800 . . .	92	78
4.	Rs. 1600 to 2000 . .	49	32
5.	Rs. 1900 to 2400 . .	28	23

Besides in each of the above scales of pay there are a number of disciplines such as Mining, Electrical, Mechanical, Ore-dressing, Instrumentation, Chemical, Metallurgical, Electronics etc. etc and Administration and Accounts which have nothing in common except the scale of pay. Though the exact figures of the number of officers in each disciplines in each scale of pay could not be furnished to the team readily, it was explained to the Management that where a cadre of a particular discipline consisted of 20 or more posts independently there was justification for maintenance of separate roster for each such cadre. It is the experience of the Commissioner for Scheduled Castes and Scheduled Tribes through the study teams and otherwise that there are certain popular categories of posts for which the Scheduled Caste and Scheduled Tribe candidates are generally available and there are certain other technical and specialised cadres for which Scheduled Caste/Scheduled Tribe candidates may not be forth-coming in large numbers. In such situations where popular categories of posts are pooled together for the purpose of maintenance of rosters, the Scheduled Caste/Scheduled Tribe candidates are found to have better representation or in some cases may even be over represented in popular cadres and scantily represented in the technical and specialised cadres. There is, therefore, generally a tendency to appoint Scheduled Caste and Scheduled Tribe candidates in the popular categories of posts and particularly in the lowest scale of pay where they are easily available. While there may be genuine difficulties to locate Scheduled Caste and Scheduled Tribe candidates for certain technical and specialised cadres, it is felt that all the technical posts in various disciplines in a particular scale of pay should not be grouped together for the purpose of reservation orders. When separate rosters are maintained for each discipline having a cadre strength of 20 or more, it would compel the management to make serious efforts to locate Scheduled Caste and Scheduled Tribe candidate for such disciplines for which they are not available in larger number, in order to ensure even distribution of Scheduled Castes and Scheduled Tribes in various disciplines. *It is, therefore, suggested that after the management has compiled information in regard to the number of posts in each discipline in each scale of pay, it would maintain separate rosters instead of maintaining one common roster for all Group A posts. Action taken in regard to maintenance of separate rosters from the year 1981 onwards may kindly be intimated for the information of the Commissioner for Scheduled Castes and Scheduled Tribes.*

Advertisements

18 A number of advertisements released by Hindustan Zinc Limited for various posts were seen and it was noticed that in most of these advertisements, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes were not clearly indicated. It was generally indicated in the advertisements that reservation for Scheduled Caste and Scheduled Tribe candidates was admissible as per rule. In some of the advertisements it was stated that other things being equal preference would be given to Scheduled Caste/Scheduled Tribe candidates. This is not in conformity with the instructions issued by the Government according to which exact number of vacancies in posts filled by direct recruitment determined strictly according to the roster, is required to

be indicated in the advertisement/notification separately for Scheduled Castes and Scheduled Tribes. While notifying the vacancies it is also necessary to include the brought forward reservation as also to indicate the vacancies which are exchangeable between Scheduled Castes and Scheduled Tribes being in the third year of carry-forward.

19. Relaxation in the upper age limit in favour of Scheduled Castes and Scheduled Tribes, to the extent of five years was also not clearly indicated. It was merely stated that the upper-age limit was relaxable for Scheduled Caste and Scheduled Tribe candidates as per rules

According to the instructions issued by the Government of India experience for a particular post, where it is prescribed as an essential qualification, is relaxable in favour of Scheduled Caste and Scheduled Tribe candidates otherwise qualified for the post. In all the advertisements though, it was mentioned that experience would be relaxable in the case of Scheduled Caste/Scheduled Tribe candidates, the extent of relaxation was not clearly spelt out. In many undertakings the number of years of experience relaxable in favour of Scheduled Castes/Scheduled Tribes is already indicated. As a number of Scheduled Caste/Scheduled Tribe candidates possessing higher qualifications for technical and specialised cadres is quite small, insistence on long years of experience in their case is a factor responsible for not attracting more of such candidates for the technical and specialised posts. *It is, therefore, suggested that relaxation of experience by exact number of years should be clearly mentioned in the advertisements, preferably reducing the experience requirement to half that prescribed for general candidates. Thereafter Scheduled Caste/Scheduled Tribe candidates thus selected by relaxed standards can be given more in-service training.*

20. Other requirements about the concession and fees as allowed to Scheduled Caste/Scheduled Tribe candidates and the grant of travelling allowance for attending interview/test were indicated in the advertisements issued by the Company.

Scheduled Caste/Scheduled Tribe Certificates

21. It was generally observed that the Caste/Tribe certificates produced by the employees as proof of their belonging to these communities were either not issued by the competent authorities or they were not issued on the form prescribed for the purpose. In this connection, attention of the Management is drawn to instructions contained in para 14 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (1978 Edition) according to which where a candidate belonging to Scheduled Caste or Scheduled Tribe is unable to produce a certificate from any of the prescribed authorities, he can be appointed provisionally on the basis of whatever *prima facie* evidence, he is able to produce in support of his claim to belong to Scheduled Caste or Scheduled Tribe subject to his furnishing the prescribed certificate within a reasonable time. Therefore, there is no objection to entertaining the certificates issued by the authorities other than those declared to be competent for this purpose, provisionally but the employees concerned has to be advised to produce the proper certificates issued by the competent authorities within a reasonable time. *The Management is advised to keep these instructions in view and advise the employees who have not furnished the certificates on prescribed form or have not been issued by the competent authority, to submit the certificates as per instructions. However, if there is any genuine difficulty for the Scheduled Caste/Scheduled Tribe employees to obtain certificates, the Management can itself verify their claims through the District Magistrates or any other authority authorised to issue the certificates. The certificates should also be examined with reference to the Caste or Tribe as scheduled in the list of Scheduled Castes and Scheduled Tribes in various States.* The other points relating to case of migration, claims through marriage, cases of conversion and reconversion, cases of adoption etc., should also be examined in accordance with the guidelines issued by the Ministry of Home Affairs in their letter No. 35/1/72-RU(SCTV), dated 2nd May, 1975 a copy of which is included in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services.

Recruitment Rules

22. As the reservations and other concessions/relaxations have been provided to Scheduled Castes and Scheduled Tribes in accordance with provisions made in the Constitution, it is to be ensured that these do not become the subject of controversy or confrontation between the employees union and the Management. In order to safeguard these provisions, a saving clause has necessarily to be introduced in all the recruitment rules as also the terms of settlement with the employees' unions to the effect that nothing in these rules/terms of settlements would effect reservations, relaxation of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. *It is hoped that the Management would introduce this clause in the recruitment rules and the memorandum of settlement with the employees' unions at the earliest.*

C.R Forms

23. As a number of complaints were received by the Commissioner for Scheduled Castes and Scheduled Tribes regarding lukewarm and/or biased reports given to employees belonging to Scheduled Castes or Scheduled Tribes, the matter was raised in the High Power Committee under the Chairmanship of the Prime Minister. It was decided that in the C. R. appraisal forms, there should be a provision to indicate in the personnel data part of the appraisal form whether an employee belongs to Scheduled Caste or Scheduled Tribe. In the part meant for the remarks by the reviewing officer, a column has to be introduced requiring the reviewing officer to indicate whether the attitude of the reporting officer on the Scheduled Caste/Scheduled Tribe employee reported upon

was fair and just. From the set of appraisal forms furnished by the Management it was found that these requirements had not been included *and, therefore, it is suggested that the appraisal forms devised by the Management should be suitably amended to include the above provisions.*

Annual Report

24. It was noticed that in the Annual Report of the Company under the heading Manpower, information in regard to the total employees in the Company and the number of Scheduled Caste/ Scheduled Tribe employees among them was indicated. *It is necessary that information regarding representation of the Scheduled Caste and Scheduled Tribe employees should be indicated class-wise (Group-wise) in the same form as is prescribed for submission of annual returns to the administrative Ministry. Since Hindustan Zinc Ltd. is a multi-unit Company, it would also be desirable to indicate the class-wise (Group-wise) information pertaining to each unit of the Company. The progress and efforts made towards increased intake of Scheduled Castes and Scheduled Tribes during the course of the year under report should also be indicated.*

Accommodation

25. It was learnt that there was company-built residential accommodation for the employees of Hindustan Zinc Ltd. but no reservation was provided for Scheduled Caste/Scheduled Tribe candidates in the allotment of residential accommodation. The Management stated that it was not possible to provide for reservation as the employees' unions were bound to oppose it. The Management perhaps thought that such reservations could not be provided in the industrial units. It was explained to the Management that the policy of reservation in the allotment of residential accommodation had been introduced by the Government in view of the difficulties experienced by Scheduled Caste/Scheduled Tribe employees in securing accommodation in the open market. The Government had introduced reservation to the extent of 5 per cent for Scheduled Castes and Scheduled Tribes in the lowest two types of accommodation (Type I and II) which was later on raised to 10 per cent and to the extent of 5 per cent in the next two types of accommodation (Type III & IV). These instructions have also been incorporated in the SCOPE (Standing Committee on Public Enterprises) publication for the information and guidance of various public sector units. We are not aware of any instance where this reservation in allotment of residential accommodation in favour of Scheduled Castes and Scheduled Tribes has ever been opposed by any section of the employee in any Government enterprises. *The Management is, therefore, advised to fall in line with the Government policy on the subject and introduce reservations for Scheduled Castes and Scheduled Tribes in the company-built accommodation.*

Dereservation

26. As in many public sector undertakings Hindustan Zinc Ltd. had also not followed the procedure of de-reservation of reserved vacancies in the event of non-availability of Scheduled Caste and Scheduled Tribe candidates. The Management stated that a few years ago they had sent a proposal for de-reservation of certain reserved vacancies to their administrative Ministry but the same had not been agreed to so far, and thereafter they have not sent any proposal for dereservation of the reserved vacancies. It was also stated that they had instructions not to de-reserve any reserved vacancy. In this connection, it may be pointed out that de-reservation is nothing but a temporary permission by the competent authority to fill a vacancy reserved for Scheduled Caste or Scheduled Tribe after all the steps as prescribed by the Government for recruitment of Scheduled Caste and Scheduled Tribe candidates have been taken. After such approval by the competent authority the reserved vacancies are carried forward to subsequent 3 years for being utilised by the reserved category candidates. Approval for de-reservation of all such vacancies does not amount to lapsing of these vacancies in a particular year. All that is necessary is to ensure that all the prescribed steps have been taken to recruit Scheduled Caste and Scheduled Tribe candidates against the reserved quota of the vacancies. For example, if recruitment is to be made for Class III and Class IV posts on a local or regional basis, the vacancies are to be notified to the Employment Exchanges first, and after receipt of non-availability certificate from the Employment Exchange, the vacancies are required to be advertised if not already advertised by the Central Employment Exchange. Copies of these advertisements are also required to be sent to the Employment Exchange concerned, the recognised associations of the Scheduled Castes and Scheduled Tribes, the Director of Social Welfare and the nearest station of All India Radio for being announced on radio. The objective of this is to give wide publicity to the vacancies which are reserved for Scheduled Castes and Scheduled Tribes. If after the advertisement, either the response of the Scheduled Caste and Scheduled Tribe candidates is poor or Scheduled Caste and Scheduled Tribe candidates suitable to the requirements of the Management are not available, the vacancies can be filled by general candidates. But before appointing the general candidates against these reserved vacancies it has to be explained to the competent authority that all the necessary steps were taken and the efforts made had failed to get the suitable and requisite number of reserved category candidates. Thereafter there is no objection whatsoever to the appointment of the general candidates against those reserved vacancies instead of keeping them vacant and making the organisational work suffer. Such of the vacancies which are thus de-reserved are to be carried-forward and added to the fresh vacancies that might be reserved according to the roster from out of the vacancies to be filled in the next recruitment year. Same procedure will have to be followed in the next recruitment year and if the efforts made again fail to get the adequate number of Scheduled Caste and Scheduled Tribe candidates in the next year also, the vacancies can be filled by general candidates after obtaining the prior approval of the competent authority in that year also. In the case of posts that are filled on all India basis by open competition or otherwise, where the primary courses

of recruitment is through advertisement, the reserved vacancies are required to be advertised twice. On the first occasion the vacancies will have to be reserved exclusively for the reserved category candidates and other general candidates will not be allowed to apply. While advertising again it will have to be mentioned that though the vacancies are reserved for Scheduled Castes or Scheduled Tribes, as the case may be, but if suitable reserved category candidates do not become available, the same will be filled by general candidates. In this case also, prior approval of the competent authority *i.e.* Board of Directors will be necessary before appointing general candidates. If sustained efforts made to recruit Scheduled Caste or Scheduled Tribe in the initial year of recruitment and subsequent 2 years of carry-forward fail to get Scheduled Caste and Scheduled Tribe candidates, in the last year of carry-forward such of the vacancies which could not be filled all these years, become exchangeable with the other reserved category. And for such vacancies a specific mention has to be made in the requisition to the Employment Exchange or in the second advertisement made in the last year of the carry-forward.

27. An example as to how the vacancies are to be de-reserved, carried-forward and regarding exchange of reservation between Scheduled Caste and Scheduled Tribe has been given in the note on the 'Maintenance of Rosters and Carry-forward of vacancies', a copy of which was given to the Management during the course of study.

In this connection, reference is also invited to the latest instructions dated 6th January, 1981, a copy of which was also given to the Management during the course of study, according to which the Department of Personnel and Administrative Reforms had clarified that the procedure regarding de-reservation of reserved vacancies has to be followed invariably. It has also been explained in those instructions that the Department of Personnel and Administrative Reforms is charged with the responsibility of making decisions and issuing instructions in regard to the implementation of the Government policy on reservation in accordance with the allocation of Business Rules, and therefore, no Ministry/Department or Organisation can follow a procedure different from the one prescribed by the Department of Personnel and Administrative Reforms. These instructions were circulated by the Bureau of Public Enterprises *vide* their O.M. No. 6/1/81-BP(GM-I), dated 3rd February, 1981 to all the Ministries advising them to bring the contents thereof to the notice of all public sector enterprises under their administrative control for information and guidance. While the instructions for following procedure regarding dereservation of reserved vacancies are now mandatory but before resorting to de-reservation of reserved vacancies, it is once again emphasised that it has to be ensured that all possible steps have to be taken to attract Scheduled Caste and Scheduled Tribe candidates in accordance with the procedure prescribed in Chapters 8 or 9 of the Brochure, as the case may be. It has also been emphasised by the Bureau of Public Enterprises that in so far as a post of non-technical nature are concerned, for which Scheduled Caste/Scheduled Tribe candidates are apparently available there should be no occasion for dereserving such posts. But where it becomes necessary to dereserve any such post and for that matter any technical posts for which Scheduled Caste/Scheduled Tribe candidates have not become available for appointment, the proposals regarding de-reservation by the Chief Executives or by the Board of Directors, as the case may be, have to be subjected to a critical examination before dereservations are allowed by the competent authority. *It is, therefore, impressed upon the Management of Hindustan Zinc Ltd. that the procedure for de-reservation of reserved vacancies in the event of the non-availability of the Scheduled Caste and Scheduled Tribe candidates after duly taking all the steps prescribed for the purpose, has to be followed. Since the Management seemed to be sincere in the matter of recruitment of Scheduled Caste and Schedulea Tribe candidates and if the competent authority can be assured that all the necessary steps have been taken in accordance with the procedure set out by the Government, copies for de-reservation is just a formality*

Rosters (a) Corporate Offices

28. (i) As was noticed during the study of rosters at Zawar Mines the previous day, it was observed that the rosters in the corporate office were also not maintained on proper lines. One common roster was maintained for all Group A posts right from the lowest scale of Rs. 700—1260 to the highest scale of Rs. 1900—2400 whereas in every scale of pay a umber of posts was quite substantial which could be further bifurcated into different disciplines, where consisting of 20 or more posts. *The position was explained to the Management that the rosters had to be maintained separately for different scales of pay and within each scale of pay for different disciplines having 20 or more posts justifying the maintenance of separate rosters for such posts.* Similarly one common roster was maintained for all Group B posts as well as for all Group 'C' posts.

29. (ii) While the position of vacancies carried-forward to subsequent recruitment years was being shown correctly along with year-wise break-up of the carried-forward vacancies, a number of vacancies were allowed to be lapsed at the end of the 3rd year of the carry-forward. While this lapsing is permissible, it is subjected to the condition that all the steps prescribed for recruitment were taken in all the years of recruitment as also the procedure for de-reservation of reserved vacancies was followed in all the relevant years. This was apparently not done, as it was admitted by the Management that the procedure for de-reservation of reserved vacancies had not been followed. Moreover, if some vacancies could not be filled in the previous years there had to be carried-forward to the subsequent recruitment year and while making recruitment in that year, the back-log of the previous year had to be added and shown in the Notifications/Advertisements calling for the applications in that year. This was also not done. The provision of exchange of reservation was also not indicated in the advertisements. *In the light of all these observations, the issuing of the vacancies as shown in the rosters could not be*

allowed unless the Management can satisfy the Board of Directors or the Chairman-cum-Managing Director about the steps taken by them to fill the reserved vacancies in all these years.

30. (iii) It was also seen from the rosters for Group 'B' posts that the principle of exchange of reservation in the last year of carry-forward was not applied. However, in the beginning of the 1973 even the back-log of 1971 was also shown as brought-forward even though it was cleared in the year 1972. In the light of these observations the carry-forward position would be slightly different as shown in the summary statement for Group 'B' posts at the Annexure..... This summary solution can be followed as a model in respect of other rosters while recasting them in separate rosters in accordance with the instructions contained in Chapter 6 (Grouping of Posts) of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition—1978).

Rosters (b) Zawar Mines

31. The team also took the opportunity to visit Zawar Mines located about 45 Kms. from Udaipur. It was given to understand that this Mine is having maximum of staff of about 4000 employees most of whom are tribals. The team had discussions with Sharva Shri S. N. Sharma, Manager (P&A), Shri N. Kaul, Administrative Officer, Shri V. C. Puri, Superintendent (Technical & Security) and P. V. N. Nair, Head Clerk. In this meeting Shri Moti Lal, Manager (Industrial Relations) was also present.

32. This Unit is making recruitment to all Class III (Group C posts) at the lowest induction level such as Mazdoor for under-ground and surface operations, ministerial posts (such as Clerks, Stenographers), Securitymen and some para-medical posts such as Staff Nurses, Laboratory Assistant, Matron, Physio-therapists, etc. and some other isolated posts like Tracer Draftsmen etc. All the Group 'C' posts including those of Sweepers, had been grouped together for the purpose of maintenance of rosters and a single common roster had been maintained, even though large number of posts were having a cadre strength of more than 20 posts thereby justifying the maintenance of separate roster for each category of posts. It was suggested to the Management that they should maintain separate rosters for all such categories where there was justification to do so. During the course of discussion the Management conceded that though the persons were appointed to certain posts even in identical scales, they were posted in different operations such as underground and surface operations, and they had their distinct different lines of promotion. The promotional posts were such where the employees were not exchangeable from one section to another. It was explained to the Management that grouping of posts of such widely different categories of posts would result in lop-sided representation of Scheduled Castes and Scheduled Tribes in certain categories of posts and their negligible representation in some others. *It was, therefore, impressed upon the Management that in order to ensure even representations of Scheduled Castes and Scheduled Tribes to all categories of posts, it was necessary that rosters should be maintained separately for all such categories whose cadre strength is 20 or more.* Ultimately the Management agreed to maintain separate rosters for 6 major groups of posts such as underground Mazdoors, surface Mazdoor and ministerial posts, securitymen, para-medical posts and other isolated posts. *While the ideal solution would to recast all the rosters in the above manner and arrive at the actual backlog in some categories of posts where Scheduled Castes/Scheduled Tribes have not been able to get their due shares. It is, however, suggested that since no recruitment had been made so far during the year 1981 the new roster may be started from 1981. The backlog at the end of the year 1980 may be carried forward to all such categories of posts where enough Scheduled Caste and Scheduled Tribe candidates have not been recruited so far.*

33. It was also observed that the Scheduled Caste and Scheduled Tribe candidates who were duly appointed to various Group C posts were not shown against the points in the rosters reserved for them. *In such an event, it would be necessary to make cross referencing of adjustment of the vacancies. In order to avoid this and particularly when the recruitment is being made at one time the names of the Scheduled Caste and Scheduled Tribe candidates should be shown against the respective points reserved for them. Where more candidates belonging to these categories are appointed than the number of vacancies reserved for them, the excess Scheduled Caste and Scheduled Tribe candidates appointed on their own merit can be shown against the unreserved points.*

34. Though the rosters were maintained from the 1971, a random sample, the rosters were seen from the year 1977 to 1980 only. In the year 1978 all the 21 vacancies reserved for Scheduled Tribes could not be filled leaving a shortfall of 9 vacancies. The short-fall was, of course, wiped out in the next year but in this year 1978 before appointing general candidates against these 9 vacancies prior approval for dereservation of these 9 vacancies was necessary. Similarly in the year 1980 against 26 vacancies reserved for Scheduled Castes only 20 Scheduled Caste candidates could be appointed, leaving a shortfall of 6 vacancies. Here also prior approval of the Managing Director was necessary. As is being discussed in the para on dereservation of the reserved vacancies in this report, the Management has not been following the procedure of dereservation of reserved vacancies. *It is, therefore, suggested that the Zawar Mines Unit should seek ex-post facto approval of the Managing Director in the above 2 cases and also ensure that whenever due to non-availability of adequate number of Scheduled Castes and Scheduled Tribe candidates to fill the quota reserved for them, it becomes necessary to appoint general candidates, the procedure of dereservation of reserved vacancies must be followed.*

35. The officers in the Zawar Mines Unit also discussed with the team certain doubts in regard to the proper implementation of reservation orders which were clarified to their satisfaction.

APPENDIX XXXIV

(Reference Para 3.128)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Instrumentation Limited, Kota, Rajasthan

In order to make an assessment of the implementation of services safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution by various Public Sector Undertakings a study team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri Waryam Singh, Research Officer and Shri H. S. Ahluwalia, Assistant was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit Instrumentation Limited at Kota on 17th and 18th March, 1981. The team examined the reservation rosters, Departmental Promotion Committee/ Selection Boards proceedings, advertisements/ requisitions for employment and other relevant records in connection with implementation of reservation orders, concessions/relaxations etc. admissible to Scheduled Castes/Scheduled Tribes in that organisation. During the course of study, the member of the study team met Shri C. R. Deshmukh, Deputy General Manager, Shri R. S. Parekh, Manager Personnel and Administration and Shri K. C. Vijay, Additional Manager, CD and Training.

According to the information made available to the team, this organisation was establilished in 1964 and started production some time in 1968. The directive to apply orders regarding reservation for Scheduled Castes and Scheduled Tribes in services under various public sector bodies, had been issued by the Government of India in 1969 but the authorities in Instrumentation Limited reportedly adopted those instructions from 1972 to posts filled by direct recruitment. Accordingly, the rosters had been maintained from the date. It was, however, noticed that initially the rosters had been maintained collectively for each class of posts, grouping all the posts in Class I, II, III and IV cadres, *i.e.* one roster for each class of posts. From 1976, however, the rosters were started separately for each grade of posts with backlog of reservations from earlier rosters having been transferred to the new rosters. In the case of posts filled by promotions, it was noticed that there were no rosters till 1975. It was only from 1976 that the posts filled by promotion had been operated on the roster system. In the following paragraphs an analytical study of the various aspects of reservation in Instrumentation Limited Kota Division has been attempted and suggestions/observation made to safeguard the interests of Scheduled Castes and Scheduled Tribes in services in that organisation.

Maintenance of Rosters

All the posts whether filled by direct recruitment or by promotion, whether reservation orders apply, have to be reflected in the relevant roster. In fact before advertising or sending a requisition to the employment exchange for recruitment or even considering candidates for departmental promotions, rosters are invariably to be consulted to allow due reservation to Scheduled Castes and Scheduled Tribes as per instructions. After the appointments/promotions are made, the names of the persons appointed/promoted have to be entered in the respective roster registers irrespective of the fact whether the candidate is from outside or within (in the case of direct recruitment). During the course of study it was noticed that the rosters maintained in the Kota division were just being treated as record of recruitment instead of an aid to determine the reserved vacancies. The appointments at the regional level in various branch offices were also being controlled and reflected in the rosters at Kota. The selections made at the regional level offices are reported to Kota division to order appointments. Entries in the rosters are made thereafter. In fact the regional authorities, while initiating action for recruitment, should approach the headquarters for the status of each vacancy, whether to be treated as reserved or unreserved and accordingly recruitment action started. In fact the number of vacancies required to be reserved for Scheduled Castes and Scheduled Tribes should be according to the points in the roster *i.e.*, current reservations plus the unfilled reservations brought forward from earlier recruitments required to be shown in columns 1 and 2 of the proforma prescribed to maintain the rosters. While conveying to the regional offices the status of a vacancy according to the roster, the points in question should be shown as allocated to that authority. Entries in the roster register can be made after necessary particulars of recruitment are made available.

During the course of study, it was also noticed that departmental candidates selected against advertised posts *i.e.* against direct recruitment quota, were not being shown in the roster register on the grounds that they were already appearing in some other roster when they were initially recruited. Since the roster system is only a mode of reservations and is intended to be an aid to determining the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes and not a record of appointments made as already mentioned above, each vacancy covered under the

reservation orders has to be reflected in the roster. Similarly, name of each candidate appointed against direct recruitment quota, whether from outside or from within the organisation has to be reflected in the respective rosters.

Following were some of the main defects noticed by the team during the course of study on the maintenance of rosters :—

(i) In majority of the rosters prepared, reserved points which could not be filled up due to one or the other reasons, had been left blank or had been filled up by Scheduled Caste/ Scheduled Tribe candidates appointed even after the gap of two to three years time. In some cases it was noticed that after initially allocating points in the roster, the vacancies in question were cancelled subsequently leaving those points in the roster unfilled. According to the Government instructions no gap should be left in completing the roster. For exemple, if a reserved vacancy, at say point 25 has to be treated for want of a Scheduled Caste/ Scheduled Tribe candidate as unreserved, the candidate actually appointed will be shown against that point itself. Scheduled Caste/Scheduled Tribe candidates recruited later in the year against an unreserved point will be shown against such point with a note of adjustment.

(ii) In the event of non-availability of Scheduled Caste/Scheduled Tribe candidates for appointment against reserved vacancies, such vacancies can be dereserved after following the prescribed procedure for dereservation. Such posts can be filled up after dereservation by non-Scheduled Caste/Scheduled Tribe candidates but the reservations shall be carried forward to subseqent three years of recruitment. During the course of study, however, it was noticed that neither the procedure regarding dereservation had been followed before filling the reserved points by other nor such reservations had been shown as carried over. In cases where carry forward had been shown the same had not been calculated correctly. At the close of each recruitment year, a brief summary of the recruitment made, number of posts reserved for Scheduled Castes/Scheduled Tribes, number actually filled by Scheduled Caste/Scheduled Tribe and the number of such reservations carried over has to be given. The carry-forward and brought forward of reservations have to be shown yearwise so that the earlier carried over reservations are adjusted first. While computing the vacancies reserved for Scheduled Castes and Scheduled Tribes in the following years the reservations shown as brought forward (Cols. 1 and 2 of the roster) from the last year (Cols. 8 and 9) have to be added to the current reservations on the basis of the points in the roster.

(iii) In a number of cases it has been noticed that reservations carried over in the third year had been shown as lapsed. In fact the lapsing of the unfilled reservations can be allowed only when prescribed procedure regarding dereservation and exchange of reservations between Scheduled Castes and Scheduled Tribes and *vice versa* in the third year of carry forward, has been followed. Moreover the three years have to be the recruitment years *i.e.* the year in which no recruitment is made will not be treated as a recruitment year for the purpose of three years. The year in which recruitment is initially made will not be counted but the following year in which the vacancies are carried over will be the first year of carry forward. Before lapsing it has also to be ensured that the Scheduled Caste/Scheduled Tribe candidates appointed during that period are adjusted first against the oldest reserved point being carried over. For example, in the case of Technical cadre in Group A, 2 each posts reserved for Scheduled Castes and Scheduled Tribes which were shown as carried over from 1974, had been allowed to lapse in 1977 after having been carried over for three recruitment years. The action of the authorities was not in accordance with the Government instructions. One Scheduled Caste candidate who became available against three points reserved from them had to be adjusted against one of the carried forward point of 1974, showing all the three points of 1977 as carried over. Thus lapsing was possible only in the case of one Scheduled Caste point and not two of 1974. The lapsing of reserved points already made is, therefore, to be reviewed in the light of observations made above.

(iv) In a few cases it has been noticed that Scheduled Caste/Scheduled Tribe candidates appointed in excess in a year were shown as adjusted against the future reservations made in subsequent recruitment years. Since reservations have been made applicable to vacancies only and provision of carry forward has been made for unfilled reservations alone, the action of the authorities to carry-forward the excess number of Scheduled Caste/Scheduled Tribe for adjustment in future vacancies is not justified. All such appointments should be treated against unreserved points and the points already shown as adjusted against such appointments may be shown as carried over.

(v) The 100 point roster is based generally on proportion of population of Scheduled Castes and Scheduled Tribes in the respective States/Union Territories, and is applicable where recruitment is made on a local or regional basis. Since such recruitments are made only to Group C and D posts, the 100 point roster is applicable only to these groups of posts filled by direct recruitment.

It was, however, noticed during the course of study that even in the case of Group B posts, 100 point regional roster had been adopted. This was brought to the notice of the authorities who agreed to revise the roster accordingly. In the case of promotion posts, only 40 point roster is applicable irrespective of the Group of posts.

(vi) In the case of posts filled by promotion, it was noticed that the proforma adopted for the maintenance of roster register was not in accordance with the prescribed one.

Exchange of Reservation

2. As already stated if sufficient number ot suitable candidates from Scheduled Castes and Scheduled Tribes for appointment against reserved vacancies are not forthcoming, such vacancies can be dereserved after following prescribed procedure but the reservation shall have to be carried forward to subsequent three years of recruitment. Recruitment year shall mean a "Calendar year". For the purpose of three years limit for carry-forward of reserved vacancies, the year shall be in which the recruitment is actually made. When a reserved vacancy could not be filled by respective Scheduled category candidates even in the third year to which the vacancy is carried forward, exchange of reservation between the Scheduled Castes and Scheduled Tribes can be made. Under the exchange rule the vacancies reserved for Scheduled Tribes which could,not be filled due to non-availability of this category candidates could be utilised for Scheduled Castes who are available in this part of the country. Similarly, in promotion by selection from Group C to Group B, within Group B and from Group B to the lowest rung of Group A where the carry forward has not been provided, the unfilled reserved point for one scheduled community due to non-availability of candidate could be filled up by the promotion of other Scheduled Category candidate available in the zone of consideration. If correct procedure had been followed, the vacancies reserved for Scheduled Tribes could have been utilised for Scheduled Castes instead of offering the same to general candidates. This should be taken care of in the future recruitments. While advertising or notifying such a vacancy which has been carried forward to the third year, it should be made clear in the advertisement/requisition itself that while the vacancy is reserved for Scheduled Caste/Scheduled Tribe candidates or *vice versa*. Scheduled Tribe/ Scheduled Caste candidates would also be eligible under exchange rule for consideration in the event of non-availability of respective category candidates. No reservation should be allowed to lapse before following the exchange rule and the dereservation procedure, as already mentioned above.

Dereservation

3. As pointed out earlier, the procedure of dereservation in seeking prior apporval of the competent authority before filling the reserved vacancy by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years. According to the existing procedure, whenever a vacancy reserved for Scheduled Castes/Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services, as the case may be, have been taken. In fact, whenever a selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidate must be explained clearly. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres. The authorities who did not observe this procedure were accordingly advised to observe this formality before carrying over the unfilled reservation in various categories of posts after taking necessary steps to fill up the same.

Grouping of Posts

4. As already mentioned above initially rosters had been maintained class-wise (or say group-wise) combining all the posts in each class ignoring the prescribed procedure according to which a separate roster should be maintained for each grade of service having sanctioned strength of more than 20. Subsequently, the maintenance of roster was decentralised and separate roster was started from 1977 onwards for each grade irrespective of the sanctioned strength. The Government instructions on grouping of isolated posts for the purpose of direct recruitment were brought to the notice of the authorities. Isolated individual posts and small cadres consisting of less than 20 posts where the occurrence of vacancies is rare can be grouped for the purpose of maintenance of rosters, taking into account the status, salary and qualifications prescribed for the posts in question. For example, in the technical cadre below supervisory scales, leaving aside, Assy. Mech., Inst. Mech., Draughtsman, Electrician, Fitter, Inspector, Miller etc., which has its sanctioned strength of more than 20, the posts like A.G. Mechanic, Automobile Mech., Carpainter, Electroplater, Fitter (Trg.), Grades etc. can be grouped in terms of Government instructions. No grouping is, however, permissible in the case of posts filled by promotion.

Reservation in promotion

5. As already mentioned above orders regarding reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion under Instrumentation Limited were made applicable from 1977 onwards and rosters maintained accordingly. No reasons for delayed implementation were available. In fact

orders providing reservation in promotion had been conveyed to Public Sector Undertakings during 1973-74. During the course of study of the roster for promotion posts, it was noticed that carry-over of unfilled reservations in various grades had not been allowed by the authorities which is against the interest of Scheduled Castes and Scheduled Tribes. It was strange to note that the columns meant for carry forward/brought forward in the proforma for maintenance of roster had not been prepared. In this connection it may be pointed out that provisions of carry forward of unfilled reservations has been allowed in favour of Scheduled Castes and Scheduled Tribes in all the posts filled by promotion. whether by seniority-cum-fitness or by selection method (*i.e.* merit), except in the case of posts filled by promotion by selection from group C to group B, within Group B and from Group B to lowest rung of Group A. In this category there is no carry-forward of unfilled reservations but the exchange principle to consider Scheduled Castes against Scheduled Tribes vacancies and *vice versa* has to be applied during the same year before allowing those reservations to be filled by others. It is, therefore, necessary that the rosters, in respect of promotion posts may be reviewed and reservations so counted as carry-forward allowed for adjustment in future vacancies.

In regard to the question of shortfall in promotion against reserved quota, it was reported by the authorities that not many eligible Scheduled Caste/Scheduled Tribe candidates were available to fill up reserved quota. It was, however, noticed that due to late implementation of reservation orders even to direct recruitment quota, few Scheduled Caste/Scheduled Tribe candidates could be recruited in the past and as such sufficient number of Scheduled Caste/Scheduled Tribe candidates were not available for promotion from the feeder cadres. It is, therefore, suggested that where Scheduled Caste/Scheduled Tribe candidates do not become available against reserved quota, the reservations may be filled up from the open market, as is being done in the case of other posts, to enhance the overall percentages and reduce the backlog; alternatively eligibility criteria can be relaxed in favour of Scheduled Caste/Scheduled Tribe candidates

Another point which came to the notice of the team was in regard to promotions by way of upgradation of posts without the concept of vacancy. It was reported by the authorities that in certain grades all the employees who complete the eligibility criterion on a particular date are promoted by way of upgradation of their posts irrespective of the availability of vacancies. In such cases, all the Scheduled Caste/Scheduled Tribe candidates who are covered are also promoted and as such there was no question of reservation therein In this connection it was, however, noticed that in some grades where upgradation is allowed on the basis of appraisal report or trade test, there is some element of elimination of employees with low merit It is, therefore, felt that the system of upgradation, with some element of elimination where upgradation is not cent per cent is nothing short of promotion by selection method. In such cases it is necessary that reservation is allowed to Scheduled Caste/Scheduled Tribe employees as a safeguard against elimination unless found unfit for promotion. Necessary rosters should accordingly be prepared for such grades retrospectively and shortfall adjusted against future vacancies.

Selection Board/Departmental Promotion Committees

6. According to Government of India instructions the administrative authorities are required to the maximum extent possible to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the Selection Board/Departmental Promotion Committees for recruitment/promotion to posts/services under them. From the statistical data supplied to the team in this regard, it appeared that only 10 Selection Board meetings, out of a total of 26 held during 1978 and 1979 exclusively to consider Scheduled Caste/Scheduled Tribe candidates, that Scheduled Caste/Scheduled Tribe officer had been associated. Similar information in respect of Selection Board meetings held to consider both reserved as well as unreserved vacancies, shows that out of 160 meetings Scheduled Caste/Scheduled Tribe officer had been associated with 11 such meetings. In regard to Departmental Promotion Committee meetings it was satisfying to note that Scheduled Caste/Scheduled Tribe officers had been associated with all the 14 meetings held during 1978 and 1979 to consider candidates for both reserved as well unreserved vacancies No such meeting was held to consider Scheduled Caste/Scheduled Tribe candidates alone during 1978 and 79. In this connection it may be pointed out that when sufficient number of Scheduled Caste/Scheduled Tribe Officers in Group A posts are available at present, efforts should be made to associate them with all such meetings, especially those involving the selection of Scheduled Caste/Scheduled Tribe candidates

Liaison Officer, Inspection of Rosters and Creation of Cell for Scheduled Caste/Scheduled Tribe

7. Deputy General Manager in the Kota Division has been designated as Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in services under that organisation As regards the inspection reports the authorities were unable to produce copies of the same In this connection it may be pointed out that the Liaison Officer of an organisation is specifically responsible for conducting annual inspection of the rosters maintained by that organisation with a view to ensuring proper implementations of the reservation orders and submit a report in the prescribed proforma (Appendix 7 of the Brochure)

As regards the creation of a special cell in the organisation under the direct control of the Liaison Officer. it was noted that the staff connected with the general recruitment matters was looking after the functions of the Cell to assist the Liaison Officer to discharge his duties effectively There was, however, no Cell exclusively for work relating to the representation of Scheduled Castes and Scheduled Tribes in Instrumentation

Limited. Such a Cell with a small staff, can certainly inspect the rosters periodically on behalf of Liaison Officer for his annual inspection report on rosters, collection of data on Scheduled Castes and Scheduled Tribes for supply to the administrative Ministry and look after the complaints of Scheduled Caste/Scheduled Tribe employees there and help the Liaison Officer to play an effective role.

Advertisements/Requisitions for employment

8. While advertising vacancies or sending a requisition to the employment exchange for recruitment, it has to be ensured that the vacancies reserved for Scheduled Castes and Scheduled Tribes, as also various concessions/relaxations admissible to them, should be clearly specified therein During the course of study, however, it was noticed that in the advertisements issued no specific mention about reservation for Scheduled Castes and Scheduled Tribes was made. The vague mention about reservation for Scheduled Castes and Scheduled Tribes according to prescribed percentages, does not get the required response from Scheduled Caste/Scheduled Tribe candidates The plea put forth by the authorities that whatever Scheduled Caste/Scheduled Tribe candidates become available in officers grade, without vacancy concept, are taken against reserved quota, also cannot be accepted as fulfilling the requirements. Reservation aspect has to be calculated beforehand on the basis of roster before sending an advertisement to the press. In order to have proper response from Scheduled Caste/Scheduled Tribe candidates who are now available in adequate numbers, it is necessary that the number of vacancies reserved for them is clearly spelt in the advertisement Specific mention about the admissibility of age-concession, relaxation in experience qualification, fee-concessions and provisions of T A to Outstation Scheduled Caste/Scheduled Tribe candidates, which was not indicated uniformaly in the advertisements issued in the past, need also be made.

T A to Scheduled Caste/Scheduled Tribe candidates

9. According to the Government instructions as contained in para 7 11 of the Brochure on Reservation for Scheduled Caste and Scheduled Tribe in services (5th Edition) when Outstation Scheduled Caste/Scheduled Tribe candidates are called for interview/tests, the recruiting authority is required to allow necessary travelling allowance to such candidates While such a provision existed in Instrumentation Limited, but no mention was being made in advertisements This needs to be complied with in future

Transfer of Sweepers/Farashes/Chowkidars to other Class IV posts

10 According to the information made available to the team all the sweepers in Instrumentation Limited completing 5 years of service are allowed higher scale While it is appreciable that this organisation has allowed promotional avenues for the lowest in the service, but the Government policy, that such of the employees may be given a chance to shift from unclean occupation, has not so far been implemented by the authorities. According to the Government of India instructions in this regard, 25% of the vacancies occurring in the grade of Peons (or other group D posts) will be reserved for being filled by transfer of Sweepers/Farashes/Chowkidars from Scheduled Castes who have put in a minimum of 5 years service, even though they may not be possessing minimum education qualifications prescribed for recruitment to the post Accordingly it was impressed upon the authorities that it was in the interest of the weakest among the weak that 25% of the vacancies in Class IV cadres are reserved for them on the lines of the Government instructions. Recruitment Rules for such posts can be amended accordingly, if necessary, to fulfil this requirement.

Traning Programmes

11. While emphasising the need for enhanced chances of training for Scheduled Castes and Scheduled Tribe employees, the Government instructions provide that due care should be taken to sponsor Class I officers belonging to Scheduled Castes and Scheduled Tribes alongwith others for training in institutions in India and abroad Likewise while sending officers for attending conferences, seminars etc. the Scheduled Caste/Scheduled Tribe officers are also to be deputed. This is with a view to equip them with the necessary training to have a first-hand knowledge about the developments in a particular field so as to discharge their duties with confidence and decisiveness. During the course of discussions in the Instrumentation Limited it was understood that no such efforts had been made in the past but steps are being taken now to allow due sponsorship to officers from Scheduled Castes/Scheduled Tribes in that organisation. It was reported by the authorities that whatever Scheduled Caste/Scheduled Tribe officers were there had availed of one or the other training facilities at least once. Some of them reportedly also got sponsorship more than once The statistical information, which shows that only three Scheduled Caste officers (one each during, 1977, 1978 and 1979), against 376 others were trained in outside institutions, does not justify the position In so far as training facilities in foreign countries are concerned it was reported that no specific programme has been drawn exclusively for Scheduled Caste/Scheduled Tribe officers but some of them had also been deputed for such specialised training courses. It was reported by the authorities that training facilities in the foreign countries are available for specialised fields and only such officers are deputed who are actually engaged in those specialised jobs According to statistical information made available to the team, one each officer had been sent abroad during 1978 and 79 for such specialised training and none of them was from Scheduled Caste/Scheduled Tribe It is necessary that the management, while sponsoring officers for such training programmes, should pay due attention to depute Scheduled Caste/Scheduled Tribe officers to improve their working It may also be suggested that training programmes may be drawn

in particular spheres for those Scheduled Caste/Scheduled Tribe officers who have been selected under relaxed standards.' The management can also identify the fields where the Scheduled Caste/Scheduled Tribe officers are lacking, while drawing up such programmes, so that Scheduled Caste/Scheduled Tribe officers can come up to the required standards in due course.

As regards the apprenticeship training programmes, it was reported by the authorities that due reservation was being allowed to Scheduled Caste/Scheduled Tribe candidates and a good number of them are absorbed after the training. The figures supplied to the team however indicated that against 186 graduate apprentices engaged during the three-years period from 1977 to 1979, only 9 Scheduled Castes and 4 Scheduled Tribes had been engaged out of which 2 Scheduled Castes and 2 Scheduled Tribes had been finally absorbed after completion of their training. In the case of Technical Apprentices, against 117 engaged during that period, 21 were from Scheduled Castes and 3 from Scheduled Tribes of which 15 Scheduled Castes and 3 Scheduled Tribes had been absorbed. Similar was the position in respect of Trade Apprentices where also only 10 Scheduled Castes and one Scheduled Tribe out of a total of 40 Scheduled Castes and 8 Scheduled Tribes against 255 others trained, had been absorbed during that period It is noted that except in the case of Trade Apprentices due reservation has not been allowed to Scheduled Castes and Scheduled Tribes according to the prescribed percentages It is, therefore, necessary for the management to take suitable steps to engage requisite number of Scheduled Caste/Scheduled Tribe candidates in all the three categories so that they can come up to occupy the vacancies reserved for them in different disciplines

Caste Certificates

12 While appointing Scheduled Caste/Scheduled Tribe candidates against reserved vacancies genuineness of their claims to belong to Scheduled Caste/Scheduled Tribe has to be ensured so that the concessions available to these classes are not usurped fraudulently by others. Accordingly, as a test check, some of the caste certificates produced by the Scheduled Caste/Scheduled Tribe candidates at the time of their appointment, had been checked In majority of the cases, certificates issued by the district authorities in Rajasthan, it was noticed that the same had been issued on the basis of an affidavit filed by an applicant or on recommendation of an M P without proper verification In another case a Tehsildar in Jodhpur district of Rajasthan had issued a certificate on the basis of evidence produced before him Moreover many certificates were not on the prescribed form and without mention of the Caste/Tribe scheduled. In the case of one certificate it was noted that the tribe mentioned was "tailor" which is nowhere in the list of Scheduled Tribes In another case, a clerk-typist (Shri A. K Barua) who had been appointed on 22-4-1980 had been shown as a Scheduled Caste in the roster, but it was noticed from his personal record that he never claimed to belong to a Scheduled Caste. This is a serious matter and would certainly be affecting the reservation of vacancies for these classes.

According to the Government instructions, a certificate in the form given in Appendix 14, issued by one of the authorities listed in Appendix 15 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services (5th Edition) issued by the Department of Personnel and Administrative Reforms, should be accepted as a valid proof. In case of genuine difficulty whatever *prima facie* proof a Scheduled Caste/Scheduled Tribe candidate is able to produce in support of his claim, should be accepted provisionally and the candidate allowed to submit prescribed certificate within a reasonable time. The authorities can also verify such claims officially to avoid any hardship to the employee It has, however, to be ensured that only the genuine persons avail the concessions allowed to weaker sections. The certificates issued by the authorities must be in relation to the state to which the applicant belongs and not the state in which he might have migrated and temporarily residing in for his livelihood.

Reservation in Allotment of Residential Accommodation

13 While making allotment of residential accommodation to Government employees 10% of the Government quarters in type I and II and 5% in Type III and IV are required to be reserved for Scheduled Caste and Scheduled Tribe employees Accordingly, these instructions have also been made applicable to public sector bodies having residential colonies for their employees The authorities in Instrumentation Limited Kota reported that the Bureau of Public Enterprises's instructions of 20-12-1978 in this regard were received only in May, 1979 after these were issued by the Ministry of Industry and efforts are being made to allow due quota to Scheduled Caste/Scheduled Tribe employees from the fresh construction of quarters No such figures were, however, available in this regard It was suggested to the authorities that a procedure should be evolved to ensure the complicance of these instructions and due share given to Scheduled Caste/Scheduled Tribe employees in future allotments This has to be based on a roster system and separate lists of Scheduled Caste and Scheduled Tribe applicants should be prepared on the lines of the procedure being followed by the Directorate of Estates, Government of India

Conclusion

14 While concluding the study report it may be mentioned here that except for the procedural drawbacks, it appeared that the authorities were taking due interest in the implementation of the Government directives on reservations It is hoped that the management would take urgent steps to rectify the shortcomings pointed out and various suggestions made in the report.

APPENDIX XXXV

(Reference *para* 3.128)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services in the Office of the Commissioner of Income Tax, Lucknow (23rd and 24th March, 1981)

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services of various Central/State Government Departments and Organisations a study team consisting of S/Shri B. M. Masand, Research Officer, Teq Chand, Assistant and K. R. Gupta, Stenographer which visited Lucknow in the last week of March 1981, was entrusted to undertake the study of rosters and other records maintained by the office of the Commissioner of Income-Tax (Lucknow and Allahabad charges) in order to see how far the reservation orders were being implemented in this office. The team met Dr. Mohan Singh Vishwen, Inspecting Assistant Commissioner (Audit), Shri A P. Singh and Shri B. K. Verma, Assistants. The team also met Shri Dharni Dhar, the Commissioner of Income Tax during the course of 'Holi Milan' organised in the office of the Commissioner of Income Tax in the evening on 23rd March, 1981 The team got full cooperation from Dr Vishwen and other members of staff.

2. As a Government Department, the office of the Commissioner of the Income Tax, Lucknow, is receiving all the orders/instructions issued by the Government of India from time to time in regard to the policy of implementation of the reservation orders. These orders are applicable to various services in this office with effect from the dates these are issued by the Government Therefore, the rosters for giving effect to the reservation orders were maintained from the very beginning.

Liaison Officer and Inspection Reports

3. Dr Mohan Singh Vishwen, Inspecting Assistant Commissioner of Income Tax (Audit) was nominated as Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes *w.e.f.* 30th May, 1980 Prior to that Shri G P. Pillai and Shri R Bahl were nominated as Liaison Officers. It was noticed from the remarks of the Liaison Officers recorded in various rosters that these Liaison Officers had rendered valuable guidance to the members of staff in the matter of proper maintenance of rosters, carry-forward and exchange of reservation between Scheduled Castes and Scheduled Tribes etc etc As a result thereof the rosters were maintained by and large on correct lines.

Dereservation

4. The procedure regarding dereservation of reserved vacancies in the event of non-availability of the Scheduled Caste/Scheduled Tribe candidates was being followed by this office on proper lines. Some of the proposals for dereservation of reserved vacancies were seen it was found that the proposals were quite in order. Even the fact that reserved vacancies were got dereserved from the competent authority was noted in the Remarks column against the reserved points in the roster registers.

D.P.C. proceedings

5. Some of the files containing the proceedings of the Departmental Promotion Committees for various posts during the past 3 or 4 years were seen. It was noticed that the aspect of reservation was duly taken care of in the proceedings of the Departmental Promotion Committees except in one or two cases. In the meeting of the D.P.C. held in 1977 for promotion to the post of Stenographer (Selection Grade) only the current reservation of one Scheduled Caste and one Scheduled Tribe vacancies was indicated. The brought-forward reservation at the end of the year 1976 was not taken into account. As this D.P.C. also considered promotion to the post of Stenographer (Senior Grade) and prepared a common panel, the reservation brought-forward from previous years in this post was also not accounted for.

Confirmations

6. Like most other Central Government offices where reservation is aso applicable at the stage of confirmation the concerned officers admitted that the procedure regarding reservation at the stage of confirmation was not quite clear to them. According to the Government instructions from 1963 onwards one common roster has to be maintained for permanent appointments likely to continue indefinitely. However, at the time of confirmation the vacancies are to be treated as reserved or un-reserved according to the points on which they fell at the time of initial recruitment. While the correct position for various types of cases of confirmation was explained to the officers concerned, it was seen that recently this office had maintained a separate roster for certain posts for the purpose of confirmation. According to the present instructions while separate rosters at the stage of confirmation are not to be maintained, the study team

felt that maintenance of separate rosters at the time of confirmation is the easiest way for ensuring benefit of reservation to Scheduled Castes and Scheduled Tribes at the stage of confirmation. In fact, the Commissioner for Scheduled Castes and Scheduled Tribes has already suggested to the Government in his annual reports that the erstwhile procedure followed prior to 1963 for maintaining separate rosters at the stage of confirmation should be restored.

Scheduled Caste/Scheduled Tribe Certificates

7. It was stated that at the Headquarters of Lucknow charge of the Office of the Commissioner of Income Tax only 3 L.D.Cs. belonging to Scheduled Castes were working. The Caste certificates produced by these three employees were seen. It was found that 2 of the 3 certificates were issued by competent authorities but they were not on proper form prescribed for the purpose. The position was explained to the officers concerned that while there was no objection to entertaining whatever *prima facie* evidence the employees was able to produce at the time of initial appointment but the employees concerned have to be told that they are required to produce the certificate on the proper form. The Office of the Commissioner of Income Tax, Lucknow charge was, therefore, advised to review the Caste/Tribe Certificates of their employees and if certificates had not been issued by the competent authorities or the certificates were not on proper form, the employees may be advised to produce the proper certificates. The Office of the Commissioner of Income Tax, Lucknow is also advised to verify the correctness of the claim of an employee to belong to Scheduled Caste or Scheduled Tribe at the time of his initial appointment and where necessary they can get the claims verified direct from the District Magistrate of the area concerned.

Supersession of Scheduled Caste and Scheduled Tribe employees during the last three years

8. In response to the question at S. No 9 of the questionnaire for general information was furnished regarding the number of Scheduled Caste and Scheduled Tribe employees superseded during the years 1978 to 1980. On going through this information it was found that in most cases the supersession occurred in posts filled by promotion on the basis of selection. The general candidates who had better records were allowed to supersede Scheduled Caste employees. On enquiries it was explained that the Scheduled Caste candidates were also promoted but since their position in the panel was lower on the basis of their records of service it had resulted in their supersession. It was stated that the Department of Personnel and Administrative Reforms O.M. dated 6-10-1976 was received in the Lucknow charge some time in 1979 and therefore, all cases of supersession thereafter were reported to all the Head of the Department in accordance with the instructions contained in that Office Memorandum.

9. In the case of one Shri Sardar Verma, working as Head Clerk, it is surprising to note that he was continuously superseded during all the years from 1978 to 1980. In 1978 he was found 'unfit' by the Departmental Promotion Committee. On enquiries it was explained that he had adverse entries in his Confidential Report which were duly communicated to him In 1979 he was adjudged 'good' whereas some of his junior candidates belonging to unreserved categories were categorised as 'very good' and since it was not a reserved vacancy in that year, he was again superseded

10. In 1980 he was found 'not yet fit' by the Departmental Promotion Committee though there was a vacancy reserved for Scheduled Caste. It is strange that a person who was considered 'good' in 1979 and could not be promoted because some one else was considered 'very good' and that there was no vacancy for Scheduled Caste in that year, the same person could be declared 'not yet fit' in the year 1980. It was, however indicated that in all the meetings of the Departmental Promotion Committee an officer belonging to Scheduled Castes was associated. Even then the case of supersession of Shri Sardar Verma continuously happened for three years in the presence of an officer belonging to Scheduled Caste/Scheduled Tribe is rather unfortunate.

11. That there should be supersession of so many Scheduled Caste employees from year to year in the posts filled by promotion on the basis of selection gives rise to the doubt about the biased Confidential Reports being awarded to Scheduled Caste and Scheduled Tribe employees. It is hoped that Shri Dhani Dhar, Commissioner of Income Tax and Dr. Mohan Singh Vishwen, Inspecting Assistant Commissioner (Audit) who were known in the office for their progressive views in regard to the upliftment of Scheduled Castes and Scheduled Tribes, would consider this aspect and ensure that the supersession of Scheduled Castes and Scheduled Tribe employee is minimised, if not avoided altogether.

Representation of Scheduled Castes and Scheduled Tribes as on 1-1-1981

12. According to the information furnished, the representation of Scheduled Castes particularly in the Lucknow and Allahabad charge of the Commissioner of Income Tax was quite satisfactory in Group B, C and D posts (18%, 12.4% and 24.7% respectively). In Group A posts also the representation of Scheduled Caste was 6.5 per cent, However, the representation of Scheduled Tribes in all the posts was very poor. It is true that there is a general scarcity of candidates belonging to Scheduled Tribes for various posts in Central Government services as also in the public sector Special efforts are called for to increase the intake of Scheduled Tribes in various categories of posts. It is also true that in the State of Uttar Pradesh the population of Scheduled Tribes is just two per cent. But since there is no restriction for the employees being appointed from the State of U.P. the requisitions against the vacancies reserved for Scheduled Tribe should also be sent to the Central Employment Exchange and if Scheduled Tribe candidates are not available even with the Central Employment Exchange the

vacancies reserved for Scheduled Tribes should be advertised in other States having concentration of Scheduled Tribes, such as States of Madhya Pradesh, Bihar, Orissa, Rajasthan and North Eastern Region etc., with a view to attracting more and more candidates belonging to this category.

Recruitment during the last 3 years

13. Almost all the Group A and B posts in the Lucknow and Allahabad charge of the Commissioner of Income Tax are filled by promotion and therefore, the recruitment position during the last three years indicated in Proforma III of the preliminary information showed only recruitment made to Group 'C' posts. It is observed that out of the 119 group 'C' posts filled during the last three years (1978 to 1980) as many as 40 vacancies were reserved for Scheduled Castes and 12 for Scheduled Tribes, and against these, 27 candidates belonging to Scheduled Castes and 6 belonging to Scheduled Tribes were appointed during this period. While against some of the posts the Staff Selection Commission could not sponsor enough Scheduled Caste/Scheduled Tribe candidates, statement in proforma III indicates that in the case of U.D.Cs during the year 1979 many Scheduled Caste/Scheduled Tribe candidates were offered appointments but they did not join. No recruitment was reported to have been made to any post in Group D during the year 1978—80 and it was stated that there was a ban on recruitment to Caste/Scheduled Tribe candidates, statement in Proforma XI of the preliminary information it was mentioned that as many as 24 vacancies in the posts of Peons, etc. were filled during the year 1980, out of which 7 were filled by appointment of transfer of employees working as Sweepers/Farashes/Chowkidars. Since only 25% of the vacancies in the post of Peons are earmarked for being filled by appointment on transfer from amongst the Sweepers, etc. the remaining 75% of the vacancies must have been filled by direct recruitment. The information regarding the number of vacancies filled through Employment Exchange and the number of Scheduled Caste and Scheduled Tribe candidates appointed during the year 1980 has not been indicated in Proforma III of the preliminary information However, it was seen from the roster that the post of Peon that 4 vacancies were filled in 1977, one in 1979 and one in 1980. In fact that roster should have reflected the remaining 17 vacancies filled in 1980 otherwise than by transfer from amongst the Sweepers etc.

Training

14. According to the information furnished in Proforma VIII of the preliminary information 27 officers in Group A were trained departmentally during the year 1978 to 1980, out of whom only one belonged to Scheduled Caste who was sent for this training in 1978. During these 3 years only 2 persons were deputed to attend seminars/conferences etc. and both of them belonged to the general categories. In this connection, attention is invited to the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 1/9/69-Estt. (SCT), dated 15-11-71 according to which it is the special responsibility of the immediate superiors or officers belonging to Scheduled Castes and Scheduled Tribes to identify the training needs of these officers and to give them advice and guidance for improving the quality of their work. Ministry/Department are required to nominate a considerably larger number of Scheduled Caste and Scheduled Tribe officers for various training programmes. It is, therefore, hoped that more and more officers belonging to these categories are sent for training as such training would help them to gain greater confidence for shouldering higher responsibilities for posts which are filled by promotion on the basis of selection where there is no element of reservation.

Association of Scheduled Caste/Scheduled Tribe Officers in D P.C./Selection Board Meetings

15. According to the information furnished for the period 1979 to 1980, only 7 of such meetings were held during this period and an officer belonging to Scheduled Caste was associated in all such meetings.

Diversion of Sweepers etc. to the post of Peon

16. It was stated that due to ban on recruitment to the post of Peon, etc. no recruitment was made in the past about 4 years except during the year 1980 when as many as 24 posts of Peon were filled and out of these, 7 were filled by appointment on transfer of sweepers, Farashes and Chowkidars.

17. A doubt has been raised whether these appointments on transfer from amongst the sweepers, etc. are to be shown in the roster or not. As stated in Department of Personnel and Administrative Reforms O.M. No. 42015/3/75-Estt(C), dated 16-1-1976, 25 per cent of the vacancies occurring in the Peon Grade are to be filled by transfer from Sweepers/Farashes/Chowkidars It is, therefore, confirmed that these appointments being made on transfer need not be shown in the roster but the remaining 17 appointments made otherwise than by appointment on transfer of Sweepers etc. have got to be shown in the roster.

Accommodation

18. The following information was furnished to the team about the availability of Government quarters in various types of accommodation in Lucknow and the number of these allotted to the Officers/Staff belonging to Scheduled Castes and Scheduled Tribes :—

Type of accommodation	Total Number of quarters available	Number allotted S.C. & S.T.
E	4	..
F	28	..
G	24	2
H	18	3
HIG	4	..
MIG	12	..

There are Government instructions that there is reservation for Scheduled Castes and Scheduled Tribes

in the matter of allotment of residential accommodation to the extent of 10 per cent in Type I and Type II (corresponding to H & G types respectively) and to the extent of 5 per cent in Types III and IV (corresponding to F & E types accommodation, respectively). The above figures indicate that no quarter in Type III & Type IV had been allotted to Scheduled Caste and Scheduled Tribe officers, even though there were about 17 officers belonging to Scheduled Castes and 1 belonging to Scheduled Tribe in Group A & B categories of posts.

C. R. Forms

19. It was noticed from the C. R. Forms in use in the office of the Commissioner of Income Tax in Lucknow and Allahabad, that in the C. R. forms of L.D.Cs and U.D.Cs there was a provision in the personnel data part to indicate whether an employee belonged to Scheduled Caste or Scheduled Tribe. In C. R. forms for Income Tax Officers even this item was not included. According to the instructions issued by the Department of Personnel and Administrative Reforms *vide* their O.M. No. 21011/1/77-Estt. (A) dated 4-3-1978 and their O.M. No. 21011/3/79-Estt(A) dated 25-7-1979 apart from indicating in the personal data part whether an employee/officer belongs to Scheduled Caste or Scheduled Tribe a column is also to be provided in the remarks of the reviewing officer to indicate whether the attitude of the reporting officer towards the Scheduled Caste/Scheduled Tribe employees reported upon had been fair and just. The officers explained that whatever forms they had received from the Press were being utilised by them and that the instructions referred to above had not been received in their office

20 While we may request the Central Board of Direct Taxes who may be responsible for getting these forms, printed, to ensure that the above provisions are also included in the C R Forms which may be printed hereafter, officers in the office of the Commissioner of Income Tax, Lucknow were advised to include the above provisions in their existing C.R. Forms by putting a rubber stamp impression on them containing the above provisions

Annual Report

21. A copy of the Annual Report of the Organisation of the Commissioner of Income Tax could not be shown to the study team and it was stated that the Annual Report was never received in the office of the Commissioner of Income Tax, Lucknow But according to the officers concerned all the necessary statistical information in the form of annual returns etc were being sent to the Central Board of Direct Taxes.

It is presumed that in accordance with the instructions contained in the Department of Personnel and Administrative Reforms O M dated 7-6-1977 the Statistics regarding representation of Scheduled Castes and Scheduled Tribes in various classes of posts are indicated in the Annual Report of the Board or the Ministry of Finance.

Rosters

22. As already stated the rosters were maintained by the office of the Commissioner of Income Tax, Lucknow by and large on correct lines. However, certain minor rectifications would be necessary in the light of the following observations :—

(1) Though the position regarding carry-forward of un-filled reservation was indicated in the rosters, in some cases due to non-application of the principle of exchange of reservation in the last year of carry-forward, the position of the vacancies to be carried-forward to subsequent recruitment year shall have to be changed though marginally. For example, in the roster for the post of Inspector (Direct recruitment) in the beginning of the year 1971, one vacancy reserved for Scheduled Tribe was shown as brought forward from the year 1970. During this year only one vacancy was filled which fell on point No. 1 reserved for Scheduled Caste and since no Scheduled Caste and Scheduled Tribe candidates could be appointed in that year the number of vacancies to be carried-forward should have been one each for Scheduled Caste and Scheduled Tribe. The Scheduled Tribe vacancy of 1970 became ripe for exchange during the year 1973 when only 2 vacancies were filled and of which one was reserved for Scheduled Caste. Since only one Scheduled Caste candidate became available for appointment, it should have been adjusted against the oldest reserved vacancy *i.e.* one Scheduled Tribe vacancy of 1970 since no Scheduled Tribe candidate was available for appointment during 1973. Instead of this, Scheduled Tribe vacancy of 1970 was shown as lapsed in 1973, which is not correct. As a result of this minor discrepency at the close of the year 1973 the carry-forward reservation should have been one each for Scheduled Caste and Scheduled Tribe, instead of only for Scheduled Tribe. With this addition of only one for Scheduled Caste vacancy in the carry-forward position in 1973 at the close of the year 1980 there would be a backlog of one vacancy reserved for Scheduled Caste pertaining to the year 1979.

(2) Similarly in the roster for the post of Inspector (Promotion) the 2 Scheduled Caste employees appointed during the year 1974 should have been adjusted against one Scheduled Caste vacancy of 1976 and one Scheduled Tribe vacancy of 1971 (in exchange) Again during the year 1980 3 Scheduled Caste candidates were appointed and they should have been adjusted against 2 Scheduled Caste vacancies of 1979 and one Scheduled Tribe vacancy of 1977 in exchange Therefore, at the close of the year 1980 the net carry-forward position

should be one Scheduled Caste vacancy of 1980 and 2 Scheduled Tribe vacancies of 1979 All the rosters should be checked again from the point of view of exchange of reservation and corrections made wherever necessary on the above lines.

(3) In the roster for the post of Inspector (by promotion) the particulars of persons promoted were not entered as and when the vacancies were filled. Some persons promoted in March 1970 were shown after some officers promoted in April and May, 1970. In this very roster, the carry-forward position was shown after every reserved point instead of after the last entry of the year. In fact, an abstract of the recruitment/promotions made during the year, should be shown in all the rosters on the following lines ;

(*a*)	Total vacancies filled during the year.		
(*b*)	Current reservation . . .	S.C.	S.T.
(*c*)	Reservation brought forward from previous years	S.C.	S.T.
(*d*)	Total reservation . . .	S.C.	S.T.
(*e*)	Number of Scheduled Castes and Scheduled Tribes appointed	S.C.	S.T.
(*f*)	Scheduled Tribe vacancies filled by Scheduled Castes in exchange		
(*g*)	Scheduled Caste vacancies filled by Scheduled Tribes in exchange		
(*h*)	Number of vacancies lapsed after application of the principle of exchange of reservation .		
(*i*)	Number of vacancies finally carried forward also showing the break-up of these vacancies	S.C.	S.T

(4) In some cases for example in the roster Inspectors (direct recruitment) Head clerk (Promotion) Peon (direct recruitment), the appointments/promotions of Scheduled Caste candidates in excess of the number of vacancies reserved for them were shown as carried forward to the subsequent recruitment year. In this connection, it may be pointed out that the instructions regarding carry-forward are applicable to the shortfall in the reservation quota and not to the excess as there is no bar on appointment/promotion of Scheduled Caste and Scheduled Tribe candidates on their own merit/seniority over and above in the vacancies reserved for them.

(5) Though note regarding de-reservation was indicated in almost all the rosters, no such mention was made in some of the rosters whereby it is presumed that prior approval of the Department of Personnel and Administrative Reforms was not taken before appointing/promoting general candidates against the reserved vacancies. This may be looked into in the case of rosters for the post of Daftry (OG), Daftry (SG), Record Keeper, Contingent paid staff and Jamadars.

(6) In almost all the rosters no gap was left in the rosters except in the case of roster for the post of Income Tax Officer (Class II) in which the Scheduled Caste vacancy at point No 36 in the year 1981 was left blank. It was explained by the officers concerned, that the officer belonging to Scheduled Castes had been duly empanelled but since his turn for promotion was likely to come after the retirement of some officer in May/June, 1981, the point would be filled as soon as the Scheduled Caste candidate was promoted On this plea some of the entries in some other rosters were also made in pencil. In some of the rosters a few entries were not found to have been signed by the appointing authority or any other officer authorised for the purpose.

APPENDIX XXXVI

(Reference *Para* 3.128)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes by the Government of Uttar Pradesh in the services under the U.P. State Electricity Board, a State Government Undertaking (23*rd*, 25*th and* 26*th* 1981).

Under article 338(2) of the Constitution, the Commissioner for Scheduled Castes and Scheduled Tribes is required to investigate all matters pertaining to the safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution. In so far as service safeguards are concerned, this function is discharged in two ways, firstly directly by sending study teams and secondly by calling for facts through correspondence. In pursuance of these functions, prior to sending a team of his officers, the Commissioner had made some references to the Board in regard to certain complaints received in his office. Not being satisfied with the replies sent by the Board, the Commissioner decided in this particular case to send a study team to go into the question of implementation of reservation orders including checking of the rosters etc. maintained by the Board for giving effect to reservation orders. In the process of doing so, the commissioner's office had sent sufficient prior notice to the Board authorities to get ready with the information and documents. But to their utter surprise and disappointment, when the team arrived there on 23rd March, 1981 the response was very cold and whatever proforma and the material that the Commissioner's office had called for and which they were required to collect before the commencement of the study was not available and it was noticed that on the day of the arrival of the team, the proforma were being distributed for collection of arrival. On arrival it was observed that Dr. Padmakar Tripati, who was O&M Officer of the Board and was nominated as the coordinating officer, the study team thought it necessary to contact him first. When contacted, the study team was struck by his non-cooperation and unpreparedness of any concerned officer with the relevant record. In fact this officer had failed to co-ordinate the programme and fix up the study scheduled with various sections in the Board. As a result the visit of the study team which was earlier fixed for 23rd and 24th March, 1981 by the three organisations to be studied at Lucknow among themselves, had to be postponed to 25th and 26th of March, 1981. It is indeed unfortunate that even on 25th March, 1981, the response of Dr. Tripathi and other officers was very poor and the position was not different from that on 23rd March, 1981. On 25th March, 1981 when the study team realised once again that its time was not being utilised properly the team impressed upon Dr. Tripathi to expedite matters in his capacity as the co-ordinating officer. Even then he was not helpful and on being repeatedly requested to arrange in such a manner that the time of the study team was not wasted in begging for records, he reacted that this was all that he could do and the team was free to go to the Chairman. The team had, therefore, no other alternative but to report to the Chairman but he was not available at that time. The team then called on the Secretary Shri T. C. Aggarwal, and explained to him the situation faced by the study team. The team *also told the Secretary that if situation remaind as it was the team might have to call off the study in the U.P. State Electricity Board due to lack of cooperation from its officers. Realising the seriousness of the study, the Secretary impressed upon the officers concerned to extend their full co-operation to the study team.*

2. There is yet another aspect of that sad experience that the concerned officers would first seek the written permission of the Joint Secretary of their branch before providing the relevant records for the inspection of the study team. All this resulted in unnecessary waste of time as the process could well have been completed before the commencement of the study. It was expected that after having received the communication from the Office of the Commissioner, the Board ought to have finished with all the formalities needed to facilitate the study. However, after having been assured by the Secretary of the Board the team met Shri Samarth Singh, Joint Secretary and Shri Sothi, Section Officer (Sectt. Admn.). On 26th March, 1981 the team met the following officers :—

(1) Shri J. P. Elhans, Chief Accounts Officer,

(2) Shri Mohd. Sami, Asstt. Accounts Officer,

(3) Shri S. S. Saran, Deputy Secretary,

(4) Shri Gopi Moha, Section Officer under Shri A. K. Hangal.

3. *The most unfortunate thing which the team learnt on meeting various officers in the U.P. State Electricity Board was that no recruiting authority in the Board had maintained any roster prescribed by the State Government for determining the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes, nor was any body aware of the significance of the maintenance of the rosters for giving effect to the reservation orders.*

On enquiries Shri Samarth Singh, Joint Secretary explained that reservation was determined at every time of appointment/recruitment by applying the per-

centage of reservation as applicable to various posts. *It was also seen from some of the copies of the advertisements that the exact number of vacancies reserved for Scheduled Castes and Scheduled Tribes was invariably not indicated.* For example in the notification dated 1-6-1978 for the post of U.D.As. and L.D.As. it was stated that 25 per cent of the vacancies were reserved for Scheduled Castes and 2 per cent for Scheduled Tribes. Thus the roster system which is an effective instrument for giving effect to the reservation orders and determining the number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes at every time of appointment had not been implemented in the Board. *The team, therefore, explained to various officers that in the absence of rosters, it was not possible to determine exactly as to what whole number of vacancies could be reserved for Scheduled Castes and Scheduled Tribes out of the number of vacancies to be filled, nor would it be possible to keep a track of vacancies to be carried forward to subsequent three recruitment years and exchange of reservation between Scheduled Castes and Scheduled Tribes in the last year of the carry-forward. The team, therefore, strongly recommends that the U.P. State Electricity Board should maintain the rosters for giving effect to the reservation orders forthwith, in accordance with the instructions issued by the State Government from time to time. Before starting the rosters, it would also be necessary to calculate the backlog in the vacancies filled so far in the various categories of posts and show the backlog in columns number 1 and 2 of the rosters register.*

4. *A general impression was also carried by the study team that most of the officers were not aware of the various orders and instructions issued by the State Government from time to time in regard to concessions/relaxations provided for Scheduled Castes and Scheduled Tribes, and procedure to be adopted for implementing the reservation policy.* The team was told that even though the State Government had published a compendium of various instructions issued by it in this regard, sometime in October, 1977, this compendium of the orders did not serve much purpose as the instructions were modified and supperseded from time to time. *There was, therefore, a need for bringing out a comprehensive Brochure on th reservation for Scheduled Castes and Scheduled Tribes in the services under U.P. Government, giving therein a complete gist of the operative part of the various instructions followed by the relevant appendices and copies of the relevant orders for detailed reference* This Brochure can be published and released on the lines of the Brochure brought out by the Department of Personnel and Administrative Reforms of the Central Government.

Representation as on 1-1-1980

5. It was learnt that U.P. State Electricity Board, prior to its formation on 1-4-1959, was a full-fledged department of the State Government known as the Electricity Department. In 1959, when the Board was constituted as a public sector enterprise, it was reported by the co-ordinating officer that initially there was a resistance to the continuance of reservation orders in the services of the Board on the plea that it was a sort of autonomous body and that the posts in the Board were highly technical. It was further reported that after a gap of a year or two, a directive was received from the State Government and thereafter the orders regarding reservation for Scheduled Castes and Scheduled Tribes were made applicable to the services under the Board. The Board is now a Public Sector Undertaking under the Government of U.P. and it is reported to be the second largest public sector undertaking in the country next only to the Railways. It was stated that the Board's man-power right from the top posts of Engineers and Administrators and Accounts down to the coolies and the contingency paid staff, was over 1 lakh. At the rate of 18% for Scheduled Castes and 2% for Scheduled Tribes there should be at least 20,000 Scheduled Caste/Scheduled Tribe employees in the services of the Board. *But according to the information made available to the team there was a meagre representation of Scheduled Castes and Scheduled Tribes as on* 1-1-1980 *as would be seen from the following statement :—*

Group/Class	Total No. of Officers/ employees	No. of Sch. Castes	Percentage	No. of Sch. Tribes	Percentage
1	2	3	4	5	6
Group A (I) .	813	14	1 7	..	..
Group B (II) .	2,210	35	1.5	1	0 04
Group C (III) .	39,846	2,683	6.7	199	0.05
Group D (IV) .	35,327	5,185	14 6	503	1.04
	78,196	7,917		703	

The above table shows that representation of Scheduled Castes is much below the statutory reservation of 18 per cent in all groups of posts in spite of the fact that the State Government have issued orders that till such time the representation of Scheduled Castes reaches this prescribed percentage, the reservation in Group 'C' clerical posts would be 25 per cent in Group 'D' posts, it would be 30 per cent One of the reasons for low representation of Scheduled Castes and Scheduled Tribes in various groups of posts in U P. State Electricity Board, as already stated, is that no rosters are being maintained for giving effect to the reservation orders. In the absence of rosters, it is not always possible to determine the number of vacancies that should be reserved for Scheduled Castes and Scheduled Tribes, nor can a track be kept of the vacancies that are to be carried-forward to subsequent recruitment years as per Government instructions with the result that a large number of reserved vacancies might have been lapsed. *It is, therefore, imperative the rosters should be maintained for all categories of posts and the reserved posts should be filled strictly in accordance with the instructions issued by the Government from time to time.*

6. During the course of study, following information was furnished to the team in regard to the total number of posts and the number of Scheduled Castes and

Scheduled Tribes among them as on 25-3-1981 in the three Branches *viz.*, Secretariat Administration, Accounts and Technical at the Headquarters of the Board in Lucknow.

I. *Secretariat Administration*	Total	Sch Caste	Sch. Tribe			
Group A	13	.	..			
Group B	35	1@	..	@ (1 Section Officer)		
Group C	391	21*	.	* @U.D. Asstt.		7
				L.D. Asstt		10
				P.A		2
				Driver		2
						21
Group D	160	19£	1		SC	ST
				Daftri	1	..
				Mali	2	..
				Peon	10	1
				£ Book lifter	1	..
				Chowkidar	1	..
				Helper	3	..
				Guard	1	..
					19	1
II. *Accounts*						
Group A	33	1	..	(Deputy Chief Account Officer)		
Group B	583	33	..	A.A O.	1	..
				Sr. Acct	11	..
				Acctt	21	..
Group C	588	10	..	Asstt. Acctt.	6	
				Accounts Clerk	2	
				R.G C.	2	
Group D	59	6	..	Peon	6	
III *Technical*						
Group A (S. Es and E. Es).	784	11	..	Executive Engrs.. including one reported dead	11	
Group B						
AEE	N.A.	N.A.	N.A			
A.E.	N.A	74	..			
Group C	N.A.	N.A.	N.A			
Group D	N.A.	N.A.	N.A			

It would be seen from the above tables that even at the Headquarters where all the orders of State Government are received immediately, the representation of Scheduled Castes and Scheduled Tribes has not reached any satisfactory level.

Liaison Officer

7. According to the instructions issued by the State Government on 29th June, 1968 each Department of the Government has to nominate an officer of the rank of Deputy Secretary to be responsible for the following functions in his department :—

(i) Implementation of reservation orders in posts and services by the authorities under his department.

(ii) Collection and consolidation of the quarterly statements from various authorities in the Department and to send the same to the Appointments 'B' Department of the State Government.

(iii) Maintenance of all statistics relating to the representation of Scheduled Castes and Scheduled Tribes that may be called for by the Appointments 'B' Department from time to time.

(vi) To act as Liaison Officer in regard to all matters pertaining to the reservation for Scheduled Castes and Scheduled Tribes, clarifications of Government Policy on reservation issues and allied matters

It was learnt that no such Liaison Officer had been nominated in the U.P. State Electricity Board. It was learnt that the O & M Officer in th Electricity Board was serving as a co-ordinating authority in the matter of collection of statistics regarding representation of

Scheduled Castes and Scheduled Tribes and circulation of instructions to various authorities in the Board located at different places in the State. It was stated by the O & M Officer that collection of statistics from various authorities was be set with difficulty as heads of various circles divisions were Engineers who did not bother about the instructions received from administrative authorities in the Board. It was also learnt that in regard to the collection of statistics and other functions assigned to the above coordinating authority i.e. O & M Officer, there was only one U.D. Assistant in the I.R.-2 Section of the Board at the Headquarters. This U.D. Assistant had been assigned the work relating to the representation of Scheduled Castes and Scheduled Tribes including the complaints in regard to service grievances from Scheduled Caste and Scheduled Tribe employees in addition to other work such as welfare, store, cooperatives and canteen activities and disbursement of salaries, *ex gratia* payments, etc. A single Assistant cannot be expected to do justice to the work relating to the representation of Scheduled Castes and Scheduled Tribes and disposal of grievances from Scheduled Caste and Scheduled Tribe employees alongwith so much other work. This was an important factor for alround resentment and representations received from individuals and associations of employees belonging to Scheduled Castes and Scheduled Tribes. There was a general complaint that references from various authorities such as the Commissioner for Scheduled Castes and Scheduled Tribes at the Centre and the Commissioner for Scheduled Castes and Scheduled Tribes in the State, etc. were not being responded to in reasonable time giving rise to the feeling that there was definitely something wrong with the implementation of reservation policy in the U.P. State Electricity Board. During the course of visit to Lucknow the study team wanted to call on State Commissioner for Scheduled Castes and Scheduled Tribes but it was told that he was out of town and the team could not, therefore, meet him. However, it was learnt (on telephone) from P.A. to the Commissioner that a similar study was also made by one of the Assistant Commissioners for Scheduled Castes and Scheduled Tribes in the State and the findings of the Assistant Commissioner also reflected that the position regarding implementation of the policy on reservation for Scheduled Castes and Scheduled Tribes in the services under the Board was very bad. *One way of improving the situation is to nominate a responsible officer as Liaison Officer and set up a Special Scheduled Castes and Scheduled Tribes Cell in the Board consisting of one Section Officer and a few UDAs and LDAs to assist the Liaison Officer in the discharge of duties assigned to him in the G.O. mentioned above.* The effective functioning of the Liaison Officer and the Special Scheduled Castes and Scheduled Tribes Cell in the Board would surely bring about the desired improvement in the representation of the Scheduled Castes and Scheduled Tribes in the services of the Board besides collection of various statistics and responding promptly to communications from various authorities and disposal of complaints in regard to non-implementation of various instructions relating to reservation and other concessions/relaxations provided for Scheduled Castes and Scheduled Tribes. *It is, therefore, very necessary that a Special Scheduled Castes and Scheduled Tribes Cell should be set up forthwith in the U.P. State Electricity Board. It is also necessary that this Cell should function directly under the Secretary of the Board as that would only ensure due compliance by various authorities of the instructions issued at Secretary's level.* It was noticed that if an Officer of status lower than the Secretary is made the coordinating authority, he is not in a position to command respect and no statistical or other information is supplied to him. Thus for improving the representation of Scheduled Castes and Scheduled Tribes in the services of the U.P. State Electricity Board as also of raising the image of Board in the eyes of other outside agencies seeking the information from it, it is necessary to set up a Special Scheduled Castes and Scheduled Tribes Cell as suggested above directly under the control of the Secretary of the Board.

Dereservation

8. It has been noticed from the compedium of instructions issued by the Government of Uttar Pradesh in 1977 that there is a procedure for dereservation of reserved vacancies almost on the same lines as at the Centre, except that various Departments of the State Government are required to send proposals for dereservation in the case of permanent appointments and temporary appointments likely to continue indefinitely to the National Integration Department of the State Government. However, for purely temporary appointments, the Departments concerned are competent to dereserve the reserved vacancies themselves but they are required to send a consolidated yearly report to the National Integration Department of the vacancies dereserved in the case of the purely temporary vacancies. While this procedure is applicable to all the Department of the State Government, the U.P. State Electricity Board being a public sector enterprise could adopt a somewhat different procedure as applicable in the case of public sector units under the Central Government, where for all Group C and D posts, the approval of the Chairman-cum-Managing Director is required before filling the reserved vacancies by general candidates. Similarly for Group A and B posts, only the Board of Directors is competent to dereserve the resorved vacancies. If the Board is not required to send the proposals for dereservation of reserved vacancies to the State Government the above procedure can be usefully adopted by the Board. *It is, therefore, suggested that the procedure for dereservation of reserved vacancies must be followed in the Board after ensuring that all the steps that are necessary to be taken for recruitment of Scheduled Caste and Scheduled Tribe candidates against the reserved vacancies have been taken.*

Promotion

According to the instruction issued by the State Government, there is reservation in posts filled by promotion on the basis of selection w.e.f. 8th March, 1973. This reservation was extended to posts filled by promotion on the basis of seniority subject to rejection of unfit w.e.f. 20th March, 1974 The cases of supersession in respect of Group A and B posts were required to be submitted to the Minister concerned.

Thus in case of any supersession of Scheduled Caste and Scheduled Tribe employees in Group A and B posts the matter is already submitted to the Minister. From 20th March, 1974 the cases of supersession of Scheduled Caste and Scheduled Tribe employees in Group C and D posts are also to be submitted to the Minister within one month from the date of issue of orders. It was noticed that by and large all these orders were not being followed in the U.P. State Electricity Board. Quite many authorities did not even seem to be aware of the instructions issued by the State Government. *Some of the proceedings of the departmental promotion committees were seen in the Technical Branch at random out of a list of Departmental Promotion Committee meetings held in the past 3 or 4 years. It was noticed that uniform procedure for selection of candidates in posts filled by promotion was not followed.* In one Departmental Promotion Committee all Assistant Engineers of 1970 batch only were considered and since no Scheduled Caste or Scheduled Tribe candidate of that batch was available, not a single candidate from these communities was promoted out of a total 98 officers promoted as Assistant Executive Engineers. In the Departmental Promotion Committee meeting held on 25th June, 1980 out of 105 promotions made, only 17 Scheduled Castes and Scheduled Tribes were promoted to the post of Assistant Executive Engineers though 20 vacancies were shown as reserved for these communities. Three Scheduled Caste candidates were reported to have been found not suitable for promotion. For another 7 candidates Annual Confidential Reports were not available and out of these 7 officers one belonged to Scheduled Castes.

In the Departmental Promotion Committee meeting held on 1-12-1980 for promotion to the post of Executive Engineers, a new procedure was devised which resulted in elemination of the Scheduled Caste/Scheduled Tribe candidates from the promotion list even though they were eligible for promotion having completed the requisite length of service in the lower grades. The Board issued orders on 11th August, 1980, according to which in the case of promotion on the basis of seniority subject to the rejection of unfit (as applicable in the case of promotion from the post of Assistant Executive Engineers to that of Executive Engineers) the zone of consideration was fixed at 2 times the number of vacancies if the vacancies ranged from 1 to 5. Where the vacancies were more than 5, the zone was fixed 1½ times the number of vacancies. *Since in the above selection for which the Departmental Promotion Committee met on 1st December, 1980, there were as many as 30 vacancies, a total of only 45 candidates were considered for promotion. This arbitrary fixing of the zone by the Board particularly at this time when sufficient number of Scheduled Caste/Scheduled Tribe candidates were eligible for promotion, and that too without any similar procedure having been prescribed by the State Government, seems to be aimed at eliminating the eligible Scheduled Caste and Scheduled Tribe candidates.* In this connection, it may be pointed out that in the case of promotions on the basis of seniority subject to the rejection of the unfit, all those who are eligible for promotion have to be considered and the application of the zone of consideration in this type of promotion is not to be applied. The system of zone of consideration is applicable in the case of posts filled by promotion on the basis of selection (merit). *It is, therefore, suggested that the Board should review the promotions made in the above Departmental Promotion Committee and issue orders for promotions of Scheduled Caste and Scheduled Tribe candidates to the extent of number of vacancies reserved for them unless any of them is found to be unfit for promotion.*

Supersessions

It was noticed from a copy of the circular issued by the Board in February, 1981 that though the Government had issued instructions in September, 1975 that all cases of supersessions of Scheduled Caste/Scheduled Tribe employees in all classes of posts where the recruitment is made by the Government or otherwise by various authorities, shall be submitted to the concerned Minister for his information, the Board opined that its Employees were neither Government Servants nor were they appointed by the authorities of the State Government. As such, these orders were not applicable in the services of the Board which was an autonomous body and, therefore, the cases of supersession of Scheduled Caste/Scheduled Tribe employees could not be submitted to the Minister. However, since the Board decided to implement the instructions issued by the State Government from time to time, the Board decided that all cases of supersession of Scheduled Caste/Scheduled Tribe employees and officers may be placed before the concerned Member in the Board. *There is no objection to adoption of this procedure but it must be ensured that such cases are actually placed before the concerned Member.*

Confirmation

According to the instructions issued by the State Government on 10th May, 1976 there is reservation for Scheduled Castes and Scheduled Tribe at the stage of confirmation also in respect of the posts which are initially filled by direct recruitment. On enquiries from the Co-ordinating Officer, Dr. Tripathi, it was stated that there was no reservation at the stage of confirmation and the orders for confirmation were issued strictly according to seniority from among those who had completed the probation period. *It is, therefore, necessary that the U.P. State Electricity Board, reviewed the cases of confirmation in order to give the benefit of reservation to Scheduled Caste/Scheduled Tribe employees at the time of confirmation also.*

Grouping of posts

The State Government had issued orders on 26th February, 1976 for grouping of isolated posts and small cadres having a strength of less than 20 for the purpose of reservation orders, but no officer in the Board seemed to be aware of these orders. But since no recruiting authority in the Board was maintaining any rosters for giving effect to the reservation orders issued by the State Government from time to time, the question of grouping of posts for the purpose of maintenance of rosters was therefore out of question.

It is, therefore, suggested while starting the rosters, the Board should also issue necessary orders for grouping of isolated posts and small cadres with other posts having a sanctioned strength of 20 or more in the same class/group keeping in view of the salary, status and the qualifications prescribed for the posts grouped together for the purpose of the reservation orders.

Diversion of Sweepers

No instructions seem to have been issued by the State Government for diverting the Sweepers, Chowkidars and Farashes etc., who mostly belong to Scheduled Castes to the posts of Peon and other class IV posts, in order to wean them away from the unclean occupations which carry the stigma of untouchability with them. There are orders to this effect at the Centre according to which Sweepers etc., having a service of five years are diverted to the post of Peons etc. (even though having the same scale of pay) by reserving 25% of vacancies in the posts of Peon etc. for appointment on transfer from among the Sweepers etc. without insisting on the minimum educational qualifications prescribed for the post of Peon, but the only qualification that is insisted upon is that such persons must possess elementary literacy and should be able to read English or Hindi. It was learnt that while there was no such provision in the State Government but there were instructions that where there is no provision of Selection Grade, in order to avoid stagnation there is a system of upgradation to the next higher scale after 10 years of service in the lower grade. Thus system was also applicable in the case of Sweepers etc. who could get a maximum of two such raises in the entire service period. While this system does ensure elevation to the higher scale of pay but the employees do not escape from the stigma of untouchability as they continue to do the same job of sweeping and cleaning etc. *It is suggested that a scheme on the lines of similar scheme at the Centre may be adopted by U.P. State Electricity Board in order to ensure, that the persons who are appointed as Sweepers are not condemned to this job of sweeping throughout their life.*

Recruitment Rules

It was noticed that a saving clause had been provided in the recruitment rules framed by the U.P. State Electricity Board, to the effect that "Reservation for Scheduled Castes/Scheduled Tribes in direct recruitment shall be in accordance with the orders for such reservation in posts under the State Government at the time of recruitment". This provision refers to direct recruitment but there is no such restriction in the Government instructions issued by the State Government on 10-5-1976 which say as under :—

> "Nothing in these rules shall affect the reservations and other concessions provided for Scheduled Castes, Scheduled Tribe and other special categories of persons in accordance with orders issued by the State Government from time to time in this regard."

It is hoped that provision in conformity with the above instructions issued by the State Government would be adopted by the U.P. State Electricity Board.

Accommodation

It was stated that the Board had a large number of quarters for its employees at various places in the State and further according to the co-ordinating officer (Dr. Tripathi) there were instructions of the State Government for providing reservation in the allotment of Government accommodation to its employees, the Board had not adopted them insofar as the quarters built by it for allotment to its employees were concerned. During the course of study at Lucknow, and discussions with various officers and the representatives of Scheduled Caste/Scheduled Tribe employees associations, it was learnt that the employees belonging to Scheduled Castes and Scheduled Tribes were facing difficulties in getting accommodation in the open market if they revealed their identity that they belonged to Scheduled Caste or Scheduled Tribe. *In the light of these difficulties, it is necessary that such a provision of reservation in allotment of accommodation under the control of the U P. State Electricity Board should be introduced by the Board as well.*

Annual Report

It was seen from a copy of the latest Annual Administration Report of the U.P. State Electricity Board for the year 1975-76 that the statistics regarding the manpower in various classes of posts and the number of Scheduled Caste/Scheduled Tribe among them were not included in the Annual Report. However, these statistics were available in the statistical compilation regarding the representation of Scheduled Castes and Scheduled Tribes in various departments of the State Government issued by the National Integration Department of the State Government. *It would be worthwhile if the statistics regarding the representation of Scheduled Caste and Scheduled Tribe are also included in the annual report of the Board. As there are a number of authorities at the circle and divisional level, the machinery of collection of quarterly statements about the representation of Scheduled Castes and Scheduled Tribes should be strengthened and streamlined so that all the statistical information is readily available in the Scheduled Caste/Scheduled Tribe Cell as has been proposed to be set up in this report.*

Advertisements

A few copies of advertisements were shown to the study team and it was seen that while the relaxation in the upper age limit was indicated in these advertisements, the exact number of vacancies to be reserved for Scheduled Caste/Scheduled Tribe was not shown. The reservation @ 18% for Scheduled Castes and 2% for Scheduled Tribes was, however, mentioned. This again confirm that the reservation was never determined in accordance with the points in the rosters. *As it is not always possible to arrive at an integral figure to be reserved for Scheduled Castes and Scheduled Tribes separately, it is necessary that reservation is determined strictly according to the relevant model rosters prescribed by the State Government and notified accordingly.*

No mention of grant of Travelling Allowance to Scheduled Caste/Scheduled Tribe candidates called for interview/test was made in the advertisements. However, in the advertisement for the post of A.E. Trainee (Civil) a fee of Rs 10 was prescribed to be charged from those called for interview but the Scheduled Caste/Scheduled Tribe candidates were exempted from this fee. According to Government instructions, T.A. is to be paid to Scheduled Caste/Scheduled Tribe candidates called for interview/test. *It is also necessary that a mention about grant of Travelling Allowance to Scheduled Caste/Scheduled Tribe candidates should also be made in all notifications issued by the U.P. State Electricity Board.*

According to instructions issued by the State Government, the Scheduled Caste/Scheduled Tribe candidates called for test/interview in the competitive examinations conducted by the U P State Public Service Commission are required to pay one fourth of the fees prescribed for general candidates. This provision has not been applied uniformly by the U.P. State Electricity Board. For example for the post of Assistant Engineer (Electrical and Electronics) this concession was given to Scheduled Caste/Scheduled Tribe candidates to the extent of two thirds *i.e.* only one third of the fees were charged. In the case of A E Trainees (Civil) while the fees prescribed for other was Rs. 10 for Scheduled Caste/Scheduled Tribe it was Rs. 7 *i.e.* the concession to the extent of one fourth was not given. In the case of combined competitive test for the posts of U.D As. and L D.As. while the fee prescribed for others was Rs. 25 for Scheduled Caste/Scheduled Tribe candidates it was Rs. 20 *i.e* a concession of just 20% was given to Scheduled Caste/Scheduled Tribe candidates. *It would be appreciated if the concession in fees to the extent of one fourth of the prescribed fees is given to Scheduled Caste/Scheduled Tribe candidates uniformly for all categories of posts.*

APPENDIX XXXVII

(Reference *Para* 3.128)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Scooters India Limited, a Government of India Enterprise under the Ministry of Heavy Industries (27th and 28th March, 1981)

The Commissioner for Scheduled Castes and Scheduled Tribes as empowered under Art. 338 (2) of the Constitution deputed a team consisting of Shri B. M. Masand, Research Officer and Shri Tek Chand, Assistant to undertake a study rosters and other records maintained by Scooters India Limited for giving effect to the policy of reservation and grant of other concessions and relaxations as provided for Scheduled Castes and Scheduled Tribes through instructions issued by the Government of India from time to time. The team met Shri H. N. Arora, Manager (Personnel and Administration), Shri B. D. Aggarwal, Deputy Industrial Relations Manager and Shri Aumit Raye, Personnel Officer. The team also called on Brig. V. K. Ghai, the Executive Director of the Company. It was given full co-operation and whatever records the team required for the purpose of the study were produced before it.

2. Scooters India Limited was set up in September, 1972 after the Government of India acquired from M/s. Innocenti, Milano, Italy the entire plant with equipment etc. as well as technical know-how to manufacture two-wheelers and three-wheelers under separate agreements dated 16-6-1972 and 17-4-1973. The foundation stone of the project was laid on 8-4-1973, construction work was started and the plant was commissioned thereafter. The manufacture of components started from September, 1974 and the first batch of Scooters was released to certain outlets in February, 1975. Rosters for recruitment of personnel to various categories of posts were maintained from 1st October, 1974.

3 *Representation as on* 1-1-1981

In spite of the fact that there was not much delay in the implementation of the reservation policy and that a general sincerity was noticed among all the officers in this regard, the representation of even Scheduled Castes as on 1-1-1981 in group A, B and C posts was quite low and that of Scheduled Tribes almost insignificant as would be evident from the following table :—

Class/Group	Total including SCs and STs	Sch. Castes		Sch. Tribes	
		No.	%age	No.	%age
1	2	3	4	5	6
I (Group A)	239	4	1 67%	1	0.40%
II (Group B)	81	1	1 23%	.	Nil
III (Group C)	630	28	4 44%	.	Nil
IV (Group D) excluding Sweepers	2443	358	14 65%	2	0 08%
Sweepers	..	..	..	..	..

4. One important factor responsible for low representation of Scheduled Castes and Scheduled Tribes could be that all Group posts of officers are filled 100 per cent by promotion except the lowest level of Assistant Engineers in the scale of Rs. 800—1400 which is filled 50 per cent by direct recruitment and 50 per cent by promotion; all Group B posts of Supervisors are filled by promotion only. Even the Group C posts which comprise Assistant Supervisors and staff and semi-skilled workers, are filled by direct recruitment and promotion in equal proportion. Thus there is no level which is entirely open to recruitment through open market. It is noticed from the following direct recruitment figures furnished as part of the preliminary information for the years 1978, 1979 and 1980 that even the full quota reserved for Scheduled Castes and Scheduled Tribes was not fully utilised.

Posts filled by direct recruitment during the years 1978 to 1980

Group/Year		Total No. of vacancies filled	No. reserved for SC	No. reserved for ST	No. filled by SC	No. filled by ST	Reason for the shortfall
Group A	1978	23	4	1	2	..	Suitable candidate not available
	1979	26	4	1	3	1	-do-
	1980	16	3	1	..	..	-do-
Total :		65	11	3	5	1	
Group B	1978	1	1	..	..	..	-do-
	1979	2	..	..	1	..	-do-
	1980	4	1	..	..	..	-do-
Total :		7	2	..	1	..	
Group C	1978	44	6	2	2	..	-do-
	1979	71	16	5	12	..	-do-
	1980	34	8	3	..	..	-do-
Total :		149	30	10	14		
Group D	1978	275	67	15	37	1	-do-
	1979	133	34	6	18	..	-do-
	1980	89	19	5	17	1	-do-
Total :		497	120	26	72	2	

In the above context it is apparent that the reserved quota in posts filled by promotion which is dependent upon their proportionate recruitment from the open market, cannot be fully subscribed. It is our common experience that in most public sector units, the lowest induction levels are mostly filled by direct recruitment. If the management's policy is to give preference to their own employees even in the lowest induction posts that purpose can be achieved by declaring the induction level to be filled through direct recruitment entirely and allowing the departmental employees to be considered alongwith others In this system, even where sufficient number of Scheduled Castes and Scheduled Tribes are not available departmentally, there is a greater possibility of getting sufficient number of Scheduled Castes and Scheduled Tribes candidates from the open market. It is, therefore, suggested that the management may consider the desirability of having more open recruitment channel particularly in the lowest two or three cadres in each class (group) of posts as it is felt that there is a possibility of greater availability of Scheduled Caste/Scheduled Tribe candidates in the open recruitment.

Promotion Policy and promotions made during the years 1978, 1979 *and* 1980

5 According to promotion policy and Rules for officers, staff and workers categories, all promotions are subject to (i) availability of vacancies, (ii) the persons being eligible according to prescribed norms and (iii) management deciding to fill the vacancies Subject to these condition the promotions are made twice a year in the months of January and July. In the case of officers, the criteria for promotion includes factors like performance, general suitability and ability/potential to shoulder higher responsibilities In other words this promotion is on the basis of selection of the candidates from among those who are within the zone of consideration of 4 times the number of vacancies and the eligibility varies from 2 years to 4 years for promotion to different scales In the case of staff also the criteria is the same as in the case of officers except that the eligibility is uniformly three year's service in the lower grades In the case of workers category, however, the promotion is on the basis of seniority subject to suitability/fitness which is decided on the basis of service record/test/interview/minimum job requirement. All those who are considered suitable are promoted according to their *inter-se* seniority An employee to be eligible for promotion must secure at least 50 per cent marks allotted for the posts and 50 per cent in the aggregate In the case of promotion from skilled worker to that of Assistant Supervisor Grade II employee must secure 50 per cent marks in the merit rating and 50 per cent in interview. There is no relaxation for Scheduled Castes and Scheduled Tribes in the prescribed qualifying marks as referred to above. In this connection, attention of the management is invited to the Department of Personnel and Administrative Reforms O M No 8/12/69-Estt(SCT) dated 23rd December, 1970 and O.M No 36021/10/76-Estt(SCT), dated 21st January, 1977 according to which, if sufficient number of Scheduled Caste/Scheduled Tribe candidates are not available on the basis

of general standard to fill all the vacancies reserved for them, candidates belonging to these communities who have not acquired the general qualifying standard should, however, be decided taking into account (i) the number of vacancies reserved, (ii) the performance of Scheduled Caste/Scheduled Tribe candidates as well as general candidates, (iii) the minimum standard of fitness for appointment to the post, and also (iv) the overall strength of the cadre and that of the Scheduled Castes and Scheduled Tribes in that cadre It is, therefore, necessary that to the extent of shortfall in the reserved quota on a particular occasion including the backlog, the Scheduled Caste/Scheduled Tribe candidates are required to be considered by relaxed standard and promoted unless they are found unfit for promotion.

Group/Year		Promotions during the years 1978 and 1980						Reasons for shortfall
	No. of vacancies	Reserved for		Number eligible		No. Promoted		
		SC	ST	SC	ST	SC	ST	
A 1978	1	..	..	..	..	..	..	
1979	69	11	5	1	..	..	.	
1980	30	4	3	2	..	1	..	
B 1978	..	..	..	..	..	..	..	Non-
1979	93	14	7	12	.	4	..	avail-
1980	44	7	3	9	..	1	.	ability
C 1978	1	..	..	2	..	1	..	of eligi-
1979	45	8	3	1	..	1	..	gible
1980	8	1	..	..	..	..	..	candi-
D 1978	84	12	7	25	..	8	..	dates.
1979	85	13	6	38	..	4	..	
1980	1	..	..	1	..	..	..	

It is noticed from the above table that in Group A in the year 1979 even though one Scheduled Caste was eligible for promotion, he was not promoted. Similarly in 1980 two Scheduled Caste candidates were eligible but only one was promoted. In Group B in the year 1979, fourteen vacancies were reserved for Scheduled Castes and 12 Scheduled Caste candidates were eligible for promotion but only 4 were promoted; in the year 1980, 9 Scheduled Caste candidates were eligible for promotion against 7 vacancies reserved for them but only one was promoted. In Group D in the year 1978, 25 Scheduled Caste candidates were eligible for promotion against 12 vacancies reserved for them, but only 8 were promoted. Similarly in the year 1979 only 4 Scheduled Caste candidates were promoted against 13 reserved vacancies when as many as 38 Scheduled Caste candidates were stated to be eligible. It is, therefore, recommended that all the above cases of promotions made in the past three years should be reviewed and eligible Scheduled Caste/Scheduled Tribe employees should be promoted with retrospective effect unless they were found unfit for promotion.

6. A few specific cases were also seen. It was noticed that one Shri L. C. Ram was superseded in 1979 and 1980. He was stated to be highly skilled and a good practical hand but it was stated that he would not make a good Supervisor No adverse remarks were communicated to him. In 1980 a new system of appraisal was introduced according to which not only adverse remarks but even some minor shortcomings (not adverse) are also brought to the notice of all the officers. It was however found that nothing whatever was communicated to him thereby it could be assumed that there was nothing against him and that he was not in any case unfit for promotion It was, however, learnt that he was suspended on 8-12-1980 and the Departmental Promotion Committee which met in January, 1981 did not consider his case. According to promotion policy, employees under suspension or whose conduct is under investigation are to be considered by the Departmental Promotion Committee and such employees, if found fit, are to be given notional place on the panel. Their promotion orders are however, released only if they are unconditionally absolved of the charges levelled against them. In yet another case of Shri S K. Sarkar, though eligible for promotion to the post of Supervisor since 1979 he was not promoted even in 1980. He was stated to be good in work, and sincere but had to improve in planning his work and, therefore, he was made to wait for promotion These remarks could not be considered as adverse so as to make a person unfit for promotion It is, therefore, suggested that these cases may be reconsidered while reviewing the cases of eligible persons for promotion during the last three years.

Grouping of posts

7 It is rather sad that in spite of clear instructions contained in the Brochure on Reservations for Scheduled Caste and Scheduled Tribe in services, Scooters India Limited did not follow these regarding grouping of posts properly It was noticed that one combined roster each was maintained for all Group A, B, C and D posts irrespective of the sanctioned strength of various grades and posts in each group (class) of posts The following table indicates the nature of various posts in Group A, B, C and D categories which were grouped together for the purpose of reservation orders.

Group	Designation of posts grouped together	Scale of Pay	Total No. of posts
Group A (Class I)	Assistant Engineer, Assistant Personnel Officer, Accounts Officer, Assistant Security Officer, Executive Assistant Welfare Officer, Senior Engineer, Senior Accounts Officer, Personnel Officer, Senior Personnel Officer, Supdt, Assistant Manager, Deputy Manager, Manager, Deputy General Manager, General Manager	800–1400 and above	239
Group B (Class II)	Supervisor, Senior Assistant, Senior Time Keeper, Addl.Welfare Officer, Programmer, Personnel Assistant, Senior Draughtsman, Accounant, Security Inspector, Senior Cashier, Hindi Assistant.	650–1035	81
Group C (Class III)	Assistant Supdt., Assistant Accountant, Assistant Draughtsman, Pharmacist, Time Keeper, Lab., Assistant, Junior Programmer, Sub-Inspector, Security/ Vigilance, Steno Gr. I, Receptionist, Cashier, Junior Supervisor, Junior Draughtsman, Steno Gr. II, Junior Assistant, Accounts Assistant, Junior Time Keeper, Typist, Tracer, Junior Time Keeper Gr. II, Record Keeper, Skilled Worker, Driver Grade I.	275–400 to 490—775	630
Group D (Class IV)	Semi-skilled Worker, Driver, Security Guard, Dresser, Unskilled Worker.	305–425 to 340–460	2443

It would be seen that posts in various disciplines such as Engineering, Accounts, Security, Welfare and Personnel and in widely different scales of pay were grouped together. According to detailed instructions as contained in Appendix 5 of the Brochure, (i) separate roster has to be maintained for each type of recruitment and within it for each grade or service or a group of posts formed (as per instructions contained in Chapter 6 of the Brochure), (ii) within each category of posts separate rosters have to be maintained for (a) permanent appointments and temporary appointments likely to continue indefinitely and (b) purely temporary appointments Grouping of posts for the purpose of reservation orders can be resorted to in such of the posts which are filled by direct recruitment, and which are of isolated nature or from small cadres A cadre or a grade of a division of service consisting of less than 20 posts may be treated as a small cadre for this purpose. Thus if any cadre has a sanctioned strength of 20 posts or more there is every justification for maintenance of a separate roster for such a post. Even where scale of pay of some of the posts is the same, these posts are in different disciplines and each of the disciplines has a separate strength of 20 or more, a separate roster has to be maintained for each such disciplines/cadre. As regards posts which are filled by promotion separate rosters are to be maintained for each mode of promotion, *viz.* selection (merit, seniority subject to fitness, departmental examination/test etc), irrespective of the number of posts filled by promotion in each grade. All the above instructions were explained to the dealing assistant who was advised to recast one of the rosters as per the guidelines given to him during the course of study. The management is advised to recast all the rosters on the lines of this model roster prepared during the course of study.

Rosters

8. As stated in the previous paragraphs, the Scooters India Limited has maintained roster registers for all categories of employees w.e.f. 1-10-1974. Scrutiny of the rosters revealed the following irregularities/discrepancies:—

(i) While the rosters were maintained proper form of Register yet they had been maintained group-wise and not post-wise *i.e.* for Group A one roster and for Group B another roster and so on even though some posts had a strength of more than 20 to justify an independent roster in accordance with rules.

(ii) The points had not been earmarked correctly. Point No. 1 in every roster is reserved for Scheduled Castes but it had been shown as reserved for Scheduled Tribes.

(iii) According to instructions, no gap is to be left in the roster as it is a running account of reservation of vacancies. If recruitment ended at point No. 25 in a year, in the next recruitment year, the recruitment will start from point No. 26. However, it was found that a large number of reserved points in the rosters were found blank In some cases, Scheduled Caste/Scheduled Tribe persons appointed in later years were shown against these blank points pertaining to the previous years. On enquiry it was stated that these gaps were left in the rosters as the reserved category candidates were not available against the vacancies reserved for them. Proper course to follow in such cases is to get the vacancies in question dereserved from the competent authority after explaining to that authority that all the steps prescribed for recruitment through Employment Exchange or advertisements as mentioned in Chapter 8 or 9 of the Brochure, as the case may be, were duly taken After the approval of the competent authority the general candidate selected against the reserved vacancy should be shown on the relevant reserved point and the reserved vacancy so filled by a general candidate has to be carried-forward and added to the fresh reservation in the subsequent recruitment In the remarks

columns of the relevant roster register, the fact of dereservation of the vacancy in question should be indicated. If concerned reserved category candidate becomes available for appointment in the subsequent recruitment year, his appointment has to be adjusted against the earlier brought forward reserved point first and if there was a fresh reservation also in the subsequent recruitment year in respect of the same category (*viz.* Scheduled Castes or Scheduled Tribes) that vacancy has to be carried forward, if sufficient reserved candidates were not available to fill the brought forward and current reservations put together.

(iv) It was not indicated whether earlier vacancies were utilised first

(v) The principle of exchange of reservation betwen Scheduled Castes and Scheduled Tribes in the last year of carry forward was also not being applied.

(vi) The position regarding carry-forward of vacancies was not indicated at the end of the year nor at the beginning of the next year. In fact an abstract of recruitment made during a year should be shown at the end of each year in the following form

1. Total Number of vacancies filled in the year ;

2. No. of vacancies reserved out of (1) above according to the roster ; SC ST

3. No of vacancies brought forward from the previous years ;

4. Total reservation ;

5. No. of vacancies but of (3) above exchangeable being in the last year of carry-forward ;

6. No. of SC/ST appointed during the year ;

7 No. of reserved vacancies dereserved during the year due to non-availability of Scheduled Caste/Scheduled Tribe candidates ;

8. No. of vacancies lapsed during the year ;

9. No. of vacancies carried forward

SC ST

also indicating the

year-wise break-up. ——/-(year)—/-(year)

——/-(year)—/-(year)

——/-(year)—/-(year)

Dereservation

9. As in many public sector undertakings, Scooters India Limited had also not followed the procedure of de-reservation of reserved vacancies in the event of non-availability of Scheduled Caste and Scheduled Tribe candidates. It was stated that they had instructions not to dereserve any reserved vacancy. In this connection, it may be pointed out that de-reservation is nothing but a temporary permission by the competent authority to fill a vacancy reserved for Scheduled Caste or Scheduled Tribe after all the steps as prescribed by the Government for recruitment of Scheduled Caste and Scheduled Tribe candidates have been taken. After the approval of the competent authority the reserved vacancies are carried forward to subsequent 3 recruitment years for being utilised by the reserved category candidates.

10. Approval for de-reservation of such vacancies does not amount to lapsing of those vacancies in a particular year. All that is necessary is to ensure that all the prescribed steps have been taken to recruit Scheduled Caste and Scheduled Tribe candidates against the reserved quota of the vacancies. For example, if recruitment is to be made for Class III and Class IV posts on a local or regional basis, the vacancies are to be notified to the Employment Exchange first, and after receipt of non-availability certificate from the Employment Exchange, the vacancies are required to be advertised, if not already advertised by the Central Employment Exchange. Copies of these advertisements are also required to be sent to the Employment Exchange concerned, the recognised associations of the Scheduled Castes and Scheduled Tribes, the Director of Social Welfare and the nearest station of All India Radio for being announced on radio. The objective being to give wide publicity to the vacancies which are reserved for Scheduled Castes and Scheduled Tribes. If after the advertisement, either the response of the Scheduled Caste and Scheduled Tribe candidates is poor or Scheduled Caste and Scheduled Tribe candidates suitable to the requirement of the Management are not available, the vacancies are to be filled by general candidates. But before appointing the general candidates against these reserved vacancies, it has to be explained to the competent authority *i.e.* the Chairman/Managing Director that all the necessary steps were taken but the efforts made had failed to get suitable and requisite number of reserved category candidates Thereafter, having obtained the approval of the competent authority, there is no objection whatsoever to the appointment of the general candidates against those reserved vacancies instead of keeping them vacant and making the organisational work suffer. Such of the vacancies which are thus dereserved are to be carried-forward and added to the fresh vacancies that might be reserved according to the roster from out of the vacancies to be filled in the next recruitment year. Same procedure will have to be followed in the next recruitment year and if the efforts made again fail to get the adequate number of Scheduled Caste and Scheduled Tribe candidates in the next year also, the vacancies can be filled by general candidates after obtaining the prior approval

of the competent authority in that year also. In the case of posts that are filled on all India basis by open competition or other-wise where the primary source of recruitment is through advertisement, the reserved vacancies are required to be advertised twice. On the first occasion the vacancies will have to be reserved exclusively for the reserved category candidates and other general candidates will not be allowed to apply. While advertising second time it has to be mentioned that though the vacancies are reserved for Scheduled Castes or Scheduled Tribes, as the case may be, if suitable reserved category candidates do not become available, the same will be filled by general candidates. In this case also, prior approval of the competent authority *i.e.* Board of Directors will be necessary before appointing general candidates.

11. If sustained efforts made to recruit Scheduled Caste or Scheduled Tribe candidate in the initial year of recruitment and subsequent 2 years of carry-forward fail to get the relevant category candidate, in the last year of carry-forward also such a vacancy which could not be filled all these years, would become exchangeable with the other reserved category. And for such vacancies, a specific mention has to be made in the requisition to the Employment Exchange or in the second advertisement made in the last year of carry-forward, indicating the fact of exchangeability of reservation in the event of non-availability of the concerned reserved category candidate in that year also.

12. In this connection, reference is also invited to the latest instructions dated 6th January, 1981 according to which the Department of Personnel and Administrative Reforms had clarified that the procedure regarding de-reservation of reserved vacancies has to be followed invariably. It has also been explained in those instructions that the Department of Personnel and Administrative Reforms is charged with the responsibility of making decisions and issuing instructions in regard to the implementation of the Government policy on reservation in accordance with the Allocation of Business Rules, and therefore, no Ministry/Department or organisation can follow a procedure different from the one prescribed by that Department. These instructions were circulated by the Bureau of Public Enterprises vide their O.M. No. 6/1/81(GM-I), dated 3rd February, 1981 to all the Ministries advising them to bring the contents thereof to the notice of all public Sector Enterprises under their administrative control for information and guidance. While the instructions regarding dereservation of reserved vacancies are now mandatory, but, before resorting to dereservation of reserved vacancies, it is once again emphasized that it has to be ensured that all possible steps have to be taken to attract Scheduled Caste and Scheduled Tribe candidates, in accordance with the procedure prescribed in Chapters 8 or 9 of the Brochure, as the case may be It has also been emphasised by the Bureau of Public Enterprises that as far as posts of non-technical nature are concerned, for which Scheduled Caste/Scheduled Tribe candidates are apparently available, there should be no occasion for dereserving such posts. But where it becomes necessary to dereserve any such post also, and for that matter any technical posts for which Scheduled Caste/Scheduled Tribe candidates have not become available for appointment, the proposals regarding de-reservation by the Chief Executives or by the Board of Directors as the case may may be, have to be subjected to a critical examination before dereservation are allowed by the competent authority. It is, therefore, impressed upon the Management of Scooters India Limited that the procedure for dereservation of reserved vacancies in the event of non-availability of Scheduled Caste and Scheduled Tribe candidates, after duly taking all the steps prescribed for the purpose, has to be followed.

Liaison Officer

13. According to information furnished, Shri H. N. Arora, Manager (Personnel and Administration) has been nominated as Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes since 8-2-1975. It was learnt that he has been inspecting the rosters etc., at the close of each calender year and has also been submitting his inspection report on the prescribed form. A copy of each of the inspection reports for the years 1978, 1979 and 1980 was supplied to the study team. While replies to questions 1 and 2 of the said prescribed form of inspection report were in affirmative implying that separate rosters were being maintained for each grade and group of posts and within such grade/group separately for (i) direct recruitment and (ii) for posts filled by promotions, the study team found that this was not so. As reported in the paragraphs on 'Grouping of Posts' and 'Rosters', the Scooters India Limited had maintained one combined roster each for Group A, B, C and D posts. In this context and as also in view of the other shortcomings such as leaving of gaps in the rosters etc. as pointed out in the report, inspection report of the Liaison Officer was not critical with reference to the extent rules. It is therefore, suggested that the Liaison Officer should critically examine the rosters and other records on the lines of the suggestions made by the study team and while pointing out the shortcomings, he should suggest remedial steps in the last item of the inspection report. It would be appreciated if a copy of the next inspection report, for the calendar year 1981 is furnished to this office as well As regards his remarks against item 9 of the inspection reports regarding dereservation of reserved vacancies the position has been explained in detail in the relevant para of this report.

Advertisements

14. A look at some of the advertisements put out by the Scooters India Limited revealed that the following requirements were not mentioned therein :—

(1) Total number of posts and the number reserved for Scheduled Castes and Scheduled Tribes were not indicated in most of the advertisements issued by the company and

wherever these were shown, the vacancies reserved for Scheduled Castes/Scheduled Tribes were being indicated as combined and not separately for each category. In fact, reservation has to be shown against each post separately for Scheduled Castes and Scheduled Tribes. It is incorrect merely to say that other things being equal preference would be given to Scheduled Castes and Scheduled Tribes or 15 per cent of vacancies are reserved for Scheduled Castes and 7½ per cent for Scheduled Tribes.

(2) There was no mention about the relaxation of experience qualification and age in favour of Scheduled Caste and Scheduled Tribe candidates in terms of instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 27/10/71-Est. (SCT), dated 5-9-1975.

(3) There was also no mention of fee concession to the extent of one-fourth of the prescribed fees and payment of T.A. in favour of Scheduled Caste and Scheduled Tribe candidates in some of the advertisements. The fee concession admissible to Scheduled Caste/Scheduled Tribe candidates, whenever a fee is prescribed, and payment of T.A. to Scheduled Caste/Scheduled Tribe candidates in accordance with rules should be clearly mentioned in all the advertisements in future.

Scheduled Caste/Scheduled Tribe Certificates

15. The Scheduled Caste/Scheduled Tribe certificates of some of the employees were seen. On scrutiny it was noticed that all the certificates were in order except the one in respect of Shri Mathura Ram, Semi-skilled worker. Though the certificate was issued by the appropriate authority, it was not on the proper form as prescribed in Appendix 14 of the Brochure The management may either advise the concerned person to produce the Scheduled Caste certificate on the proper form from the appropriate authority or write to the District Magistrate concerned direct to issue revised certificate in place of the earlier one. In future the certificates should be carefully examined in accordance with the instructions contained in Chapter 13 and 14 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in services

Training

16. According to Government instructions more and more officers belonging to Scheduled Castes/Scheduled Tribes are required to be deputed for various training programmes including abroad and for attending Seminars, Symposia, Conferences etc. Particularly in the case of Class I (Group A) officers belonging to Scheduled Castes and Scheduled Tribes, it is the special responsibility of their immediate officers to identify training needs in order to improve their chances for selection to higher categories of posts. According to preliminary information furnished not a single officer belonging to Scheduled Caste/Scheduled Tribe was sponsored for training to outside institutions out of the 3 officers sent for such training in 1978, 10 in 1979 and 13 in 1980 It is stressed that the management should keep the above instructions in view while deputing their officers for training within the company and to outside institutions including abroad as also for deputing them to attend seminars, conference, symposia etc.

Nomination of Scheduled Caste/Scheduled Tribe officer in DPC/Selection Board Meetings

17. According to information furnished on proforma IX of the preliminary information, only three meetings of the Departmental Promotion Committee/Selection Board were held during the year 1980. Looking to the recruitment/promotions made in corresponding year 1979 and 1980 (Ref. information furnished on proforma, III and IV of the preliminary information) the number of meetings during these years is rather disproportionately small. It, therefore, needs to be clarified whether Departmental Promotion Committee and Selection Board meetings are not held separately and further for various categories of posts in the company. In any case, Scheduled Caste/Scheduled Tribe officer was not associated in any of the above meetings. In this connection, a reference was recently made to the Commissioner for Scheduled Castes and Scheduled Tribes to depute an officer belonging to Scheduled Caste and Scheduled Tribe to be associated in the Selection Board meetings to be held on 13th to 18th April, 1981. This matter was discussed with the Management during the course of study and they were advised to approach any Central Government/State Government office or public sector undertaking situated in Lucknow or even Kanpur or any other place nearby who could conveniently spare one of their officers of the appropriate rank belonging to Scheduled Caste/Scheduled Tribe for being associated in the Departmental Committee/Selection Board meetings of the Scooters India Limited. It is, therefore, suggested that all possible efforts may be made to associate an officer belonging to Scheduled Castes or Scheduled Tribes in such meetings and where it is not possible to do so, reasons therefor may be recorded in writing.

Diversion of Sweepers

18. It was stated that the scheme of diversion of employees from the posts of Sweepers/Farashes/Chowkidars etc. to cleaner jobs in Class IV like those of Peons etc. was not being implemented as there were no such posts in Scooters India Limited. This Company has a large factory area in Lucknow and the factory, lot of cleaning work must be necessary at the close of the day/shift. It is, therefore, not understood as to how this job of cleaning, sweeping etc., is managed. In case there is some other nomenclature given to those who are doing this job, such persons have to be taken into account for the purpose of diverting them to cleaner jobs not associated with the stigma of untouchability which the jobs of sweeping, cleaning etc. generally carry with

them. The management must clarify the position and identify the posts meant for the above jobs and initiate action for diversion of persons working in these jobs to contemporary cleaner jobs.

Apprenticeship Training

19. Scooters Indian Limited is engaging Trade Apprentices and Graduate Apprentices in accordance with the provisions of the Apprenticeship Act, 1961. The Act provides for reservation for Scheduled Castes and Scheduled Tribes while engaging apprentices. The percentage of reservation prescribed varies according to the population of Scheduled Castes and Scheduled Tribes in the State where the organisation is located. Accordingly the ratio prescribed for the State of Uttar Pradesh is 1 : 5 for Scheduled Castes and 1 : 20 for Scheduled Tribes. It is, however, noticed from the information furnished by the management, out of the total of 612 Trade Apprentices engaged by the Company during the years 1978 to 1980, only 36 belonged to Scheduled Castes and none to Scheduled Tribes. In the Diploma holders category out of the 59 apprentices engaged only one belonged to Scheduled Caste. As regards the graduate apprentices, only three were engaged in 1978 and two in 1980 and none of them belonged to Scheduled Caste or Scheduled Tribe. Thus, it is seen that while not a single Scheduled Tribe apprentice was engaged in any of the categories mentioned above, even the number of Scheduled Caste apprentices engaged by the company fell much below the quota reserved for them. The management is, therefore, advised to engage the full quota of apprentices reserved for Scheduled Castes and Scheduled Tribes.

20. As regards the absorption of the apprentices trained by an organisation, the Ministry of Labour have now issued instructions *vide* their O.M. No. DGET-22(5)/80-AP, dated 28th May, 1980 that 50 per cent of the direct recruitment vacancies should be filled up by trained apprentices While complying with these instructions, the management should endeavour to absorb as many apprentices belonging to Scheduled Caste/Scheduled Tribe as possible particularly in those categories of posts where there is a backlog.

Confidential Report Forms

21. The performance Appraisal Report forms for Officers and Ministerial/Supervisory staff did not contain the columns in Personal Data part to elicit information whether the employee belonged to Scheduled Caste or Scheduled Tribe In the part meant for Reviewing Officers' Remarks there was no column to indicate whether the attitude of the reporting officer towards the Scheduled Caste/Scheduled Tribe officer reported upon was fair and just. According to Government instructions it is now necessary to incorporate the above provisions in the Confidential Report Forms.

Recruitment Rules—Saving Clause

22. Under the heading "Preference to Scheduled Caste/Scheduled Tribe employees" following provision was made in the Promotion Policy and Rules for officers and staff :—

> "The Government of India orders issued from time to time relating to reservation for Scheduled Caste/Scheduled Tribe candidates shall be observed with reference to vacancies filled by promotion."

Similarly in the case of workers' categories, a provision has been made that 'Government directives regarding reservation of posts for Scheduled Caste/Scheduled Tribe candidates shall be followed'. The word 'preference' in the above heading appears to be misleading particularly when clear-out reservations have been provided In fact the saving clause on the following lines should be incorporated in all the promotion rules as also recruitment rules for direct recruitment posts :—

> "Saving—Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard."

As provision on the above lines should also be made in the terms of the settlement that may be arrived at between the Management and the Employees' Union in order to avoid any deadlock that may arise at any stage.

Forwarding of Applications

23. In the case of Blocked Categories *i.e.* those not having any channel of promotion, the company allow its employees to send applications for outside employment without any restriction, provided that they have put in six years of service. However, as far as Scheduled Caste/Scheduled Tribe employees are concerned, whether in the blocked categories or otherwise there are Government instructions that applications for employment elsewhere of temporary of permanent employees belonging to Scheduled Caste and Scheduled Tribe are to be forwarded readily and without any restriction except in very rare cases where there may be compelling grounds of public interest for withholding such applications Such cases have to be reported to the Liaison Officer in the Administrative Ministry/Department or the Head of the Department. Therefore, wherever there is any restriction on the forwarding of applications of the employees in general, an exception has to be made for Scheduled Caste and Scheduled Tribe employees.

Accommodation

24. It was learnt that Company has at present no quarters of its own for allotment to its employees. However, the management has to keep in view the provision of reservation to the extent of 10 per cent in the case of lowest two categories of residential accommodation and 5 per cent in the case of next two categories, whenever the Management decided to have its own company-built accommodation for officers and workers.

Annual Report

25. It was observed that the statistics regarding class-wise (Group-wise) representation of Scheduled Castes and Scheduled Tribes in the service of the company as also the recruitment/promotions made in the year under report, were not included in the Annual Report of the Company. These statistics have to be included in the Annual Report of the Company in a suitable paragraph on manpower.

APPENDIX XXXVIII

(Reference *Para* 3.128)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Bharat Heavy Electricals Ltd.. Trichy, Tamilnadu

In order to make an assessment of the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitutional provision in services under various Public Sector Undertakings, a study team consisting of Shri R. D. Ahear, Asstt. Commissioner for Scheduled Castes and Scheduled Tribes, Shri Waryam Singh, Research Officer and Shri H. S. Ahluwalia, Assistant was deputed by the Commissioner for Scheduled Castes/Scheduled Tribes to visit Bharat Heavy Electricals Limited unit at Tiruchirapalli from 6th to 8th April, 1981. During the course of study the team met Shri M. K. Sridhar, Executive Director, Shri S. Vardarajan, Personnel Manager and Shri A. K. Balasubramaniam, Deputy Manager (Personnel), and had discussions with them. The team examined the reservation rosters, Departmental Promotion Committee/Selection Board's proceedings, advertisements/requisitions sent to Employment Exchange for employment and other records in connection with the implementation of reservation orders, concessions/relaxations etc. admissible to the Scheduled Caste/Scheduled Tribe candidates in that organisation.

According to the information made available to the team, the Trichy unit of the Bharat Heavy Electricals Ltd., had been established in 1963 and orders regarding reservation for Scheduled Castes and Scheduled Tribes had been made applicable from 1970 in respect of direct recruitment posts and from 1973 in respect of posts filled by promotion. Accordingly, the rosters had been maintained from those years. It was, however, noticed that the rosters had been maintained year-wise *i.e.* separate register for all the entries in all the rosters in a calendar year, instead of continuing one register or each post year after year. There could be no objection to such an arrangement since the authorities felt it very convenient to handle one register for all the posts. In the case of recruitment the authorities were maintaining rosters for various posts under Group C and D only as recruitment to Group A & B posts was being done by the Corporate Office at all-India level. In the case of promotions, also rosters have been maintained for such of the posts to which promotions are made at unit level. In the following paragraphs an analytical study of various aspects of reservation in Bharat Heavy Electricals Ltd.. Trichy, has been attempted and suggestions/ observations made for necessary corrective measures to safeguard the interests of Scheduled Castes and Scheduled Tribes in services in that organisation :—

1. *Maintenance of Rosters*

According to the Government of India instructions, rosters are intended to be an aid to determining the number of vacancies to be reserved and accordingly while advertising or sending requisitions to employment exchange or even considering candidates for promotion, roster has to be consulted to allow due reservations to Scheduled Caste and Scheduled Tribe candidates. After the appointments/promotions are made, the names of the candidates have to be entered in the respective roster. While computing the vacancies required to be reserved for Scheduled Castes and Scheduled Tribes, the brought forward reservations from the earlier recruitment years have also to be added to the current reservations. In case sufficient number of Scheduled Caste/Scheduled Tribe candidates do not become available to fill all the vacancies reserved for them the earliest brought forward points are to be filled first and the rest carried over. In the case of this unit, it was reported by the authorities that they were adjusting the brought forward points only after the current reservation are filled up. It was further reported by the authorities that there was some clarification from the Corporate Office that only excess number of Scheduled Caste/ Scheduled Tribe appointed during a year are to be adjusted against the earlier brought forward reservations which is not correct. According to the Government of India instructions, any recruitment of Scheduled Caste/Scheduled Tribe candidates will first be counted against the additional quota brought forward from the previous years in their chronological order. If Scheduled Caste/Scheduled Tribe candidates are not available for all the vacancies, the older carried forward vacancies should be filled up first and the comparatively later brought forward vacancies should be further carried over.

During the course of study it was also noticed that some names of the persons, appointed on deputation basis or on transfer from some other unit, had also been entered in the rosters which is not the correct procedure. Since reservation orders do not apply to posts filled by deputation/transfer, the persons appointed through these methods are not to be shown in the reservation roster. This was brought to the notice of the authorities who reported that such entries are made only to calculate the total strength *vis-a-vis* the number of Scheduled Castes and Scheduled Tribes and no roster point is allotted to such entries. In fact, as already pointed out above,

the roster is only a mode of calculation of reservation and not a record of appointments made and as such should not be mixed up with other data, required to be compiled for administrative purposes. It has also nothing to do with the seniority lists.

On the whole the maintenance of rosters by the authorities was quite in accordance with the Government instructions. Following are some of the other observations of the team in this regard :—

(i) *Grouping*

Grouping of the posts to be filled by direct recruitment for the purpose of the maintenance of rosters had been done scale-wise only and not in accordance with the instructions, keeping in view the strength of the cadre, status, salary and qualifications prescribed for the posts in question according to the Government of India instructions, only isolated individual posts being filled by direct recruitment could be grouped. A cadre or a grade or division of service consisting of less than 20 posts which is to be treated as a small cadre for this purpose, can be grouped with some other group for this purpose. No grouping is, however, permissible in posts filled by promotion. In the case of posts of Senior Manager, Material Manager, for which separate rosters had been prepared, the grouping could have been beneficial to Scheduled Caste/Scheduled Tribe candidates as there would not be many occasions to fill up such posts.

(ii) *De-reservation and Carry-forward*

(a) Reservation which could not be filled up for want of suitable Scheduled Caste/Scheduled Tribe candidates had been shown as carried forward year after year, but the procedure regarding dereservation had not been observed. According to the existing procedure, whenever a vacancy reserved for Scheduled Castes and Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority must be obtained Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment, all the prescribed steps, as laid down in the Brochure on reservation for Scheduled Castes and Scheduled Tribes in services, as the case may be, have been taken In fact whenever a selection is made and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained clearly In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres. In this connection it may also be pointed out that the procedure regarding dereservation is not to be confused with the lapsing of reservation, as has been conceived by the authorities.

(b) As already pointed out above, the earliest brought forward reservation are to be utilised first. The roster, which show filling up of the current reservation only and the adjustment of excess appointments against carry-forward, need to be revised accordingly.

(c) During the course of study it came to the notice of the team that backlog due to carry-forward of unfilled reservations in one grade was sought to be adjusted in other grades in the same scale of pay by transferring carry-over from one roster to another roster being maintained for a different post. While it is appreciable that the authorities were making efforts to reduce the over-all backlog of reservations but such a course is not favoured. While there could not be any objection to such action within a group of posts for which a combined roster was prepared but transfer of carry-forward from one roster to another cannot be permissible, within the rules. Such an action is likely to deprive the Scheduled Caste/Scheduled Tribe candidates of their right to appointment/promotion in one particular grade against carry-over when they might be available/eligible in future. This would also nullify the exchange rule under which, if a Scheduled Caste candidate is not available in the third year of carry-forward to fill up a reserved vacancy, a Scheduled Tribe candidate can claim such an appointment. Such an action will also pose problems of de-reservation and lapsing in one particular grade at the time of promotion, since adequate number of Scheduled Caste/Scheduled Tribe candidates might not be there due to transfer of backlog from that grade to another. Such transfers already made need to be reviewed and rectified but without effecting the Scheduled Caste/Scheduled Tribe candidates who might have been appointed under that procedure

(iii) *Exchange of Reservations*

As mentioned above the unfilled reservations were being carried-forward year-after-year without making any adjustment of the oldest carried over points. If the correct procedure had been followed to dereserve the reserved points before carry-forward, to adjust the oldest brought forward vacancies first, and exchange of reservation between Scheduled Castes and Scheduled Tribes in the third year of carry-forward, there could not have been heavy backlog. According to the Government instructions, when a reserved

vacancy could not be filled up by respective Scheduled category candidate even in the third year to which the vacancy is carried-forward, exchange of reservation between Scheduled Castes and Scheduled Tribes is to be made. Under the exchange rule the vacancies reserved for Scheduled Tribes which could not be filled up due to non-availability of this category candidates, could have been utilised for Scheduled Castes who are available in adequate number. In this connection it may also be suggested that while advertising or notifying such a vacancy which has been carried-forward to the third year, it should be made clear in the advertisement/requisition itself that while the vacancy is reserved for Scheduled Caste/Scheduled Tribe candidates or *vice versa,* Scheduled Tribe/Scheduled Caste candidates would also be eligible for consideration in the event of non-availability of respective category candidates. Similiarly, in promotion by selection from Group C to Group B, within Group B and from Group B to lowest rung of Group A, where the carry-forward has not been provided, the unfilled reserved point for one Scheduled Community due to non-availability of candidates, could be filled up by the promotion of other scheduled category candidate available in the zone of consideration.

(iv) *Inspection of Rosters by Liaison Officer and Scheduled Caste/Scheduled Tribe Cell*

According to the record made available to the team, inspection of the rosters had been conducted by various Liaison Officers regularly and all the reports were there on the file signed by various Liaison Officers from time to time but there was no date on any of the inspection reports. There were no special remarks about the defects in the rosters, if any. The remarks about the dereservation in the inspection reports were also not correct as the procedure was not being followed correctly. There was no special cell to help the Liaison Officer to conduct inspection of the rosters and other records to ensure proper implementation of the reservation orders While work relating to the implementation of reservation orders was getting due attention of the authority, the association of the Scheduled Caste/ Scheduled Tribe employees alleged that the Liaison Officer was not performing his duties strictly according to the procedure laid down in the Brochure It was accordingly impressed upon the authorities that the Liaison Officer should be actively associated with the implementation of the reservation orders and should be available to the Scheduled Caste/Scheduled Tribe employees to redress their genuine grievances. This can be best ensured by creating a small cell exclusively to look after the work relating to the reservations for Scheduled Castes and Scheduled Tribes and assist the Liaison Officer to perform his duties efficiently and effectively. Such a Cell can (i) collect necessary data on Scheduled Caste/Scheduled Tribe employees concerning various aspects including allotment of residential accommodation, nomination of Scheduled Caste/ Scheduled Tribe on various bodies, for submission to the concerned authorities, (ii) look into the representation from Scheduled Caste/Scheduled Tribe employees against reserved quota and (iii) assist the Liaison Officer to conduct his annual inspection of the rosters. The Cell can also be associated with the processing of the proposals for dereservation of reserved vacancies in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates against reserved quota.

2. *Reservation in promotion*

As already mentioned above orders regarding reservation in posts filled by promotion under the Bharat Heavy Electricals Limited, Teruchirapalli were made applicable from 1973 and rosters maintained accordingly. As in the case of direct recruitment unfilled reservations were shown as carried over from year to year without dereservation and exchange of reservation in the third year of carry-forward. Whatever Scheduled Caste/Scheduled Tribe candidates became available for promotion had been shown against reserved posts during the year in question, but no adjustment had been done against the oldest carried-forward points. While going through the rosters it was noticed that the rosters in respect of promotion posts were just a record of promotions made. Normally all the employees who are within the eligibility zone in terms of completed years of service are promoted, except those who are not found suitable by the Departmental Promotion Committee Like-wise the Scheduled Caste/Scheduled Tribe employees who are within the range also get promotion, and as such there is no reservation in promotion. In fact, as already pointed out in our studies made in other Bharat Heavy Electricals Limited units, there is no vacancy concept and promotions are just in the form of upgradations Since this is a major policy issue which we have already examined in detail in our consolidated study report submitted to Corporate Office during 1980, no further observation is necessary to be made here. In our opinion, this procedure is not free from working against the interest of Scheduled Caste/ Scheduled Tribe employees. It may, however, be reiterated that the system of upgradation, with some element of elimination (where upgradation is not cent-per-cent) is nothing short of promotion by selection and as such attracts reservation orders as a safeguard against elimination, unless found unfit for such promotion.

3. *Selection Boards/Departmental Promotion Committees*

As per instructions, an officer from a Scheduled Caste or Scheduled Tribe community has to be nominated on the Selection Boards/Departmental

Promotion Committees considering Scheduled Caste/ Scheduled Tribe candidates, to the maximum extent possible. According to the information made available to the team, against 136 meetings held in 1979 and 146 during 1980, to consider candidates for both reserved as well as unreserved vacancies, 82 and 74 such Boards/Departmental Promotion Committees respectively had an officer either from a Scheduled Caste or a Scheduled Tribe. It appeared from the figures supplied that no such meeting had been conducted to select exclusively Scheduled Caste/ Scheduled Tribe candidates. It is, therefore, suggested that for reserved vacancies, interview of Scheduled Caste/Scheduled Tribe candidates should be held on a day or sitting of the Selection Committee, other than the day or sitting on which general candidates are to be interviewed, so that the Scheduled Caste and Scheduled Tribe candidates are not judged in comparison with general candidates.

4. *Advertisements/Requisitions to Employment Exchange*

While advertising vacancies or sending requisitions to the Employment Exchange for recruitment, the fact of reservations for Scheduled Castes and Scheduled Tribes as per roster has to be clearly specified therein, alongwith a mention in the advertisement about the admissibility of various concessions/relaxations. It was noted with satisfaction in the case of Trichy Unit of Bharat Heavy Electricals Limited that reservation of vacancies had invariably been mentioned in all the advertisements, alongwith relexation in upper-age limit and the admissibility of T.A. to Scheduled Caste/ Scheduled Tribe candidates called for interview, but relaxation in experience, qualification, as admissible to Scheduled Caste/Scheduled Tribe candidates in direct recruitment, was not mentioned. It was accordingly suggested to the authorities that this should also be incorporated in future advertisements.

5. *Transfer of Sweepers/Farashes/Chowkidars to other Class IV Posts*

According to the Government of India instructions, 25% of the vacancies in the grade of Peons or other Class IV posts are required to be filled up from amongst the Sweepers/Farashes/Chowkidars on transfer in order to open for them avenues to shift from unclean occupations. During the course of study it was reported by the authorities that they already allow conversion of sanitary workers into unskilled workers after a literacy test in local language, after completion of 5 years service. In this way nearly 75% of the sanitary workers reportedly get a change of occupation against 25% provided in the directive. It was further reported by the authorities that there are promotional avenues also for such workers. After completing 8 years of service as a Sweeper, they get the next higher grade as Sweeper. According to the information made available to the team, however, it was seen that against 131 vacancies, 109 Sweepers were converted to unskilled workers during the last five years. None of the 18 vacancies reserved for Scheduled Caste Sweepers/Farashes etc., against 25% quota during 1979 could be filled up from those employees. It is hoped this would be taken care of in future.

During the course of discussion with the Scheduled Caste employees Uplift Union, it was reported that contract scheme being followed by the authorities at present to look after the sanitation job, both in the factory and township, is depriving the sweeper community of regular employment opportunities under Bharat Heavy Electricals Limited. Instead the contractor, who is engaging the casual workers as Sweeper against nominal payment, from the nearby town, is pocketing the major portion of the wages, depriving the lowest among the society of their rightful claim for doing the sanitation job. Sweepers employed by the contractor were also subjected to exploitation. While the scheme of the Bharat Heavy Electricals Limited to convert sanitary workers to unskilled workers is appreciable, the scheme which blocks the employment opportunities in this cadre, cannot be considered as a step towards the welfare of the community. The team was, therefore, inclined to recommend to the authorities to give consideration to this aspect and stop the contract system. By allowing sweeper community to get employment as sanitary workers, the authorities would be providing greater opportunities to this community to shift from unclean occupations to unskilled jobs in the factory at least after 5 years service and save them also from exploitation by the Contractor. Such a step would also remove the segregation of this community and advance their social development/outlook.

Training facilities

6. While emphasising the need for opportunities of training for Scheduled Caste and Scheduled Tribe employees, the instructions provide that due care should be taken to sponsor Group A officers from Scheduled Castes and Scheduled Tribes for training in institutions in India and abroad, alongwith others. In the same manner, while sending officers to attend conferences, seminars etc., the Scheduled Caste/ Scheduled Tribe officers are also to be deputed. This will equip them with necessary knowledge about the developments in a field, so as to discharge their duties with confidence and efficiently. During the course of discussions with the authorities, it was known that no specific consideration is given to Scheduled Caste/ Scheduled Tribe officers in terms of the directive but officers are deputed for such training according to the requirement. It was neither merit nor seniority, as the consideration for training, but an officer on the job, where the training requirements arise, was only deputed. It was reported that in majority of cases officers working on a particular project, where the need for training arose, were deputed for the purpose and if there is a Scheduled Caste officer, he is definitely deputed for specialised training. In one such case recently, as reported by the authorities, a team of officers including two from Scheduled Castes, who were to work on a particular machinery imported from U.S.A, had been deputed for training in that

country. There can be no objection to such an arrangement in the interest of the efficient functioning of the organisation but due consideration has to be given to Scheduled Caste/Scheduled Tribe employees in terms of the Government instructions. The statistical information for three years period *i.e.* from 1978 to 1980, in this regard made available to the team shows that against 2429 officers deputed for training there were only 68 from Scheduled Castes and none from Scheduled Tribes as per details below :—

Training	Total trained	Sch. Castes	Sch. Tribes	Others
(i) Trained departmently	1431	40	..	1391
(ii) Trained in outside institutions	452	12	..	440
(iii) Sent abroad for training	94	4	..	90
(iv) Deputed to attend seminars/conferences .	452	12	..	440
Total . . .	2429	68 (2.8%)	..	2361

Due consideration has, therefore, to be given to the officers belonging to Scheduled Castes and Scheduled Tribes, as the over-all percentage of Scheduled Castes/ Scheduled Tribes as compared to the total number of officers deputed for various training programmes is less than 3% in this unit.

The scheme of pre-selection training with wages to Scheduled Caste/Scheduled Tribe candidates who fail to qualify the selection tests especially in the areas like FDP Operator, Clerk etc. in Group C and D is also commendable. It was reported by the authorities that during training period such candidates were treated at par with the casual employees, and after 6 months/ one year training, as the case may be, they were given the selection tests again under relaxed standards. Such of the Scheduled Caste/Scheduled Tribe candidates who qualified the test were taken on regular basis against reserved quota. Similarly, in the case of Apprentices, the authorities could induct quite a good number of them. All the apprentices are normally absorbed, as they are given preference over outsiders in the matter of recruitment. According to the statistics made available, sufficient number of Scheduled Caste/Scheduled Tribe candidates could be taken in during the last three years, in some cases even more than the reserved vacancies. In the case of Scheduled Tribes, however, the position was far from satisfactory, at least in the case of Group C posts and as such it has to be ensured that all the prescribed steps are taken to recruit Scheduled Tribe candidates before filling such reserved vacancies by others.

Confirmation

7. It was noticed during the course of study that there was no confirmation system invoke in that organisation. As such reservation orders in respect of Scheduled Caste/Scheduled Tribe are valid at the time of initial recruitment itself when such recruits are placed on probation of one year and confirmed, thereafter, if their performance is found to be satisfactory.

Allotment of Residential Accommodation

8. According to Government of India instructions, while making allotment of residential accommodation to the employees 10% of quarters in type I and II and 5% in type III and IV are required to be reserved for allotment to Scheduled Caste/Scheduled Tribe employees. Accordingly, these instructions were also made applicable to public sector undertaking having residential colonies for their employees. The authorities reported that while instructions to reserve 10% quarters in type I and II have been made applicable but the directive for 5% reservation in type III and IV accommodation, which has been received only recently is yet to be applied. According to the statistical data, position was satisfactory only in the case of type A (lowest) quarters where out of 2833 quarters, 320 had been allotted to Scheduled Caste/Scheduled Tribe employees. Position in respect of Type B (16 out of 881) and Type C (2 out of 192), was however, far from satisfactory. In type D none of the quarters was in the possession of Scheduled Caste/Scheduled Tribe employees. It is suggested that a procedure may be evolved on the lines of the pattern adopted by the Directorate of Estates to ensure prescribed percentage of allotment of residential accommodation of Scheduled Caste/Scheduled Tribe employees.

Caste Certificates

9. In order to ensure that the concessions/benefits intended for Scheduled Caste and Scheduled Tribe candidates are not availed by others, the certificates produced by them are to be properly checked for genuineness of their claims to belong to Scheduled Castes/Scheduled Tribes. As a test check some of the community certificates produced by the Scheduled Caste/Scheduled Tribe employees had been seen during the course of study. It appeared that the authorities were taking due care to ensure that only the *bona fide* Scheduled Caste/Scheduled Tribe candidates were appointed against reserved quota.

Recruitment Rules

10. According to Government of India instructions the recruitment rules in respect of various services/ posts within the purview of reservation orders should contain a saving clause to provide reservation for Scheduled Castes and Scheduled Tribes, therein. The manual of the company as a whole, though provides that all the Units/Divisions are required to ensure implementation of directives on reservations but that is not enough to safeguard the interest of Scheduled Castes and Scheduled Tribes in the event of any plea against reservation in the Court of Law for want of specific mention in the recruitment rules. It is, therefore, necessary that suitable amendment may be made in the rules, governing the recruitment/promotion

in Bharat Heavy Electricals Limited on the following lines :—

(i) Nothing in these rules shall affect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

(ii) The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the competent authority is of the opinion that sufficient number of candidates from these communities possessing requisite experience are not likely to be available to fill up the vacancies reserved for them.

Confidential Report Forms

11. In accordance with the instructions of the Government of India, there should be a column in the first part of the C.R. form to indicate whether the employee concerned belongs to Scheduled Caste/ Scheduled Tribe. In the case of supervisory staff, it has been provided in the instructions issued recently by the Department of Personnel and Administrative Reforms, that there should be a column for the use of Reviewing Officer about the attitude of the Reporting Officer concerned, towards the Scheduled Caste/ Scheduled Tribe employees. During the course of the study, it was noticed that this provision introduced by the Government, had not been adopted in that organisation. It is suggested that as per Government instructions, the two provisions mentioned above should be incorporated in the Confidential Report forms so that the Reporting Officer makes correct assessment of the Scheduled Caste/Scheduled Tribe employees reported upon. The provision for the Reviewing Officer should be on the following lines :—

"If the officer reported upon is a member of Scheduled Caste or Scheduled Tribe, please indicate specifically whether the attitude of the reporting officer in assessing the performance of the Scheduled Caste/Scheduled Tribe officer, has been fair and just."

Conclusion

12. While concluding, it may be said that except for the procedural drawbacks, the authorities were taking due care to implement the directives on reservation. It is hoped that the suggestions to create a special cell to make the Liaison Officer more effective and withdrawing the contract system for sanitary work should be given due consideration. It is further hoped that action on various suggestions made to the Corporate Office earlier, especially in regard to provision of reservation in posts filled by promotion (upgradation with element of selection), dereservation of posts, grouping of posts as per instructions, incorporation of a saving clause in the recruitment rules to allow due reservation as per Government policy, adoption of the revised C.R. Form and association of the Scheduled Caste/Scheduled Tribe employees with various welfare bodies etc. would be speeded up to implement the reservation instructions uniformly.

APPENDIX XXXIX

(Reference *Para* 3.127)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the B.H.E.L.—Power Projects Unit—Southern Region, Madras

Commissioner for Scheduled Castes and Scheduled Tribes, deputed a study team comprising S/Shri R. D. Ahear, Assistant Commissioner for Scheduued Castes and Scheduled Tribes, Waryam Singh, Research Officer and H. S. Ahluwalia, Assistant to visit the Power Projects Unit of B.H.E.L., Southern Region, Madras on 9th and 10th April, 1981 to make an assessment of the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the constitutional provision in that organisation. During the course of study, the team had discussions with S/Shri V. P. Chawla, General Manager, A. V. Menon, Manager (P&A) and K. S. Ramani, Sr. Personnel Officer. The team examined the reservation rosters maintained by the authorities, D.P.C./ Selection Board proceedings, advertisements/requisitions to Employment Exchange for recruitment and other records connected with the implementation of reservations, concessions, relaxations etc. admissible to Scheduled Castes and Scheduled Tribes in that Organisation.

The Madras unit which came into existence on 1-6-1974, is making recruitment/promotions to Group C posts only, there being no Group D posts, and has a staff little less than 700 as per details below :—

Group	Total including SCs. & STs.	Sch. Castes	Sch. Tribes
1	2	3	4
A	208	8(3.85%)	1(0.40%)
B	73	1(1.37%)	..
C	411	47(11.44%)	12(2.92%)
	692	56(8.10%)	13(1.88%)

Recruitment/promotions to Group B posts is being made by the Head Quarters of Projects Division in Delhi and to Group A by the Corporate Office, Centrally. The representation of Scheduled Castes and Scheduled Tribes in the Group A and B posts normally consisting of Engineers is negligible reportedly due to the non-availability of sufficient Engineering Graduates from the Scheduled Caste/Scheduled Tribe. There is, however, scope for improvement in "Group C" posts which also include posts normally treated as "Group D" under the Government. In the following paragraphs various aspects of implementation of reservation orders in that unit have been examined and suggestions made for corrective measures to safeguard the interests of Scheduled Castes and Scheduled Tribes :—

1. *Maintenance of Rosters*

As per Government instructions, all the posts, whether filled by direct recruitment or by promotion, where reservation orders apply, have to be reflected in the respective roster. In fact before advertising a vacancy, or sending a requisition to the Employment Exchange for recruitment, or even considering candidates for departmental promotions, roster has invariably to be consulted to allow due reservation to Scheduled Castes and Scheduled Tribes as per instructions. After the appointments/promotions are made effective, the names of the persons, including Scheduled Castes and Scheduled Tribes, appointed/ promoted have to be entered in the respective roster register. Moreover, separate roster is required to be maintained for each grade having sanctioned strength of 20 or more. Isolated individual posts and small cadres can, however, be grouped with posts in the same class for purpose of reservation in the case of *direct recruitment*, taking into account the status, salary and qualifications prescribed for the posts in question. Such isolated posts can be grouped with a cadre, grade or division or service consisting of more than 20 posts and already comprising a group by itself.

In the case of the Madras Unit of B.H.E.L., however, it was noticed that a single combined roster for all the posts in Group C as also in the case of Group B, had been prepared, ignoring the prescribed procedure for grouping. Moreover, *no grouping* is permissible in the case of *posts filled by promotion*. It is, therefore, suggested that separate rosters should be maintained for various posts in that organisation and only isolated individual posts, may be grouped according to the instructions, with prior approval of the competent authority.

Following are some of the other observaions about the maintenance of rosters :—

(a) *Direct Recruitment*

(i) *Group B.*—Recruitment to Group B posts is made by the Hqrs. of the Power Projects Division in consultation with the Corporate Office, but a combined roster is being maintained by the authorities at Madras, grouping all the posts. It was reported by the authorities that while sending requisition for

recruitment due reservation is also conveyed to the Hqrs. according to the roster points. The names of the candidates nominated for appointment are entered in the roster register thereafter. The reservation roster in this case was prepared from 1974 *i.e.* from the date of creation of this unit, making 118 entries therein upto 1978, there being no recruitment during the years 1979 and 1980. Against 21 points reserved for Scheduled Castes and 9 for Scheduled Tribes only 3 Scheduled Castes could be recruited but carry-forward at the end of 1978 should have been 18 for Scheduled Castes instead of 17 shown in the roster. At the end of 1976 break up of 10 carry-forward points for Scheduled Castes indicated 1 of 1974, 5 of 1975 and 4 of 1976. Instead the appointment of one Scheduled Caste during 1976 against 5 posts reserved for them should have been adjusted against point No. 1 of 1974, since the earliest carried forward reservations are to be adjusted first. Thus the break-up of 10 carried over points at the end of 1976 should have been 5 each of 1975 and 1976. Similarly the break-up of the carried forward reservations at the end of the years 1977 and 1978 should be amended after adjusting the 2 Scheduled Castes appointed during those years (one each during 1977 and 1978) against the brought forward reservations from 1975.

(ii) *Group C.*—As in the case of group B posts, a combined single roster had been maintained from 1974, clubbing all the posts in Group C, instead of separate roster for each grade as per instructions. In this group also, the authorities had adjusted the appointment of Scheduled Caste/Scheduled Tribe candidates against reserved points pertaining to the year of recruitments, in spite of the fact that carried forward *posts* were available from earlier recruitment years, for adjustment first. Accordingly, one of the six Scheduled Castes appointed during 1975 should have been adjusted against point No. 1 of 1974; 9 Scheduled Castes appointed during 1976 to be adjusted against the 9 brought forward points of 1975 thereby showing the carry-forward of 8 Scheduled Caste points for 1976, instead of 8 of 75 and one of 74. Similarly the Scheduled Castes/Scheduled Tribes recruited during the subsequent years have to be adjusted first against the earliest carry-forward points. The yearwise carry-forward of unfilled reservations should, therefore, be amended as under:—

Year	Scheduled Castes	Scheduled Tribes
1975	9(of 1975)	4 (1 of 1974) (3 of 1975)
1976	8(of 1971)	4(1 of 1975) (3 of 1976)
1977	9 (of 1971)	7 (1 of 1975) (3 of 1976) (3 of 1977)
1978	13 (6 of 1977) (7 of 1978)	8 (3 of 1976) (3 of 1977) (2 of 1978)
1979	14 (6 of 1977) (7 of 1978) (1 of 1979)	7 (2 of 1976) (3 of 1977) (2 of 1978)

There is also need to give a note of adjustment in the remarks column of the proforma wherever the appointments made in a year have been adjusted against the earlier carried over points, and cross reference made. In fact while computing the number of vacancies to be filled up either by direct recruitment or by promotion, the carried over reservations from earlier years, required to be shown in columns 1 and 2 of the proforma, are also to be added to the current reservations, before initating action to fill up the reserved positions. It was not clear from the advertisements whether this had been done, as all the advertisements are reportedly issued centrally by the Corporate Office.

2. *Inspection of Roster; L.O. & CELL*

It was seen that the rosters had been duly checked and signed and annual inspection of the rosters had also been done the inspection reports for the years 1977, 1978 and 1979 were available on the record but the inspection report for the year 1980 was still pending at the time of the visit of the team. The inspection reports, however, did not point out any defects noticed during the course of study by the team. It is hoped that the newly appointed Liaison Officer would keep in view the observations of the study team at the time of inspection of rosters. This Power Projects Division of Southern Region being a small unit, the Liaison Officer can, in the absence of any Special Cell, ensure the implementation of safeguards for Scheduled Castes and Scheduled Tribes, through the staff engaged in the normal recruitment/promotions.

3. *Dereservation and Carry-forward*

Reservations which could not be filled up for want of suitable Scheduled Caste/Scheduled Tribe candidates had been shown as carried forward year after year. But, the procedure regarding dereservation had not been observed. According to the existing procedure, whenever a vacancy reserved for Scheduled Castes and Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority to dereserve the post must be obtained, before carrying it forward to next recruitment. While approaching the competent authority, it has, however, to be ensured that in the case of posts filled by direct recruitment, all the prescribed steps, as laid down in the "Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services", as the case may be have been taken. In fact, whenever a selection is made and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained clearly. After dereservation, all such reservations have to be carried forward for adjustment in future recruitments as per rules. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite No. of Scheduled Caste/Scheduled Tribe candidates eligible for promotion were not available in the feeder cadres. In this connection it may also

be pointed out that the procedure regarding dereservation is not to be confused with the lapsing of reservations, as has been understood by the authorities.

4. *Exchange of Reservations*

According to the Government instructions, when a reserved vacancy could not be filled up by respective scheduled category candidates even in the third year to which the vacancy is carried forward, exchange of reservation between Scheduled Castes and Scheduled Tribes can be made. Under the exchange rule the vacancies reserved for Scheduled Tribes which could not be filled up due to non-availability to this category candidates, could be utilised for Scheduled Castes who are available in adequate number. In this connection it may also be suggested that while advertising or notifying such a vacancy which has been carried forward to the third year, it should be made clear in the advertisement/requisition itself that while the vacancy is reserved for Scheduled Caste/Scheduled Tribe candidates or vice-versa, Scheduled Tribe/Scheduled Caste candidates would also be eligible for consideration in the event of non-availability of respective category candidates. Similarly in promotion by selection from 'Group C' to 'Group B' within 'Group B' and from 'Group B' to lowest rung of 'Group A', where the carry-forward has not been provided, the unfilled reserved point meant for one scheduled community due to non-availability of candidates from that community, could be filled up by the promotion of other scheduled category candidate available in the zone of consideration. Though no lapsing of unfilled reservations in the third year of carry-forward, had been allowed by the organisation, it has to be ensured that before dereservation or lapsing, the exchange rule is also applied.

5. *Reservation in promotion*

A separate roster for posts filled by promotion within Group C by selection method or by test, involving change of house *i.e.* from Artisan to Supervisory grade or unskilled to skilled jobs etc. appeared to have been prepared afresh. This roster did not give details about the carried forward or brought forward of unfilled reservations from year to year as required. The columns 1 and 2 or 7 and 8 in the roster proforma meant for this purpose had been left blank There was no indication about the procedure of dereservation having been followed in respect of unfilled reservations There was no indication also whether any inspection had been carried-out by the Liaison Officer in this case. While closing a roster at the end of a recruitment (calendar) Year, it is necessary that a brief summary of the reservations made, showing the number actually filled, the rest carried over etc. has to be prepared. The unfilled reservations carried over in a year have to be shown in columns 1 and 2 of the roster as brought forward in the following year. No roster had been prepared in respect of other promotions where the authorities maintained that they do not take into consideration the vacancy concept and promotions are made by way of upgradation of all officers fulfilling the eligibility criteria unless some body has something adverse to his credit. As has been pointed out in the case of other B.H.E.L. units, it may be reiterated that the system of upgradation with some element of elimination *i.e.* where upgradations are not cent per cent, is nothing short of promotion by selection and as such reservation orders should be made applicable to such grades, and rosters maintained accordingly.

6. *Selection Boards/D.P.Cs.*

As per instructions, an officer from a Scheduled Caste or a Scheduled Tribe community has to be associated with the Selection Boards/D.P Cs. to the maximum extent possible. According to the information made available to the team this requirement was being ignored by the authorities in Madras Unit. The authorities reported that they had been associating in some such meetings, a Deputy Director from the office of the Director for Scheduled Castes and Scheduled Tribes (M.H.A.), located at Madras as a representative of a Scheduled Caste/Scheduled Tribe. Since the concerned officer did not belong to either Scheduled Caste or Scheduled Tribe community, the requirement could not be taken as fulfilled. It was, therefore, impressed upon the authorities that no effort should be spared to find a suitable Scheduled Caste/Scheduled Tribe officer to be associated with Selection Boards/D.P.Cs., especially those constituted to select Scheduled Caste/Scheduled Tribe candidates against reserved quota. If no such officer could be located from within the organisation, an officer from other Central/State establishments located at/around Madras can be nominated as an outside member.

7. *Advertisements/Requisitions for Employment*

As in the case of other B.H.E.L. units, the Corporate Office is issuing consolidated advertisements for vacancies in various units under it and normally fact of reservations and admissibility of other concessions is mentioned therein. In the requisitions sent to the local Employment Exchange, the Madras unit had been mentioning the vacancies reserved for Scheduled Castes and Scheduled Tribes.

8. *Transfer of Sweepers*

During the course of discussion with the Scheduled Caste/Scheduled Tribe employees of this unit at Madras, it was noticed that there were no posts of Sweepers in this unit but 10 to 12 persons engaged in cleaning, majority of whom were from Scheduled Castes, were there under the contract system. These employees were getting wages of about Rs. 125 to 150 from the contractor and were not regular employees of the B.H.E.L It was given to understand by the representatives that major portion of amount paid by B.H E.L towards cleaning charges, was being pocketed by the contractor, depriving the Scheduled Caste/Scheduled Tribe persons from their due share, which they could have got if they were regular employees It is felt that the B.H.E.L. by blocking the regular employment opportunities to the sweeper community by offering sanitation job on contract

basis, are depriving Scheduled Caste of chances of becoming unskilled workers after sometime. The contract system in sanitation should, therefore, be reviewed so as to ensure that the Scheduled Caste persons are not exploited by the contractor and they are offered regular job opportunities. They can also aspire after sometime to shift from unclean jobs as unskilled workers.

9 *Caste Certificates*

As a test check, caste certificates of some of the Scheduled Caste/Scheduled Tribe employees in this unit, were seen to ensure that the concessions/relaxations intended for Scheduled Castes and Scheduled Tribes candidates were not availed of by others. In majority of the cases, the certificates were in order but in some cases it was found that the certificates were not in the prescribed form. In some cases school leaving certificates had been produced by the candidates. There can be no objection to such a proof provided all the required details i.e. name of the caste, whether Scheduled Caste/Scheduled Tribe, whether belonging to Hindu religion, place of ordinary residence etc., are mentioned therein. It is incumbent on the authorities to ensure that the benefits intended for Scheduled Castes and Scheduled Tribes are availed only by the genuine Scheduled Caste/ Scheduled Tribe persons.

10. *Other concessions*

While concluding, it may be mentioned that there was no separate colony constructed by the company for its staff as has been the practice in other units of B H.E.L. As such there was no question of reservation of residential accommodation therein. In the case of confirmation, as in other units, all the employees including Scheduled Castes/Scheduled Tribes, are confirmed after successful completion of the probation period. There was no specific column in the C.R. forms about the review of the attitude of the Reporting Officer by the Reviewing Officer. There was also no mention in the Rules of the Company about the saving clause that reservations shall be allowed to Scheduled Castes and Scheduled Tribes as per Government instructions. A special clause to this effect, alongwith a clause to allow relaxation in experience qualification to the Scheduled Castes and Scheduled Tribes in direct recruitment need to be added to the rules as under :

(i) "Nothing in these rules shall effect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

*(ii) The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the competent authority is of the opinion that sufficient number of candidates from these communities, possessing requisite experience, are not likely to be available to fill up the vacancies reserved for them."

11. *Conclusion*

Urgent steps are, therefore, required to be taken to rectify the defects in the : —

(i) Maintenance of rosters in both direct recruitment and promotions;

(ii) Grouping of posts ;

(iii) Procedure regarding dereservations, carry-forward and exchange rule;

(iv) Nomination of Scheduled Caste/Scheduled Tribe officer on Selection Boards/ D.P.Cs.; and

(v) Review of contract system adopted by B.H.E.L. in regard to maintenance/cleanliness in office premises.

APPENDIX XL

(Reference *Para* 3.128)

Report of the study into the implementation of safeguards provided for Scheduled Castes and Scheduled Tribes in services in the Planning Commission, Government of India, New Delhi.

As part of the programme of studies into the implementation of safeguards provided for Scheduled Castes and Scheduled Tribes in services under various Government/Public Sector bodies, Commissioner for Scheduled Castes and Scheduled Tribes deputed a team of two Research Officers comprising S/Shri Waryam Singh and B. M. Masand to visit the Planning Commission on 3rd, 4th and 5th of the June, 1981. During the course of study, roster registers, recruitment rules governing recruitment and promotions, DPC proceedings, record relating to the training arrangements and other papers connected with the implementation of various safeguards, concession/relaxations etc. were seen. In Planning Commission Shri R. P. Sexena, Director (Admn.)-cum-Liaison Officer in respect of matters relating to Scheduled Castes/Scheduled Tribes and Shri R. P. Gainda, concerned Under Secretary had been contacted by the team.

In Planning Commission majority of the staff belongs to non-Secretariat Services but all the ministerial staff and the officers dealing with administration belong to the various secretariat services, recruitment and promotions to which is governed by the Department of Personnel and Administrative Reforms as in the case of other Central Ministries. The study, therefore, was confined to non-Secretariat staff only whose service interests were being watched directly by the Planning Commission. During the course of study it was observed, particularly in the case of posts beyond Senior Research Officers, that the recruitment rules had been framed in such a manner that gave the administration sufficient flexibility in their choice. In majority of cases the recruitment rules indicated the method of recruitment *i.e.* by promotion/transfer on deputation (including short term contract), failing which by direct recruitment. In these cadres, UPSC, which is the sole authority to select and nominate the candidates for appointment, is expected to ensure compliance of the Government directives on reservation for Scheduled Castes and Scheduled Tribes, while advertising posts and interviewing candidates against reserved quota. In the case of Class I posts filled by promotion by selection also, Government instruction on reservation for Scheduled Castes and Scheduled Tribes in services, provide due safeguard to the Scheduled Caste/Scheduled Tribe candidates in these cadres by ensuring that if they are within the No. of vacancies being filled, they have to be included in select-list in respective merit, unless found unfit for such promotions. It was, however, found that the Planning Commission had in majority of cases appointments in these cadres had been made on ad-hoc basis, picking up persons from feeder cadres irrespective of their seniority or in some cases on deputation on transfer basis as first preference, ignoring, both promotions and direct recruitment methods. Since orders regarding reservation for Scheduled Castes and Scheduled Tribes do not apply to posts filled by either promotion on ad-hoc basis or on deputation, the interests of Scheduled Castes and Scheduled Tribe employees are likely to suffer. While there can be no objection to engaging the best of the talents in the interest of the highest priority given to future planning of developmental activities in the country, the interests of the Scheduled Castes and Scheduled Tribes have to be safeguarded as per Government policy according to which no ad-hoc promotions should be made except in short term vacancies. It is, therefore, necessary that appointments are made strictly according to rules so that the interests of Scheduled Castes and Scheduled Tribes could be safeguarded.

In the following paragraphs analytical study of various aspects of implementation of reservation orders in Planning Commission, has been attempted and suggestions/observations made for taking corrective measures to safeguard the interests of Scheduled Castes and Scheduled Tribes in services under that organisation.

Maintenance of Rosters

Roster systm had been devised as a mode of allowing due reservation to Scheduled Castes and Scheduled Tribes, and is intended to be an aid to determining the number of vacancies required to be reserved for Scheduled Castes and Scheduled Tribes. Accordingly different sections dealing with the recruitment/promotion to different cadres had been maintaining rosters for various cadres. In majority of the cases rosters for direct recruitment were available from 1970 onwards and in the case of promotions from the years of application of reservation orders. Sections-wise rosters for various cadres were examined and it has been observed

(i) *Adm. I Section.*—Adm. I Section which is dealing with the group A posts is not expected to maintain any rosters for promotion within group A and posts being filled on deputation, as reservations do not apply to such posts except when direct recruitment is resorted, failing both the above methods *i.e.*

Promotion and Deputation. It was reported by the concerned officers that rosters for the direct recruitment to group A posts are also maintained by Adm II on their behalf and that section consults them about the status of a post before sending a requisition to UPSC. It was noticed that a combined roster for posts of Senior Research Officers, Analysists, Dy. Directors and Joint Advisors had been prepared grouping all the posts together from 1970. It was noticed from the record that out of six vacancies during 1970 one each had been reserved for Scheduled Castes/Scheduled Tribes As no Scheduled Caste/ Scheduled Tribe candidate was available, the point reserved for Scheduled Castes had been got dereserved but the reservation point for Scheduled Tribes had been left blank and carried over without dereservation. It was also noticed that one point reserved for Scheduled Castes during 1971, which should have been adjusted against the one Scheduled Caste appointed during 1972, had been shown as lapsed during 1974. In fact the 1972 point reserved for Scheduled Castes should have been carried over to 1973, instead of the older point of 1971 which was to be filled up first. Similarly in a number of cases during subsequent years the points allotted for recruitment to different cadres were subsequently shown as "recruitment dropped" and left blank. It was also noticed that the brought forward reservation from earlier recruitments had not been taken into consideration while making recruitment in subsequent years. In fact while advertising, or sending a requisition for recruitment, the brought forward reservation from earlier years has also to be taken into consideration alongwith current recruitment; and no gap is to be left. In the event of recruitment action in any case having been dropped those points need to be reallotted so that reservations are not affected in any manner.

(ii) *Adm. II Section*—In the case of majority of the posts with which this section is dealing, roster had been prepared on proper lines, showing the brought forward and carry over of unfilled reservations. Procedure regarding dereservation had also been complied with in the case of unfilled reservations before carrying them over to the next recruitment year. In the case of Tech. Asstt. (Lib.), however, it was noticed that from 1978 onward four vacancies appeared to have been reflected in the roster for 1977 but only two entries had been made. 2nd point had been filled up in 1978 but the first point reserved for Scheduled Castes, appeared to have been filled only in 1980. It appeared that the authorities wanted to dereserve the Scheduled Caste point initially but subsequently had filled up by a Scheduled Caste in 1980 since all the required steps had not been taken earlier to fill up the reserved vacancy. In regard to points 3 and 4 in the roster, it appeared that a proposal had been sent to the Staff Selection Commission on 22-4-1978 to nominate candidates and a note in pencil indicated that the points had actually been filled up in February 1980, but no entries had been made to that effect. It was also not clear whether point No. 4 had actually been filled by Scheduled Tribe or by a general candidate and no record was available to show whether the reserved point had been got dereserved. This needs to be rectified. Some of the observations in respect of recruitment to other grades/ posts have been summarised below :—

(a) *ECO. Investigator Gr. I(DR.)*—Rosters upto 1973 were in order but in 1974 points 4 and 17 reserved for Scheduled Tribes, and 22 for Scheduled Castes had been left blank filling up other points by general candidates. There was no indication whether any dereservation had been taken about the unfilled reserved posts. One post reserved for Scheduled Tribes having been brought forward (1/65) had been shown as adjusted in 1974 in exchange with a Scheduled Caste but one point reserved for Scheduled Castes had been shown less in the carry-forward. Instead of 1/74 it should have been 2/74. Again in 1974 there were 2 Scheduled Tribe points carried over to 1975, one should have been shown and after adjusting one Scheduled Tribe point in 1976, one should have been shown as carried over to 1977 but shown as nil. During 1977 two Scheduled Caste points brought forward from earlier recruitments had been shown as lapsed, which was not in order. Since there was only one vacancy during 1976, for the other point 1976 could not be treated as an effective recruitment year. Moreover there was no indication about the procedure regarding dereservation having been followed.

(b) *ECO. Investigator Gr. II.*—During 1977, 16 permanent vacancies had been filled up by confirming the incumbents. According to the latest instructions the confirmation vacancies cannot be reflected as fresh vacancies in the roster. In fact while confirming staff the points in the roster taken into account at the time of recruitment have only to be followed. In case while filling up those vacancies initially, if the reserved points calculated out of 16, had been dereserved on account of non-availability of Scheduled Caste/Scheduled Tribe candidates, de-reservation at the time of confirmation again was not necessary. During 1980 one Scheduled Caste appointed appeared to have been adjusted against one of the C/F points of 1977 but the Scheduled Caste reserved point of 1980 appears to have been ignored. This point should have also been carried over after dereserving the same.

(c) *ECO. Investigator Gr. I (Promotion)*.—One reserved point for Scheduled Castes (1/74) which could not be filled up for want of a SC candidates was simply shown as carried over without dereserving the same, treating it a sigle vacancy. Since there were 2 more vacancies filled against unreserved points 2 and 3, the reserved vacancy could not be treated as a single vacancy and as such

procedure regarding dereservation had to be observed in 1974 before filling the reserved points by others.

(d) *RO (Promotion by selection)*.—From 1970 to 1980 8 vacancies had been shown as filled in this grade. Point No 8 which should have been shown as reserved for Scheduled Castes during 1980 had been simply shown as unreserved. In fact this point had to be carried over, treating it as unreserved being a single vacancy. It is therefore, necessary that the next vacancy occurring in this grade is reserved for Scheduled Castes in lieu thereof. From the roster register it was not clear whether the candidates belonged to a Scheduled Caste, Scheduled Tribe or "Neither" category as no indication had been given in the column meant for the purpose. There was also no indication about point No. 4, reserved for Scheduled Tribes during 1978, having been dereserved or not.

(e) In grade C of CSSS it was stated that there were only two posts which had already been filled up but no roster had been prepared for those posts. Since none of the two posts, had been filled by a Scheduled Caste it is felt that without a roster, it would be difficult to watch the carry-over of unfilled points, reserved for Scheduled Castes.

Apart from the above observations, some of the discrepancies noticed in the maintenance of rosters have been summed up below :—

(i) While dereserving the unfilled reservations, it was noticed that only the current reservations, for which Scheduled Caste/Scheduled Tribe candidates could not become available, had been dereserved. In fact while making recruitment/promotions brought forward reservation have also to be added to the current reservations and likewise if no Scheduled Caste/Scheduled Tribe candidates become available to fill up the reserved vacancies, dereservation procedure has to be followed in respect of all the unfilled reservations irrespective of the fact whether the reserved point was due to current reservation or brought forward from earlier recruitment/promotion. This needs to be rectified.

(ii) Entries in the roster register in a No. of cases had been typed one and without signatures of the concerned authority. There was also no indication whether the rosters had ever been checked by the Liaison Officer and submitted any inspection report, as required.

(iii) The points reserved for Scheduled Castes and Scheduled Tribes brought forward from earlier recruitment have to be filled up first and the comparatively current reservations carried over if Scheduled Caste/Scheduled Tribe candidates do not become available for all the vacancies reserved for them. It was noticed that in many cases the current reservation had been filled up but the reservation brought forward from earlier recruitments had been shown as further carried over. In some of the cases where the adjustment of the earlier carried over posts had been made, no such note of adjustment had been made in the "remarks" column, as required.

(iv) Grouping of isolated individual posts is permissible under the instructions in respect of direct recruitment cadres, but it was noticed in one case that grouping had been resorted to in posts filled by promotion also which is not admissible.

Training Programmes

While emphasising the need for enhanced chances of training for Scheduled Caste and Scheduled Tribe Officers, the government instructions provide that due care should be taken to sponsor class I officers belonging to Scheduled Castes and Scheduled Tribes alongwith others for training in institutions in India and abroad. Likewise while sending officers for attending seminars and conferences, the Scheduled Caste/Scheduled Tribe officers are also to be sponsored. This is with a view to equip them with the necessary training to have a first hand knowledge about the developments in a particular field so as to discharge their duties with confidence. During the course of study it was reported by the authorities that some of the employees of the Planning Commission are occasionally sponsored for training abroad under the Colombo Plan and according to Statistical information made available, out of 23 officers sponsored during the period from 1978 to 1981, there was only one Scheduled Caste officer who had been deputed for such training. Information in respect of officers deputed to seminars and conferences etc. was, however, not available.

While concluding it is hoped that the authorities would look into the discrepancies pointed out above and taken necessary follow up action to rectify the position.

APPENDIX XLI

(Reference *Para* No. 3.128)

Report on the study into the working of service safeguard provided for Scheduled Castes and Scheduled Tribes in the services under the Indian Airlines Corporation (Headquarters) (12th and 15th June, 1981)

As part of the duties assigned to the Commissioner for Scheduled Castes and Scheduled Tribes as a Special Officer under Article 338 (2) of the Constitution, a study team consisting of S/Shri B. M. Masand, and Waryam Singh, Research Officers was deputed to the Indian Airlines Corporation to study the working of service safeguards provided for Scheduled Castes and Scheduled Tribes. The study was confined to the Headquarters of Indian Airlines Corporation dealing with Group A & B posts (Grades 10/12) and the Office of the Chief Administrative Officer in respect of Group C & D posts (Grades 1 to 9).

The Indian Airlines Corporation was set up as a public sector unit on 1st August, 1953. As on 1st January, 1981 the Corporation had a total strength of 17,925 in various classes or posts. It was understood that in persuance of the Government instructions issued from time to time, the policy of reservation for Scheduled Castes and Scheduled Tribe in posts filled by direct recruitment was being implemented in the Airlines even before a formal directive was issued by the Ministry of Tourism and Civil Aviation. It was, however, learnt that the formal directive was issued by the Ministry on 23rd July, 1975. It was stated that two directives were issued by the Ministry on this date ; one contained the general guidelines in regard to reservation for Scheduled Castes/Scheduled Tribes, and concessions and relaxation provided for these communities by the Government, and the other related to the application of reservation in posts filled by promotion. It is not understood as to why a formal directive was issued so late in the case of Indian Airlines. (In this connection a reference has already been made to the Ministry of Tourism and Civil Aviation, separately). Though the rosters maintained earlier by the Indian Airlines were not available, it was observed that the rosters which were available from the year 1975 indicated the position of vacancies brought forward from earlier years.

As regards reservation in posts filled by promotion on the basis of seniority subject to fitness, it may be stated that, though, the orders were issued on 27th November, 1972, these could not be implemented in the Indian Airlines due to opposition by the employees' union on the plea that there was no such provision in the settlement arrived at between the management and the employees' union. A reference to this effect was made in the Twenty First Annual Report of the Commissioner for Scheduled Castes and Scheduled Tribes for the years 1971-72 and 1972-73 (Para 3.100). After protracted correspondence with the Ministry of Labour, Ministry of Law and the Ministry of Tourism and Civil Aviation, instructions regarding reservation in promotional posts were issued to the Indian Airlines in 1975. Thus, the rosters both in respect of posts filled by direct recruitment as well as by promotion, were maintained from 1975 onwards.

Liaison Officer and Scheduled Caste/Scheduled Tribes Cell

It was reported that Shri C. S. Malhotra, Deputy Director (Personnel) had been nominated as Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes in the Indian Airlines from the very beginning. According to the instructions issued by the Government, which have been incorporated in the directives issued to the Indian Airlines, the Liaison Officer is required to inspect the rosters at the close of each year and submit a report to the Ministry on a proforma prescribed for the purpose. However, it was stated during the course of discussions that the Liaison Officer had not submitted any inspection report, as required under the directive, but annual returns intimating the representation of Scheduled Castes and Scheduled Tribes as on 1st January, each year and the statistics regarding recruitment and promotions made during the proceeding year were being sent to the Ministry as per Government instructions. It is, therefore, suggested that the Liaison Officer should inspect the rosters and other relevant records at the close of each year and submit a report on the prescribed proforma.

It was stated that no formal cell was set up for work relating to the representation of Scheduled Castes and Scheduled Tribes but this work was being taken care of by the Liaison Officer assisted by Assistant Personnel Manager and some other staff in addition to their other duties. As regard posts in Grades 1 to 9, this work was being looked after by the Chief Administrative Officer assisted by Assistant Personnel. It was learnt that the complaints relating to the service grievances of Scheduled Castes and Scheduled Tribes were also being

looked into by these officers in the Personnel Department. The proposals regarding dereservation of reserved vacancies were also being processed by them not only for the headquarters but also in respect of posts proposed to be dereserved in the various regions under the Indian Airlines. It is suggested that a special cell for work relating to the representation of Scheduled Castes/Scheduled Tribes in the Headquarters of Indian Airlines should be set up with one or two assistants atleast to do this job exclusively and assist the Liaison Officer in the discharge of duties assigned to him.

Dereservation

A number of proposals both from various regional offices as well as Headquarters were seen. It was noticed that the procedure for dereservation of reserved vacancies was being followed. A proforma had been devised to seek necessary information from various appointing authorities, but it was noticed that nowhere in this proforma there was mention of the total number of vacancies filled during the year or on a particular occasion. However, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and those proposed to be dereserved was indicated. In this connection it may be stated that the Department of Personnel and Administrative Reforms have already prescribed different proformae for seeking details of vacancies proposed to be dereserved in respect of direct recruitment and promotions and these proformae contained all the details. It is suggested that the proformae devised by the Department of Personnel and Administrative Reforms should be adopted by the Indian Airlines, so that the need for making back references to the appointing authorities could be avoided. The proformae adopted by the Department of Personnel and Administrative Reforms are annexed to their O.M. No. 36011/20/79-Est(SCT), dated 2nd November, 1979.

Caste/Tribe Certificates

During the course of study, some of the Caste/Tribe certificates produced by the Scheduled Caste and Scheduled Tribe employees were seen in order to ensure that the certificates were from the competent authority and these were issued on the proper prescribed form. It was observed that the certificates were found to be in order. However, the position regarding the Scheduled Caste/Scheduled Tribe status of persons in the case of migration, adoption, conversion of religion, marriage etc. was explained to the officers concerned. In fact, the management also procured a number of copies of the lists of Scheduled Castes and Scheduled Tribes alongwith necessary clarifications based on the instructions issued by the Government of India from time to time. It is hoped that the management will keep these instructions/clarifications in view for deciding the status of Scheduled Caste and Scheduled Tribe employees for the purpose of direct recruitment as well as promotion.

Advertisements/Requisitions to the Employment Exchange

(i) *No. of reserved vacancies*

It was observed that in most of the advertisements issued by the Indian Airlines, the total number of vacancies to be filled on a particular occasion and the exact number of vacancies out of these, reserved for Scheduled Castes and Scheduled Tribes were not being indicated. This matter was discussed with the Assistant Personnel Manager, as well as the Liaison Officer and it was explained by them that by the time recruitment action was completed some more vacancies generally arose. Since the number of vacancies to be filled was not indicated in the advertisements, recruitment against the vacancies that arose later on was also made out of the panel prepared in response to the advertisements already issued. The management also apprehended that in case the exact number of vacancies to be filled was indicated and later on more vacancies were filled than the number notified, the action could be challenged. Since it is very necessary to indicate the total number of vacancies to be filled and the exact number of vacancies reserved for Scheduled Castes and Scheduled Tribes, it was suggested that the number of clearly available vacancies at a particular time must be notified together with the number reserved for Scheduled Castes and Scheduled Tribes with a proviso if necessary that the number might be subject to change.

(ii) *Relaxation of upper age limit and Fee Concession to Scheduled Caste/Scheduled Tribe candidates*

Relaxation of upper age limit in favour of Scheduled Castes and Scheduled Tribes to the extent of 5 years was generally being mentioned in the advertisements except in the advertisements exclusively for Scheduled Castes and Scheduled Tribes where the upper age limit as relaxed in favour of Scheduled Castes and Scheduled Tribes was being indicated. In the internal circulars meant for open selection from among the departmental candidates, it was stated that no upper age limit had been prescribed and, therefore, the question of relaxation of age-limit for Scheduled Castes and Scheduled Tribes did not arise. In some of the requisitions to the Employment Exchange, the upper age limit as relaxable for Scheduled Castes/Scheduled Tribes was not indicated. It is, therefore, suggested that this requirement should invariably be indicated in the requisitions to the Employment Exchange also. The concessions in fees wherever prescribed for a test or entry into service was also being mentioned in favour of Scheduled Caste/Scheduled Tribe candidates to the extent of 1/4th of the prescribed fee

(iii) *Experience Criterion*

According to Government instructions in the case of direct recruitment where experience is prescribed as an essential qualification for a particular post, the same is relaxable in favour of Scheduled Castes and Scheduled Tribes at the discretion of the appointing authority, if it is felt that sufficient number of Scheduled Caste/Scheduled Tribe candidates possessing the

required experience are not likely to become available. This requirement was not being indicated in the advertisements The management explained that while advertising the reserved vacancies on the first occasion the mention about this relaxation was not made and if it became necessary, this fact was indicated in the second advertisement, but in none of the advertisements seen by the team, this fact was mentioned. It is, therefore, necessary to make a brief mention about the possibility of relaxation of experience in favour of Scheduled Castes and Scheduled Tribes in every advertisement so that Scheduled Caste/Scheduled Tribe candidates who are short of the required experience may also be aware of it and apply and thus sufficient number of Scheduled Caste/Scheduled Tribe candidates may become available in response to the first advertisement itself and the need for second advertisement may not arise at all.

(iv) *Grant of T.A.*

It was noticed that mention about the grant of rail fare to Scheduled Caste/Scheduled Tribe candidates called for test/interview from out stations was not made in any of the advertisements. It was explained by the management that for most of the posts the candidates were initially called for a test and those who qualified in the test were later on called for interview. While sending the interview letters to Scheduled Caste/Scheduled Tribe candidates the fact of the admissibility of T.A. was being mentioned. According to Government instructions where test and interview both are prescribed for a particular post, the management has to arrange these in such a way that the candidates are not required to come twice and the Scheduled Caste/Scheduled Tribe candidates are interviewed immediately on the following day. It was explained by the management that it was not possible to evaluate the test papers in such a short time so as to combine the interview alongwith test. But the Liaison Officer explained that in some cases the Scheduled Caste/Scheduled Tribe candidates had been paid the T.A. twice, both for the test and interview. It is, however, felt that the mention about the grant of T.A. should be made in the advertisement itself and T.A. paid to Scheduled Caste/Scheduled Tribe candidates called for test/interview in accordance with Government instructions. It is also suggested that as far as possible, at least the Scheduled Caste/Scheduled Tribe candidates should be interviewed immediately after the test if it is not possible to pay twice, in accordance with the instructions

Promotion Policy

According to the Recruitment and Promotion Rules, while most of the lower level posts in Grades I/II and in some cases in Grades III/IV and VII/VIII also are filled by direct recruitment from the open market, but there is a greater emphasis on the selection of candidates already working in the Corporation Where some proportion of posts is to be filled both by direct recruitment and promotion, the proportion is heavily leaned in favour of departmental candidates as would be noticed from the following provision :—

No. Name of the Deptt/Post/Grade	Direct Rectt. from the open market	Promotion from the immediately below grade	Direct Rectt. restricted to Departmental candidates only
1 2	3	4	5
(i) *Central Revenue Accounts Branch*			
(a) Cadre XIII—Gr. VII/VIII-Office Supdt.	25%	75%	..
(b) Cadre XIV—Gr. VII/VIII-Accounts Supdt. etc.	25%	75%	..
(c) Cadre XVIII—Gr. VII/VIII-Conf. Steno.	25%	75%	..
(ii) *Operations Department*			
(a) Cadre-I—Gr. VII/VIII-Chief Operations Asstt.	25%	75%	..
(b) Cadre V—Gr. X/XII-Flight Operations Officer	40%	30%	30%
(iii) *Traffic Department*			
(a) Cadre I—VII/VIII-Chief Traffic Asstt.	25%	75%	..
(b) Cadre III—X/XII- Traffic Officer	40%	30%	30%
(c) Cadre III—XIII/XIV-Asstt. Commercial Manager	50%	50%	..
(iv) *Engineering Deptt. (Tech. Staff)*			
(a) Cadre I—Gr. VII/VIII—Sr. Leading Hand/Charge Hand	25%	75%	.
(b) Cadre I—Gr. VII/VIII-Examiner	50%	50%	..
(c) Cadre I—Gr. IX Foreman	25%	75%	..
(v) *Accounts & Internal Audit Deptt.*			
(a) Cadre II—Gr. VII/VIII-Accounts Supdt /Chief Cashier/Audit Supdt.	25%	75%	..
(b) Cadre III—Gr. X/XII-Asstt Accounts Officer/Asstt. Audit Officer/Asstt. Cost Accounts Officer/Asstt Statistics Officer	40%	30%	30%
(c) Cadre III—Gr XIII/XIV-Accounts Officer/Cost Accounts Officer/Statistics Officer/Audit Officer	50%	50%	..
(d) Cadre III—Gr. XV-Dy Chief Accounts Officer/Dy Chief Cost Accounts Officer/Dy. Chief Statistics Officer/Dy. Chief Audit Officer/Asstt. Finance Controller (Hqrs.)	50%	50%	..
(vi) *Stores & Supplies Deptt*			
(a) Cadre II—Gr. VII/VIII-Stores & Supplies Supdt	25%	75%	..

1	2	3	4	5
	(b) Cadre III—Gr. X/XII-Stores & Supplies Officer	40%	30%	30%
	(c) Cadre III—Gr. XIII/XIV-Sr. Stores & Supplies Officer	50%	50%	..
(vii)	*General Administration Deptt.*			
	(a) Cadre VII—Gr. VII/VIII-Chief Compounder	25%	75%	..
	(b) Cadre VIII—Gr. VII/VIII-Officer Supdt.	25%	75%	..
	(c) Cadre IX—Gr. VII/VIII-Security Supdt.	25%	75%	..
	(d) Cadre XI—Gr. VII/VIII-Confidential Stenographer	25%	75%	..
	(e) Cadre XV—Gr. XIII/XIV-Sr. Medical Officer	50%	50%	..
	(f) Cadre XVI—Gr. X/XII-Security Officer	40%	30%	30%
	(g) Cadre XVII—Gr. X/XII-Personnel Officer	40%	30%	30%
	(h) Cadre XVII—Gr XIII/XIV-Admn. & Personnel Officer	50%	50%	..
(viii)	*General Admn. Deptt. Catering & Cabin Servicing Branch:*			
	(a) Cadre V—Gr. X/XII-Catering Officer	40%	30%	30%
	(b) Cadre V—Gr. XIII/XIV-Sr. Catering Officer	50%	50%	..
(ix)	*Surface Transport Branch*			
	(a) Cadre I—Gr. VII/VIII-Leading Hand (M.T)	25%	75%	..
	(b) Cadre IV Gr. X/XIII-Transport Officer	40%	30%	30%
	(c) Cadre IV—Gr. XIII/XIV-Sr. Transport Officer	50%	50%	..

Besides the above posts, there are numerous other posts in various grades which are filled by promotion only. Such a heavy weightage and preference for departmental candidates in the matter of posts filled by direct recruitment as also in posts filled by promotion is likely to make the provision of reservation for Scheduled Castes and Scheduled Tribes ineffective in case sufficient number of candidates belonging to Scheduled Castes and Scheduled Tribes are not available among the departmental candidates. It is, therefore, suggested that wherever feasible, in posts which are filled entirely by promotions, some quota may be filled by direct recruitment and where these quotas have already been fixed for being filled by direct recruitment as well as promotions, it should be ensured that where vacancies reserved for Scheduled Castes and Scheduled Tribes remain unfilled for want of enough Scheduled Caste/Scheduled Tribe candidates from amongst the departmental employees, the remaining vacancies should be filled by direct recruitment from the open market.

In the upper managerial grades in each department, no proportion has been laid down for being filled by direct recruitment or by promotion and the Corporation has reserved to itself the right to fill the vacancies by direct recruitment or by promotion or by deputation according to the circumstances of the case and the suitability of the candidates available. In these upper managerial grades also the Corporation would do well to ensure that due proportion of the posts is filled from amongst the Scheduled Caste and Scheduled Tribe candidates.

Recruitment Rules

Rule 13 of Recruitment and Promotion Rules says "in preparing the list the recruitment board shall pay due attention to the circulars issued by Home Ministry from time to time in the matter of safeguarding adequate representation of members of Scheduled Castes and Scheduled Tribes in *Non-Technical post*". Further in item 25 of the check list to be followed by the Personnel Department as per instructions issued on 28th March, 1973 superseding the instructions issued on 16th February, 1973 "Nothing stated in the foregoing paragraphs will operate to the detriment of Scheduled Castes/Scheduled Tribes where reservation exists for these communities wherever applicable". There is a reference to the *Non-Technical posts* in rule 13 above. It was understood that prior to July, 1975 reservation was not made applicable to the engineering and technical posts but after the issue of the directives on 23rd July, 1975, these posts have also been brought within the purview of reservation orders In fact in the Recruitment and Promotion Rules, a 'saving clause' to the following effect should be introduced as per the instructions issued by the Government of India.

> "Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to the provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard."

Zone of consideration

In the above Recruitment and Promotion Rules there is no mention of the 'zone of consideration'. In fact the concept of the 'zone of consideration' is applicable only in the case of promotions made on the basis of selection (merit), *i.e.* where position in the select list is determined strictly according to merit of the candidates as judged from the performance appraisal reports etc. During the course of discussions, it was learnt that in the case of promotion, where there is emphasis on the merit, only those securing between 60 to 80% marks are included in the select list not on the basis of the marks obtained by them, but in accordance with their inter-se seniority in the lower grade Those securing 80% and above are not assigned any higher position in the select list but they are given a priority in the matter of promotion by omitting equal number of candidates from the bottom of the list. Therefore, it is seen that only those who qualify in the test at 60% or above, are promoted and among the qualified candidates, the inter-se seniority is maintained. Thus, the promotions are made on the basis of seniority subject to suitability

or fitness where suitability is decided on the basis of test/interview in which qualifying marks are fixed at 60%. The "zone of consideration" seems to have been introduced only to restrict large number of eligible candidates being allowed to take the test/ examination. According to Government instructions, the concept of the zone of consideration is not applicable in promotion on the basis of seniority and in such cases all those who are eligible with reference to the minimum qualifying service in the lower grade are to be considered and allowed to sit in the examination The zone of consideration is applied only in the case of promotion on the basis of selection (merit) where position in the Select List is determined strictly according to the merit position assigned to each candidate on the basis of marks obtained by him or as assigned to him by the DPC on the basis of his performance in the lower grade It is therefore, suggested that in the promotions on the basis of seniority subject to fitness, where fitness is decided on the basis of securing a minimum qualifying standard in the test, the zone of consideration should not be applied

Relaxation in the qualifying standards

In accordance with Department of Personnel and Administrative Reforms instructions contained in their O.M No 8/12/69-Estt(SCT), dated 23rd December, 1970, and O M. No. 36021/10/76-Estt(SCT), dated 21st January, 1977 the qualifying standards for Scheduled Caste/Scheduled Tribe candidates are to be relaxed, if sufficient number of these candidates have not qualified at general standards. Moreover in the above case the general qualifying standard of 60% is rather on the high side particularly for Scheduled Caste/Scheduled Tribe candidates The Management is advised to prescribe lower minimum standards for Scheduled Caste/Scheduled Tribe candidates.

Representation as on 1-1-1981

Following table indicates the percentages of representation of Scheduled Castes and Scheduled Tribes in the Indian Airlines on 1st January, 1979. 1980 and 1981 :—

Group of Posts	Sch. Castes			Sch. Tribes		
	1979	1980	1981	1979	1980	1981
1	2	3	4	5	6	7
Group A	2.21	2 79	3 76	0 52	0 44	0 41
Group B	8 23	8 99	9 54	1 74	1 98	1 98
Group C	18 33	19 54	9 54	2 19	2 65	2 72
Group C (Sweepers)	85 62	84 92	..	1.92	2 46	..
Group D (excluding sweepers)	..	..	19 02	..	..	3.21
Group D (Sweepers)	..	..	82.37	..	..	2 02

It would be seen from the above table that the representation of Scheduled Castes in the services of Indian Airlines has been steadily increasing from year to year. Upto 1980 the sweepers and some other lower posts were being shown in Group C, thus inflating the percentage of Scheduled Castes in Group C posts (18 33% in 1979 and 19.54% in 1980) The figure as shown under the year 1981 (9 54%) represents the correct position. Thus there is enough scope for improvement in the representation of Scheduled Castes by increasing their intake in the services of Indian Airlines particularly in direct recruitment posts. As regards Scheduled Tribes, special efforts need to be made to bring their representation to some satisfactory level.

Recruitment during the last three years

Following statement shows the efforts made by the Indian Airlines Corporation during the last three years for filling the vacancies reserved for Scheduled Castes and Scheduled Tribes by direct recruitment :—

Group/Year		Total No. of vacancies filled	No. reserved for		No. of SC/ST appointed	
			SCs	STs	SCs	STs
1	2	3	4	5	6	7
Gr. A	1978	21	2	1	3	1
	1979	74	12	6	5	1
	1980	101	14	9	4	..
		196	28	16	12	2
Gr. B	1978	1083	192	91	162	38
	1979	918	165	82	138	36
	1980	108	15	9	17	5
		2109	372	182	317	79
Gr. C	1978	446	67	42	103	34
	1979	652	76	41	154	50
	1980	1159	176	85	120	66
		2257	319	168	377	150
Gr. C (Sweepers)	1978	14	1	1	11	..
	1979	15	2	1	12	..
Gr. D (excluding Sweepers)	1980	529	74	46	92	39
Gr. D (Sweepers)	1980	10	4	1	6	..

It is seen that while in Group C and D posts the recruitment of Scheduled Castes and Scheduled Tribes could catch up to the vacancies reserved for them to a great extent, the position was not so in the case of Group B and A posts, an important reason for that being that most of the Group A & B posts are filled by promotions from among the existing employees. This point has been discussed in the preceding paragraphs.

Promotions made in the last three years

From the information furnished for the last three years in regard to promotions, it is observed that out of the 285 Group A posts filled in the three year period, 66 vacancies were reserved for Scheduled Castes and 26 for Scheduled Tribes against which only 29 officers belonging to Scheduled Castes and 5 to Scheduled Tribes were promoted Similarly, in Group B posts, out of the 947 vacancies filled during the said period, 196 and 89 were reserved for Scheduled Castes and Scheduled Tribes respectively but only 113 Scheduled Castes and 13 Scheduled Tribes could be promoted. Obvious reason for this could be that enough Scheduled Caste/Scheduled Tribe candidates were not available in the next below grade to fill the vacancies reserved for them. Thus the position explained above strengthens our suggestion that certain quota of posts which present entirely filled by promotion, may also be filled by direct recruitment as a good number of Scheduled Caste/Scheduled Tribe candidates may be available in the open market to avail the reserved vacancies. This would certainly help reduce the backlog of reservations in these grades

DPC/Selection Board Meetings

Though the information regarding the number of Departmental Promotion Committee/Selection Board meetings held at the Headquarters during the last 2 years was not furnished, it was stated by the management that a member belonging to Scheduled Castes or Scheduled Tribes was being associated in these meetings whenever the candidates belonging to these communities were being considered It was however, noticed that in the DPC meetings held on various dates during the year 1979 for the post of Audit Officer, Grade 10/12, no member belonging to Scheduled Caste or Scheduled Tribe was associated as it was stated that no Scheduled Caste/Scheduled Tribe employee was in the zone of promotion. However, the total number of vacancies were shown as 9 (though in the roster 11 entries were made in 1979) out of which 2 were shown as reserved for Scheduled Castes and one for Scheduled Tribe.

In one combined selection board meeting held to select candidates for the posts of Accounts Officer, Personal Officer, Tarffic Officer and Store and Supply Officers, an officer from each Deptt. was included in the Selection Board and the Officer from the Pers Department belonged to a Scheduled Caste (Dy. Manager Pers. Bombay). This was an exclusive recruitment confined to Scheduled Caste/Scheduled Tribe candidates. It was learnt that out of 161 applications received by the management, 139 eligible candidates were called for aptitude test, held on 27th January, 1980. 70 candidates belonging to Scheduled Caste/Scheduled Tribe who qualified in the test (break up of Scheduled Castes/Scheduled Tribes not indicated), were called for interview (some of them for more than one post). Following statement shows the final results :—

	Traffic		Personnel		Stores & Purchase		Account	
	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9
No. of vacancies	11	9	3	2	5	2	10	6
No. of candidates interviewed	52		34		26		18	
No. of candidates selected	15	1	6	..	4		2	..

Though in the test and interview, minimum qualifying marks were fixed at 60% for general candidates, Scheduled Caste/Scheduled Tribe candidates were selected by giving them relaxation of 5% marks It was felt that this relaxation of just 5% marks was not adequate. Scheduled Caste/Scheduled Tribe candidates could be selected at a qualifying standard of 50% or even less as against 60% for others. However, in the recruitment in question, in the Accounts cadre, there were 10 vacancies reserved for Scheduled Castes and 6 for Scheduled Tribes but on seeing the marksheet it was noticed that only one more Scheduled Caste candidate had secured 50% marks and the rest had secured much below this percentage. It is hoped that management would keep this suggestion in view in future recruitments.

Rosters

(a) *Grades* (10—12) —While the rosters were being maintained correctly also indicating the carry-forward position on proper lines, the principle of exchange of reservation between Scheduled Castes and Scheduled Tribes was not applied, wherever it became necessary, resulting in slight change in the position of carryforward of reserved vacancies. The lapsing of the reserved vacancies particularly those reserved for Scheduled Tribes which if exchanged with the available Scheduled Caste candidates, could have been avoided. The position was explained to the concerned officers who promised to review the carry-forward position in all the rosters after adjusting the available Scheduled Caste candidates against the oldest Scheduled Tribe vacancies instead of allowing such vacancies to lapse. The action taken in this regard may please be intimated.

While in respect of most other posts the rule of reservation was applied from 1971, in respect of certain technical posts like those of Aircraft Engineers, in the Maintenance and Overhaul Departments, Technical Officers, Instructors, Elect. and Radio Engineers etc., reservation was made applicable w.e.f. 23-7-1975. It was stated that no formal exemption from the purview of reservation orders was sought but these posts were treated as technical posts and therefore,

reservation orders were not applied. In this connection, attention is invited to the relevant instructions of or exemption of posts from the purview of reservation orders. Prior to 23-6-1975, the Gazetted Scientific and Technical posts satisfying the prescribed conditions of conducting research or for organising, guiding and directing research could be exempted from the purview of reservation orders with the approval of the Minister concerned. The non-gazetted posts generally did not satisfy the above conditions but where such an exemption became necessary on the ground of the incumbent of such posts not only assisting in the conduct of research but also conducting research himself, the case for such exemption had to be decided in consultation with the Deptt. of Personnel. After 23-6-1975, only such of the posts satisfying the above conditions in grades above the lowest grade in Group A (Class I) can be exempted after obtaining prior orders of the Minister concerned. It is clear that the procedure outlined above was not followed while exempting the above mentioned posts from the purview of the reservation orders. Mere technical nomenclature of a post would not entitle such a service to exemption from the application of reservation orders It is, therefore, necessary to review the position in this regard and since the prescribed procedure for exemption of posts was not followed, it would be necessary to calculate the number of such posts filled prior to 23-7-1975 and the number that should have been reserved for Scheduled Castes and Scheduled Tribes. Special efforts will have to be made to clear the backlog in filling up such posts prior to the above date together with the backlog existing after the application of reservation orders to these posts.

Entries in the rosters were signed in a combined manner upto 1976 and thereafter, the entries were not signed at all by the appointing authority or any other officer authorised for the purpose. It should be ensured that entries in rosters are signed by an officer authorised for the purpose immediately after the names of the persons appointed or promoted are entered in the roster.

(b) *Grades* (1—9).—There are instructions about grouping of posts filled by direct recruitment only but it appeared from letter No. HPDO 1/L 1400 dated 3-7-1978 that prior to this date posts filled by promotion were also being grouped together for the purpose of reservation orders in respect of grades 1—9. The authorities concerned are advised to recast these rosters, with separate roster for each category of posts filled by promotion with effect from 1-8-1978.

It was also noticed that in the case of promotions on the basis of seniority-*cum*-fitness, the zone of consideration was applied to the extent of 5 times the number of vacancies. As already, stated, the zone of consideration is relevant only in the case of promotion on the basis of selection. In the case of promotion on the basis of seniority-*cum*-fitness all those Scheduled Caste/Scheduled Tribe employees who are eligible for promotion by virtue of satisfying the minimum eligibility condition, have to be considered to the extent of the number of vacancies reserved for them. Moreover if sufficient number of Scheduled Caste/Scheduled Tribe employees are not available in the zone, wherever fixed by the authorities, to fill all the vacancies reserved for them, the Scheduled Caste/Scheduled Tribe employees beyond that zone who are otherwise eligible for promotion, have also to be promoted against reserved points, unless found unfit for promotion.

APPENDIX XLII

(Reference *Para* 3.128)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Services under the Indian Council of Agricultural Research, New Delhi (18th June, 1981)

Under article 338 of the Constitution, the Commissioner for Scheduled Castes and Scheduled Tribes has been appointed by the President as Special Officer to investigate all matters relating to the safeguards provided for these communities under the Constitution and to report to the President upon the working of these safeguards. As a part of programme of investigation into service safeguards provided for Scheduled Castes and Scheduled Tribes under Article 16(4) and 335 of the Constitution, a study team consisting of S/Shri B. M. Masand and Waryam Singh, Research Officers, was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to the Indian Council of Agricultural Research, Headquarters, New Delhi, after sending them in advance intimation in February 1981. The authorities concerned were requested to furnish the preliminary information for the purpose of study but this information was not supplied by the scheduled date. After some correspondence and telephonic reminders the visit of the team to the Indian Council of Agricultural Research was fixed mutually for 18th June, 1981 with the understanding that the requisite information would be made available to the team at the time of the visit.

The team is constrained to report that though they arrived in the Indian Council of Agricultural Research a little before 11 O'Clock in the morning on 18th June, 1981, neither the preliminary information, as sought earlier, nor any records could be produced before the team till well after 2 P.M. During this period the team members met Shri Thakur Dass, Under Secretary, who after giving instructions to some of his officials for sitting arrangements in Committee Room No. 3, advised the team to also meet Shri O. P. Bhatnagar, Additional Secretary, and Liaison Officer on Scheduled Caste/Scheduled Tribe matters, controlling the Co-ordination Section, and responsible for collecting the preliminary information and supplying the same to the Commissioner's office in a consolidated form. Shri Bhatnagar, also gave telephonic instructions to some of his officers to produce the necessary records before the study team in the Committee Room, but nothing was heard from any quarter. After waiting for about an hour one of the team members met Shri Rup Ram, another Additional Secretary in the Indian Council of Agricultural Research. He advised Shri Thakur Dass to make the necessary arrangements for the team in a room adjacent to him. It was only after 2 P.M. that one Shri J N. Verma, Section Officer of Personnel-II Section brought his rosters relating to the recruitment of S-2 and S-3 grades of Scientists in Indian Council of Agricultural Research Thereafter, an Assistant from Personnel-I Section also brought the rosters in respect of S-1 grade of Scientists. A little earlier, Shri Raj Kumar, Section Officer (Co-ordination) gave to the team the preliminary information in respect of recruitment etc. handled by E-I, E-II and E-III Sections only dealing with the gazetted posts, ministerial posts and Class IV posts respectively. This information has not been consolidated for the council as whole. It was learnt that similar information in respect of other sections in the Personnel Division dealing with the recruitment of Scientists etc., had even not been called from the relevant sections. It is thus seen that the basic information required for the study could not be collected and compiled in spite of over three months time given to the Indian Council of Agricultural Research authorities.

Yet another dismal problem that the team had to face was that it was required to give in writing to various officers and sections, the nature of records that were required to be examined by the team. All this took lot of time and in the process the team had just to sit idle for quite some time. In this manner, the team could just manage to see the rosters in respect of S-1, S-2 and S-3 grades of Scientists maintained by the Personnel I & II Section. The roster registers in respect of S-1, S-2 and S-3 grades were started in 1976 after the decision to implement reservation orders in respect of the posts of Scientists in Indian Council of Agricultural Research. Prior to that these posts were kept outside the purview of the reservation orders. Following observations are made in respect of these rosters.

Roster for S-1 Grade

It was seen from the rosters that during the year 1976, entries were made from point No. 1 of cycle No. 1 to point No. 12 of cycle No. 12 making a total recruitment against 452 vacancies. It was confirmed from the relevant recruitment file that only 452 candidates had actually joined; out of these 68 vacancies were reserved for Scheduled Castes and 34 for Scheduled Tribes against which only 48 Scheduled Caste candidates and 6 Scheduled Tribe candidates had actually joined, leaving a backlog of 20 Scheduled Caste and 28 Scheduled Tribe vacancies to be carried-forward to the next recruitment year. This backlog was indicated at the end of the year 1976. In the year 1977 against 541 vacancies, 384 candidates were declared successful but only 319 actually joined. Out of these 319, 48 vacancies were reserved for Scheduled Castes and 24 for Scheduled Tribes, but only 30 Scheduled Caste and 2 Scheduled Tribe candidates became available for appointment. At the end of the year 1977 the backlog of both the year 1976 as referred to above and that

of the year 1977 (18 for Scheduled Castes and 22 for Scheduled Tribes) was shown as carried forward to the next year. According to the Government instructions the earlier carried forward vacancies are to be utilised first, and therefore, the 30 Scheduled Caste candidates who became available during 1977 had first to be set off against 20 Scheduled Caste carried forward vacancies of the year 1976 Similarly 2 Scheduled Tribe candidates had to be adjusted against 2 of the 28 carried forward Scheduled Tribe vacancies pertaining to the year 1976. The net carry-forward position at the end of the year 1977 should be 38 for Scheduled Castes relating to the year 1977 and 50 reserved for Scheduled Tribes (26 pertaining to the year 1976, and 24 pertaining to the year 1977) In the year 1978 against 747 vacancies, only 483 candidates were declared successful, out of which only 266 candidates actually joined Against the reservation of 40 vacancies for Scheduled Castes and 20 for Scheduled Tribes during the year 1978, only 22 candidates belonging to Scheduled Castes and 4 candidates belonging to Scheduled Tribes were selected. The number of vacancies to be carried forward to the next recruitment year was not shown at the end of the year 1978. However, the net carry-forward position at the end of the year 1978 should be 56 for Scheduled Castes (16 pertaining to the year 1977 and 40 pertaining to the year 1978) and 66 for Scheduled Tribes (22 pertaining to the year 1976, 24 for the year 1977 and 20 for the year 1978). On enquiries from the Assistant concerned it was found that prior approval of the competent authority for de-reservation of the unfilled vacancies in each of the above 3 years was not obtained before appointing the general candidates against the reserved vacancies.

Roster for S-2 Grade

It was observed from this roster that though the recruitment action against as many as 258 vacancies from point No. 1 of cycle No. 1 to point No 18 of cycle No 7 was initiated, the vacancies arising on account of reversion of present incumbents to their parent offices, transfer, study leave and newly created vacancies, the names of the incumbents were shown only against 28 points. Out of these 28 persons appointed, only 3 belonged to Scheduled Castes. It is rather strange that remaining 230 points were left blank in the rosters. The Section Officer concerned could not throw any light on the reasons for the delay of many years in the finalisation of the recruitment action against these points. He also could not rule out the possibility that the appointments might have been finalised but not shown in the roster, as he had taken over recently. In this roster, the dates of appointments of the 27 incumbents out of those 28 shown in the rosters had not been indicated. Nowhere a line had been drawn to indicate the close of the year and therefore the position of carry-forward of the unfilled reserved vacancies was also not indicated.

Roster for S-3 Grade

In this roster entries were made up to point No 32 of cycle No. 7 making a total of 272 vacancies from 1976 onwards, out of which according to Appendix II roster, as followed in this case, 47 vacancies were reserved for Scheduled Castes and 21 for Scheduled Tribes. As noticed from the roster, the final fate of these reserved vacancies was as under :—

	Scheduled castes	Scheduled Tribes
(i) Points left blank	29	11
(ii) Points filled by general candidates .	7	8
(iii) Points with remarks 'not found suitable'	3	1
(iv) Requisitions withdrawn	2	1
(v) Scheduled Caste/Scheduled Tribe appointed	6	..

It appears that entries were made in the roster at the time of creation of the vacancies, but no care was taken to comply with the procedure. Almost all the columns in the rosters remained unfilled with the exception of only the remarks columns where the reason for the occurrence of the vacancy was indicated. Even the year of recruitment had not been indicated. It was learnt that a number of posts had been grouped together without the approval of the Department of Personnel and Administrative Reforms. This was done only on the basis of the pay-scale which was the only common factor in respect of the posts in various disciplines. In this case also, the roster was not closed at the end of any calendar year and the position regarding carry-forward of unfilled reserved vacancies was also not indicated. There was no information as to whether the unfilled reserved vacancies had been got de-reserved from the competent authority before being filled by general candidates.

It was thus seen that the above rosters were maintained as a mere record of appointments as and when made and not as an effective instrument of determining the vacancies reserved for Scheduled Castes and Scheduled Tribes and following proper procedure for filling the reserved vacancies.

Need for Special Scheduled Caste/Scheduled Tribe Cell in Indian Council of Agricultural Research

It was noticed from the annual report of the Department of Agricultural Research and Education, Ministry of Agriculture for the year 1980-81 that Indian Council of Agricultural Research was set up on 16th July 1929 as a registered society under the Societies Registration Act, 1860. This council is an apex

organisation for all agricultural and animal husbandry research and education in the country. Under this council there are at present 39 research institutes including the 3 institutes of major national importance namely the Indian Agricultural Research Institute, Pusa, New Delhi, the National Dairy Research Institute, Karnal, Haryana and the Indian Veterinary Research Institute, Izatnagar, Uttar Pradesh besides 21 Agricultural Universities which have functional linkages with the council. According to the re-organised set-up the Indian Council of Agricultural Research Society has been made compact and specifically related to its scientific character. The council is headed by the Minister for Agriculture as President and Shri R. V. Swaminathan, the Minister of State in the Ministry of Agriculture as its Vice-President. The Agricultural Research Service was constituted on 1st October, 1975. The cadre strength of different grades of the Service at its initial constitution was fixed at 4800. The recruitment to the posts in various grades of scientists is made through Agricultural Scientists Recruitment Board. It would thus be seen that the Indian Council of Agricultural Research is a vast organisation having a huge employment potential in the field of agricultural research. In order to see that the Scheduled Caste/Scheduled Tribe candidates get their due share of employment as per reservations, it has to be ensured that there is a special set-up to look after the proper implementation of reservation orders at all levels, including appointments under the institutes in various States. It is, therefore, very necessary that there should be a special Scheduled Caste/Scheduled Tribe Cell in the Indian Council of Agricultural Research to be placed under the charge of Liaison Officer for work relating to the representation of Scheduled Castes/Scheduled Tribes. This Cell should consist of one Section Officer and adequate number of Assistants and other clerical and subordinate staff to assist the Liaison Officer in the discharge of duties assigned to him as per instructions issued by the Department of Personnel and Administrative Reforms. This Cell should handle all work relating to the collection and compilation of statistics in regard to the representation of the Scheduled Castes and Scheduled Tribes in the services under the council and render expert guidance to the various administration and personnel units both at headquarters and in various Institutes in regard to policy on reservation for Scheduled Castes and Scheduled Tribes and correct interpretation of the orders/instructions issued by the Government of India from time to time. This Cell should assist the Liaison Officer in :—

(1) ensuring the compliance by various authorities with the orders and instructions pertaining to reservation for Scheduled Castes/Scheduled Tribes and other benefits admissible to them ;

(2) ensuring submission, consolidation and scrutiny of annual reports required to be submitted to the Department of Personnel and Administrative Reforms;

(3) ensuring that all prescribed steps are taken by various appointing authorities to recruit/promote Scheduled Caste/Scheduled Tribe candidates against the vacancies reserved for them and where adequate number of Scheduled Caste/Scheduled Tribe candidates are not available to fill the reserved vacancies, these are duly de-reserved with the prior approval of the competent authority, before being filled by general candidates;

(4) ensuring the extension of necessary assistance to the Commissioner for Scheduled Castes and Scheduled Tribes for investigation into the service safeguards as also in respect of complaints received from the organisation of the Commissioner for Scheduled Castes and Scheduled Tribes, and in the collection of information for his Annual Report;

(5) assisting the Liaison Officer to conduct annual inspection of rosters and other records maintained by various institutes with a view to ensuring proper implementation of reservation orders and submission of the inspection report in the prescribed proforma as given in Appendix 7 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services.

It is felt that if the Scheduled Caste/Scheduled Tribe Cell had been functioning in the Indian Council of Agricultural Research as per instructions issued by the Government of India, this Cell could have been instrumental in collecting the necessary data required by study team, as also would have co-ordinated the work relating to the study by the team. In the absence of this Scheduled Caste/Scheduled Tribe Cell and a single officer of sufficiently senior rank responsible for the work relating to the representation of Scheduled Castes/Scheduled Tribes in the council, the team had to approach individually separate officers in regard to the records maintained by them. Due to lack of co-ordination, the study team of the Commissioner for Scheduled Castes and Scheduled Tribes could not conduct the study properly and as per orders of the Commissioner the team had to call off the study. However, a more detailed study can be undertaken after the Indian Council of Agricultural Research sets up suitable centralised machinery at the headquarters in the form of Scheduled Caste/Scheduled Tribe Cell under the Liaison Officer for effecting proper implementation of the orders regarding reservation and other concessions and relaxations provided for Scheduled Castes and Scheduled Tribes in its services It is, therefore, strongly recommended that a Scheduled Caste/Scheduled Tribe Cell with suitable staff should be set up immediately.

Representation as on 31st July 1980

The Annual Report of the Council for the year 1980-81 contained the following information :—

Class of Posts	Sanctioned strength	No. of employees in position	No. of Scheduled Castes	Percentage of Scheduled Castes to the total in position	No. of Scheduled Tribes	Percentage of Scheduled Tribes to the total in position
1	2	3	4	5	6	7
1. Scientific Posts	6068	4213	217	5.15	20	0.47
2. Technical Posts	6871	5131	791	15.42	194	3.78
3. Administrative Posts	4357	3813	519	13.61	133	3.49
4. Supporting Staff (excluding Safaiwalas)	10111	9198	1897	20.62	391	4.25
5. Safaiwalas	448	404	386	95.54	3	0.74
6. Auxiliary Posts	67	43	3	6.98	1	2.33

It is seen from the above table that representation of Scheduled Castes in various categories of posts put together in the Technical and Administrative posts as also the Supporting Staff is quite satisfactory. Their representation in the Scientific posts, however, is not upto the mark, an important reason therefore, being that reservation in these posts was made applicable from the year 1976 only. According to instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 9/2/73-Est (SCT), dated 23-6-1975 now only Group-A posts above the lowest rung in that Group which are classified as Scientific and Technical and are meant for conducting, guiding and directing research, can be exempted from the purview of reservation after specific approval of the Minister concerned Even prior to the issue of above instructions the orders of the Minister had to be obtained for keeping any technical and scientific post outside the scheme of reservation It is not known whether the prescribed procedure for such an exemption was followed or not. As regards the administrative posts, according to break-up of available information, the representation of Scheduled Castes in the Senior Administrative posts and Stenographers categories is not quite satisfactory. The nature of auxiliary posts is not known where also their representation is quite below the prescribed percentage of 15. As regards the representation of Scheduled Tribes, the council has been able to reach upto 50 per cent of the prescribed percentage of 7.5 for them in technical, administrative and supporting staff categories. Special efforts are therefore, called for to increase their representation in various categories of posts particularly in scientific posts.

Promotion

According to information contained in the Annual Report of the Department of Agricultural Research and Education for the year 1980-81, there is a system of 5-yearly assessment for merit promotion or advance increments for Agricultural Research Scientists. According to the assessment made on 31st December, 1978 as many as 606 scientists of different grades and in different disciplines of agricultural services were assessed and recommended for promotion. The number of Scientists belonging to Scheduled Castes and Scheduled Tribes from among the 606 is not indicated. As the very name of the Merit Promotion Scheme suggests, the promotion is on the basis of Selection within Class I (the lowest SI grade being in the scale of Rs. 700—1300) and therefore, it is not covered by the provision of reservation as per the extent orders on the subject. However, it was learnt from the Section Officer, Personnel-II that the basis for this assessment was actually on the rejection of the unfit and those who were adjusted outstanding were given advance increments Due to lack of co-ordination and co-operation the team could not cover the cases of promotion in other categories of posts.

Accommodation

It was learnt from the authorities dealing with allotment of accommodation under the control of Indian Council of Agricultural Research that besides the general pool accommodation from the Directorate of Estate, there were 285 quarters constructed by the Indian Council of Agricultural Research. Break-up of these quarters in different types and allotment to various categories of employees is given below :—

Type	Total No.	No. actually allotted	No. allotted to	
			Scheduled Castes	Scheduled Tribes
1	2	3	4	5
I	60	52	13	6
II	153* (*The only vacant quarter was in the process of being allotted to a Scheduled Tribe employee)	152	24	4
III	42	36	7	..
IV	30	12	..	..
Total	285	252	44	10

It is seen that sufficient number of quarters have been allotted to Scheduled Caste/Scheduled Tribe except in the type IV category. It was reported by the authorities that sufficient number of applicants from Scheduled Caste/Scheduled Tribe employees were automatically covered according to their own seniority and there was no occasion to make out of turn allotment to Scheduled Caste/Scheduled Tribe candidates as per reservations.

Conclusion

While concluding the report it may be observed that due to utter lack of response and interest on the part of the officers contacted in Indian Council of Agricultural Research, it was not considered desirable to complete the study in these circumstances. Accordingly the Commissioner called off the study.

APPENDIX XLIII

(Reference *Para* 4.14)

STATEMENT NO. 1

Statement showing State-wise actual expenditure under the B.C. Sector of the State Plans, during 1978-79

(Rs. in lakhs)

Sl. No.	State/U.T.	SC	ST	OBC	DMT	Direction & Admn	Total
1	2	3	4	5	6	7	8
1.	Andhra Pradesh	646*	295*	406*	..	..	1347
2	Assam	44*	68*	28*	..	..	140
3.	Bihar	178.13	178.04	32.21	..	5 00	393.38
4.	Gujarat	188.43	202.63	136 81	..	..	527.87
5.	Haryana	33.86	..	..	..	1.70	35.56
6.	Himachal Pradesh	59 80	7 80	2.50	0.90	..	71 00
7.	Jammu & Kashmir	12.54	..	12 97	..	..	25.51
8.	Karnataka	442 20	27 53	184 04	8.41	23.64	695 82
9.	Kerala	184.18	34.30	6.00	..	..	224 48
10.	Madhya Pradesh	224.20	264.97	1 30	2 07	..	492.54
11.	Maharashtra	307.00*	796.10	13 00*	115.00*	..	1231 10
12.	Manipur	3 95	32.05	..	..	..	36 00
13.	Meghalaya	..	..	..	..	..	..
14.	Nagaland	..	..	..	..	..	..
15.	Orissa	18 93	93.07	..	..	0.30	112.30
16.	Punjab	215.69	..	13 50	..	..	229 19
17.	Rajasthan	48 84	20 87	..	1.85	1.55	73 11
18.	Sikkim	4 90**	..	..	..	..	4 90
19	Tamil Nadu	504.69	48.29	58 60	27 10	1.81	640 49
20.	Tripura	17 84	54.93	..	..	0 52	73 29
21.	Uttar Pradesh	253.74	83.89	699.47	18.48	27.50	1083 08
22.	West Bengal	163.35	74.48	..	..	1.49	239.32
1.	Andaman & Nicobar Islands	..	6.13	..	..	0.37	6 50
2.	Arunachal Pradesh	..	..	..	..	..	..
3.	Chandigarh	..	..	..	..	..	
4.	Dadra & Nagar Haveli	..	..	..	..	..	..
5.	Delhi	72 17	..	16.28	6 35	1.30	96.10
6.	Goa, Daman & Diu	6 29	2.61	..	..	2.51	11.41
7.	Lakshadweep	..	..	..	..	..	.
8.	Mizoram	..	..	..	..	..	..
9.	Pondicherry	45 98	..	..	..	1.48	47 46
	TOTAL	3676.71	2290 59	1620.68	180 16	69.17	7837 31

*Estimated.

**Sikkim includes ST's as well.

STATEMENT NO. 2

Statement showing State-wise actual expenditure under the B.C. Sector of the State Plans during 1979-80

(Rs. in lakhs)

Sl. No.	State/U.T.	SC	ST	OBC	SOC Back	CEBC	DMT NT	Direction & Admn.	Total
1	2	3	4	5	6	7	8	9	10
1.	Andhra Pradesh	358 62	165.62	226.17	.	..	..	6.21	756.62
2.	Assam	44.76	67 52	29 25	..	..	..	11.38	152.91
3.	Bihar	171.68	109.46	10 00	..	..	..	5.52	296.66
4.	Gujarat	262.61	191 94	..	195.20	93.21	18 80	..	761.76
5.	Haryana	46.13	..	..	..	..	..	0.90	47.03
6.	Himachal Pradesh	63 18	1.57	3.20	..	..	0 63	3.57	72.15
7.	Jammu & Kashmir	22.06	..	14.34	..	..	..	..	36 40
8.	Karnataka	N.A.*							339.62
9.	Kerala	109 95	49 42	4 30	..	..	..	4.00	167.67
10.	Madhya Pradesh	281 02	298.83	..	..	..	0.22	..	580.07
11.	Maharashtra	144.68	358.11	5.76	..	..	42.04	..	550.59
12.	Manipur	4.48	32.54	..	..	..	..	..	37.02
13.	Meghalaya	..	1.78	..	..	..	..	..	1.78
14.	Nagaland	..	..	..	..	..	..	..	..
15.	Orissa	86 11	63.59	..	..	..	..	10.27	159.97
16.	Punjab	313.25	..	84.00	..	..	..	..	397.25
17.	Rajasthan	48.71	15.38	..	..	..	1.58	1.00	66.67
18.	Sikkim	3.15**	..	..	..	..	..	1.00	4.15
19.	Tamil Nadu	512.40	32.23	36.37	..	..	26.46	..	606.46
20.	Tripura	32.91	71.97	..	..	..	..	1.41	106.29
21.	Uttar Pradesh	327.02	103 42	224.48	..	..	20 82	22.12	697.86
22.	West Bengal	180.75	114.02	..	..	..	..	3.08	297.85
1.	Andaman & Nicobar Islands	..	3.26	..	..	..	..	..	3.26
2.	Arunachal Pradesh	..	..	..	..	..	..	..	..
3.	Chandigarh	10.00	..	..	..	..	..	..	10.00
4.	Dadra & Nagar Haveli	..	..	..	..	..	..	..	..
5.	Delhi	28 65	..	..	..	19.64	1.04	..	49.33
6.	Goa, Daman & Diu	5.67	0.38	..	..	..	..	1.43	7.48
7.	Lakshdweep	..	..	..	..	..	..	..	..
8.	Mizoram	..	..	..	..	..	..	..	..
9.	Pondicherry	37.00	..	..	..	4.17	..	0.38	41.55
	TOTAL	3094.79	1678.26	735.69	195.20	117.02	111.52	72.27	6248 40

*N.A. stands for not available.

**Including S.T.

APPENDIX XLIV

(Reference *Para* 4.15)

Distribution of Scheduled Caste Families in Different Occupational Categories

Occupational Category	%age of all Scheduled Caste workers	Remarks
1	2	3
Agricultural workers	52%	Mostly small and marginal farmers.
Cultivators	28%	
	No. of Individuals in Families of Castes, Traditionally Associated with the Occupation	
Leather workers	200 lakhs	Most of the leather workers in the country belong to Scheduled Caste.
Weavers	47 lakhs	Almost all weavers in the States of the Western region and about half of the weavers in Madhya Pradesh belong to the Sch. Castes. There are also some Sch. Castes weavers in other parts of the country.
Fishermen	30.25 Lakhs	Most of the Fishermen in the States of Eastern regioe are from the Sch. Castes. There are also some fishermen in the other States.
Basket, mat and rope makers	20 lakhs	Most people in these categories all over the country belong to Sch. Castes.
Civic Sanitation workers (Scavengers and sweepers)	14 lakhs	

APPENDIX XLV

(*Reference para* 4.15)

Identified Occupations of Scheduled Castes

Sl. No.	Class	Population	Name of communities	State/Union Territory and where they are found
1	2	3	4	6
1.	Leather workers	2,04,69,000	Baisaw, Bambhi, Bela, Chakkilayam, Chamar Chandal, Dhor, Dehar, Holdar, Valhar, Mag, Pagodal, Samgar, Ramager, Saiki.	Rajasthan, Gujarat, Karnataka, Maharashtra, Uttar Pradesh, Delhi, West Bengal, Tamil Nadu, Pondicherry, Andhra Pradesh, Bihar, Orissa, Punjab, Haryana, Himachal Pradesh, Tripura, Jammu & Kashmir.
2.	Weavers	47,08,027	Baiti, Balahi, Balhi, Bhuriyar, Bind, Chaupal Chider, Ganda, Gands, Julaha, Kabirpanthi, Koli, Kori, Kuli, Koliyan, Mahara, Mahyavanshi, Malasale, Megh, Meghwal, Pan, Pane, Pankha, Pantanti, Pantiatanti, Salvi, Vankar.	West Bengal, Madhya Pradesh, Maharashtra, Rajasthan, Uttar Pradesh, Delhi, Tamil Nadu, Bihar, Orissa, Himachal Pradesh, Punjab, Andhra Pradesh, Gujarat, Karnataka, Dadra and Nagar Haveli, Kerala, Jammu & Kashmir.
3.	Fisheries	30,25,916	Bagapa, Bagheti, Baghuti, Bewar, Kanda, Kandara, Kaibiatha, Kost, Kayet, Mallah, Paravan, Patni, Pod, Poundia, Tiyar, Kaukani, Tier, Jalkeet.	West Bengal, Madhya Pradesh, Manipur, Tripura, Orissa, Assam, Delhi, Tamil Nadu, Karnataka, Kerala, Assam
4.	Toddy tapping making and pig rearing etc.	25,79,426	Dhankia, Ghusurai, Handi, Jogi, Pasi, Siyal	Rajasthan, Orissa, Karnataka, Bihar, Gujarat, Maharashtra, Madhya Pradesh, Punjab, U. P, West Bengal, Himachal Pradesh, Delhi.
5.	Basket, mat and rope making	19,79,858	Bansaphod, Banspher, Bantar, Barahar, Barar, Barwaha, Basod, Basor, Bind Dome, Dom, Karenga, Kocchband Malayan, Mang, Garancha, Godagali, Mavilan, Mavakayana, Patier, Behar, Semman, Shenava, Sikhiband, Godru, Kaikadi.	Assam, Rajasthan, Madhya Pradesh, U P, West Bengal, Bihar, Punjab, Himachal Pradesh, Jammu & Kashmir, Andhra Pradesh, Tamil Nadu, Maharashtra, Karnataka, Orissa, Delhi, Kerala, Gujarat.
6.	Washing of clothes, dyer and printers	17,54,476	Chimbe, Dhobi, Dhaba, Mannam, Puthirai, Vannan	Himachal Pradesh, Assam, Bihar, Madhya Pradesh, Nagaland, Orissa, Rajasthan, U.P., West Bengal, Delhi, Maipur, Kerala, Tamil Nadu.
7.	Scavengers and Sweepers	14,18,000	Bhangi, Mahtar, Chandal, Chambhar, Chehm, Chura, Doom, Dooma, Dumma, Halalkhar, Nela, Majhabi.	Andhra Pradesh, Assam, Bihar, Gujarat, J & K, Madhya Pradesh, Kerala, Tamil Nadu, Maharashtra, Orissa, Punjab, U.P., Rajasthan, West Bengal, Himachal Pradesh, Karnataka, Tripura, Haryana.
8	Fine metal work, Artisans and ornament and lac bangles	4,80,580	Chantar, Chada, Ghantra, Jaheri, Shilpkars, Sidhria, Sikligar.	Orissa U.P, Punjab, Delhi, Himachal Pradesh.
9.	Fruit and vegetable sellers and dealers of milk products	5,17,132	Gour, Khatik	Tripura, Madhya Pradesh, Maharashtra, Punjab, Rajasthan, U.P, West Bengal, Himachal Pradesh, Delhi.
10.	Bone collection and shoe making	3,64,155	Gavaria, Hapi, Nadia, Mochi, Munchi.	Rajasthan, Bihar, Gujarat, Orissa, Maharashtra, West Bengal, Uttar Pradesh, Karnataka.
11.	Others (manufacturers of liquors, gold washers, floating of timbers, spinners, catachu makers and masonary works etc.)	1,69,803	Dahole, Daule, Katia, Kharwar, Sunri, Silawat	Himachal Pradesh, Madhya Pradesh, Maharashtra, U P., West Bengal, Orissa.
12.	Drummers, pottery, preparing of quilt and vessal making	1,09,993	Babgar, Dholi, Hira, Khumbhar, Laban.	Bihar, Rajasthan, U.P., West Bengal, Madhya Pradesh, Assam, Orissa.
13.	Lime and seashell	64,255	Asgar, Mukri, Naniya, Yelun	Maharashtra, Gujarat, Karnataka, West Bengal, Kerala.
14.	Carpenters and Ironsmiths etc.	56,827	Sutrudhar, Agariya, Badhi, Nagalu, Dhogni, Sipi	Assam, West Bengal, U.P., Madhya Pradesh, Tripura, Punjab.

APPENDIX XLVI

(Reference *para* 4 18)

Particulars of the Special Component Plans for Scheduled Castes prepared by the State Governments for 1980-81 (*as on* 17-4 1980)

(Rs. in crores)

State	% of Sch. Caste population	1980-81		
		Total Plan Outlay	Spl. Comp. Plan	Percentage
1	2	3	4	5
Andhra Pradesh	13 37	451 00	46.99	10 41
Assam	6 24	179 00	2 75	1 53
Bihar	14 88	425.00	20.13	4 73
Gujarat	7.08	502 50	13.81	2 74
Haryana	18 89	240.50	7.67	3.19
Himachal Pradesh	23.34	86 00	6 53	7 59
Karnataka	14.60	352.00	28.38	8 06
Kerala	9.38	240 00	10 23	4.26
Madhya Pradesh	13.81	530.00	49.50	9.33
Maharashtra	6.30	801.24	31 05	3 87
Manipur	1.53	37.00	0.45	1 21
Orissa	15.07	221.05	9.58	4.33
Punjab	24.71	284.00	7.99	2.81
Rajasthan	16 36	325.00	18 44	5.67
Tamil Nadu	17.81	382.62	24.3	6 3
Tripura	12.39	35.00	2.89	8.25
Uttar Pradesh	21.62	850.00	43.98	5 17
West Bengal	20.09	554.14	28 71	5.18
Pondicherry	15.46	13 10	1.63	12.44
TOTAL		6509.15	330 71	5.08

APPENDIX XLVII

(Reference *para* 4.21)

Illustrative List of Programmes for the Development of Scheduled Castes Especially Economic Development in the Special Component Plans

I. For, the Scheduled Castes agricultural labourers, who comprise 52% of all Scheduled Castes workers in the country.

(i) Animal Husbandry programmes including dairying in a viable package, with linkages with Operation Flood II and other livestock programmes, fodder, veterinary services etc.

(ii) Similar schemes for poultry, piggery, goat rearing, sheep breeding etc. in a viable package.

(iii) Sericulture, again in a viable package specially formulated to meet the needs of the Scheduled Castes agricultural labourers.

All these programmes for agricultural labourers should be taken up on a sufficiently large scale so as to enable at least half the Scheduled Caste families to cross the poverty line within the Plan period.

II. For Scheduled Castes cultivators who constitute 28% of all Scheduled Castes workers in the country.

The Scheduled Castes cultivators are mostly share-croppers, tenants, marginal and small farmers. They generally have land holdings of low quality and inferior cropping patterns and inadequate inputs. The following programmes require to be taken up for them :

(i) The comprehensive development of all land holdings of Scheduled Castes in the State with the provision of irrigation facilities wherever surface or ground water resources are available. In order that this makes a significant impact the programme has to be taken up on a substantial scale through a systematic listing of all Scheduled Castes holdings. Necessary inputs like credit, electricity, pump-sets, etc. should also be suitably linked.

(ii) Specific and significant coverage of the Scheduled Caste cultivators in all agricultural production programmes. This will involve provision of inputs like short-term credit, seeds, fertilizers etc. every season and services like marketing assistance, storage etc.

III. Programmes for other categories including fishermen, artisans etc.

In certain parts of the country Scheduled Castes are generally in specific occupational groups in large numbers. Thus for example fishermen in the Eastern region and weavers in the Western are wholly or mostly from the Scheduled Castes. Almost all leather workers all over the country and producers of many handicraft products in various parts of the country are also of the Scheduled Castes. It is necessary to take a total view of their problems in each category, formulate suitable programmes and implement them effectively. These would include :—

(i) Special comprehensive projects wherever there is a large number of Scheduled Castes—be they fishermen, weavers, leather workers or other artisans like basket and mat markers, cane and bamboo workers etc.

(ii) Specific programmes for the improvement of the skills of the Scheduled Castes in Cottage and Village Industries.

(iii) Provision of raw material banks/linkages, training in appropriate technology to create/upgrade skills, common facilities and work places, market linkages/assistance, subsidies etc.

IV. Programmes for those engaged in so called 'unclean occupations' like cleaning of dry latrines.

Though their proportion among Scheduled Castes is small, this category needs attention on account of the human aspects of their working conditions. They have to be trained and rehabilitated in alternative occupations, simultaneously with a programme for converting dry latrines into water-borne latrines. Meanwhile, their working and living conditions should be improved.

V. Education : Reducing the literacy gap of the Scheduled Castes and drop-outs rate

Though considerable progress has been made in the educational development of the Scheduled Castes, there is still a wide literacy gap between the Scheduled Castes and the rest of the population and the drop-out rate is higher among them. These problems are particularly acute among those Scheduled Castes who are agricultural labourers, subsistence farmers and artisans. Programmes for bridging the literacy gap of the Scheduled Castes require to be brought into the Plan and seriously implemented. Higher enrolment and lower drop-out rates through a scheme of payment of opportunity cost to the Scheduled Caste families who depend on the labour of their boys and girls to contribute to even subsistence level income; special emphasis on the education of girls; making adult education programme more meaningful and relevant to the Scheduled Castes especially by providing informational inputs pertaining to economic development opportunities and facilities; locating a good number of Adult Education centres and new schools in the Scheduled Castes mohallas/Localities as an instrument of social integration.

APPENDIX XLVIII

(Reference *para* 4.23)

Aspects which were to be taken into account by various State Governments while framing their revised special component plans for Scheduled Castes for* 1980-81

(a) It should specifically indicate how many Scheduled Caste families in the State are to be benefited by the various programmes through the provision of income-generating assets during the year to enable them to cross the poverty line. This should be in keeping with the objective of covering 50% of the Scheduled Caste families during the Plan period as indicated by the Prime Minister and must indicate how many Scheduled Caste families are to be so assisted by the schemes in each sector, particularly animal husbandry including dairying, agriculture including comprehensive land development, cottage and village industries, sericulture, fisheries, etc. These family oriented schemes must be based on the needs of the Scheduled Castes and should also be location-specific and activity-specific. They should also be in harmony with the aspirations and aptitudes of the beneficiary families. The approach has to be one of identifying the problems, seeking all the solutions and providing necessary schemes (which may have to be from more than one sector) so that they can be specially meaningful for the specific situations of the Scheduled Castes in each occupational group and enable the beneficiaries to cross the poverty line. This would, in practice, be planning for Man on which stress was laid by the Deputy Chairman, Planning Commission at the meeting of 19th April, 1980.

The technical aspects of each of the schemes in different sectors would not be subjected to another scrutiny by the Government of India. It is, therefore, important that each programme included in the Special Component Plan for the Scheduled Castes is fully and adequately cleared in respect of the technical and programmatic contents by the concerned Departments/ agencies in the State. The returns from the scheme, its viability, its relevance in the particular area etc should also be fully gone into.

(b) For each of the sectoral programmes which are intended to reach the Scheduled Caste families, appropriate package of inputs and services would be necessary. These will really specify "how" the schemes will actually reach the Scheduled Caste families and how their implementation will be effective in achieving the objective. Thus tie-ups with institutional finance, raw-material supply, common facility centres, skill development and marketing etc. are essential aspects of each scheme; these must be reflected in the Special Component Plan in the programmes of each sector. In the choice of technologies, stability of income and freedom from risks should be guiding factors. Where risks are unavoidable as in the case of animal husbandry programmes, insurance cover should be built into the project.

(c) We should also like to emphasise that in providing for the development of the Scheduled Castes, attention has to be focused on major occupational groups of the Scheduled Castes as obtain in each State like agriculture labourers, marginal and small farmers, leather workers, fishermen (especially in the States and U.Ts. of the Eastern region), weavers (especially in the States of the Western and North-Western regions), other artisans and urban unorganised labour.

(d) One important input, often ignored, is assurance of an adequate implementation machinery. The existing administrative machinery should be fully utilised and funds should not be diverted to expanding the establishment unless absolutely essential for ensuring the success of the programme. Subject to this, provisions for filling gaps in the administrative machinery and for orientation of the personnel, need to be included as part of the Special Component Plan of each sector.

(e) The arrangements for concurrent and continuous monitoring and evaluation have to be built into the Special Component Plan as an essential input of the composite programme in each sector. Corresponding outlays must also be specifically provided for in the Special Component Plan.

*Extracts from the Ministry of Home Affairs letter dated 24-5-1980 to State Governments.

S/22 HA/81—33

APPENDIX XLIX

(Reference *para* 4 35)

Amount allocated to various States out of the Special Central Assistance for Scheduled Castes during 1979-80

Sl. No.	State	Amount released (Rs. in Lakhs
1	2	3
1.	Andhra Pradesh	53.00
2.	Assam	18.00
3.	Bihar	35.00
4.	Gujarat	29.00
5.	Haryana	15 00
6.	Himachal Pradesh	18.00
7.	Karnataka	54.00
8.	Kerala	35.00
9.	Madhya Pradesh	32.00
10.	Maharashtra	40.00
11.	Manipur	1.50
12.	Orissa	20.00
13.	Punjab	15.00
14.	Rajasthan	23.00
15.	Tripura	2.00
16.	Uttar Pradesh	63 00
17.	West Bengal	45.00
GRAND TOTAL		498.50

APPENDIX L

(Reference *para* 4.46)

Statement giving the State-wise areas of Operation of the Integrated Rural Development Programme (As in June 1980)

State/U.T.	Total No. of blocks	No. of blocks selected under IRDP from Special Programme areas of				No. of blocks selected under IRDP from Non-special programme areas during		
		CADP	DPAP	SFDA	TOTAL	1978-79	1979-80	Total IRDP blocks (6 + 7 + 8)
1	2	3	4	5	6	7	8	9
Andhra Pradesh	324	45	43	80	168	6	16	190
Assam	134	4	..	35	39	15	15	69
Bihar	587	128	34	142	304	6	15	325
Gujarat	218	19	25	52	96	4	3	103
Haryana	87	13	7	19	39	9	9	57
Himachal Pradesh	69	..	..	11	11	18	21	50
Jammu & Kashmir	75	3	7	28	38	2	2	42
Karnataka	175	20	25	40	85	6	12	103
Kerala	144	10	..	35	45	13	5	63
Madhya Pradesh	458	22	25	79	126	58	28	212
Maharashtra	296	25	20	71	116	11	6	133
Manipur	26	1	..	4	5	6	1	12
Meghalaya	24	..	..	7	7	3	1	11
Nagaland	21	..	..	13	13	..	..	13
Orissa	314	30	15	69	114	13	4	131
Punjab	117	..	..	46	46	10	15	71
Rajasthan	232	10	47	46	103	9	10	122
Sikkim	..	..	..	2	2	..	..	2
Tamil Nadu	374	..	30	100	130	31	26	187
Tripura	17	..	..	7	7	..	1	8
Uttar Pradesh	876	195	23	115	331	53	92	476
West Bengal	335	62	21	80	163	6	13	182
SUB-TOTAL	4903	585	322	1081	1988	279	295	2562
Andaman & Nicobar	5	..	..	..	..	2	..	2
Arunachal Pradesh	48	..	..	..	..	10	..	10
Chandigarh	1	..	..	..	..	1	..	1
Dadra & Nagar Haveli	1	..	..	..	..	1	..	1
Delhi	5	..	..	3	3	..	..	3
Goa, Daman & Diu	12	..	..	7	7	..	..	7
Lakshadweep	5	..	..	..	..	2	..	2
Mizoram	20	..	..	..	.	5	5	10
Pondicherry	4	..	..	2	2	..	..	
SUB-TOTAL	101	..	..	12	12	21	5	38
TOTAL	5004	585	322	1093	2000	300	300	2600

Note:—300 blocks for 1980-81 have been allocated recently and the State/UTs. are yet to select these blocks.

APPENDIX LI

(Reference *para* 4.61)

List of Notified Commodities/Products as defined in the NCDC Act

(a) 'Agricultural produce' includes

(i) edible oil seeds;

(ii) cattle fodder, including oil-cakes and other concentrates;

(iii) raw cotton, whether ginned or unginned and cotton seeds;

(iv) raw jute; and

(v) vegetable oils.

(b) 'Foodstuffs' include

(i) coconuts and arecanuts;

(ii) eggs and egg products;

(iii) fish, whether fresh, dried frozen or preserved;

(iv) honey;

(v) fruits, whether fresh, dried or dehydrated;

(vi) meat, whether fresh, frozen, dried or preserved;

(vii) vegetables;

(viii) milk and milk products, and

(c) 'Notified commodities' are

(i) lac;

(ii) soaps;

(iii) match boxes;

(iv) kerosene;

(v) textiles;

(vi) cement;

(vii) tea;

(viii) fertilizers (organic, inorganic and mixed);

(ix) insecticides, fungicides, etc.;

(x) agricultural machinery, earth moving machinery;

(xi) paper and pulp, including paper products;

(xii) products of fermentation industries;

(xiii) timber products; and

(xiv) rubber.

APPENDIX LII

(Reference *para* 4.62)

Pattern of Financial Assistance from the National Cooperative Development Corporation for Cooperatives of Scheduled Castes

Type of assistance	Pattern of assistance		Mode of release of the assistance
	From NCDC to State Govt.	From State Govt. to the Cooperative Society	
1	2	3	4
1. Share capital contribution to State level Scheduled Castes Coop. Development Corporations/Federations for marketing of agricultural produce, distribution of agril. inputs and supply of consumer goods.	(i) As loan repayable in 14 equal instalments. The quantum of assistance for each society will be determined on merits of each case. (ii) The assistance from the NCDC may, if need be, subject to the State Govt. provides (From its own resources) suitable subsidy to the society concerned towards the cost on managerial, etc. staff.	In the form of clean share capital contribution or as share capital refundable (in annual instalments) but without any conditions regarding minimum rate of dividend or interest.	The assistance will be released on approval of the proposal. Further assistance to the society will be provided only it is raises matching share capital from its members (other than State Govt.) to the extent of at least 5% of the earlier Govt. Share capital contribution made under this scheme. The assistance would be provided to the State Government in the form of reimbursement finance *i.e.* the Corporation would remit its assistance only after the State Govt. have financed the beneficiary society (ies).
2. Share capital contribution to cooperative marketing/processing societies with more than 50% membership from Scheduled Castes communities and their societies, for marketing of agril. produce, distribution of agricultural and supply of consumer goods.	(i) As loan repayable in 14 equal annual instalments. The quantum of assistance for each society will be determined on merits of each case. (ii) The assistance from the NCDC may, if need be subject to the condition that the State Govt. provides (from its own resources) suitable subsidy to the society concerned towards the cost on managerial, etc staff.	In the form of clean share capital contribution or as share capital refundable (in annual instalments) but without any condition regarding minimum rate of dividend or interest, subject to the condition that the society concerned raises matching share capital from its members (other than State Govt.) to the extent of 5 to 10% of the first instalment of assistance (the exact percentage of such matching contribution will be determined for each case depending on the stage of development of the Society etc)	First instalment of 50% of the assistance will be released on selection and approval of the proposal and the second instalment (50%) will be released after the society raised its matching share of share capital in the prescribed ratio and also achieves the business targets prescribed. The assistance would be provided to the State Govt. in the form of reimbursement finance *i.e* the Corporation would remit its assistance only after the State Govt. have financed the beneficiary society(ies).
3. Loan and subsidy for purchase of transport vehicles by the State level Scheduled Castes Cooperative Development Corporations/ Federations and Marketing/Processing Societies with more than 50% membership from Scheduled Castes communities and their societies.	(i) As loan repayable in 10 equal annual instalments to the extent of 50% of the cost of the vehicles (ii) As subsidy to the extent of 25% of the cost of the vehicle (s).	(i) As loan repayable in 10 equal annual instalments to the extent of 50% of the cost. (ii) As subsidy to the extent of 25% of the cost. Balance of 25% of the cost is to be raised by the society from out of its internal resources and/or from cooperative commercial banks and other financial institutions.	The loan/subsidy will be released on approval of the proposal and after the society places firm orders with the suppliers and the availability of the vehicles, within reasonable time is confirmed by the suppliers. The assistance would be provided to the State Govt in the form of reimbursement finance *i.e.* the Corporation would remit its assistance [only after the State Govt. have financed the beneficiary society (ies).]
4. Loan and subsidy for construction of storage godowns by the State level Scheduled Castes Cooperative Development Corporations/Federations, marketing and processing societies with more than 50% membership from the Scheduled Castes	(i) As loan repayable in 14 equal annual instalments (with a moratorium on repayment of principal for the first 3 years) to the extent of 50% of the cost of the godowns. (ii) As subsidy to the extent of 25% of the cost of the godowns.	(i) As loan repayable in 14 equal annual instalments (with a moratorium on repayment of principal for the first 3 years) to the extent of 50% of the cost of the godowns.	50% of loan/subsidy will be released on approval of the programme and after the society concerned had acquired the land for the godowns and the remaining 50% of loan/subsidy on release by the State Govt. the full share (50% of the cost of subsidy) to the society and after the construction of the godown reaches the plinth level.

1	2	3	4
communities and their cooperatives and primary level and agricultural credit/service/ multipurpose societies with 50% or more membership from Scheduled Castes communities.			The assistance would be provided to the State Govt. in the form of reimbursement finance *i.e.* the Corporation would remit its assistance only after the State Govt. have financed the beneficiary society (ies).
5. Loan and subsidy for establishment of small and medium sized units for processing of agril. horticultural produce, dairy units (including milk chilling plants, fluid milk units, milk product plants) and cold storages and for rehabilitation, expansion and modernisation of the existing processing units.	(i) As loan repayable in 14 equal annual instalments (with a moratorium on repayment of principal upto first 4 years) to the extent of 60% of the block cost of the unit. (ii) As subsidy to the extent of 20% of the cost of the unit.	(i) As Govt. share capital contribution to the extent of 20% of the cost of the unit. (ii) As loan repayable in 14 equal annual instalments (with a moratorium on repayment of principal first upto 4 years) to the extent of 55% of the block cost of the unit. (iii) As subsidy to the extent of 20% of the cost of the unit. The balance of 5% of the cost of the unit should be raised by the society by way of share capital from its members (other than State Govt.) and or from out of its surplus internal (owned) resources. If, however, the society is able to raise more than 5% of the cost, the loan assistance fr m the State Govt. may be correspondingly reduced, *i.e.* to the extent of the excess collection over and above the 5%.	25% of the loan/subsidy will be released by NCDC as ways and means advances after the society had raised/set apart 50% of the margin to be raised by it, (*i.e.* 2½ of the cost of the unit) acquired the land, placed orders for machinery and the State Govt. had released 20 % of the cost—15% in the form of share capital contribution and 5% as subsidy. Further releases will be regulated with reference to the progress of expenditure on the unit and while doing so the ways and means advance will be adjusted proportionately against future releases. The assistance would be provided to the State Govt. in the form of reimbursement finance *i.e.* the Corporation would remit its assistance only after the State Govt. have financed the beneficiary society(ies).

Note:—1. For this purpose, small sized units are those whose block cost is below Rs. 15 lakhs and medium sized units are those whose block cost is above Rs. 15 lakhs but below Rs. 60 lakhs.

2. Block cost shall include cost of land, building, plant and machinery, margin money for raising working capital finance from banks, pre-operative expenses (during construction period) to be capitalised, etc.

Assistance towards cost of specialised training to technical/managerial personnel of the cooperatives for Scheduled Castes.	As subsidy to the extent of 100% cost of specialised training of technical/managerial personnel of senior category who are borne on the regular establishment of a Scheduled Castes Cooperative Society/Federation/Corporation. Government staff on deputation, except deputationists to State level Corporation/Federation, are not covered under the scheme. NCDC's assistance is limited to Rs. 5,000 per candidate per course and Rs. 15,000 per society during a year.	As in Col. 2	The Assistance would be provided to the State Govt. in the form of reimbursement finance *i.e.* the Corporation would remit its assistance only after the State Government have financed the beneficiary society(ies).

Note:—The prior approval of the NCDC should be obtained before deputing the personnel concerned for training.

6. Assistance for establishment of agro-service centres to provide custom hiring services of agricultural machinery to the farmers.	The revision of the existing pattern of assistance is under finalisation and the revised pattern will be communicated in due course.		
7. Subsidy for undertaking feasibility studies and preparation of projects for establishment of processing and inputs units.	The entire cost will be provided by the NCDC in the form of subsidy to the State Govt. provided the prior approval of the NCDC is obtained before entrusting the work to the Consultants.	The entire cost will be provided by the State Govt. to the society as subsidy	The subsidy will be released after the expenditure is incurred by the State Govt./Society.

1	2	3	4
8. Subsidy for establishment of technical and promotional cells in State level Scheduled Castes Cooperative Development Corporations/Federations.	Subsidy upto 90% of the cost for a period of 5 years for technical and other experts appointed in the Cell with prior approval of the Corporation.	As in Col. 2	The subsidy will be released to the State Govt. on reimbursement basis, *i.e.* after the expenditure is incurred by the State Govt./ Federation

Note:— (i) The cost on account of Basic Pay, Dearness Allowance, CCA & HRA of the experts will only be subsidised. The costs relating to T.A. leave salary, provident fund contribution, bonus, etc. as well as the cost of the supporting staff should be met by the Corporation/Federation from its own funds or from subsidies from State Government's funds.

(ii) The assistance is subject to a ceiling of Rs. 1.00 lakh per annum and Rs. 7.5 lakhs to each State Federation for the entire period.

(iii) The exact percentage of the cost to be subsidised (subject to the maximum of 90%) will be determined on merits of each case with reference to the financial position, etc. of the society.

APPENDIX LIII

(Reference *para* 4.72)

Low Cost Waterseal Latrine Programme in Urban India U.N.D.P. Global Project

1. *Introduction*

According to 1971 census nearly 11 crore persons live in 3,119 towns of India. At present nearly 6.5 lakh scavengers are employed in the depriving work of carrying the night soil of fellow human beings. According to the mid-decade review of World Health Organisation, the urban population using dry latrines in 1975 in India was 4.6 crores while the total of 25 other countries excluding China (which had not reported) was only 1.37 crore, hardly 30% of that of India. Scavengers, as a class, are employed only in very few other countries.

The Barve Committee appointed by Maharashtra Government (1952) and the several committees appointed by the Government of India including the Malkani Committee (1960), National Labour Commission Committee on the working and service condition of sweepers and scavengers (1969) concluded: "That a section of humanity should be condemned to such degrading conditions is a slur on our culture and disgrace to our society. By introducing water flush latrines, we would not only be rescuing this deprived section of society from a wretched existence but would also be solving to a large extent the public health and sanitation of our rural and urban habitations".

2. *Present Situation*

Although sanitation or at least sewarage with water flush latrines has been recognised as a necessary concomitant programme alongwith water supply, due to want of resources in the contending priorities, in spite of its specific inclusion an integral part of the water supply schemes when the National Water Supply and Sanitation Programme was initiated in 1957, this coverage has not even caught up with the water supply coverage which is in itself not very satisfactory. Today, even in the urban communities where sewerage schemes have been developed on a large scale, the population which are provided with flush toilets is hardly 20% (including those sharing toilets or served by communal latrines, which are generally insanitary and do not serve all for whom they are meant), while nearly 88% have access to piped water supply Even the ambitious targets of the International Water Supply and Sanitation Decade (1981—1990) set by the Government of India in the Ministry of Works and Housing includes sanitation in 80% of the urban areas by 1990 The abolition of scavenging cannot be possible unless all the dry latrines in the country are converted into flush latrines and all the households without any latrines are provided with flush latrines and where such latrines cannot be constructed due to either physical constraints of space or technical or financial constraints, access to well maintained, sharing or community latrines is provided. Until recently, it was thought that such a solution was not possible for the urban areas as the conventional sewerage was very costly and hardly 209 towns could be sewered and that too only partly and with far less house connections than designed in all the preceding years of development

3 *UNDP Global Project*

UNDP Global Project of which the World Bank is the Executing Agency, is working in 12 countries including India, with headquarters in Washington. In India it is specifically formulating proposals on the low cost techniques on excreta disposal in urban areas with varying geohydrological and social conditions including field trials for the different techniques developed by this Technical Advisory Group (TAG). The TAG staff located in India consists of a Resident Manager (a Sanitary Engineer) for South East Asia assisted by three Advisers in Sanitary Engineering and the one Consultant on Ground Water Pollution. In June 1979, the Government of India in the Ministry of Works and Housing decided that 110 towns be selected in the 7 States of Assam, Bihar, Gujarat, Maharashtra, Rajasthan, Tamil Nadu and U.P. in the first instance for providing low cost waterseal latrines wherever possible with onside disposal of human waste and entrusted the job of preparation of the Master Plan Report including Preliminary Engineering and Feasibility Study for 110 towns under the UNDP Global Project. Care is being taken to prepare the project of all these 110 towns of a standard which would be acceptable for financial assistance by the national international as well as bilateral agencies. The UNDP is providing necessary expertise, both foreign and national, to prepare the project by providing a multidisciplinary project team comprising of experienced sanitary engineers, public health specialists, social scientists and economists (both national and international)

4 *Studies undertaken by the Project*

To prepare a project with optional designs for the varying hydrogeological conditions and the socio-

economical background which could be accepted by any donor agency (national, international or bilateral), the following studies are being carried out under the guidance and financial assistance from UNDP Global Project to ensure that any lapses of the past programme may not be repeated and all controversial issues taken care of :

(i) Study of the extent of pollution of groundwater, soil as well as contamination, of any, water mains in the vicinity as a result of installation of waterseal latrines with leaching pits. Since such large scale installations of latrines exist in the States of Bihar, Gujarat and Tamil Nadu, these studies are undertaken in collaboration with the concerned State Water Pollution Prevention Board, NEERI Zonal Laboratories, State Public Health Laboratories and under the overall guidance of the Pollution Advisory Committee, comprising of Chairman, Central Board for Prevention and Control of Water Pollution : Adviser (PHEE), Ministry of Works and Housing : Director, NEERI and a Sanitary Engineer of W H.O

(ii) Evaluation of the ongoing latrine programmes in 19 towns in three States by independent authorities (Bihar-Head of Sociology Deptt. of Patna University : Gujarat-Head of Sociology Deptt. of Sardar Vallabhai University : Tamil Nadu—Director, Public Health Institute, Poonamallee).

(iii) Administrative, Financial, Legal and Institutional Studies of all the local bodies of the 110 project towns by the Rajasthan Institute of Local Self Government, Jaipur for pin-pointing the existing lacunae and suggesting practical and expeditious remedial measures needed in these fields.

(iv) Engineering Studies and testing the Structural design of waterseal of the pour flush leaching pit latrines by the Central Building Research Institute, Roorkee. These designs are prepared by TAG based on the field studies carried out at Ghaziabad, those currently in use in Bihar, Gujarat and Tamil Nadu and the literature review on the earlier work done by the NEERI, Poonamallee Institute of Public Health, All India Institute of Public Health, Indian Council of Medical Research, Research-*cum*-Action Centres, Lucknow, Trivandrum and Najafgarh, Indian Standards Institution, World Health Organisation and different private institutions involved in the development of pan and trap units

(v) Studies on the Rehabilitation of Scavengers after the introduction of the pour flush waterseal latrines in the different towns taking into account the various systems of customary rights of scavengers in the different States by Department of Social Sciences, University of Rajasthan, Jaipur.

(vi) Study on the general condition of public latrines in the country (with particular reference to Bihar) with special emphasis on their operation and maintenance and the measures needed for their effective utilisation by the Anugraha Narain Sinha Institute of Social Studies, Patna.

(vii) Computer Studies for analysing the data of 9 lakh households in the 110 towns to provide a guideline to every local authority regarding the type of latrine to be provided in each household, its cost and the type of financing needed to enable the householder to instal such a unit. The data relates to the income levels, drinking water source, electricity availability, strength of the family, availability of flush latrine, dry latrine and otherwise, feasibility of conversion of the existing dry latrine with leaching pits inside the premises or outside feasibility of construction of new latrines with leaching pits inside the premises or outside for each household.

Simultaneously, TAG is also providing technical advice and monitoring of the technical, sociological and financial aspects for construction of demonstration units in every municipal compound and also some premises of the individual householders of the 110 towns for the public to observe the working of those latrines and give wide publicity. In fact these are part of the demonstration units being set up all over the 12 project countries to test the designs already developed for the varying conditions of no water or water scarcity regions to regions with ground surcharged with water and even prone to flooding and anal cleaning practices using solid cobs to ablution water. Thus sanitary latrines without the necessity of scavengers are being designed for all possible situations including where waterseal latrines may not be found to be suitable. Waterseal latrines with leaching pits have already been accepted and are being adopted in the three states of Bihar, Gujarat and Tamil Nadu (where large scale programmes of this type are under execution) and are working satisfactorily. In short technological solutions to all possible situations are available

5 *Scavengers Employed*

According to 1961 census the population of scavengers and sweepers was 3,86,726 and 4,15,610 respectively Adopting the increase in these populations same as the increase of total urban population

during the decade 1961—70 (38.23%) and the estimated increase during 1971—80 as 29% the present scavenger and sweeper populations come to 6.90 lakhs and 7.41 lakhs respectively. Assuming an average size of the household of these low income groups as 7 and about 5 of each household are employed, the employed scavengers and sweepers at present work out to approximately 4.93 lakhs and 5.29 lakhs respectively. The data collected from the 110 towns of the Global Project also generally corroborates these figures.

While the scavengers are primarily employed in cleaning the dry latrines, because of the open defecation on the road sides and gutters due to 30—80% of the households not having any latrines, the road side sweepings and garbage are also mixed with night soil and about 30% of the sweepers are also forced to handle the filthy night soil.

Thus about 6.51 lakhs of human beings are at present handling the filthy night soil apart from living in dirt and squalor. They can have a better chance and equal opportunities of living if only the target of "one family one flush latrine" is achieved by (a) converting all the existing dry latrines into water flush ones, (b) providing low cost pourflush latrines to all households not having any latrine wherever space permits, (c) providing well maintained sharing or community latrines only for those households where individual latrines are not possible and (d) the scavengers and sweepers presently engaged in the removal and carriage of night soil are suitably rehabilitated.

6 *Cost Estimates*

Based on the household surveys of the 110 towns taken up under the Global Project corroborated by the World Health Statistics Report (Vol. 29, No. 10, 1976) and the information furnished by the Government of India, the following is the general (Country average) distribution of the 109.11 million urban population of India in 1971.

Persons having flush latrines	10 to 30% (30% in class I cities and 10% in other towns)
Persons having dry latrines	40%
Persons having no latrines	50 to 30% (30% in class I cities and 50% in other towns)

Also, it was found that the average per capita cost of providing a new individual household latrine or sharing or community latrine was nearly the same with the number of users per seat being 5 and 20 respectively.

Cost of coverage of class I cities

1971 population 53,380,841 or say, 534 lakhs

1981 population (with 22% increase during the decade) $\frac{534 \times 122}{100}$ = 651 lakhs

No. of households with dry latrines $\frac{651 \times 0.4}{5}$ = 52 lakhs

No. of households without latrines $\frac{651 \times 0.3}{5}$ = 39 lakhs

Cost of conversion of 52 lakhs dry latrines at 1980 prices @ Rs. 550 each $\frac{53 \times 550}{10}$ = 286 crores

Cost of construction of 39 lakhs new latrines without super-structure at 1980 prices @ Rs. 600 each. $\frac{39 \times 600}{10}$ = 234 crores.

Cost of minimum super-structure for 39 lakhs new latrines at 1980 prices @ Rs. 150 each $\frac{39 \times 150}{100}$ = 58 crores.

Total	Rs. 578 crores.
Provision for variation in physical conditions & designs @ 10%	Rs. 58 crores
	Rs. 636 crores
Provision for Training, Motivation (including bonus), Publicity & Administrative Arrangements @ 5%	Rs. 32 crores
	Rs. 668 crores
10% contingencies	Rs. 67 crores
	Rs. 735 crores
or say	Rs. 750 crores
Scavenger Rehabilitation Programme	Rs. 100 crores
Grand Total	Rs. 850 crores
Say	Rs. 900 crores.

Cost of coverage of all towns other than class I cities

1971 Population 55,713,468, or say 557 lakhs

1981 Population (with 22% increase during the decade) $\frac{557 \times 122}{100}$ = 680 lakhs

No. of households with dry latrines. $\frac{680 \times 0.4}{5}$ = 54 lakhs

No. of households without latrines $\frac{680 \times 0.5}{5}$ = 68 lakhs

Cost of conversion of 54 lakhs dry latrines at 1980 prices @ Rs. 550 each. $\frac{54 \times 550}{10}$ = 297 crores

Cost of construction of 68 lakhs new latrines without super-structure at 1980 prices @ Rs. 600 each $\frac{68 \times 600}{10}$ = 408 crores

Cost of minimum superstructure for 68 lakhs new latrines at 1980 prices @ Rs. 150 each $\frac{68 \times 150}{10}$ = 102 crores

Total	Rs 807 crores
Provision for variation in physical conditions and designs @10%	Rs. 81 Crores
	Rs. 888 crores
Provisions for Training, Motivation (including bonus), Publicity @ 5%	Rs. 44 Crores
	Rs. 932 crores.
10% contingencies	Rs 93 crores
	Rs. 1025 crores
or Say	Rs. 1000 crores
Scavenger Rehabilitation Programme	Rs. 100 crores
Grand Total	Rs. 1100 crores

Out of the 150 class I cities, hardly 69 have been sewered any that too only partially with the population actually served by sewerage facilities being only of the order of 20% and another 10% served by septic tanks etc. The cost of covering the balance population of class I cities alone with low cost sanitation works out to about Rs. 750 crores while that of sewerage would be at least eight times that. There are presently about 3.2 lakh scavengers in these 150 class I cities.

Of the remaining 2,969 urban towns, hardly 10% of the population is served with flush toilets connected to either sewers, septic tanks or leaching pit latrines. The cost of complete coverage with low cost sanitation works out to about Rs. 1000 crores.

Accordng to the guidelines indicated by the Govt. of India in the Ministry of Works and Housing for the International Drinking Water Supply and Sanitation Decade, all the class I cities are to be provided with 100% sewarage and these low cost sanitation techniques adopted only for all other towns to provide 80% sanitation coverage for overall urban areas by 1990. To serve all the remaining population of class I cities with sewerage system with the most modest type of internal fixture and plumbing, the estimated cost would be about Rs. 6,000 crores. The total provision for both urban water supply and sewerage and sanitation for all classes of towns in the draft VI Plan (1980—85) is about Rs. 1,500 crores which includes approximately Rs. 20 crores for low cost sanitation.

Obviously, therefore, hardly any improvement in the sanitation can be achieved with this allocation. Thus, there is absolutely no chance of abolishing scavenging even by 1990 it these existing priorities and funding policies continue.

Even in class I cities, there are large areas particularly in the fringe and new development areas where the low cost waterseal latrine could be adopted as a first stage which could be later connected to sewerage as and when provided. As a matter of fact, the low cost waterseal latrine is only the First Phase which could be conveniently connected to a sewerage system as and when developed. Most of the municipal bodies of these class I towns are not financially strong to take up large scale sewerage schemes even if loans could be found to the extent needed. If the low cost sanitation measures with little or no maintenance, are provided, both the capital and maintenance burdens on the municipalities are substantially reduced and scavenging completely abolished apart from the public health and economical benefits

It is possible to abolish scavenging in 2969 towns (other than class I) and 3.3 lakh scavengers ameliorated if the Rs. 1,000 crores programme of low cost sanitation construction programme is taken up immediately with the following flow of funds as a central sector scheme with suitable support for scavenger rehabilitation which may amount to another Rs. 100 crores :

1980–81	Rs. 50 crores
1981–82	Rs. 150 corres
1982–83	Rs. 250 crores
1983–84	Rs. 250 crores
1984–85	Rs. 300 crores
	Rs. 1000 crores

If additional provision of Rs. 800 crores is made available for the low cost sanitation construction programme scavenging in the 150 cities also could be abolished and additional 3.2 lakh scavengers ameliorated. This is exclusive of the rehabilitation cost of about Rs. 100 crores.

7. *Organisation and Management*

One main lacuna of the existing programmes resulting in slow progress in some States and no progress in most of the States where similar programmes were taken up in the past was the non-availability of an organisation which does all the work on behalf of the householder from the time of application to the completion of the work and looks after the maintenance of the structural part of the unit for sometime immediately after the installation. Various organisational alternatives for this implementation agency and the measures needed both at the central and state level to ensure efficient and economic execution of the time bound project with timely flow of the Central and other funds for the Project like the Central Policy Committee, State Direction Committee, Urban Latrine Management Board and Local Guiding Committee have been suggested in Annexure I.

8. *Pattern of Financing*

The other main lacuna of the existing programmes was the non-availability of full funds to complete the work including superstructure, assistance being available either in the form of grant or loan for only part of the total cost While there may be a number of householders who can afford to have these units constructed from their own funds, fully or partly, the response in their coming forward is painstakingly slow and halting and the costs are escalating with the passage of time. The minimum reasonable cost of the super-structure has to be provided. It would be supplemented by the householder if he wants to have a better structure within his means.

According to the National Sample Survey (28th Round 1973-74 published in SURVEKSHANA Vol. I, July 1977), 37.62% of the All India urban population are below the poverty line (monthly per capita expenditure less than Rs 49), 20 85% with a monthly per capita expenditure range of Rs. 49.64; 30 66% with a range of Rs 64—108 and 10 87% above that range These figures are also corroborated by the latest assessment of Planning Commission (1980).

In view of the above findings and since the average monthly loan repayment on a 15 year term, would be about Rs. 6 at 8% interest, the following pattern of assistance to the individual householders is suggested for expeditious implementation of the Programme in a maximum period of 10 years (1990) :

100% grant	for 40% of households in all urban areas.
50% grant & 50% loan	for 20% of households in all urban areas
25% grant & 75% loan	for 5—15% of households (5% in class I cities and 15% in other towns)
100% loan	for 5—15% of households (5% in class I cities and 15% in other towns).

This takes into account that 30% of the population on an average for class I cities and 10% in other towns have already waterflush latrines.

Since 3 types of grants and loans are proposed, it would be better that they are related to the property value of the houses, as municipal records on this are readily available and the provision of this amenity will increase the value of the property. According to one of the several recommendations being made by the legal, financial and institutional studies, this will no doubt provide for the accelerated implementation of the Programme.

Thus this programme of "one latrine for each family in urban areas" would need Rs. 2000 crores with grant and loan components, as detailed below :

(Rs. in crores)

Grant Component

	Class I cities (150)	Other towns (2969)	Total (3119)
1	2	3	4
(i) Construction Programme	600	650	1250
(ii) Rehabilitation	100	100	200
	700	750	1450
Loans Component for			
Construction programme	200	350	550
Grand Total . .	900	1100	2000

9. *International and Bilateral Assistance*

Hopefully various international and bilateral agencies would be prepared to assist this Programme if proper feasibility reports are prepared. UNDP Global Project is already preparing the Master Plan Report including Preliminary Engineering and Feasibility Study for the 110 towns in the seven States selected for Phase I and these would be ready for review by Government by April 1981. The Ministry of Works and Housing, has requested for the preparation of Phase II of the project. This will include the preparation of similar report for some 100 representative class II and III towns in the remaining 10 States and 3 Union Territories where piped water supply is available and where sewerage is not envisaged during the next decade. The preparation of this project is to be founded under the UNDP IPF funds for India. The feasibility reports for these 100 towns, according to this proposal, would be ready for review by Government by October 1982.

10. *Conclusions and Recommendations*

In the past, as at the time of Gandhi Centenary Celebrations, such programmes had been taken up in fits and starts but no tangible results were obtained except in very small pockets because of the non-availability of funds and also appropriate organisational, managerial and technological solutions.

If the necessary funds (para 8) are made available and the recommendations on the Organisational and Management (para 7) alongwith the remedial measures and recommendations resulting from the various in depth studies (para 4) to be included in the Master Plans and Feasibility Studies under preparation by the UNDP Global Project are implemented, it is possible to abolish scavenging in all the urban areas excluding class I cities (2969 towns) by 1985 as the First Phase and the entire urban India by 1990. However, concerted and determined efforts are necessary.

Work could be started in the various towns for the construction of demonstration units for giving wide publicity and mass awareness of this low cost solution even during the current financial year. A provision of Rs. 50 crores is needed immediately to enable the completion of about 7 lakh latrines in various towns to serve as demonstration units and to give the necessary fillip and create the tempo to achieve the targets set.

For the implementation of the First Phase programme envisaged above, the following flow of funds (excepting for the scavenger rehabilitation) would be needed.

1980–81	Rs. 50 crores
1981–82	Rs. 150 crores
1982–83	Rs. 250 crores
1983–84	Rs. 250 crores
1984–85	Rs. 300 crores
Total	Rs. 1000 crores

UNDP Global Project would provide technical assistance (in particular on the latest technological advances on low cost sanitation) in the various stages of implementation of the programme with its added experience in the other parts of the world. It would also assist the Government in monitoring and evaluating the programme.

ANNEXURE No. 1

ORGANISATION AND MANAGEMENT

The main lacuna of the existing programme resulting in tardy progress is to due to non-availability of an institution of agency which will execute the programme at a reasonable service charge on behalf of the householder from the time of application to the completion of and work including the several stages of approval, receipt of grant and loan amounts, formalities including documentation, selection of designs suitable for the individual locations, procurement of materials of the requisite specification at competitive prices, arrangement of trained skilled as well as unskilled labour, supervision of construction, attending to complaints, if any, desludging the pit contents as and when needed and arranging for its marketing.

UNDP Global Project has developed type designs for the different site conditions and also the estimates and statements of material quantities thereof. Since pan and trap unit is the costliest and intricate design is involved, UNDP Global Project has also standardised the design for this (for the present as adopted in ISI specification) and is promoting its manufacture both in ceramics and PVC to reduce the cost considerably. It has also standardised the size and structural soundness of the pits in consultation with the Central Building Research Institute. Roorkee. Once the mass programme is decided to be taken up, it is possible to centrally order the requirements of pan, trap, 'Y' piece with inspection eye (both PVC and other materials) cement, steel for each State or District as the case may be and arrange for precast slab covers for the leaching pits and even precast units for the super-structure for each municipality or ward in bigger municipalities. This would enable quality control and also ensure economy and speed in construction.

To ensure efficient and economic execution of the time-bound project with timely flow of the Central and other funds for the project, a Central Policy Committee, a State Direction Committee, State Urban Latrine Management Board, and Local Guiding Committees, all of which could be set up by executive orders, are suggested as under :

Central Policy Committee

A Central Policy Committee of the Union Government consisting of the Union Ministers in charge of (i) Welfare of Scheduled Castes and Backward Classes, (ii) Water Supply and Sanitation, (iii) Planning and (iv) Finance and two eminent social workers/experts representing the interests of scavengers/conversant and enthusiastic about this programme will laydown the policy in regard to the formulation and execution of the projects in the country including the financial pattern and indicate the financial allocations and targets to the individual states for each year for implementing the time bound programme

State Direction Committee

The Committee of Direction at the state level consisting of Ministers in charge of (i) Welfare of Scheduled Castes and Backward Classes, (ii) Water supply & Sanitation, (iii) Local Self Govt. (iv) Finance and (v) Planning and three eminent social workers/experts representing the interests of scavengers/local bodies and conversant and enthusiastic about this programme will laydown the policy in regard to formulation and execution of the projects in the state and also indicate the financial allocations to the individual municipalities. It may issue necessary directions to the Management Board on any matter.

State Management Board

The state level Urban Latrine Management Board consisting of Secretaries in charge of (i) Welfare of Scheduled Castes and Backward Classes, (ii) Water Supply and Sanitation, (iii) Municipal Administration, (iv) Finance, and (v) Planning, Senior-most engineer of the state Government dealing with water supply and sanitation, Director of Municipal Administration and three eminent social workers/experts representing the interests of scavengers/local bodies and conversant and enthsusiastic about this programme will, on behalf of the state government, control, supervise and guide the implementing agency to implement the programme as per the policy laid down or directions issued by the State Direction Committee from time to time. It shall be responsible for the preparation, execution, promotion and financing of the schemes including loan recovery. For the overall supervision and monitoring of the construction, maintenance and loan recovery programmes, it would be assisted by a full time technical cell which would also include a financial expert, Director, Municipal Administration will function as Member-Secretary of this Board.

Such specific boards are mainly necessary for attracting and channelling the funding, particularly through the international bilateral and institutional agencies.

Local Guiding Committee

The local level guiding committee consisting of the Chairman and two members of the Municipal Council, one representative of the scavenger community in the municipality and two public men conversant and enthusiastic about the programme will give local

guidance to the implementation agency in all activities concerning this programme and with particular reference to motivation, publicity, implementation, monitoring, loan recovery, marketing of sludge etc.

Implementation Agency

While the individual units could be put up by trained masons under the overall supervision by a technical supervisor of where necessary, by an overseer or a Junior Engineer, a specific organisation in charge of the operation is necessary for preparation, execution, monitoring and control of the programme. Since the municipalities already recover the taxes and water charges and this programme involves the recovery of loan instalments from large number of house-holders, the Municipalities themselves could be the implementation agencies, if they have the necessary infrastructure. The existing Public Health Engineering Department of Water Supply and Sewerage Board or the Directorate of Municipal Administration of the state government, suitable registered voluntary organisation or a cooperative society having licensed and trained plumbers or any other separate organisation specifically set up for the work in themselves or in combination with one or more of the organisations indicated above could be the several alternative implementation agencies at the state level to be entrusted with the preparation, execution, promotion and maintenance of the schemes including desludging of leaching pits and marketing of the pit contents as well as loan recovery (after getting the necessary power delegated).

ANNEXURE No. 2

SCAVENGER REHABILITATION MEASURES

Nearly 6.50 lakh severagers are presently employed in the removal of human excreta in the urban areas of the country. If the proposed Low Cost Waterseal latrine Programme covering every household with a flush latrine—either individual or shared or community is implemented fully, all these scavengers have to be gradually rehabilitated into other duties or vocations which make them self-reliant. This rehabilitation would be more difficult where certain customary rights known as "Gharaki, Gharagi, Jagirdari, Jajmani, Illaqedarii, Thakinedari, Dastoori or Brit" are jealously guarded by some scavengers. Such a system whereby the scavengers have acquired a hereditary right to clean latrines in private households or localities exists in certain regions of the States of Punjab, Haryana, Rajasthan, Madhya Pradesh, Uttar Pradesh, Gujarat, Karnatak, Andhra Pradesh, J & K and Delhi.

Under the Global Project, a comprehensive study on this subject is undertaken and their comprehensive recommendations on rehabilitation would be available by end of January 1981. However, the following measures could be suggested for the present :

(i) Diversion to the road or street sweeping or garbage disposal gangs in the different municipalities—both full time and part time if they are overaged for full time employment.

(ii) Training to make them masons/assistants in the job of pourflush latrines for which a large and massive programme is being undertaken.

(iii) A few people are too old and illiterate and unable to take up new vocations suggested can be absorbed under a pension scheme.

(iv) Some can be absorbed as peons, Chowkidar, messengers etc. in the Government departments, public undertakings, private industry.

(v) Absorption in handloom, broom making and 'moodha' making or other cottage industries after some stipendiary training.

(vi) Tailoring

(vii) Training in weaving, carpentry and manufacture of plastic toys for male scavengers.

(viii) Wicker work, Poultry, piggery and matmaking

(ix) All members of a scavenging family who offer to give up scavenging en-bloc (*i.e.* of a family in which no member will hereafter continue scavenging work) should be provided with a stipend equivalent to the amount the family was earning through scavenging or a minimum of Rs. 100/- each to secure training in some gainful trade or occupation for a period of six months and after the completion of the training, each of them to be provided with a grant of about Rs. 1000/- mainly in kind and partly in cash to settle in the particular trade or occupation for which he or she has been trained. The trades should be selected for different areas in consultation with the actual scanvengers and their aptitudes. Piggery and poultry farms, on a cooperative basis, with proper training and supervision should prove to be very remunarative and popular

APPENDIX LIV

(Reference *para* 4.78)

State-wise Advances of Public Sector Banks under D.R.I. Scheme as at the end of December, 1979

(Rs. in lakhs)

State/Region	No. of borrowal Accounts	Amount outstanding	Of which SC/ST amount outstanding	% of advances to SC/ST to Total DRI advances
1	2	3	4	5
1. Haryana	49891	679.92	369 49	54.34
2. Himachal Pradesh	36616	281.82	188.33	41.99
3. Jammu & Kashmir	27330	224.54	39.57	17.62
4. Punjab	70384	689.30	420.85	61.06
5. Rajasthan	56914	539.21	260.32	48.28
6. Chandigarh	4141	205.67	186.43	90.65
7. Delhi	5779	62.12	15.75	25.35
Total Northern Region	251055	2682.58	1410.74	52.59
	(12.0)	(19 0)		
1. Assam	28096	139.44	55.28	39.64
2. Manipur	1597	10.17	6 88	67.65
3. Meghalaya	3144	18.30	13.84	75.63
4. Nagaland	855	6.06	5.53	91.25
5. Sikkim	71	0.54	0.19	35.19
6. Tripura	6328	40.39	19.17	47.46
7. Arunachal Pradesh	223	1.48	1.09	73.65
8. Mizoram	486	3.95	3.73	94.43
Total Northern Eastern Region	40800	220 33	105.71	47.98
	(2.0)	(1.6)		
1. Bihar	199500	1037.85	405.12	39.04
2. Orissa	80169	333.58	164.52	49.32
3. West Bengal	108242	478.96	179.76	37.53
4. A & N Island	381	2.27	0.85	37.45
Total Eastern Region	388292	1852.66	750 25	40.50
	(18 6)	(13.1)		
1. Madhya Pradesh	129500	745 91	269.22	36.09
2. Uttar Pradesh	249610	2020 12	794.65	39.33
Total Central Region	379110	2766 03	1063.87	38.46
	(18.2)	(19.6)		
1. Andhra Pradesh	166371	1003.29	467.21	46.57
2. Karnataka	184887	978 07	343.66	35.14
3. Kerala	142473	656.46	158.84	21.15
4. Tamil Nadu	190854	1012 05	306 74	30.51
5. Lakshadweep	136	0 87	0 56	64.37
6. Pondicherry	6232	3637.82	11.18	29.56
Total Southern Region	690953	3688.56	1268.19	34.38
	(33 1)	(26.2)		
1. Gujarat	162552	1719.46	1100 01	63.97
2. Maharashtra	158101	1028 57	404 74	39.36
3. D & N Haveli	261	1.08	0 72	66 67
4. Goa, Daman & Diu	14283	136.28	9.23	6.77
Total Western Region	335197	2885.39	1514 70	52 50
	(16 1)	(20.5)		
All India	2085407	14095.55	6113 46	43 37

Figures in brackets are percentages to total Data provisional.

APPENDIX LV

(Reference *para* 4.82)

Statement showing the State-wise information of regional rural Banks (As on 30-9-1980)

Sl. No.	Name of State and Regional Rural Banks	Districts covered
1	2	3
1.	*Andhra Pradesh* (4)	(8)
	(i) Nagarjuna Grameena Bank, Khammam	Khammam & Nalgonda
	(ii) Rayalaseema Grameena Bank, Cuddapah	Cuddapah, Kurnool
	(iii) Sri Visakha Grameena Bank, Srikakulam	Visakhapatnam, Srikakulam and Vizianagram
	(iv) Sree Anantha Grameena Bank, Anantapur	Anantapur
2.	*Assam* (2)	(5)
	(i) Pragjyotish Gaonlia Bank, Nalbari	Goalpara, Kamrup & Dayrang
	(ii) Lakhimi Gaonlia Bank, Golanghat	Sibsagar and Nowgong
3.	*Bihar* (14)	(22)
	(i) Bhojpur Rohtas Gramin Bank, Arrah.	Bhojpur & Rohtas
	(ii) Champaran Kshetriya Gr. Bank, Motihari.	East & West Champaran
	(iii) Magadh Gramin Bank, Gaya.	Gaya, Nawada and Aurangabad
	(iv) Kosi Kshetriya Gr. Bank, Purnea	Purnea, Saharsa & Katihar
	(v) Vaishali Kshetriya Gr. Bank, Muzaffarpur	Muzaffarpur Vaishali, Sitamarhi.
	(vi) Monghyr Kshetriya Gr. Bank, Monghyr	Monghyr
	(vii) Santhal Parganas Gr. Bank, Dumka	Santhal Parganas
	(viii) Madhubani Kshetriya Gr. Bank, Madhubani	Madhubani
	(ix) Nalanda Gr. Bank, Biharshariff	Nalanda
	(x) Singhbhum Kshetriya Gramin Bank, Chaibasa	Singhbhum
	(xi) Mithila Kshetriya Gr. Bank, Darbhanga	Darbhanga
	(xii) Samstipur Kshetriya Gr. Bank, Samastipur	Samastipur
	(xiii) Palamau Kshetriya Gr Bank, Daltonganj	Palamau
	(xiv) Ranchi Kshetriya Gr. Bank, Ranchi.	Ranchi
4.	*Gujarat* (2)	(2)
	(i) Jamnagar Gr. Bank, Jamnagar	Jamnagar
	(ii) Kutch Gr. Bank, Bhuj	Kutch
5.	*Haryana* (2)	(4)
	(i) Haryana Kshetriya Gr. Bank, Bhiwani	Bhiwani
	(ii) Gurgaon Gr. Bank, Gurgaon	Gurgaon, Faridabad & Mehandragarh.
6.	*Himachal Pradesh* (1)	(3)
	(i) Himachal Gr. Bank, Mandi	Mandi, Kangra & Kulu
7.	*Jammu & Kashmir* (2)	(8)
	(i) Jammu Rural Bank, Jammu	Jammu Kathua Rajouri & Poonch
	(ii) Ellaquai Dehati Bank, Srinagar	Srinagar, Anantnag. Badgan and Pulwana
8.	*Karnataka* (4)	(7)
	(i) Tungabhadra Gr. Bank, Bellary	Bellary and Raichur
	(ii) Malaprabha Grameena Bank, Dharwar	Dharwar and Belgaum
	(iii) Cauvery Grameena Bank, Mysore	Mysore and Hassan
	(iv) Krishna Grameena Bank, Gulbarga	Gulbarga
9.	*Karala* (2)	(3)
	(i) South Malabar Gr. Bank, Malappuram	Malapuram, Kozhikode (except the Taluka of North Wynad)
	(ii) North Malabar Gr. Bank, Cannanore	Cannanore and Taluka of North Wynad in the Distt. of Kozhikode
10.	*Madhya Pradesh* (9)	(15)
	(i) Kshetriya Gramin Bank, Hoshangabad	Hoshangabad and Raisen
	(ii) Bilaspur Raipur Kshetriya Gr. Bank, Bilaspur	Bilaspur and Raipur
	(iii) Rewa Sidhi Gr. Bank, Rewa	Rewa and Sidhi
	(iv) Bundelkhand Kshetriya Gr. Bank, Tikamgarh	Tikamgarh
	(v) Sharda Gr. Bank, Satna	Satna
	(vi) Surguja Kshetriya Gr. Bank, Ambikapur	Surguja

1	2	3
	(vii) Bastar Kshetriya Gr. Bank, Jagdalpur	Bastar
	(viii) Durg-Rajnandgaon Gr. Bank, Rajnandgaon	Durg and Rajnandgaon
	(ix) Jhabua-Dhar Kshetriya Gr. Bank, Jhabua	Jhabua and Dhar
11. *Maharashtra*	(1)	(4)
	(i) Marathwada Gr. Bank, Nanded	Nanded, Parbhani, Bhir & Osmanabad
12. *Orissa*	(7)	(9)
	(i) Puri Gramya Bank, Pipli	Puri
	(ii) Bolangir Anchalik, Gramya Bank, Bolangir	Bolangir and Sambalpur
	(iii) Cuttack Gramya Bank, Cuttack	Cuttack
	(iv) Koraput Panchabati Gramya Bank, Jeypore	Koraput
	(v) Kolahandi Anchalika Gramya Bank, Golanghat	Kalahandi
	(vi) Baitarani Gramya Bank, Baripada	Mayurbhanj and Keonjhar
	(vii) Balasore Gramya Bank, Balasore	Balasore.
13. *Rajasthan*	(4)	(8)
	(i) Jaipur Nagaur Aanchalik Gr. Bank, Jaipur	Jaipur and Nagaur
	(ii) Marwar Gramin Bank, Pali	Pali, Sirohi and Jalore
	(iii) Shekhawati Gr. Bank, Sikar	Sikar and Jhunjhunu
	(iv) Maruhar Kshetriya Gr. Bank, Churu	Churu
14. *Tamil Nadu*	(1)	(2)
	(i) Pandyan Grama Bank, Sattur	Ramanathapuram & Tirunelveli
15. *Tripura*	(1)	(3)
	(i) Tripura Gr. Bank, Agartala	Tripura North, Tripura South & Tripura West
16. *Uttar Pradesh*	(22)	(25)
	(i) Prathama Bank, Morabadad	Moradabad
	(ii) Gorakhpur Kshetriya Gr. Bank, Gorakhpur	Gorakhpur & Deoria
	(iii) Samyut Kshetriya Gr. Bank, Azamgarh	Azamgarh & Ghazipur
	(iv) Barabanki Gr. Bank, Barabanki	Barabanki
	(v) Rae Bareli Kshetriya Gr. Bank, Rae Bareli.	Rae Bareli
	(vi) Farrukhabad Gr. Bank, Farrukhabad	Farrukhabad
	(vii) Bhagirath Gr. Bank, Sitapur	Sitapur
	(viii) Ballia Kshetriya Gramin Bank, Ballia	Ballia
	(ix) Sultanpur Kshetriya Gr. Bank, Sultanpur	Sultanpur
	(x) Hardoi-Unnao Gr. Bank, Hardoi	Hardoi & Unnao
	(xi) Kanpur Kshetriya Gr. Bank, Kanpur	Kanpur
	(xii) Sravasthi Gr. Bank, Bahraich	Bahraich
	(xiii) Etawah Kshetriya Gr. Bank, Etawah	Etawah
	(xiv) Kisan Gr. Bank, Badaun	Badaun
	(xv) Basti Gr. Bank, Basti	Basti
	(xvi) Kshetriya Kisan Gr. Bank, Mainpuri	Mainpuri
	(xvii) Kashi Gr. Bank, Varanasi	Varanasi
	(xviii) Allahabad Kshetriya Gr. Bank, Allahabad	Allahabad
	(xix) Pratapgarh Kshetriya Gr. Bank, Pratapgarh	Pratapgarh
	(xx) Faizabad Kshetriya Gr. Bank, Faizabad	Faizabad
	(xxi) Fatehpur Kshetriya Gr. Bank, Fatehpur	Fatehpur
	(xxii) Bareilly Kshetriya Gramin Bank, Bareilly	Bareilly
17. *West Bengal*	(6)	(13)
	(i) Gaur Gr. Bank, Malda	Malda, West Dinajpur & Murshidabad
	(ii) Mallabhum Gr. Bank, Ban Kura.	Bankura, Purulia & Midnapore.
	(iii) Mayurakshi Gr. Bank, Suri	Birbhum and Hooghly
	(iv) Uttar Benga Kshetriya Gr. Bank, Cooch Behar	Cooch Behar, Jalpaiguri and Darjeeling.
	(v) Nadia, Gr. Bank, Krishnagar	Nadia
	(vi) Sagar Gr. Bank, Amtala	24 Parganas

84 Regional Rural Banks established so far in 17 States covered 141 districts.

N.B. Figures in brackets under columns No. 2 and 3 indicates the number of Regional Rural Banks and number of districts covered respectively.

APPENDIX LVI

(*Reference para* 4.84)

Assistance Rendered by the Industries centres to the Enterpreneurs Belonging to Scheduled Castes/and Scheduled Tribes under the District Industries Centres Programme

Sl. No.	Name of the State & DIC	No. of Entrepreneurs Identified						No. of Units Established by					
		Scheduled Castes			Scheduled Tribes			Scheduled castes			Scheduled Tribes		
		1978-79	1979-80	Total	1978-79	1979-80	Total	1978-79	1979-80	Total	1978-79	1979-80	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1.	**Andhra Pradesh**												
	1. Ananthapur	16	130	146	33	187	220	3	113	116	33	188	221
2.	**Bihar**												
	1. Bhojpur(Arrah)	36	37	73	..	..	..	20	17	37	..	..	..
	2. Siwan	20	50	70	..	..	..	13	61	74	..	..	..
	3. Sitamarhi	..	1923	1923	..	..	..	309	300	609	.	..	..
	4. Giridih	115	86	201	22	3	25	106	79	185	18	..	18
3.	**Gujarat**												
	1. Panchmahal	83	18	101	68	130	198	83	18	101	69	130	199
	2. Vadodara	NA	NA	152	NA	NA	272	NA	NA	107	NA	NA	233
4.	**Haryana**												
	1. Sonepat	42	55	97	..	..	..	31	34	65	..	..	..
5.	**J & K**												
	1. Udhampur	38	75	113	..	..	..	34	75	109	..	..	..
6.	**Karnataka**												
	1. Raichur		NIL			NIL			NIL			NIL	
7.	**Kerala**												
	1. Cannanore	..	317	317	..	4	4	..	298	298	..	4	4
	2. Idukki	3	15	18	7	8	15	2	13	15	6	6	12
8.	**Madhya Pradesh**												
	1. Sarguja	260	283	543	210	240	450	205	64	269	172	183	355
	2. Seoni	88	74	162	..	6	6	87	52	139	..	3	3
	3. Dewas	..	46	46	..	5	5	..	46	46	..	5	5
	4. Raisen	18	35	53	..	..	..	17	34	51	..	..	..
9.	**Nagaland**												
	1. Mokokenchung	..	..	..	26	71	97	..	..	..	73	141	214
10.	**Maharashtra**												
	1. Nagpur	3	459	462	1	20	21	3	41	44	1	6	7
	2. Akola	..	123	123	..	6	6	..	86	86	..	2	2
	3. Amravati	57	51	108	12	11	23	57	51	108	12	11	23
	4. Nanded	30	52	82	..	14	14	30	50	80	..	9	9
11.	**Orissa**												
	1. Bolangir	3	20	23	1	3	4	1	1	2	..	..	..
	2. Koraput	3	3	6	4	26	30	3	3	6	4	26	30
	3. Sambalpur	179	1478	1657	89	631	720	37	300	337	13	54	67
	4. Sundergarh	5	4	9	4	33	37	1	1	2	1	8	9
12.	**Rajasthan**												
	1. Bhilwara	177	455	632	2	1	3	177	455	632	2	1	3
	2. Jodhpur	114	159	273	1	..	1	114	159	273	1	..	1
	3. Nagaur	270	465	735	..	..	..	270	465	735	..	..	..
13.	**Sikkim**	14	18	32	12	14	26	12	8	20	2	6	8
14.	**Uttar Pradesh**												
	1. Jaunpur	30	137	167	..	..	..	25	30	55	..	..	..
	2. Varanasi	..	10	10	..	..	..	..	8	8	..	..	..
	3. Manipur	14	25	39	.	..	..	4	7	11	.	..	..
		1618	6603	8373	492	1415	2177	1644	2869	4620	407	783	1423

APPENDIX LVII

(Reference *para* No. 5.1)

Priorities in Distribution of Ceiling Surplus Land in various States/Union Territories

The national guidelines on ceiling on agricultural holding suggested that while distributing surplus land prority should be given to the landless agricultural workers particularly those belonging to the Scheduled Castes and Scheduled Tribes. This principle has been either incorporated in the law or in the rules framed thereunder in the most of the States. The provisions made on this point in the laws of different States are as given below :—

Andhra Pradesh

Surplus land is to be allotted for house sites to agricultural labourers, village artisans, other poor persons owning no houses or house-sites or be transferred to weaker sections of the people dependent on agriculture of which at least 50 per cent is to be given to the Scheduled Castes and Scheduled Tribes.

Of the remaining at least 2/3rd are to be allotted to notified backward classes.

Assam

(1) Cultivating tenants in occupation.

(2) Sub-tenants in occupation.

(3) Land which is not so settled as per section 12 of the Assam Land and Revenue Regulation, 1886.

Bihar

(1) Landless persons in the village belonging to Scheduled Castes, Scheduled Tribes or Backward Classes as mentioned in Revenue Departments Notification in 1956 and 1962.

(2) Persons belonging to Scheduled Castes and Scheduled Tribes, etc. of the village having not more than one acre of Class III land or equivalent area.

(3) Other landless persons in the village.

(4) Other persons with land less than one acre of class I land or equivalent area.

(5) Dependents of present service personnel and of those killed in action.

(6) Ex-servicemen residing in village.

Haryana

(1) Members of Scheduled Castes and Backward Classes.

(2) Landless persons.

(3) Agricultural workers.

(4) Tenants.

(5) Ex-servicemen.

(6) Tenants liable to ejectment.

(7) Persons owning land not exceeding 2 hectares under assured irrigation or land of equivalent value

Himachal Pradesh

The State Government may frame a scheme for utilisation of surplus area by allotment to landless persons whose holdings are less than one acre so as to make such a holding equal to one acre. The first preference amongst landless persons shall be given to Scheduled Castes and Scheduled Tribes.

Jammu and Kashmir

(1) Tillers having 2.5 standard acres.

(2) Owners having less than 2.5 standard acres.

(3) Refugees of 1947 having less than 2.5 standard acres and having no other source of income.

(4) Landless agricultural labourers.

Karnataka

Subject to reservation of 50 per cent of the surplus land for assignment to Scheduled Castes and Scheduled Tribes and also subject to such restrictions and conditions as may be prescribed, land may be allotted in order of priority as follows :—

(1) Landless displaced tenants—not less than one unit.

(2) Landless agricultural labourers—not less than one unit.

(3) Landless persons including ex-military personnel whose gross annual income does not exceed Rs. 2,000—not less than one unit.

(4) Other persons in the village in the same or adjacent taluks having less than one unit of land and with annual gross income not exceeding Rs. 2,000—not less than the extent required to make one unit.

Kerala

(1) Land on which there are "Kudikidappukars" shall be assigned to such persons.

(2) Of the remaining land :

(a) 87½ per cent shall be assigned to landless agricultural labourers, half of which is to be set apart for Scheduled Castes and Scheduled Tribes.

(b) the balance (12½ per cent) shall be assigned to small holders and other landlords who are not entitled to resume any land.

Gujarat

Subject to the payment of the occupancy price, the surplus land shall be allotted in order to priority as follows :—

(1) A cooperative joint farming/farming/farming society, the members of which are agricultural labourers, landless persons or small holders or a combination of such persons ;

(2) Agricultural labourers and landless persons ;

(3) Small holders.

In the case of (2) and (3) persons belonging to Scheduled Castes/Scheduled Tribes and others are given preference in that order (where more than one cooperative society exists, preference shall be given in the order of) :

(a) a cooperative society, all the members of which belong to the Scheduled Tribes;

(b) a cooperative society, the membership of which is held partly by persons belonging to Scheduled Tribes and partly by persons of the Scheduled Castes ;

(c) a cooperative society constituted solely by members of the Scheduled Castes ; and

(d) a cooperative society, the membership of which is not solely held by persons belonging to the Scheduled Tribes or the Scheduled Castes.

Orchards and compact blocks of efficiently managed land the break-up of which would affect the maintenance of production can be allotted intact as per the rules to be framed therefor. For such allotment, the priority is :

(a) Cooperative farming society having not less than 60% of its members belonging to the Scheduled Castes/Tribes or both;

(b) any other cooperative farming society;

(c) corporation (including a company) owned or controlled by the Government.

Madhya Pradesh

(i) Agricultural labourers;

(a) belonging to Scheduled Castes/Tribes

(b) others.

(ii) joint farming society of agricultural labourers and landless persons;

(iii) better-farming societies of agricultural labourers and landless persons ;

(iv) displaced tenants;

(v) holders of contiguous lands;

(vi) joint farming society of agriculturist;

(vii) better-farming society of agriculturists;

(viii) any other cooperative farming society;

(ix) an agriculturist holding less than the ceiling area.

Maharashtra

1. Subject to any rules made in this behalf, land (other than grassing land or tank land or land notified by the State Government as not capable of being disposed of for cultivation) which is acquired by and vests in the State Government under section 21 shall, subject to the provisions of the Code, be granted by the Collector or any other officer authorised in this behalf by the State Government in the order of priority set out in sub-sections (2), (3), (4) and (5).

2. Where the surplus land belonged to a holder who at any time before the commencement date, by resuming land from his tenant for personal cultivation under any tenancy law, has rendered that tenant landless, the surplus land shall first be offered to that tenant.

3. Where any part of the holding of a person which consists of one or more compact blocks is declared as surplus land under the Act, then such surplus land :—

(a) shall first be offered to the landlord who had leased the land to such person and such landlord has not exercised his right of resumption under the relevant tenancy law or under section 19; and

(b) then to a person, who being previously employed on the compact block as an agricultural labourer or as technical or other staff engaged on or in relation to the agricultural produce raised or grown thereon, has been rendered unemployed as a result of the land of such block being declared surplus land.

4. Thereafter, fifty per cent of the surplus land [excluding lands referred to in sub-section (2) and (3)] shall be reserved for distribution to landless persons belonging to the Scheduled Castes, Scheduled Tribes (whether residing in the Scheduled area or not) and landless persons belonging to such Nomadic tribes, Vimukta Jatis and Backward Classes as may be notified by the State Governments from time to time, and land so reserved shall be granted to such persons in accordance with the rules made in this behalf. Such rules may provide for fixing priorities.

5. Thereafter, all surplus land [including surplus land which has not been granted under sub-section (2) and (3)] shall be offered in the following order of priority, that is to say :—

(i) a person from whom any land has been resumed by his landlord for personal cultivation under any tenancy law, and who in consequence thereof has been rendered landless, provided that such person is a resident of the village in which the surplus land for distribution is situated or within eight kilometres thereof;

(ii) a person who had leased his land to any undertaking referred to in section 28, provided that, such person is a resident of the taluka in which the surplus land for distribution is situated, the net annual income of such person from all sources does not exceed four thousand rupees, and such person has not been granted any land under section 28-IAA;

(iii) serving members of the armed forces and ex-servicemen, or where any such person dies before any land being granted to him by Government under this Act or any law for the time-being in force or any executive orders, then his dependents ; and

(iv) landless persons.

Provided that, if there are persons having the same order of priority, then the person who is a resident within eight kilometres of the outer limit of the village in which the surplus land for distribution is situated should be preferred.

Manipur

The surplus land is allotted to landless agricultural workers and preference is given to Scheduled Caste and Scheduled Tribe persons who reside within a distance of 8 kilometres from place where the surplus land is situated. The land allotted to a person is not to exceed a basic holding.

Orissa

70 per cent of the surplus land shall be settled with persons belonging to Scheduled Castes/Tribes in proportion to their respective populations in the village in which the lands are situated.

For the remaining 30% and for what remains unsettled out of the 70% set apart for Scheduled Castes/Tribes.

(a) cooperative farming societies formed by landless agricultural labourers;

(b) any landless agricultural labourers of the village in which the land is situated or of any neighbouring village;

(c) ex-servicemen or members of the armed forces of the Union belonging to the village in which the land is situated;

(d) raiyats who personally cultivate not more than one standard acre of contiguous land ; and

(e) in the absence of persons belonging to any of the following categories, any other persons.

Punjab

(a) Conferment of ownership rights on tenants.

(b) Allotment to tenants, members of Scheduled Castes and Backward Classes and landless agricultural workers of an area not exceeding two hectares of the first quality land or equivalent area, provided that the total area held or owned by such allottee, after the allotment, shall not exceed two hectares of the first quality land of equivalent area.

Rajasthan

Land shall be allotted on priority among landless labourers particularly to members of Scheduled Castes/Tribes to such extent and under such terms and conditions as may be prescribed in the rules to be framed under the Act.

Sikkim

Surplus land should be allotted to persons who reside near the locality where the land is located and who do not own any land or own less than three standard acres. Preference should be given to such of these persons farming into a cooperative farming society.

Tamil Nadu

1. A person who has been cultivating land and who is completely dispossessed of the land which is declared surplus.

2. Any other person who is completely dispossessed by virtue of the provisions of this Act.

3. A person whose extent of holding is reduced below 3 standard acres held by him partly as a cultivating tenant or partly as an owner or wholly as a cultivating tenant by virtue of the provisions of this Act.

4. Landless agricultural labourers belonging to Scheduled Castes/Tribes.

5. An ex-servicemen.

6. A landless agricultural labourer other than that referred to under item 4.

7. A cultivating tenant who is holding land which is less than 3 standard acres in extent.

8. A repatriate from Burma or Sri Lanka.

9. A cooperative farming society formed by landless agricultural labourers.

Tripura

To be prescribed by the rules to be framed under the Act.

Uttar Pradesh

1. In a village where no land is available for community purposes, or land available is less than 15 acres in extent, upto 15 acres shall be allowed for such purposes, in the village.

2. The remaining area shall be allowed in the following order or preference :—

(a) A recognised educational institution for a purpose connected with instruction in agriculture, horticulture or animal husbandry;

(b) a landless agricultural labourer;

(c) a person residing in the circle who become landless on account of his land having been compulsorily acquired under the provisions of any law relating to acquisition of land.

(d) a landless person residing in the Circle who is retired, released or discharged from the armed forces of the Union;

(e) landless political sufferer residing in the circle, who has not been granted political pension;

(f) a landless agricultural labourer belonging to Scheduled Castes or Scheduled Tribes;

(g) any other landless agricultural labourer residing in this circle;

(h) a Bhumidar, Sirdar or an Asami holding less than 1.26 hectares ;

(i) any other person.

West Bengal

(1) Landless persons in continuous possessions of land for three years.

(2) Scheduled Tribes landless agricultural labourers.

(3) Scheduled Castes landless agricultural labourers.

(4) Other landless labourers.

(5) Scheduled Tribes landless tenants.

(6) Scheduled Castes landless tenants.

(7) Other landless tenants

(8) Landless workers who cultivated the lands as tenants or agricultural workers under the previous owners.

(9) Self-cultivating Scheduled Tribes Raiyats.

(10) Self-cultivating Scheduled Castes Raiyats.

(11) Other Self-cultivating Raiyats.

(12) Ex-servicemen under certain conditions.

APPENDIX LVIII

(Reference *para* 5 1)

Statement showing the Areas of land declared surplus Due to Impositions of Ceiling Laws and the Area Allotted to Scheduled Castes and Scheduled Tribes and other Beneficiaries during the Period Ending 21-11-1980

(Area in acres)

(Area in acres)

States/Union Territory	Area estimated to be surplus	Area declared surplus	Area taken possession	Area distributed		Scheduled Castes		Scheduled Tribes		Others	
				Area	No. of beneficiaries	Area	No. of beneficiaries	Area	No. of beneficiaries	Area	No. of beneficiaries
	1	2	3	4	5	6	7	8	9	10	11
Andhra Pradesh	10,33,555	10,33,555	3,89,960	2,61,956	1,77,622	1,25,884	88,298	47,276	27,337	88,796**	61,987**
Assam	5,73,493	5,73,493	5,01,521	3,12,802	2,53,811	24,196	20,798	30,298	17,859	2,58,308	2,15,154
Bihar	3,00,000	2,38,216	1,31,000	1,31,000	1,38,299	53,800	75,000	15,200	15,500	62 000	47,799
Gujarat	65,000	43,682	17,404	3,436	768	2,359	571	232	37	845	160
Haryana	30,380	20,975	14,525	9,313	9,992	4,658	1,514	Nil	Nil	4,655	1,478
Himachal Pradesh	1,23,962	93,951	91,786	4,773	6,921	3,401	4,793	28	33	1,344	2,095
Jammu & Kashmir	..	.	..	..	..	Nil	Nil	Nil	Nil	Nil	Nil
Karnataka	4,00,000	1,28,583	74,153	44,500	8,552	22,958	4,433	3,192	610	18,350	3,509
Kerala	1,50,000	1,13,943	73,655	49,744	78,445	17,433	30,636	4,393	5,265	27,918	42,544
Madhya Pradesh	2,54,130	2,54,130	1,39,530	76,606	30,425	19,196	8,674	37,561	12,960	19,849	8,791
Maharashtra	3,71,000	3,67,815	2,80,235	2,80,285	76,561	91,790	24,225	51,640	15,575	1,36,855	36,761
Manipur	2,316	352	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Orissa	2,00,000	1,32,968	1,16,691	99,606	75,523	30,657	25,204	43,145	29,701	25,804	20,618
Punjab@	30,493	30,493	6,401	5,161	2,717	2,339	1,276	..	..	2,822	1,441
Rajasthan	7,94,000	2,45,844	2,20,517	1,21,665	26,017	42,664	10,658	14,279	3,921	64,722	11,438
Tamil Nadu	2,04,395	72,289	70,062	47,997	28,479	13,641	11,905	11	13	34,345	16,561
Tripura	4,799	1,961	1,484	938	800	195	170	182	155	561	475
Uttar Pradesh	2,79,709	2,79,709	2,53,671	2,22,395	1,80,730	1,33,117*	1,33,216*	..	..	89,278	47,514
West Bengal	1,72,467	1,40,704	95,918	52,397	1,16,374	NA	52,225	NA	22,985	NA	41,164
Dadra & N. H.	9,390	8,967	5,962	3,192	1,412	28	13	3,164	1,299	Nil	Nil
Delhi	1,500	722	205	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Pondicherry	3,060	2,527	976	837	950	595	716	..		242	244
Total	50,03,649	37,84,877	24,87,726	17,28,605	12,07,408	5,88,911	4,94,325	2,50,601	1,53,350	8,36,694	5,59,733

@Area in standard acres.

*Includes Scheduled Tribes also.

**Includes an area of 73437 acres given to 50531 beneficiaries.

APPENDIX LIX

(Reference *para* 5.4)

Statement showing Entitlements of Central Assistance of States out of Provision of Rs. 3 Crores for the centrally sponsored schemes of Financial Assistance to Allottees of surplus Lands—during the financial year 1980-81

(Amount in Rs.)

Name of States	Entitlement out of Rs. crores	Amount already paid in excess
1	2	3
Andhra Pradesh		(—)8,77,959
Assam	78,15,158	..
Bihar	..	(—)16,57,77
Gujarat	17,122	.
Haryana	.	(—)15,88,644
Himachal Pradesh	..	(—)10,124
Karnataka	11,52,809	
Kerala	5,36,949	
Madhya Pradesh	38,87,181	
Maharashtra	46,10,338	
Orissa	6,05,799	
Punjab		(3)8,31,77—
Rajasthan	40,39,739	
Tamil Nadu	15,07,011	
Tripura	46,680	
Uttar Pradesh	78,56,600	
West Bengal	16,22,129	
TOTAL	3,36,97,515	45,12,815

APPENDIX LX

(Reference *para* 5.12)

Legislative and Executive Measures to Control Alienation of Tribal Lands

Andhra Pradesh

The Andhra Pradesh Scheduled Areas Land Transfer Regulation, 1959 has been amended by the Andhra Pradesh (Scheduled areas) Land Transfer (Amendment) Regulation, 1970. Under the Rules and Regulations, any transfer of immovable property situated in the Agency Tract, by a person whether or not such a person is a member of Scheduled Tribe, shall be absolutely null and void. Moreover, no immovable property in the Agency Area and owned by a member of a Scheduled Tribe, shall be liable to attachment and sale in execution of money decree. It had been reported that the Government of Andhra Pradesh had accepted the recommendation of the State Tribes Advisory Council that unauthorised occupation of tribal land by non-tribal should be treated as a cognizable offence The State Government was reported to have decided to amend the Andhra Pradesh (Scheduled Areas) Land Transfer Regulation to provide for a penal clause to punish the 'intruders' with rigorous imprisonment for a term which may extend to one year and a fine upto Rs. 2,000 or both The Government had also decided to restore possession of land to the tribals alongwith standing crops. The Government of Andhra Pradesh enacted the assigned land (Prohibition of Transfer) Act of 1976 to check the alienation of lands belonging to Scheduled Castes and Scheduled Tribes.

Assam

The Assam Land Revenue Regulation, 1886 (as amended in 1964) provides for the protection of the Scheduled Tribes against alienation of land within areas constituted in tribal blocks formed under the provisions of the Regulation No new settlement of land in such areas with other classes of people is allowed Transfer, exchange and lease of land in tribal blocks and belts are restricted with the approval of the District Councils in the interest of the tribals Even registration of documents evidencing any transaction for acquisition or possession of any land in these areas detrimental to the interests of the tribals is not allowed. These Tribal belts and Blocks are located within the District of Goalpara, Kamrup, Darrang, Lakhimpur and Nowgaon

Bihar

The Bihar Scheduled Areas Regulation, 1969 amended certain laws with regard to their applicability to Scheduled Area in Bihar alongwith others The relevant laws affected were the Chhotanagpur Tenancy Act, 1908 and the Santhal Parganas (Supplementary Provisions) Act, 1949. A new section was inserted (Section 71 (a) to the Chhotanagpur Tenancy Act providing for powers to restore possession to the Scheduled Tribe of land unlawfully transferred If at any time it comes to the notice of the Deputy Commissioner that transfer of land belonging to a Scheduled Tribe has taken place in contravention to section 46 or any other provisions of the Act or by any fraudulent method, he may after making necessary enquiries restore it to the transfer or his heir with a period of 30 years, or in case the transferer or his heir is not available or is not willing to agree to such restoration, resettle if with another raiyat belonging to Scheduled Tribe according to the village custom for disposal of abandoned holding. Another section, namely, section 71(b) inserted provided that if any land is transferred in contravention of section 46 or any other provisions of the Act and is held or cultivated by any person with the knowledge of such transfer, he shall be punished with imprisonment which may extend to three years or with fine which may extend to Rs. 5,000 or with both and in the case of continuing offence, to a further fine not exceeding Rs 50 for each day during which the offence continues The amendments to the Santhal Parganas (Supplementary provisions) Act, were exactly similar to those incorporated into Chhotanagpur Tenancy Act.

Gujarat

Section 73(a) read with section 79(a) of the Land Revenue Code, 1879 provided for action for the restoration of land to tribals in case of its alienation to non-tribals The State Government has issued executive instructions to Collectors to restore the possession of tribal holders without charging any occupancy price The Bombay Tenancy and Agricultural Lands Act applicable to Bombay area of Gujarat while spelling out the rights of landlord to terminate a tenancy for personal cultivation or for the use of land for non-agricultural purposes, provides that in no case a tenancy can be terminated under that provision if the tenant is a member of Scheduled Caste or a Scheduled Tribe

Himachal Pradesh

The Himachal Pradesh Transfer of Land (Regulation) Act, 1969 imposes restrictions on the transfer of land by tribals in favour of non-tribals.

Kerala

The Kerala Scheduled Tribes (Restrictions on Transfer of Lands and Restoration of Alienated Lands) Act, 1975 is aimed at restricting the transfer of lands by members of Scheduled Tribes and for the restoration of possession of land alienated by such persons. According to this Act any fraudulent transfer of immovable property by a member of the Scheduled Tribe affected on or after the first day of January, 1970 and before the commencement of the Act shall be deemed to be invalid. Any person who on or after the commencement of this Act procures transfer of any immovable property in contravention of the provisions of this Act shall be punishable with rigorous punishment upto a period of 1 year or with fine to the extent of Rs. 2,000 or with both. The law also provides that no civil court shall have jurisdiction of settle, decide or deal with any question or to determine any matter required to be dealt with by the competent authority or the Revenue Divisional Officer. The Kerala Land Reforms Act, 1964 also provides that no landholder shall be entitled to resume any land in the possession of a tenant who is a member of the Scheduled Castes or Scheduled Tribes.

Madhya Pradesh

Madhya Pradesh Land Revenue Code (Third Amendment) which received the assent of the President on the 10th November, 1976 sets aside all malafide transfers of land from tribals to non-tribals retrospectively from October 2, 1959. There is no restriction on the alienation of land by Scheduled Caste in the State except under the provisions of section 165 of the Amendment Act which spells out restrictions in transfer of and from a tribal to a non-tribal without the permission of a Revenue Officer not below the rank of a Collector. According to the new section 170-A of the Act, the S D O could at his own enquire into the transfer affected to satisfy himself as to the bonafides of such transfers Under the new section 257-A, no legal practitioner could appear, plead or act on behalf of any party where one of the parties belonged to a Scheduled Tribe except with the written permission of the Revenue Officer/Court before whom the case was pending.

Maharashtra

To check the sale of Tribal Land by non-Tribals, the Government of Maharashtra enacted a legislation, the Maharashtra Land Revenue Code and Tenancy Laws (Amendment Act, 1974), which came into force from 6th July, 1974 Under this Act restrictions on transfers of tribals' land had been further tightened up. The State Government enacted another Legislation namely 'The Maharashtra Restoration of Land to Scheduled Tribes Act, 1974' which came into force from 1st November, 1975 and provided for restoration of land to the tribals between 1st April, 1957 to 6th July, 1974 as a result of transfer (including exchanges) effected validly and also in respect of lands which were purchased or decided to have been purchased by non-tribals between the aforesaid period under the provisions of the Tenancy Act including acquisition of land which had been regularised on payment of penalty under the tenancy law. Whereas the first Act enabled the tribals to secure the lands illegally usurped by the non-tribals, the second one goes further and provides for restoration of their land acquired by the non-tribals by legal methods.

Manipur

Under the Manipur Land Revenue and Land Reforms Act, 1960 as amended in 1975 lands of tribals can be transferred to non-tribals only with the prior approval of th Deputy Commissioner. Under Section 158, permission shall not be given by Deputy Commissioner, unless he first secures consent from the District Council within whose jurisdiction the land falls.

Meghalaya

The Meghalaya Transfer of Land (Regulation) Act, 1971 provides that prior permission of the competent authority should be obtained by the transferer/transferee of any land in the State.

Orissa

Any person other than a member of the Scheduled Tribe found to be in possession of any immovable property belonging to a Scheduled Tribe in contravention of the provisions of the Scheduled Areas Transfer of Immovable Property by Scheduled Tribes (Amendment) Regulation, 1965 shall be liable to be ejected and also is liable to be punished with a fine @ Rs. 400 per acre for each year. Under section 22 of the recently amended Orissa Land Reforms Act, transfer of holding by a Scheduled Tribe raiyat shall be void unless (i) it is in favour of a Scheduled Tribe and (ii) in other cases with written permission of the competent Revenue Officer. Transfers in contravention of the provisions of this Act may be declared invalid and the Revenue Officer may impose on the transferer or the transferee or both a penalty upto Rs. 200 and *suo-motu* restore the property to the transferer.

Rajasthan

The Rajasthan Tenancy Act, 1955, prohibits transfer of land by a member of Scheduled Tribes in favour of non-tribal The Registration (Rajasthan Amendment) Act, 1976, also does not allow any person to get the land registered in his name if he has purchased the land from a Scheduled Tribe against the provisions of law Earlier, the Registration Officer could not have refused to register such documents. As a further measure of protection, the State Governments propose to amend the Rajasthan Tenancy Act, 1955, to provide for procedure for summary ejectment of trespassers on the land held by a member of the Scheduled Tribe, so that a trespasser who has taken possession without lawful authority of a tribal's land is ejected summarily.

Sikkim

A Scheduled Tribe person may transfer the whole or part of his land to another members of Scheduled

Tribe or to a Government owned organisation according to Agricultural Land Ceiling and Reforms Act, 1977. Lands can also be sold to persons other than tribals but with the previous sanction of the Revenue Officers who will give such permissions only if he is satisfied that no Scheduled Tribe transferee is willing to pay a fair and reasonable considerations for the transfer of the land and the proposed transfer is to be made for one or more of the purposes prescribed under the Act.

But if the transfer of land takes place illegally or misrepresentation or by fraudulent measures, then the Revenue Officer shall order for ejectment of the transferee from such land unless he is in continuous occupation of that land for twelve years. He shall order the transfer of such land to the original owner or his successors. No decree or order shall be passed by any court for the sale of the land of person belonging to a Scheduled Tribe except for realisation of government dues or other public demands.

Tripura

The Tripura Land Revenue and Land Reforms Act, 1960 was amended in 1975 to insert Section 107(A) to Section 107(E) to safeguard the interests of the members of Scheduled Tribes in respect of their land. Any transfer of land by a person not belonging to the Scheduled Tribe within a village or tehsil shall be void unless such transfer is made in accordance with the provisions of the Act. If any transfer in the scheduled villages or tehsils takes place in contravention of the above provisions, any Revenue official especially appointed, may, on his own motion or on an application made in this behalf, by a written order eject the transferee or any other person claiming under him, from such land and take possession of the land. Such land shall vest in the Government.

Uttar Pradesh

The U.P. Zamindari Abolition and Land Reforms Act, 1950 was amended by an ordinance in 1969 which was later replaced by U.P. Act Number IV of 1969 inserting Section 157(a) which for the first time introduced restrictions on transfer of land by Scheduled Tribes It is provided that no Bhomidar, Sirdar or Assami belonging to a Scheduled Tribe shall have the right to transfer by way of sale, gift, mortagage or lease any land to a person not belonging to a Scheduled Tribe, except with the previous approval of the Collector. All transfers in contravention shall be void and the transferee shall be liable to ejectment.

West Bengal

To protect the interests of Scheduled Tribes and to prevent alienation of tribal land, the West Bengal Land Reforms Act, 1955 has been amended more than once. After the latest amendment a tribal raiyat cannot transfer his holding or any part thereof except in accordance with Section 14 C. A tribal raiyat can, however, transfer his land by sale to a person not belonging to a Scheduled Tribe with the previous permission in writing of the Revenue Officer (Special Officer, Scheduled Castes and Tribes Welfare/Scheduled Castes and Tribes Welfare Officer/Regional Inspector Scheduled Castes and Scheduled Tribes Welfare) concerned and no such permission can be granted by the Revenue Officer unless he is satisfied that no purchaser belonging to a Scheduled Tribe is willing to pay the fair market price and the proposed sale is intended to be made for the improvement of any other part of the holding or for investment. To prevent alienation of land from tribal raiyat necessary executive instructions have been issued by the State Government.

APPENDIX LXI

(Reference *para* No. 5 24)

Statement showing State-wise minimum wages in Agriculture (For Unskilled Workers)

Name of the State	Date from which effective	Rate of wages
1	2	3
Central Government	15-9-1980	Rs. 5.10 to Rs. 7 50 according to areas.
Andhra Pradesh	7-2-1981	Rs. 4.25 to Rs. 10.00 per day according to zones.
Assam	October, 1974	Rs. 5.00 to Rs. 6.00 per day without meals or Rs. 4.50 to Rs. 5.50 per day with one meal according to occupation.
Bihar	July, 1975	*Rs. 4 50 with one meal/Nastha in unirrtgated areas and Rs. 5.00 with one meal/Nastha in irrigated areas.
Gujarat	5-1-1976	Rs. 5 50 per day.
Haryana	2-1-1980	Rs. 7 50 to Rs. 10 00 per day with meals or Rs. 9.00 to Rs. 12 00 per day according to type of work.
Himachal Pradesh	May, 1979	Rs. 6.25 per day.
Jammu & Kashmir.	Minimum wages have not been fixed so far.	
Karnataka	2nd October, 1975	Rs. 3.25 to Rs. 5 60 per day according to class of operation and type of land.
Kerala	15th September, 1975	Rs. 6.50 per day for light work and Rs. 8 00 per day for hard work
Madhya Pradesh	5th May, 1979	Rs. 5.00 with customary perquisities if any.
Maharashtra	1st November, 1978	Rs 4.00 to Rs. 5.50 per day according to areas
Manipur	1-3-1977	Rs. 6 50 per day.
Meghalaya	1st March, 1980	Rs. 7.50 with mid-day meal per day.
Nagaland	31st January, 1978	Rs. 8.00 per day.
Orissa	1-12-1980	Rs 5 00 per day.
Punjab	1st January, 1979	†Kandi areas—Rs. 8 70 per day or Rs. 6.70 per day with meals. Other areas—Rs. 9 70 per day or Rs. 7.70 per day with meals.
Rajasthan	1st January, 1980	Rs. 6.25 to Rs. 8 00 according to areas.
Sikkim	Minimum Wages Act has not been extended.	
Tamil Nadu	15th Sept., 1979	Rs. 5.00 to Rs. 7.00 per day according to type of operations, except in East Thanjavur where wage rates have been fixed under the Tamil Nadu Agricultural Lab ur Fair Wages Act, 1969.
Tripura	1st December, 1979	Rs. 7.00 per day.
Uttar Pradesh	23rd October, 1975	Rs. 5 00 to Rs. 6.50 per day according to zones.
West Bengal	30th Sept., 1974 (DA as on November, 1979)	Daily Rate (in Rs.) Adult: Basic 5 60, DA 2 31, Total 7 91 per day Child: Basic 4.00, DA 1.68, Total 5 68 per day
Andaman & Nicobar Islands	1st June,1976	Rs. 5.50 per day.
Arunachal Pradesh	Minimum wages have not been fixed so far.	
Chandigarh	28th April, 1979	Rs. 7 70 to Rs 9.00 per day with meals or Rs. 9 70 to Rs. 11 00 per day, according to nature of work.
Dadra and Nagar Havali	15th April, 1976	Rs 5 50 per day
Delhi	1st Jan, 1980	Rs. 9 25 per day.
Goa, Daman and Diu	25th Feb , 1976	Rs. 4 00 to Rs. 5.00 per day according class of work.
Pondicherry	1st May, 1976	Rs. 3 50 to Rs. 9.00 per day according to areas and nature of work.
Lakshadweep	There are no agricultural workers in Union Territory.	

*Minimum wages in Bihar are fixed according to areas and type of land but where wages are paid in cash. These should not be less than those stated above

†The minimum rates of wages in the employment in agriculture are linked to the working class consumer price Index Number.

APPENDIX LXII

(Reference *para* No. 5.24)

Statement showing steps taken for effective enforcement of minimum wages for agricultural workers in various States and Union Territories.

Andhra Pradesh

26 Labour Officers and 105 Assistant Labour Officers have been appointed as inspectors to implement the wages in scheduled employment including agriculture. These inspectors are also responsible for enforcement to of certain other labour laws. 6 Deputy Labour Commissioners and two Labour Courts situated at Hyderabad and Guntur have been notified as authorities under Section 20 of the Act to hear the claim petitions. Apart from this officers of other departments like Tehsildars, Deputy Tehsildars, Revenue Inspectors, Block Development Officers, Village Development Officers, Extension Officers (Agriculture), Executive Officers, Grampanchayat etc., have been notified as inspectors under Minimum Wages Act for implementing the minimum wages in agriculture.

Due publicity is given through Radio talks, by organising meetings at various levels, by distributing and pasting of pamphlets showing the minimum rates of wages for agricultural workers at conspicuous places in Zilla Parishad Offices, Collectors Offices, Public Relation Offices.

Assam

Labour Inspectors are instructed to take necessary action for proper implementation of minimum wages Mohkuma Parishads of the State and Labour Inspectors are instructed to give publicity to the notified rates of minimum wages.

Bihar

Wide publicity is given to the minimum rates of wages through posters, radio and chaupal. A separate Agricultural Labour Directorate has been set up in the State since 1975. Under this 197 Labour Inspectors were appointed throughout the State To supervise their work at Divisional and District levels. seven Assistant Labour Commissioners and 17 Labour Superintendents have been appointed respectively. Besides this, at the regional level three Deputy Labour Commissioners, eight Assistant Labour Commissioners and 36 Labour Superintendents have been delegated the powers of Inspectors under the Minimum Wages Act. Efforts are also being made to strengthen the enforcement machinery at block level A provision has also been made in the Sixth Plan for appointment of 50 extra Labour Inspectors.

A permanent Agricultural Labour Advisory Committee has been constituted for giving advice to the Government on matters regarding implementation of minimum wages in the agriculture sector. The Committee consists of representatives of agricultural workers and employers, Senior Government Officers and prominent economists. It has held various meetings and given its suggestions to the State Government. The Committee constituted at Panchayat level also conducted various meetings and held mutual negotiations.

A provision is there in the Minimum Wages Act that in the event of non-payment of prescribed wages prosecution may be launched against the employer. All the State Divisional Officers have been authorised for this work so that the hearing of the claim applications relating to the wages of the agricultural workers may be done at the local level.

Gujarat

Besides all additional Commissioner of Labour, Deputy Commissioners of Labour, Assistant Commisioners of Labour, Labour Officers and Inspectors of Factories of Labour Department, all Deputy Collectors, Assistant Collectors, Mamlatdars, Mahalkaris, Aval Karkuns, Circle Officers, Taluk Development Officers, District Development Officers, Extension Officers and Sub-Divisional soil conservation officers have been notified as inspectors under the Minimum Wages Act. Twenty-two Government Labour Officers have been entrusted with the work of implementation of the Act in the agricultural sector. Recently the Government has sanctioned 50 posts of Assistant Labour Officers exclusively for implementation of the Minimum Wages Act in the employment of agricultural sector and these officers are being posted at the Taluk Headquarters. Government has also decided to appoint a State level and District level Advisory Committee including representatives of employers and employees for effective implementation of the Act in the employment of agriculture.

The Collectors, Deputy Collectors and Assistant Collectors have also been empowered to sanction prosecutions under the Minimum Wages Act after the recovery applications submitted are wholly or partially granted by the authorities concerned. All labour Officers have been instructed to file recovery

application without obtaining prior permission from the Commissioner of Labour and Assistant Commissioner of Labour.

The responsibility for implementation is with the Collectors and the Commissioner of Labour at the District and State level respectively.

Haryana

Besides 19 Labour Inspectors and 10 Labour Officers who are functioning as inspectors, some other officers of the Labour Department have also been declared inspectors under the Minimum Wages Act. All the 10 Labour Officers are functioning as authorities, to hear and decide the cases of less payment.

Patwaries and Kanungoes of the Revenue Department have been declared as Inspectors while Naib Tehsildars and Tehsildars of the Revenue Department have been appointed as hearing authorities to hear and decide claims of less payment of agricultural workers

A proposal to associate the Tehsil Welfare Officers of the Social Welfare Department, Gram Sachives and Block Development Officers of the Panchayat and Development Department for effective implementation of the scheme is also under active consideration of the State Government.

Copies of notification fixing/revising minimum wages are sent to all field officers of the Labour Department, employers' associations and employees' unions of state level for wide publicity and announcements are also made on All India Radio for general information of the public.

Instructions were issued to all the Deputy Commissioners to review the subject of enforcement of notified minimum wages in their monthly meeting with district officers. Besides, the Government have been considering to appoint Inspectors exclusively for implementation of minimum rates of wages in the agriculture employment.

Himachal Pradesh

Labour Commissioner assisted by the Deputy Labour Commissioner is looking after implementation of this Act Government have also opened two zonal offices under the control of respective Labour Officers for effective implementation of this Act In addition to this, powers have been delegated to the Labour Inspectors under Section 19(1) of the Minimum Wages Act for effective implementation of the Act and the Pradesh has been divided into 10 circles and each circle has been placed under the charge of a Labour Inspector. The Sub-Divisional Officer (Civil) has been appointed as claims authority under the Act.

Karnataka

Apart from 75 Labour Inspectors, 15 Senior Labour Inspectors, 22 Labour Officers, 4 Deputy Labour Commissioners and 8 Additional Labour Commissioners have been notified as inspectors under the Minimum Wages Act, 20 Judicial Officers have been notified in each district to look after the claims arising out of under-payment of wages.

Wide publicity is given to the notified minimum rates of wages through pamphlets. Efforts are being made to augment the inspection staff for enforcement of the wages through strict compliance of the provisions of the Act effectively.

Kerala

All Conciliation Officers numbering 45 under the Agricultural Workers Act are claim authorities relating to the Minimum Wages in agricultural sector. There are 45 such Conciliation Officers. Among this 17 Officers are exclusively meant for the implementation of Kerala Agricultural Workers Act and Minimum Wages Act in the Agricultural Sectors; 70 Assistant Labour Officers Gr. II in the Labour Department have been notified as Inspectors under the Kerala Agricultural Workers Act and they are also Inspectors under the Minimum Wages Act in Agricultural Sector.

Deputy Collectors (Revenue) are appointed as agricultural Tribunals to deal with Agricultural disputes and the District Collectors are also notified as authorities under the Agricultural Workers Act under Section 22 of the Act.

Two Industrial Relations Committees *viz* :—(i) Industrial Relations Committee for Kuttanad Agricultural Area and (ii) Industrial Relations Committee for Palaghat Agricultural Area are functioning in the State. These two Committees with the representatives of labourers and land owners are dealing with various problems of agricultural workers including the disputes relating to the non-payment of Minimum Wages. In Palaghat District there are Taluk level Industrial Relations Committee for dealing with agricultural disputes Publicity of minimum wages in agriculture is given through publishing relevant notifications in the Gazette and local newspapers.

Madhya Pradesh

In addition to all the officers of the Labour Department, 25 Inspectors have been appointed for enforcement of the minimum wages of agricultural labour. For settlement of claims S.D.O. and sub-S.D.O of Revenue have been appointed Naib Tehsildar, Field Kanungoes Circle Sanghatak of Department of Scheduled Tribes and Harijan Welfare, Block Development Assistant, Inspectors of Panchayat and Gram Panchayat have also been notified as Inspectors under the Act Inspectors have been instructed to visit at least three villages and make 6 inspections at least in a month for proper implementation of minimum wages Publicity is given by distributing posters, pamphlets etc, through Collectors at the Panchayat level.

Maharashtra

For the effective implementation of the minimum rates of wages the State Government has created a separate wing namely Rural Wing in the office of the Commissioner of Labour, Bombay, and appointed one

Deputy Commissioner of labour assisted by the Government Labour Officers and Minimum Wages Inspectors to perform the work of supervising and guiding the implementation machinery created for enforcement of Minimum Wages for Agricultural Employment throughout the State. All Deputy Commissioners of Labour, Assistant Commissioners of Labour, Labour Officers, Block Development Officers and Gram Panchayat Secretaries (Gram Sevaks) Deputy Collectors, Assistant Collectors, Awalkarkuns and Circle Officers of the Labour, Revenue and Rural Development Departments are notified as inspectors under Section 19 of the Minimum Wages Act, 1948. In addition to those 54 posts of Minimum Wage Inspectors (Non-Gazetted) exclusively have also been created to enforce implementation of minimum wages. Under Section 20 of the Minimum Wages Act, 1948, Commissioner for Workmen's Compensation, Bombay, Judges of Labour Courts at Pune, Nagpur, Kolhapur, Sholapur, Akola and Civil Judges (Jr Div.) have been notified as authorities to hear and settle the claim applications Government is also considering the appointment of Tehsildars, Naib Tehsildars and additional Tehsildars of the Revenue Department as authorities under Section 20 of the Act.

There are coordination and Review Committees appointed at District Level and Tehsil Level for watching effective implementation of minimum rates of wages in agriculture. After watching the progress of these Committees, a sub-committee at District level was constituted to attend the work relating to the implementation of Minimum Wages in agriculture exclusively. The Government is considering the appointment of Minimum Wages Inspectors for this employment in every Taluka of the State.

Publicity is being given to the rates of minimum wages through press notes, TV and Radio, etc.

Meghalaya

District level Implementation Committees have been set up to enforce the implementation of minimum wages. Notified rates of minimum wages in agriculture are made known throughout the State by means of leaflets translated into tribal languages, and through radio, etc.

Orissa

The total number of inspectors and claim authorities under Labour Department is 82. The number of inspectors appointed exclusively for enforcement of minimum wages for agricultural workers is 14.

The services of all Tehsildars, Additional Tehsildars, Revenue Supervisors, Revenue Inspectors, District Welfare Officers, Assistant District Welfare Officers have been utilised for enforcement of Minimum Wages Act in the agricultural sector.

Formation of implementation committees at various levels is under consideration.

The rates of minimum wages are published in Newspapers and broadcast through All India Radio.

Punjab

Whenever minimum wages for workers are fixed steps are taken by the Labour Department for giving wide publicity through State Public Relations Department and newspapers. Twelve posts of Labour Officers have been created for securing effective enforcement of minimum wages for agricultural workers. There are 86 inspectors and 4 claims authorities under the Labour Department. 3448 Patwaris and 183 field Kanungoes have been declared as Inspectors under the Minimum Wages Act.

Apart from this, 953 inspectors and 1033 Sub-Inspectors of the Cooperative Department have been declared as Inspectors under the Minimum Wages Act. All 118 Block Development and Panchayat Officers of Agriculture Department and 12 District Welfare Officers have also been declared as Inspectors under the Act

Rajasthan

State Government have appointed Extension Officers and Block Development Officers as Inspectors and Claims Authority respectively to ensure effective implementation of the Act in Agriculture.

Tamil Nadu

The Work of enforcement of minimum rates of wages has been entrusted to the Revenue Department and the officers in Revenue Department have been notified as Inspectors under Section 19 of the Act and all Taluk Tehsildars have been notified as authority within their respective jurisdiction to hear and decide all claims as per sub-section (i) of Section 20 of the Act Apart from the regular staff special Tehsildars have been employed in Thanjavur District and Aruntangi Taluk of Pudukottai District. 25 Special Revenue Inspectors have also been employed in other areas Wide publicity to various provisions of Minimum Wages Act and the minimum rates of wages as notified by the Government is given in all villages by pamphlets, indicating the rates of minimum wages on the notice boards of the village Panchayat, by printing and distribution of leaflets in Tamil in villages, by exhibiting slides in cinema theatres, by contracting workers personally in tours and explaining the minimum rates of wages and also by conducting meeting of land owners and agricultural workers and explaining the provisions of law.

The Government has constituted a People's Committee at village level for advising and assisting the Government machinery in the implementation of Land Reforms Acts and in the disposal of claims under the Wage Laws.

Tripura

20 Labour Inspectors under the Labour Directorate Agartala have been appointed Inspectors under Minimum Wages Act. In addition to their normal duties they have been asked to look after the enforcement of minimum wages for agricultural workers. All sub-Deputy Collectors, Incharge of Revenue Circles,

Revenue Inspectors and Circle Officers (Gazetted) have also been appointed as Inspectors under the said Act for enforcement of minimum wages for agricultural workers.

Publicity to the notified rates of minimum wages is given by Gazette notification and occasionally announced on Radio and by Press release.

Uttar Pradesh

178 Inspectors under the Labour Department are entrusted with the responsibility of enforcement work relating to the Minimum Wages Act. In addition 62 officers of the Labour Department have also been notified as Inspectors under the said Act. Conciliation Officers, Assistant Labour Commissioners, Additional Labour Commissioners and Labour Enforcement Officers have been notified as authorities under Section 20 of the Minimum Wages Act. Some Conciliation Officers, Assistant Labour Commissioners, Deputy Labour Commissioners and Additional Labour Commissioners exercise supervisory control over the work of Labour Inspectors who in the course of discharge of their duties also make inspections in rural areas under the Minimum Wages Act, 1948. Besides there are Labour Officers (Enforcement) who exclusively look after the enforcement work relating to enforcement of minimum wages for agricultural labour. Naib Tehsildars and Tehsildars of the Revenue Department have also been notified as Inspectors under the Minimum Wages Act. All Sub-Divisional Officers of the Revenue Department have been notified as authorities under Section 20 of the Minimum Wages Act. In the past two years new offices of Assistant Labour Commissioners have been set up at 5 places, with a view to ensuring that the agricultural workers get a fair deal Publicity to the notified rates of minimum wages is given through affixing posters at each Community Development Block, Tehsil Headquarters, etc and in addition the Labour Inspectors have also from time to time been bringing to the notice of the Block Development Officers and others the relevant information in this behalf.

The Regional Heads of Labour Offices assisted by Labour Enforcement Officers and other inspecting staff pay special attention to the payment of the notified minimum wages to argicultural workers.

West Bengal

For enforcement of the rates fixed under the Minimum Wages Act, 335 posts of Minimum Wages Inspectors were created for posting in the Blocks in the State and 230 posts have been filled and the rest will be filled shortly. All Block Development Officers have been declared as Inspectors under the Minimum Wages Act For supervision of the work of Inspectors at Block level one Assistant Labour Commissioner has been posted in the each sub-division.

Andaman and Nicobar Islands

The three Labour Welfare Officers of the Labour Department have been notified as Inspectors under the Minimum Wages Act. They carry out Inspections to see that no worker is paid less than the Minimum Wages.

Posters were prepared in Block letters in Hindi and English and fixed on notice boards of Government Offices, Post Offices, Dispensaries and Panchayat Offices in rural areas. Rates were also published in local newspapers and announced on All India Radio

Village Panchayats were requested to keep watch and intimate violation if any to Inspectors. Formation of watch committees at Block level has been taken up with the authorities.

Chandigarh

2 Labour Inspectors under the Minimum Wages Act have been notified as Inspectors to enforce minimum wages. In addition all field Kanungoes and Patwaris of the Revenue Department have also been notified as Inspectors. Wide publicity to the notified minimum wages for agricultural workers is given through the Tehsildars/Inspectors appointed under the Minimum Wages Act.

Dadra and Nagar Haveli

Inspectors under sub-section (i) of Section 19 of the Act have been appointed to ensure effective implementation of minimum wages. The Secretary to the Administration is the authority to hear and decide all claims under Minimum Wages Act. Apart from this all the Land Reforms Officers and the Mamlatdars have been appointed as Inspectors in addition to their own duties. Arrangements for wide publicity of notified minimum wages for agricultural workers also been made as per procedure laid down under Rule 22 of the Dadra and Nagar Haveli Minimum Wages Rules, 1970.

Delhi

One presiding officer of the Labour Court has been appointed as authority under the Minimum Wages Act. This authority deals with all claims existing under the Act in all employments including agriculture.

The Naib Tehsildars (Revenue) and five Kanungoes under the control of Deputy Commissioner's Office and five Block Development Officers working under the control of Development Commissioner, Delhi have been appointed *ex officio* Inspectors for the purpose of enforcement in the employment in agriculture.

Pamphlets detailing the rates of wages, particularly of enforcement machinery and broad provisions of the Act and rules are pasted at various places in the villages. Talks on Radio and Television were made for the purpose.

Goa, Daman and Diu

The Labour Inspectors have been appointed under the Minimum Wages Act and posted in different

talukas of this Union Territory. Two Assistant Labour Commissioners have also been appointed as Inspectors. The extension officers in the District ot Goa have been appointed as Inspectors and posted in the eleven talukas. One Labour Inspector has been appointed for Daman. Besides this the Mamlatdar of Daman and the Civil Administrator, Diu have been appointed as Inspectors

In view of the strict implementation, it has not been found necessary to appoint special implementation or advisory Committees.

Pondicherry

One Deputy Labour Commissioner, one Labour Officer, One Inspector of factories, two Assistant Inspectors of factories and three Assistant Inspectors of Labour of the Labour Department have been appointed as Inspectors to ensure the effective implementation of minimum wages. Apart from this, Revenue Officials *viz.* Tehsildars, Deputy Tehsildars and Revenue Inspectors have been appointed as Inspectors under the Act. The Deputy Collectors have been appointed as Authority to hear and decide the claims relating to Minimum Wages under Section 20 of the Act. The Administration has taken all possible steps to see that the notified wages are paid to the workers. Due publicity is given by distribution of handbills in the regional language in all the villages regarding notified minimum wages and penalties to be imposed for violations. The field officials including police personnel have been trained in the proper enforcement of the payment of minimum wages. Steps are being taken to strengthen the supervisory staff by setting up a separate agricultural labour cell during the Sixth Five Year Plan.

APPENDIX LXIII

(Reference *para* 5.27)

Report of the Study Team deputed by Shri Shishir Kumar, Commissioner for Scheduled Castes and Scheduled Tribes to make an on-the-spot study of the incidents of Police firing on a procession of Scheduled Castes/Scheduled Tribes at Tufanganj on 11-4-1980.

Shri Shishir Kumar, Commissioner for Scheduled Castes and Scheduled Tribes deputed a study Team comprising Sarvashri S. S. Malhotra, Research Officer, H. S. Bhatia, Investigator and Net Ram, Stenographer, to visit Cooch-Behar and Darjeeling Districts of West Bengal, to make a study of the various developmental schemes undertaken for the Scheduled Castes and the Scheduled Tribes in these districts, from the 15th May, 1980 to the 28th May, 1980. During their visit to Cooch-Behar District, the Study Team also made a study of the clashes which took place on 10-4-1980 between the Scheduled Castes and Scheduled Tribes on one side and some land owners and their supporters on the other side, in certain villages of Tufanganj Sub-Division as well as the incident of Police firing at Tufanganj on the 11th April, 1980 on a procession of Scheduled Castes and Scheduled Tribes. Two Scheduled Caste persons succumbed to the injuries received by them in these incidents, later in hospital. These incidents had been reported in the press and representations about these had also been received by Commissioner from the North Bengal Scheduled Castes and Scheduled Tribes Association, Tufanganj and from Shri Prasanjit Barman, Member of Rajya Sabha making allegations of atrocities on Scheduled Castes and Scheduled Tribes of those villages.

During the course of the enquiry, the Team had discussions with the following officials and non-officials :—

(1) Shri Nikhilesh Das,
Additional Deputy Commissioner,
Cooch-Behar.

(2) Shri N. G. Chakrvarty, S.D O., Tufanganj.

(3) Shri Subhash Chandera Mandal,
Second Officer in Sub-Division,
Tufanganj.

(4) Shri P. K. Hajra, District Scheduled Castes,
Scheduled Tribes Welfare Officer,
Cooch-Behar.

(5) Shri N. B. Chakravatry, Sub-Inspector of Police Incharge, Tufanganj Police Station.

(6) Shri R. C. Dutta, Sub-Inspector of Police,
Tufanganj Police Station.

(7) Dr. Chakravarty, District Medical Officer,
Cooch-Behar, Sadar Hospital.

(8) Shri Prabhat Sen Essore, President, North Bengal Scheduled Castes and Scheduled Tribes Association.

(9) Shri Subol Barman, General Secretary,
North Bengal, Scheduled Castes and Scheduled Tribes Association.

(10) Shri Noren Das, President, North Bengal University Students Scheduled Castes and Scheduled Tribes Association and Organiser of North Bengal Scheduled Castes and Scheduled Tribes Association.

(11) Shri Sachindera Nath Barman, Organiser,
North Bengal Scheduled Castes and Scheduled Tribes Association.

Grievances of the representationists

The order to find out the version of the Scheduled Castes and Scheduled Tribes representationists, the matter was discussed with various office bearers of the above mentioned Scheduled Castes and Scheduled Tribes Associations at Tufanganj.

Cersion of Shri Prabhat Sen Essore

According to Shri Prabhat Sen Essore, President of the North Bengal Scheduled Castes and Scheduled Tribes Association, Tufanganj, in the affected villages namely, Baroshalbari under Shalbari Gram Panchayat No. 2, in the Tufanganj Sub-Division, some Scheduled Caste persons were in possession of government vested lands for more than 5 years. They had constructed thatched huts there about 5 years back. Before vesting of these lands, the Scheduled Castes and Scheduled Tribes persons were working as share-croppers on those lands owned by some landlords. After vesting, the share-croppers stopped paying any part of the produce to the landlords and started cultivating the lands as owners. They applied for allotment of these lands to them under the relevant rules for the allotment of government vested land but could not get *pattas*. Some outsiders as well as some members of the same village not belonging to either Scheduled Castes or Scheduled Tribes, wanted to forcibly take possession of these disputed lands. On 10-4-1980, these non-Scheduled Caste persons and their supporters demolished 12 huts belonging to Scheduled Castes

and Scheduled Tribes (4 belonging to Scheduled Castes and 8 to Scheduled Tribes). The owners of those huts were also assaulted by the miscreants. This resulted in a clash between Scheduled Castes and Scheduled Tribes on the one side and the landowners and their supporters on the other, which resulted in injuries to persons belonging to both sides. On this, the S.D.O. alongwith the police force raided the houses of some influential Scheduled Caste persons in Jalardham village and arrested 7 Scheduled Caste persons by breaking open the doors of their houses on the 10-4-1980. The police started a reign of terror among the Scheduled Castes/Scheduled Tribes and also took away some valuables from their houses. One of these 7 persons (Shri Pushpa Pradhan) had a licensed gun. His gun was seized by the Police. No one from among the miscreants who had demolished the huts and who belonged to non-Scheduled Caste/Tribe communities, was arrested.

On 11-4-1980 in the morning, the members of the Scheduled Castes/Tribes went in a procession to meet the S.D.O. Tufanganj and to submit a memorandum containing their grievances regarding the arrest of persons belonging to the Scheduled Castes/Scheduled Tribes the previous night. Some representatives of the association went to see the S.D.O. who was at the Police Station, Tufanganj and presented a memorandum to him. When the representatives of the association were still holding talks with the S.D.O. in the Police Station, one of the policemen assaulted some members of the procession outside the police station without any provocation. The processionists, thus provoked, started raising slogans against the action of the policemen. Some of them wanted to meet the S.D.O. to complain against the assault by the policemen but they were not allowed to do so. Demonstrating processionists were, instead, lathicharged by the police, as a result of which the processionists dispersed but reassembled after some time. In the meantime, some miscreants and agent provocateurs who did not belong to the Scheduled Castes or Scheduled Tribes joined the demonstration and started throwing stones at the building of the Police Station with the sole intention of creating trouble. On this, the Police opened fire on the processionists without any warning. About 30 to 40 rounds were fired, as a result of which about 12 persons were injured, out of whom 4 received serious injuries and were admitted to Tufanganj Primary Health Centre and were later transferred to the Cooch Behar M.U.A. Hospital One of these injured persons (Shri Harendra Nath Barman s/o Shri Janak Barman, village Turkanirkutty) subsequently succumbed to the injuries on the 22nd April, 1980.

According to Shri Essore, the police then set the kitchen of the Police Station which was about 150 yards away from the main building of the Police Station, on fire, 20 minutes after police firing. According to him, the Police had deliberately set the kitchen on fire in order to justify the firing on the rocessionists. He further alleged that the S.D.O. had gone to the Police Station before the arrival of the procession near the Police Station and the procession was stopped by the Police near the Police Station. When the processionists were dispersing after the police firing, some of them were beaten up severely by men of the C.P.M. resulting in severe injuries, some of whom had to be. later, admitted to the hospital.

On 11-4-80, F.I.R. was lodged by a Scheduled Caste person of village Teliguri, Barashalbari, regarding the incidents of the 10th afternoon but no arrest was made by the police. On his own, the in-charge of the Police Station, Tufanganj instituted a case against 41 Scheduled Caste/Tribe persons belonging to villages Barashalbari, Jalardham and Bazrapur etc., and some of them were arrested. According to Shri Essore, indiscriminate arrests of Scheduled Caste/Tribe persons were made. Subsequently, a number of F.I.Rs. were lodged by Scheduled Caste persons regarding assaults made on them by non-Scheduled Caste/Tribe persons, but no arrest of the persons named as accused was made.

Representationists were made to the Chief Minister and the Commissioner for Scheduled Castes and Scheduled Tribes that their demands should be met and from 1st May, 1980 they were on a relay fast to press their demands to the administration. Their relay fast was in shifts of 24 hours and was continued by subsequent groups numbering from 20 to 100 on different day. The demands were as follows :—

(1) Judicial enquiry should be held into the incident of firing.

(2) Compensation should be paid to the persons injured as a result of the firing and dependents of the deceased.

(3) Suspension of S.D.O. Tufanganj and the Police Officer In-charge of the Police Station.

(4) Legal action should be taken against the miscreants who assaulted the processionists when they were dispersing after the Police firing on 11th April 1980 and who had been named in the F.I.R. lodged with the Police.

(5) All the criminal cases against the Scheduled Caste and Scheduled Tribe persons who had joined the movement should be withdrawn.

(6) Tortures on the Scheduled Caste and Scheduled Tribe persons by the Police should be stopped.

The relay fast was to press the above mentioned 6 demands while other demands had already been submitted to the Administration earlier.

The statements of some other office bearers of these associations may be seen at Annexure I.

The official version

The official version of the incidents was, however, made available by the S.D.O. with whom the Study Team had a detailed discussion. According to the S.D.O. during the months of January to March 1980

the Scheduled Castes and Scheduled Tribes Association met him in groups, about a dozen times and submitted memoranda of demands. Their main demand was that the vested lands should be allotted to the persons belonging to Scheduled Castes and Scheduled Tribes only. In January, 1980 when the demand for allotment of surplus land was made by the Association, about 226 acres of vested land was available in Tufanganj Sub-Division (209.61 acres under the State Acquisition Act and 17.74 acres under Land Reforms Act). From January to May 1980, about 172 acres of vested lands were distributed to the beneficiaries, out of whom about 80% belonged to the Scheduled Castes. About 61.92 acres of vested land still remained to be distributed. The Association, however, wanted that all the vested lands should be distributed to the Scheduled Castes/Scheduled Tribes exclusively. The S.D.O. told them that this land would be distributed according to the rules and regulations on the subject, according to the percentage reserved for Scheduled Castes/Tribes. When the Association members met the S.D.O. in January, 1980 he asked them to have patience because all the vested lands would be distributed to them by the month of April, 1980 But, as stated by the S.D.O. the request was not heeded to and they started taking possession of the vested lands forcibly.

On 6th March, 1980 and 9th March, 1980, the Association forcibly occupied 17 bighas of khas land in plot No. 1273 in Mouza Baznapur. On getting information that there was apprehension of breach of peace in the area where the surplus land was located, the S.D.O. deputed the Land Reforms Officer and the Officer-in-Charge of the Police Station, Tufanganj to investigate the matter and report to him. These officers reported to him on the 11th March, 1980 that there was serious apprehension of breach of peace and it was feared that a dispute might take place between the persons already in possession of the land and the Scheduled Caste persons who had grabbed 17 bighas of the disputed surplus land. On receipt of this report from these officers the S.D.O. promulgated Section 144 in the area on 13th March, 1980 restraining the members of either party from entering the area.

On 18th March, 1980 the Association forcibly occupied 2 bighas of khas land from the possession of one Sanjiv Ghosh of Mouza Dhaldebri, Tufanganj Police Station. On receipt of the complaint, a case was registered by the Tufanganj Police Station under Section 143/447/427 I.P.C. (Case No. 27) dated 20th March, 1980 19 persons were arrested and later released on bail the same day in the evening. On this, the S.D.O. recommended to the S.P. that since the trouble was likely to escalate, a police picket should be posted in the area under dispute. Accordingly, on 26th March, 1980, a police picket of 8 armed constables and one Sub-Inspector was posted at Mouza Dhaldubri which established a temporary camp there. However, this land grabbing movement by the Association continued and they again forcibly occupied one bigha of khas land on 29th March, 1980 from one of Shri Purnachandra Sah of Mouza Bakla (Non-Scheduled Caste). On the receipt of this complaint, Tufanganj Police Station Case No. 43 under Station 143/447 IPC was registered against the Association members. Again, on 2nd April, 1980 they forcibly entered khas land in the possession of Harimohan Sah of Baroshalbari in Tufanganj Police Station on receipt of his complaint, Tufanganj Police Station Case No. 2 dated 2nd April, 1980 under Section 447 IPC was registered. On 8th April, 1980 again the Association supporters forcibly occupied 24 bighas of khas land in the possession of Aswani Kuman Saha and 8 others. On that day the members of the Association raised some temporary structures on some of the land forcibly occupied by the Scheduled Castes in village Talliguri. On the 10th April, 1980, these temporary structures were demolished by Shri Ashwani Kumar Saha who was in possession of that land and his supporters. On this, the association and their supporters chased away Shri Ashwani Kumar Saha and his supporters for about 1 km. Shri Ashwani Kumar and his supporters took shelter in some huts in villages Jalardham and Baznapur. The members of the association forcibly entered those huts, pulled the persons of the opposite party out of those huts and beat them mercilessly with different weapons like lathis, spears, daggers etc., as a result of which, 6 persons were severely injured out of whom one person namely Shri Ganga Charan Das later succumber to his injuries in the Cooch Behar Hospital, after few days. Most of them were Scheduled Castes. The person who died was also a Scheduled Caste. The injured persons lodged a complaint with the P.S. Tufanganj where F.I.Rs. were registered. A complaint was lodged by Smt. Sumoty Urmila of village Bamanerkuti in Tufanganj Police Station and case No. 11 dated 10th April,. 1980 under Section 147/148/304 IPC and U.S. 9 MPO Act, was registered against the supporters of the Scheduled Castes and Scheduled Tribes Association who had clashed with the opposite group.

On receiving information from the above mentioned persons that there was a heavy rioting in the village Bamanerkuti and Jalardham on 10th April, 1980, the S.D.O. alongwith 2 D.S.Ps. with sufficient police force rushed to the spot late in the evening that day and returned to their headquarter at 0200 hours on 11th April, 1980. They found that these villages were peaceful at that time. They inspected some of the huts where the persons concerned had been assaulted as reported in the F.I.R. They found a number of persons groaning in pain. The police interrogated the persons who had been assaulted and recorded their statements and visited most of the huts affected by the incidents and recorded similar statements from the affected persons. Then the Police raided few huts in which the persons who had assaulted the injured persons, resided The persons who had assaulted the injured persons, named some other persons as aggressors, out of whom 7 persons were available in their huts at that time and were arrested on the spot under Section 147/148/304 IPC. One police picket consisting of 8 constables and one Sub-Inspector was still posted there.

On 11-4-1980, due to apprehension of breach of peace, Section 144 was promulgated in all the affected villages as well as in Tufanganj town at about 8 A.M. This was announced by loudspeaker to the public. At about 8.30 A.M., the S.D.O. held a meeting with the Secretary of the Scheduled Castes and Scheduled Tribes Association Shri Subel Burman and some leaders of the Association.

The S.D.O. discussed the matter with the Deputy Commissioner on 8th April, 1980 and a decision as taken to allot vested and khas lands to the eligible persons in a meeting to be held on the 16th April, which would be attended by the Deputy Commissioner and also by members of the Scheduled Castes and Scheduled Tribes Association, among others. It was also decided that a special squad would be formed to attend to the grievances of the Scheduled Castes and Scheduled Tribes persons regarding land reforms. This decision was communicated by the S.D.O on 9-4-80 to the Scheduled Castes and Scheduled Tribes Association and the Association, according to the S.D.O., agreed to this procedure.

On the 11th April, 1980 at about 8.30 A.M. the Secretary of the Association, alongwith some of the leaders of the association met the S.D.O. and when the latter asked them as to why they were resorting to such assaults when it had already been decided that the matter of allotment of vested lands would be decided in the meeting to be held on the 16th April, the association leaders informed him that these assaults were resorted to by persons concerned, on their own accord and the association did not support them. The association also informed the S.D.O. that they proposed to take out a procession on that day to protest against the arrest of 7 persons on the previous night. The S.D.O. informed them that the procession could not be taken out in view of Section 144 having been promulgated in the area and also in the Tufanganj town. The association leaders then informed the S.D.O. that they would stop the procession from proceeding to the town.

At about 9.30 A.M. the S.D.O. got information from his own sources that a huge procession with lethal weapons was proceeding towards Tufanganj, at a distance of about 1 km. from the town on the National Highway No. 31. The intension of the processionists was to forcibly get the release of the 7 arrested persons. On getting this information, the S.D O tried to contact the Police Station on the phone but since his phone was out of order, he personally went by car to the police station and instructed the Incharge of the Police Station to proceed to the site of the procession and stop the processionists from proceeding further as they could not enter the town where Section 144 had been promulgated. A police party was rushed to the spot to cordon off the area and stop the processionists from proceeding towards the town. The Police cordoned off the road but the processionists forcibl broke the cordon and started proceeding towards the town. The processionists continued to proceed towards the town and almost came near the Police Station Tufanganj when more police enforcement was deputed and they again tried to cordon off the processionists. The police also declared to the processionists from time to time that Section 144 had been promulgated in the area and that they could not proceed further The processionists then demanded that they would like to see the S.D.O. The S.D.O. informed them that 4 persons representing the processionists could be allowed to see him and talk to him. Accordingly, 4 representatives of the processionsts came to the chamber of the Officer-in-Charge of the Police Station where the S.D.O. was also present. The leaders of the processionists demanded unconditional release of the arrested persons. The S.D.O. told them that it was not within his power to release them because they had been arrested by the Police and the case would have to be forwarded to the Judicial Magistrate who would take necessary decision in the matter. But the leaders of the processionists insisted that they should be released from the Police Station then and there. The S.D.O. expressed his inability to agree to their demand. At that time the processionists broke the police cordon and entered the Police Station in great strength and started shouting slogans in filthy language. This continued from about 10 20 A.M. upto 11.30 A.M. Some of the processionists entered the Police Station and tried to break the lock-up of the Police Station. Some of them broke the window-panes of the Police Malkhana and went on insisting that the arrested persons should be given diet. When the arrested persons were brought out for being given lunch, some of the processionists tried to forcibly snatch them from custody but the police obstructed them from doing so and again put them back in the lock-up. Then the processionists started shouting that the authorities concerned should take on immediate decision to release the arrested persons and virtually gheraoed the Thana and did not allow anybody to enter or leave the Thana. Some of the processionists became violent at that time and tried to break the lock of the Police lock-up. The police then started to push them back. The processionists thereupon became violent and started assaulting policemen on duty. Then the Police started to swing *lathis* in the air. The processionists became more violent, on which the police resorted to lathi charge and chased them out of the Police Station. But within 15 to 20 minutes they again reassembled and gathered in a strength of about 1,000 and strated hurling stones and brick-bats at the Police Station and the Policemen on duty. 7 policemen got injuries as a result of this brick-batting and one of them was seriously injured. At that time, the S.D.O. declared on the microphone that since Section 144 had been promulgated in the area, the assembly of the processionists was unlawful and asked them to disperse within 5 minutes failing which firing would be resorted to. It was noticed that some of the processionists had set fire to the kitchen of the Police Station and it was set ablaze. Processionists continued to shower brick-bats at the Police Station and the policemen as a result of which the Police had to retreat inside the Thana and the processionists advanced almost to the gate of the Police Station. On the apprehension that the processionists would also set fire to the main Police Station building or might break open the lock-up where the arrested persons were lodged, the police opened fire in the air.

9 rounds were fired in the air to scare the processionists away. However, the processionists did not pay any heed and became more violent. They damaged the car of the S.D.O. which was pulled outside the Police Station. The police then opened fire on the processionists direct. 10 rounds were fired direct and 4 persons were injured during firing. The S.D.O. had given instructions to take precautions that minimum injuries should be caused to the processionists and instructed that firing should be on the lower parts of the body, below the thighs. According to the S.D.O., the injuries were received by the injured persons mostly on the thighs. He stated that he wanted to use teargas to disperse the processionists before resorting to firing but there was no teargas shell in stock at the Police Station. It was in the place of teargas that he ordered firing in the air, as a warning to the processionists to disperse and gave them 5 minutes' time to disperse. According to him, it was only when firing in the air did not have any effect on the processionists and the processionists continued violence and damaging the Police Station, that he had to order firing direct. After the firing, the processionists dispersed. The police arrested 6 persons out of the processionists on the spot, out of whom 2 persons belonged to Scheduled Castes.

23 more persons belonging to the Scheduled Castes and Scheduled Tribes association and their supporters were arrested on different dated in April, 1980, on the basis of the F.I.Rs. lodged by the opposite group. Thus, in all 36 persons were arrested, out of whom 7 persons were arrested from the village concerned, on the night of 10th April, 1980 and 6 persons were arrested from the procession which was taken out on 11-4-1980, after the police firing. All these 36 arrested persons except 5 were later released on bail on certain conditions. These persons were produced before the Sub-Divisional Judicial Magistrate within 24 hours of their arrest but he did not grant them bail because the crimes committed by them were of serious nature and they were remanded to judicial custody and were kept in lock up for periods ranging up to 2 weeks or so, after which they were released on bail on certain conditions by the S.D.J.M. The cases againts these persons were under investigation by the Tufanganj Police Station.

Some persons belonging to the Scheduled Castes and Scheduled Tribes association lodged a complaint to the Police Station about the incidents of 11-4-1980 some days after that date but no arrest could be made because complaints and witnesses were allegedly involved in offences at the Police Station on that day and were absconding since then. Another complaint was lodged by the supporters of the association some days after these incidents that some persons had manhandled the processionists when they were dispersing after the police firing on 11-4-1980 They claimed that as a result of this manhandling a number of persons were injured but according to the S.D.O., no record of these injuries was available in the Primary Health Centre, at Tufanganj or the Sadar Hospital Cooch Behar. No arrest, however, could be made on the basis of these complaints because the persons alleged to have been assaulted were themselves absconding and could not be contacted by the Police authorities.

As a precaution, police armed force consisting of one platoon was stationed at the Police Station Tufanganj to face any untoward happenings. As precautionary measure, another police picket with armed force was also posted at village Shalbari from 11-4-1980. Since then, the position was peaceful and no untoward incident had been reported.

According to the S.D.O. the meeting scheduled to be held on the 16th April, was later held on the 18th April and was attended by the Deputy Commissioner, Additional Deputy Commissioner, some leaders of the Scheduled Castes and Scheduled Tribes association, leaders of other political parties and respectable persons of the village concerned as well as of Tufanganj town. It was decided in that meeting that there would be no forcible grabbing of land from any quarter and if there was any grievance, it would be submitted in the form of a complaint to the Special Sqad comprising Land Reforms Officer, a Surveyor and Chairman (Class IV). However, not a single complaint was received from the association, since then.

On the 28th April, 1980, the association gave notice to the Chief Minister and the Deputy Commissioner that they would start a relay hunger strike from the 1st May, 1980 if their demands were not met by then. In the notice the following demands were listed :—

(1) Release of all persons of Scheduled Castes and Scheduled Tribes Association who had been arrested so far in connection with different criminal cases instituted on 10th April, 1980.

(2) Withdrawal of criminal cases against Scheduled Castes and Scheduled Tribes Association.

(3) Compensation to persons injured in police firing on 11th April, 1980.

(4) Punishing and removal of all officers including S.D.O. and Police personnel involved in police firing on 11th April, 1980.

(5) Punishment of all anti-social elements who assaulted the members of Scheduled Castes and Scheduled Tribes Association after Police firing.

(6) Judicial enquiry into the incident of firing on the processionists on 11th April, 1980.

From the 1st May, 1980, the association members and their supporters were on a relay fast in support of their above demands. At a time 15 persons remained on fast for 12 hours. The relay fast was being held in the town committee ground, in front of the S.D.O.'s office. The association members continued shouting slogans over the loudspeakers at the site of the fast and they also continued playing music on the loudspeakers throughout the day upto

10.00 P.M. daily. No other incident had been reported at the site of the fast. At night, a police picket consisting of 5 armed guards was posted at the site of the fast, as a precautionary measure.

On the 5th May, 1980, the Deputy Commissioner called a leader of the association and had a discussion about the demands of the association. The Deputy Commissioner told him that most of their demands like holding judicial enquiry could be met only by the State Government, and he or the S D.O. were not competent to order such an enquiry. An Executive Enquiry by the Additional Deputy Commissioner as ordered by the Deputy Commissioner was scheduled to be held from 23 May, 1980.

On the 14th May, 1980 the association took out a procession in Tufanganj town to press their demands. The procession was peaceful and no untoward incident took place. The association were holding meetings in different parts of the sub-division to highlight their demands. No untoward incident was reported and the meetings were peaceful.

Report of enquiry made by Junior Land Reforms Officer, Tufanganj regarding the dispute over land on 10-4-1980

The enquiry made by the Junior Land Reforms Officer Tufanganj on 5th May, 1980, in respect of the disputed land revealed that a dispute had cropped up in respect of the vested land comprising plot No. 2743 under Khatian No. 312 covering an area of 2.47 acres in Mouza Barashalbari, between the members of the Scheduled Castes and Scheduled Tribes on the one hand and the members of a political party on the other. The members of the Scheduled Castes/ Scheduled Tribes had constructed the structures in Plot No 2743 on 9th April, 1980 and the same were demolished by the members of the party on 10th April, 1980 which resulted in the clash on that day. He further stated in his report that on verification of the relevant records it was found that plot Nos. 2743 and 2737 covering areas of 2.47 acres and 7.05 acres had been vested in the State under the State Acquisition Act from the land owner Shri Badhushwar Bakma of Barashalbari. But, the dispute cropped up in the plot No. 2743 and the land of that plot had been distributed as follows :—

	Plot No. 2743		2 47 acres
Date of Distribution	Name of the allotee	Plot No.	Area
18-5-73	Sh. Harmohan Sah	2743	1 81 acres
	S/o Sh Suryakant Sah of Barashalbari.	1365	0 16 acres
27-10-73	Sh. Harmohan Sah S/o Suryakanta Sah.	2743	1 82
	Sh. Harmohan Sah S/o Sh. Kunjbehari Sah.	2743	0.33

Pattas were actually awarded to them only for 1.81 acres and 0.33 acre respectively. Shri Harmohan Sah S/o Lt. Kunj Behari Sah had expired but Shri Padan Chandra Roy S/o Kanai Roy of Barashalbari was taking benefit of the patta of the deceased Shri Harmohan Sah. Shri Harmohan Sah S/o Surya Kanta Sah was cultivating the rest of 0.33 acre of land excluding his patta land measuring 1.81 acres as reported. Shri Sah purchased 0.66 acre of land prior to obtaining patta by executing the registered deed No. 8576 dated 10th October, 1966 and 177 dated 8th February, 1977 and also subsequently he purchased 1.12 acres in the year 1974 and 1976. The disputed land which was available for distribution was to be allotted to eligible persons through survey of the Mouza and regularisation of the allotment of 27th October, 1973.

Visit to the Police Station Tufanganj

The team visited the Police Station Tufanganj and discussed the incidents of the 10th & 11th April, 1980 with the Sub-Inspector of Police, In-Charge Police Station and other Police Officers at the Police Station. Extracts from various F.I.Rs. lodged with the Police Station were obtained from him as follows :—

1. Smt. Urmila Sutradhar W/o Surjukant Shutradhar Carpenter of Bazrapur, Bamanerkutty, Police Station Tufanganj, called at the Police Station on 10th April, 1980 at 1900 hours and lodged a written complaint. F.I.R. was registered *vide* case No. 11/135 dated 10th April, 1980 under Section 147/148/324 IPC and MPO Act. Subsequently Section 324 was changed to 304 IPC. Persons named as accused were as follows :—.

   (1) Atual Pradhan S/o Pushpa Pradhan

   (2) Nemo Barman S/o Chika Barman.

   (3) Dhajan Barman S/o Chandruja Barman.

   (4) Korma Barman S/o Bidla Barman.

   (5) Bishwa Barman S/o Lankeshwar Barman.

   (6) Bhobhesh Barman S/o Lankesh Barman.

   (7) Amol Barman S/o Lankesh Barman.

   (8) Kalikendo Barman S/o Phulchand.

   (9) Balia Barman S/o Phulchand.

   (10) Matia Barman S/o Panishwar.

   (11) Bipin Barman S /o Chanderkanta and many others.

   The accused persons formed unlawful assembly, attacked the houses of the complainants and other refugees from Bangladesh

and assaulted them with lathis and arrows causing bleeding injuries to some of them. One Ganga Charan Das succumbed to the injuries in hospital at Sadar Hospital Cooch Behar. He was a Scheduled Caste Some of the accused were arrested. The case is under investigation by the Police. The arrested persons were produced before SDJM at Tufanganj and were released on bail after about a week. The charge-sheet had not yet been submitted because the case was under investigation by the Police.

2. F.I.R. No. 13 dated 11th April, 1980 lodged by one Lahoo Barman S/o Jaggo Barman of Talliguri Police Station Tufanganj. Complaint was lodged against 25 persons and many others who had assaulted the complainants and one Theban Barman with lethal weapons, on 10th April, 1980 at 1400 hours They were attacked by these persons led by CPM supporters

3. F.I.R No. 14 dated 11th April, 1980 under Sections 148/149/436/353/332 and MPO Act lodged by Shri N. G. Chakravarty, S.D O. Tufanganj in which 6 persons were named accused and also 36 persons who were in the procession were also named. These 6 persons belonged to the Scheduled Caste and Scheduled Tribe association. They were arrested on the spot and later they were released on bail after a month. Cases against them were under investigation by the Police and charge-sheet was yet to be submitted to the SDJM. In this F.I.R., complaint was lodged regarding violent activities of the processionists on the 11th April, 1980 in the morning when they resorted to violence and brickbats in front of the Police Station Tufanganj resulting in the burning of Kitchen and one improvised Malkhana of the Police Station. The brickbats were thrown on the roof of one of the barracks of the Police Station which penetrated in the sheets of the barracks creating holes.

4. F.I.R. No 16 dated 12th April, 1980 under Sections 153A, 153B and 120B IPC against 41 persons belonging to Scheduled Castes and Scheduled Tribes association. These persons were accused of indulging in and promoting enmity between different groups in villages Bazrapur, Dhaldebri, Bhandizilas, Shelbari, Tullyguri, Barokudali and other adjoining villages under Tufanganj Police Station for the last 2-3 months in order to create communal disharmony, enmity, hatred and ill-will among people who came to India from Bangla Desh and members of Scheduled Castes and Scheduled Tribes. They had taken out a procession shouting slogans like "drive out refuges from Bangla Desh". They forcibly occupied land in the occupation of people who came from Bangla Desh on the plea that the people who had come from there had no right to stay in Cooch Behar and they (Scheduled Caste and Scheduled Tribe Association) were the children of the soil and land was theirs It was also mentioned that their activities were causing enmity and hatred towards non-Scheduled Castes The accused committed offences punishable under Sections 153A, 153B, 120B, IPC. 6 persons who were supporters of Scheduled Castes and Scheduled Tribes association were arrested in this case on 14th April, 1980, 16th April, 1980 and 18th April, 1980. They were later released on bail.

5. F.I.R. Case No. 31 dated 26th April, 1980 lodged under Sections 147/341/323/153A/IPC by Shri Uma Nath Pradhan S/o Late Shri Sidhu Nath Pradhan of Bazrapur, Police Station Tufanganj belonging to Scheduled Castes, Scheduled Tribes Association against 10 persons who were supporters of a political party. This complaint was lodged before the SDJM alleging that they were assaulted and wrongfully restrained when they were retreating to their respective villages after the procession dispersed as a result of police firing on 11th April, 1980. No arrest was made in this case. The case was under investigation on the same issue and no charge-sheet had so far been submitted by the Police to the Court.

6. F.I.R. No. 32 dated 26th April, 1980 lodged by Shri Surendra Nath Manta under Sections 147/149/447/506 and 153A IPC belonging to Scheduled Castes and Scheduled Tribes association against 23 persons who were supporters of a political party alleging that the houses of the complainants were gheraoed on 11th April, 1980 at about 23.45 hours. No arrest was made The case was under investigation by the Police.

7. F.I.R. No. 12, dated 12th May, 1980. One Nomdeshwar Barman member of Scheduled Castes and Scheduled Tribes association lodged a complaint against 6 named accused allegedly belonging to a political party that the complainant had been assaulted by the accused after entry in his house at 1400 hours on 12th May, 1980 at Turkanirkutty, of Police Station Tufanganj. In this case 4 persons belonging to a political party were arrested on the night of 12th May, 1980 and produced before the SDJM on the 13th May, 1980. They had not so far been released on bail. Case was under investigation by the police. The arrested persons were in the judicial lock-up. Chrage-sheet had not so far been submitted to the Court.

8. F.I.R. No. 4 dated 4th May, 1980 under Sections 325/341 IPC, lodged by Shri Hamendra Sarkar belonging to Scheduled Castes and Scheduled Tribes association against 2 named accused persons belonging to a political party alleging that on 4th May, 1980 at 1930 hours, 4 accused persons had assaulted Shri Alikesh causing bleeding injury to him. Both the accused surrendered in the court. They were later released on bail by SDJM. The case was under investigation by the Police.

According to the Sub-Inspector of Police, 35 persons were arrested in all, in connection with the incidents which took place on the 10th and 11th April, 1980. 4 persons were arrested on F.I.R., lodged in May, 1980 Thus in all, 39 persons were arrested Out of

these, 9 persons were still in judicial custody while the rest had been released on bail. The list of the arrested persons and their case numbers are given below :—

S/Shri	Case reference
1	2
1. Biswanath Barman of Bazrapur, Police Station, Tufanganj	
2. Tarani Kanta Barman of Bazrapur, Police Station, Tufanganj	
3. Lankeswar Barman of Bazrapur, Police Station, Tufanganj	
4. Kiran Pradhan Bazrapur, Police Station, Tufanganj	Case No. 11, dated 10-4-80 under sections 147/148/324 IPC/M.P.O. Act, Date of arrest on the night 10/11-4-80.
5. Puspanath Pradhan of Bazrapur, Police Station, Tufanganj.	
6. Atul Chandra Pradhan of Bazrapur, Police Station, Tufanganj.	
7. Chittaranjan Pradhan of Bazarpur, Police Station, Tufanganj.	
8. Swapan Chandra Roy of Halakura, Police Station, Golakganj, Assam	
9. Gajendra Nath Roy of Halakura, Police Station, Golakganj, Assam	
10. Manohari Sarkar of Chatua, Police Station, Tufanganj.	Case No. 14, dated 11-4-80 U.S 147/148/149/436/253/332/IPC/9. MPO Act Date of arrest 11-4-80.
11 Biswanath Das of Chatua, Police Station, Tufanganj.	
12. Kanteswar Barman of Chatua, Police Station, Tufanganj.	
13. Gobinda Roy of Bakla.	
14 Sahajan Ali of Nayerhat.	
15. Rathin Mandal of Salbari.	
16. Kalimuddin Mia of Chat Genduguri	
17. Kamaleswar Barman of Bhareya.	
18 Santi Ram Mandal of Bhelakoba.	
19. Sadindra Nath Das of Bhelakoba.	
20. Naren Barman of Bhareya.	
21 Pelunath Das of Charaljani.	
22. Setabuddin Mia of Natabari.	
23. Jogendra Barman of Basraja.	
24 Bisadu Barman of Vandiyilash.	Expired due to bullet injury.
25. Naren Barman of Turkanerkuthi	
26. Man Mohan Barman of Vandizilash.	Case No. 11, dt. 10 & 16-4-80 arrested to 14/15-4-80
27. Jadu Ram Mandal of Talliguri.	arrested on 14/15-4-80.
28 Suk Chand Bhagat of Bazrapur.	arrested on 15-4-80
29. Suran Manta of Barosalbari	Case No. 11(4) 80 & 14(4)80-816(4)80 arrested on 16-4-80
30. Chandra Kanta Dakua of Talliguri.	Case No. 11(4)80 & 14(4) 80-816(4)80 arrested on 18-4-80.
31. Rajendra Nath Ray of Bakla	Case No. 11(4)80 & 14(4)80-816(4)80 arrested on 18-4-80.
32. Susil Chandra Ray of Bakla	
33. Bokra Barman of Vandijilash.	Case No. 11(4)80, 14(4)/80, 16(4)80 & 15(4)80 arrested on 11-4-80.
34. Pakinath Barman of Vendijilash.	
35. Tarini Barman of Bazrapur	
36. Nipurva S/o Lt. Niba Arya.	
37. Nepal Arya S/o Ganesh.	
38 Manoranjan alias Mono S/o Ganesh.	Case No. 12, dated 12-5-80, All these 4 persons were still under judicial custody They belonged to CPM.
39. Thakardas Singh S/o Lt. Binod Behari Singh all of Turkanithutty.	

Visit to the Places of Occurrence

The places of occurrence at villages Talliguri (Barsalbari), Jalardham and Dheldubri located about 25 kms. from the Tufanganj Police Station were visited by the Study Team. A number of Scheduled Castes/Scheduled Tribes as well as other residents of these villages were interviewed The statements made by them are given below :—

Village Talliguri (Barashalbari)

The total population of this village was about 7,000, of whom 3,000 and 1,000 persons belonged to Scheduled Castes and Scheduled Tribes respectively, while the rest were non-Scheduled Caste/Tribe refugees from Bangla Desh

Shri Ganesh Chandar Sah S/o Bateshwar Sah age 32 of Talliguri

He owned 1 5 bighas of land. He got patta for the land in 1973. The land was in his possession and he was cultivating it About 100 Scheduled Caste/Scheduled Tribe persons constructed a small thatched hut in his plot of land on the 6th April, 1980 forcibly. He alongwith some of his supporters and some members of a political party, numbering about 150 went to the spot and demolished the hut on the 9th April, 1980 at 12 00 A M. It was not resisted by anybody. Immediately after that, he ploughed his plot of land from where the hut had been demolished Nothing happened on that day. On the 10th April at about 10 A M.,

about 200—300 Scheduled Caste/Tribe persons from Jalardham and Shalbari came to this place to reconstruct the hut. About 300 persons including himself, some of his supporters and some political workers resisted the construction of the hut. On seeing his supporters the Scheduled Caste/Scheduled Tribe group ran away towards Jalardham. He and his supporters ran after that group to chase them for about half a mile and that group dispersed. He came back and did not know whether the clash took place later on or not.

Nabeswar Rabha, Scheduled Tribe S/o Fotigarh Age 30 resident of Barasalbari

No land was possessed by him He was an agricultural labourer. He worked in the fields of different persons according to needs on daily wages. He believed that the land belonging to Shri Gangesh Chandra mentioned above who was a refugee from Bangla Desh should actually be allotted to him. Therefore, he had tried many times to cultivate that land earlier but was forcibly resisted by the landowner and his supporters. He constructed a small thatched hut in the above mentioned plot of land about 5 years back and had been living in that hut since then though he had been continuously harassed by them. The other person had been cultivating this plot of land excepting the area covered by his hut. At about 11 a.m. on 9-4-80 about 1,000 persons belonging to the supporters of that person as well as some political workers demolished his hut. At that time he alongwith his wife only were present there and they went away when the hut was demolished. He verbally protested and then ran away under fear. No incident occurred on that day after the demolition of his hut. On the 10-4-80 again, he tried to reconstruct the hut but could not do so due to the resistance of the opposite party. He alongwith about 200 Scheduled Caste and Scheduled Tribe persons ran away towards Jalardham chased by Shri Gangesh and his supporters They were overtaken in a field near Jalardham as a result of which they were beaten and about 10 to 11 Scheduled Caste persons were injured. The injuries were received with sticks and pointed bamboos None of the injured persons were available at the moment. He did not know their names. Injured persons did not belong to that place and were from adjacent villages and had gone to their villages. They were taken to the hospital

Some other available persons in the village were also interviewed. Their names are given below They were all agricultural labourers. They had also constructed a hut each in different plots of agricultural lands in Barasalbari They said that they had constructed these huts about 5 years back and were residing in those huts They claimed that their huts were constructed by them on plots belonging to non-Scheduled Caste refugees from Bangla Desh who were cultivating these lands for a number of years They constructed these huts under the impression that this land should actually be allotted to Scheduled Castes and they were the real claimants to these lands Some of them were not aware whether pattas were given to the cultivators of the land. They claimed what all these huts were demolished forcibly by the non-Scheduled Caste refugees and their supporters numbering about 1,000. They ran away towards Jalardham because they could not face the opposite party Near Jalardham they were overtaken by the opposite party and severely beaten with lathis and pointed bamboos as a result of which about 11 persons were injured and some of them were admitted to the hospital :—

Name of persons interviewed

(1) Neal Kumar Rabha (S.T.) S/o Lt. Bandi Rabha age 30, plot of land owned by Shri Nitai Sah (1.75 bighas).

(2) Rangru Rabha (S.T.) S/o Sonia aged 55, plot of land owned by Ghotu Saha.

(3) Dheblu S/o Nagru (S T.) aged 30.

(4) Gorma Rabha S/o Dhut Rabha (S.T.) Age 40.

(5) Pitan Rabha S/o Topa Rabha, age 25.

(6) Majan Rabha S/o Jyotin Rabha (S.T.) age 25.

(7) Chokai Rabha (S T.) S/o Lokhai, age 20.

(8) Sudhir Berman (S.C.).

(9) Kachua Sahut (S.T.).

(10) Budhi Rabha (S.T.).

(11) Bilachand Rabha (S.T.).

In all, huts of 12 Scheduled Caste/Tribe persons were demolished.

Sachindar Mohan Rabha S/o Anath Chander Rabha (S.T.)

He was a resident of Barasalbari. At the time of the incident on 10th April, 1980 he was away at Tufanganj. When he came back in the evening at 7 p.m, he learnt that a clash had taken place. Then some of workers of a political party told him that because he was a leader of the Scheduled Castes and Scheduled Tribes, he should be punished. So they entered his house and tried to beat him, his mother and his father but they did not actually beat them. However, they broke the fencing of his house.

Pushpanath Pradhan S/o Late Shri Sidhu Nath Pradhan, age 48 resident of Bazrapur

At about 8 p m on 10-4-80, some policemen entered his house and took his elder son Shri Atual Chander Pradhan (24) with them The police also arrested him His gun as well as cartridges were also seized from his house. The police took him to the police station at Tufanganj where he was interrogated. He was kept in Police lock-up till 11-4-80 He saw that on the 11th April, after the firing incident a person wearing a white ganji and khaki pants set fire to the police kitchen, 10, to 15 minutes after the police firing.

Jalardham Village

Ganesh Chander Arju, Scheduled Caste S/o Lt. Purnocharan Arju resident of Jalardham

He possessed 14 bighas of agricultural land. He was a refugee from Bangla Desh and had been in the village since the year 1969. He did not hold a patta but purchased land from a non-Scheduled Caste person whose land was ancestral. On 10-4-80, at about 1 to 3 p.m. he was sitting in his house. A mob of about 150 people came running from the direction of Barasnalbari. After about 10 to 15 minutes they again came back towards his house. He alongwith his 7 to 8 family members entered his house when they saw that the mob was coming towards their house. At that time when he was about to shut the door of his house, Shri Ganga Charan Dass and about 7 to 8 other Scheduled Castes who were working in the fields came running towards his house and requested him to allow them inside the house because they were afraid that they would be beaten by the mob. Out of 8 persons who entered his house, 6 were refugees from Bangla Desh and Scheduled Castes. The other two belonged to this village. They were also Scheduled Castes. He, therefore, allowed them to enter his house and then he closed the door. Out of these persons who entered his house, Shri Ganga Charan Das was resident of Turkamirkutti while others belonged to Barashalbari. After some time, about 70 to 80 persons from the door, shouting that some outsiders had taken shelter in his house. These persons broke open the door and entered his house. The mob beat Shri Ganga Charan Das and the other 7 persons with lathis, daggers, spears, etc. About 6 or 7 persons were injured in his house. Then the mob went away from the village. At about 10 to 11 p.m. Shri Ganga Charan Das and another injured persons Shri Bheltu Das were sent to hospital at Tufanganj. First time police came to the village at about 7 p.m. and the second police party came at about 8 p.m. Nothing was taken away from his house.

Mahadev Arju S/o Ganeshchand Arju

He said that he was present at the time of incident. He said that at about 12.00 a.m. on 10-4-80 about 60 to 70 persons were running from the direction of Barashalbari. After some time he closed the door of his provisions shop and went away. On coming back he found that the door of the shop had been broken up and it had been looted and the mob was shouting that they wanted the head of Mahadev Arju because he was a refugee. He had taken shelter in a house about a furlong away from the shop and was seeing the activities of the mob from that house and hearing the slogans of the mob. Then he ran towards his house for fear that his parents and his family members might have been beaten by the mob. On reaching there he found that his father and mother had not been beaten but few other labourers who had taken shelter in the house had been beaten. He came to his shop and found that it had been looted.

Ramchander Rabidas S/o Chalit Rabidas (S.C.), age 40

He was a resident of Jalardham. He was away from the house, when the mob came. When he came back to his house he heard that a mob had entered his house. No damage had been done to his valuables and his wife was also not beaten.

Village Dhaldubri

Police picket* consisting of one Sub-Inspector, one Nayak and 6 armed constables, had been camping in the village since the date of the incident in March, 1980. Since that date according to the picket, no incident had been reported in this village. The population of the village was about 4,000 out of whom about 600 were local Scheduled Castes/Scheduled Tribes and the remaining were refugees from Bangla Desh (2,000 Scheduled Castes others non-Scheduled Castes).

Statement of Shri Sanjeet Kumar Ghose

2 bighas of khas land had been allotted to Shri Anath Sah S/o Lt. Dharam Narayan Sah, a non-Scheduled Caste refugee from Bangla Desh. He had been given a patta also and the land was in his possession. He was cultivating it for the last many years. At about 11 a.m. on the day of the incident in March, 1980 about 70—75 persons belonging to Scheduled Castes/Tribes came from the side of village Bazrapur and started ploughing the above mentioned plot of land with about 10 bullocks. The allottee of the plot was not present in the field at that time but he was at his home in the village. The allottee of the plot with 5 or 6 supporters then came to the plot and asked the Scheduled Castes/Scheduled Tribes as to why they were cultivating the land forcibly when it had been allotted to him and was in his possession. The Scheduled Castes/Scheduled Tribes replied that under rules the vested land should be allotted to Scheduled Caste/Scheduled Tribe persons and that they would not allow it to remain with refugees from Bangla Desh. Then the owner of the land Anath Sah and his supporters went back to their homes and the Scheduled Caste/Scheduled Tribe persons also went to their village after cultivating the field. Next day Shri Anath Sah and his supporters again came to the plot and started ploughing the field, on which some of the Scheduled Caste/Scheduled Tribe persons again came there and challenged Shri Anath Sah not to cultivate the field. Shri Anath went back to his home and Scheduled Castes/Scheduled Tribes also returned to their homes, and there was no clash. The refugees then made a petition to the S.D.O., Tufanganj that some of them had pattas of vested lands allotted to them, while others among them were cultivating some of the plots of vested lands since long without any allotment and they should not be dislocated from this land as demanded by the Scheduled Castes/Scheduled Tribes. The petition was still under consideration of the S.D.O and the decision had not been taken, so far.

*One more police picket posted at Dhaldubari near Jalardham consisting of 8 armed constables and one Sub-Inspector of Police.

Few days after this incident another plot of vested land measuring about 7 bighas in Toutarkutti about 1.5 km from Dhaldubri was forcibly cultivated by Scheduled Caste and Scheduled Tribe persons but no clash had taken place. That piece of land also belonged to a refugee from Bengla Desh who was a Scheduled Caste. The Scheduled Castes/Tribes however did not want this vested land to be allotted to the refugees whether they were Scheduled Castes or non-Scheduled Castes. About 2 days after this incident the same group of Scheduled Castes/Tribes came and forcibly cultivated his plot of land measuring about 2 bighas in Dhaldubri village. He asked them not to do so. In the tussle which followed, the Scheduled Caste and Scheduled Tribe persons beat his brother and forcibly took away his 2 bullocks and deposited them with the authorities and the same were later taken by him from there after great effort. According to him, the following plots of land belonging to non-Scheduled Caste refugees from Bangla Desh were also forcibly cultivated by groups of Scheduled Castes and Scheduled Tribes within gaps of one or two days during the period of February-March 1980. He did not remember the exact dates.

Village	*Name*	*Land Forcibly grabbed*
Dhaldubri	Jitendera Mohan Sah S/o Banka Behari Sah (Patta holder).	1/2 bigha of land. He received injuries in the tustle and 2 of his bullocks were also taken away which he later got released.
Bazrapur	Bhole Nath Sah S/o Bipin Behari Sah (not Patta holder).	1 5 bighas of land in Dhaldubri. No clash had taken place.
Dhaldubri	Shri Barun Chander Sah S/o Banke Behari Sah (not Patta Holder).	One bigha of land in Dhaldubri. No clash had taken place.
Dhaldubri	Smt. Amudini Sah W/o Late Kanun Chandra Sah (not patta holder).	1/2 bigha of land.
Dhaldubri	Debendera Mohan Sah S/o Banke Behari Sah	1.5 bighas of land. Has patta for one bigha and no patta for half bigha.
Dhaldubri	Smt. Kamla Arju W/o Late Madhav Arju.	1/2 bigha of land non-Scheduled Caste refugee.

Visit to Sadar Hospital, Cooch-Behar

The team visited the Sadar Hospital, Cooch-Behar where 2 deceased persons had expired and obtained extracts from their post mortem reports from Dr. Chakravarty, District Medical Officer, as follows :—

Extracts from Post Mortem Reports Dictated by Dr. Chakravarti, District Medical Officer, Cooch-Behar Sadar Hospital.

Post Mortem report of Shri Ganga Charan Das

1. Age 30 year.
2. Reference—Kotwali Police Station ward Case No. 43/80 dated 20-4-80.
3. Brought from M.J.N. hospital Police Station Tufanganj (Kotwali).
4. *Date and hour of despatch.*

Despatch	Arrival at dead house
20-4-80	12 noon.

5. Examination 20-4-80.
6. Date of death — 20-4-80 and Postmortem done on the same day.
7. Cause of death — Due to shock, haemorrhage and also peritonitis injury.

   A lacerated wound over the left occiput region, 1" in diameter, one incised looking wound over right ilie fossa.

Internal complications following injury

Intestine gengerinous.

Small intestine gangerinous.

Large intestine also gangerinous.

The patient was admitted with injuries and acute abdomen. The police reported that it might be due to head injury. But the surgeon who operated that patient said that it was due to acute abdomen and following operation, the patient died. The reason of death appears to be *abdominal injury caused by kicking or a blunt blow* and not due to head injury.

Post mortem report of Shri Narendra Nath Barman.

Male—25 years, Tufanganj.
arrived at dead house on 22-4-80 at 1740 hours.

Injuries :— Injury over the right buttock just over left groin, 1/2" in diameter at point of entry of right buttock, 1/4" in diameter at point of exist (left groin). Death in my opinion is due to shock and haemorrhage following bullet injury.

Date of Death 22-4-80 — Post mortem done on the same day

Issue of Caste Certificates

One of the complaints of the Scheduled Castes and Scheduled Tribes Association was that the Pradhans of Gram Panchayats were not issuing them caste certificates on the basis of which the Sub-Divisional Officer, Tufanganj could issue caste certificates. The matter was discussed with the Sub-Divisional Officer/ He informed that he had discussed the matter with the Pradhans of various Gram Panchayats and had issued necessary instructions to them not to cause any harassment to the applicants in this regard, and that the Pradhans were now promptly issuing the required certificates to the applicants. The Sub-Divisional Officer further informed the team that from 23-4-1979, 351 Scheduled Caste certificates were issued by him on the basis of enquiry made by the Extension Officer from the neighbourhood of the

persons applying for the issue of the certificates as well as on the basis of the certificates given by two responsible persons like Pradhans of the Gram Panchayats, M.L.As. etc. Before he took over on the above date, 822 certificates had been issued by his predecessor from 26-2-72.

Findings of the Study Team

Cooch-Behar district has a sizable Scheduled Caste population, ranging from 36.62 per cent to 68.52 per cent in different blocks. The average population of the Scheduled Castes in the district is 40.48 per cent. The percentage of Scheduled Caste population in Tufanganj block is 40.56. The Scheduled Tribes, however, constitute only about 1 per cent of the total population.

The main cause of the various incidents which took place on the 10th April, 1980 as well as in the earlier months, appears to be the allotment of vested lands. As informed by the Sub-Divisional Officer, Tufanganj 226 acres of vested lands (209.61 acres under the State Acquisition Act and 17.74 acres under the Land Reforms Act) were available for distribution in January, 1980, out of which 172 acres had been distributed to various beneficiaries, 80 per cent of whom were stated to be Scheduled Castes. 51.92 acres of vested lands still remained to be distributed.

The Scheduled Castes and Scheduled Tribes had been demanding that all the vested lands should be allotted to them. It had been observed that in many cases lands in the villages where the incidents took place, had been allotted to Scheduled Castes as well as non-Scheduled Castes refugees from Bangla Desh. The Scheduled Castes and Scheduled Tribes Association did not like this and wanted that the land should be allotted to the refugees as according to them, the local Scheduled Castes and Scheduled Tribes were the real sons of the soil and these lands should therefore be allotted to them. This appears to be one of the contributing factors which led to various incidents. Even a couple of months before the date of the main incident in April, 1980, a number of cases of land grabbing had taken place in some villages, specially in villages Dholdabri and Jalardham where some local Scheduled Castes and Scheduled Tribes were stated to have forcibly grabbed the lands in the possession of refugees from Bangla Desh. In village Dholdabri, a police picket consisting of one Sub-Inspector, one Naik and 6 armed constables had also been posted since March, 1980 when these incidents took place.

A settlement operation to record the rights of the land holders and tenants was being conducted in the State Since this operation was to take a long time to be completed, operation *barga* was started with a view to hastening the record of rights of the bargadars (Share croppers) Most of the work under operation *barga* was reported to have been completed and it was understood that the operation would be finally completed by covering all the *bargadars* by the end of June, 1980. This would no doubt go a long way in protecting the rights of *bargadars* including the Scheduled Castes and Scheduled Tribes. The fact, however, remains that discontent among the Scheduled Castes and Scheduled Tribes is mainly due to most of them being landless agricultural labourers and unless they are allotted some agricultural land as a means of subsistence they may not feel satisfied. Although the percentage of Scheduled Castes in the Tufanganj Sub-Division is about 40, yet most of the agricultural labourers belong to Scheduled Castes/Tribes and they may be constituting even more than 80 per cent of the total landless agricultural labourers in the area. It is not, therefore sufficient that while allotting vested lands, only 40 per cent of these lands are allotted to Scheduled Castes/Tribes. According to the guidelines issued by the Union Ministry of Home Affairs, it should be ensured that while earmarking shares of benefits from various schemes and shares of sectoral plan provisions for Scheduled Castes, these should not be just in proportion to the percentage of their population but should be at least 50 per cent of the benefits of individual and family oriented schemes and a good share of the plan provisions. It is, therefore desirable that while allotting vested lands the State Government should take into consideration the claims of the Scheduled Caste/Tribe landless agricultural labourers who constitute a predominant majority among this target group and allot a reasonable share of the available vested lands to them. The State Government should also take necessary action to allot the remaining available vested lands without delay. In this connection it is also desirable that while allotting agricultural lands to refugees from Bangla Desh the State Government should also examine the demands of the local Scheduled Castes/Scheduled Tribes in this regard and ensure that their interests are not sacrificed thereby, because the allotment of these lands to refugees appears to be one of the causes of discontentment among the local Scheduled Castes/Tribes.

Regarding the main clashes which took place on the 10th April, 1980 in villages Barashalbari and Jalardham, the real cause appears to be the demolition of 12 thatched huts constructed by the Scheduled Caste and Scheduled Tribe agricultural labourers on different plots of agricultural lands belonging to non-Scheduled Castes According to the Scheduled Castes/Tribes, these huts had been constructed by them about 5 years back, while according to the landholders these huts had been constructed only on the 9th April, 1980 Although it is difficult to establish when the huts were constructed it is quite clear from the discussions with various officials and non-officials as well from the evidence provided by the local people that these huts were demolished by the land owners and their supporters on the 10th April, 1980. In the beginning, the Scheduled Castes and Scheduled Tribes were out numbered by the opposite group and were driven away towards Jalardham However, near Jalardham, the strength of Scheduled Castes and Scheduled Tribes swelled up and they started chasing the land owners and their political supporters. The latter were stated to have taken shelter in some

houses at Jalardham. A clash then took place at Jalardham village and a number of persons received injuries out of whom one Shri Ganga Charan Das, belonging to a Scheduled Caste succumbed to his injuries in Cooch Behar Sadar Hospital on 20-4-80. The injured were given first-aid at Tufanganj Primary Health Centre and later, some of them were taken to Sadar Hospital Cooch Behar for treatment All the injured persons had since been discharged from Hospital after a few days. On receiving information about rioting at Jalardham, the Sub Divisional Officer alongwith two Deputy Superintendents of Police and police force reached the spot late in the evening of 10-4-80. The Police party, remained there upto 0200 hours on 11-4-80, during which they searched some houses in the village and arrested 7 persons belonging to Scheduled Caste under Sections 147/148/304-IPC. During the course of conducting search of the houses, the police forcibly entered a couple of houses by breaking open the doors when the occupants of those houses refused to open the doors. A police picket consisting of 8 constables and one Sub-Inspector was posted in the village No incident was reported to have taken place in the village since then.

It would be seen from the findings of the Junior Land Reforms Officer, Tufanganj mentioned above that part of the disputed land bearing plot No 2743 on which some of the thatched huts were constructed by Scheduled Castes/Tribes and were later demolished by the land owners, was still available for distribution/regularisation. If such land available for distribution had been allotted to eligible persons through a survey of the mouza, earlier, it is possible that the dispute between Scheduled Caste/Scheduled Tribe landless labourers and landholders might not have taken place It is, therefore, desirable that the allotment of the lands in village Baroshalbari should be regularised by the authorities concerned after survey of the village at an early date to avoid the possibility of recurrence of similar disputes in future.

Regarding the incidents at Tufanganj on the 11th April, 1980, it appears that at about 9.30 a m, the North Bengal Scheduled Castes and Scheduled Tribes Association took out a procession to protest against the arrest of 7 Scheduled Caste and Scheduled Tribe persons from Jalardham village the previous night. Since Section 144 was reported to have been promulgated in Tufanganj, the Sub Divisional Officer instructed the police officers at Tufanganj Police Station to cordon of the processionist a distance of about 1 km from the Police Station The procession, however, continued to proceed towards the town in spite of this The Sub-Divisional Officer had personally come to the Police Station in his car because his telephone was stated to be out of order Some representatives from the procession were invited by the Sub Divisional Officer to come and have talks with him about their demands which are mainly the unconditional release of the arrested persons. The procession kept proceeding further and reached the gate of the police station. In order to disperse the procession the police made a lathi charge, after which the processionists dispersed but soon reassembled. It appears that some miscreants who joined the procession, took advantage of the situation and started throwing stones at the Police Station at this stage. Somebody was also reported to have set fire to the kitchen of the Police Station located some yards away from the main building of the Police Station about the same time. On seeing this, a warning was issued on the loudspeaker by the authorities asking the processionists to disperse within 5 minutes, failing which the police would resort to firing. When the processionists did not disperse, the police are said to have fired 9 rounds in the air. When this also did not have any effect, the police opened fire direct on the processionists. 10 rounds were fired. Four among the processionists were injured during firing of whom one Shri Narendra Nath Barman later succumbed to injuries in Hospital. The Police arrested 6 persons on the spot. Later some arrests were also made. In all, 39 persons were arrested including 4 arrested in May, 1980. All of them except 5 persons have been released on bail. These five persons were still said to be in judicial custody. It would be seen from the list of the arrested persons given above that most of the arrested persons belonged to Scheduled Castes. Some of the arrested persons were political workers according to the Sub-Inspector of Police at Tufanganj Police Station. The cases against the arrested persons were still under investigation by the Police and no charge sheet had so far been submitted to the Court. It is desirable that the police investigations in these cases should be completed expeditiously and charge sheets submitted to the Court These investigations should be made by senior police officers to create confidence among the Scheduled Castes and Scheduled Tribes.

It was also learnt that no compensation had so far been paid to the injured persons as well as to the family members of the deceased, as a result of which they were put to great hardship. Perhaps, the State Government had not so far framed any rules for the payment of compensation to the Scheduled Caste/Scheduled Tribe victims of atrocities or Police firing The State Government should therefore take early action in the matter and arrange to pay adequate compensation to the injured persons as well as the families of the two deceased persons. The compensation to be paid to the families of the deceased should be less than Rs. 5,000

The North Bengal Scheduled Castes and Scheduled Tribes Association, Tufanganj had organised a relay fast since 1st May, 1980 in a park in front of the Sub Divisional Officer's office The persons on fast as well as other members of the Association were contacted at site. They had put up the following demands for the termination of the fast :—

(i) All members of the Scheduled Castes and Scheduled Tribes Association who had been arrested so far in connection with different criminal cases instituted against them in connection with the incidents of 10th & 11th April, 1980, should be released ;

(ii) Criminal cases against Scheduled Castes and Scheduled Tribes Association should be withdrawn ;

(iii) All officers including the Sub-Divisional Officer, Tufanganj and Police personnel involved in Police firing on 11-4-80 should be punished/removed ;

(iv) Compensation should be paid to persons injured in Police firing on 11-4-1980;

(v) Punishment of all anti-social elements who assaulted the members of Scheduled Castes and Scheduled Tribes Association after the police firing; and

(vi) Judicial enquiry into the incident of firing on the processionists on 11-4-1980.

During discussion with the district authorities at Cooch Behar, it was learnt that an executive enquiry into the incident of firing on 11-4-80. had been ordered to be held from 23-5-80. Information regarding action taken by the State Government in this regard is still awaited.

When asked why non-Scheduled Caste/Tribe persons were not arrested on the basis of F.I.Rs. lodged by Scheduled Castes/Scheduled Tribes persons for assaulting them after the police firing, the Sub-Divisional Officer informed that the persons who had lodged the F.I.Rs., were themselves absconding and it was therefore not possible to get the evidence for the arrest of the persons concerned. This also appears to have created bitterness among the Scheduled Castes and Scheduled Tribes. The other demands of the Scheduled Castes and Scheduled Tribes Association should also be looked into by the District authorities to enable the members of the association to end their relay fast.

The State Government should consider the desirability of giving adequate compensation to the Scheduled Caste/Scheduled Tribe persons whose huts were demolished at Baroshalbari on 10-4-80.

Summary of observations and recommendations

1. The main cause of the incidents which took place on the 10th April, 1980 at Baroshalbari and Jalardham as well as the cases of land grabbing by the Scheduled Caste and Scheduled Tribe persons in the earlier months, appears to be the allotment of vested lands. In Tufanganj Sub-Division, 51.92 acres of vested lands still remain to be distributed. These lands should be allotted to the beneficiaries, expeditiously.

2. The discontent among the Scheduled Castes and Scheduled Tribes in the Sub-Division appeared to be mainly due to most of them being landless agricultural labourers and unless they are allotted some agricultural land as a means of subsistence, they may not feel satisfied. The percentage of Scheduled Castes in Tufanganj Sub-Division about 40 but most of the agricultural labourers belong to Scheduled Castes/Tribes and they may be constituting even more than 80 per cent of the agricultural labourers in the area. According to the guidelines issued by the Union Ministry of Home Affairs it should be ensured that while earmarking shares of benefits from various schemes and shares of sectoral plan provisions for Scheduled Castes, these should not be just in proportion to the percentage of their population but should be at least 50 per cent of the benefits of individual and family oriented schemes and a good share of the plan provision. While allotting vested lands, the State Government should, therefore take into consideration the claims of Scheduled Caste/Tribe landless agricultural labourers who constitute a pre-dominant majority among these target groups and allot a reasonable share of the available vested lands to them.

3. An enquiry made by the Junior Land Reforms Officer, Tufanganj about the disputed land bearing Plot No. 2743 on which some of the thatched huts were constructed by Scheduled Castes/Tribes and later demolished by the land owners, revealed that, part of the disputed land was still available for distribution If this land had been allotted to eligible persons earlier, it is possible that the dispute between Scheduled Castes/Scheduled Tribes on the one side and the landowners on the other side might not have taken place. It is therefore desirable that the allotment of land in village Baroshalbari should be regularised by the District authorities concerned, after survey of the village at an early date to avoid the possibility of the recurrence of similar disputes in future.

4. Another factor contributing to the discontent among the Scheduled Castes and Scheduled Tribes in Tufanganj Sub-Division was that in many cases lands in the villages concerned had been allotted to Scheduled Castes as well as non-Scheduled Caste refugees from Bangla Desh. The Scheduled Castes and Scheduled Tribes Association did not like this and wanted that none of these lands should be allotted to the refugees as according to the association, the local Scheduled Castes and Scheduled Tribes were the real sons of the soil and all the vested lands should be allotted to them. It is, therefore desirable that while allotting agricultural lands to refugees from Bangla Desh the State Government should also examine the demands of the local Scheduled Castes/Scheduled Tribes in this regard and ensure that their interests are not sacrificed thereby.

5. The main clashes which took place on the 10th April, 1980 in villages Baroshalbari and Jalardhan were triggered off by the demolition of 12 thatched huts constructed by the Scheduled Caste and Scheduled Tribe agricultural labourers on different plots of agricultural lands belonging to non-Scheduled Castes. It is difficult to establish when these huts were constructed. But it is quite clear that these huts were demolished by the land owners concerned and their supporters The Scheduled Caste and Scheduled Tribe persons were chased away towards Jalardham village where a clash took place between the two groups and a number of persons received injuries out of whom one Shri Ganga Charan Das belonging to a Scheduled Caste succumbed to his injuries later

in Cooch Behar Sadar Hospital. On getting information to the Police reached that village late in the evening of 10-4-80 and arrested 7 Scheduled Caste persons under Section 147/148/304/IPC.

6. On the 11th April, 1980, a procession was taken out by the Scheduled Castes and Scheduled Tribes Association at Tufanganj where Section 144 had been promulgated The Police, on the orders of the Sub-Divisional Officer, warned the processionists to disperse. When this did not have any effect a lathi charge was made on the procession, after which the procession dispersed but reassembled soon after. At this stage, some miscreants who appear to have joined the procession, stoned the Malkhana of the Police Station and set fire to the kitchen of the Police Station. The procession was then warned by the authorities to disperse within 5 minutes, failing which the Police would resort to firing Since this did not have any effect the police were reported to have fired 9 rounds in the air. When this also did not have any effect the police fired 10 rounds direct at the procession resulting in injuries to 4 Scheduled Caste persons, one of whom later succumbed to his injuries in hospital.

7. The Police investigations in the incidents which took place on the 10th and the 11th April, 1980 should be completed expeditiously and charge sheets submitted to the Court. The investigation of cases connected with the above mentioned incidents should be made by Senior Police Officers to create confidence among the Scheduled Castes and Scheduled Tribes.

8. No compensation has so far been paid to the injured persons as well as to the family members of the deceased as a result of which they were put to great hardship. Perhaps, the State Government had not so far framed any rules for the payment of compensation to the Scheduled Caste/Scheduled Tribe victims of atrocities or police firing. The State Government should, therefore, take early action in the matter and arrange to pay adequate compensation to the injured persons as well as the families of the two deceased persons. The State Government may in this regard consider the desirability of ensuring that the compensation to be paid to the families of the deceased should not be less than Rs. 5000.

9. The District Administration should take early action to bring to book the culprits.

10. The State Government should consider the desirability of giving adequate compensation to the Scheduled Castes and Scheduled Tribes persons whose huts had been demolished at Baroshalbari on 10-4-80

11. The other demands of the Scheduled Castes and Scheduled Tribes Association should also be looked into by the district authorities to enable the members of the Association to end their relay fast.

12. It was learnt that an executive enquiry into these incidents was to be conducted by the Additional Deputy Commissioner from 23rd May, 1980. The results of the enquiry are still awaited.

ANNEXURE

Statement of the Secretary, Scheduled Castes and Scheduled Tribes Association Tufanganj

He said that the Association had passed a resolution which had been sent to the Chief Minister and the Prime Minister demanding a judicial probe into the incident of firing which took place on 11-4-80. The Pradhan of Gram Panchayat and MLAs belonging to CPM were not issuing Scheduled Caste certificates to Scheduled Caste and Scheduled Tribe students for the purpose of getting stipends for admission to educational institutions or entry into government service. These certificates were demanded by the competent authorities before issuing the Scheduled Caste certificates. He further said that such certificates were allegedly issued to the persons who joined CPM Party.

Scheduled Castes and Scheduled Tribes persons in possession of vested land for a long period of time were not being issued pattas but were being evicted and pattas were being issued to non-Scheduled Caste and Scheduled Tribe persons

According to him, the refugee from East Bengal who died in hospital had sustained injuries in the incident which occurred on the 10th night but his name was not included in the F.I.R. lodged with the Police Station. His name was subsequently reported to the police and his name was connected with the incident.

2. *Statement of the Organiser of North Bengal Scheduled Castes and Scheduled Tribes Association and President, North Bengal Scheduled Castes and Scheduled Tribes University students association.*

On hearing about this incident of firing on 11-4-80 he came from Siliguri North and presented the charter of demands of the Scheduled Castes and Scheduled Tribes persons to the Administration on the 19th April regarding the incident of 10th April. Besides these 6 demands mentioned above they had made another demand that compensation should be given to the owners of the houses which were demolished by the miscreants on 10-4-80 at Shalbari. If their demands were not met they would launch a *Stronger movement* throughout Bengal. Their students association was also participating in the *relay fast* from the 1st May, 1980. On the 2nd of May there was a strike in all the educational institutions of Tufanganj, Sub-Division sponsored by the students association. On 4th May, 1980 one of the students was stabbed by a miscreant of Students' Federation of India's supporters. On the 5th May, the Association gave a call of strike in all the educational institutions of Tufanganj Sub-Division to protest against stabbing incident. On 4th May, a F.I.R. was lodged with Tufanganj Police Station. On 14th May, a procession comprising about 15,000 persons belonging to Scheduled Castes and Scheduled Tribes was taken out in Tufanganj town to protest against the incident of firing of 11-4-80 and also to press 6 above mentioned demands to the administration but no results had so far been achieved. 12 houses in the villages concerned were demolished on 10-4-80 simply because the CPM Partymen wanted to give possession of land to their own people after dispossessing the Scheduled Castes and Scheduled Tribes persons from those lands.

3. *Statement of a member of Scheduled Castes and Scheduled Tribes Association*

He was a member of Scheduled Castes and Scheduled Tribes Association. He was submitting the demands of the Association to the Sub-Divisional Officer at the police station on the 11th April, 1980, when the procession was nearing the police station. At that time the police allegedly tortured him in front of the police station. During his meeting in the police station itself he was arrested by the Police and implicated in two cases. He remained in Jail custody for about 36 days. He was not granted bail when he was produced before the Magistrate. He was released on bail only after 36 days. His land was not involved in any incident because he belonged to a different village namely Bakla. He had gone to the Police Station to discuss the demands of the Scheduled Castes and Scheduled Tribes persons as a representative of the association. The case against him was still under investigation by the police and charge sheet had not so far been submitted by the Police He understood that an Executive enquiry was to be held into the firing incident from 23rd May but he did not feel that would serve the purpose. The Association, therefore, demanded that a judicial enquiry should be held to probe into the incident.

APPENDIX LXIV

(Reference *para* 5.30)

Statement showing benefits derived by Small/Marginal Farmers & Agricultural Labourers belonging to Scheduled Castes and Scheduled Tribes from S.F.D.A./M.F.A.L. Agencies during 1979-80

(Rs. in lakhs)

Sl. No.	Name of the Agency	No. of beneficiaries				Expenditure during 1979-80 on			
		SC	ST	Others	Total	SC	ST	Others	Total
1	2	3	4	5	6	7	8	9	10
1.	S.F.D.A. Khammam (A.P.)	438	419	1176	2033	2 69	3.03	13.79	19.51
2.	S.F.D.A. Guntur (A.P.)	2312	1052	6467	9831	2.64	1.37	7.51	11.52
3.	S.F.D.A. Hyderabad (A.P.)	886	357	1700	2943	5 30	4.48	12 57	22.35
* 4.	S.F.D.A. Warangal (A.P.)	—613—		1165	1778	—	—8.422—	8.911	17.333
5.	S.F.D.A Kakinada (A.P.)	1239	201	8783	10223	13.87	1.20	105 91	120.98
6.	S.F.D.A Diphu (Assam)	..	1948	..	1948	..	2.55	..	2.55
** 7.	S.F.D.A. Nowgong (Assam)	95	266	..	361	NA	NA	NA	NA
8.	S.F.D.A. Dumka (Bihar)	45	518	234	797	0.13	2.41	1 01	3.55
9.	S.F.D.A. Boring Canal Road, Patna, Bihar	233	..	2282	2515	0.590	..	18.908	19.498
10.	S.F.D.A. Madhubani (Bihar)	163	..	2836	2999	0 51	..	6 47	6.98
*11.	S.F.D.A. Purnea (Bihar)	—1143—		1,38,339	1,39,482	—2.450—		29.296	31.746
*12.	S.F.D.A. Monghyr (Bihar)	—149—	..	2599	2748	—1.90—		22.47	24 37
13.	S.F.D.A. Singhbhum (Gujarat)	11	119	205	235	0.12	0.713	1.160	1.885
14.	S.F.D.A. Bharuch (Gujarat)	197	783	1440	2420	5.942	0.973	9.032	15.947
15.	S.F.D.A. Valsad (Gujarat)	84	3558	850	4492	NA	NA	NA	NA
16.	S.F.D.A. Vadodara (Gujarat)	454	117	2333	3504	0.98	1.01	5.83	7.82
17.	S.F.D.A. Hissar (Haryana)	698	..	5045	5743	5.886	..	13.764	19.650
**18.	S.F.D.A. Solan (H.P.)	—6571—		9828	16399	—10.62—		20.12	30.74
19.	S.F.D.A. Rajouri (J & K)	25	.	..	25	0.25	..	..	0.25
20.	S.F.D.A. Trichur (Kerala)	304	12	3497	3813	*—0.600—		31.405	32.005
*21.	S.F.D.A Trivandrum (Kerala)	—1175—		4646	5821	—1 88—		25.17	27.05
22.	S.F.D.A. Quilon (Kerala)	1,019	3	3912	4934	—3.224—		15.914	19.138
*23.	S.F.D.A. Karwar (Karnataka)	—134—		1916	2050	—0 322—		5.178	5.500
24.	S.F.D.A. Shimoga (Karnataka)	341	108	..	449	1 078	0.362	..	1.440
*25.	S.F.D.A. Tumkur (Karnataka)	908	..	..	908	2.010	..	..	2.010
26.	S.F.D.A. Bellany (Karnataka)	61	..	119	180	0.379	..	1.033	1.412
27.	S.F.D.A. Mysore (Karnataka)	517	75	4029	4621	3.210	0.224	15.169	18.603
28.	S.F.D.A. Hassan (Karnataka)	299	..	..	299	0.440	..	..	0.440
29.	S.F.D.A. Chhindwara (M.P.) (upto Sept. 1980)	106	625	1736	3422	6.33	8 61	29.85	44 79
30.	S.F.D.A. Bilaspur (M.P.)	2991	1488	8501	12980	22 91	11.69	57.47	92.07
31.	S.F.D.A. Rajnandgaon (M.P.)	1212	1649	3139	6000	5 39	11 81	27.67	44.87
32.	S.F.D.A. Sirmur (M.P.)	1505	.	3380	4865	3.742	..	7 678	11.420
33.	S.F.D.A. Shahdol (M.P.)	97	1115	519	1731	0 66	9.21	10.22	20.09
*34.	S.F.D.A. Amravati (Maharashtra)	901	..	2376	3277	—6 365—		NA	6.365
35.	S.F.D.A. Kolhapur (Maharashtra)	2253	..	11143	13396	9.66	..	61.98	71.64
*36.	S.F.D.A. Akola (Maharashtra)	—475—		1435	1910	—4.72—		18.50	23.22
37.	S.F.D.A. Buldhana (Maharashtra)	170	14	.	184	NA	NA	NA	NA
38.	S.F.D.A. Nanded (Maharashtra)	434	65	1664	2163	2 436	1 178	11 802	15.416
39.	S.F.D.A Parbhani (Maharashtra)	345	45	1915	2305	NA	NA	NA	18.548
40.	S.F.D.A. Satara (Maharashtra)	301	NA	NA	301	1 128	NA	NA	1.128
41.	S.F.D.A. Chandrapur (Maharashtra)	275	539	1.017	1831	2.54	9.71	11.44	23.69
42.	S.F.D.A. Ambala (Punjab)	558	..	1815	2373	2.787	.	10.922	13.709
*43.	S.F.D.A. Roopnagar (Punjab)	—298—		..	298	—5.41—	..	—	5.41
44.	S.F.D.A. Jullundur (Punjab)	725	..	4297	5022	3.37	..	8.16	11.53
45.	S.F.D.A. Hoshiarpur (Punjab)	1073	..	2852	3925	6 67	..	20 11	26.78

1	2	3	4	5	6	7	8	9	10
46.	S.F.D.A. Chittaurgarh (Raj.)	4649	3942	8277	16868	*0.28	..	51.86	52.14
47.	S.F.D.A. Ajmer (Rajasthan)	528	104	3803	4435	2.17	0.71	19.03	21.91
48.	S.F.D.A. Puddukkottai (T.N.)	702	..	6198	6900	1.44	..	20 65	22.09
49.	S.F.D.A. Madurai (T.N.)	2560	..	13349	15909	5.756	..	34.114	39.870
50.	S.F.D.A. Changam N.A.D (T.N.)	1420	158	12751	14329	3.27	0.55	25.23	29.05
*51.	S.F.D.A. Kanyakumari (T.N.)	—1129—		7606	8735	—2.62	..	14.60	17.22
*52.	S.F.D.A. S.A.D. Cuddalore (T.N.)	—2 428		2959	11.723	NA	NA	NA	19.435
53.	S.F.D.A. Tirunelveli (T.N.)	1864	..	6724	8588	6.83	..	19.44	26.27
54.	S.F.D.A. Octacamund (T.N.)	43	48	1067	1158	0 13	0.28	NA	0.41
55.	S.F.D.A. Thanjavur (T.N.)	1237	..	7845	5882	5.29	.	37.78	43.07
56.	S.F.D.A. Farrukhabad (U.P.)	7096	..	..	7096	12.61	..	.	12.61
57.	S.F.D.A. Rai Bareli (U.P.)	3217	..	11459	14676	3.03	...	22.76	25.79
58.	S.F.D.A. Unnao (U.P.)	4289	3	7794	12086	3.940	0.003	9.572	13.515
*59.	S.F.D.A. Sitapur (U.P.)	—692—		13116	13803	—1.17—		35.61	36.78
*60.	S.F.D.A. Gonda (U.P.)	—3826—		12387	16213	—5.00—		14.575	19 575
61.	S.F.D.A. Shahjahanpur (U P.)	738	Nil	3418	4156	2.11	Nil	8.15	10.26
*62.	S.F.D.A. Pratapgarh (U.P.)	—1538—		7959*	9497	—2.03—		12.05	14.08
63.	S.F.D.A. Mainpur (U.P.)	3801	..	..	3801	0.58	..	..	0.58
64.	S.F.D.A. Sultanpur (U.P.)	1899	..	9925	11824	0.60	..	14.73	15.33
*65.	S.F.D.A. Moradabad (U.P.)	—1322—		2610	3932	—5.33	.	8.71	14.04
66.	S.F.D.A. Basti (U.P)	1245	..	4965	6210	1.871	..	7.293	9.164
67.	S.F.D.A. Meerut (U.P.)	4603	..	13838	18441	3.077	..	48.771	71.848
*68.	S.F.D.A. Mathura (U.P.)	—1255—		4547	5802	—3.08	..	7.52	10.66
*69.	S.F.D.A. Badaun (U.P.)	—1806—		7790	9596	—0.003		0.016	0.019
70.	S.F.D.A. Jalpaiguri, (W.B.)	303	..	343	646	NA	..	NA	1.54
*71.	S.F.D.A. Berhampore (W.B.)	—105—		11341	11446	—0.056—	..	49.910	49.966
*72.	S.F.D.A. West Dinajpur (W.B.)	—5203—		3254	8457	—6.68—	..	10.52	17.20
73.	S.F.D.A. Bankura (W.B.)	155	53	487	695	0.860	0.200	2.120	3.180
*74.	S.F.D.A. Nadia (W.B.)	—592—		3790	4380	—5.646—		27.959	33.605
75.	S.F.D.A. 24-Parganas (W.B.)	14927	716	78979	94622	*—0.071—		36.181	36.252
76.	S.F.D.A. Darjeeling (W.B.)	318	542	3527	4387	1.237	3.705	NA	4.942
77.	S.F.D.A. Cooch Behar (W.B.)	21581	70	13521	35172	NA	NA	NA	88.38
78.	S F.D.A. Malda (W.B.)	387	194	4409	4990	1.20	1.52	29.379	32 099
79.	S.F.D.A. Timarpur (Delhi)	242		535	777	NA	NA	NA	5.82
80.	S.F.D.A. Imphal (Manipur)	..	4823	1165	5988	..	6.09	3.84	9.93
81.	S.F.D.A. Kohima (Nagaland)	..	4840	..	4840	..	47.31	..	47.31
*82.	S.F.D.A. Bolangir (Orissa)	—3103—		13423	16526	—30.18		88.14	118.32
83.	S.F.D.A. Ganjam (Orissa)	518	363	6571	7452	NA	NA	NA	80.29
84.	S.F.D.A. Cuttack (Orissa)	135	10	3679	3824	NA	NA	NA	35.43
85.	S.F.D.A. Keonjhar (Orissa)	15336	11348	17230	43914	NA	NA	NA	44.83
86.	S.F.D.A. Puri (Orissa)	1584	1128	12303	15015	NA	NA	NA	323.45
87.	S.F.D.A. Sambalpur (Orissa)	3579	5678	13327	22584	NA	NA	NA	53.31
88.	S.F.D.A. Dhenkanal (Orissa)	273	124	425	822	NA	NA	NA	72.06
	Total	184033	49820	614222	1338506	397.600	130.898	1306.932	2478 523

NOTE: *For both Scheduled Castes and Scheduled Tribes.

**Includes I.R.D. also.

APPENDIX LXV

(Referenec *para* 5.32)

Statement No. 1

Physical Progress made under the Scheme for rural House Sites-Cum-Hut Construction for Landless workers as on 30-9-1980

Sl. No.	Name of State/Union Territory	No. of families		Number of House sites developed (out of Col. 3)	Number of house/huts constructed on allotted House sites.		
		Eligible as estimated by State/ U.T.	Allotted House sites		By allottees efforts	By Govts. efforts	Total
1	2	3	4	5	6	7	8
1.	Andhra Pradesh	16,00,000	8,52,471	652	R.A.	.	
2.	Assam	2,37,607	40,049	18,959	18,959	..	18,959
3.	Bihar	19,58,000	7,15,000	29,925	R.A.	..	.
4.	Gujarat	4,62,333	4,13,272	1,14,448	11,324	1,22,594	1,33,918
5.	Haryana	2,46,392	2,22,826	N.A.	1,742	.	1,742
6.	Himachal Pradesh	10,964	4,622	4,437	1,339	1,940	3,279
7.	Jammu & Kashmir	20,120	5,275	5,275	1,092	Nil	1,092
8.	Karnataka	10,60,852	9,07,307	9,07,307	35,979	2,19,241	2,55,220
9.	Kerala	1,34,889	35,848	25,406	7,586	13,127	20,713(b)
10.	Madhya Pradesh	9,13,037	7,57,000	83,399	83,399	.	83,399
11.	Maharashtra	4,97,547	3,86,074	3,86,074	31,935	3,27,797	3,59,732(c)
12.	Orissa	4,19,000	1,94,185	1,94,185	NA	13,322	13,322(d)
13.	Punjab	2,97,046	2,94,930	6,817	3,337	880	4,217
14.	Rajasthan	8,54,023(a)	8,54,023	23,502	49,750	10,191	59,941
15.	Tamil Nadu	14,97,000	5,23,076	1,70,833	R.A.		
16.	Tripura	42,650	38,307	5,000	R.A.		
17.	Uttar Pradesh	12,40,340	12,36,139	20,000	R.A.		
18.	West Bengal	2,82,961	2,82,961	43,506	R.A.		
Union Territories							
1.	A & N Islands	8,628	3,926	NA	R.A.		
2.	Chandigarh	90	51	Nil	R.A.		
3.	Dadra & Nagar Haveli	1,035	715	323		323	323(e)
4.	Delhi	14,800	11,996	5,798	28	9	37
5.	Goa, Daman & Diu	1,596	1,436	986	108	211	319
6.	Pondicherry	15,213	10,937	6,069	5,959	110	6,069
	TOTAL	1,18,16,213	77,92,426	20,52,901	2,52,537	7,09,745	9,62,282

R.A. Reports Awaited. N.A. : Not Available.

(a) According to the information received from the Planning Commission.

(b) State Government allotted houses upto 2-10-75 whereafter only house-sites are allotted

(c) Includes information about 'C' Class Municipalities.

(d) From 1-4-76 the Scheme for development of House sites has been converted into integrated Housing scheme.

(e) From one block only. Information for other blocks not available

Scheme is not in operation in Manipur, Meghalaya, Negaland, Sikkim, Arunachal Pradesh, Lakshaweep and Mizoram.

Statement No. 2

Village Housing Projects Scheme

Progress since inception of the Scheme as on 31-3-80

Sl. No.	Name of the State/Union Territory	No. of houses		Amount		Latest progress reports on which the figures are based
		Sanctioned	Completed	Sanctioned	Disbursed/ spent	
				(Rs. in lakhs)		(Quarter ending)
1.	Andhra Pradesh	6675	4357	109.21	75.86	31-12-78
2.	Assam	8	1	0.21	0.21	31-3-79
3.	Bihar	404	131	5 01	4.82	31-12-78
4.	Haryana	757	629	14 34	14.34	31-12-79
5.	Himachal Pradesh	511	428	10 46	9.27	31-12-75
6.	Jammu & Kashmir	..	..	.	..	.
7.	Gujarat	1930	1786	37.29	35.82	31-3-77
8.	Karnataka	11481	7827	175.05	151.99	31-12-70
9.	Kerala	9668	7863	270 95	252.99	30-6-79
10.	Madhya Pradesh	5104	2539	148.45	76.67	31-3-79
11.	Maharashtra	18435	10341	337.91	254 66	31-3-69
12.	Manipur	180	74	..	1.50	Based on the 4th Plan Documents
13.	Orissa	10001	6736	423.51	271.70	31-3-75
14.	Punjab	3958	2556	104.34	103 27	31-6-79
15.	Rajasthan	6585	3125	97.03	70.34	30.9-67
16.	Tamil Nadu	10484	8161	396 08	351.58	31-3-77
17.	Tripura	636	519	13.73	12.16	31-12-76
18.	Uttar Pradesh	5603	3273	161.66	57.92	30-9-76
19.	West Bengal	3652	3652	20.51	17.27	31-12-70
	Total:	96054	64396	2325.74	1762.77	
20.	Delhi	4412	3016	176 62	142.41	31-12-79
21.	Goa, Daman & Diu	611	489	20 61	18.61	31-12-79
22.	Lakshadweep	51	39	0 88	0 69	31-12-79
23.	Pondicherry	789	582	32.22	29.65	31-12-79
	Total:	5863	4126	230.33	191.36	
	GRAND TOTAL OF STATES AND UNION TERRITORIES	101917	68522	2556.07	1954 13	

APPENDIX LXVI

(Reference *Para* 6 4)

Enrolment ratio of students belonging to General population, Scheduled Castes and Scheduled Tribes to their populations in corresponding age groups for the years 1973-74 *and* 1978-79

Sl. No.	Name of the State/ Union Territory	GENERAL				SCHEDULED CASTES				SCHEDULED TRIBES			
		Class I—V		Class VI—VIII		Class I—V		Class VI—VIII		Class I—V		Class VI—VIII	
		1973-74	1978-79	1973-74	1978-79	1973-74	1978-79	1973-74	1978-79	1973-74	1978-79	1973-74	1978-79
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1.	Andhra Pradesh	72.9	76 9	23 6	27 5	67.2	102 9	16.7	17 5	45 2	69 7	6.6	7.0
2.	Assam	66 8	69 7	35 0	36 2	85 3	98.2	41 6	58.4	100 0	68 8	40 6	39 7
3.	Bihar	54 2	73 2	20.4	21 2	33 9	45 2	10 6	10 2	58 8	75 4	17.6	16.4
4.	Gujarat	88 6	99 8	44 0	45 4	92 0	137 5	45 9	47 5	56 0	87.5	17 4	20.1
5.	Haryana	68 7	71 9	47 5	44.7	46 3	54 3	22 3	22.9	..	.	..	..
6.	Himachal Pradesh	90 3	102 3	54 2	57 0	76.0	87 8	26 5	35 9	66 5	82 6	32 3	34.8
7.	Jammu & Kashmir	68 8	69.9	37 7	42 1	28 1	68 5	14 8	36 7	..			..
8.	Kerala	118 8	102.9	77 2	90.9	.	109 9	.	95 2	..	82 2	..	61.6
9.	Kernataka	89 0	89 2	35 7	36 1	63 0	66 7	19 0	29 0	67 6	161 4	26 7	73.2
10.	Madhya Pradesh	78.2	60.1	23 6	28 7	65 5	53 4	11 6	21 8	61 0	38 0	7 5	9.5
11.	Maharashtra	97 9	106.3	43.5	45.0	NA	151 0	NA	52.2	NA	71 1	NA	13 9
12.	Manipur	157.7	118 5	46.4	53 5	15.0	180 8	34.0	53 3	16 8	146 3	34.0	54 2
13.	Meghalaya	88.7	120 0	40 6	43 4	.	.	..	..	..	126 4	.	45.1
14.	Nagaland	111.8	167 5	91 1	75 8	.	..	.	..	90 0	165 4	35 0	126.5
15.	Orissa	65 6	84 7	22 6	26 3	47.3	77.0	16 8	14.5	36 8	60 5	12 8	9 0
16.	Punjab	86.9	112 5	49 7	58 5	59.6	132 0	21 9	42 6	.	..	..	.
17.	Rajasthan	50 7	56 9	23 7	27 2	..	44.5	..	15.7	..	40.2	7 8	13 1
18.	Tamil Nadu	109 9	110 4	49 7	50.7	93.4	138.5	45 4	41 2	33.7	50 1	10 8	15.0
19.	Tripura	77.6	78.7	47.2	34.8	114.0	102 1	39 2	28 3	72 8	53.5	17 6	15.2
20.	Uttar Pradesh	97.7	90.7	34 2	36 7	..	64 2	.	21 4	..	81.7	..	32.9
21.	West Bengal	81 3	79 3	33 9	30 5	52.5	73.5	12 8	18.9	41 6	54.6	10 6	12.3
22.	Andaman & Nicobar Islands	114.6	119 5	56.2	69.2	..	..	..	.	43.8	48 2	24.8	33.8
23.	Arunachal Pradesh	60.4	71 8	18.9	19.9	..	..	..	12.0	.	62.4		19.1
24.	Chandigarh	63.5	63 9	61.9	54 6	75 9	91.4	28.7	41.7	57 6	..	17.5	..
25.	Dadra & Nagar Haveli	70 8	116.5	23.0	24.3	2.1	.		85 0	49 7	109.9	8.8	16.2
26.	Delhi	89.9	102 5	85.4	75.0	94.3	146.5	85 6	49 4	..	.	..	..
27.	Goa, Daman & Diu	124 2	114 4	63.6	67.3	.	106 4	.	38.3	NA	83.1	..	23.0
28.	Lakshadweep	121 8	156.0	55.8	91 9	..		.	.	98 7	166 0	47.6	93.6
29.	Mizoram	95.2	95.0	47.8	57 0	..	..	.	..	..	..	..	..
30.	Pondicherry	113.2	103 5	50.3	67.7	..	100.6		47 1	..	..	..	..
31.	Sikkim		112.4		27 9		167 9		19.6	.	.	.	..
	India	83.5	84 5	35.6	38.0	68.9	79 9	22 1	26 5	59.3	66.4	15.7	17.9

APPENDIX LXVII

(Reference *Para* 6 13)

Statement No. 1

Habitations with population 300 or more served by Primary Schools/Sections

Sl. No.	State/Union Territory	All Habitations			Habitations Predominantly populated by Scheduled Caste			Habitations Predominantly populated by Scheduled Tribe		
		Number	Served within the habitation (Percentage)	Served up to 1 km (Percentage)	Number	Served within the habitation (Percentage)	Served up to 1 km (Percentage)	Number	Served within the habitation (Percentage)	Served up to 1 km (Percentage)
1	2	3	4	5	6	7	8	9	10	11
1.	Andhra Pradesh	32511	93.16	97.02	1645	88 33	97.75	1602	73.66	81.77
2.	Assam	17583	79.76	94.09	675	85.63	97.18	2151	81.59	94.10
3.	Bihar	57520	75.52	95.72	1626	58.49	93.60	5744	71.74	92.81
4.	Gujarat	18277	93.06	97.58	28	85.71	96.43	4335	82.28	92.78
5.	Haryana	6232	91.11	97.87	249	82.73	98.39	..	..	..
6.	Himachal Pradesh	2691	58.08	86.03	263	56.65	82.13	97	89.69	97.94
7.	Jammu & Kashmir	4707	83.39	94.73	286	70.28	91.96	..	..	
8.	Karnataka	24112	90 32	96.29	854	84.19	93.68	98	78.57	84.69
9.	Kerala	7153	71.89	84.38	44	63.64	77.27	35	57.14	62.86
10.	Madhya Pradesh	45135	85.93	94.72	1448	84.05	93.44	10369	74.95	90.39
11.	Maharashtra	34343	91.87	98.02	202	74.75	91.09	3184	86.87	92.96
12.	Manipur	1091	91.93	98.62	15	93.33	100.00	405	95.55	98.77
13.	Meghalaya	1104	87.23	95.65	1	100.00	100.00	1019	88.03	95.88
14.	Nagaland	639	98 43	99 68	..	..	..	639	98.43	99.69
15.	Orissa	25422	83.43	97.47	939	77.42	96.81	5295	84.83	94.79
16.	Punjab	10250	97.01	99.79	915	95.63	99.56	..	..	..
17.	Rajasthan	23737	80.04	87.37	572	69.93	81.12	3327	70.60	78.93
18.	Sikkim	198	64.14	79.80	..	..	..	..	..	..
19.	Tamil Nadu	28626	79.62	94.28	3339	74.06	94.34	209	65.07	70.33
20.	Tripura	1743	58.75	85.77	217	66 36	86 64	438	55.25	79.91
21.	Uttar Pradesh	88105	48.94	84.10	6153	33.01	78.53	247	68.83	88.26
22.	West Bengal	33079	78.96	94.93	4664	81.90	96 39	1536	72.72	91.73
23.	Andaman & Nicobar Islands	128	79.69	88.28	..	..	..	23	65.22	100 00
24.	Arunachal Pradesh	450	72.22	76.44	1	..	..	380	72.89	76.84
25.	Chandigarh	24	79.17	100.00	2	..	100.00	..	..	..
26.	Dadra & Nagar Haveli	71	63.38	91.55	2	50.00	100 00	58	65.52	89.66
27.	Delhi	302	71.19	99.67	20	30.00	100.00	..	..	..
28.	Goa, Daman & Diu	871	62.80	92.77	..	..	..	3	66.66	100.00
29.	Lakshadweep	9	77.78	88.89	..	..	.	9	77.78	88.89
30.	Mizoram	347	61.67	61.96	..	..	..	347	61.67	61.96
31.	Pondicherry	247	81.78	96.36	38	78.95	100.00	..	..	..
	All-India	466707	77.31	93.05	24198	66.94	90.65	41550	77.78	90.48

Statement No. 2

Habitation with Population 500 or more Served by Middle Schools/Sections

Sl. No.	State/Union Territory	All Habitations			Habitations Predominantly populated by Scheduled Caste			Habitations Predominantly populated by Scheduled Tribe		
		Number	Served within the Habitation (Percentage)	Served up to 3 km (Percentage)	Number	Served within the Habitation (Percentage)	Served up to 3 km (Percentage)	Number	Served within the Habitation (Percentage)	Served up to 3 km (Percentage)
1	2	3	4	5	6	7	8	9	10	11
1.	Andhra Pradesh	23521	23.81	66.37	877	5.47	76 85	541	8.69	40.85
2.	Assam	11359	21.08	80.44	433	20.79	77.60	1071	20.91	75.82
3.	Bihar	38428	19 16	86.32	703	7.54	79.52	2206	12.01	63.59
4.	Gujarat	14023	64.72	91.17	19	47.37	94.74	2662	34.85	84.45
5.	Haryana	5200	27.87	79.85	151	6.62	66 89	..	..	..
6.	Himachal Pradesh	966	32.51	87.99	81	28.40	87.65	44	47.73	72.73
7.	Jammu & Kashmir	2434	43.18	92.48	142	26.76	92.25	..	..	..
8.	Karnataka	16597	45.47	84.11	409	16 38	79.95	47	19.15	59.57
9.	Kerala	6932	43.89	88.92	40	37.50	70.00	34	44.12	67.65
10.	Madhya Pradesh	25425	24 22	67.37	605	7.93	62.15	3585	15.01	56 21
11.	Maharashtra	24103	50 69	85.45	78	19 23	76.92	1502	22.04	56.52
12.	Manipur	680	41.02	87.06	9	77.78	100.00	161	57.14	77.64
13.	Meghalaya	360	35.83	71.11	1	0 00	100 00	320	36.83	70.63
14.	Nagaland	428	49.07	71.26	..	..	..	428	49.07	71.26
15.	Orissa	13999	33.20	86.35	359	20.89	83.29	2018	19.47	63.13
16.	Punjab	7919	32.68	90.16	585	18.95	91.11	..	..	..
17.	Rajasthan	15832	30.87	60.43	293	11.95	54.61	1787	19.47	55.96
18.	Sikkim	51	21.56	50.98	..	..	..	..	..	..
19.	Tamil Nadu	19770	24.55	79.42	2173	15.28	80.26	106	11.32	33.02
20.	Tripura	953	25.18	86.5	138	22.46	76.26	124	12.10	50.87
21.	Uttar Pradesh	50009	15.45	73.51	2609	5.56	68.26	106	18.87	56.60
22.	West Bengal	24609	17.77	76.91	3407	17.99	74.67	690	5.80	51.16
23.	Andaman & Nicobar Islands	76	42.10	69.74	..	..	..	18	27.70	88.89
24.	Arunachal Pradesh	209	29.19	42.11	..	..	..	169	24.26	37.87
25.	Chandigarh	22	40.91	100.00	1	0.00	100.00	..	..	..
26.	Dadra & Nagar Haveli	14	28.57	100.00	..	..	..	8	12.50	100.00
27.	Delhi	269	34.57	100.00	17	0.00	100.00	..	..	..
28.	Goa, Daman & Diu	403	28.54	98.01	..	..	..	2	50.00	100.00
29.	Lakshadweep	9	66.66	100.00	..	..	..	9	66.60	100.00
30.	Mizoram	210	67.14	71.90	..	..	..	210	67.14	71.90
31.	Pondicherry	192	38.54	97.40	29	27.59	93.10	..	..	..
	All-India	305002	28.42	78.42	13159	13.47	75.27	17848	21.41	64.11

APPENDIX LXVIII

(Reference *Para* 6.25)

Recommendations made by the working group on Adult Education for medium term plan 1978—83 *regarding Scheduled Tribes and Scheduled Castes*

Scheduled Tribes : Elimination of exploitation of the tribal people is an important task of development and this can be achieved only by building up the inner strength of those communities. Only education can provide this crucial inputs. In the organisation of adult education programmes for the tribals, the special characteristic of their society must be kept in mind. These programmes should (a) help them to acquire skills so that they may be able to negotiate effectively with the world around them and compete with outsiders in job situation and business dealings; (b) it should assist them in acquiring appreciation of their vibrant culture and conserve their environment; and (c) be interwoven with the rest of the developmental programmes being organised through integrated tribal developmental projects within the vast tribal areas there are some to which higher priority needs to be given : the regions where industrial and mining activity is increasing, the pockets of particularly low levels of illiteracy and areas with large population of landless labourers.

Scheduled Castes : Persons belonging to the Scheduled Castes are scattered through the length and breadth of the country. Some of the issues in connection with organisation of adult education programmes are as follows :

(a) Though not desirable, it may be necessary to organise separate classes for these persons.

(b) As far as possible, if there is only one adult education centre in a village, it should be for persons belonging to the Scheduled Castes.

(c) Even if the enrolment in a Scheduled Caste centre is thin, a centre should be organised for them making an effort to bring enrolment to an optimum level as soon as possible.

(d) Efforts should be made to improve their skills and techniques and if possible enable them to rise above their traditional occupations.

(e) Programmes of occupational diversification should be organised, such as poultry farming, plantation of fruit trees, animal and sheep husbandry, Khadi and village industries.

(f) In the course of the adult education programmes as well as follow-up, organisations with fair representation of persons belonging to Scheduled Castes should be created. Where mixed organisations are not feasible, separate organisations should be set up.

(g) In regions where organisations of persons belonging to Scheduled Castes can lead to serious social tensions, the district authorities should be kept well informed about it so that creation of such organisations may not lead to conflicts resulting in further deterioration of the condition of these people.

APPENDIX LXIX

(Reference *Para* 6.31)

Statement showing state-wise percentage of enrolment of Scheduled Castes/Scheduled Tribes to total enrolment at High/Higher Secondary stage during the years 1976-76, 1976-77 *and* 1978-79

Sl. No.	Name of the State/Union Territories	Percentage of Enrolment of Scheduled Caste to total enrolment			Percentage of Enrolment of Scheduled Tribe to total enrolment		
		1975-76	1976-77	1978-79*	1975-76	1976-77	1977-78*
1	2	3	4	5	6	7	8
1.	Andhra Pradesh *	9.0	7.8	17 2	1.1	0.9	2.5
2.	Assam	6 3	6.6	11.3	8.9	9.5	17.7
3.	Bihar	5.6	5.9	5.0	4.9	5.4	4.3
4.	Gujarat	5.5	6 3	6.3	4.0	4.2	4.8
5.	Haryana	9.1	10.2	7.7	..	..	0.
6.	Himachal Pradesh	13.5	13.8	12.5	2.4	2.4	2.1
7.	Jammu & Kasmir	4.5	4.6	5.3	..	..	..
8.	Karnataka	4.8	4.9	10.8	1.0	0.8	2.3
9.	Kerala	7.8	8.5	9.2	0.4	0.4	0.6
10.	Madhya Pradesh	6.3	6.7	7.9	4.7	4.9	5.6
11.	Maharashtra	6.8	9.0	7.3	2.2	2.2	2.1
12.	Manipur	1.4	1.5	2.3	17.4	20.6	19.6
13.	Meghalaya	1.1	1 2	0.9	71.2	72.8	84.6
14.	Nagaland	..	..	0.0	97.4	86.1	100.0
15.	Orissa	9.0	8.9	8.5	7.3	7.1	8.1
16.	Punjab	16.1	17.9	13 2	..	..	0.0
17.	Rajasthan	7.0	7.5	7.6	3.7	3.9	4.6
18.	Sikkim	0.3	3.9	3.0	..	..	21.1
19.	Tamil Nadu	16.5	15.0	12.5	0.2	0.3	0.3
20.	Tripura	9.6	9.7	8.0	10.9	11.1	8.1
21.	Uttar Pradesh	10.7	10.5	16.4	0.2	0.1	0.2
22.	West Bengal	7.4	7.9	9.1	1.6	1.8	18.1
23.	Andaman & Nicobar Islands	..	..	0 0	2.7	3.0	6.5
24.	Arunachal Pradesh	..	1.2	0.3	48.9	54.2	63.0
25.	Chandigarh	6.1	7.0	2.0	..	..	0.0
26.	Dadra & Nagar Haveli	4.1	4 8	5.1	31.0	32.8	30.0
27.	Delhi	4.7	6.1	7.3	..	..	0.0
28.	Goa, Daman & Diu	1.0	1.0	1.0	0 2	0.2	0.2
29.	Lakshadweep	0.3	0.2	0.3	90.3	86.9	93.2
30.	Mizoram	..	..	0.0	98.6	93.0	99.0
31.	Pondicherry	7.3	6.6	9.4	..	..	0.0
	India	8.9	9.3	9.9	2 1	2.2	4.2

*Including enrolment in Higher Secondary and 10+2 classes.

APPENDIX LXX

(*Reference Para* 6.41)

Statement No. 1

Statement showing State-wise number of ITIs/Centres functioning, number of seats introduced, number of trainees on roll and number and percentage of Scheduled Castes and Scheduled Tribe trainees among them under Craftsmen Training Scheme as on 31-12-1979

Sl. No.	State/Union Territory	No. of permanent by affiliated ITI's/Centres functioning	No. of seats introduced	Total No. of trainees on roll	No. of SC trainees (including in col 5)	Percentage of Scheduled Caste trainees to total	No. of Scheduled Tribe trainees (included in col. 5)	Percentage of Scheduled Tribe trainees to total
1	2	3	4	5	6	7	8	9
1.	Andhra Pradesh	21	8439	8234	1360	16.5	340	4.1
2.	Assam	8	3012	2543	205	8.1	262	10.3
3.	Bihar	29	12572	10830	1157	10.7	1000	9.2
4.	Gujarat	18	6825	6533	6602	9.2	252	3.8
5.	Haryana	17	7780	6577	805	12.2	46	0.7
6.	Himachal Pradesh	7	1916	1873	270	14.4	79	4.2
7.	Jammu & Kashmir	7	1407	1318	103	7.8	..	..
8.	Karnataka	14	5603	6027	633	10.5	63	1.0
9.	Kerala	10	7314	7340	619	8.4	65	0.9
10.	Madhya Pradesh	23	10144	9591	986	10.3	988	10.3
11.	Maharashtra	32	20938	19537	2727	13.9	969	4.9
12.	Manipur	1	468	376	2	0.5	117	31.1
13.	Meghalaya	1	296	107	..	..	103	96.3
14.	Nagaland	1	176	142	..	..	142	100.0
15.	Orissa	10	3896	3491	359	10.3	402	11.5
16.	Punjab	28	11008	10922	1755	16.1	1	0.0
17.	Rajasthan	15	3416	3314	391	11.8	58	1.7
18.	Tamil Nadu	32	13027	12656	2164	17.1	124	1.0
19.	Tripura	2	356	266	44	16.5	47	17.7
20.	Uttar Pradesh	50	24458	23179	3593	15.5	15	0.1
21.	West Bengal	17	9616	6991	879	12.6	70	1.0
22.	Arunachal Pradesh	1	43	28	..	..	21	75.0
23.	Chandigarh	2	768	762	85	11.1	..	..
24.	Delhi	7	5526	5226	1038	19.9	1	0.0
25.	Goa	1	476	434	8	1.8	..	..
26.	Mizoram	1	152	96	..	..	96	100.0
27.	Pondicherry	1	280	275	42	15.3	..	..
	All India Total	356	159912	148668	19827	13.3	5261	3.5

Statement No. 2

Statement showing trade-wise number of seats introduced, trainees, on roll and number and percentage of Scheduled Castes and Scheduled Tribes trainees among them under Craftsmen Training Scheme as on 31-12-1979

Sl. No.	Trade	Number of seats introduced	Total Number of trainees of roll	No. of Scheduled Caste trainees indluded in col. 4	Percentage Scheduled Caste trainees of total	No.of Scheduled Caste trainees inlcuded in col 4)	Percentage Scheduled ed Tribe trainees to total
1	2	3	4	5	6	7	8
	ENGINEERING TRADES						
1.	Building Constructor	453	325	55	16.8	13	4.0
2.	Draughtsman (Civil)	3772	3753	485	12.9	118	3.1
3.	Draughtsman (Mechanical)	4159	3830	446	11 6	88	2.3
4.	Electrician	16704	16574	2007	12.1	567	3 4
5.	Electroplator	480	367	46	12 5	..	..
6.	Fitter	25377	24361	3365	13.8	1031	4.2
7.	Instrument Mechanic	2520	2333	216	9.3	41	1.7
8.	Machinist	11892	11100	1425	12.8	393	3.5
9.	Machinist (Grinder)	2077	1887	203	10.7	71	3.8
10.	Mechanic (Motor Vehicle)	9253	8520	1189	13.9	417	4.9
11.	Refrigeration and Air Conditioning Mechanic	2444	2254	225	10.0	25	1.1
12.	Mechanic (Radio & T.V.)	4535	3850	399	10 4	46	1.2
13.	Pattern Maker	1216	797	80	10.0	19	2.4
14.	Surveyor	1957	1732	178	10 3	52	3.0
15.	Turner	15958	15137	2145	14.2	633	4.2
16.	Watch & Clock Maker	336	256	34	13 3	7	2.7
17.	Wiremen	10181	9755	1299	13.3	444	4.5
18.	Electronics	1456	1445	142	9.8	12	0.8
19.	Tool and Die Maker	876	788	71	9.0	14	1.8
20.	Millwright Mechanic (Maintenance)	413	409	51	12.5	17	4.2
21.	Farm Mechanic	320	262	17	6.5	3	1.1
22.	Blacksmith	2115	1455	239	16.4	55	3.8
23.	Carpenter	3661	2683	510	19.0	106	3.9
24.	Mechanic (Diesel)	3266	3254	454	13.9	131	4.0
25.	Mechanic (Tractor)	2534	2338	280	12.0	32	1.4
26.	Moulder	3683	3195	440	13.8	137	4.3
27.	Painter	830	678	123	1.8	9	1.3
28.	Plumber	1325	1174	147	12.5	24	2 0
29.	Sheet Metal Worker	2775	2243	348	15.5	65	2.9
30.	Upholstry	82	48	10	20 8.	..	..
31.	Welder (Gas & Electric)	9667	9387	1361	14.5	402	4.3
32.	Wireless Operator	130	131	15	11.4	1	0.8
	Total	146447	136320	18005	13.2	4973	3.6
	NON-ENGINEERING TRADERS						
1.	Bleaching, Dyeing & Calico Printing	64	42	1	2.4	..	..
2.	Weaving of Fancy Furnishing Fabrics	96	57	12	21.0	5	8.8
3.	Weaving of Woollen Fabrics	32	3	1	33.3	..	..
4.	Knitting with Hand & Machine	272	193	17	8 8	..	..
5.	Hand Weaving of Newar, Tape, Durries and Carpets.	48	23	2	8.7	1	4.3
6.	Manufacture of Household Utensils	..	..	..	..	..	..
7.	Manufacture of Sports Goods (Wood)	32	19	10	52.6	..	..
8.	Manufacture of Sports Goods (Misc.)	..	..	..	..	..	..
9.	Manufacture of Foot-wear	64	34	30	88.2	..	..
10.	Manufacture of Suit-cases and other Leather Goods	144	76	17	22.4	..	..

1	2	3	4	5	6	7	8
11.	Manufacture of Sports Goods (Leather)	16	1	1	100.0	..	..
12.	Book Binding	224	177	32	18.1	2	1.1
13.	Hand Composing & Proof Reading	751	667	101	15.1	4	0.6
14.	Printing Machine Operator	604	521	90	17.3	7	1.3
15.	Cutting and Tailoring	3170	3106	400	12.9	65	2.1
16.	Preservation of Fruits and Vegetables	52	40	4	10.0	..	..
17.	Embroidery & Needle Work	640	540	54	10.0	1	0:2
18.	Weaving of Silk & Woollen Fabrics	..	..	..	..	..	..
19.	Cane, Willow & Bamboo Work	16	17	2	11.8	5	29.4
20.	Stenography (English)	4726	4321	628	14.5	153	3.5
21.	Stenography (Punjabi)	2514	2511	420	16.7	45	1.8
	Total	13465	12348	1822	14.7	288	2.3
	Total: Engineering Traders	146447	136320	18005	13.2	4973	3 6
	Total: Non-Engineering Traders	13465	12348	1822	14.7.	288	2.3
	Grand Total (Engg. +Non-Engg. Traders)	159912	148668	19827	13.3	5261	3.5

APPENDIX LXXI

(Reference *para* 6.52)

Statement No. 1

State-wise Undergraduate Enrolment of Scheduled Caste and Scheduled Tribe Students in Universities and Colleges during 1977-78

Sl. No.	Name of the State/Union Territory	Total	S.C.	Percentage to Total	C.E.	S.T	Percentage to Total	CE*
1	2	3	4	5	6	7	8	9
1.	Andhra Pradesh	123407	8733	7.1	53	876	0 7	14
2.	Assam	45102	2085	4.6	80	3473	7.7	54
3.	Bihar	103167	3729	3 6	24	3226	3 1	35
4.	Gujarat	166041	9949	6.0	86	6438	3 9	28
5.	Haryana	52959	2454	4 6	24	50	0 1	.
6.	Himachal Pradesh	9683	398	4 1	18	280	2.9	71
7.	Jammu & Kashmir	16287	318	2 0	24	5	0.0	..
8.	Karnataka	148835	8717	5.9	40	980	0.6	67
9.	Kerala	83438	3202	3.8	41	396	0 5	48
10.	Madhya Pradesh	162359	9659	6.0	48	1779	1.1	5
11.	Maharashtra	296417	27910	9 4	150	5811	2 0	26
12.	Meghalaya	5489	142	2.6	1040	3089	56 3	68
13.	Orissa	37647	1298	3.5	23	1180	3.1	13
14.	Punjab	90392	7857	8.7	36	125	0.1	77
15.	Rajasthan	104968	5002	4.8	29	2924	2.8	23
16.	Tamil Nadu	146583	10810	7.4	42	774	0.5	46
17.	Uttar Pradesh	325345	35125	10.8	50	595	0.2	91
18.	West Bengal	257708	28294	11.0	56	3127	1 2	18
19.	Delhi	79479	3985	5.0	32	417	0.5	..
	All India	2255306	169662	7 5	50	55495	1.6	21

CE* stands for co-efficient of Equality, and see foot note para 6.65 of Part I of the Report.

Statement No. 2

State-wise Post-graduate Enrolment of Scheduled Caste and Scheduled Tribe students in Universities and Colleges during 1977-78

Sl. No.	Name of the State/Union Territory	Total	S.C.	Percentage to Total	CE	S.T.	Percentage to Total	CE
1	2	3	4	5	6	7	8	9
1.	Andhra Pradesh	11583	819	7.1	53	49	0 4	8
2.	Assam	2391	108	4.5	78	133	5.6	39
3.	Bihar	9177	134	1.5	10	N.A.	N.A.	..
4.	Gujarat	8341	199	2.4	34	125	1.5	11
5.	Haryana	4251	197	4.6	24	67	1.6	..
6.	Himachal Pradesh	722	N.A.	N.A.	..	N.A.	N.A.	..
7.	Jammu & Kashmir	1609	17	1.1	13	..	..	..
8.	Karnataka	8361	355	4.3	29	42	0.5	56
9.	Kerala	6359	409	6.4	68	31	0.5	48
10.	Madhya Pradesh	22769	1243	5.5	40	498	2.2	9
11.	Maharashtra	32052	3666	11.4	182	772	2.4	32
12.	Meghalaya	593	3	0.5	200	212	35 8	43
13.	Orissa	3928	136	3.5	23	83	2.1	9
14.	Punjab	10013	583	5.8	24	..	..	..
15.	Rajasthan	12556	652	5.2	32	619	4.9	40
16.	Tamilnadu	12986	842	6.5	37	104	0.8	74
17.	Uttar Pradesh	66041	7217	10.9	50	157	0.2	9
18.	West Bengal	12332	764	6.2	31	12	0 1	1
19.	Delhi	7580	248	3.3	21	86	1.1	..
	All India	233644	17592	7.5	50	2990	1.3	16

Statement No. 3

State-wise Enrolment of the Scheduled Caste/Scheduled Tribe students in Higher Education (Graduate and Post-graduate only) during 1977-78

Sl. No.	Name of the State	Total	S.C.	Percentage to Total	C.E.	S.T.	Percentage to Total	C.E.
1	2	3	4	5	6	7	8	9
1.	Andhra Pradesh	134990	9552	7 1	53	925	0.7	14
2.	Assam	47493	2193	4 6	80	3606	7 6	53
3.	Bihar	112344	3863	3 4	23	3226	2 9	33
4.	Gujarat	174382	10148	5.8	83	6563	3 8	27
5.	Haryana	57210	2651	4 6	24	117	0 2	..
6.	Himachal Pradesh	10405	393	3 8	16	280	2.7	66
7.	Jammu & Kashmir	17896	335	1.9	23	5	0 0	..
8.	Karnataka	157196	9072	5.8	40	972	0 6	4
9.	Kerala	89797	3611	4 0	43	427	0 5	48
10.	Madhya Pradesh	185128	10902	5.9	43	2277	1 2	5
11.	Maharashtra	328469	31576	9 6	153	6583	2 0	26
12.	Meghalaya	6082	145	2.4	960	3301	54 3	65
13.	Orissa	41575	1434	3.5	25	1263	3 0	13
14.	Punjab	100405	8440	8 4	35	125	0 1	77
15.	Rajasthan	117524	5654	4.8	29	3543	3 0	25
16.	Tamilnadu	159569	11652	7 3	41	878	0.6	56
17.	Uttar Pradesh	391386	42342	10 8	50	752	0 2	90
18.	West Bengal	270040	29058	10 8	54	3139	1.2	18
19.	Delhi	87059	4233	4 9	31	503	0 6	..
	All India	2488950	187254	7 5	50	38485	1.6	21

Statement No. 4

Reservation for admission to Under-graduate courses and Actual coverage of Scheduled Castes/Scheduled Tribes students and their Population : 1977-78

Sl. No.	Name of the State	Total* No. of Universities	Percentage of			CE	Remarks
			Reservation allowed	Actual coverage	SC/ST population		
1	2	3	4	5	6	7	8
1.	Andhra Pradesh . .	9	18	7.08	18.47	38	Hyderabad and CIEFL have no under-graduate courses.
2.	Assam	3	20	12.32	20.03	62	Assam Agriculture has 24% reservation (7% for SC, 10% for ST and 7% for ST) in North Cachar and Mikir Hills Districts of Assam.
3.	Bihar	9	20	6.74	23.63	29	Bhagalpur, Magadh, L. N. Mithila, Patna, Ranchi and Rajindera Agriculture have 3%, 15%, 5%, 15%, 30% and 25% respectively. K. S. Darbhanga Sanskrit has no reservation except B.A.M.S. where it is 30%.
4.	Gujarat	8	20	9.87	20.85	47	South Gujarat has no reservation.
5.	Haryana	3	20	4.73	18.88	25	
6.	Himachal Pradesh . .	1	20	6.93	27.42	25	
7.	Jammu & Kashmir . .	2	8	1.98	8.25	24	J&K has no ST population.
8.	Karnataka . . .	5	18	6.48	15.48	42	I.I.S. has 20% reservation.
9.	Kerala	4	20	4.31	10.40	41	Kerala Agriculture has 10% reservation.
10.	Madhya Pradesh . .	10	33	7.04	37.36	19	J.N.K. Viswa Vidyalaya has 10% reservation. Indira Kala Sangeet, Ravi Shankar and Vikram has no reservation.
11.	Maharashtra . . .	11	20	11.38	13.82	82	SNDT Women's has no reservation and T.I.S.S. has no undergraduate courses.
12.	Meghalaya . . .	1	40	58.86	83.47	71	
13.	Orissa	4	20	6.38	38.19	17	Information for Utkal University is not available.
14.	Punjab	4	25	8.83	24.38	36	Punjab University has 20% reservation.
15.	Rajasthan . . .	4	20	7.55	28.52	26	Rajasthan and Birla Institute of Technical and Science have no reservation.
16.	Tamilnadu	5	18	7.90	18.86	42	Gandhigram Rural Institute has 20% reservation.
17.	Uttar Pradesh . . .	20	20	10.98	21.83	50	Aligarh Muslim, Allahabad, Kashi Vidyapith, Lucknow, N.D. University of Agriculture and Technical and Gurukul Kangri have no reservation. Information of Sampurnanand Sanskrit University is not available. Gorakhpur has 16%, Meerut has 18% except for B.Ed. where it is 20% and C.S.A. University of Agriculture and Tech. has 18% reservation.
18.	West Bengal . . .	8	20	12.19	26.48	46	Burdwan has no reservation. Calcutta and Kakatiya have 10% each. Ravindra Bharati has 5%, B.C. Krishi Vishwavidyalaya has 5% in Agriculture and 14% in Veterinary and Animal Husbandry.
19.	Delhi	4	20	5.54	15.63	35	J.N.U. and I.A.R.I. have no under-graduate courses.
	All India . . .	115	20	9.01	22.54	40	

NOTE : Hyderabad, C.I.E.F.L., Tata Institute of Social Sciences, J.N.U., I A.R.I. have no under-graduate courses.

*Included Institutions deemed to be Universities.

Assam includes Mizoram, Manipur and Arunachal Pradesh,
Gujarat includes Daman,
Kerala includes Lakshadweep,
Tamil Nadu includes Pondicherry,
Maharashtra includes Goa,
West Bengal includes Tripura, Sikkim,
Meghalaya includes Nagaland,
Punjab includes Chandigarh, Andaman and Nicobar Islands.

Statement No. 5

Frequency distribution of universities according to percentage of Reservation allowed at U.G. level for Scheduled Caste/ Scheduled Tribe students at time of admission

S. No.	Percentage of Reservation	No. of Universities	Percentage to total No. of Universities
1.	No Reservation	15	13.64
2.	Less than or equal to 5	4	3.64
3.	Less than or equal to 10	6	5.45
4.	Less than or equal to 15	2	1.82
5.	Less than or equal to 20	68	61.82
6.	Less than or equal to 25	5	4.55
7.	Less than or equal to 30	1	0.91
8.	Less than or equal to 35	6	5.45
9.	Less than or equal to 40	1	0.91

Statement No. 6

District-wise actual coverage of Scheduled Caste/Scheduled Tribe students at U.G./P.G. level—1977-78

Sl. No.	Name of the State/ Union Territory	Number of Districts										
		Total	Having no enrolment at		Having no SC/ST enrolment at						For which information n.a. at	
					UG		PG		UG & PG			
			UG	PG	SC	ST	SC	ST	SC	ST	UG	PG
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Andhra Pradesh	21	..	8	..	2	..	9	..	..	..	4
2.	Assam	10	..	6	..	..	..	..	..	..	..	2
3.	Bihar	31	..	20	..	11	2	5	..	3	4	5
4.	Gujarat	19	..	5	..	2	1	5	..	1	2	6
5.	Haryana	11	..	1	..	..	1	..	..	..	..	3
6.	Himachal Pradesh	12	..	8	..	1	1	1	..	..	4	1
7.	Jammu & Kashmir	9	1	4	1	..	1	..	..	..	3	3
8.	Karnataka	19	..	12	..	1	1	2	..	..	..	2
9.	Kerala	11	..	2	..	4	..	7	..	3	..	..
10.	Madhya Pradesh	45	..	..	..	6	5	15	..	5	4	10
11.	Maharashtra	26	..	..	..	1	3	5	..	..	..	1
12.	Manipur	6	3	6	..	..	..	..	..	..	2	..
13.	Meghalaya	3	..	2	1	..	..	..	..	..	..	..
14.	Nagaland	7	..	7	..	..	..	..	..	..	7	..
15.	Orissa	13	..	7	..	..	2	2	..	..	2	1
16.	Punjab	12	..	..	..	..	1	..	..	..	..	..
17.	Rajasthan	26	..	2	..	1	5	6	..	..	2	2
18.	Sikkim	4	3	4	..	..	..	..	..	..	1	..
19.	Tamilnadu	15	..	2	..	6	..	7	..	5	1	2
20.	Tripura	3	..	3	..	..	..	..	..	..	..	..
21.	Uttar Pradesh	56	..	3	..	35	1	29	..	25	11	21
22.	West Bengal	16	..	10	..	1	1	2	..	..	1	2
	TOTAL	375	7	112	2	71	25	95	..	42	44	65
	Union Territories	9	1	5	..	..	..	..	..	..	3	1

NOTE : Haryana, Jammu & Kashmir, Punjab, Pondicherry, Chandigarh and Delhi have no ST Population. Nagaland, Andaman and Nicobar Islands and Lakshadweep have no SC Population.

Statement No. 7

District-wise distribution of Colleges

S. No	No. of Districts	No. of Union Territories	No. of colleges in each District
1	2	3	4
1.	197	5	More than 5
2.	33	..	More than 5
3.	30	..	More than 4
4.	28	..	More than 3
5.	37	..	More than 2
6.	43	4	More than 1
	*368	9	

*There are now 375 on reorganisation.

Statement No. 8

ANDHRA PRADESH

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at UG level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1	Adilabad	17.62	273	4.0	23	..	..	..
2.	Anantapur	13.16	3834	3.0	23	21	N.A.	N.A.
3.	Chittoor	17.46	7139	10.4*	59	2393	6.7	38
4.	Cuddapah	10.88	1678	7.2	66	181	N.A.	N.A.
5.	East Godawari	16.77	9534	12.3	73	170	3.1	18
6.	Guntur	4.80	13766	7.4	154	803	10.7	223
7.	Hyderabad	14.07	28762	4.9	35	3431	6.3	45
8.	Khammam	12.26	1935	9.7	79	..	..	..
9.	Karim Nagar	18.82	1278	1.0	5	..	..	..
10.	Krishna	10.05	10981	6.0	59	325	4.6	46
11.	Kurnool	11.24	4915	5.5	49	97	N.A.	N.A.
12.	Medak	15.85	306	8.6	54	..	..	..
13.	Mehboob Nagar	16.84	1534	2.2	13	..	..	..
14.	Nalgonda	15.89	1426	4.4	28	..	..	..
15.	Nellore	19.73	5371	15.3	78	163	11.7	59
16.	Nizamabad	15.23	1144	0.5	3	..	..	..
17.	Prakasam (Ongole)	9.26	3764	7.4	80	98	2.1	23
18.	Srikakulam	9.21	2609	5.8	63	..	..	..
19.	Visakhapatnam	7.91	10928	6.0	76	2876	3.7	47
20.	Warangal	15.87	5275	4.4	28	568	N.A.	N.A.
21.	West Godawari	14.33	6955	10.9	76	527	2.7	19

*This percentage is only for Engineering and Technical.

Statement No. 9

ASSAM

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Cachar	12.19	2680	6.90	57	..	..	..
2.	Darrang	4.44	2908	4.45	100	..	..	..
3.	Dibrugarh	N.A.	3905	4.02		571	N.A.	N.A.
4.	Golpara	5.39	2669	6.94	129	..	..	..
5.	Kamrup	5.77	14361	7.10	123	1702	4.68	81
6.	Mikir Hills (Korbilong)	2,59	168	1.35	52	..	..	..
7.	Lakhimpur*	3.66	5109	3.29	90	571	N.A.	..
8.	Nowgong	9.95	2862	11.32	114	..	..	..
9.	Sibsagar	4.69	8552	3.21	68	118	N.A.	N.A.
10.	N.C. Hills	1.09	N.A.			N.A.		
11.	Arunachal Pradesh	0.07	160	..	0	..	..	..
12.	*Manipur*							
	(*i*) Manipur Central	2.08	5643	1.95	94	..	..	..
	(*ii*) Manipur East	0.04	N.A.		..	..	..	..
	(*iii*) Manipur North	0.04	..	..	..	..	..	..
	(*iv*) Manipur South	0.32	N.A.	..	..	..	..	..
	(*v*) Manipur West	0.10	..	..	..	..	..	..
	(*vi*) Tangnonpal	N.A.	..	..	..	..	..	..

NOTE : Tangnonpal is included in Manipur Central District. Dibrugarh is included in Lakhimpur District.

Statement No. I0

BIHAR

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U G. level		C E.	Enrolment at P.G. level		C.E
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Aurangabad	N.A.	578	N.A.		..	..	
2.	Begusarai	N.A.	489	6 89		..	..	
3.	Bhagalpur	10 84	8826	2.50	23	1448	N.A.	
4.	Bhojpur (Sahabad)	16.65	535	3.71	22	..	..	
5.	Champaran (East)	14.17	1274	3.02	21	..	..	
6.	Darbhanga	14.86	14671	2.07	14	1196	N.A.	
7.	Dhanbad	15.18	3858	6.93	46	140	..	
8.	Gaya	24.65	17670	10.29	42	1024	0.90	
9.	Giridih	N.A.	N.A.			..	..	
10.	Gopalganj	N.A.	661	4.08		..	..	
11.	Hazaribagh	12.07	267	N.A.		..	..	
12.	Katihar	N.A.	590	1.72		..	..	
13.	Madhubani	N.A.	127	1.52		..	..	
14.	Monghyr	15.47	528	4.15	27	..	..	
15.	Muzaffarpur	15.80	12908	2.50	16	1507	N A.	
16.	Nalanda	N.A.	447	N.A.		..	..	
17.	Nawada	N.A.	445	5.74		..	..	
18.	Palamau	25.44	163	6.14	24	..	..	
19.	Patna	16.55	8565	3.64	22	2037	N.A.	
20.	Purnea	11 34	212	1.72	15	..		
21.	Ranchi	4.83	20496	1.37	28	1550	2.90	6(
22.	Rohtas	N.A.	623	5.97		..	..	
23.	Saharsha	16.68	751	1.75	10	..	..	
24.	Samastipur	N.A.	1759	3.41		190	0.54	
25.	Santhalparganas	7.19	513	1.96	27	..	...	
26.	Saran	11.26	1376	8.55	76	..	..	
27.	Singhbhum	3.61	3558	1.58	44	81	N.A.	
28.	Sita Marhi	N.A.	175	1.37		..	..	
29.	Siwan	N.A.	514	7.04		..	..	
30.	Vaishali	N.A.	228	7.76		4	..	
31.	West Champaran*	N.A.	N.A.	..	..	N.A.	..	

NOTE : The SC/ST Population figures for 13 districts are not available separately as they awere newly formed.
*Included in Champaran (East) District.

Statement No. 11

GUJARAT

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Ahmedabad	10.93	50952	9.71	89	2206	3.65	33
2.	Amreli	7.46	1397	N.A.		26	N.A.	
3.	Baroda	5.80	16908	6.82	117	1880	N.A.	
4.	Bhavnagar	4.51	3664	4.48	99	68	4.59	102
5.	Banaskantha	9.85	2742	4.41	45	220	N.A.	
6.	Broech	4.82	3391	4.43	92	..	..	..
7.	Dongs	0.36	N.A.	N.A.		N.A.	N.A.	
8.	Gandhinagar	6.55	825	4.60	70	..	..	..
9.	Jamnagar	6.48	5255	2.69	42	435	1.90	29
10.	Junagarh	7.39	5234	2.60	35	225	2.35	32
11.	Kaira (Kheda)	6.05	17850	5.68	94	862	N.A.	
12.	Kutch	9.44	2089	2.11	22	..	..	..
13.	Mehsana	8.96	10371	8.67	97	2	..	0
14.	Panchmahal	3.68	4255	2.11	57	..	..	..
15.	Rajkot	6 11	15813	2.47	40	970	..	0
16.	Sabarkantha	8.60	4892	9.18	107	..	..	..
17.	Surat	3.56	10322	3.73	105	1306	1.84	52
18.	Surendranagar	10.39	3076	8.09	78	32	N.A.	
19.	Valsad	3.01	6763	2.79	93	109	1.89	63
	Daman	3 65	246	2.01	55	..	..	..

Statement No. 12

HARYANA

District-wise Population, Percentage Enrolment and Co-efficient of equality of Scheduled Castes at Under-graduate and Post-graduate Levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Ambala	22.39	7988	6.26	28	601	6.85	31
2.	Bhiwani		3604	5.99		204	N.A.	
3.	Gurgaon	16.17	5281	4.62	29	179	..	
4.	Hissar*	21.74	10688	2.82	13	634	N.A.	
5.	Jind	19 10	2910	3 45	18	121	N.A.	
6.	Karnal†	18 84	1147	3 40	18	1890	6 14	33
7.	Kurukshetra		7556	4.72		1636	5 06	
8.	Mohindergarh	14.96	4558	9.48	63	55	5.36	36
9.	Rohtak"	17.43	10387	5.05	32	770	3.65	21
10.	Sirsa		1381	1.22		..	..	
11.	Sonepat		3688	4 18		77	3.95	

NOTE : *Bhiwani and Sirsa districts are included in Hissar district.

†Karnal includes Kurukshetra district.

"Rohtak includes Sonepat district.

Haryana State has no ST Population. The percentage ST enrolment in under-graduate courses of Bhiwani (1.27), Hissar Districts (0 28) and PG courses of Karnal (3.35) is due to migration, etc.

Statement No. 13

HIMACHAL PRADESH

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes Under-graduate and Post-graduate Levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Bilaspur	24.47	419	7.43	30	..	..	..
2.	Chamba	14.99	270	N.A.	..	..	..	..
3.	Hamirpur		370	N.A.	..	..	..	..
4.	Kangra	17.59	1541	2.47	14	23	..	.
5.	Kinnaur	19.40						
6.	Kulu	25.14	354	N.A.	..	..	..	..
7.	Lahaul and Spite	1.02						
8.	Mandi	26.11	847	N.A.	..	..	..	..
9.	Simla	24.90	3888	7.21	29	899	N.A.	..
10.	Sirmaur	30.18	301	6.32	21	..	..	..
11.	Solan		529	2.98		..	..	..
12.	Una		1144	2.94	..	..	..	..
13.	Mahasu	29.39	2043	2.97	10	..	..	..

NOTE : Mahasu formed into three new districts *viz.*, Hamirpur, Solan and Una.

Statement No. 14

JAMMU & KASHMIR

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes Under-graduate and Post-graduate Levels—1977-78

S. No	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Anantnag	0.01	1587	..	0	..	..	..
2.	Baramulla	0.01	1806	0.85	8500	..	.	..
3.	Doda	8.89	N.A.	N.A.	N.A.	N.A.	N.A.	
4.	Jammu	28.23	5373	1.07	4	841	..	0
5.	Kathua	22.83	N.A.	N.A.	N.A.	N.A.	N.A.	
6.	Poonch	0.12	238	0.42	350	..	..	0
7.	Rajauri	6.75	..	..	N.A.	..	..	
8.	Srinagar	0.01	7283	1.14	11400	768	0.93	9300
9.	Udhampur	19.59	N.A.	N.A.	N.A	N.A.	N.A.	...

Statement No. 15

KARNATAKA

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes Under-graduate and Post-graduate Levels—1977-78

S No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Bangalore	15 02	39804	4 68	31	3301	6.05	43
2.	Belgaum	9.20	8827	7.05	77	14	..	..
3.	Bellary	14.91	3782	3.39	23	.	..	
4.	Bidar	15.04	1228	14.25	95	..	..	..
5.	Bijapur	10.07	7271	5.88	58	..	..	..
6.	Chickmagalur	16.25	1802	1 11	7	..	..	
7.	Chitradurga	18.20	6101	4.74	26	91	0.54	3
8.	Coorg	9.77	1121	3.96	41	..	..	..
9.	Dharwar	7.96	13259	3.60	45	2194	3.68	46
10.	Gulbarga	15.06	5354	13.03	87	80	N.A.	..
11.	Hassan	15.38	4544	4.76	31	..	..	..
12.	Kolar	23.94	4101	14.8	62	..	..	..
13.	Mandya	12.25	2879	5.20	42	..	..	..
14.	Mysore	17.16	12154	8.40	49	2429	N.A.	..
15.	North Kanara	4.11	4002	2.18	53	..	..	..
16.	Raichur	10.76	5464	2.66	25	..	..	..
17.	Shimoga	14.25	5582	2.18	15	..	..	..
18.	South Kanara	5.14	15020	0.80	16	251	1.28	25
19.	Tumkur	16.46	6540	12.22	74	..	..	..

Statement No. 16

KERALA

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate Levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Alleppey	9.44	8193	3.78	40	279	1.23	13
2.	Calicut (Kozikode)	3.62	8221	2.76	76	739	8.42	233
3.	Cannanore	2.44	4835	2.38	98	104	9.52	390
4.	Ernakulam	8.10	2392	4.68	70	1664	4.11	51
5.	Idikky	N.A.	783	2 68	..	..	.	..
6.	Kottayam	8.73	12028	3.69	42	778	5.59	64
7.	Malapuram	7.59	1792	2.20	29	..	.	..
8.	Palghat	12.51	4454	1.89	15	257	1.09	9
9.	Quilon	11.63	10549	6 22	53	612	3.91	34
10.	Trichur	10.16	9051	2.56	25	605	3.99	39
11.	Trivandrum	9.72	10952	4.07	42	1321	4.23	44
12.	Pondicherry	15.46	188	..	0	..	..	..
13.	Laccadive, Minicoy and Aminidivi Islands	..	N.A.	..	..	N.A.		

Statement No. 17

MADHYA PRADESH

District-wise population, percentage enrolment and co-efficient of equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Balaghat	6.77	1906	14.29	211	283	15.55	230
2.	Bastar	3.20	1052	6 61	207	141	5.17	162
3.	Betul	10.47	1017	12 82	122	133	14 29	136
4.	Bhind	20 50	3014	10 41	51	230	18.29	89
5.	Bilaspur	17.29	6164	9.28	54	667	9 17	53
6.	Chhatarpur	20 63	2243	6.54	32	296	N.A	N.A.
7.	Chhindwara	10.46	2595	10.38	99	333	7 23	69
8.	Damoh	20 53	1211	2.45	12	197		..
9.	Datia	17.96	745	N.A.	N.A.	68	N.A.	N.A.
10.	Dewas	17.57	1251	2.59	15	125	N.A.	N.A.
11.	Dhar	7.18	1236	N.A.	N.A.	172	N.A.	N.A.
12.	Durg (Rajnand Gaon)	10.20	5572	5.95	58	386	4 83	47
13.	Guna	18.33	1652	6 52	36	153	N.A.	N.A.
14.	Gwalior	19.38	10181	4.61	24	1471	1 04	5
15.	Hoshangabad	11.04	3797	9.66	88	672	11.27	102
16.	Indore	14.30	13783	3.33	23	2638	4.25	30
17.	Jabalpur	9.56	16910	3 89	41	2130	1.99	21
18.	Jhabua	2.73	945	N.A.	N.A.	62	N.A.	N.A.
19.	Khandwa (East Nimar)	9.12	3023	2.28	25	389	N.A.	N.A.
20.	Khargone (West Nimar)	10.31	13198	9.53	92	1801	1.30	13
21.	Mandla	4.76	1077	5.62	118	137	4.88	103
22.	Mandsaur	14 65	3445	7.39	50	449	11.97	32
23.	Morena	20.66	2772	11.78	57	256	14.05	68
24.	Narsimhapur	13.78	1533	4.88	350	493	11.97	82
25.	Panna	17.07	542	4.75	28	79	0.74	4
26.	Raigarh	10.36	1914	10.37	100	110	6.86	66
27.	Raipur	13 62	9250	5 81	43	1579	4.85	36
28.	Rajgarh	18.18	937	3.58	20	68	..	..
29.	Raisen	17.13	343	5.31	31	24	..	..
30.	Ratlam	12.67	2499	7.03	55	467	2.78	22
31.	Rewa	12.38	7044	2.43	20	701	1.81	15
32.	Sagar	20.88	7145	9.07	43	1266	10.39	50
33.	Satna	12.66	2631	3.86	30	285	1.53	12
34.	Sehore (Bhopal)	15.40	12187	2.44	16	2314	3.94	26
35.	Seoni	6.78	1221	8.88	131	134	11.11	164
36.	Shajapur	22.30	1562	7.77	35	171	8.87	40
37.	Shahdol	6.08	2157	2.06	34	206	3.96	65
38.	Shivpuri	17.07	1434	3.95	23	178	0.72	4
39.	Sidhi	9.98	681	0 45	5	31	..	..
40.	Surguja	4.81	2209	N.A.	N.A.	122	N.A.	N.A.
41.	Tikamgarh	20 42	990	8.70	43	115	N.A.	N.A.
42.	Ujjain	23.28	5226	2.70	12	812	3.18	14
43.	Vidisha	21.53	2865	2.25	10	785	9.44	2
44.	Rajnand Gaon		1972	4.29		154	N.A.	
45.	Bhopal		12187	2.44		2209	3.95	

Statement No. 18

MAHARASHTRA

District-wise population, percentage, enrolment and co-efficient of equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Ahmednagar	9.32	11317	6.09	65	910	7.41	80
2.	Akola	4.77		9.71	204	826	16.35	343
3.	Amarawati	4.25	7947	10.02	236	978	12 36	291
4.	Aurangabad	5.50	13495	33.98	618	2248	34 74	632
5.	Bhandara	5.23	1945	23.64	452	81	44 19	845
6.	Bhir	12.53	4324	13.47	108	404	19.62	.57
7.	Bombay	3 53	91853	2,22	63	7389	3.75	106
8.	Buldhana	5.37	1973	10.27	191	128	19.53	364
9.	Chandrapur	4.69	3505	17.88	381	201	N.A.	N.A.
10.	Dhulia	3.70	5388	7.74	209	575	8.14	220
11.	Jalgaon	4.13	7209	6.38	154	538	2.63	64
12.	Kolaba	1.22	1274	2.46	202	21	..	0
13.	Kolhapur	11.35	12129	9 63	85	2810	10.00	88
14.	Nagpur	4.13	19471	16.77	406	4226	20.76	503
15.	Nanded	9.10	5531	26.73	294	1111	29.66	325
16.	Nasik	4.06	9113	6.23	153	813	1.97	49
17.	Osmanabad	15.04	8067	21.31	142	920	21.81	145
18.	Parbhani	5.64	3497	13.09	232	215	2.15	38
19.	Poona	5.52	27624	5.27	95	2968	6.63	120
20.	Ratnagiri	2.16	3086	1.11	51	116	..	0
21.	Sangli	9.79	10115	8.06	82	934	8.13	83
22.	Satara	5.39	10154	9.98	185	1423	11.03	205
23.	Sholapur	82.27	11478	11.17	14	632	12.55	15
24.	Thana	1.59	8044	1.27	80	407	..	0
25.	Wardha	19.71	2794	12.81	65	253	22.08	112
26.	Yeotmal	3.93	3359	12.36	515	86	46.51	1183
27.	Goa	1.79	5925	0.66	37	199	..	0

Statement No. 19

MEGHALAYA, NAGALAND AND MIZORAM

District-wise population, percentage enrolment and co-efficient of equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
	MEGHALAYA							
1.	Garo Hills	0.49	193	4 69	957	..	..	..
2.	Jaintia Hills	0.31	3976	3.73	1203	593	0.42	135
3.	Khasi Hills (N.E. Hills) Jaintia Hills	N.A.	122	..	..	..	..	..
	NAGALAND							
1.	Kohima	..	N.A.	N.A.	..	..	..	..
2.	Mokok Chung	..	N.A.	N.A.	..	..	..	..
3.	Tuensang	..	N.A.	N.A.	..	..	..	..
4.	Wokha	..	N.A.	N.A.	..	..	..	..
	MIZORAM							
1.	Mizoram	0.25	642	N.A.	..	..	..	..

NOTE : Districts Mon, Phek and Zonheboto have no colleges.

Statement No. 20

ORISSA

District-wise population, percentage enrolment and co-efficient of equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Balasore	18.51	3415	6.05	33	24	..	..
2.	Bolangir	16.49	1161	3.04	18	..	..	..
3.	Baudh Khandmals (Phulbani)	18.90	304	N.A.	N.A.	..	..	..
4.	Cuttack	18.06	8331	5.08	28	807	5.49	30
5.	Dhenkanal	16.76	1301	0.91	5	..	..	..
6.	Ganjam	15.92	4429	2.61	16	673	2.78	17
7.	Kalahandi	17.11	294	4.73	28	..	..	..
8.	Keonjhar	11.28	732	3.30	29	..	..	..
9.	Koraput	13.42	813	4.13	31	..	..	..
10.	Mayurbhanj	7.23	1734	7.86	109	..	..	..
11.	Puri	13.53	5826	N.A.	..	1195	N.A.	N.A.
12.	Sambalpur	15.61		2.63	17	153	3.33	21
13.	Sundargarh	8.02	2852	2.04	25	76	..	..

Statement No. 21

PUNJAB

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District/Union Territory	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Amritsar	22.81	10354	4.52	20	1084	1.85	8
2.	Bhatinda	26.90	3468	3.24	12	71	..	..
3.	Faridkot	N.A.	5397	4.86	..	469	1.81	..
4.	Firozpur	22.79	4368	4.23	19	124	1.72	8
5.	Gurdaspur	21.73	6135	12.71	58	62	4.20	19
6.	Hoshiarpur	28.85	5187	19.41	67	601	13.97	48
7.	Jullundur	32.85	11734	11.77	36	1432	6.64	20
8.	Kapurthala	24 73	3727	16.99	69	86	10.00	40
9.	Ludhiana	23.76	14948	6.09	26	1808	5.31	22
10.	Patiala	20.90	8272	10.34	49	1344	4.80	23
11.	Ropar	22.61	1522	15.91	70	54	7.41	33
12.	Sangrur	23.60	3317	5.59	24	172	12.64	54
13.	Chandigarh	11.30	11431	3.89	34	2706	10.06	89
14.	*Andaman and Nicobar Islands	15.74	532	N.A.	..	..	..	..

NOTE : 1. *For ST only.
2. Punjab has no ST Population.
3. The districts Faridkot, Ferozepur and the Union Territory of Chandigarh have percentage ST enrolment at U.G. level 0.27, 0.27 and 0.63 respectively. The above figures are due to migration etc.

Statement No. 22

RAJASTHAN

District-wise Population Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Ajmer	17.28	10884	4.93	29	2066	8 14	47
2	Alwar	17.30	6020	5.63	33	617	5.83	34
3.	Banswara	3.78	766	0 79	21	51	1 96	52
4.	Barmer	14.38	489	5.29	37	36	5 56	39
5.	Bharatpur	20.89	5493	6 44	31	293	7 38	35
6.	Bhilwara	15.83	2733		34	401	3.23	20
7.	Bikaner	15.48	5778	2.16	14	742	1.99	13
8.	Bundi	18.64	884	N.A.	..	92	N.A.	..
9.	Chittorgarh	13.64	1064	3.21	24	188	6 00	44
10.	Churu	17.36	3239	4.57	26	152	8.97	52
11.	Dungarpur	3.98	619	2.91	73	36	..	..
12.	Ganganagar	24.03	7241	2.94	12	535	2.53	11
13.	Jaipur	16 09	21602	4 62	29	2306	3.54	22
14.	Jaisalmer	13.56	168	8 33	61	..	..	..
15.	Jalore	16.27	412	5.78	36	..	..	..
16.	Jhalwar	16.39	996	4.11	25	49	2.04	12
17.	Jhunjunu	14.00	5025	8 94	64	557	8 06	61
18.	Jodhpur	13.44	7281	N.A.	..	1306	N.A.	..
19.	Kota	18.09	4424	1 13	6	774	..	..
20	Nagaur	17.48	1267	3.18	18	47	12.77	73
21.	Pali	15 03	1321	8.66	58	78	..	..
22.	Sikar	12.98	3958	10 35	80	337	15.59	120
23.	Sirohi	16.66	717	4.04	24	37	..	..
24.	Sawai Madhopur	21.16	2380	5.73	27	63	..	..
25.	Tonk	19 68	1372	8 44	43	186	3.28	17
26.	Udaipur	7.76	8835	7.73	100	1607	2.80	36

Statement No. 23

TAMILNADU

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate Levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Chinglepet	26 28	6460	3.06	12	494	N.A.	..
2.	Coimbatore	15.74	18262	4 97	32	1769	3.86	25
3.	Dharmapuri	13 58	772	22 08	163	..	..	..
4.	Kanyakumari	3.89	6923	8.5	219	209	5.71	148
5.	Madras	10 49	31094	4.58	44	3831	5 76	55
6.	Madurai	14.93	17343	6.80	46	1726	9.86	66
7.	North Arcot	19.33	6802	9 93	51	203	3.64	19
8.	Pudhukottai	N.A.	1092	N.A.	..	8	N.A.	..
9.	Ramanathapuram	16.07	8519	8.75	54	325	9.68	60
10.	Salem	16 05	6285	11.29	70	237	5 19	32
11.	South Arcot	25.92	6911	8.96	35	1916	6.01	23
12.	Thanjavur	22 10	11442	5.27	24	609	6.25	28
13.	The Nilgiris	18.76	223	0.78	4	..	..	..
14.	Thiruchirapalli	17.94	11084	6 42	56	1008	3.64	20
15.	Tirunelveli	15.78	11329	8.88	56	492	8.50	54
16.	Pondicherry	15 46	2042	4.43	29	159	N.A.	..

Statement No. 24

UTTAR PRADESH

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Under-graduate and Post-graduate levels— 1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E
			Total Enrolment	Percentage SC Enrolment to Total		Total Enrolment	Percentage SC Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Agra	20.76	15722	13.86	77	4144	11.83	57
2.	Aligarh	21.33	16022	15.09	71	4188	18 75	88
3.	Allahabad	24.69	23455	20.91	85	4900	N.A.	N.A.
4	Almora	19.24	369	N.A.	N.A.	14	N.A.	N.A.
5.	Azamgarh	24.35	8414	17.51	72	798	16.67	68
6.	Badaun	16.06	1043	14.50	90	253	13 44	84
7.	Bahraich	17.54	1740	5 93	34	189	N.A.	N.A.
8.	Ballia	13.93	5228	N.A.	N.A.	877	N.A.	N.A.
9.	Banda	23 08	2646	14.80	64	529	6 47	28
10	Bareilly	11.53	5839	4.35	38	708	3 60	31
11.	Basti	20.37	5804	19.02	93	217	N.A.	N.A.
12.	Barabanki	27.92	878	1.48	5	72	1.39	5
13.	Bijnor	20 26	3464	1.42	7	521	N.A.	N.A.
14.	Bulandshahar	20.69	5328	13.08	63	1137	14.10	68
15.	Chamoli	16.77	496	N.A.	N.A.	116	N.A.	N.A.
16.	Dehradun	11.65	5875	2.38	20	1785	..	0
17.	Deoria	15.60	7988	11.98	77	608	18.01	115
18.	Etah	16 65	2866	21.65	130	513	26.03	156
19.	Etawah	24.48	6093	13.63	56	424	20.39	83
20.	Faizabad	24.15	6164	15.17	63	693	23.51	97
21.	Farrukhabad	16.81	3658	13.83	82	394	13.89	83
22.	Fatehpur	23.61	1099	N.A.	N.A.	..	..	..
23.	Ghazipur	19.37	3622	18.93	98	394	N.A.	N.A.
24.	Gonda	16.55	2733	11.79	71	276	N.A.	N.A.
25.	Gorakhpur	20.35	13259	17.27	85	2644	N.A.	N.A.
26.	Hamirpur	25.55	1215	23.24	91	49	N.A.	N.A.
27.	Hardoi	31.72	1706	19.05	60	469	14.07	44
28.	Jalaun	27.61	2629	20.05	73	366	16.19	59
29.	Jaunpur	20.97	9555	11.88	57	762	N.A.	N.A.
30.	Jhansi (including Lalitpur)	25.73	5088	11.18	43	515	20.95	81
31.	Kanpur	19.75	22143	4.17	21	6263	3.18	16
32.	Kheri Lakhimpur	27.06	2076	0.78	3	288	N.A.	N.A.
33.	Lucknow	24.16	28413	9.76	40	5192	N.A.	N.A.
34.	Mainpuri	17.73	3280	18.64	105	698	30.80	174
35.	Mathura	19.22	4349	1.32	7	692	2.53	13
36.	Meerut (including Ghaziabad)	17.80	22804	9.08	51	7686	8.29	47
37.	Mirzapur	33.58	2161	N.A.	N.A.	401	N.A.	N.A.
38.	Moradabad	15.79	9140	8.35	53	1854	8.01	51
39.	Muzaffarnagar	16.54	5764	8.91	54	1195	6.52	39
40.	Nainital	17.87	5619	8.67	49	1552	4.36	24
41.	Pilibhit	14.77	1262	N.A.	N.A.	111	N.A.	N.A.
42.	Pithoragarh	21.24	1062	N.A.	N.A.	262	N.A.	N.A.
43.	Pratapgarh	21.23	3223	12.54	59	71	14.75	69

1	2	3	4	5	6	7	8	9
44.	Rai Bareilly	30.45	1763	N.A.		326	N.A.	
45.	Rampur	11.56	1356	N.A.		376	N.A.	
46.	Saharanpur	23.31	8710	11.28	48	2259	14.78	63
47.	Shahjahanpur	16.30	1548	16.27	100	..	..	..
48.	Sitapur	32.20	1300	4 66	14	210	8.47	26
49.	Sultanpur	23 91	3309	19.51	82	73	N.A.	N.A.
50.	Tehri (including Pauri)	11.64	1651	7.81	67	407	9.35	80
51.	Unnao	29.96	1546	N.A.	N.A.	173	N.A.	N.A.
52.	Uttarkashi	23.13	260	2.69	12	65	1.54	7
53.	Varanasi	17.45	22578	4 59	26	7332	3 30	19
54.	Ghaziabad*		8973	11.05	N.A.	3535	10.48	N.A.
55.	Paurhi*							
56.	Lalitpur*		276	N.A.	N.A.	..	N.A.	N.A.

NOTE : *Ghaziabad and Lalitpur have been included in Meerut, Jhansi respectively. Paurhi has been included in Tehri and separate enrolment figures for Paurhi are not available.

Statement No. 25

WEST BENGAL

District-wise Population. Percentage Enrolment and Co-efficient of Equality of Scheduled Castes at Undergraduate and Postgraduate Levels—1977-78

S. No.	Name of the District	Percentage SC Population	Enrolment at UG Level		C.E.	Enrolment at PG Level		C.E.
			Total enrolment	Percentage SC enrolment to Total		Total Enrolment	Percentage SC enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Bankura	28.22	6186	17 87	63	..	..	..
2.	Birbhum	30.00	6753	12 39	41	446	4.66	16
3.	Burdwan	24 51	19857	2.58	11	1332	..	..
4.	Calcutta	3.78	89936	4.70	124	8748	7 54	199
5.	Cooch Bihar	47 03	3050	27 81	59	..	..	..
6.	Darjeeling	12.57	7439	7.19	57	543	N.A.	N.A.
7.	Hooghly	19.08	17440	8.18	43	13	5 49	29
8.	Howrah	12.31	17505	4.33	35	..	..	.
9.	Jalpaiguri	34.02	4219	20.99	62	..	..	..
10.	Malda	16.48	3338	7 08	43	..	..	..
11.	Midnapur	13.57	20550	7.77	57	..	..	..
12.	Murshidabad	12.16	8840	7.74	80	..	..	..
13.	Nadia	21.32	7415	N.A.	N.A.	775	N.A.	N.A.
14.	24 Parganas	22.61	34096	20 59	91	..	..	..
15.	Purulia	14.99	3357	6.48	43	..	..	..
16.	West Dinajpur	23.10	1990	5.94	26	..	..	..
	TRIPURA							
1.	North Tripura	13.16	898	3.34	25	..	..	..
2.	South Tripura	12.42	455	4.84	39	..	..	.
3.	West Tripura	10.94	4337	7.06	69	..	..	..
	SIKKIM							
1.	Sikkim East	N.A.	47	N.A.	..	..	..	..
2.	Sikkim North	N.A.						
3.	Sikkim South	N.A.						
4.	Sikkim West	N.A.						

Statement No. 26

ANDHRA PRADESH

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate Levels—1977-78

S. No.	Name of the District	Percentage ST Population	Enrolment at UG Level		C.E.	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Adilabad	13.14	273	2.00	15	..	..	..
2.	Anantapur	3.07	3834	0.59	19	21	.	..
3.	Chittoor	2.92	7139	2.96*	101	2393	0.71	24
4.	Cuddapah	1.69	1678	0.31	18	181	..	..
5.	East Godaveri	3.86	9534	0.35	9	170	.	0
6.	Guntur	3.71	13766	0.39	11	803	0 70	19
7.	Hyderabad	0 17	28662	0.29	171	3431	0.53	312
8.	Khammam	14.72	1935	1.45	10	..	..	..
9.	Karimnagar	0 84	1278	0.98	117	..	..	..
10.	Krishna	2.03	10981	0.25	12	325	..	0
11.	Kurnool	1.63	4915	0.56	34	97	..	0
12.	Medak	0.01	306	1.29	12900	..	..	..
13.	Mehboobnagar	0.29	1534	0.96	331	..	..	..
14.	Nalgonda	0.03	1426	2.62	8733	..	..	..
15.	Nellore	8.09	5371	0 80	10	163	..	0
16.	Nizamabad	0.04	1144	..	0	..	..	..
17.	Prakasam (Ongole)	2.67	3764	0.90	31	98	2 06	72
18.	Srikakulam	8.20	2609	..	0	..	..	..
19.	Visakhapatnam	10.69	10928	0.58	5	2876	..	0
20.	Warangal	2.31	5275	1.09	47	568	..	0
21.	West Godavari	2 18	6955	0.13	6	527	..	0

Note : *This percentage is only for Engineering/Technical

Statement No. 27

ASSAM

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate Levels—1977-78.

S. No.	Name of the District/ Union Territory	Percentage ST Population	Enrolment at UG Level		C.E.	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Cachar	0 89	2680	1 23	138	..	..	..
2.	Darrang	10 69	2908	4.45	42	..	..	..
3.	Dibrugarh		3905	5 03		571	N.A.	
4.	Golpara	13.85	2669	17 10	123	..	..	..
5.	Kamrup	10.44	14351	3.83	37	1702	6.12	59
6.	Mikir Hills	55.37	168	43 99	79	..	..	..
7.	Lakhimpur*	13.49	5109	8.39	62	571	N.A.	..
8.	Nowgong	7 44	2862	6 35	85	..	..	..
9.	Sibsagar	6 82	8552	3.24	48	118	N.A.	
10.	N. C. Hills	69 15	N.A.	N.A.		N.A.	N.A.	
	Arunachal Pradesh	77.52	160	84.34	109	..	..	..
	MANIPUR							
1.	Manipur Central	7.32	5643	10.91	149	..	..	..
2.	Manipur North	79.39	..	..	..	..	..	..
3.	Manipur East	96.30	N.A.	..	..	..	..	..
4.	Manipur South	93.75	N.A.	..	..	..	..	..
5.	Manipur West	97.82	..	..	..	..	..	..
6.	Tangnoupal*	..	..	..	..	..	..	..

Note : *Dibrugarh is included in Lakhimpur District, Tangnoupal is included in Manipur Central District.

Statement No. 28

BIHAR

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate Levels — 1977-78

S. No.	Name of the District	Percentage ST Population	Enrolment at UG Level		C.E.	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST enrolment to Total		Total Enrolment	Percentage ST enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Aurangabad	N.A.	578	N.A.	..	..	..	.
2.	Begusarai	N.A.	489	..	..	..	..	..
3.	Bhagalpur	3 59	8826	1.46	41	1448	N.A.	..
4.	Bhojpur (Shahabad)	0 98	535	0 05	5	..	.	..
5.	Champaran	0 65	1274	0 08	12	..	..	..
6.	Darbhanga	0 01	14671	..	..	1196	N.A.	..
7.	Dhanbad	10 61	3858	3.25		140	..	..
8.	Gaya	0 03	17670	..	..	1024	.	..
9.	Giridih	N.A.	N.A.	N.A.		..		
10.	Gopalganj	N.A.	661	..		..		
11.	Hazaribagh	10 99	267	N.A.	..	..		
12.	Katihar	N.A.	950	0 75	..	..		
13.	Madhubani	N.A.	127	..		..		
14.	Monghyr	1.41	528	0 13	9	.	..	..
15.	Mujaffarpur	0 02	12908	0 04	200	1507	N.A.	..
16.	Nalanda	N.A.	447	N.A.				
17.	Nawada		445	.		..		
18.	Palamau	19 09	163	3 35	19	..	..	
19.	Patna	0 06	8565	..		2037	N.A.	
20.	Purnea	3.95	212	0 49	12	..	..	
21.	Ranchi	58 08	20496	33 57	58	1550	..	
22.	Rohtas	N.A.	623	0 61		..	..	
23.	Saharsba	0 39	751	0 10	26	..	..	
24.	Samastipur	N.A.	1759	..		190		
25.	Santhal Parganas	36.22	513	11.55	32	..	..	
26.	Saran	0.03	1376	1 55	5767	..	..	
27.	Singhbhum	46 12	3558	7.81	17	81	..	
28.	Sita Marhi	N.A.	175	..		..	..	
29.	Siwan	N.A.	514	..		..	..	
30.	VaishaMi	N.A.	228	..		4	..	
31.	West Champaran	N.A	N.A.			N.A.		

Statement No. 29

GUJARAT

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate Levels — 1977-78

S. No.	Name of the District	Percentage ST Population	Enrolment at UG Level		C.E	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Ahmedabad	0.72	50752	2.09	290	2206	1.28	178
2.	Amreli	0.04	1397	..	0	26	N.A.	0
3.	Baroda	23.89	16908	7.44	31	1880	N.A.	N.A.
4.	Bhavnagar	0.01	3664	0 75	7500	68	1.83	
5.	Banaskantha	6 15	2742	4.44	72	220	N.A.	N.A.
6.	Broach	43 88	3391	14 46	33	.	..	..
7.	Dongs	93.46	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
8.	Gandhinagar	0 20	825	0 92	460	.	..	..
9.	Jam Nagar	0.24	5255	1 43	596	435	..	..
10.	Junagarh	0.50	5234	2.34	468	225	..	..
11.	Kaira (Kheda)	1.03	17850	0 04	4	862	N.A.	N.A.
12.	Kutch	4.75	2089	..	0	..	..	..
13.	Mehsana	0.44	10371	0.86	195	2	..	..
14.	Panch Mahal	38.35	4255	9.34	24		..	..
15.	Rajkot	0 04	15813	0.93	2325	970	..	..
16.	Sabarkantha	15.06	4892	9.63	64	..	..	..
17.	Surat	46.32	10322	14.70	32	1306	5.77	13
18.	Surendra Nagar	0.57	3076	0.83	146	32	N.A.	N.A.
19.	Valsad	54.33	6763	1.89	3	109	0.94	2
20.	Daman (UT)	18 50	246	2.81	15	..	..	..

Statement No. 30

HIMACHAL PRADESH

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate Levels—1977-78

Sl. No.	Name of the District	Percentage ST Population	Enrolment at UG Level		C.E.	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Bilaspur	2.69	419	0.46	17	Nil	Nil	..
2.	Chamba	28.00	290	N.A.	..	Nil	Nil	..
3.	Hamirpur	N.A.	370	N.A.	..	Nil	Nil	..
4.	Kangra	..	1541	3.57	..	23	Nil	..
5.	Kinnaur	68.41	N.A.					
6.	Kulu	..	354	N.A.		Nil	Nil	..
7.	Lahaul and Spiti	76.26	N.A					
8.	Mandi	1.11	847	N.A.		Nil	Nil	..
9.	Simla	..	3888	3.60		899	N.A.	
10.	Sirmaur	1.29	301	1.75	136	Nil	Nil	..
11.	Solan	N.A.	529	5 59		Nil	Nil	..
12.	Una	N.A.	1144	N.A.		Nil	Nil	..
13.	Maham	0.90	2043	3.61	401	Nil	Nil	..

Statement No. 31

KARNATAKA

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate Levels—1977-78

Sl. No.	Name of the District	Percentage ST Population	Enrolment at UG Level		C.E.	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Bangalore	0.31	39804	0.35	113	3301	0 19	61
2.	Belgaum	2.19	8827	0.13	6	14	.	0
3.	Bellary	0.38	3782	0.11	29	..	..	..
4.	Bidar	0.08	1228	1.41	1763	.	..	..
5.	Bijapur	0.33	7271	0.37	112	..	..	..
6.	Chickmagalur	1 37	1802	0.16	12	.	..	..
7.	Chitradurga	0.05	6101	1.66	3320	91	0.54	1080
8.	Coorg	7 03	1121	0.17	2	..	..	..
9.	Dharwar	0.62	13259	0.04	65	2194	1 03	166
10.	Gulbarga	0.11	5354	0.56	509	80	N.A.	..
11.	Hassan	0.15	4544	0.43	287	..	..	..
12.	Kolar	0.13	4101	1.19	915	.	..	..
13.	Mandya	0.24	2879	0.44	183	..	.	
14	Mysore	0.94	12154	0.65	69	2429	N.A.	..
15.	North Kanara	0 26	4002	..	0	..	..	..
16.	Raichur	0.08	5464	0.44	550	..	..	..
17.	Shimoga	0.58	5582	0.83	143	..	..	0
18.	South Kanara	3.28	15020	0.57	17	251	..	0
19.	Tumkur	0 13	6540	2.46	1892	..	..	0

Statement No. 32

KERALA

Dsitrict-wise population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate levels—1977-78.

Sl. No.	Name of the District/Union Territory	Percentage ST Population	Enrolment at UG Level		C.E.	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Alleppey	0.02	8193	—	0	279	—	0
2.	Calicut	4.03	8221	0.45	11	739	—	0
3.	Cannanore	3.82	4835	—	0	104	—	0
4.	Ernakulam	0.49	12392	1.77	361	1664	0.62	127
5.	Idikky	N.A.	783	2 23	—	—	—	
6.	Kottayam	1.11	12028	0.28	25	778	—	0
7.	Malapuram	0.48	1792	—	0	—	—	
8.	Palghat	1.52	4454	0.04	3	257	—	0
9.	Quilon	0.15	10549	—	0	612	—	0
10.	Trichur	0.44	9051	0.06	14	605	—	0
11.	Trivandrum	0.50	10952	0 60	120	1321	0.88	176
	Pondicherry	—	188	—	0	—	—	
	Lakshadweep, Minicoy, Aminidive Islands	29.54	N.A.			N.A.		

Statement No. 33

MADHYA PRADESH

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate Levels—1977-78.

Sl. No.	Name of the District	Percentage ST Population	Enrolment at UG Level		C.E.	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Balaghat	11.25	1906	3.23	29	283	3.89	35
2.	Bastar	68.20	1052	46.28	68	141	51.72	76
3.	Betul	30.50	1017	2.25	7	133	2.26	7
4.	Bhind	0.11	3014	—	0	230	—	0
5.	Bilaspur	17.11	6164	2 70	16	667	3.67	21
6.	Chhatarpur	3.16	2243		0	296	N.A.	N.A.
7.	Chhindwara	35.17	2595	2 21	6	333	1.51	4
8.	Damoh	—	1211	—	—	197	—	—
9.	Datia	1.95	745	N.A.	N.A.	68	N.A.	N.A.
10.	Dewas	7.01	1251	0.86	12	125	N.A.	N.A.
11.	Dhar	53.38	1236	N.A.	N.A.	172	N.A.	N.A.
12.	Durg+ (Rajnand Gaon)	10.84	5572	3.41	31	386	5.09	47
13.	Guna	7.20	1652	—	0	153	N.A.	N.A.
14.	Gwalior	1.87	10181	0.03	2	1471	—	0
15.	Hoshangabad	7.17	3797	2.59	36	672	1.81	25
16.	Indore	0.09	13783	1.10	1222	2638	1.64	1822
17.	Jabalpur	11.78	16910	3.67	31	2130	1.99	17
18.	Jabua	84.71	945	N.A.	N.A.	62	N.A.	N.A.
19.	Khandwa (East Nimar)	7 53	3023	0 84	11	389	N.A.	N.A.
20.	Khargone (West Nimar)	39.56	13198	7.27	18	1801	3.39	9
21.	Mandla	60 54	1077	21.95	36	137	19.51	32
22.	Mandsaur	0.04	3445	0.62	1550	449	—	0
23.	Morena	4.76	2772	0.04	1	256	—	0
24.	Narsimhapur	12.38	1533	1.00	8	123	—	0
25.	Panna	13 55	542	0.33	2	79	—	0
26.	Raigarh	47 28	1914	12.49	26	110	11.76	25
27.	Raipur	14.63	9250	5.07	35	1579	2.17	15
28.	Rajgarh	0.33	937	—	0	68	—	0
29.	Raisen	13.49	343	0 63	5	24	—	0
30.	Ratlam	12.67	2499	2.83	22	467	1.11	9
31.	Rewa	12.61	7044	1.14	9	701	0.30	2
32.	Sagar	—	7145	2.27*	—	1266	4.12*	
33.	Satna	13.90	2631	0.35	3	285	0.38	3
34.	Sehore* Bhopal	4 61	12687	4.00	87	2314	3 84	83
35.	Seoni	37.49	1121	6.22	17	134	4.27	11
36.	Shajapur	0.05	1562	—	0	171	—	0
37.	Shahdol	48.23	2157	7.42	15	206	—	0
38.	Shivpuri	8.43	1434	0 07	1	178	—	0
39.	Sidhi	32.54	681	1.35	4	31	—	0
40.	Surguja	55.93	2209	N.A.	N.A.	132	N.A.	N.A.
41.	Tikamgarh	4 15	990	N.A.	—	115	—	0
42.	Ujjain	0.14	5226	0.11	79	812	—	0
43.	Vidisha	4.68	2865	0.22	5	785	—	0

Note : *The percentage enrolment figure is due to migration etc.

Statement No. 34

MAHARASHTRA

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Undergraduate and Postgraduate levels—1977-78

S. No.	Name of the District/Union Territory	Percentage ST Population	Enrolment at UG level		C.E	Enrolment at PG level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Ahmednagar	6 42	11317	2.27	35	910	0.62	10
2.	Akola	..	5800	1.76*		826	6.08*	
3.	Amarawati	5.15	7947	2 64	51	978	1.45	28
4.	Aurangabad	1.64	13495	2.27	138	2248	1.39	85
5.	Bhandara	..	1945	5 66*		81	15.12	
6.	Bhir (Beed)	0.34	4324	1.92	565	404	4.09	1203
7.	Bombay	0.50	91853	0.34	68	7389	0.65	130
8.	Buldhana	..	1973	1 64*		128	10.16*	
9.	Chandrapur	14.11	3505	8.66	61	201	N.A.	
10.	Dhulia	37.05	5388	5 80	16	575	2.71	7
11.	Jalgaon	5.89	7209	2.38	40	538	0.44	7
12.	Kolaba	8.99	1274	0.31	3	21	..	0
13.	Kolhapur	0.19	12129	0.36	189	2810	0.54	284
14.	Nagpur	..	19471	5 56*		4226	6.47*	
15.	Nanded	4.03	5531	4.47	111	1111	2.34	58
16.	Nasik	23.69	9113	1 40	6	813	0.66	3
17.	Osmanabad	0.14	8067	3.42	2443	920	8.69	6207
18.	Parbhani	2.79	3497	2.57	92	215	..	0
19.	Poona	3.41	27624	0 57	17	2968	0 62	18
20.	Ratnagiri	0.51	3086	..	0	116	..	0
21.	Sangli	0.16	10115	1.34	838	934	0.55	344
22.	Satara	0.21	10154	0.65	309	1423	..	0
23.	Solapur	2.21	11478	4.17	189	632	1.30	59
24.	Thana	25.40	8044	0 84	3	407	..	0
25.	Wardha	..	2794	3.35*		253	3.90	
26.	Yeotmal	13.91	3359	4.71	34	86	3 49	25

Statement No. 35

MEGHALAYA, NAGALAND AND MIZORAM

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	General Population (in 000's)	Percentage ST to General	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
				Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9	10
MEGHALAYA									
1.	Garo Hills	406.62	80.14	193	54.70	68			
2.	Jaintia Hills	605.08	80.71	3976	65.05	81	593	35.42	44
3.	Khasi Hills (N.E. Hills)								
4.	Jaintia Hills		N.A.	122	100.00	..	..	..	
NAGALAND									
1.	Kohima	175.20	80.00	678	85.40	107			
2.	Mokokchung	168.24	91.30	N.A.	N.A.	..			
3.	Tuensang	173.00	94.70	N.A.	N.A.	..			
4.	Wokha		N.A.	N.A.	N.A.				

NOTE : *The Districts, Mon, Phek and Zonheboto have no colleges*

MIZORAM									
1.	Mizoram	332.39	94.26	642	N.A.	..			

Statement No. 36

ORISSA

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78

S. No.	ne of the District	Percentage ST Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Balasore	7.06	3415	0.97	14	24	..	0
2.	Bolangir	19 72	1161	1.18	6	..	..	..
3.	Baudh Khandmalls (Phulbani)	40.31	304	N.A.	N.A.	..	..	..
4.	Cuttack	2 89	8331	0.52	18	807	0.95	33
5.	Denkanal	12.91	1301	0.18	1	..	..	..
6.	Ganjam	9.98	4429	1.22	12	673	1.71	17
7.	Kalahandi	29.26	294	2.70	9	..	..	..
8.	Keonjhar	46.96	732	3.30	7	..	..	..
9.	Koraput	56.34	813	2.64	5	..	..	..
10.	Mayurbhanj	58 56	1734	11.32	19	..	..	..
11.	Puri	3.70	5826	N.A.	..	1195	N.A.	..
12.	Sambalpur	28.13	6455	3.74	13	1153	4.00	14
13.	Sundergarh	53.40	2852	11.02	21	76	..	0

Statement No. 37

RAJASTHAN

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage ST Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Ajmer	1 34	1088	0.63	47	2066	6 66	497
2.	Alwar	7.99	6020	7.36	72	617	13.11	164
3.	Banswara	72.93	766	11.29	15	51	1.96	3
4.	Barmer	5.74	489	0.44	8	36		0
5.	Bharatpur	2.96	5493	3.09	104	293	5.70	193
6.	Bhilwara	9.36	2733	2.32	25	401	2.49	26
7.	Bikaner	0.07	5778	0.14	200	742		0
8.	Bundi	19.27	884	N.A	.	92	N.A	..
9.	Chittorgarh	19.57	1064	0.95	5	188	2.00	10
10.	Churu	0.39	3239	0.77	197	152	11.97	3069
11.	Dungarpur	63.64	619	21.16	33	36	30.56	48
12.	Ganganagar	0.08	7241	0.03	375	535	0.11	138
13.	Jaipur	11.14	21602	3.49	31	2306	2.29	21
14.	Jaisalmer	4 13	168		0			0
15.	Jalore	7.81	412	0.48	6			0
16.	Jhalwar	10.30	996	4.11	40	49	2.04	20
17.	Jhunjunu	1.77	5025	0.87	49	557	1 08	61
18.	Jodhpur	2.11	7281	N.A.	..	1306	N.A.	..
19.	Kota	14.54	4424	0 86	6	774		0
20.	Nagpur	0.16	1267	0.07	44	47		0
21.	Pali	4.70	1321	0.56	12	78		0
22.	Sikar	2.50	3958	4.29	172	337	1 17	47
23.	Sirohi	21.48	717	0.42	2	37		0
24.	Sawai Madhopur	22.68	2380	24.62	109	63	17.6	78
25.	Tonk	11.37	1372	4.15	37	186	0.55	5
26.	Udaipur	33.66	8835	3.41	10	1607	3.08	9

Statement No. 38

TAMILNADU

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District/Union Territory	Percentage ST Population	Enrolment at U.G. level		C.E.	Enrolment at P.G. level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Chinglepet	0.94	6460	0 11	12	494	N.A.	
2.	Coimbatore	0 60	18262	0.06	10	769	..	0
3.	Dharmapuri	1.80	772	.	0	..	..	0
4.	Kanyakumari	0.23	6923	..	0	209	..	0
5.	Madras	0 04	31094	1.04	2600	3831	2.52	6300
6.	Madurai	0.17	17343	0.03	18	1726	..	0
7.	North Arcot	1.88	6802	0.43	23	203	..	0
8.	Pudukottai	N.A.	1092	N.A.		8	N.A.	0
9.	Ramanathapuram	0.04	8519	..	0	325	..	0
10.	Salem	3.15	6285	0.28	9	237	..	0
11.	South Arcot	0.39	6911	..	0	1916	..	0
12.	Thanjavur	0.03	11442	..	0	609	..	0
13.	The Nilgiri's	4.02	223	.	0	..	..	0
14.	Thiruchirapalli	.39	11084	0 22	56	1008	..	0
15.	Tirunelveli	0.05	11329	..	0	492	..	0
	Pondicherry (Union Territory)	..	2042	..	0	159	..	0

Statement No. 39

UTTAR PRADESH

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage ST Population	Enrolment at UG level		C.E.	Enrolment at PG level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Agra	0.09	15722	0 04	44	4081	..	0
2.	Aligarh	0.02	16022	..	0	4188	..	0
3.	Allahabad	0.02	23455	..	0	4900	N.A.	N.A.
4.	Almora	0.25	369	N.A.	N.A.	14	N.A.	N.A.
5.	Azamgarh	0.06	8414	..	0	798	..	0
6.	Bahraich	0 10	1740	..	0	189	N.A.	N.A.
7.	Ballia	0 01	5228	N.A.	N.A.	877	N.A.	N.A.
8.	Banda	0.02	2646	..	0	529	..	0
9.	Barabanki	0 00	878	..	0	72	..	0
10.	Bareilly	0.03	5839	..	0	708	..	0
11.	Basti	0.01	5804	..	0	217	N.A.	N.A.
12.	Bijnor	0 21	3464	..	0	521	N.A.	N.A.
13.	Badaun	0.02	1043	..	0	253	..	0
14.	Bulandshahar	0.05	5328	..	0	1137	..	0
15.	Chamoli	2.76	496	N.A.	N.A.	116	N.A.	N.A.
16.	Dehradun	10.68	5875	1.59	15	1785	..	0
17.	Deoria	0.01	7988	..	0	608	..	0
18.	Etah	0.01	2866	..	0	513	..	0
19.	Itawah	0.03	6093	..	0	424	..	0
20.	Faizabad	0.00	6164	..	0	693	..	0
21.	Farrukhabad	0.02	3658	..	0	358	..	0
22.	Fatehpur	0.01	1099	N.A.	N.A.	..	..	0
23.	Ghazipur	0 04	3622	..	0	394	N.A.	N.A.
24.	Gonda	0.34	2733	..	0	276	N.A.	N.A.
25.	Gorakhpur	0.06	13259	..	0	2644	N.A.	N.A.
26.	Hamirpur	12.15	1215	..	0	49	N.A.	N.A.
27.	Hardoi	0.03	1706	..	0	469	..	0
28.	Jalaun	0 00	2629	..	0	366	..	0
29.	Jaunpur	0 00	9555	..	0	762	N.A.	N.A.
30.	Jhansi (including Lalitpur)	0.01	5088	0.02	200	515	..	0
31.	Kanpur	0.02	22143	..	0	6263	..	0
32.	Kheri Lakhemipur	1.23	2076	..	0	288	N.A.	N.A.
33.	Lucknow	0.01	28413	..	0	5192	N.A.	N.A.
34.	Mainpuri	0.00	3280	..	0	698	..	0
35.	Mathura	0 06	4349	..	0	692	..	0
36.	Meerut (including Ghaziabad)	0.07	22804	..	0	7686	..	0
37.	Mirzapur	0 12	2161	N.A.	N.A.	401	N.A.	N.A.
38.	Moradabad	0 09	9140	..	0	1854	..	0
39.	Muzaffarnagar	0.09	5764	..	0	1195	..	0
40.	Nainital	6.65	5619	5.04	76	1552	3.60	54
41.	Pilibhit	0.06	1262	N.A.	N.A.	111	N.A.	N.A.
42.	Pithoragarh	4 89	1062	N.A.	N.A.	262	N.A.	N.A.
43.	Pratapgarh	0.00	3223	0.07	*	71	..	0
44.	Rae Bareli	0.00	1763	N.A.	N.A.	326	N.A.	N.A.

1	2	3	4	5	6	7	8	9
45.	Rampur	0 10	1356	N.A.	N.A.	376	N.A.	A.
46.	Saharanpur	0 10	8710	0.04	40	2259	..	0
47.	Shahjahanpur	0.11	1548	..	0	..	..	0
48.	Sitapur	0.01	1300	..	0	210	..	0
49.	Sultanpur	0.00	3309	..	0	73	N.A.	N.A.
50.	Tehri (including Paurhi)	0.09	1651	1.01	1122	407	1.94	2156
51.	Unnao	0.02	1546	N.A.	N.A.	173	N.A.	N.A
52.	Uttarkashi	0 19	260	3.46	1821	65	..	0
53.	Varanasi	0 01	22578	0 09	900	7332	..	0
54.	Ghaziabad*		8973	..		3535	..	0
55.	Paurhi*							
56.	Lalitpur*		276	N.A.				

NOTE : *Ghaziabad and Lalitpur have included in Meerut, Jhansi respectively. Paurhi has included in Tehri and separate enrolment figures for Paurhi are not available.

Statement No. 40

WEST BENGAL

District-wise Population, Percentage Enrolment and Co-efficient of Equality of Scheduled Tribes at Under-graduate and Post-graduate levels—1977-78

S. No.	Name of the District	Percentage ST Population	Enrolment at U.G. Level		C.E	Enrolment at PG Level		C.E.
			Total Enrolment	Percentage ST Enrolment to Total		Total Enrolment	Percentage ST Enrolment to Total	
1	2	3	4	5	6	7	8	9
1.	Bankura	10.28	6186	12.30	120	..	..	..
2.	Birbhum	7.05	6753	0.88	12	466	0.38	5
3.	Burdwan	5.84	19857	0.10	2	1332	..	..
4.	Calcutta	0.08	89936	0.06	75	8748	..	..
5.	Cooch Behar	0.75	3050	0.18	24	..	..	..
6.	Darjeeling	13.89	7439	5.66	41	543	N.A.	N.A.
7.	Hooghly	3.48	17440	2.59	74	13	0.78	..
8.	Howrah	0.14	17505	0.03	21	..	..	..
9.	Jalpaiguri	24.49	4219	1.65	7	..	..	..
10.	Malda	8.11	3338	0.47	6	..	..	..
11.	Midnapur	8.04	20550	3.24	40	..	..	..
12.	Murshidabad	1.32	8840	..	0	..	..	..
13.	Nadia	1.43	7415	N.A.	N.A.	775	N.A.	N.A.
14.	24-Parganas	1.62	34096	0.09	6	..	..	..
15.	Purlia	19.58	3357	2.45	13	..	..	..
16.	West Dinajpur	11.90	1990	2.0	17	..	..	..
TRIPURA								
1.	North Tripura	26.46	898	1.45	5	..	..	..
2.	South Tripura	35.80	455	1.10	3	..	..	..
3.	West Tripura	26 80	4337	6 52	•24	..	.	..
SIKKIM								
1.	Sikkim East	N.A.	47	N.A.	..	..	..	.
2.	Sikkim North	N.A.						
3.	Sikkim South	N.A.						
4.	Sikkim West	N.A.						

Statement No. 41

Reservation for admission to Post-graduate courses and actual coverage of Scheduled Caste/Scheduled Tribe students and their population—1977-78

S. No.	Name of the State	Total* No. of Universities	Percentage of			C.E.	Remarks
			Reservation allowed	Actual coverage	SC/ST Population		
1	2	3	4	5	6	7	8
1.	Andhra Pradesh . .	9	18	7 49	18 47	41	C.I.E.F.L is following 20% reservation for SC/ST.
2	Assam	3	20	10.08	20.03	50	Information for Assam Agriculture University is not available.
3.	Bihar	9	20	1.50	23.63	6	Magadh and Rajendra Agriculture have no reservation, Patna and Ranchi Universities have 10% and 25% reservation respectively The information, for Bhagalpur University is not available.
4.	Gujarat	8	20	3.88	20 85	19	
5.	Haryana	3	20	6 21	18.88	33	Haryana has no ST population.
6.	Himachal Pradesh . .	1	20	N.A.	27.42	N.A.	
7.	Jammu & Kashmir .	2	8	1.10	8.25	13	J&K has no ST population.
8.	Karnataka . . .	5	18	4.75	15.48	31	I.I.S is following 20% reservation.
9.	Kerala	4	20	6.92	10.40	67	Kerala Agriculture is allowing 8% for SC and 2% for ST
10.	Madhya Pradesh . .	10	20	7.65	37.36	20	A. P. Singh has 32%, Ravi Shankar and Saugar have 33% reservations, Jabalpur and Vikram have no reservation Information for Jiwaji and Jawaharlal Nehru Krishi is not available.
11.	Maharashtra . . .	11	20	13.85	13.82	100	Bombay University has no reservation in medical courses. Konkan Krishi has no reservation. Information for Marathwada Krishi and Punjab Rao Krishi is not available
12.	Meghalaya . . .	1	20	36 26	83 47	43	The Govt affiliated colleges have 10% reservation
13.	Orissa	4	20	5.58	38.19	15	Information for Orissa University of Agriculture and Technical is not available.
14.	Punjab	4	25	5 80	24.38	24	Guru Nanak Dev and Punjab Universities have 10% and 20% reservation respectively.
15.	Rajasthan	4	20	10.12	28.52	35	Rajasthan has 8% and information for Udaipur and Birla Institute of Technical and Science is not available.
16.	Tamilnadu . . .	5	18	7.28	18 86	39	Gandhigram Rural Institute has 20% reservation.
17.	Uttar Pradesh . . .	20	20	11.17	21.83	51	Gurukul Kangri, Lucknow Allahabad, G. B. Pant University of Agriculture and Technical, M. D. University of Agriculture and Technical, Sampurnanand Sanskrit and C S A. University of Agriculture and Technical have no reservation. Aligarh Muslim University has 5% reservation except in Medical courses. B.H U. has 5% reservation in Technology and 20% in other courses. Information for Avadh, Bundelkhand, Gorakhpur and Rohilkhand is not available.

1	2	3	4	5	6	7	8
18.	West Bengal . . .	8	20	6.29	26.48	24	Calcutta University has 10% reservation for SC/ST/BW only in science, Technical and Agriculture courses. Jadavpur and Rabindra Bharati have 5% reservation and Kalyani has 10% reservation. Information for B. C. Krishi is not available.
19.	Delhi	4	20	4.41	15.63	28	Delhi University has no reservation in Science, Medicine, Technology and Music and Fine Arts courses.
	All India	115	20	8.82	22.54	39	

NOTE : *Included institutions deemed to be universities.

NOTE : Reservation for Scheduled Caste/Scheduled Tribe has interchangeability character *i.e.*, if sufficient number of Scheduled Tribe candidates are not available, the seats may be filled by Scheduled Caste candidates and vice-versa.

Assam includes Mizoram, Manipur and Arunachal Pradesh.

Gujarat includes Daman, *Kerala* includes Lakshadweep, *Tamilnadu* includes Pondicherry, *Maharashtra* includes Goa, *West Bengal* includes Tripura and Sikkim, *Meghalaya* includes Nagaland, *Punjab* includes Chandigarh and Andaman and Nicobar.

Statement No. 42

Frequency distribution of universities according to percentage of reservation allowed at Post-graduate level for Scheduled Caste/Scheduled Tribe students at the time of admissions

S. No.	Percentage of reservation	No. of universities	Percentage to total of universities
1	2	3	4
1.	No reservation	12	10.43
2.	Less than or equal to 5	3	2.61
3.	Less than or equal to 10	7	6.09
4.	Less than or equal to 15	..	..
5.	Less than or equal to 20	72	61.74
6.	Less than or equal to 25	3	2.61
7.	Less than or equal to 30	..	..
8.	Less than or equal to 35	3	2.61
9.	Less than or equal to 40	1	0.87

NOTE : (*a*) Total number of universities = 115

(*b*) No. of universities for which information not available = 14

Statement No. 43

State-wise Enrolment of Scheduled Caste and Scheduled Tribe students according to Professional and Non-Professional courses—1977-78

PROFESSIONAL COURSES

S No.	Name of the State/ Union Territory	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1	Andhra Pradesh .	23187	2016 (8 7)	65	376 (1 6)	31	1872	70 (3 7)	28	..	..
2	Assam . .	8575	242 (2 8)	49	998 (11.6)	81	353	6 (1.7)	30	11 (3.1)	22
3.	Bihar . . .	25477	650 (2 6)	17	471 (1.8)	21	602	1 (0 2)	1	..	..
4.	Gujarat . .	32267	1568 (4 9)	70	642 (2 0)	14	1973	21 (1.1)	16	6 (0 3)	2
5	Haryana .	8013	256 (3 2)	17	41 (0.5)	..	632	N.A.	..	N.A.	..
6.	Himachal Pradesh	1079	42 (3.9)	17	10 (0.9)	22	155	N.A.	..	N A.	..
7.	Jammu and Kashmir	3408	46 (1 3)	16	5 (0.1)	..	187	N.A.	..	N.A.	..
8	Karnataka . .	38746	3138 (8 1)	56	308 (0 8)	90	2303	102 (4.4)	30	4 (0.2)	22
9	Kerala . .	12281	666 (5 4)	58	83 (0.7)	67	811	72 (8.9)	95	..	..
10.	Madhya Pradesh	31439	1120 (3.6)	26	674 (2 1)	9	1423	2 (0 1)	1	..	..
11.	Maharashtra .	61238	4908 (8.0)	128	1364 (2.2)	28	5577	433 (7.7)	123	112 (2 0)	26
12.	Meghalaya . .	817	..	..	301 (36.8)	44	19	..	..	10 (52.6)	63
13.	Orissa .	8987	164 (1 8)	12	53 (0.6)	3	463	N.A.	N.A.	..	..
14.	Punjab . .	12901	1252 (9.7)	40	48 (0 4)	308	1221	17 (1.4)	6	..	..
15	Rajasthan . .	22598	995 (4.4)	27	470 (2 1)	17	1222	43 (3 5)	21	10 (0.8)	7
16.	Tamil Nadu .	29585	3368 (11 4)	64	285 (1 0)	93	2347	78 (8.2)	18	..	..
17.	Uttar Pradesh .	76986	5842 (7 6)	35	115 (0.2)	91	4727	78 (1.7)	8	6 (0.1)	45
18	West Bengal .	32482	3319 (10.2)	52	665 (2.0)	30	1329	35 (0.6)	14	..	..
19.	Delhi . .	7346	156 (2 1)	13	.	..	661	24 (3.6)	23	3	..
	All India . .	437412	29748 (6 8)	45	6904 (1 6)	21	27877	980 (3.52)		162 (0 6)	8

N.A : Not available.

*Professional courses cover Education, Engineering and Technology, Medicine, Agriculture, Veterinary Science and Law.

Figures in Parentheses indicate Percentages to total.

Statement No. 44

State-wise Enrolment of Scheduled Caste and Scheduled Tribe students according to Professional and Non-Professional Courses—1977-78

NON-PROFESSIONAL COURSES

S. No.	Name of the State/Union Territory	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	100220	6717 (6.7)	50	500 (0.5)	10		749 (7.7)	58	49 (0 5)	10
2.	Assam	36527	1843 (5 0)	87	2475 (6.8)	48	2038	102 (5.0)	87	122 (6 0)	42
3.	Bihar	77690	3079 (4 0)	27	2755 (3.5)	40	8575	133 (1.6)	11	.	..
4.	Gujarat	133774	8381 (6 3)	90	5796 (4 3)	31	6368	178 (2 8)	40	119 (1.9)	14
5.	Haryana	44946	2193 (4 9)	26	9 (0 02)	..	3619	197 (5 4)	29	67 (1.8)	..
6.	Himachal Pradesh	8604	351 (3 1)	13	279 (3.2)	78	567	N.A	N.A.	N.A.	..
7.	Jammu and Kashmir	12879	272 (2.1)	25	..	..	1422	17 (1 2)	15	..	..
8	Karnataka	110089	5579 (5 1)	35	622 (0 6)	67	6058	253 (4.2)	29	38 (0 6)	67
9.	Kerala	71157	2536 (3 6)	38	313 (0.4)	38	5548	337 (6 1)	65	31 (0 6)	.. — 58
10	Madhya Pradesh	130920	8539 (6 5)	47	1105 (0 8)	3	21346	1241 (6.0)	43	498 (2.3)	10
11.	Maharashtra	235179	23002 (9.8)	157	4447 (1.9)	25	26475	3233 (12.2)		660 (2.5)	33
12.	Meghalaya	4672	142 (3 0)	1200	2788 (59 6)	72	574	3 (0.5)	200	202 (35.2)	42
13.	Orissa	28660	1134 (4 0)	27	1127 (3.9)	17	3465	136 (3 9)	26	83 (2.4)	10
14.	Punjab	77491	6605 (8 5)	35	77 (0.1)	77	8792	366 (6.4)	26	..	..
15.	Rajasthan	82370	4007 (4.9)	30	2454 (3.0)	25	11334	609 (5 4)	33	609 (5 4)	44
16.	Tamil Nadu	116998	7442 (6.4)	36	439 (0.4)	37	10639	766 (7.2)	40	104 (1.0)	93
17.	Uttar Pradesh	248359	29283 (11.8)	55	480 (0.2)	91	61314	7139 (11.6)	58	151 (0 2)	91
18.	West Bengal	225226	24975 (11 1)	56	2467 (1.1)	16	11003	729 (6 6)	43	12 (0 1)	1
19.	Delhi	72133	3829 (5.3)	34	417 (0.7)	1	6919	224 (3 2)	20	83 (1 2)	..
	All India	1817894	139914 (7 7)	51	28591 (1.6)	21	205767	16612 (8.1)	54	2828 (1.4)	10

Figures in Parentheses indicate Percentages to total.

Statement No. 45

Statement showing Division-wise position of Scheduled Caste/Scheduled Tribe students (according to Professional and Non-Professional Courses) during 1977-78

PROFESSIONAL COURSES

S. No.	Name of the Division/Region	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South . .	1,03,799	10058 (9.7)	68	1052 (1.0)	43	7333	320 (4.4)	31	4 (0.1)	4
2.	North . .	1,09,733	7594 (6.9)	33	219 (0.2)	71	7583	119 (1.6)	8	9 (0.1)	36
3.	East . . .	76,338	4375 (5.7)	37	2483 (3.3)	29	2766	42 (0.5)	10	21	7
4.	West . . .	1,42,342	8591 (5.8)	56	3150 (2.1)	15	10195	499 (4.9)	47	128 (1.3)	9
	All India Grand Total .	4,37,412	30618 (7.0)	47	6904 (1.6)	21		980 (3.5)		162 (0.6)	8

'South' Cover Andhra Pradesh, Karnataka, Kerala and Tamil Nadu.

'North' Cover Delhi, Haryana, Himachal Pradesh, Jammu and Kashmir, Punjab and Uttar Pradesh.

'East' Cover Assam, Bihar, Meghalaya, Orissa and West Bengal.

'West' Cover Gujarat, Madhya Pradesh, Maharashtra and Rajasthan.

Figures in parentheses indicate percentages to total.

Statement No. 46

Statement showing Division-wise position of Scheduled Caste/Scheduled Tribe students (according to Professional and Non-Professional) during 1977-78

NON-PROFESSIONAL COURSES

S. No.	Name of Division/ Region	Graduate Level					Post-Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South . .	398464	22274 (5.6)	39	1924 (0.5)	22	31956	2105 (6.6)	46	222 (0.7)	30
2.	North . .	464412	42538 (9.2)	44	1253 (0.3)	107	82633	8143 (9.8)	47	301 (0.4)	143
3.	East . . .	372775	31173 (8.4)	55	11612 (3.1)	27	25655	1103 (4.3)	28	419 (1.6)	14
4.	West . . .	582243	43929 (7.5)	73	13802 (2.4)	17	65523	5261 (8.0)	77	1886 (2.9)	20
	All India Grand Total .	1817894	139914 (7.7)	51	28591 (1.6)	21	205767	16612 (8.1)	54	2828 (1.4)	19

Statement No. 47

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

ARTS

S. No.	Name of the Division/ Region	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South . .	156983	11966 (7 6)	53	950 (0 6)	26	15115	1421 (9.4)	66	150 (1 0)	43
2.	North . .	331830	37516 (11.3)	54	854 (0 3)	107	60975	7345 (12 0)	57	233 (0 4)	143
3.	East .	197813	20840 (10 5)	68	9303 (4 7)	41	16197	946 (5 8)	38	341 (2 1)	18
4.	West . . .	277286	30063 (10 8)	104	8569 (3 1)	22	35739	3712 (10.4)	101	1466 (4 1)	29
	All India Grand Total .	963912	100385 (10 4)	69	19676 (2.0)	27	128026	13424 (10.5)	70	2190 (1 7)	23

Statement No. 48

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

SCIENCE

S. No.	Name of the Division/ Region	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South	139815	6446 (4.6)	32	555 (0.4)	17	11326	343 (3.0)	21	44 (0 4)	17
2.	North	73662	2975 (4.0)	29	177 (0.2)	71	13792	504 (3.7)	18	60 (0 4)	143
3.	East	93387	4604 (4.9)	32	1178 (1.3)	11	6334	126 (2.0)	13	64 (1.0)	9
4.	West	110688	4165 (3.8)	37	1526 (1.4)	10	13507	633 (4.7)	45	150 (1.1)	8
	All India Grand Total	417552	18190 (4.4)	29	3436 (0.8)	11	44959	1606 (3.6)	24	318 (0.7)	9

NOTES:—South : Andhra Pradesh, Karnataka, Kerala and Tamilnadu.

North : Delhi, Haryana, Himachal Pradesh, Jammu and Kashmir, Punjab and Uttar Pradesh.

East : Assam, Bihar, Meghalaya, Orissa and West Bengal.

West : Gujarat, Madhya Pradesh, Maharashtra and Rajasthan.

Statement No. 49

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

COMMERCE

S. No.	Name of the Division/Region	Total	Graduate Level				Total	Post Graduate Level			
			SC (%)	CE	ST (%)	CE		SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South . .	100394	3813 (3.8)	26	413 (0.4)	17	4823	314 (6.5)	45	28 (0.6)	26
2.	North . .	57130	1969 (3.4)	16	216 (0.4)	143	7094	279 (3.9)	19	8 (0.1)	35
3.	East . . .	81066	5619 (6.9)	45	1128 (1.4)	12	2650	19 (0.7)	5	2 (0.1)	1
4.	West . . .	190911	8970 (4.7)	45	3683 (1.9)	13	14936	912 (6.1)	59	269 (1.8)	13
	All India Grand Total	429201	20361 (4.7)	31	5440 (1.3)	17	29503	1524 (5.2)	35	307 (1.0)	13

NOTE : South : Andhra Pradesh, Karnataka, Kerala and Tamilnadu.
North : Delhi, Haryana, Himachal Pradesh, Jammu and Kashmir, Punjab and Uttar Pradesh.
East : Assam, Bihar, Meghalaya, Orissa and West Bengal.
West : Gujarat, Madhya Pradesh, Maharashtra and Rajasthan.

Statement No. 50

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

EDUCATION

Sl. No.	Name of the Division/Region	Graduate Level					Post-Graduate Level				
		Total	(SC) (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South . . .	11423	607 (5.3)	37	21 (0 2)	9	719	17 (2.4)	17	2 (0 3)	13
2.	North . . .	22176	2101 (9.5)	45	104 (0.5)	179	964	44 (4.6)	22	6 (0.6)	214
3.	East . . .	12012	410 (3.4)	22	596 (5.0)	43	516	15 (2.9)	19	13 (2.5)	22
4.	West . . .	19308	857 (4.4)	43	969 (5.0)	35	1594	62 (3.9)	38	18 (1.1)	8
	All India Grand Total .	65479	3975 (6.1)	41	1290 (2.0)	27	3793	138 (3.6)	24	39 (1.0)	13

Statement No. 51

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

ENGINEERING/TECHNOLOGY

S. No.	Name of the Division/Region	Graduate Level					Post-Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South	38011	2799 (7.4)	52	145 (0.4)	17	1906	49 (2.6)	18	2 (0.1)	4
2.	North	12742	631 (5.0)	24	30 (0.2)	71	1493	1238 (2.5)	12	..	.
3.	East	15001	959 (6.4)	42	231 (1.5)	13	673	23 (3.4)	..	..	..
4.	West	26825	1235 (4.6)	44	429 (1.6)	11	1198	44 (3.7)	36	26 (2.2)	16
	All India Grand Total	92579	5624 (6.1)	41	835 (0.9)	12	5270	154 (2.9)	19	28 (0.5)	7

Statement No. 52

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

MEDICINE

S. No.	Name of the Division/Region	Graduate Level					Post-Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South	28403	3649 (12.8)	89	704 (2.5)	108	2883	172 (6.4)	42	..	..
2.	North	13917	995 (7.1)	34	47 (0.3)	107	1664	N.A.	N.A.	N.A.	N.A.
3.	East	18497	932	33	69	3	784	N.A.	N.A.	N.A	N.A.
4.	West	29258	2187 (7.5)	73	611 (2.1)	15	4448	298 (6.7)	65	70 (1.6)	11
	All India Grand Total	92775	7763 (8.4)	62	1731 (1.9)	25	9779	470 (4.3)	29	70 (0.7)	9

Statement No. 53

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

AGRICULTURE

S. No.	Name of the Division/Region	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South	5297	348 (6.6)	46	27 (0.5)	22	1220	69 (5.7)	40	..	..
2.	North	11639	902 (7 7)	37	24 (0.2)	71	2471	37 (1.5)	7	3 (0.1)	35
3.	East	1954	145 (7.4)	48	16 (0.8)	7	619	4 (0.6)	4	8 (1.3)	11
4.	West	8293	348 (4.2)	41	54 (0.7)	5	1466	51 (3.5)	34	10 (0.7)	5
	All India Grand Total	27183	1663 (6.0)	40	121 (0.4)	5	5776	161 (2.8)	10	21 (0.4)	5

Statement No. 54

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

VETERINARY SCIENCE

Sl. No.	Name of the Division/Region	Graduate Level					Post-Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South	2045	172 (8.4)	59	14 (0.7)	30	386	10 (2.6)	18	..	..
2.	North	891	32 (3.6)	17	..	..	235	N.A.	.	..	..
3.	East	1077	18 (1.7)	11	5 (0.5)	4	119	N.A.	..	N.A.	..
4.	West	1513	102 (6.7)	65	56 (3.7)	26	186	4 (2 2)	21	..	..
	All India Grand Total	5526	324 (5.6)	37	75 (1.4)	19	926	14 (1.5)	10	..	..

Statement No. 55

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

LAW

S. No.	Name of the Division/Region	Graduate Level					Post-Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South	18620	1613 (8.7)	61	141 (0.8)	34	219	3 (1 4)	10	..	..
2.	North	45108	2933 (6.5)	31	14 (0.0)	0	756	N.A.	..	N.A.	..
3.	East	27797	1911 (6.9)	45	1566 (5.6)	49	55	N.A.	..	N.A.	..
4.	West	62345	3962 (6.4)	62	1131 (1.8)	13	1303	40 (3.1)	30	4 (0.3)	2
	All India Grand Total	153870	10419 (6.8)	45	2852 (1.9)	25	2335	43 (1.8)	12	4 (0.2)	3

Statement No. 56

Table showing Division-wise position of Scheduled Caste/Scheduled Tribe students according to Faculty during 1977-78

OTHERS

S. No.	Name of the Division/Region	Graduate Level					Post-Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	South	1272	50 (4 0)	28	6	22	692	27 (3 9)	27	..	..
2.	North	1970	92 (4.7)	22	..	..	772	16 (2 1)	10	..	..
3.	East	816	105 (12 9)	3	3 (0 4)	3	474	12 (2.5)	16	12 (2.5)	22
4.	West	3358	731 (21 8)	211	24 (0.7)	5	1341	3 (0.2)	2	..	..
	All India Grand Total	7229	978 (13.5)	90	37 (0.5)	7	3279	58 (1.7)	11	13 (0.4)	5

Statement No. 57

State-wise Scheduled Caste and Scheduled Tribe students Enrolment to total Enrolment according to Faculty for the year 1977-78

ARTS

S. No.	Name of the State/Union Territory	Total	Graduate Level				Post Graduate Level				
			SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	25353	3165 (12 5)	93	224 (0.9)	18	4166	559 (13.4)	100	32 (0.1)	16
2.	Assam	24456	1451 (5.9)	103	2031 (8.3)	58	1202	42 (3.5)	61	102 (8.5)	59
3.	Bihar	44125	2340 (5 3)	36	2226 (5.0)	57	6273	133 (2.1)	14	..	..
4.	Gujarat	59308	5653 (9.5)	136	3818 (6.4)	46	2874	141 (4.9)	70	105 (3.7)	27
5.	Haryana	33542	2009 (6 0)	32	6 (0.02)	..	2510	107 (4.3)	23	57 (2.3)	..
6.	Himachal Pradesh	6321	287 (4.5)	19	214 (3 4)	83	351	..	..	..	..
7.	Jammu & Kashmir	6916	249 (0.7)	8	..	..	872	5 (0.1)	1	..	..
8.	Karnataka	56360	4263 (7.6)	52	413 (0 7)	79	3175	193 (6.1)	42	28 (0.9)	101
9.	Kerala	30114	1373 (4 6)	49	159 (0.5)	48	2720	268 (9.09)	106	21 (0.8)	77
10.	Madhya Pradesh	63068	5907 (9.4)	68	266 (0.4)	2	11142	871 (7.8)	57	384 (3.5)	15
11.	Maharashtra	119854	15941 (13.3)	212	2619 (2.2)	29	15133	2238 (14.8)	236	455 (3.0)	40
12.	Meghalaya	3696	139 (3.8)	1520	2660 (72.0)	86	466	3 (0.6)	240	160 (34.3)	41
13.	Orissa	19116	846 (4.4)	29	877 (4.6)	20	2242	110 (4.9)	33	79 (3.5)	15
14.	Punjab	62960	6154 (9.8)	40	67 (0.1)	77	7229	525 (7.3)	30	..	..
15.	Rajasthan	35056	2562 (7.3)	45	1866 (5.3)	44	6590	462 (7.0)	43	522 (7.9)	65
16.	Tamil Nadu	45156	3165 (7.0)	39	154 (0.3)	28	5054	401 (7.9)	44	69 (1.4)	130
17.	Uttar Pradesh	180315	26080 (14.5)	67	363 (0 2)	91	45399	6565 (14.5)	67	105 (0.2)	91
18.	West Bengal	106420	16064 (15.1)	76	1509 (1.4)	21	6014	658 (10.9)	55	..	..
19.	Delhi	41776	2737 (6.6)	42	204 (0.5)	..	4614	143 (3.1)	20	71 (1.5)	..
	All India Grand Total	963912	100385 (10.4)	69	19676 (2.0)	27	128026	13424 (10.5)	70	2190 (1.7)	23

Statement No. 58

State-wise Scheduled Caste and Sheduled Tribe students Enrolment to total Enrolment according to Faculty for the year 1977-78

SCIENCE

S. No.	Name of the State/Union Territory	Total	Graduate Level				Post Graduate Level				
			SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	31172	1581 (5 1)	38	108 (0.4)	8	3566	80 (2.2)	16	6 (0.2)	4
2.	Assam	8778	278 (3.2)	56	231 (2.6)	18	674	53 (7.9)	138	18 (2.7)	19
3.	Bihar	24500	579 (2,4)	16	280 (1.1)	13	1941	N.A.	N.A.	N.A.	N.A.
4.	Gujarat	18570	368 (2 0)	29	320 (1.7)	12	1934	16 (0 8)	11	4 (0 2)	1
5.	Haryana	4033	65 (1.6)	8	..	..	653	47 (0.7)	38	7 (1.1)	..
6.	Himachal Pradesh	1899	56 (3.0)	13	56 (3.0)	73	132	N.A.	N.A	N.A.	N.A.
7.	Jammu & Kashmir	4950	N.A.	N.A.	N.A.	N.A.	417	N.A.	N.A.	N.A.	N.A.
8.	Karnataka	25018	601 (2.4)	16	127 (0.5)	56	1904	18 (1.0)	7	7 (0.4)	45
9.	Kerala	33057	926 (2.8)	30	151 (0.5)	48	2053	56 (2.7)	29	6 (0.3)	29
10	Madhya Pradesh	38524	1384 (3.6)	26	389 (1.0)	4	5825	229 (3.9)	28	65 (1.1)	5
11.	Maharashtra	36724	1809 (4.9)	78	590 (1.6)	21	4097	347 (8.5)	136	50 (1.2)	16
12.	Meghalaya	652	3 (0.5)	200	128 (19.6)	24	108	..	..	42 (38 9)	47
13.	Orissa	6004	178 (3.0)	20	155 (2.6)	11	984	14 (1.4)	9	4 (0.4)	
14.	Punjab	8793	330 (3.7)	15	5 (0.1)	77	1105	33 (3.1)	13	..	..
15.	Rajasthan	16870	604 (3.6)	22	227 (1.4)	12	1651	42 (2.5)	15	31 (1.9)	16
16.	Tamil Nadu	50568	3339 (6.6)	37	169 (0.3)	28	3803	189 (5.0)	28	25 (0.7)	65
17.	Uttar Pradesh	43123	2219 (5 1)	24	113 (0.3)	13	10337	382 (3.7)	27	41 (0.4)	82
18.	West Bengal	53453	3531 (6.7)	34	384 (0.7)	10	2627	59 (2.3)	12	..	..
19.	Delhi	10864	300 (2 8)	18	3 (0.3)	..	1148	41 (3.6)	23	12 (1 1)	..
	All India Grand Total	417552	18190 (4.4)	29	3436 (0.08)	11	44959	1606 (3.6)	21	318 (0.7)	9

Statement No. 59

State-wise Scheduled Caste and Scheduled Tribe students Enrolment to total Enrolment according to Faculty for the year 1977-78

COMMERCE

S. No.	Name of the State/Union Territory	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	43409	1966 (4.5)	34	167 (0.4)	8	1922	110 (5.7)	43	11 (0.6)	12
2.	Assam	3258	111 (3.4)	59	212 (6.5)	45	162	7 (4 3)	59	2 (1.2)	8
3.	Bihar	8988	160 (1.8)	12	249 (2.8)	32	6361	N.A.	N.A.	N.A.	N.A.
4.	Gujarat	55743	2360 (4.2)	60	1658 (3.0)	22	1346	19 (1.4)	20	10 (0.7)	5
5.	Haryana	7034	117 (1.7)	9	3 (0.03)	..	400	41 (10.3)	54	3 (0.8)	..
6.	Himachal Pradesh	384	8 (2 1)	9	..	..	66	..	..	..	..
7.	Jammu & Kashmir	988	23 (2.3)	28	..	..	133	12 (9.0)	109	..	..
8.	Karnataka	28331	704 (2.5)	17	77 (0.3)	34	803	42 (5.2)	36	3 (0.4)	45
9.	Kerala	7938	236 (3.0)	32	3 (0.04)	4	704	12 (1.7)	18	4 (0.6)	58
10	Madhya Pradesh	28143	1206 (4.3)	31	450 (1.6)	7	3970	141 (3.6)	26	49 (1 2)	5
11.	Maharashtra	76622	4563 (6.0)	96	1214 (1.6)	21	6527	647 (9.9)	158	154 (2.4)	32
12.	Meghalaya	324	N.A.	N.A.	N.A.	..	..	..	..	..	..
13.	Orissa	3528	110 (3.1)	21	93 (2.6)	11	239	12 (5.0)	33	..	..
14.	Punjab	5179	96 (1.9)	8	5 (0.1)	77	202	8 (4 0)	16	..	..
15.	Rajasthan	30403	841 (2.8)	17	361 (1.2)	10	3093	105 (3.4)	21	56 (1.8)	15
16.	Tamil Nadu	20716	906 (4.4)	25	166 (0.8)	74	1394	150 (10.8)	61	10 (0.7)	65
17.	Uttar Pradesh	24303	945 (3.9)	18	4 (0.02)	9	5349	178 (3.3)	15	5 (0 1)	45
18.	West Bengal	64668	5238 (8.1)	41	574 (0.9)	13	1888	N.A.	N.A.	N.A.	N.A.
19.	Delhi	19242	771 (4 0)	26	204 (1 1)	..	..	40 (4.2)	27	.	..
	All India Grand Total	429201	20361 (4.7)	31	5440 (1.3)	17	29503	1524 (5.2)	35	307 (1.0)	13

Statement No. 60

State-wise Scheduled Caste and Scheduled Tribe Students Enrolment to total Enrolment according to Faculty for the year 1977-78

EDUCATION

S. No.	Name of the State/Union Territory	Total	Graduate Level				Post Graduate Level				
			SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	3119	264 (8.5)	64	7 (0.2)	4	126	N.A.	N.A.	N.A.	N.A.
2.	Assam	1083	117 (10.8)	188	208 (10.2)	134	83	3 (3 6)	63	3 (3.6)	25
3.	Bihar	2205	N.A.	N.A.	N.A.	N.A.	106	N.A.	N.A.	N.A.	N.A.
4.	Gujarat	4379	135 (3.1)	44	149 (3.4)	25	376	6 (1 6)	23	2 (0 5)	4
5.	Haryana	3432	112 (3.3)	17	18 (0.5)	..	52	..	.	..	..
6.	Himachal Pradesh	116	N.A.	N.A.	N.A.	N.A.	59	..	..	..	..
7.	Jammu & Kashmir	663	12 (1 9)	23	2 (0.3)	..	121	N.A.	N.A.	N.A.	N.A.
8.	Kerala	2280	46 (2.0)	21	4 (0.2)	19	64	10 (15.6)	167	..	..
9.	Madhya Pradesh	3634	118 (3.3)	24	184 (5.1)	22	98	..	..	..	..
10.	Maharashtra	7293	357 (4.9)	78	143 (2.0)	26	1058	56 (5.3)	87	16 (1.5)	20
11.	Meghalaya	341	..	..	301 (88.3)	106	19	..	..	10 (52.6)	63
12.	Orissa	1220	57 (4.7)	31	11 (0.9)	4	103	N.A.	N.A.	N.A.	N.A.
13.	Karnataka	3379	105 (3.1)	21	7 (0.2)	22	252	2 (0.8)	5	2 (0.8)	90
14.	Punjab	3910	537 (13.7)	56	43 (1.1)	846	120	16 (13.3)	55	..	..
15.	Rajasthan	4002	247 (6.2)	38	93 (2.3)	19	62	..	.	..	..
16.	Tamil Nadu	2645	152 (7.3)	41	3 (0.1)	9	277	5 (1.8)	10	..	..
17.	Uttar Pradesh	14201	1440 (10 1)	47	41 (0.3)	136	531	28 (5.3)	25	.. (1.1)	500
18.	West Bengal	7163	236 (3.3)	17	76 (1.1)	16	205	12 (5.9)	30	..	..
19.	Delhi	444	N.A.	N.A	N.A.	N.A.	81	..	N.A.	..	N.A.
	All India Grand Total	65479	3975 (6.1)	41	1290 (2.0)	27	3793	(3 6)	24	39 (1.0)	13

Statement No. 61

State-wise Scheduled Caste and Scheduled Tribe students Enrolment to total Enrolment according to Faculty for the year 1977-78

VETERINARY SCIENCE

S. No.	Name of the State/Union Territory	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	488	N.A.	N.A.	N.A.	N.A.	66	N.A.	N.A.	..	..
2.	Assam	255	N.A.	..	N.A.	..	42	..	N.A.	..	N.A.
3.	Bihar	261	18 (6.9)	46	5 (1.9)	22	43	..	N.A.	..	N.A.
4.	Gujarat	161	25 (15.5)	222	9 (5.6)	40	10	..	..	..	..
5.	Haryana	189	19 (10.1)	53	..	..	61	..	..	..	..
6.	Himachal Pradesh	..	..	..	..	..	..	..	..	..	..
7.	Jammu & Kashmir	..	..	..	..	..	..	..	..	..	..
8.	Karnataka	614	25 (4.1)	28	10 (1 6)	180	204	7 (3.4)	23	..	..
9.	Kerala	191	7 (3.7)	40	4 (2 1)	202	38	..	..	..	..
10.	Madhya Pradesh	390	N.A.	N.A.	N.A.	N.A.	70	..	..	..	..
11.	Maharashtra	660	77 (11 7)	187	47 (7 1)	94	84	4	77	..	..
12.	Meghalaya	..	..	..	..	..	..	..	..	..	..
13.	Orissa	185	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
14.	Punjab	239	N.A.	N.A.	..	..	41	..	..	..	..
15.	Rajasthan	302	N.A.	N.A.	N.A.	N.A.	22	..	..	..	..
16.	Tamil Nadu	752	140 (18 6)	105	..	..	78	3 (3.9)	22	..	..
17.	Uttar Pradesh	463	13 (2.8)	13	..	..	133	N.A.	N.A.	N.A.	N.A.
18.	West Bengal	376	N.A.	N.A	N.A.	N.A.	15	..	N.A.	..	N.A.
19.	Delhi	..	..	..	..	..	..	..	..	..	..
	All India Grand Total	5526	(5 6)	37	75 (1.4)	19	926	14 (1 5)	10	..	..

Statement No. 62

State-wise Scheduled Caste and Scheduled Tribe students Enrolment to total Enrolment according to Faculty for the year 1977-78

LAW

S. No.	Name of the State/Union Territory	Graduate Level					Post Graduate Level				
		Total	SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	2894	139 (4.8)	36	12 (0 4)	8	25	..	.	..	..
2.	Assam	3643	125 (3 4)	59	790 (21.7)	152	21	..	..	..	..
3	Bihar	7792	239 (3.1)	21	255 (3.3)	38	18	..	..	..	..
4.	Gujarat	12848	1135 (8 8)	126	276 (2.2)	16	285	8 (2.8)	40	..	..
5.	Haryana	990	N.A.	N.A.	N.A.	..	18	N.A.	..	..	..
6.	Himachal Pradesh	336	N.A.	N.A.	N.A.	N.A.	9	..	..	..	..
7.	Jammu & Kashmir	694	2 (0.3)	4	..	..	..	..	..	..	..
8.	Karnataka	9964	1295 (13.0)	89	111 (1.1)	124	66	..	..	..	..
9.	Kerala	2123	179 (8 4)	90	18 (0.9)	87	26	3 (11.3)	123	..	..
10.	Madhya Pradesh	13837	498 (3 6)	26	229 (1.7)	7	107	..	..	..	..
11.	Maharashtra	24076	2015 (8.4)	134	480 (2.0)	26	701	16 (2.3)	37	4 (0 6)	8
12.	Meghalaya	476	N.A.	N.A.	N.A.	..	N.A.	..	.	..	..
13.	Orissa	2904	3 (0.1)	1	6 (0.2)	1	16	..	..	..	..
14.	Punjab	1628	45 (2.8)	12	..	..	19	..	..	..	N.A.
15	Rajasthan	11584	314 (2.7)	17	146 (1.3)	11	210	16 (7 6)	46	..	..
16.	Tamil Nadu	3639	N.A.	N.A.	N.A.	N.A.	102	N.A.	N.A.	N.A.	N.A.
17.	Uttar Pradesh	38323	2886 (7.5)	35	14 (0.04)	18	710	N.A.	N.A.	N A.	N.A.
18.	West Bengal	12982	1544 (11 9)	60	515 (4.0)	59	..	N.A.	N.A.	N.A.	N.A.
19.	Delhi	3137	N.A.	N.A.	N.A.	..	..	..	N.A	..	..
	All India Grand Total	153870	10419 (6.8)	45	2852 (1.9)	25	2333	43 (1 8)	12	4 (0.2)	3

Statement No. 63

State-wise Scheduled Caste and Scheduled Tribe students Enrolment to total Enrolment according to Faculty for the ye ar 1977-78

OTHERS

S. No.	Name of the State/Union Territory	Total	Graduate Level				Post Graduate Level				
			SC (%)	CE	ST (%)	CE	Total	SC (%)	CE	ST (%)	CE
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	286	5 (1.7)	13	1 (0.4)	8	57	..	..	..	..
2.	Assam	35	3 (8.6)	149	1 (2.9)	20	..	..	..	..	..
3.	Bihar	77	..	..	..	..	..	..	..	..	..
4.	Gujarat	153	N.A.	N.A.	..	N.A.	214	2 (0 8)	13	..	..
5.	Haryana	337	7 (2.1)	11	..	..	56	2 (3.6)	19	.	..
6.	Himachal Pradesh	..	..	..	..	..	18	..	..	..	..
7.	Jammu & Kashmir	25	..	..	..	..	..	..	..	..	..
8.	Karnataka	380	11 (2.9)	20	5 (1.3)	146	176	..	..	..	..
9.	Kerala	48	2 (4.2)	45	..	..	71	1 (1.4)	..	..	..
10.	Madhya Pradesh	1185	42 (3.5)	25	..	..	409	..	N.A.	..	N.A.
11.	Maharashtra	1979	689 (34.8)	556	24 (1.2)	16	718	1 (0.1)	2	1 (0.1)	17
12.	Meghalaya	..	..	..	..	..	..	..	..	..	..
13.	Orissa	19	..	..	2 (10.5)	45	..	..	..	..	..
14.	Punjab	559	25 (4.5)	..	19	..	256	..	..	..	..
15.	Rajasthan	41	..	..	..	..	..	..	..	..	..
16.	Tamil Nadu	558	32 (5.7)	32	..	..	388	26 (6.7)	38	..	..
17.	Uttar Pradesh	613	39 (6.3)	29	..	..	229	14 (6.1)	28	..	N.A.
18.	West Bengal	685	102 (14.9)	75	..	..	474	12 (2.5)	13	12 (2.5)	37
19.	Delhi	251	21	54	6	..	213	..	..	..	..
	All India Grand Total	7229	978 (13.5)	90	39 (0.5)	7	3279	58 (1.7)	11	13 (0.4)	5

APPENDIX LXXII

(Reference *Para* 6 96)

Statement showing the Total Number of seats in Ist year of under graduate courses and the number of seats reserved for Scheduled Caste/Scheduled Tribe students in engineering Colleges in various States/Union Territories

S. No.	Name of Engineering College	Number of seats in Ist year	Number of seats reserved in Ist year for	
			Scheduled Castes	Scheduled Tribes
1	2	3	4	5
Andhra Pradesh				
1.	College of Engineering, Anantpur	180	25	7
2.	College of Engineering, Kakinada	180	25	7
3.	Engineering College, Hyderabad	180	25	7
Assam				
4.	Regional Engineering College, Silchar	90	13	4
Gujarat				
5.	Birla Vishvakarma Mahavidhyalaya-Engineering College, Vallabh Vidya Nagar	300	60 Seats for both	
Haryana				
6.	Regional Engineering College, Kurukshetra	250	13	29
Jammu and Kashmir				
7.	Regional Engineering College, Srinagar	250	N.A.	No Scheduled Tribe
Karnataka				
8.	Karnataka Regional Engineering College, Suratkal	250	37	12
Madhya Pradesh				
9.	Government Engineering College, Jabalpur	250	37	45
10.	Government Engineering College, Raipur	250	37	45
11.	Government Engineering College, Rewa	120	18	22
12.	Government Engineering College, Bilaspur	90	13	16
13.	Government Engineering College, Ujjain	60	9	11
14.	Shri G. R. S. Engineering College, Indore	240	36	43
15.	Madhav Engineering College, Gwalior	180	27	32
16.	S.A. Engineering College, Vidisha	90	13	16
17.	Maulana Azad College of Technology, Bhopal Maharashtra	210	16	24
18.	College of Engineering, Pune	430	56	30
19.	College of Engineering, Aurangabad	180	23	13
20.	College of Engineering, Karad	180	23	13
21.	College of Engineering, Amravati	180	23	13
22.	V. J. Technical Institute, Bombay	190	25	13
23.	Walchand College of Engineering, Sangli	180	23	13
24.	S. P. College of Engineering, Bombay.	180	23	13
25.	Vishvesharaya Regional Engineering College, Nagpur	110	14	8
26.	Laxmi Narayan Institute of Technology, Nagpur.	88	8	4
Punjab				
27.	Guru Nanak Engineering College, Ludhiana.	180	45 Seats for both	
28.	Thapur Institute of Engineering & Technology, Patiala.	180	45 Seats for both	
Rajasthan				
29	Faculty of Engineering, University of Jodhpur	156	26	18
30.	Malvia Regional Engineering College, Jaipur	80	12	4
Uttar Pradesh				
31.	M.N. Regional Engineering College, Allahabad	200	30	10
32.	U.P Technological Institute, Kanpur	130	..	..
West Bengal				
33.	College of Leather Technology, Calcutta.	15	2	1
Goa-Daman & Diu				
34.	Engineering College, Goa	95	9	3
Delhi				
35.	Delhi College of Engineering, Delhi	240	36	12

APPENDIX

(Reference para

Number of Scheduled Caste/Scheduled Tribe students in

S. No.	Years	Admitted						Graduated						Continuing for Graduation					
		BOMBAY	MADRAS	KHARAGPUR	KANPUR	BANARAS	TOTAL	BOMBAY	MADRAS	KHARAGPUR	KANPUR	BANARAS	TOTAL	BOMBAY	MADRAS	KHARAGPUR	KANPUR	BANARAS	TOTAL
1	2	3						4						5					
1.	1973	18	35	66	47	2	168	5	20	34	20	1	80	1	6	2	7	—	16
2.	1974	37	36	80	45	20	218	8	19	36	23	10	96	17	12	6	16	3	54
3.	1975	27	37	63	43	48	218	2	5	21	13	26	67	13	29	12	16	8	78
4.	1976	25	39	70	37	24	195	—	—	—	—	12	12	14	35	37	26	8	120
5	1977	42	44	58	28	35	207	—	—	—	—	—	—	26	39	51	16	28	160
6.	1978	21	30	36	24	22	133	—	—	—	—	—	—	12	30	34	20	18	114
7.	1979	15	5	37	26	8	89	—	—	—	—	—	—	10	4	37	24	6	81
8.	1980	23	26	56	28	9	142	—	—	—	—	—	—	21	26	55	28	9	139
	TOTAL	206	252	466	278	168	1370	15	44	91	56	49	255	114	181	234	153	80	762

LXXIII

6 104)

various Indian Institutes of Technology

Left Voluntarily						Asked to discontinue due to poor performance						Transferred to other I. I. Ts					
BOMBAY	MADRAS	KHARAGPUR	KANPUR	BANARAS	TOTAL	BOMBAY	MADRAS	KHARAGPUR	KANPUR	BANARAS	TOTAL	BOMBAY	MADRAS	KHARAGPUR	KANP UR	BANARAS	TOTAL
6						7						8					
7	8	19	10	1	45	5	—	11	10	—	26	—	1	—	—	—	1
5	5	28	4	5	47	7	—	10	2	—	19	—	—	—	—	2	2
11	2	30	12	14	69	1	1	—	2	—	4	—	—	..	—	—	—
6	3	33	7	4	53	5	1	—	4	—	10	—	—	—	—	—	—
13	4	7	5	7	36	3	1	—	7	—	11	—	—	—	—	—	—
5	—	2	4	4	15	4	—	—	—	—	4	—	—	—	—	—	—
3	1	—	2	2	8	—	—	—	—	—	—	—	—	—	—	—	—
2	—	1	—	—	3	—	—	—	—	—	—	—	—	—	—	—	—
52	23	120	44	37	276	25	3	21	25	—	74	—	1	—	—	2	3

APPENDIX LXXIV

(Reference Para 7.14)

Statement No. 1

Statement showing state-wise number of cases registered under Protection of Civil Rights Act, 1955 during the year 1979

S. No.	State/Union Territory	Brought forward Number of cases with the		No. of fresh cases registered	No. of cases closed by Police after investigation but without challaning	No. of cases challaned in the Courts	No. of cases disposed of by Courts			No. of cases pending at the end of the year	
		Police	Courts				No. of cases ending in conviction	No. of cases acquitted	Total	Police	Courts
1	2	3	4	5	6	7	8	9	10	11	12
1.	Andhra Pradesh	22	64	144	24	125	10	42	52	17	137
2.	Bihar	24	5	36	7	13	..	..	..	40	18
3.	Gujarat	53	631	506	68	459	10	568	578	32	512
4.	Haryana	1	3	3	..	..	..	..	..	4	3
5.	Himachal Pradesh	N.A.	N.A.	18	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
6.	Karnataka	N.A.	N.A.	550	40	350	26	5	31	160	319
7.	Kerala	15	46	46	11	45	45	13	28	5	63
8.	Madhya Pradesh	65	283	307	19	284	31	14	45	69	522
9.	Maharashtra	9	1170	1604	250	729	35	143	178	634	1721
10.	Orissa	N.A.	N.A.	151	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
11.	Punjab	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
12.	Rajasthan	13	181	136	43	101	33	30	63	5	219
13.	Tamil Nadu	101	497	603	124	406	90	226	316	174	587
14.	Uttar Pradesh	58	273	251	97	122	9	10	19	90	376
15.	Delhi	6	1	10	2	6	..	..	..	8	7
16.	Goa, Daman and Diu	..	..	3	1	2	..	..	..	..	2
17.	Pondicherry	1	11	32	12	20	2	18	20	1	11
18.	Chandigarh	N.A.	N.A.	1	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Total for 1979	368	3165	4401	698	2662	261	1069	1330	1239	4497
	Total for 1978	188	2175	4256	721	3150	198	1136	1334	573	3991
	Increase or Decrease over 1978	+180	+990	+145	—23	—488	+63	—67	—4	+666	+506
	Percentage of increase or decrease over 1978	+95.74	+45.51	+3.40	—3.19	—15.49	+31.81	—5.89	—0.29	+116.23	+12.67

NOTE : *Information relates to First half of 1979.

The total of column 3 + 5 will not tally with Column 6, 7 and 11 since the break-up of Himachal Pradesh, Orissa and Chandigarh are not available.

Statement No. 2

Statement showing Comparative Analysis of P.C.R. cases registered during 1978 and 1979 in States/Union Territories

S. No.	Name of State/Union Territory	1978	1979	Percentage of increase or Decrease over 1978
1	2	3	4	5
1.	Andhra Pradesh	151	144	(—) 4.64
2.	Bihar	51	36	(—) 29.41
3.	Gujarat	716	506	(—) 29.32
4.	Haryana	4	3	(—) 25.00
5.	Himachal Pradesh	14	18	(—) 28.57
6.	Kerala	49	46	(—) 6.12
7.	Karnataka	426	550	(+) 29.11
8.	Madhya Pradesh	398	307	(—) 22.86
9.	Maharashtra	1283	1604	(+) 25.02
10.	Orissa	106	151	(+) 42.45
11.	Punjab	5	Nil	—
12.	Rajasthan	168	136	(—) 19.05
13.	Tamil Nadu	547	603	(+) 10.24
14.	Uttar Pradesh	287	251	(—) 12.54
15.	Delhi	15	10	(—) 33.33
16.	Goa, Daman & Diu	2	3	(+) 50.00
17.	Pondicherry	34	32	(—) 5.88
18.	Chandigarh	Nil	1	(+) 100
	Increase or decrease over 1978 for all States.			(+) 3,41

Statement No. 3

Statement showing the State-wise break up as percentages to total number of cases registered under the Protection of Civil Rights Act at different stages during 1979

S. No.	Name of the State	Percentage of total fresh cases registered	Percentage of total cases closed by police without challaning	Percentage of total cases challaned in the Courts	Percentage of total cases ending in conviction	Percentage of total cases acquitted	Percentage of total cases disposed by the Courts	Percentage of total cases pending at the end of the year with the police	Percentage of total cases pending at the end of the year with the Courts
1	2	3	4	5	6	7	8	9	10
		Total	Total	Total	Total	Total	Total	Total	Total
		4401 (100%)	698 (100%)	2662 (100%)	261 (100%)	1069 (100%)	1330 (100%)	1239 (100%)	4497 (100%)
1.	Andhra Pradesh	3.27	3.43	4 69	3 83	3 92	3.90	1.37	3 04
2.	Bihar	0 81	1.00	0.48	..	.	..	3 22	0 40
3.	Gujarat	11.49	9.74	17 24	3.83	53.13	..	2.58	11.38
4.	Haryana	0.06	..	.	..	..	..	0.32	0 06
5.	Himachal Pradesh	0.40	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
6.	Kerala	1.04	1.57	1 69	5.74	1.21	2.10	0.40	1.40
7.	Karnataka	12 49	5.73	13 14	9 96	0 46	2.33	12.91	7.09
8.	Madhya Pradesh	6.97	0.43	10.66	11 87	1 30	3.38	5.56	11.60
9.	Maharashtra	36 44	35.81	27 38	13.40	13.37	13.38	51.17	38.26
10.	Orissa	3.43	N.A.	N.A.	N.A	N.A.	N.A.	N.A.	N.A.
11	Punjab	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
12	Rajasthan	3.09	6 16	3 79	12.64	2.80	4.73	0.40	4 86
13.	Tamil Nadu	13.70	17 76	15 25	34.48	21.14	23.75	14 04	13.05
14.	Uttar Pradesh	5.70	13.89	4.58	3.44	0.93	1.42	7.26	8 36
15.	Delhi	0.22	0.28	0.22	..	..	..	0.64	0.15
16.	Goa, Daman & Diu	0 06	0.14	0.07	..	..	..	..	0 04
17.	Pondicherry	0.72	1.71	0.75	0.76	1.68	1.50	0.08	0 24
18.	Chandigarh	0.02	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Statement No. 4

Statement showing State-wise position and percentage of cases at Police level during 1979

S. No.	Name of State/ Union Territory Administration	No. of fresh cases registered plus No. of cases with Police brought forward from previous year end	No. of cases not challaned after investigations during the year	No. of cases challaned during the year	No. of cases still pending with Police for investigations
1	2	3	4	5	6
1.	Andhra Pradesh	166 (100%)	24 (14.45%)	125 (75.30%)	17 (10.24%)
2.	Bihar	60 (100%)	7 (11.66%)	13 (21.66%)	40 (66.66%)
3.	Gujarat	559 (100%)	68 (12.16%)	459 (82.11%)	32 (5.72%)
4.	Haryana	4 (100%)	—	—	4 (100%)
5.	Himachal Pradesh	18 (100%)	N.A.	N.A.	N A.
6.	Karnataka	550 (100%)	40 (7.2%)	350 (63.63%)	160 (29.09%)
7.	Kerala	61 (100%)	11 (18.03%)	45 (73.77%)	5 (8.19%)
8.	Madhya Pradesh	372 (100%)	19 (5.10%)	284 (76.34%)	69 (18.54%)
9.	Maharashtra	1613 (100%)	250 (15.49%)	729 (45.19%)	634 (39.30%)
10.	Orissa	151 (100%)	N.A.	N.A.	N.A.
11.	Rajasthan	149 (100%)	43 (28 85%)	101 (67.78%)	5 (3.35%)
12.	Tamil Nadu	704 (100%)	124 (17.61%)	406 (57.67%)	174 (24.71%)
13.	Uttar Pradesh	309 (100%)	97 (31.39%)	122 (39.48%)	90 (29.12%)
14.	Delhi	16 (100%)	2 (12.5%)	6 (37.5%)	8 (50%)
15.	Goa, Daman & Diu	3 (100%)	1 (33.33%)	2 (66.66%)	—
16.	Pondicherry	33 (100%)	12 (36.36%)	20 (60.60%)	1 (3.03%)
17.	Chandigarh	1 (100%)	N.A.	N.A.	N.A.
	TOTAL	4769 (100%)	698 (14.63%)	2662 (55.81%)	1239 (25.98%)

Statement No. 5

Statement showing number and percentage of cases disposed off by the Courts and pending trial during 1979

S. No.	Name of State/ Union Territory	Total cases pending in Courts including those filed during the year 1979 (Col. 4 + 7 of Statement No. 1)	No. of cases ended in conviction during the year (Percentage in Brackets)	No. of cases ended in acquitted during the year (Percentage in Brackets)	No. of cases pending in Courts at the close of the year (Percentage in Brackets)
1	2	3	4	5	6
1.	Andhra Pradesh	189 (100%)	10 (5.29)	42 (22.22)	137 (72.48)
2.	Bihar	18 (100%)	—	—	18 (100)
3.	Gujarat	1090 (100%)	10 (0.91)	568 (52.11)	512 (46.97)
4.	Haryana	3 (100%)	—	—	3 (100)
5.	Karnataka	350 (100%)	26 (7.42)	5 (1.42)	319 (91.14)
6.	Kerala	91 (100%)	15 (16.48)	13 (14.28)	63 (69.23)
7.	Madhya Pradesh	567 (100%)	31 (5.46)	14 (2.46)	522 (92.06)
8.	Maharashtra	1899 (100%)	35 (1.84)	143 (7.53)	1721 (90.62)
9.	Rajasthan	282 (100%)	33 (11.70)	30 (10.63)	219 (77.65)
10.	Tamil Nadu	903 (100%)	90 (9.96)	226 (25.02)	587 (65.00)
11.	Uttar Pradesh	395 (100%)	9 (2.27)	10 (2.53)	376 (95.18)
12.	Delhi	7 (100%)	—	—	7 (100)
13.	Goa Daman & Diu	2 (100%)	—	—	2 (100)
14.	Pondicherry	31 (100%)	2 (10.00)	18 (90.00)	11 (55.00)
	TOTAL	5827 (100%)	261 (4.47)	1069 (18.34)	4497 (77.17)

APPENDIX LXXV

(Reference *para* 7.26)

Statement showing State-wise and District-wise cases registered under the Protection of Civil Rights Act, 1955 during the year 1979

State/District	Number of cases relating to					Total
	Practice of untouchability in respect of			Insulting and beating due to untouchability	Untouchability of other types	
	Drinking water sources	Temples	Shops/ Hotels			
1	2	3	4	5	6	7
ANDHRA PRADESH						
Adilabad	1	..	1	..	..	2
Anantapur	1	..	..	..	..	1
Chittoor	2	..	..	8	5	15
Cuddapah	1	..	..	2	1	4
East Godavari	..	..	4	7	2	13
Guntur	..	..	..	5	..	5
Hyderabad	1	1	..	..	..	2
Karimnagar	..	..	1	..	1	2
Khammam	..	..	..	1	4	5
Krishna	1	..	..	5	3	9
Kurnool	1	..	..	1	3	5
Mahbubnagar	3	..	6	1	4	14
Medak	1	..	..	..	..	1
Nalgonda	2	..	..	..	..	2
Nellore	..	..	..	2	..	2
Nizamabad	1	..	3	..	1	5
Prakasam	3	..	..	3	1	7
Rangareddy	2	1	..	1	1	5
Srikakulam	3	..	2	6	7	18
Vishakhapatnam	..	..	1	..	2	3
Warangal	..	..	..	5	..	5
West Godavari	1	..	..	15	3	19
TOTAL	24	2	18	62	38	144
BIHAR						
Aurangabad	1	..	..	..	1	2
Bhojpur	..	..	..	..	1	1
Bhagalpur	1	..	..	..	3	4
Champaran (East)	..	..	..	..	1	1
Champaran (West)	..	..	..	..	2	2
Dhanbad	1	..	..	1	..	2
Gaya	1	..	..	..	..	1
Hazaribagh	2	..	..	..	..	2
Monghyr	2	1	..	..	2	5
Muzaffarpur	..	..	..	..	3	3
Nawadah	..	..	..	..	1	1
Patna	..	..	..	..	2	2
Purnea	..	..	..	1	3	4
Saharsa	..	..	..	..	1	1
Saran	..	..	..	..	2	2
Sitamarhi	..	1	..	..	1	2
Samastipur	1	..	..	..	..	1
TOTAL	9	2	..	2	23	36

1	2	3	4	5	6	7
GUJARAT						
Ahmedabad	6	1	8	42	14	71
Amreli	1	..	11	9	23	44
Banaskantha	13	2	4	22	8	49
Bharuch	4	1	..	7	6	18
Bhavnagar	3	..	10	2	2	17
Jamnagar	..	..	2	3	1	6
Junagadh	3	3	10	21	5	42
Kheda	1	1	2	17	4	25
Kutch	5	1	8	11	6	31
Mahesana	5	..	26	23	11	65
Panchmahals	..	..	..	4	1	5
Rajkot	5	1	16	13	12	47
Sabarkantha	2	..	2	4	2	10
Surat	..	1	1	12	6	20
Surendra Nagar	3	..	5	9	7	24
Valsad	..	..	1	..	3	4
Vadodara	8	3	3	7	7	28
TOTAL	59	14	109	206	118	506
KERALA						
Cannanore	..	..	..	21	..	21
Ernakulam	.	..	..	2	..	2
Trichur	..	..	..	1	..	1
*Baliapattam (P.S.)	..	..	..	2	..	2
*Chandera (P.S.)	..	..	..	4	..	4
*Chittarikhal (P.S.)	..	..	..	5	..	5
*Panoor (P.S.)	..	1	..	..	..	1
*Payangadi (P.S.)	..	..	..	3	1	4
*Peringme (P.S.)	..	..	..	1	..	1
*Kaliyar (P.S.	..	..	..	1	..	1
*Munnar (P.S.)	..	..	..	..	2	2
*Rajapuram (P.S.)	..	..	..	2	..	2
TOTAL	..	1	..	42	3	46
KARNATAKA						
Bangalore	2	2	4	54	6	68
Belgaum	2	..	38	5	..	45
Bellary	..	1	1	7	2	11
Bidar	..	..	4	1	..	5
Bijapur	11	2	39	41	17	110
Chickmagalur	1	1	..	5	1	8
Chitradurg	1	..	..	18	2	21
Dharwar	..	..	23	9	7	39
South Kanara	..	..	2	3	..	5
Gulbarga	4	..	8	18	7	37
Hasan	1	3	1	18	..	23
Kodagu	..	..	..	1	..	1
Kolar	..	2	4	11	5	22
Mysore	6	4	14	28	5	57
Mandya	..	..	2	12	3	17
Raichur	3	1	8	15	2	29
North Kanara	1	..	2	..	3	6
Shimoga	2	..	3	17	2	24
Tumkur	3	1	4	8	6	22
TOTAL	37	17	157	271	68	550

1	2	3	4	5	6	7
MADHYA PRADESH						
Balaghat	1	..	..	1	..	2
Bastar	3	..	8	..	2	13
Betul	1	..	..	.	..	1
Bhind	4	..	..	1	2	7
Bhopal	.	..	..	3	..	3
Bilaspur	5	5	2	4	3	19
Chhatarpur	..	1	.	..	..	1
Chhindwara	..	..	3	1	1	5
Damoh	2	..	6	1	1	10
Datia	1	.	..		.	1
Dewas	1	1	..	.	1	3
Dhar	1	..	3	3	2	9
Durg	1	.	1	3	1	6
East Nimar (Khargone)	.	.	1	.	.	1
Guna	2	1	2	3	1	9
Gwalior	2	..	.	..	1	3
Hoshangabad	.	..	1	1	.	2
Indore	3	4	..	7	1	15
Jabalpur	1	.	1		..	2
Jhabua	1	..	1	.	..	2
Mandsaur	3		3	4	..	10
Mandla	.	..	..	2	..	2
Morena	12	2	.	8	2	24
Narsimhapur	1		..	..	1	2
Panna	4	..	..	..	1	5
Raigarh	3	2	..	..	1	6
Raipur	2	1	7	3	.	13
Raisen	1	..	..	1	2	4
Rajgarh	1	1	2	.	..	4
Ratlam	1	2	1	.	2	6
Rewa	2	.	.	1	1	4
Sagar	9	2	6	28	3	48
Satna	..	.	..	1	..	1
Sehore	..	..	1	..	..	1
Seoni	1	..	3	..	..	5
Shahdol	1	..	..	..	.	1
Shajapur	..	2	2	..	..	4
Shivapuri	2	1	2	2	2	9
Sidhi	..	1	1	1	.	3
Surguja	1	..	..	4	..	5
Tikamgarh	1	1	..	..	..	2
Ujjain	4	2	..	7	5	18
Vidisha	1	..	..	1	..	2
West Nimar (Khandwa)	5	..	3	2	.	10
Rajnandgaon	1	..	3	..	..	4
TOTAL	85	29	63	93	37	307
UTTAR PRADESH						
Allahabad	..	..	1	.	..	1
Agra	1	..	3	5	3	12
Aligarh	..	..	1	..	..	1
Azamgarh	..	..	..	1	..	1
Ballia	..	.	..	.	1	1
Banda	..	..	..	..	1	1
Bareilly	4	..	2	19	..	25
Bijnor	.	..	.	5	..	5
Badaun	..	..	1	.	1	2
Bulandshahr	..	..	.	7	.	7
Dehra Dun	1	..		3	..	4
Etah	1	.		1	1	3
Etawah	..	..	1	2	..	3

1	2	3	4	5	6	7
Farrukhabad	..	..	1	1	2	4
Faizabad	..	..	..	2	..	2
Garhwal	..	..	..	..	1	1
Ghaziabad	..	1	..	6	..	7
Gorakhpur	2	..	..	21	1	24
Hardoi	2	..	..	2	..	4
Jalaun	2	..	..	1	..	3
Jhansi	..	.	..	..	1	1
Lalitpur	3	3	.	1	1	8
Kanpur	10	..	4	5	4	23
Lucknow	3	..	7	2	2	14
Meerut	..	..	..	8	..	8
Mainpuri	1	.	1	..	1	3
Moradabad	4	..	3	18	2	27
Mirzapur	2	..	..	..	..	2
Muzaffarnagar	.	..	..	1	..	1
Nainital	2	..	6	6	..	14
Pratapgarh	..	..	..	8	2	10
Pilibhit	1	..	..	1	..	2
Rae Bareli	..	..	..	..	1	1
Rampur	.	..	..	.	4	4
Saharanpur	.	..	..	1	..	1
Sitapur	1	.	1	..	3	5
Shahjahanpur	1	..	..	5	..	6
Sultanpur	.	..	..	1	..	1
Tehri Garhwal	..	..	1	1	1	3
Unnao	..	..	1	..	1	2
Varanasi	..	.	..	4	..	4
TOTAL	41	4	34	138	34	251
Delhi	..	1	..	7	2	10

NOTE :—*Name of the districts in which these Police Stations are located are not available.

APPENDIX LXXVI

(Reference *Para* 7.55)

Work done by the Ministry of Information and Broadcasting for the removal of untouchability during the year 1979-80.

Doordarshan Kendras

Various Doordarshan Kendras have regularly been mounting appropriate programmes with a view to create a opinion against the practice of untouchability. While drawing up these programmes every effort was made to ensure that the programmes prove meaningful and are telecast in an effective and imaginative manner without following any stereo-typed approach. The programmes were telecast during the general transmission on timings as well as during the timings for special audience such as women, youth, rural viewers and industrial workers. The programmes were arranged in different interesting forms such as discussions, documentaries, films, skits, plays etc. Field based programme were also devised so as to involve the common man and ensure credibility. The provisions of the Protection of Civil Rights Act and the penal action made thereunder, were also suitably publicised. Feature films based on the subject were also shown on Television on various occasions. Besides, various special scheme announced by State Governments, social welfare agencies and nationalised banks etc. for the amelioration of the conditions of the Harijans from time-to-time were also given publicity over TV.

All the kendras had been keeping close liaison with various social welfare agencies and such departments of various State Governments which are directly concerned with the work of Harijan Welfare. Suitable programme, plans, were chalked out in close coordination and consultation with the concerned authorities in advance and then implemented. A system of monitoring the activities relating to the telecast of various programmes on the eradication of untouchability was evolved in the Directorate General, Doordarshan and the Ministry of Information and Broadcasting. Regular reports received from the various Television Centres were scrutinised in the Directorate and then forwarded to the Government.

Films Division

The Films Division produced one documentary film entitled 'They call me Chamar'. Another film 'Belchi to Narainpur' was under production during the year. These films are expected to have been released by now. Another documentary film on 'Eradication of untouchability' was also on production programme during the year.

The following two News coverages were included in the INRS and were released in theatrical circuits during the year 1979-80.

S. No.	INR No.	Subject	Length
1.	1621	Inter Caste Marriage	16 Mtrs.
2.	1638	Carnage at Pipra	63 Mtrs.

Directorate of Advertising and Visual Publicity

Publicity for the removal of the practice of untouchability was done through the media of Exhibitions, Press advertisements, posters and hoardings. The Directorate of Advertising and Visual Publicity had started launching a major campaign on the theme 'Protect and help the weak' through various media.

Exhibitions

The field Exhibition units of the Directorate had been arranging exhibitions on 'Better life for villages' 'Our Villages' which had several displays on 'untouchability'. During the period from 1st April, 1979 to 31st January, 1980, 634 such exhibitions were arranged covering 2,814 exhibitions days which attracted about 1,10,30,000 visitors, mainly from the rural areas. It was anticipated that about 90 more exhibitions covering 450 days were likely to be arranged during the period from 1st February to 31st March, 1980.

Press Advertisements

An advertisement 'Protect and help the weak' was released in all languages in various dailies, weeklies and monthlies. A number of papers carried the advertisement in the month of March, 1980 and the remaining would have carried it in April 1980. More importance was given to medium and small papers.

Printed Publicity

During the year a poster in Hindi, English and many other languages was under preparation. About one lakh copies of the posters, when finalised, would be got printed in Hindi and about 25,000 in English in 30″×40″ size. Another small poster in other languages was also under preparation. A folder on the subject was also being produced.

Hoardings

Hoardings 'Removal of practice of untouchability' and 'Protection of Civil Rights Act' were put up in various parts of the country.

In addition, the use of wall paintings was under active consideration of the Directorate. In this regard, lay out was finalised and preliminary work was being completed in the States of Bihar and Orissa.

Directorate of Field Publicity

All the field units of the Directorate of Field Publicity publicised the theme of eradication of untouchability to create awareness for the uplift of socially and economically backward classes through film shows, oral communication programmes, debates and exhibitions. The units made full use of the occasions of festivals, melas and N.S.S. camps to carry on their compaign. Special efforts were also made to reach the interior areas and places inaccessible so far, Programmes were organised in co-operation with youth organisations to educate people to ward off the evil. The field units also arranged special programmes for the school going children Educational institutions were selected to achieve this end. Films screened by the various units for the purpose were :—

(1) Ravidas

(2) Brahmin

(3) Andhere-se-Ujale Men

(4) An ancient curse

(5) Chandalika

(6) Sree Narayan Guru

(7) Tasted Barries

(8) Bargad

(9) Towards a better society

(10) Children of God

(11) Victims of traditions and

(12) A feature film—'Punar Milan'.

Besides, biographical films of national leaders and saints who fought vehemently for the uplift of Harijans and other weaker sections of society, were also screened on different occasions and in schools and colleges. These included the films on Mahatma Gandhi, Kabir, Nanak and Dr. Ambedkar etc.

Oral communication programmes included seminars, symposia, elocution contests, debates, public meetings, group discussions and question-answer sessions. There were songs and drama programmes, puppet shows, ballads, *Harikathas, Quawalis* and small plays accompanied by dances and songs.

Special efforts were made to make best use of birth and death anniversaries of various religious and political leaders. Programmes were, therefore, arranged on the birth anniversary of Swami Vivekananda, Dr. Ambedkar, Netaji Subhas Chandra Bose and death anniversary of Shri Lal Bahadur Shastri and Purandaradasara Punyatithi. The units also arranged special programmes on the occasion of religious functions. Programmes were also arranged in worker's colonies of industrial and slum areas.

APPENDIX LXXVII

(Reference *para* No. 8.6)

Statewise figures regarding financial investment in the tribal sub-Plan areas during the year 1979-80

(Rs. in lakhs)

Sl. No.	State/Union Territories	Outlay			Expenditure		
		State Plan	Special Central Assistance	Total	State Plan	Special Central Assistance	Total
1	2	3	4	5	6	7	8
1.	Andhra Pradesh	1537 00	314 00	1851 00	1577 51	264 00	1841 51
2.	Assam	931.00	306 00	1237.00	789 68	323 90	1113 18
3.	Bihar	6525 00	829 00	7354 00	6525 00*	829 00*	7354 00*
4.	Gujarat	3920.00	486 00	4406.00	4169.70	486.00	4655.70
5.	Himachal Pradesh	782.30	125.00	907.30	637.92	116 19	754.11
6.	Karnataka	315.00	44 00	359 00	315 00*	44 00*	359 00*
7.	Kerala	158 75	35.00	193 75	158.75*	35.00*	193 75*
8.	Madhya Pradesh	7053.00	1611 00	8664 00	6110 00	1611 00*	7721 00*
9.	Maharashtra	4583.00	333.00	4916 00	4347.91	333 00	4680 91
10.	Manipur	1260.00	126.00	1386 00	1260 00*	126 00*	1386.00*
11.	Orissa	5851 00	880.00	6730 00	6475 10	830 00	7305.10
12.	Rajasthan	3334.00	327.00	3661.00	3154.83	293 82	3448.65
13.	Tamil Nadu	254.00	50.00	304.00	354 00	50.00	304.00
14.	Tripura	850 99	120.00	970 99	850 99*	120 00*	970.99*
15.	Uttar Pradesh	56.58	28.00	84 58	53.05	25 26	78 31
16.	West Bengal	1774.00	309 00	2083 00	1332.00	309 00	1641.00
17.	Andaman & Nicobar Islands	262.98	6 75	269.73	215.90	21 99	237 89
18.	Goa, Daman and Diu	17.95	15 00	32.95	17.95	15.00	32.95
	GRAND TOTAL	39466.55	5944.75	45411.30	38245.38	5832.76	44078.14

*Provisional.

APPENDIX LXXVIII

(Reference *para* No. 8 41)

Statement showing funds earmarked by Central Ministries for Tribal sub-Plan areas during 1978-79 *and* 1979-80

S. No.	Name of the Ministry/Department	Name of the Scheme	Amount earmarked for Tribal Sub-Plan		
			1978-79	1979-80	1980-81
1	2	3	4	5	6
					(Rs. in lakhs)
1.	Agriculture	(*i*) Forestry	425.00	510.00	
		(*ii*) Soil & Water Conservation	403.00	415.00	
		(*iii*) Animal Husbandry	297.00	160.00	
		(*iv*) Crop-oriented Programmes	164.00	22.00	
		(*v*) Minor Irrigation and Water Management	55.00	55.00	
		(*vi*) Fisheries	14 00	25.00	Not Available.
2.	Rural Development . . .	(*i*) Development of Primary Market in Tribal Areas	30.00	30.00	
		(*ii*) Applied Nutrition Programme (ANP)	13 66	13.26	
3.	Education & Social Welfare . .	(*i*) Non-formal adult education programme	28.80	150.00	
		(*ii*) Scholarships	2.00	3.00	
		(*iii*) NCERT—Preparation of special curricula, reading material for tribal students and orientation programmes for Education Officers working in Tribal areas studies	1.00	10 00	
		(*iv*) Non-formal education programme at school stage	N.A.	150.00	
		(*v*) Vocationalisation	N.Q.	15.00	
		(*vi*) Integrated child development services	82 51	107.75	
		(*vii*) Functional literacy programme for adult women	35.48	40.61	
4.	Shipping & Transport . . .	Central sector roads scheme	900.00	1050.00	
5.	D.G. P & T	Telecommunication in Tribal areas	750.00	750.00	
6.	Energy	Rural Electrification	2477.00	2800.00	
7.	Civil Supplies & Cooperation . .	National Cooperative Development Corpn. (for development of cooperatives in Tribal areas)	230.00	300.00	
8.	Health & Family Welfare . .	(*i*) Community Health Volunteers	N.A.	266.00	
		(*ii*) Training & Employment of Multi-purpose workers	N.A.	117.80	
		(*iii*) Prevention of visual Impairment and control of Blindness	N.A.	85.26	
		(*iv*) T.B. Control	N.A.	17.32	
		(*v*) Leprosy Control	N.A.	25.50	
		(*vi*) S.T.D. Control	N.A.	1.43	
		(*vii*) N.M.E.P. (Rural)	N.A.	457.86	
		(*viii*) Filaria Control	N.A.	1.60	

APPENDIX LXXIX

(Reference *para* No. 8.70)

Details of pockets of tribal concentration identified outside tribal sub-Plan areas as on 20-9-1980

Sl. No.	State/Union Territory	Pockets*		
		No.	Population (Lakhs)	Percentage covered
1	2	3	4	5
1.	Andhra Pradesh	17	1.56	9.41
2.	Assam	..	..	..
3.	Bihar	41	4.24	8 60
4.	Gujarat	14	2.77	8.42
5.	Himachal Pradesh	..	..	..
6.	Karnataka	..	..	..
7.	Kerala	..	..	..
8.	Madhya Pradesh	32†	5.90	7.03
9.	Maharashtra	18	1.57	5.31
10.	Manipur	..	..	..
11.	Orissa.	29‡	3.22	6.35
12.	Rajasthan	36	6.70	21.43
13.	Tamil Nadu	..	..	..
14.	Tripura	..	..	..
15.	Uttar Pradesh	1	1.09	4 52
16.	West Bengal	..	..	..
17.	Sikkim	..	..	..
18.	Andaman and Nicoar Islands	..	..	..
19.	Goa, Daman & Diu	..	..	..
	GRAND TOTAL	188	26.05	.23

*Includes approved pockets and those under consideration.

†26 more pockets are likely to be finalised.

‡Firm proposals awaited.

APPENDIX LXXX

(Reference *para* No. 8.75)

List of Primitive Tribe Communities Identified

Sl. No.	State	Name of the Tribe
1	2	3
1.	Andhra Pradesh	1. Kolam 2. Chenchus 3. Konda Reddi
2.	Bihar	1. Birhor 2 Mal Paharia 3. Asurs 4. Birjias 5. Parahaiyas 6. Korwa 7. Hill Kharia 8. Savar 9. Sauriya Paharia
3.	Gujarat	1. Kathodi 2. Kotwalia 3. Kolghas
4.	Karnataka	1. Jenu Kuruba 2. Koraga
5.	Kerala	1. Kurumbas 2. Cholanaikayan
6.	Madhya Pradesh	1. Abujmarias 2. Baigas 3. Bharias 4. Hill Korbas 5. Saharias
7.	Maharashtra	1. Katkaria (Kathodia) 2. Kolam 3. Maria Gond
8.	Orissa	1. Bondo 2. Soura 3. Kharias 4. Mankidias 5. Kutia Kondh 6. Paudi Bhuyans 7. Juangs 8. Lanjia Sauras 9. Bongaria Kondh
9.	Rajasthan	1. Saharias

1	2	3
10.	Tamil Nadu	1. Kotas 2. Paniyans 3. Todas 4. Kattu Naickens 5. Irulas 6. Kurumbas
11.	Tripura	1. Reanges
12.	Uttar Pradesh	1. Rajis
13.	West Bengal	1. Birhoi 2. Toto 3. Lodha
14.	Andman & Nicobar Islands	1. Great Andamanese 2. Onges 3. Jarwas 4. Sentenelese 5. Shompens

NOTES : Certain Communities are common to more than one State.

APPENDIX LXXXI

(Reference *para* No. 8.75)

List of Project Reports of Primitive Tribes received by the Ministry of Home Affairs

Sl. No.	State	No. Recognised	Reports received
1	2	3	4
1.	Andhra Pradesh	3	3
2.	Bihar	9	..
3.	Gujarat	3	3
4.	Karnataka	2	..
5.	Kerala	2	..
6.	Madhya Pradesh	4	..
7.	Maharashtra	3	3
8.	Orissa	9	7
9.	Rajasthan	1	1
10.	Tamil Nadu	6	6
11.	Tripura	1	1
12.	Uttar Pradesh	1	1
13.	West Bengal	3	..
14.	Andaman & Nicobar Islands	5	..
	TOTAL	52	25

APPENDIX LXXXII

(Reference *Para* No. 8.90)

Various measures undertaken in collection, procurement and marketing of minor forest produce by different State Government

Andhra Pradesh.—Tribals have been conferred rights to collect, consume and sell M.F.P. items to the Girijan Co-operative Corporation which has monopoly right over its purchase. The Scheduled Tribes Co-operative Corporation is entrusted with the responsibility of organising co-operative societies on the pattern of LAMPS for procurement M.F.P. items. Thus T.C.C. shall be acting as agent of the G.C.C. for procurement of M.F.P.

The rentals for the M.F.P. units leased to Girijan Co-operative Corporation is being fixed @ 20% excess over the last year rentals without considering the rise in market trend. In respect of gum the rentals are being fixed @ 15% on the sale value of the last year.

Andaman and Nicobar Islands.—Minor forest produce is collected by contractors on licence or lease basis.

Bihar.—Tendu leaves (Kendu) and sal seeds are two nationalised items of M.F.P., marketing of which is being undertaken departmentally by the State Forest Department in case of Tendu leaves and by the Forest Development Corporation in case of sal seeds. Procurement of sal seeds is being effected partially by individual agents and the balance by LAMPS. Lac procurement and marketing is done by Bihar State Co-operative Lac Marketing Federation (BISCOLAMP) through LAMPS in the sub-Plan area and Primary Marketing Co-operative Societies in the remaining area. Bihar State Tribal Co-operative Development Corporation (T.C.D.C.) has confined its activities only to the procurement of Barbati directly through its branch. Tassar cocoon procurement is also done by T.C.D.C. on limited scale. Remaining items are transacted through private traders.

Dadra and Nagar Haveli.—Tribals constitute 88% of the total population of the territory. Tribals in Dadra and Nagar Haveli are allowed to enjoy all possible privileges/concessions in forests. Tribals have been given full rights for collection of M.F.P. like Mahuva flowers, Mahuva seeds, Gums, Karanj seeds etc. They are also allowed leaves from forest coupes, dry woods and free grazing in the forest area except area under young plantation. They are also allotted forest locally known as 'Terem Plots' for cultivation at nominal assessment rates. Timber is also given free of cost and at concessional rates for building huts, cattle sheds, rural bridges and for fencing purposes. However, conservative aspect of the forest management is kept in view while granting privileges/concessions. A scheme 'Development of minor forest produce' has been taken up to avoid the exploitation of tribals by the contractors and middlemen.

Gujarat.—Till 1977 the collection, processing and marketing of M.F.P. continued to be undertaken through the contractors agency. A study regarding the impact of collection of minor forest produce conducted by the Tribal Research and Training Institute, Ahmedabad, indicated that 35% of the earnings of tribals is from M.F.P. and there is scope of enhancing it provided development, scientific exploitation and local processing of M.F.P. are attempted. Gujarat Forest Development Corporation Ltd. as its first activity took up a project for M.F.P. The Corporation has taken up collection of all M.F.P. items in 14 Forest Divisions of the State. It is the endeavour of the Corporation to eliminate the intermediaries connected in collection of M.F.P. completely in course of time. The Corporation has imparted training to the tribals in scientific method of collection, storage and processing of M.F.P. items. The Corporation has organised two *bidi* manufacturing co-operative societies also.

Himachal Pradesh.—A special scheme 'Desert Development Project' for Spiti area is under operation. Under this scheme plantation of fuel wood, fodder and timber are proposed to be raised. For the development of tribal areas an amount of Rs. 37.84 lakhs was spent under forestry schemes while Rs. 2.50 lakhs and Rs. 5.69 lakhs were spent under Centrally Sponsored Forestry and Soil Conservation Schemes respectively during 1979-80.

Karnataka.—Forest Department carry out collection and marketing of M.F.P. items.

Kerala.—There are 56 Girijan Service Societies. During 1978-79, 23 Girijan Service Societies were entrusted with the monopoly procurement of M.F.P. and number of ranges were given on lease for collection of M.F.P. The M.F.P. collected by these societies was purchased by the Kerala State Pharmaceutical Corporation at prices already fixed by the Committee constituted by State Government. During 1980-81, 29 Girijan Service Societies have been allotted 44 Reserve Forest Ranges and working capital also to carry out M.F.P. procurement work.

In the remaining area M.F.P. procurement and marketing are organised by Forest Department and

Kerala State Pharmaceutical Corporation. Reliable data on quantity collected and value realised is not available.

Kerala Forest Department has taken up plantations of cardamom, cashew and cultivation of fodder grasses, medicinal plants and regeneration of canes.

Madhya Pradesh.—Forests cover nearly 30 per cent of the total area of the State. The forests are chiefly of Sal, babu, Salai, Dharva, Tendu, Mahua, teak, and harra. Madhya Pradesh forests are also the chief source of best quality teak. The State Forest Department have concentrated their collection and marketing efforts mainly on highly commercial items with an assured market Tendu leaves, Sal seed, Harra, Gums (five types), Khairwood and bamboos are nationalised items. Gums, Bamboo and Khairwood are collected by Forest Department, whereas Tendu leaves, sal seed and Harra are largely worked under purchaser-Agent system. The main objectives of nationalisation of various forest produce were elimination of contractors and upgradation of economic condition of the forest dwellers. Adoption of purchaser-Agent system could not eliminate the contractors but increased the revenue earnings of the State Government without improving the economic conditions of the tribals as observed in the 24th Report of the Commissioner for Scheduled Castes and Scheduled Tribes.

In Co-operative sector, collection and marketing of nationalised item on a small scale has started by federating the LAMPS to MARKFEED but no attempt appears to have been made towards collection and marketing of following M F.P items on effective scale :

(i) Medicinal Plants
(ii) Lac
(iii) Oilseeds, *viz.* Mahuwa, Karanj, Kusum etc.
(iv) Edible products
(v) Fibres and flesses
(vi) Mahuline leaves
(vii) Essential oil
(viii) Grasses.

State Forest Department is unable to handle such a big magnitude of M.F.P. collection work, hence it is largely depending on contractors. In the interest of tribal development and also for the development of resources base, it is desirable that as per recommendation of National Commission on Agriculture a M.F.P. Corporation may be created which should work as apex to the LAMPS and other co-operative societies besides the existing arrangements which require strengthening.

Maharashtra.—As per provisions of Maharashtra Tribal Economic Condition (Improvement) Act, 1976 no person can purchase any agricultural produce (also M F.P.) in the tribal areas declared under the Act except the State Government or Tribal Authority or an Agent authorised by Government. T.D.C.C. is organising procurement with the help of co-operatives. In the remaining area, forest department carry out departmental collection. Tendu leaves trade is exclusively handled by the Forest Department. Bamboo is exploited by Paper Mills. Tribals are allowed to enjoy all the forest rights. They are given forest produce at concessional rates. During 1979-80 timber worth Rs. 1.43 lakhs firewood worth Rs. 3.02 lakhs and minor forest produce worth Rs. 12.39 lakhs was given to tribals free or at concessional rates. 390 forest labour Co-operative Societies were working till 1978-79. A net revenue of Rs. six crores will be earned by the Forest Department during 1979-80 through these societies. The Forest Department has also taken up certain forest Labour Welfare Schemes. The Forest Development Corporation placed the employment potential during 1979-80 at 52 10 lakh mandayas. Under "Employment Guarantee Scheme", an expenditure of Rs. 2.80 crores was incurred during 1979-80 mostly on employment of labour on forestry and allied works in rural areas.

Meghalaya.—Tribal people living in forest are allotted low lying land fit for doing permanent wet rice cultivation. Cultivation of foodcrops prior to raising forest plantations in a particular land inside the forest is also allowed to them. They also enjoy rights to collect minor forest produce. Recently the afforestation work was done in the fields of tribals by the Government under Social forestry.

Orissa.—M.F.P collection and marketing are effected through following organisations :—

(i) Forest Department is directly involved in collection of tendu leaves which is passed on to Orissa Forest Corporation for marketing.

(ii) Orissa Forest Corporation collects sal seed and Harra but markets tendu leaves, sal seed and Harra.

(iii) Tribal Development Co-operative Corporation collects sal seed and other items, but marketing of sal seed is done by Orissa Forest Corporation.

(iv) Industrial Lease Holders collect bomboo and sal seed directly from the forest areas.

(v) Remaining M.F P. items are still transacted through private traders.

Earlier, Orissa Forest Corporation was engaging LAMPS as its collection agent, but during 1979-80 the practice was abandoned, which was against the interest of tribals. Similarly, contracting away of forest areas under leases for collection of M.F.P. is not in the interest of tribals because of their being exploited by contractors.

Rajasthan.—The M.F.P. located within tribal sub-Plan areas is procured and marketed by Rajasthan Tribal Development Corporation. Tendu leaves collection is done through Forest Department. Other M.F.P. items are transacted through contractors.

Tamil Nadu.—Forest Department used to auction out the collection rights of M.F.P. to the private contractors. The tribals have been permitted to collect M.F.P. items freely for their own requirements. In Kalrayan Hills M.F.P. collection is totally entrusted to the co-operative societies. Marketable surplus of M.F.P. items in the tribal areas are galnut, konnoi bark, tamarind, soapnut, etc. Nine LAMPS have been given subsidy-*cum*-loan for purchase of vehicles and for the construction of godowns for storing M.F.P. The tribals have started getting higher return for the produce which they gather from the forests. Tribals are employed in all forestry operations like planting, construction, road works etc. Rewards are given to hill tribes for successful fire protection work. 19 Co-operative Societies namely Hill Tribes Co-operative Marketing Societies, Forest Labour Contract Co-operative Societies and Multi-purpose Co-operative Societies have been set up exclusively for the benefit of tribals. Forest Department is rendering all assistance to these co-operative societies. Construction of small dams and necessary soil conservation works on the lands of tribals are also done by the forest department without recovering the cost from the tribals Forest Department is also running a number of schools in the tribal areas. During the year 1979-80 an amount of Rs. 8.38 lakhs was spent for the welfare of tribals in forests.

Tripura.—Tribals are allowed to enjoy various privileges and concessions as per the provisions of Tripura Forest Rule. Notifications 1 to 3 of Tripura Forest Rules provide for the concessions and privileges to *bona fide* householders and cultivators of Tripura (including Tribals) in respect of consumption of timber, firewood and other forest produce, Jhuming and grazing of cattle. Notification No. 1 provides for concessions and collection of forest produce free of royalty from reserved forests, whereas Notification No. 3 deals with the privileges in protected forests in respect of Jhuming, extraction and sale of forests produce. Besides, the *bona fide* Jhumias belonging to hill tribes also enjoy the privileges of transport of forest produce to the nearest market place.

During the year 1979-80, 88 tribal Jhumia families were resettled under Soil Conservative Scheme. Under the post reclamation help scheme (NEC), 31.25 hactares of orchards were raised during 1979-80. An amount of Rs. 4 lakhs was paid to Tripura Forest Development and Plantation Corporation Ltd. During 1979-80 to resettle 100 landless Jhumia families for raising 100 hectares of rubber plantation and maintaining the said plantation till they come into production.

Uttar Pradesh.—Tendu leaves, Chironji collection and resin tapping are done departmentally. Other M.F.P. items are transacted through the contractors.

West Bengal.—The Government have decided to allow the tribals free of charge to collect brushwood for domestic use and to gather leaves, flowers, fruits and seeds of Mahuva, Peasol, tendu, sal etc. LAMPS and other public sector undertakings are engaged in collection of sal seed and tendu leaves. These agencies sell these materials to West Bengal Tribal Development Co-operative Corporation (W.B.T.D.C.C.). Under new policy decision, W.B.T.D.C.C. will purchase all minor forest produce at fair prices. A scheme for price support for purchase of Mahuva flowers, seeds, neem seeds, kusum seeds, karanja seeds etc. has been introduced since 1980-81. The W.B.T.D.C.C. has decided to set up expellers, small manual crushers, distillation plants etc., for extraction of oil from forest produce Machines for mechanised rope making from sabai grass is being provided to concerned LAMPS Forest Department is concentrating in carrying out survey for estimating the available potential of various M.F.P. items and regenerating the commercially important items.

APPENDIX LXXXIII

(Reference *para* No. 8.114)

STATEMENT NO. I

State-wise irrigation projects taken up for execution and investigation etc. in 5th Plan benefiting Tribal Areas

Andhra Pradesh

1. Vottigedda
2. Malluru Vogu
3. Mukkamamidi
4. Vottivagu
5. Peddavagu
6. Taliperu
7. Gundalvagu
8. Satanala
9. Jalleru
10. Maddigeddo

Assam

1. Kaliabar
2. Kaldiua
3. Dekadong
4. Bordikerai
5. Jaglaigaon
6. Integrated Irrigation Kallong
7. Rupahi
8. Pohumari
9. Kallonga
10. Dikkari
11. Dhansari

Bihar

1. Subarnarekha
2. Ajoy Barrage
3. Bansloi
4. Jonasai
5. Tajna
6. Chinda
7. Sunder
8. Gumani
9. Torai
10. Sugathan
11. Paras
12. Masaria
13. Chirgaon
14. Jaipur
15. Kans
16. Renovation of Buchopa
17. Palna
18. Largara
19. Jharjhara
20. Murahir
21. Sakrigali
22. Chirka
23. Punasi
24. Burhai
25. North Koel
26. Butanduba
27. Oria Danro
28. Malay
29. Left Banki

Gujarat

1. Ukai
2. Ver II (Amli)
3. Pigut
4. Baldeva
5. Damanganga
6. Mahi Stage II (Kadana)
7. Machhan Nala
8. Wankleshwar Bhej
9. Harnav—II
10. Vaidya
11. Rami
12. Sukhi
13. Kabutri
14. Edalmada
15. Sankara
16. Kelia
17. Umaria

Madhya Pradesh

1. Hasdeo Bango
2. Charborari
3. Gulabpura
4. Mod Sagar
5. Barmandal

6. Sakalda
7. Sonkhadi
8. Bichhia
9. Thanwar
10. Motiyari
11. Maghgaon
12. Ghunghutta
13. Banki
14. Jhumka
15. Johilla
16 Pairy
17. Bijna
18. Banjar
19. Mand Diversion
20. Khemp Pakot
21. Barunadi
22. Dholamad

Maharashtra

1. Waghad (Part of Upper Godavari)
2. Haranbari
3. Kelzar
4. Alandi
5. Surya
6. Bhatsa
7. Wandri
8. Nagzari
9. Loni
10. Dangargaon (Nanded)
11. Waghadi
12. Antargaon
13. Amal Nalla
14 Dinanadi
15. Chargaon
16. Rangavati
17. Aner
18. Channanadi
19. Chandai Nala
20. Upper Tapi Stg. II

Manipur

1. Khonpam
2. Thoubal

Orissa

1. Khadkai
2. Nessa
3. Sunei
4. Kalo
5. Sarafgarh
6. Talsara
7. Upper Kolab
8. Ramel

Orissa

9. Pilasalki
10. Bandapipli
11. Kanjhari
12. Upper Indravati
13. Potteru
14. Baladila
15. Harbhangi.

Rajasthan

1. Mahibajaj
2. Som Namalamba
3. Jakham
4. Wagon Diversion
5. Daia Project.

Kerala

1. Attapady

STATEMENT NO. II

State-wise irrigation projects taken for execution and investigation etc. in the first year 1980-81 *of the 6th Plan benefiting tribal areas*

Andhra Pradesh

1. Vottigedda
2. Malluru Vogu
3. Mukkamamidi
4. Vottivagu
5. Peddavagu
6. Taliperu
7. Gundavagu
8. Satanala
9. Jalleru
10. Madigedda

Assam

1. Kaliabar
2. Kaldiya
3. Dekadong
4. Dordikerai
5. Integrated Irrigation Kallong
6. Rupahi
7. Pohumara
8. Kallonga
9. Dikhari
10. Dhansari

Bihar

1. Subarnarekha
2. Ajoy Barrage
3. Bansloi
4. Chinda
5. Sunder
6. Gumani
7. Torai
8. Sugathan
9. Paras
10. Masaria
11. Chirgaon
12. Jaipur
13. Kans
14. Renovation of Buchopa
15. Nakti (Res)
16. Palna
17. Largara
18. Jharjhara
19. Murahir
20. Sakrigali
21. Chinka
22. Punasi
23. Burhai
24. North Koel
25. Butanduba
26. Oria Danro
27. Malay
28. Left Banki

Gujarat

1. Ukai
2. Ver II (Amli)
3. Pigut
4. Baldeva
5. Damanganga
6. Mahi Stage II (Kadana)
7. Machhan Nala
8. Wankleshwar Bhej
9. Harnav—II
10. Vaidya
11. Rami
12. Sukhi
13. Kabutri
14. Zankhiri
15. Sidumber
16. Edalmada
17. Chapadyar
18. Kakadiamba
19. Men
20. Thuj
21. Ani
22. Hathiman
23. Lakhigam
24. Sankara

25. Kolia
26. Dholi
27. Umaria
28. Orsang

Madhya Pradesh

1. Hasdeo Bango
2. Charborari
3. Gulabpura
4. Mod Sagar
5. Baramandal
6. Sakalda
7. Sonkhadi
8. Thanwar
9. Motiyari
10. Maghgaon
11. Ghunghutta
12. Banki
13. Jhumka
14. Johilla
15. Pairy
16. Bijna
17. Banjar
18. Mandi Diversion
19. Khamp Pakot
20. Barunadi
21. Dholamad

Maharashtra

1. Waghad (Part of Upper Godavari)
2. Haranbari
3. Kelzar
4. Alandi
5. Surya
6. Bhatsa
7. Wandri
8. Nagzari
9. Loni
10. Dangargaon (Nanded)
11. Waghadi
12. Antargaon
13. Amal Nalla
14. Dinanadi
15. Chargaon
16. Rangavati
17. Aner
18. Chaunanadi
19. Chandai Nala
20. Upper Tapi Stg. II
21. Pakdigundum
22. Bargaon
23. Karwappa Nalla
24. Dongargaon
25. Debali
26. Dehraji

Manipur

1. Khonpam
2. Thoubal
3. Khuga

Orissa

1. Khadkai
2. Nessa
3. Sunei
4. Kalo
5. Sarafgarh
6. Talsara
7. Upper Kolab
8. Remal
9. Pilasalki
10. Bandapipli
11. Kanjhari
12. Badanala
13. Bankabal
14. Upper Indravati
15. Kansbahl
16. Barsuan
17. Baladila
18. Harbhangi

Rajasthan

1. Mahibajaj
2. Som Kamalamba
3. Jahkam
4. Somkagdon
5. Wagon Diversion

Tripura

1. Khowai

Kerala

1. Attapady

APPENDIX LXXXIV

(Reference *para* No. 8.136)

Statewise number of beneficiaries covered under the Special Nutrition Programme during the year 1978-79

(Figures in lakhs)

Sl. No.	State/Union Territory	1978-79@
1	2	3
1.	Andhra Pradesh	3 95
2.	Assam	3.05
3.	Bihar	3.08
4.	Gujarat	4.77
5.	Haryana	0.58
6.	Himachal Pradesh	0.26
7.	Jammu & Kashmir	0.10
8.	Karnataka	3.24
9.	Kerala	2.86
10.	Maharashtra	10.22
11.	Madhya Pradesh	10.75
12.	Manipur	0.34
13.	Meghalaya	0.10
14.	Nagaland	0.35
15.	Orissa	8.65
16.	Punjab	0.33
17.	Rajasthan	3.54
18.	Tamil Nadu	2.76
19.	Tripura	0.50
20.	Uttar Pradesh	1.68
21.	West Bengal	5.75
22.	Sikkim	0.28
23.	Andaman & Nicobar Islands	0.06
24.	Arunachal Pradesh	0 04
25.	Chandigarh	0.03
26.	Dadra & Nagar Haveli	0.10
27.	Delhi	1.35
28.	Goa, Daman & Diu	0.05
29.	Lakshadweep	0.07
30.	Mizoram	0.15
31.	Pondicherry	0.19
	TOTAL	69.18

@Includes CARE and WFP Beneficiaries.

APPENDIX LXXXV

(Reference *para* No. 8.147)

Statewise available position regarding drinking water supply programme for Scheduled Castes and Scheduled Tribes under different sectors

Andhra Pradesh

During 1978-79 and 1979-80 an amount of Rs. 25.00 lakhs and Rs. 35.00 lakhs respectively were released under tribal sub-Plan for provision of drinking water facilities in tribal areas. It was reported that 500 bore wells were drilled with this amount. Although no separate grant was released for the benefit of Scheduled Castes during 1978-79 and 1979-80 but as per the instructions of the State Government not less than 15% of the grants available during the years was to be utilised for the benefit of Scheduled Castes. During 1979-80 an amount of Rs. 142.56 lakhs was spent on various schemes taken up under Rural Water Supply programmes. No survey has been conducted to determine the extent of drinking water facilities provided to Scheduled Castes and Scheduled Tribes.

Bihar

The achievements under tribal sub-plan and Component Plan during 1978-79 and 1979-80 were as under .

Year	M.N.P.			A.R.P.	
	Allocation (Rs. in lakhs)	Expdr. (Rs. in lakhs)	Population in lakhs)	Expdr. (Rs. in lakhs)	Population covered in (Rs. lakhs)
1	2	3	4	5	6
(a) Tribal Sub-Plan areas					
1978-79 . .	275.00	290.15	3.07	31.50	0 600
1979-80 . .	314 00	314.00	3.68	36 00	0 640
(b) Special Component Plan					
1979-80 . .	57.60	64.90	1.44	28.00	0.94

It was also reported that out of 24,425 villages/tolas drinking supply was available in about 21,000 villages/tolas.

Gujarat

The programme of drinking water supply was being implemented under M.N.P. and out of 96,000 problem villages, 4,514 villages have been provided with water supply facilities by March, 1980. Out of 96,000 problem villages, 2,200 villages were situated in the tribal areas. All the remaining problem villages in the State are proposed to be covered during the Sixth Plan period. Under the Special Component Plan for Scheduled Casts (1980—85), 1,411 villags are proposed to be provided with drinking water facilities. By the end of December, 1980, 9 villages in which Scheduled Castes were facing problem of getting drinking water were covered.

Haryana

During 1979-80, Rs. 750 lakhs were provided for water supply to problem villages, 4,180 villages were identified as problem villages. There were 966 problem villages where Scheduled Caste population was more than 25% and out of these 271 villages were reported to had been provided with water supply and the work was in progress in 119 villages.

Himachal Pradesh

During 1978-79 and 1979-80 only 16 and 54 tribal villages could be covered respectively. Similarly 1,356 and 1,301 villages with Scheduled Caste population were benefited during 1978-79 and 1979-80 respectively.

Nagaland

There were 966 villages and 122 hamlets in the State and all these were Scheduled Tribe villages and were treated as problem villages. Water supply had been provided to 397 villages till 1-4-80. During the year 1979-80 it was reported that central funds were available only for continuing schemes under A.R.P. However, during the years 1978-79 and 1979-80, Rs. 287.62 and Rs. 356.33 lakhs were incurred respectively.

Punjab

3712 villages have been identified as scarcity villages. It was reported that while programme for water supply was prepared for a village and the entire population of the village was covered under the programme. The piped drinking water is supplied through the stand posts provided at suitable places. By the end of year 1979-80 total expenditure of Rs. 41.77 crores had been incurred and water supply commissioned in 1945 villages The Government of India also contributed a sum of Rs. 75 lakhs, Rs. 170 lakhs and Rs 68 40 lakhs during the year 1977-78, 1978-79 and 1979-80 respectively under the Accelerated Rural Water Supply Scheme.

The scheme of drinking water wells was started in the year 1955-56 and aimed at providing pure drinking water to Scheduled Castes in the areas where there was scarcity of drinking water supply. The scheme envisaged construction of diggies sinking of wells, repair of old wells and installation of hand pumps etc. Under the scheme it was reported that an amount of Rs. 55.16 lakhs had been spent from 1968-69 to 1979-80 and 13094 persons benefitted.

Tamil Nadu

It is learnt that out of about 25,500 Harijan colonies, 1,646 colonies were yet be provided with drinking water facilities. The District Harijan Welfare Officers were instructed to give top priority to provide drinking water facilities to the basties *which* are coming under categories classified by Tamil Nadu Water Supply and Drainage Board. A sum of Rs. 20.5 lakhs was spent for the purpose during the year 1979-80. During 1980-81 a total number of 60 tribal habitation in Salem, North Arcot, Dharmapuri, Tiruchirapalli and South Arcot districts would be provided with drinking water supply at a cost of Rs. 14.50 lakhs.

Uttar Pradesh

A survey conducted in the year 1977 revealed that nearly 29,061 drinking water wells in the plain areas and 2,802 *diggies* in the hills would be required to ensure provision of at least one water well/*diggi* for every Harijan basti. The progress achieved under the scheme from 1977-78 is given in table below :

Year	Allotment (Rs. in lakhs)	Proposed/constructed			Remarks
		Wells	Hand-pump	Diggis	
1	2	3	4	5	6
1977-78 . .	305.00	5145	..	56	..
1978-79 . .	740.00	15428	..	107	
1979-80 . .	358 00	4377	2673	574	(Under progress)
1980-81 . .	200 00	2500 (approx.)	..	..	
		27450	2635	737	

Andaman and Nicobar Islands

Out of 158 tribal villages in the single I.T.D.P., 4 villages were having piped water supply. Most of the other villages were having R.C.C. ring wells. Under special central assistance, construction of ring wells were taken up in the tribal areas of Nicobar district. Six ring wells were constructed at various places in Nicobars and one reservoir of 60,000 gallons capacity to collect rain water for drinking purpose at Chowra Island is reported to be near completion Under the State Plan Scheme of Rural Water Supply improvment to existing water supply at headquarters of Car Nicobar and extension of piped water supply to Malacca and Perka villages at Car Nicobar were reported to be in progress. Provision of piped water supply to Big Lapathy village sanctioned under Accelerated Rural Water Supply Programme was also reported to be in progress. The Scheduled Tribes namely Jarawas, Shompens and Sentinelese were reported to be leading nomadic life in the interior forests and were not easily approachable

Dadra and Nagar Haveli

The Union Territory has 72 villages consisting 516 hamlets. During the year 1979-80, 35 problem villages were required to be covered. 6 Harijan bastis were provided with drinking water facilities with open wells. Out of 54 well works 3 and 10 well works were completed during 1978-79 and 1979-80.

Lakshadweep

The Union Territory consists of 10 inhabited islands having a total population of 31,000 as per 1971 census. The chief source of drinking water is draw wells. Fresh water is available in all islands except Bitra where the water gets saline during summer season. In Bitra island about 35 rain water collection tanks were constructed during 1979-80. It has been reported that to solve the problem permanently a solar distillation plant was got sanctioned under the Plan. A scientist from Central Salt and Marine Chemical Research Institute, Bhavnagar visited Bitra Island during the year and a site was selected for the above project and the work would be taken up after the materials were transported to the island.

APPENDIX LXXXVI

(Reference *para* No. 8.156)

Important suggestions made by the Programme Evaluation Organization of the Planning Commission in their quick Evaluation study regarding accessibility of the poor to the rural water supply

(i) There is need to reinforce the criteria for the selection of 'problem villages' to enable the plan formation on a more realistic basis;

(ii) To ensure optimal utilisation of the facility of drinking water points (bored/tube/drilled wells and pipes) their location becomes very important. In this regard, it may be worthwhile to note that although 93 per cent of the relevant respondents reported the availability of water within a radius of half a kilometre, a sizeable proportion of them were not found to be taking benefits from such points or using them partly because they reported that these were 'at a distance', and were going in for the alternative sources—open dug wells and individual collection.

(iii) The localities inhabited exclusively by the 'poor' should be provided with the requisite number of drinking water points (bored/tube/drilled wells and pipes).

(iv) Due consideration may be given to the location of the drinking water point(bored/tube/drilled wells and pipes) to ensure that the other available sources (open dug-wells and individual connection) are not used. Similarly, the understanding of the caste structure in a village may prove useful in taking a decision for the location of drinking water points (bored/tube/drilled wells and pipes).

(v) Greater attention may be paid to the maintenance and repairs of the drinking water points (bored/tube/drilled wells and pipes) particularly in the case of bored/tube/drilled wells with hand pumps. Ninety two per cent of the 'poor' respondents, who reported the availability of water through these sources as 'inadequate' gave 'frequent breakdown/out of order' as the main reason;

(vi) Extension education may be provided to the 'poor' regarding the fact that water through the open dug wells without parapets and individual collection (pond, tanks, lakes, etc) is basically 'unsafe' since it is subject to contamination The existing media may prove useful in this regard. On the other hand, efforts should be made to convert the open dug wells into sanitary wells by providing parapets and making other provision for eliminating contamination; and

(vii) Regular arrangements for monitoring of the scheme *vis-a-vis* benefits accruing to the 'poor' may be made. This would ensure supply of drinking water on a coordinated and integrated basis.

APPENDIX LXXXVII

(Reference *para* No. 8.163)

Work done by various State Governments/Union Territory Administrations for the development of tribal languages/dialects

Himachal Pradesh

'Bhuti' is used as medium of instruction in the Primary Schools. No work is reported to have been done for the development of tribal languages nor any publication has been brought out.

Madhya Pradesh

State Tribal Research Institute is engaged in preparing primers for six prominent tribal languages.

Maharashtra

Warli, Kolami, Madia Gondi, Korku and Bhili are the recognised tribal languages. No tribal language is used as a medium of instruction in Primary Schools. There is a separate Tribal Dialects Project in the State Institute of Education with three project associates working on three tribal languages namely (i) Warli, (ii) Kolami, (iii) Madia Gondi, Marathi is the medium of instructions in primary schools in tribal areas. Primers in Kolami and Madia Gondi in devnagari script have been printed and published and are being used in tribal areas The following instructional material have been produced for the guidance of teachers and social workers.

(a) Teachers' handbook for the Reader I in Kolami.

(b) Functional grammar of Kolami.

(c) Warli-Marathi and Marathi-Warli glossary.

(d) Functional grammar of Warli.

(e) Handbook in Warli for the use of field workers.

The material reported to be in the draft form was as follows :—

(a) Kolami-Marathi and Marathi-Kolami glossary.

(b) Madia Gondi-Marathi and Marathi-Madia Gondi

(c) Teachers' handbook for Reader I in Madia.

(d) Functional Grammar of Madia.

(e) Handbook (Parichaya Pustika) in Kolami.

It is also proposed to prepare, print and publish Kolami Reader II and Madia Gondi Reader II in devnagari Script. Work in preparing Reader in Korku and glossary and grammar in Korku would also be started.

Manipur

Tangkul, Paite Hmar, Thadou, and Mizo are recognised as tribal languages. No tribal language has been introduced as medium of instruction in the Primary Schools but it is hoped that the recognised tribal languages will be used as medium of instruction from the year 1981-82. A Scheme for preparation of text-books is being undertaken through Education Department. The Department of Welfare is also giving grants to the societies for production of books in tribal dialects.

Nagaland

Sixteen languages *viz.* (1) Tenyidie (2) Ao (3) Sema (4) Konyak (5) Lotha (6) Chang (7) Chokri (8) Khezhah (9) Sangtam (10) Phom (11) Khiamunagm (12) Rengma (13) Kuki (14) Yimchunger (15) Zemi and (16) Liangmai have been recognised. All these languages are being used as medium of instruction in the Primary Schools. There is a Text Book Production Section in the Directorate of Education. Text-books in Ao, Angani and Sema have been developed upto Class X. Text-books in Lotha and Konyak languages have also been developed upto Class VIII and Chokri upto Class VI and the rest up to Class IV only. Only language text-books and a few other subjects are being produced in tribal languages. One orientation course on writing Phonetic Primer training was conducted with the help of Central Institute of Indian Languages, Mysore in 1974.

Rajasthan

Three dialects namely Bagri Bhilli, Bagri/Sarasiya and Sehariya are recognised. No tribal language/dialect is used as medium of instruction in the Primary Schools. No work relating to the development of tribal language/literature was taken up during 1979-80.

Tripura

Kok Borok (Tripuri) language has been recognised as second State language and the same language has been introduced as medium of instruction in Classes I and II in selected Primary and Junior Basic Schools. A tribal language cell under the Directorate of School Education for the development of Tripuri Language and its use as medium of instruction is functioning. A State Level Advisory Committee has been set up to advice the Government for development of Tripuri language. On the recommendation of the Advisory Committee, Kok Borok alphabets, text-books, teachers guides etc. have been published by the Education

Department. A few more books like Kok Borok Bengali dictionary, children literature etc. under preparation/publication. The following books in Tripuri language have been published.

(a) Kok Borok Ma (K/B Grammar).
(b) Kok Roibam. (English to K/B Dictionary).
(c) Ramayan Kacharject.
(d) Bharatni Kathana.
(e) Kok Surungama (Part I and II).
(f) Larima.
(g) Puila Parima.
(h) Lakhamung (Part I and II).
(i) Sanui (Bagcha).
(j) Sanui (Bagnui).
(k) Kok-Thum (A conversational guide)
(l) Tripura Runkatha (Folklore of Tripuri).

The books reported to be in the process of publication were as follows :—

(i) Kok Surung.
(ii) Elem Kului.
(iii) Kok-Borok Bengali Dictionary.

A Research Centre for development of Kok Borok language is proposed to be set up. Besides this, study projects, seminars, workshop regarding progress and problems of tribal education would also be taken up

Andman and Nicobar Islands

There is no recognised tribal language in the Union Territory. 'Nicobari' dialect in devnagari is being used as medium of instruction in Classes I and II at the primary stage. The Education Department has published two text-books Primer and Reader I and II in Nicobari dialect in devnagari script for use in Classes I and II. Future plans include the publication of Nicobari and Nicobari Hindi Dictionaries in collaboration with the Central Institute of Hindi, Agra.

Arunachal Pradesh

Wancho, Nocte, Singpho, Yogly, Tikhak, Apatani, Dafla (Nishi), Tagin, Minoyong, Gallong, Memba, Tawang Monpa, Dirang Monpa, Sherdukpen, Dafla, Miji, Aka, Idu, Digaru, Padam, Khamti, Singpho are the local dialects in the Union Territory. In the past, major dialects were experimented as medium of instruction in Primary Classes and text-books were produced in devnagari script, but due to various problems the scheme had to be abandoned. The medium of instruction now is English. Several monographs in tribal languages have been prepared Phrase books, guide books including vocabulary, grammar, illustrative sentences and folklore myths of Arunchal Pradesh were also being published. The Central Institute of Indian Languages, Mysore, would be imparting training to the Language Officers of the Administration.

Mizoram

'Mizo' is the recognised tribal language. 'Mizo' and 'Laker' are used as a medium of instruction in the Primary Schools. An Advisory Board on Tribal Arts, Culture and Languages under the Department of Education. The Department has been set up and is giving grants-in-aid to various voluntary organisations, clubs and Associations for the development and improvement of tribal languages. Social Education wing brought out 25 publications in 'Mizo', is also reported to be a monthly magazine 'Meichher' and weekly bulletin 'Khawtlang Entu'. A quarterly Educational Journal 'New Horizon' is also published by the Advisory Board of 'New Horizon' The Tribal Research Institute has brought out two publications. The Language Seminars were also organised at different places during 1979-80. The Administration was considering to form a Board to have full authority over the usage and development of tribal language The Board would give guidance to the people for the development and correct use of tribal languages.

APPENDIX LXXXVIII

(Reference *para* No. 8.165)

Work done by the Central Institute of Indian Languages, Mysore for the development of tribal languages/dialects

Books published :

(a) *Linguistic Materials*

(1) Thadou Phonetic Reader
(2) Tripuri Phonetic Reader
(3) Angami Phonetic Reader
(4) Kuvi Phonetic Reader
(5) Kurux Phonetic Reader
(6) Ao Phonetic Reader
(7) Manipuri Phonetic Reader
(8) Mundari Phonetic Reader
(9) Lotha Phonetic Reader
(10) Balti Phonetic Reader
(11) Brokskat Phonetic Reader
(12) Ladakhi Phonetic Reader
(13) Sima Phonetic Reader
(14) Ao Grammar
(15) Mundari Grammar
(16) Kok Borok Grammar
(17) Naga P'dgin—A socio linguistic study of interlingual communication pattern in Nagaland.

(b) *Instructional Material*

(i) *Children*

(1) Kuvi School Primer—Level I

(ii) *Adult*

(1) Manipuri literacy primer.

Books in Press and ready for press :

(a) *Linguistic material*

(1) Thangkhul Phonetic Reader
(2) Gojri Phonetic Reader
(3) Khasi Phonetic Reader
(4) Konyak Phonetic Reader
(5) Mishmi Phonetic Reader
(6) Thangkhul Grammar
(7) Angami Grammar
(8) Sema Grammar
(9) Purki (Balti) Grammar
(10) Ladakhi Grammar
(11) Brokskat Grammar
(12) Kuvi Grammar
(13) Malto—An ethnosemantic study
(14) Kok Borok—Bengali—Hindi—English Dictionary.
(15) Kuvi—Oriya—English Dictionary
(16) Ao—English—Hindi Dictionary.
(17) Angami—English—Hindi Dictionary.
(18) Thangkhul—English—Hindi Dictionary.

(b) *Folklore material*

(1) Kok Borok Folk literature
(2) Kuvi Folk literature
(3) Thangkhul Folk literature.

(c) *Instructional material*

(i) *Children*

(1) Kok Borok School Primer Level I
(2) Kok Borok School Primer Level II
(3) Bengali School Primer for Kok Borok children.
(4) Kuvi School Primer Level II
(5) Oriya School Primer for Kuvi children
(6) Bodo School Primer Level I
(7) Mising School Primer Level I
(8) Mising School Primer Level II
(9) Abujh Madia Primer Level I
(10) Hindi Primer for Abujh Madia children.

(ii) *Adults*

(1) Mising Adult Literacy Primer
(2) Konyak Adult Literacy Primer.

The above instructional materials except school primers 1—3 have not been sent to press, awaiting State Government's consent for their use.

Prefinal Drafts

(a) *Linguistic Material*

(1) Kota Phonetic Reader.

(2) Apatani Phonetic Reader.

(3) Shina Phonetic Reader.

(4) Gojri Grammar.

(5) Mishmi Grammar.

(6) Apatani Grammar.

(7) Konyak Grammar.

(8) Kurukh Grammar.

(9) Mising Grammatical outline.

(10) Abujh Madia Grammatical outline.

(11) Purki—Urdu—Hindi—English Dictionary.

(12) Brokshat—Urdu—Hindi—English Dictionary.

(13) Gojri—Urdu—Hindi—English Dictionary.

(b) *Folklore Material*

(1) Angami Folk literature

(c) *Instructional Material*

(i) *Children*

(1) I level school primer in 16 languages of Nagaland.

(2) I level school primer in 14 languages of Manipur.

(3) I level school primer Mizo in Mizoram.

(4) I level school primer five in Jammu and Kashmir.

(5) I level school primer Saora of Orissa.

(ii) *Adults*

(1) Kuvi Adult literacy Primer.

(2) Bhutia Adult literacy Primer.

(3) Karbi (Mikir) literacy Primer.

(4) Bode literacy Primer.

(5) Apatani literacy Primer.

(6) Mishmi literacy Primer.

(7) Noote literacy Primer.

(8) Kuvi Adult Reader for non-native.

(9) Ladakhi Adult Reader for non-native speakers

The instructional materials may be finalised and published if the State Governments agree to use them.

Work in Progress

(a) *Linguistic Work*

(1) Lotha.

(2) Shina

(3) Nocte.

(4) Naga Pidgin

(5) Wagdi (Bhili).

Work to be taken up—Adult Literacy primers in

(1) Ladakhi

(2) Purki (Balti)

(3) Shina

(4) Gojri

(5) Bhili (Wagdi)

(6) Mundari

(7) Kurukh

(8) Santali

(9) Gondi (Abujh Madia)

(10) Kok Borok.

APPENDIX LXXXIX

(Reference *para* No. 8.178)

Statewise information regarding electrified villages in the country

Sl. No.	States/Union Territories	Total number of villages	Villages electrified as on		% villages electrified as on 31-3-1980
			31-3-1979	31-3-1980	
1	2	3	4	5	6
1.	Andhra Pradesh	27,221	15,453	16,467(*)	60 5
2.	Assam	21,995	3,001	4,226	19.2
3.	Bihar	67,566	18,703	19,605(*)(d)	29 0
4.	Gujarat	18,275	9,464	10,867	59.5
5.	Haryana	6,731	6,731	6,731	100.0
6.	Himachal Pradesh	16,916	8,329	8,790(d)	51.9
7.	Jammu & Kashmir	6,503	4,428(*)	4,552(*)(b)	70 0
8.	Karnataka	26,826	15,720	16,266	60.6
9.	Kerala	1,268	1,248	1,268	100.0
10.	Madhya Pradesh	70,883	19,350	22,050	31.1
11	Maharashtra	35,778	23,384	25,457	71.2
12.	Manipur	1,949	274	318(c)	16 3
13	Meghalaya	4,583	474	546	11 9
14.	Nagaland	960	270	320	33 3
15	Orissa	46,992	15,568	17,321	36 7
16	Punjab	12,188	12,126(+)	12,126(+)	100.0
17	Rajasthan	33,305	12,311	13,842	41.6
18.	Sikkim	215	48	53(a)	24.7
19.	Tamil Nadu	15,735	15,525	15,550	98.8
20.	Tripura	4,727	566	766	16.2
21.	Uttar Pradesh	1,12,561	36,298	38,562	34.3
22.	West Bengal	38,074	12,163	12,752(d)	33.5
23.	A & N Islands	390	71	89	22.8
24.	Arunachal Pradesh	2,973	230	263	8 8
25	Chandigarh	26	26	26	100.0
26.	D & N Haveli	72	52	52	72.2
27.	Delhi	243	243	243	100.0
28.	Goa, Daman & Diu	409	351	355	86.8
29.	Lakshadweep	10	9	9	90.0
30.	Mizoram	229	21	24(c)	10 5
31.	Pondicherry	333	333	3333	100.0
	TOTAL (U.Ts.)	4,685	1,336	1,394	29.8
	TOTAL (All India)	5,75,936	2,32,770	2,49,729	43.4

(*) Figure provisional.
(+) 62 villages hae been declared uninhabited.
(a) As on 30-9-1979
(b) As on 31-12-1979
(c) As on 31-1-1980
(d) As on 29-2-1980

APPENDIX XC

(Reference *para* No. 8.183)

Research Studies undertaken by Tribal Research Institutes during the year 1979-80

1. *Tribal Research and Training Institute, Gujarat Vidyapith, Ahmedabad* :

Studies completed

(1) Resurvey of eight Bhil villages : (1) Rinchhdi (2) Toraniya (3) Mohini (4) Gadhvi, (5) Itawa, (6) Nana-Sanja, (7) Maghanisar and (8) Abhapur.

(2) Tribal Prisoners : An Enquiry

(3) Proportion of Tribals in different jobs.

(4) Evaluation of Minor Irrigation Programmes in Tribal Areas of Gujarat.

(5) Block Level Planning for Full Employment ; Danta taluka.

(6) Preparation of ITDP report of Dangs.

(7) Seminar papers on Development Planning of Panchmahal district.

Studies in Progress

(1) Anthropological study of the Dangs

(2) Socio-economic survey of Kharwas

(3) Socio-economic survey of Chharas

(4) Socio-economic survey of Miana

(5) Socio-economic survey of Thakarda

(6) Socio-economic survey of Vagher

(7) Socio-economic survey of Waghri

(8) An Ethnographic study of the Siddi Tribe.

(9) An Anthropological study of the Tribes of Kutch district

(10) An Evaluation study of Ashram shalas.

(11) Block Level Planning for Full Employment of Sagbara taluka

(12) Role of Minor Forest Produce in Tribal life and culture.

(13) An evaluation of working of Co-operative Societies in a tribal area.

(14) An evaluation of credit given to tribal farmers for purchase of Bullocks.

(15) Socio-economic life of the tribals in Vapi industrial zone.

(16) Ethnographic study of Padhar Tribe.

Future plan of Research

(1) Educational status of the Scheduled Tribes in Gujarat.

(2) A study of Marketing in Tribal areas.

(3) Anthropological study of Ganit

(4) Anthropological study of Kokna

(5) Anthropological study of Rathwa

(6) A study of Tribal Migration

(7) A survey of Socio-economic conditions of the tribals living in towns and cities.

2. *Tribal Research Institute, Gauhati (Assam)*

Studies completed

The following I.T.D.Ps. were prepared :

(1) Mangaldoi

(2) Nallian

(3) Barpeta

(4) Goalpara

(5) Dhubri

(6) Dibrugarh

(1) The T R.I. had completed the tabulation and processing of field data and draft report writing on the research study entitled 'impact of total prohibition as contemplated by the Government of India—A case study of a tribal village in a rural setting'.

(2) Completion of draft report writing (Sub-division wise) of Socio-economic Survey of the ST (Plains) and SC (the field survey was conducted by the Department for Welfare of Plains Tribes and backward Classes, Government of Assam. Tabulation and report writing were entrusted to the T.R.I.).

Studies under progress

(1) Preparation of the following I T.D.P. Reports was reported :—1. Jorhat I 2. Jorhat II 3. North Lakhimpur, 4. Golaghat, 5. Sibsagarh and 6 Silchar (Project Report of Tinsukia and Tezpur I.T.D.P. were completed by April and May 80 respectively).

(2) Field studies in respect of the working of Gaon Panchayat Level Co-operative Societies in the Tribal sub-Plan area and LAMPS in the Hill areas of Assam have already been started.

Future Plan of Work

(1) Studies on the existing educational facilities among the tribal communities in the Tribal sub-Plan area of Assam.

(2) Displacement of tribals due to installation of medium and major irrigation Projects and industrial complex.

3. *Tribal Research and Training Institute, Pune (Maharashtra)*

Studies completed

(1) Socio-economic position of selected Vimukta jatis and Nomadic Tribes of Maharashtra State.

(2) A study of socio-economic profiles of the Sch. Tribes in Maharashtra State.

(3) A study of assessment of tribal youths training programmes conducted by the Tribal Research and Training Institute, Pune.

(4) Status of land ownership of the Tribal people and how far the legal and actual position merge various steps taken to protect their interest and present policy about alienation and allotment of land.

(5) Location surveys of Ashram Schools for the year 1979-80.

(6) Universal Bench Mark Survey of Tribal sub-Plan and additional Tribal sub-Plan Villages and hamlets in the State

(7) Evaluation of Dabohan Dairy Development Project in Thana Distt.

(8) Compendium of orders and directions issued by the Government in respect of Scheduled Tribes.

(9) Manual of Training Programme for Tribal Development in Maharashtra.

(10) Compendium of Statistics on Tribal Education in the State.

(11) Booklet on tribal Welfare Scheme in the State.

(12) A Leaflet on Tribal Research and Training Institute Maharashtra State, Pune.

(13) Tribal Research Bi-annual Bulletin—two issues (September 1979 and March 1980).

Studies under progress

(1) Study of displacement of tribal persons on account of establishment of Kukdi Irrigation project, Pune.

(2) Evaluation of Ashram School scheme in Maharashtra.

(3) Evaluation of the scheme of electric pumps given to adivasi cultivators in Maharashtra.

Future Plan of Work

(1) The 25 Caste Ethnographic studies are in progress.

(2) Study of displacement of tribal persons on account of establishment of Kukdi irrigation project, Pune.

(3) Evaluation of the scheme of electric pumps given to adivasi cultivators in the State.

(4) Statistical analysis of the hamlet and villages universal bench Mark survey.

(5) Universal Bench Mark Survey of the households in Tribal sub-Plan area.

(6) Evaluation of Ashram School scheme in Maharashtra.

4. ***Cultural Research Institute, Calcutta***

Studies completed

(1) Project report on I.T.D P. on Malda district.

(2) Compilation of irrigational schemes in I.T.D.P. areas of West Bengal.

(3) Alienation of tribal land in Bagmundi and Arsha P. S. of the district of Purulia.

(4) Benchmark survey in I.T.D.P. mouzas of West Bengal (Tabulation completed).

(5) Assessment of progress of Secondary Education amongst the Scheduled Tribes and Scheduled Castes of West Bengal during 1961—71.

(6) Community identification of the Kharwars of the district of Malda.

(7) Stagnation among Scheduled Caste and Scheduled Tribe students in comparison with other community students in the secondary stage of education of West Bengal during 1973.

(8) Interim report on Lodha/Kharia, underdeveloped tribes.

(9) Comments on the 'Suklis' a Scheduled Caste in Orissa.

(10) Comments on 'Lohar' community sent to Scheduled Caste and T. W. Deptt. Government of West Bengal.

(11) Introductory reports for special component Plan for the Scheduled Castes of West Bengal 1980-81.

(12) List of voluntary organisations working in tribal areas of West Bengal.

(13) Introductory report on the draft prepared for Annual Plan for the sub-Plan areas of West Bengal.

(14) A write up submitted to the Department of Information and Cultural Affairs, West Bengal on the life and activities of Birsa Munda and Sido and Kanhu.

(15) Comments sent to the Scheduled Castes and Scheduled Tribes Welfare Department on the question of admissibility of the Napit (Barber) community among the Scheduled Castes (Application received from the Secretary, Sanyakta Kshore Karmi Sanstha, Calcutta).

(16) Short note on the communities of Od, Rautia, Baraik, Lama, Mahisya were sent to the Scheduled Castes and Scheduled Tribes Welfare Deptt. during the meeting with the Backward Classes Commission.

(17) Factors regarding progress of education among the Schedule Caste and Schedule Tribe students.

(18) Photographic coverage of the Mela held at Jhargram, Midnapore district.

(19) Photographic coverage of the Mela held at Suri, Birbhum district

(20) Photographs sent to co-operative films, Calcutta.

(21) Screening of Ethnographic 16 mm. movie film organised at Jhargram Mela.

Studies under progress

(1) Assessment of progress of Post-matric education amongst Scheduled Tribes and Scheduled Castes of West Bengal.

(2) Sample study on the income of the guardians/ parents of the students belonging to Scheduled Castes and Scheduled Tribes receiving maintenance charges in the Secondary schools of 24 Parganas and Cooch-Behar.

(3) Educational achievement of the hostelers of the Scheduled Caste and Scheduled Tribe students.

(4) Evaluation of Minor irrigation schemes in I.T.D.P. areas of the State.

(5) Evaluation on LAMPS Beneficiary study.

(6) Study on the Doms, a Scheduled Caste in West Bengal.

(7) Benchmark survey in I.T.D.P. mouzas of West Bengal.

(8) Studies on selected underdeveloped tribes (Birhor, Toto, Mahali, Lepcha, Rabha and Lodha).

(9) Preparation of lists of Scheduled Castes concentrated (50% or more) villages in West Bengal and Block-wise distribution.

(10) Preparation of an introductory report relating to the Component Plan for the Sch. Caste of West Bengal during Sixth Five year Plan period.

(11) Preliminary Evaluation on LAMPS in West Bengal.

(12) Land Alienation on the Tribals of Sandeshkhali P S. of 24 Parganas.

(13) Photographic Brochure on the life of the Tribals of West Bengal.

(14) Preparation of a Tribal Atlas of West Bengal.

(15) Tribal customary Laws of Inheritance.

(16) Documentary film on developmental activities in tribal areas of West Bengal.

Future Plan

(1) Evaluation study on the working of the schemes under I.T.D.P. of two areas in West Bengal.

(2) Study on progress of Secondary Education amongst Sch. Caste and Sch. Tribe students in West Bengal

(3) Extent of stagnation among the Sch. Caste and Sch. Tribe students at Secondary schools of West Bengal.

(4) Evaluation studies on LAMPS.

(5) Evaluation studies on minor irrigation schemes.

(6) Study on the utilisation of agricultural and irrigational inputs by the Sch. Caste and Sch. Tribe beneficiaries

(7) Bench Mark Survey in I.T.D.P. areas Analysis and report writing.

(8) Preparation of a catalogue on the negatives (still) of the Audio Visual Section.

(9) Preparation of booklet in Bengali incorporating information about the special measures taken by the present Government in the protection and development of the Scheduled Castes and Scheduled Tribes of the State

5. *Tribal Research Institute, Ranchi.*

Studies completed

(1) Report on the Wilkinsen's rule in the Kolhar area of Singhbhum District.

(2) Report on Badhia's of Purnia, Saharsa and Katihar district.

(3) Report on the basic ingredients of Lohar's culture.

(4) Report on the basic ingredients of Chic Baraik.

(5) A report on problems of tribal development in Bihar.

(6) A report on tribal housing problems.

(7) A research paper on cultural change in Korba culture.

(8) A note on poors among tribals.

(9) Kudukh—Hindi dictionary.

(10) Agro-economic appraisal of I.T.D.P. Chakrdharpur.

(11) Evaluation report on welfare and developmental activities in chanchi Panchayat of Palamu district.

Studies under progress

(1) Evaluation of Birhor development schemes in Ranchi, Hazaribag and Giridih districts.

(2) Regional study for development of Rajmahal area of Santhal Pargana district.

(3) Santhali—Mundari dictionary.

(4) Kudukh—Ho Dictionary.

(5) Evaluation of land protection programme.

6. *Tribal Cultural Research and Training Institute, Hyderabad (Andhra Pradesh)*

(1) Monograph on Chenchus.

(2) Three Model Tribal villages.

(3) Incidence of blindness among the tribes of Andhra Pradesh.

(4) Fertility and family planning among 5 tribal communities of Srikakulam.

(5) Basic studies on Scheduled Tribes—Kolams-Konda Kummarie Manner-warlu and Holve.

(6) Potentialities of dairy development in tribal areas of Visakhapatnam.

(7) Evaluation of I.T.D.P. for Chenchus.

(8) Evaluation of Special Nutrition Programme in the tribal Areas of Warangal District.

(9) Evaluation of Special Nutrition Programme for tribals in the district of Srikakulam and Visakhapatnam.

(10) Study of timely award of scholarship.

(11) Evaluation of the scheme of Nationalised Text-Books.

(12) Second leg of Benchmark Survey, Srikakulam District.

(13) Benchmark Survey in Sub-Plan areas.

7. *Tribal and Harijan Research*-cum-*Training Institute, Orissa*

(1) Preparation of report on 2nd leg Benchmark Survey on Parlikhemundi T.D.A.

(2) Restudy of Hill Bhuinyas of Sundergarh and Keonjhar District.

(3) Socio-economic survey among the Scheduled Tribes inhibiting the Dandakarayana areas.

(4) Study on incidence of disease and nutritional status of kondhs of Balghar area.

(5) Study on incidence of diseases and nutritional status among Pauri Bhuinyas on Bonal area.

(6) Evaluation of Saora Development Agency.

(7) Preliminary tabulation work on Universal Benchmark Survey.

(8) Evaluation of Dugwell scheme in Parlikhamandi, Gunupur, Rayagada, Sundergarh and Kuchinda area.

(9) Study of Caste status of the following communities :—

(i) Kanar, Kol Kamar and Chapua Kamar.

(ii) Purna, Bhanja Para and Tamaria Puran.

(iii) Jhara/Jhora.

(iv) Rautia.

(v) Majhi/Mojhia/Majhia.

(vi) Bhagata/Bhokta.

(vii) Kamar, Chapna Kamar and Kal Kamar.

APPENDIX XCI

(Reference *para* No. 8.198)

Research Studies undertaken by other institutions during the year 1979-80

1. *A.N.S. Institute of Social Studies, Patna*

Studies completed

(1) Tribal Participation in Panchayati Raj in the Ranchi District.

(2) A study of Tribal Children.

(3) The Munda Elite (Ph. D. Thesis submitted to Patna University).

(4) Socio-economic Impact of Rural Electrification in Tribal Areas in Bihar.

Studies under progress

(1) A study of the Sauriya Pahariya of Rajmahal Hills with special reference to their declining population and developmental needs.

(2) Harijan Atrocities : A case study of the Pipra Carnage.

(3) Evaluation of the Antodaya Programme in Bihar with special reference to Sch. Castes.

(4) Patterns of Exploitations of the Sch. Castes in Bihar.

(5) A study of Bonded Labour among Sch. Castes and Sch. Tribes in the Palamau district (Ph. D. dissertation).

Future Plan

(1) A cell for the study of the problems of the Sch. Castes in the State has recently started functioning at the Institute with one Research Officer and two Research Assistants. It has been proposed to bring out at least four short studies every year bearing on different problems of the Harijans with special reference to policy implications and developmental needs.

2. *Gokhale Institute of Politics and Economics, Pune*

Studies completed

A Ph.D. Thesis on Social Organisation in an Indian Slum.

Studies under progress

(1) Scheduled Castes and Scheduled Tribes : Backward among the backwards.

(2) Two Ph.D. students were reported writing doctoral dissertations :—

(a) family and position of women among Sch. Caste migrants in cities—Bangalore.

(b) the problem of a break away group (neo-buddhists)

3. *National Labour Institute, New Delhi*

Studies completed

(1) National Survey on the Incidence of Bonded Labour.

(2) Educational strategy for promoting organisation of rural poor and their participation in development activities.

(3) Participation of Rural Poor in rural development.

(4) Education for Participatory organisations of rural poor : Tribal Youth Camps in Rajasthan.

Studies under progress

(1) Evaluation of the programme for rehabilitation of bonded labour in Rajasthan and Bihar.

(2) Self-help Action Programme being implemented in Singari village of Angara Block.

(3) Rehabilitation of destitute tribal labour in the tribal areas of Rajasthan. This project is being implemented in Udaipur, Banswara, Dungarpur districts of Rajasthan.

Future Plans

(1) Studies of living and working conditions of leather workers and action research designed to help them take advantage of development and welfare activities.

(2) Intensive case studies of the implementation of Minimum Wages Acts.

(3) Studies of migrant labour.

(4) Planning a series of camps for the organisers of rural labour.

4 *Indian Council of Social Science Research*

Studies completed

(1) Setflement Pattern of some Tribal Groups of the North East : the Khasis and Garos of Meghalaya.

(2) Career and Placement Study of Sch. Caste and Sch. Tribe candidates who passed school final examination in Selected two Districts in Tamil Nadu.

(3) Occupational Mobility among the Khasis of Shillong, Pnar and Jawai and Garses of Ture, the three Urban centres of Meghalaya

Studies under progress

(1) A study of Social Strata among the Tribes in Tribal Region of Bengal.

(2) Spatial Organisation and Socio-Economic Attributes of Tribal Settlements in the Khargone Dhar Jhabua and Ratlam Districts of Madhya Pradesh.

(3) Integrated tribal development : A study of social change in tribal communities.

(4) Rural Development and Marginal Masses : A case study of tribals in Thana District.

(5) Tribal Society and Folk Art—South Rajasthan Tribal Art Situation and the Bhil woman.

(6) Evaluation of the Spatial impact of Tribal Development Block centres as growth poles on the agricultural Development of Tribal Region—A case study of Thubn district of Madhya Pradesh.

(7) An Anthro-Ecological study of Agricultural Development in Tribal Areas—A case study of Kalli Hills, Salem district.

5. *National Council of Educational Research and Training, New Delhi*

Studies completed

(1) Educational development of Lahaul and Spiti and Kinnaur districts.

(2) Hostel facilities for Scheduled Castes undertaken as part of the third all-India educational survey.

(3) Report on hostel facilities for Scheduled Tribes.

(4) Preparation of supplementary reading material for tribal students.

(5) Analysis and Development of Curriculum for Tribal students—The curriculum has been developed for classes of I to V of Saores in Orissa.

(6) A syllabus for Teachers of Non-formal Education centres in Tribal Areas has been prepared.

Studies under progress

(1) Factors impending universalisation of elementary education in tribal areas of Rajasthan.

(2) Methods, Practices, processes of non-formal education programmes for tribal students.

(3) Equalisation of educational opportunities for tribal students.

(4) Review of research studies in Tribal education done in the country.

(5) Preparation of text-books in tribal dialects (under programme Primers of Saura language of Orissa is being developed).

6. *Indian Institute of Public Administration, New Delhi.*

Studies completed

(1) Backwardness and Bondage : Agrarian relations in a South Bihar district.

(2) Study of Committees and Commissions appointed by the Government of India for tribal welfare in post-independent India, 1959—74.

(3) The Tribal Vista : Education for the future.

Studies under progress

(1) Theoretical study : Anthropology and Administration.

(2) Evaluation study of Freed Bonded labour Rehabilitation Scheme in Tehari Garhwal (U P.).

Future Plans

Review of Training of Tribal Research Institutions.

7. *National Institute of Rural Development, Hyderabad*

Studies completed

(1) Tribal development programme in Keonjhar district, Orissa.

(2) A study of bonded labour in Rangareddy district.

(3) Seasonal Migration of Agricultural labour in Nizamabad district of Andhra Pradesh.

Studies under progress

(1) The Institute is annually Organising a course on Tribal life and Development in which specific attention is paid on orienting the economic and development programme better suited to the tribal culture and ethos with special reference to I.T.D.Ps. The Institute is reported to have taken up preparation of Block Plans of 4 Blocks in A.P. in which the specific problems of Sch. Castes and Sch. Tribes would be taken up.

Future Plans

(1) Study of utilization pattern of credit and resultants among beneficiaries of special programmes.

(2) The following two proposals were submitted by the institute to the Ministry of Home Affairs :

(a) A study of impact of education on tribal Development.

(b) A study of Rehabilitation of Tribals displaced through irrigation projects'.

8. *Registrar General of India S. S. Division Seva Bhawan, New Delhi.*

Studies completed

(1) Census tables relating to Sch. Castes and Sch. Tribes for all the States/Union Territories (Part V, 1971 census).

(2) Ethnographic notes on Kokna, a Sch. Tribe of Dadra Nagar Haveli.

(3) Reports on the restudy of villages *viz.* Unagtala and Panchlmari of Andhra Prades and Shirvali of Maharashtra have been published.

Studies under progress

(1) The Ethnographic notes on Dhodia, Dabla and Varli (Sch. Tribes of Dadra and Nagar Haveli), Naribut (Sch. Castes in Delhi), Gujjar (Sch. Tribes of Himachal Pradesh).

(2) The compilation of supplimentary Bibliography on Sch. Castes and Sch. Tribes and marginal communities.

(3) Literacy of Sch. Castes and Sch. Tribes is being analysed at State as well as district levels indicating decade growth in literacy, variation of literates etc. on the basis of 1961—71 census data.

Future Plans

(1) Preparation of glossary on Sch. Castes and Sch. Tribes.

(2) Ethnographic studies of Scheduled Castes and Scheduled Tribes.

(3) To generate a few additional tables in regard to Scheduled Caste and Scheduled Tribe during 1981 census to indicate marital status of women, households distribution by size, literacy, ownership, cultivation etc.

APPENDIX XCII

(Reference *para* No. 8.199)

List of studies for which Research Fellowship Awards were made

Sl. No.	Name of the State	Subject of study	Type of fellowship awarded
1	2	3	4
1.	Andhra Pradesh	(1) The problem of development and patterns of Interaction between Chenchu and Modern Civilisation.	Doctoral
2.	Assam	(1) Study of a Tribal village in Urban setting.	Doctoral
		(2) A study of Miri (Misings) Language.	Doctoral
3.	Bihar	(1) Impact of Economic Development in Indian Tribal Socio-Economic behaviour with special reference to Santhals.	Post-Doctoral
		(2) Physical growth of Christian Oraon from birth to maturity.	Doctoral
		(3) The Tribal 'Raja' (Women Labourer) of Ranchi, A total Study.	Doctoral
		(4) Development of Birhor clusters with special reference to the Birhor of Hazaribagh and Giridih districts (A study in applied and action in anthropology).	Doctoral
		(5) Problem of Urban Transformation and Social Change amongst Tribal Labour in Bokaro Steel.	Doctoral
4.	Himachal Pradesh . . .	Socio-economic problem of the tribal people in Himachal Pradesh	Doctoral
5.	Gujarat	The problems, planning and development of tribal agriculture.	Doctoral
6.	Karnataka	Janukuruba and Kadukurubas of Karnataka: A study in Human Geography of Tribes.	Doctoral
7.	Maharashtra	(1) To study various existing cropping patterns and recommending scientific crop patterns for tribal areas of Marathwada.	Doctoral
		(2) Ethnograneology of the Deccan Chalcolithic.	Doctoral
8.	Madhya Pradesh . .	(1) An Agro-Economic Survey of Tribal villages in Betul District (Madhya Pradesh)	Post-Doctoral
		(2) A study of Tribal Economy of Madhya Pradesh	Post-Doctoral
		(3) A study on the distribution and Inheritance of Homoglobin among Gonds of Narsingpur (M.P.).	Doctoral
		(4) A functional analysis of Gadba political Organisation.	Doctoral
		(5) Economic problems of Harijans and adivasis of West Nimar, District (M.P.) and their solution—A study in the plan period.	Doctoral
9.	Manipur	Socio-Political Institutions of the Tangkhuls,—A Naga Tribe of Manipur.	Doctoral
10.	Orissa	(1) The Changing High Lights—A restudy of Bondo of Orissa.	Doctoral
		(2) Structure and functioning of indigenous and induced Co-operative system in tribal areas of Orissa.	Doctoral
		(3) The distribution of Skerum proteins and Red Cell Enzyme variants in tribes of Orissa.	Doctoral
11.	Tamil Nadu . . .	Studies on the use of algae, fungi, lichnes etc. as food by Indian Tribals.	Post-Doctoral
12.	Uttar Pradesh . . .	An Integrated Multi-period rural development plan for the Tharu tribe in the Khatima Block of District Nainital (Uttar Pradesh).	Doctoral
13.	West Bengal . . .	Impact of Migration on Tribal Development—A sociological Assessment.	Doctoral

APPENDIX XCIII

(Reference *para* No. 9.17)

Statement showing the percentage of decadal growth of population in the States/Union Territories of the North Eastern Region

S. No.	State	Decade	Percentage growth
1	2	3	4
1.	Assam excluding Mizoram	1941-51	19.93
		1951-61	34.98
		1961-71	34.95
2.	Nagaland	1941-51	8.60
		1951-61	14.07
		1961-71	39.88
3.	Manipur	1941-51	12.80
		1951-61	35.04
		1961-71	37.53
4.	Meghalaya	1941-51	8.97
		1951-61	27.03
		1961-71	31.50
5.	Arunachal Pradesh	1941-51	Not available
		1951-61	Not available
		1961-71	38.91
6.	Tripura	1941-51	24.56
		1951-61	78.71
		1961-71	36.28

APPENDIX NO. XCIV

(Reference *para* No. 10.30)

Statement showing Scale of Relief for the Scheduled Caste and Scheduled Tribe Victims of Atrocities in Various States

S. No.	State	Nature of loss of an earning member		Nature of loss of a non-earning member		Loss of house and/or other belongings therein	Loss of movable properties	Serious mischief	Others
		Death or permanent incapacitation	Temporary incapacitation	Death or permanent incapacitation.	Temporary incapacitation				
1	2	3	4	5	6	7	8	9	10
			Upto		Upto	Upto	Upto		
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
1.	Andhra Pradesh	2000	500**	1000	250**	500*	250*	—	—
2.	Bihar	2000	500**	1000	200**	250*	—	1000 for victim of Rape	—
3.	Gujarat	5000	1250	—	—	2000 net	—	—	—
4.	Himachal Pradesh	2000	500**	1000	250**	500*	250*	—	—
5.	Karnataka	2000	500*	1000	250**	500*	500*	—	—
6.	Kerala	4000	1000	2000	500**	1000*	500*	500 and 250	—
7.	Maharashtra	2000	500**	1000	250**	500*	250*	—	—
8.	Orissa	2000	500**	1000	250**	500*	250*	—	—
9.	Punjab	Ex-gratia grants from various relief funds are sanctioned to victims of atrocities in sporadic cases, if any.							
10.	Tamil Nadu	2000	500**	1000	250**	500*	250*	—	—
11.	Uttar Pradesh	5000	1000**	1000	500**	500*	250*	200	—

*Depending on the extent of loss.

**Depending on the degree of incapacitation.

APPENDIX NO. XCV

(Reference *Para* No. 10.36)

Copy of D.O. Letter No. 9/18/79-Judl., Cell. dated 10th/14th March, 1980 from Shri S M.H. Burney, Secretary, Ministry of Home Affairs, Government of India addressed to Chief Secretaries of all State Governments and Union Territories to prevent the police from subjecting women to indignities at the time of interrogation etc.

In view of frequent allegation about misbehaviour with women arrested or kept for interrogation by the police, it is necessary that effective steps are taken to prevent the police from subjecting women to any indignity or misbehaviour.

2. Certain safeguards are provided in the Criminal Procedure Code and in the State Police Manuals. In the normal legitimate discharge of their duties, policemen generally come in contact with women in the following circumstances :—

(a) Search of person

(b) Arrest

(c) Detention in police lock up

(d) Police remand, and

(e) Examination of women as witnesses.

3. Sections 51(2) and 100(3) of Criminal Procedure Code make it obligatory that a woman should be searched by another woman, and with strict regard to decency. These provisions may be reinforced by a circular instruction that as far as possible, one of the two or more independent witnesses to the search should be a female.

4. Police officers are vested with wide discretionary powers of arrest. According to Section 46(1) Criminal Procedure Code a police officer making arrest is required to actually touch or confine the body of the person to be arrested, unless there be a submission to the custody by word or action In case of women, their submission to the custody should be presumed unless provided otherwise, and there should be no occasion for a police officer making arrest of a woman to touch her person. It is also necessary to ensure that except in unavoidable circumstances, no woman should be arrested between sunset and sunrise. If one has to be arrested during night, the police officer must obtain prior permission of his next superior officer and furnish written reasons therefor. If the circumstances make the arrest imminent, the justification for making arrest during night should be reported to the next superior officer without delay In some states, only police officers of the rank of Assistant Sub-Inspector or above are empowered to effect arrest of women, and also to report all such arrests to their Sub-Divisional Police Officers/District Superintendents of Police. In bailable cases, bail should be granted without delay If the offence is non-bailable the arrested woman should be remanded to judicial custody with utmost expedition While being escorted to jail, a male relative should be permitted to accompany the escort party.

5. If for good and valid reasons, an arrested woman has to be detained in Police custody, it should be ensured that she is kept in the female lock-up at the police station, and where a separate lock-up is not provided for females, she should be kept in a separate room and not in the male lock up. In addition a male or female relative of the arrested woman should be permitted to stay of the premises of the police station and the place of custody of the arrested woman should be within his/her view. If no male or female relative is available, the services of some local female should be requisitioned and, if necessary, she should be paid for the services.

6. In every exceptional circumstances, police should ask for the custody of an arrested woman on remand Before any such request is made, gazetted police officer must satisfy himself about the grounds and the arrangements made for the safety of the arrested woman.

7. Whenever a woman is required to be examined as a witness in connection with a case, she should not be summoned to the police station as the proviso to Section 160(1) Cr. P C. prohibits any male person under the age of 15 years or woman to appear at any place other than the place of his/her residence for the purpose of examination by the police.

8. Women police, wherever available, should be utilised for dealing with women and, in particular, for searching their person, escorting them to jail, and keeping watch on them while in police lock up As magisterial enquiry is mandatory into any case of death in police custody, a provision should be made in the Police Manual for prompt enquiry by a Magistrate into every case of complaint of misbehaviour with women in police custody

9. There is also the need for a change in the attitude of the police and, in particular, of the subordinate ranks, towards women It is, therefore, suggested that

there should be adequate emphasis on the status of women and the need to treat them with respect and consideration in the various basic, 'in-service' and orientation training courses.

10. I have no doubt that the above suggestions will receive earnest consideration of your State Government and that appropriate instructions will be issued to all concerned to enforce the existing provisions of the Cr. P.C. and the State Police Manual. You are also requested to review the position in your State and to consider issuing such supplementary instructions to give effect to the suggestion made above. We will be grateful if the position as it exists in your State/Union Territory and the action proposed to be taken are communicated to us at your earliest convenience.

MGIPRRND—S/22 HA/81—TSS-II—24-6-82—6000.

©

PHD. 66.79-80 & 80-81(II).
6000—1981 (DSK. III).

PRINTED BY THE MANAGER, GOVT. OF INDIA PRESS, MINTO ROAD, NEW DELHI-110064
AND PUBLISHED BY THE CONTROLLER OF PUBLICATIONS, DELHI-110054
1982