

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1973—75)**

(FIFTH LOK SABHA)

**THIRTY-FIFTH REPORT**

**MINISTRY OF AGRICULTURE AND IRRIGATION**

(Department of Agriculture)

**Reservations for Scheduled Castes and Scheduled  
Tribes in the Indian Council of Agricultural  
Research (Headquarters), the Indian Agricultural  
Research Institute and the Directorate of Extension.**

*(Presented on the 8th May, 1975)*



सत्यमेव जयते

**LOK SABHA SECRETARIAT  
NEW DELHI**

*May, 1975/Vaisakha, 1897 (Saka)*

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501.43R

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to

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES (1973—1975)

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\* Elected on 7th March, 1975 *vice* Shri Partap Singh died.

\*\* Elected to the Committee w.e.f. 9th May, 1974 *vice* Sarvashri N. P. Chaudhri Sundarmani Patel and Shrimati Saroj Khaparde retired from Rajya Sabha w.e.f. 2nd April, 1974.

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\*\*\* Elected to the Committee w.e.f. 9th May, 1974 *vice* Dr. Z.A. Ahmad resigned from the Committee w.e.f. 26th April, 1974.

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Thirty-fifth Report on the Ministry of Agriculture and Irrigation (Department of Agriculture)—Reservations for Scheduled Castes and Scheduled Tribes in the Indian Council of Agricultural Research (Headquarters), the Indian Agricultural Research Institute and the Directorate of Extension.

2. The Committee took the evidence of the representatives of the Ministry of Agriculture and Irrigation (Department of Agriculture), the Indian Council of Agricultural Research and the Indian Agricultural Research Institute on the 5th and 6th November, 1974. The Committee wish to express their thanks to the Officers of the above mentioned Ministry/Organisations etc. for placing before the Committee material and information they wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 4th April, 1975.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix II).

NEW DELHI;  
May 6, 1975.

Vaisakha 16, 1897 (S).

D. BASUMATARI,  
Chairman,

*Committee on the Welfare of Scheduled.  
Castes and Scheduled Tribes.*

**CHAPTER I**  
**INTRODUCTORY**  
**A. Organisation**

The Indian Council of Agricultural Research is a registered Society under the Societies Registration Act, 1860. The main objectives of the Council as embodied in its Memorandum of Association are:

- (a) To undertake, aid, promote and co-ordinate agricultural and animal husbandry education, research and its application in practice, development of marketing by all means calculated to increase scientific knowledge of the subject and to secure its adoption in every-day practice.
- (b) To act as a clearing house of information not only in regard to research but also in regard to agricultural and veterinary matters generally.

1.2. The Union Minister of Agriculture is its President. The Director General, Indian Council of Agricultural Research, who acts as Vice-President of the Society is a distinguished agricultural Scientist and the principal Executive Officer of the Society. He is supported by Scientific, Technical and Administrative Officers. The Society functions primarily through its following bodies:

- (i) Governing Body
- (ii) Standing Finance Committee
- (iii) Advisory Board

1.3. Until the 1st April, 1974, the Indian Council of Agricultural Research comprised of two parts, viz., (i) the Attached Office of the Ministry of Agriculture (Department of Agriculture) and (ii) the Secretariat of the Indian Council of Agricultural Research Society registered under the Societies' Registration Act, 1860. The Indian Council of Agricultural Research, along with its constituent units, assumed a fully autonomous status with effect from the 1st April, 1974 and that portion which was previously an Attached Office of the Ministry of Agriculture has now become the new Department of Agricultural Research and Education which acts as its link with the Government.



1.4. Prior to the 1st April, 1974, the Department of Agriculture was circulating all the Circulars issued by the Government of India from time to time in connection with reservations in Services for Scheduled Caste/Scheduled Tribe candidates so as to ensure that the Government instructions in this regard were observed in that Department and in the various Offices under it. Periodical returns/statements in this regard were also being sent by the concerned offices to the Department of Agriculture for both parts of the Council mentioned above. This function has now been assigned to the Department of Agricultural Research and Education.

1.5. The Committee have been informed that the Ministry of Agriculture and Irrigation (Department of Agriculture) have adequate powers to issue directives for the enforcement of orders regarding reservations for Scheduled Castes and Scheduled Tribes in the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension. Although the Indian Council of Agricultural Research has gained full autonomy with effect from the 1st April, 1974, it maintains a link with the Ministry of Agriculture and Irrigation through the Department of Agricultural Research and Education. It may be clarified that the Council is following *mutatis mutandis* all the instructions issued in this regard by the Government of India, from time to time.

1.6. The Directorate of Extension was set up in the year 1958 by grouping in one place the scattered activities of the Ministry of Agriculture and Irrigation (Department of Agriculture) relating to Extension and it has been assigned the status of a Subordinate Office. The Directorate of Extension now comprises of two Technical Units (Viz. Extension Training and Farm Information) and an Administrative Unit, each headed by a Director. Since the Directorate of Extension is a Subordinate Office of the Government of India, all the rules/orders governing representation of Scheduled Castes and Scheduled Tribes in Services, issued by the Government of India from time to time, are automatically applicable to, and required to be followed in, the Directorate.

1.7. The Indian Agricultural Research Institute is primarily a Research Organisation functioning under the Indian Council of Agricultural Research, which is a Society registered under the Societies Registration Act, 1860. The main functions of this Institute include the conducting of basic and applied research in the various branches of Agricultural Sciences, teaching at the Post-Graduate level, and doing Extension advisory work in a block of villages in the Union

Territory of Delhi. Being a Research Organisation, this Institute has a large number of Scientific, Technical, Administrative and other auxiliary Staff, besides a large number of Laboratory and Field Staff in Class IV cadres.

1.8. The Committee have also been informed that the Indian Council of Agricultural Research has decided to appoint *ad hoc* Inspection Committees for different Institutes etc. to go into the question of representation of Scheduled Castes and Scheduled Tribes. The terms of reference of these committees are as indicated below:—

- (i) To study the extent of, and the circumstances leading to the imbalance in the, representation of Scheduled Castes and Scheduled Tribes.
- (ii) To review the procedure being followed for maintaining the roster.
- (iii) To study the extent of observance of the instructions regarding selection and promotion of candidates belonging to Scheduled Castes and Scheduled Tribes.
- (iv) To study whether the exemption granted to the Scientific posts is justified or not, taking into consideration the nature of duties performed.
- (v) To suggest measures for rectifying the present imbalance.

1.9. Each of the above mentioned *ad hoc* committees was to be assisted by a representative of each Institute to work as a Liaison Officer. So far as the Indian Agricultural Research Institute is concerned, Shri B. M. Pal, Joint Registrar, has been nominated as a Liaison Officer to assist the *ad hoc* Inspection Committee of the Indian Council of Agricultural Research.

1.10. The Committee desired to know whether the Ministry of Agriculture and Irrigation (Department of Agriculture) had considered the feasibility of associating a Scheduled Caste/Scheduled Tribe Officer as a member of these Inspection Committees. In reply, the Ministry of Agriculture and Irrigation (Department of Agriculture) have stated in a written note furnished to the Committee that their present composition is considered satisfactory. However, as and when the need arises, this will be kept in mind.

1.11. The Committee note that the Indian Council of Agricultural Research has appointed *ad hoc* Inspection Committees in the various

Institutes under its control to look into the inadequate representation of Scheduled Castes and Scheduled Tribes in the Services of those Institutes and to suggest measures for rectifying the present deficiencies in this regard. The Committee hope that these ad hoc Inspection Committees would function effectively and suggest practical and concrete ways and means to augment the representation of Scheduled Castes and Scheduled Tribes in Services of the various Institutes. The Committee desire that, as far as possible, a Scheduled Caste/Scheduled Tribe Officer should be included in these Inspection Committee so that the interests of Scheduled Casts and Scheduled Tribes are adequately safeguarded by these Committees. The Committee would also like to be apprised in due course of the results of the labours of these ad hoc Inspection Committees.

#### B. Adoption/Implementation of Reservation Orders

1.12. The Committee have been informed that the Indian Council of Agricultural Research is following *mutatis mutandis* the various orders/instructions issued by the Government of India from time to time in regard to the reservations in Services for Scheduled Castes and Scheduled Tribes. Being a Research Organisation, the Council, at the Headquarters, has a large number of Scientific, Technical, Administrative and auxiliary staff. All senior posts like Deputy Directors General, Assistant Directors General, which are meant for conducting research or organising, guiding and directing research are exempted from the scope of orders relating to reservations in favour of Scheduled Castes/Scheduled Tribes as per instructions contained in the Ministry of Home Affairs O.M. No. 9/2/63. SCT-I, dated the 17th July, 1964. For all other Class I and Class II posts, which are not directly connected with research and also those of Class III and Class IV posts, except those posts which are filled by (i) transfer/deputation, (ii) temporary appointment of less than 45 days' duration, and (iii) purely temporary establishment, such as daily rated staff, reservation in each category exists as per orders issued by the Ministry of Home Affairs/Cabinet Secretariat (Department of Personnel and Administrative Reforms) from time to time. It has also been decided, with effect from September, 1970, to apply the reservation orders in favour of Scheduled Castes and Scheduled Tribes even to Scientific and Technical posts upto the level of Senior Class I posts at the Headquarters of the Indian Council of Agricultural Research. The orders regarding reservation of posts in the category of Classes I, II, III and IV in favour of Scheduled Castes and Scheduled Tribes at the Council's Headquarters were adopted with effect from the dates as

mentioned below and have been implemented from those dates as per orders issued by the Government of India from time to time:

Classes I & II (Gazetted)	1-1-1968
Class II Technical /Semi-Technical and Class III posts—LDCs. (Non-Gazetted)	1-1-1964
Class III—Ministerial Assistant's posts	1-1-1955
P.As. (Gr. II & III), UDC etc.	25-3-1970
Class IV	1-1-1952 (Govt. Side)
	1-1-1955 (Research Side)

1.13. The following are the percentages of reservations made in favour of Scheduled Castes and Scheduled Tribes in respect of the Services in the Indian Council of Agricultural Research:

	Sch. Castes	Sch. Tribes
(i) Posts filled by direct recruitment	15%	7½%
(ii) Posts filled by promotion	15%	7½%
(iii) Posts filled by deputation	....	..
(iv) Posts filled by temporary appointments	15%	7½%

1.14. The Indian Agricultural Research Institute had adopted the orders regarding reservations in favour of Scheduled Castes and Scheduled Tribes with effect from the 26th January, 1950. The Indian Agricultural Research Institute has at present provided the following percentages of reservations in favour of Scheduled Castes and Scheduled Tribes in its Services:

	Sch. Castes	Sch. Tribes
(i) Posts filled by direct recruitment	15%	7½%
(ii) Posts filled by promotion	16½%	7½%
(iii) Posts filled by Deputation	—Nil—	
(iv) Posts filled by temporary appointments	15%	7½%

1.15. The Directorate of Extension was formed in the year 1958 and the orders regarding reservations in Services for Scheduled Castes and Scheduled Tribes were adopted from its very inception.

The Directorate of Extension has at present provided the following percentages of reservations for Scheduled Castes and Scheduled Tribes in its Services:

	Sch. Castes	Sch. Tribes
(i) Posts filled by direct recruitment on all India basis:		
(a) By open competition . . . . .	15%	7½%
(b) Otherwise than by open competition . . . . .	16½%	7½%
(ii) Posts filled by promotion . . . . .	15%	7½%
(iii) Posts filled by deputation . . . . .	..	..
(iv) Posts filled by temporary appointments . . . . .	15%	7½%

These percentages do not apply to promotion in Class I and Class II posts. In these cases, the grading in the confidential reports of Scheduled Caste and Scheduled Tribe Officers is up-graded one stage above the one normally assessed by the Departmental Promotion Committees.

1.16. The Committee desired to know the reasons for not adopting the reservation orders in favour of Scheduled Castes and Scheduled Tribes in the Indian Council of Agricultural Research from its very inception and for adopting the reservation orders from different dates in respect of different Classes of Services. The Ministry of Agriculture and Irrigation (Department of Agriculture) have stated the following in a written note furnished to the Committee:

“The Indian Council of Agricultural Research till 1st April, 1974 comprised of two distinct parts, that of Secretariat of Indian Council of Agricultural Research Society and of an attached office of the Ministry of Agriculture. Therefore, orders issued by the Government of India regarding reservation in service for Scheduled Castes/Scheduled Tribes for the posts in the attached office were being implemented from the date these orders were enforced in other Government Departments. However, as far as the Society’s Secretariat is concerned, the extant orders in this regard were implemented by the Council with effect from 1st January, 1955 in accordance with the instructions contained in the Ministry of Home Affairs O.M. No. 16/2/54-SCT dated 23rd November, 1954, making it obligatory for autonomous bodies as well, to follow such instructions. While sending requirements for filling up of Class I & II Scientific and

Technical posts to the recruitment agency (UPSC) in most of the cases, it was indicated that preference would be given to the candidates belonging to Scheduled Castes and Scheduled Tribes communities.

As most of Class I & II posts in Indian Council of Agricultural Research carried the duties of guiding and organising research, recruitment of those posts was considered in the light of Government of India instructions issued in 1963 regarding exemption of Scientific and Technical posts from the purview of reservation orders for Scheduled Castes/Scheduled Tribes. The date 1.1.68 given in respect of Class I and II posts mentioned in the question relates to the date from which the posts were reserved on the Publications Side of the Indian Council of Agricultural Research for Scheduled Castes and Scheduled Tribes. In earlier recruitment to such posts, it was generally mentioned that other things being equal, preference would be given to Scheduled Castes/Scheduled Tribes.

All Class III—Ministerial posts were brought within the purview of the reservation orders from 1st January 1955, and Rosters were accordingly introduced from that date.

With regard to Personal Assistants (Grades II & III) it may be stated that previously there were only a few isolated posts on the Research Side of Indian Council of Agricultural Research—the initial recruitment made during the period 1955 to 1969 being only 22. It was, therefore, only after the introduction of Stenographer Scheme and induction of Government Side optees that reservation in these posts was introduced with effect from 25.3.1970, the date from which the revised roster come into force.

With regard to Class II and III Technical and Semi-Technical posts, it may be stated that these were isolated posts and the number of various categories being very small. However, these posts were grouped with the specific approval of Ministry of Home Affairs w.e.f. 1.1.64, and roster for these posts was accordingly introduced."

1.17. During evidence, the Secretary, Indian Council of Agricultural Research, has stated:

"This appears to be a case of human failure and not of policy as such. There have been some deficiencies and probably there was some delay somewhere. I tried to look into the matter recently when this questionnaire was received

and I really could not get at any record to satisfy myself why these were not implemented a little earlier than they were actually done. I am not myself satisfied."

1.18. At the instance of the Committee, the Ministry of Agriculture and Irrigation (Department of Agriculture) have sent a written note stating that the following posts at the Council's Headquarters are exempted from the purview of reservation orders:

- (1) Deputy Directors-General;
- (2) Assistant Directors-General;
- (3) Senior Scientists; and
- (4) Posts filled by transfer/deputation.

1.19. In regard to the Indian Agricultural Research Institute, all Class I and Class II Gazetted posts, which satisfy the criteria laid down by the Ministry of Home Affairs Office Memorandum No. 9/2/63-SCT(I), dated the 17th July, 1964, as also those which are filled by transfer/deputation, are exempted from the purview of the reservations.

1.20. The Committee desired to know whether the approval of the Ministry of Agriculture and Irrigation (Department of Agriculture) and of the Cabinet Secretariat (Department of Personnel and Administrative Reforms) was taken for these exempted posts. In reply, the Department of Agriculture has stated the following in a written note furnished to the Committee:

"The Indian Council of Agricultural Research being a Registered Society, the question of obtaining the approval of these Departments does not arise. However, such exemptions have the approval of the Minister of Agriculture in his capacity as the President of the Indian Council of Agricultural Research Society. As regards the Indian Agricultural Research Institute, approval of the Ministry of Agriculture was obtained wherever necessary, when this Institute was under the administrative control of that Department."

1.21. During evidence, when asked whether time had not come when all exemptions from reservation of posts for Scheduled Castes and Scheduled Tribes should not be done away with, the Chairman, Agricultural Scientists Recruitment Board, Indian Council of Agricultural Research, has stated:

"As this is a high-powered Parliamentary Committee for Scheduled Castes and Scheduled Tribes, I would like to

give my opinion. The matter does not concern Indian Council of Agricultural Research alone. That organisation has only got a very small chunk of the scientific and technical posts. There are hundreds of posts in the Ministry of Defence, in the Laboratories, in the Council of Scientific and Industrial Research, in the Atomic Energy Commission, in the Geological Survey of India, etc. in regard to all these posts, the same order of the Ministry of Home Affairs is followed. Something should be done at the level of the Government of India."

1.22. The Committee have been informed that the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension have grouped together isolated individual posts and small cadres in which vacancies may not occur with reasonable frequency and posts carrying identical status, emoluments and qualifications to facilitate the application of the reservation orders to ensure adequate representation of Scheduled Castes and Scheduled Tribes in those posts.

1.23. During evidence, the Committee referred to the written reply furnished by the Department of Agriculture regarding grouping of posts and pointed out that the Indian Council of Agricultural Research had grouped together a number of Class II posts like Assistant Editors, Photo Officer, etc. The Committee enquired whether any of those posts could be reserved for Scheduled Castes/Scheduled Tribes. The Secretary, Indian Council of Agricultural Research, has replied in the affirmative. In reply to a question, the representative of the Indian Council of Agricultural Research has stated:

"The reservation depends on the date of creation of the posts. We reserve the point as soon as the necessity of filling up that post arises. If there are eight posts, all the eight posts may not be created at one and the same time; may be created in the same year, but on different dates."

1.24. In reply to another question, the representative of the Indian Council of Agricultural Research has stated:

"At the time of requisitioning, all the eight posts have to be taken in the roster. Out of these posts, whatever the roster points are for Scheduled Castes, those posts will be reserved."

\* \* \* \*



“At the time of showing vacancies on the roster point, there is no intention that a particular person should not be available. All these posts are not created at one and the same time.”

1.25. The Committee asked why the Indian Agricultural Research Institute had not made reservations in Scientific and Technical posts upto the level of posts of Class I Senior Scientific Officers, as had been provided by the Indian Council of Agricultural Research. The Secretary, Indian Council of Agricultural Research, has stated that in the Indian Council of Agricultural Research, some of the Class I Senior Scientific Officers do not either conduct or guide research and they only help Senior Scientists in the discharge of their duties, whereas, in the Indian Agricultural Research Institute, those posts carry duties relating to the conduct and guiding of research.

1.26 Explaining the reasons for not including a large number of Class I and Class II posts, meant for conducting research or organising, guiding and directing research, within the purview of orders regarding reservations for Scheduled Castes and Scheduled Tribes in the Indian Council of Agricultural Research/Indian Agricultural Research Institute, the representative of the Indian Council of Agricultural Research has stated:

“In order to maintain efficiency at the senior level, where we require supervision and guidance, there should be free and open competition. We should have the best person available, whether he belongs to category A, B or C. The quality of scientific work will depend on the type of person the officer is.”

1.27 In reply to a question, the representative of the Indian Council of Agricultural Research has said:

“Our experience is that from the categories of Scheduled Castes and Scheduled Tribes, people with the requisite experience and qualifications are not available. That is why even all the posts which are reserved are not filled. If all of them are filled straightway, we will have no difficulty. Even at the technical level, certain posts, e.g., of Research Assistants are lying vacant.”

1.28 In reply to another question, the representative of the Indian Council of Agricultural Research has stated that the Ministry of Defence have proposed that posts upto Junior Class I for all Scientific and Technical posts should be reserved for Scheduled Castes and Scheduled Tribes. The Indian Council of Agricultural Research

has also supported this suggestion. This proposal has gone to the Cabinet.

1.29 The Committee wanted to know whether the Indian Council of Agricultural Research had tried to fill the vacant reserved posts by deputation from various Universities like the Agricultural Universities etc. The Secretary, Indian Council of Agricultural Research, has stated:

"I would like to make a submission in this regard that there is no reservation made for the posts which are filled by deputationists. This is done under the orders of the Government of India. Whenever a vacancy arises, we advertise the same in the newspapers. We inform the Agricultural Universities also and if the students are interested in this, they can apply for it. We will certainly consider their applications and recently we have filled certain posts in the Indian Council of Agricultural Research by deputationists.

1.30 The Committee regret to note that the Government of India Orders regarding reservations for Scheduled Castes and Scheduled Tribes were not adopted by the Indian Council of Agricultural Research from its very inception. No convincing reason has been advanced by the Indian Council of Agricultural Research for this lapse. The Committee are convinced that had the Indian Council of Agricultural Research followed the prescribed reservation orders from the very beginning, the representation of Scheduled Castes and Scheduled Tribes in the Indian Council of Agricultural Research would have been much better than what it is at present. The Committee hope that the Indian Council of Agricultural Research would take effective steps to make good the deficiency caused on this account.

1.31 The Committee note that the reservation orders in favour of Scheduled Castes and Scheduled Tribes are applicable to Scientific and Technical posts upto the level of Senior Class I posts at the Headquarters of the Indian Council of Agricultural Research with effect from September, 1970. The Committee also note that a proposal to bring all Scientific and Technical posts upto Junior Class I level within the purview of the reservation orders has been submitted to the Cabinet. The Committee feel that time has come when the qualified Scheduled Caste and Scheduled Tribe candidates should not be deprived of their due right of reservations in services on the plea of "Scientific and Technical posts". The Committee would like

the Government in general, and the Indian Council of Agricultural Research in particular to examine their policy or predilection of exempting certain posts from the reservation orders on the plea of "Scientific and Technical posts". The exemption from reservation orders should be rare and exceptional and applied in the case of top-most or Seniormost Scientific and Technical posts only. In all other Scientific or Technical posts, including those in Class I, there should be reservation for Scheduled Castes and Scheduled Tribes in Service.

## CHAPTER II

### RECRUITMENT

#### A. Recruitment Procedure

The Committee have been informed that the recruitment to all Class I and Class II (including Class II non-gazetted) (Scientific and Technical posts, which carry a scale of pay above and upto Rs. 550—900 in the Indian Council of Agricultural Research (Head-quarters), is made by the Agricultural Scientists Recruitment Board with an eminent Agricultural Scientist as whole-time Chairman. The posts are advertised through the Directorate of Advertising and Visual Publicity on the lines of the advertisements issued by the Union Public Service Commission. In addition, Brochures indicating therein, *inter alia*, the designation of the post, essential qualifications, pay scales, number, nature of vacancies, location; age limit, reservation for special communities are prepared and supplied to the candidates. Further, I.F.C. (Information for Candidates) in respect of each post detailed in the Brochure which, *inter alia*, includes detailed qualifications and experience prescribed for the post, job requirements are also prepared on a proforma similar to the one used by the Union Public Service Commission and supplied to the candidates. After the applications received are examined with regard to the suitability of the candidates for being called for interview, the candidates are interviewed by a Selection Committee constituted for each post consisting of members as laid down in the Bye-Laws of Indian Council of Agricultural Research Society.

2.2. The administrative posts in Class II and above are filled by promotion through Departmental Promotion Committee or by deputation as per recruitment rules. The other Class III and Class IV posts which are required to be filled by direct recruitment are notified to the Employment Exchange indicating designation of the post (s), pay scales, number, nature of vacancies, age limit; reservation position for special communities, etc. On receipt of nominations from the Employment Exchange, candidates fulfilling the prescribed qualifications etc. are interviewed by the Selection Committees. In case of ministerial Class III posts, recruitment procedure as laid down for similar posts in the Government of India is adopted. Similarly, for the posts which are required to be filled by promotion by selection based on merit and by seniority subject

to fitness, the departmental candidates eligible for promotion are considered by the Departmental Promotion Committee. The select list is then approved by the competent authority and the promotions are made strictly in order of merit in the select list.

2.3 The Ministry of Agriculture and Irrigation (Department of Agriculture) have stated in a written note furnished to the Committee that all recruitments to Class I posts which carry a salary of Rs. 1100—1600 (Revised) and above in the Indian Agricultural Research Institute are made by the Agricultural Scientists Recruitment Board with an eminent Agricultural Scientist as whole-time Chairman. The posts are advertised through the Directorate of Advertisement and Visual Publicity. The Scientific and Technical posts in the pay scale of (i) Rs. 700—1300, (ii) Rs. 650—1200 and (iii) Rs. 550—900 are filled by the Indian Agricultural Research Institute according to the current procedure based on guidelines devised in consultation with the Chairman, Agricultural Scientists Recruitment Board. All the vacant posts of the categories mentioned above are advertised through the Directorate of Advertising and Visual Publicity on the lines of advertisements issued by the Union Public Service Commission. In addition, Brochures, indicating therein, *inter alia* the designation of the post, essential qualifications, pay scales, number, nature of vacancies, location, age limit, reservation for special communities are prepared and supplied to the interested candidates. Further, I.F.C. (Information for candidates) in respect of each post detailed in the Brochure which *inter alia* include detailed qualifications and experience prescribed for the post, job requirements are also prepared on a proforma similar to the one used by the Union Public Service Commission and supplied. After the applications received are examined with regard to the suitability of the candidates for being called for interview, the candidates are interviewed by a Selection Committee constituted for each post, consisting of the Director or his nominee and two outside advisers nominated by the Chairman, Agricultural Scientists Recruitment Board. One of the advisers acts as Chairman of the Selection Committee.

2.4 The select panel drawn by each Selection Committee, along with the proceedings of the Selection Committee for each post, is then sent to the Chairman, Agricultural Scientists Recruitment Board for acceptance. The administrative posts in Class II and above are filled by promotion through Departmental Promotion Committee or by deputation as per recruitment rules. The other Class III and Class IV posts which are required to be filled by direct recruitment are notified to the Employment Exchange indicating

designation of the post(s), pay scales, number, nature of vacancies, age limit, reservation position for special communities etc. On receipt of nominations from the Employment Exchange, candidates fulfilling the prescribed qualifications etc. are interviewed by the Selection Committees and in the case of technical posts and the posts like Junior Stenographer and Lower Division Clerk a trade test is taken followed by interview of those who qualify in the test. The select panel, along with the proceedings of the Selection Committee, is then sent to the Director|Chief Administrative officer-cum-Registrar for acceptance. Similarly, for the posts which are required to be filled by promotion by selection based on merit, and by seniority subject to fitness, the departmental candidates eligible for promotion are considered by the established Departmental Promotion Committee on the basis of five to six times the number of vacancies during the period of operation of the select list. The select list is then approved by the competent authority and the promotions are made strictly in order of merit in the select list.

2.5 In a written note furnished to the Committee, the Ministry of Agriculture and Irrigation (Department of Agriculture) have stated that the recruitment in the Directorate of Extension is made in accordance with the approved Recruitment Rules. For the posts at the lowest level in various categories, the mode of recruitment is direct recruitment. For higher posts, it is partly promotion and partly direct recruitment. In a few cases requiring specialised staff, such as the Accounts side, the mode of recruitment is by transfer on deputation. The direct recruitment posts are filled either through the Union Public Service Commission or through the Employment Exchange, as the case may be.

2.6 The Committee desired to know the procedure followed by the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension to assess their manpower requirements. In reply, the Ministry of Agriculture and Irrigation (Department of Agriculture) have furnished a written note stating that the staff requirements of the Indian Council of Agricultural Research Headquarters are assessed on the basis of workload|job requirements and are normally got assessed by Work Study. The manpower requirements of the Indian Agricultural Research Institute are assessed by the Expenditure Finance Committee whenever proposals for implementation of new research projects are submitted. The staff requirements arising from implementation of new Schemes are also periodically

assessed by the Achievement Audit Committee in respect of Scientific and Technical posts and the Staff Inspection Unit in case of Administrative Staff. The manpower requirements of the Directorate of Extension are assessed by the Internal Work Study Unit on the basis of specific proposals.

2.7 The Committee asked, during evidence, whether any representatives of the Scheduled Castes and Scheduled Tribes were included in the various Selection|Promotion Committees. The representative of the Indian Council of Agricultural Research has stated that, as far as possible, they try to include them in the Selection Committees. He has added that most of these Committees have Scheduled Caste|Scheduled Tribe Officials. The Committee enquired whether it was possible for the Indian Council of Agricultural Research to associate the Officials of other Departments in the Selection Committees as was done by the Union Public Service Commission. The representative of the Indian Council of Agricultural Research has promised to consider the proposal.

2.8 In a written note furnished to the Committee, the Ministry of Agriculture and Irrigation (Department of Agriculture) have stated that the Chairman of the Agricultural Scientists Recruitment Board of the Indian Council of Agricultural Research belongs to Scheduled Caste community. Further, a representative of Scheduled caste community has been associated with the various Departmental Promotion Committees in the Headquarters of the Indian Council of Agricultural Research as far as possible. There is no such representation in the Selection|Promotion Committees of Indian Agricultural Research Institute, as the present arrangement is considered satisfactory. The extant instructions in this regard, however, have all along been, and will be, kept in view.

2.9. The Committee regret to note that the Selection/Promotion Committees of the Indian Agricultural Research Institute do not include a Scheduled Caste/Scheduled Tribe Officer. The Committee urge that, as per orders of the Government of India, a Scheduled Caste/Scheduled Tribe Officer should also be included in each of the Selection/Promotion Committees set up by the Indian Agricultural Research Institute. Where the Indian Agricultural Research Institute does not have a qualified Scheduled Caste/Scheduled Tribe Officer in the Institute itself for the purpose, the Committee recommend that services of a suitable Scheduled Caste/Scheduled Tribe Officer from a sister Institute/Department may be borrowed and he may be included in the Selection/Promotion Committees of the Indian Agricultural Research Institute.

### B. Employment Notices and Advertisements

2.10. The Committee have been informed that vacancies are notified to Employment Exchanges by the Indian Council of Agricultural Research and the Indian Agricultural Research Institute. While a notice of at least 15 days is required under the rules, a notice of at nearly one month is given for posts in the Indian Council of Agricultural Research Headquarters. A notice of at least 15 days is given to the Employment Exchanges for sponsoring candidates for posts in the Indian Agricultural Research Institute. No recruitment is made unless and until the names are sponsored by the Employment Exchanges. The number of vacancies reserved for Scheduled Castes and Scheduled Tribes are indicated in the demands placed with the Employment Exchanges. If the local Employment Exchanges are unable to sponsor the required number of suitable Scheduled Caste/Scheduled Tribe candidates, the Central Employment Exchange, the Commissioner for Scheduled Castes and Scheduled Tribes and recognised Associations of Scheduled Castes and Scheduled Tribes are approached for sponsoring suitable candidates for posts in the Indian Council of Agricultural Research Headquarters and the Indian Agricultural Research Institute. The Directorate of Extension has informed the Committee that no specific period is being mentioned in the notification issued to the Employment Exchanges for sponsoring suitable Scheduled Caste and Scheduled Tribe candidates for the reserved posts. According to the rules, the Employment Exchange takes at least three to four weeks to sponsor the names of suitable candidates against the requisitions placed on them. The numbers of vacancies reserved for Scheduled Castes and Scheduled Tribes are clearly indicated in the demands placed with the Employment Exchanges. In case the Employment Exchange is not able to sponsor qualified candidates of the community for which a post is reserved, a non-availability certificate is to be obtained from the Employment Exchange. Thereafter, the post is advertised in newspapers and also referred to the recognised representative organisations of Scheduled Castes and Scheduled Tribes. Such vacancies are also notified to the Central Employment Exchange.

2.11. The Committee specifically wanted to know whether all vacancies were also advertised in newspapers. The Indian Agricultural Research Institute and the Directorate of Extension have confirmed it in the affirmative in a written note furnished to the Committee. Specific numbers of posts reserved for Scheduled Castes and Scheduled Tribes are mentioned in the advertisements. The Indian Agricultural Research Institute has also confirmed in a note furnished to the



Committee that where direct recruitment (otherwise than through examination) is to be made to a vacancy or vacancies reserved for Scheduled Castes or Scheduled Tribes only (and not to any unreserved vacancy/vacancies as well), advertisement is issued inviting applications only from the candidates belonging to the Scheduled Castes, and/or the Scheduled Tribes, as the case may be, and not from general candidates.

2.12. The Committee desired to know whether before holding the various competitive examinations for recruitment, the Pre-Examination Training Centres were informed well in advance of the actual date of examinations, the probable number of reserved vacancies and the syllabus for, and the standard of, the examination, as per orders of the Government of India. The Indian Council of Agricultural Research and the Indian Agricultural Research Institute have stated the following in a note sent to the Committee:

“No. This will be done as and when any examination is held in the future.”

2.13. The Department of Agriculture has stated in a note sent to the Committee that so far as the Directorate of Extension is concerned, there is no provision in the Recruitment Rules for holding the competitive examination for filling up of the posts by direct recruitment of all-India basis by open competition or otherwise than by open competitions in this Directorate. However, only a departmental competitive examination is being held in the Directorate of Extension for filling up of certain promotion posts.

2.14. The Committee wanted to know whether reasons for rejection of the Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges were communicated to them as per the Government of India orders on the subject. In reply, the Department of Agriculture has furnished a note stating that the Indian Council of Agricultural Research and the Indian Agricultural Research Institute do not communicate reasons for rejection of the Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges. The Directorate of Extension, however, communicates reasons for rejection to the Employment Exchanges.

2.15. At the instance of the Committee, the Ministry of Agriculture and Irrigation (Department of Agriculture) have furnished a written note stating that the Indian Agricultural Research Institute and the Directorate of Extension notify vacancies reserved for Scheduled Castes and Scheduled Tribes to the Scheduled Castes and Scheduled Tribes.

Tribes Associations. But the response from these Associations is not encouraging. The Indian Council of Agricultural Research has stated in the note that as no occasion has arisen for advertising vacancies in newspapers, the need for contacting Scheduled Castes and Scheduled Tribes Associations has not arisen.

**2.16. The Committee trust that, as assured by the Indian Council of Agricultural Research and the Indian Agricultural Research Institute, the Pre-Examination Training Centres will invariably be informed before they hold the various competitive Examinations well in advance of the actual date of the examinations, the probable number of reserved vacancies and the syllabus for, and the standard of, the examination, as per orders of the Government of India.**

**2.17. The Committee are sorry to note that the reasons for rejection of the Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges are not communicated to them. The Committee need hardly stress that the Ministry of Home Affairs Orders about it are specific and those should be followed without any hesitation. Communication of such reasons helps the Employment Exchanges to reorient their Vocational and Guidance Courses accordingly and to ensure that in future they sponsor the right type of candidates belonging to Scheduled Castes and Scheduled Tribes.**

### C. Staff strength and Shortfalls

2.18. The Ministry of Agriculture and Irrigation (Department of Agriculture) have furnished the following statements showing total number of employees and the number of Scheduled Castes and Scheduled tribes amongst them separately in Class I, Class II, class III and class IV in the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension, respectively:

Class of posts	Total number of employees	Number of SC employees	Number of ST employees
<i>Indian Council of Agricultural Research (Position as on 1-7-1974)</i>			
Class I . . . . .	89	5	—
Class II (including Class II non-gazetted) . . . . .	111	8	1
Class III . . . . .	594	73	5
Class IV . . . . .	203	55	4

*Indian Agricultural Research Institute*  
(Position as on 1-7-74)

Class I	523	7	
Class II	344	13	
Class III	1860	237	31
Class IV	1516	373	35

Note : Class II includes only posts in the grade of 350-900 (pre-revised).

*Directorate of Extension*

(Position as on 1-1-1974)

Class I (Gazetted)	32	2	—
Class II (Gazetted)	20	1	1
Class II (Non-Gazetted)	22	3	—
Class III (Ministerial)	180	31	7
Class III (Non-Ministerial)	126	15	2
Class IV	119	25	2

2.19. In a note furnished to the Committee, it has been stated that the shortfalls in the representation of Scheduled Castes and Scheduled Tribes in the Indian Council of Agricultural Research and the Indian Agricultural Research Institute are mainly due to (i) non-availability of duly qualified candidates from among the Scheduled Castes and Scheduled Tribes and (ii) the Indian Council of Agricultural Research/Indian Agricultural Research Institute being research organisations, a large number of Class I and Class II posts are meant for conducting research or organising, guiding and directing research and in view of this many such posts are exempted from the scope of these reservation orders. The Directorate of Extension has stated in a note that previously the total reservation for Scheduled Castes and Scheduled Tribes was only 17½ per cent which was raised only in 1970. Moreover, in the case of Class I and Class II posts, there is no separate reservation. Thus, in the view of that Directorate, the representation of Scheduled Castes and Scheduled Tribes is not meagre and that every effort is being made to fill the vacancies reserved for either Scheduled Castes or Scheduled Tribes from the candidates belonging to these communities. However, in case suitable Schedule Caste or Scheduled Tribe candidates are not available with the required minimum qualifications prescribed for the post, there is no other alternative but to get the vacancies dereserved and carry forward the vacancies for subsequent three recruitment years, after

observing all the formalities prescribed by the Government in this regard.

2.20. At the instance of the Committee, the Ministry of Agriculture and Irrigation (Department of Agriculture) have furnished Statements showing the number of vacancies filled in Class I to Class IV posts during 1971—73 and the number of Scheduled Castes and Scheduled Tribes appointed during this period in the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension (*See Appendix I*).

2.21. Explaining the reasons for appointing lesser number of Scheduled Castes and Scheduled Tribes in Class IV posts in the Indian Agricultural Research Institute against the number of vacancies reserved for these communities, the Chief Administrative officer-cum-Registrar, the Indian Agricultural Research Institute, has stated during evidence:

“We have a system of taking people on daily wages basis also. This system is there for a long time. Over a period of time, all these people were judged and it was decided that they should be permanently absorbed and should not be indefinitely continued on daily wages basis. So, what has happened is that whatever vacancies occurred in this Class IV, we were told that those vacancies should be filled up only from this category of people. So, we filled up the vacancies accordingly. That is how the deficiencies have occurred in the previous years.”

2.22. In reply to a question, the representative of the Indian Council of Agricultural Research has stated that those casual labourers represented to the Minister for their permanent absorption in services. The Minister decided that since those people had been in that service for a long time, they should not be thrown out of employment and those posts should be regularised. Therefore, over 500 regular posts were created and those people, who had been working there on daily wages for a long time, were regularised against those posts and all of them were absorbed. The Committee pointed out that any understanding with the casual workers should not be to the detriment of the rights of the Scheduled Castes and Scheduled Tribes. The Secretary, the Indian Council of Agricultural Research, has stated:

“In that case, probably there has been a mistake in dealing with this problem, and we will try to rectify it.”

2.23. In reply to a question, the representative of the Indian Council of Agricultural Research has stated that the last recruitment was made about six months back. The Committee desired to know whether those persons who were appointed only six months back could be retrenched and Scheduled Castes and Scheduled Tribes appointed against those posts. The Secretary of the Indian Council of Agricultural Research has stated that it would be very difficult to retrench the persons who had already been regularised. In reply to a question, the representative of the Indian Agricultural Research Institute has stated that, in 1974, they had completed the full reservation quota. Seventy-four Scheduled Caste candidates have been absorbed. As on 1st July, 1974, out of 1516 Class IV employees, there were 373 Scheduled Castes.

2.25. In reply to a question, the Secretary, Indian Council of Scheduled Castes/Scheduled Tribes in Class III posts in the Indian Agricultural Research Institute, the representative of the Indian Agricultural Research Institute has stated during evidence:—

“As regards Class III posts, these include all categories of posts. It may be Scientific, Technical or Administrative/ Ministerial Staff. For posts like cameramen, we find it difficult to have them filled from this community. We make all efforts to notify to the Employment Exchanges as well as write to the Commissioner for Scheduled Castes and Scheduled Tribes. We advertise also through the Director General, Employment and Training.”

2.25. In reply to a question, the Secretary, Indian Council of Agricultural Research, has stated:

“We have already said that where there is shortfall, we will try to give the posts to Scheduled Castes and Scheduled Tribes. But, as I said this filling up the gap will depend upon these factors, availability of vacancies and availability of candidates. We will do it as early as possible.”

2.26. With regard to employment position of Scheduled Castes and Scheduled Tribes in the Directorate of Extension, the Joint Secretary, Department of Agriculture, has stated that every effort is being made to accommodate the Scheduled Caste/Scheduled Tribe candidates. Reservation is provided for Scheduled Castes and Scheduled Tribes upto the Junior Class I posts. Though candidates are not generally available for these posts, they try their utmost to find out suitable candidates from the Department of Personnel. He has added that after the issue of the Government of India orders in July, 1974, providing for reservations for Scheduled Castes and

Scheduled Tribes in promotions by selection to Class II, within Class II and upto the lowest rung of Class I posts, representation of Scheduled Castes and Scheduled Tribes in services would improve.

2.27. The Committee desired during evidence that a note might be furnished to the committee stating the steps taken or proposed to be taken by the Indian Agricultural Research Institute to fill up the reserved quota in Class IV posts. The note has been received by the Committee. It is stated therein:

"In this Institute we have been recruiting a large number of persons from time to time for casual employment on daily wages. These persons are engaged in the field work for various agricultural operations. Over a period of time, this has created a problem for the administration as these persons started asking for their regular absorption. In order to regularise these persons who had put in at least two years of continuous service, special sanction for the creation of regular posts of Beldars was obtained and the absorption done accordingly. As there were also other regular posts in the Class IV level, those posts were also filled up from this category of daily wages workers. After this exercise, we have found that there has been a substantial increase in the intake of the Scheduled Caste employees and the present strength has increased from 373 in July, 1974, to 419 in October, 1974, excluding 98 sweepers, against the total Class IV strength of 1693 employees which comes to 24.7 per cent. Thus the number of Scheduled Caste employees exceeds the required quota of 15 per cent. However, there is deficiency in the number of Scheduled Tribe employees due to their non-availability. This deficiency has been made good by recruiting the Scheduled Caste employees more than their quota. The combined representation of Scheduled Castes/Scheduled Tribes in Class IV posts comes to 26.8 per cent against the total reservation of 22.5 per cent. A statement showing the total strength and number of Scheduled Castes/Scheduled Tribes amongst them is furnished below.

Position of Class IV Scheduled Caste and Scheduled Tribe employees  
(excluding sweepers):

As on 1-7-1974			As on 1-10-1974		
Total Class IV excluding Sweepers	SC	ST	Total Class IV excluding sweepers	SC	ST
1516	373 24.6%	35 2.3%	1693	419 24.75%	36 2.1%

2.28. The Committee enquired whether Scheduled Caste/Scheduled Tribe Officer who attended Seminars/Symposia/Conferences improved their prospects in service. The Secretary, Indian Council of Agricultural Research has stated that attending International Seminars does not necessarily reflect on the qualifications of a person or his suitability for a higher post. A very large number of Scientists are sent to International Seminars, but they do not qualify for promotion immediately after attending a Seminar.

2.29. The Committee desired that a note might be furnished to the Committee stating the number of Scheduled Caste and Scheduled Tribe Officers who have been provided with more opportunities for institutional training and for attending Seminars/Symposia/Conferences in order to improve their chances for selection to higher categories of posts during each of the last three years. The Indian Council of Agricultural Research has furnished to the Committee the following note:—

“One Scheduled Caste Officer viz., Assistant Scientist (Live-stock Breeding) at the Head-quarters of the Indian Council of Agricultural Research was deputed for in-service training during the year 1972 at:—

- (i) Indian Veterinary Research Institute, Izatnagar, from 27.11.1972 to 26.2.1973 in Animal Genetic and Breeding.
- (ii) National Dairy Research Institute, Karnal, from 15.6.1973 to 31.7.1973 in (a) Blood groups and Biochemical Polynorphs and their uses in the improvement of cattle. (b) Buffalo breeding problems and approaches for their improvement.
- (iii) He was also given in-service training at Headquarters of the Council.

*Indian Agricultural Research Institute*

A statement showing the number of Scheduled Caste/Scheduled Tribe employees of the Indian Agricultural Research Institute who participated in the various Seminars/Symposia/Workshop etc. during the years 1971, 1972 and 1973 is furnished below:—

Category	1971		1972		1973	
	SC	ST	SC	ST	SC	ST
Class I (Junior)	1	..	1	1	1	1
Class II (NG)	..	..	2	..	1	..
Class III	..	..	..	..	..	..

As regards sponsoring of candidates for higher training, a statement showing the number of Scheduled Caste/Scheduled Tribe employees sponsored during 1971, 1972 and 1973 is given below:—

Category	1971		1972		1973	
	SC	ST	SC	ST	SC	ST
Class I (Junior)		1			1	2
Class II (N.G.)	1		4			
Class III	1		1		..	..

2.30. The Committee desired to know during evidence whether Scheduled Castes were appointed in the vacancies reserved for Scheduled Tribes and *vice versa* when suitable Scheduled Tribe/Caste candidates were not available. The representative of the Indian Council of Agricultural Research has stated that the rules regarding exchange of vacancies are being followed in some cases.

2.31. The Committee wanted to know the procedure for filling up *ex cadre* posts. In a written note furnished to the Committee, the Ministry of Agriculture and Irrigation (Department of Agriculture) have stated that in the Indian Council of Agricultural Research and the Indian Agricultural Research Institute the *ex cadre* posts are filled by deputation from amongst the departmental candidates and other Departments/Offices etc. of the Government of India or Agricultural Universities etc., who fulfil the qualifications. There is no Scheduled Caste/Scheduled Tribe in the *ex cadre* posts. According to the orders of the Ministry of Home Affairs, reservation orders are not applicable in posts filled by transfer or deputation. In the Directorate of Extension there is no *ex cadre* post.

2.32. The Committee enquired whether the Indian Council of Agricultural Research published statistics regarding employment position of the staff and the number of Scheduled Castes and Scheduled Tribes among them. The representative of the Indian Council of Agricultural Research has replied in the negative. He has added that they have been sending such statistics to the Commissioner for Scheduled Castes and Scheduled Tribes.

2.33. The Committee have been informed that the Indian Council of Agricultural Research and the Indian Agricultural Research Institute provide concessions to Scheduled Castes and Scheduled



Tribes as per instructions issued by the Government of India from time to time. Concessions/relaxations, etc. admissible to Scheduled Caste/Scheduled Tribe candidates are specifically mentioned in the notifications/advertisements of vacancies for recruitment issued by the Indian Council of Agricultural Research and the Indian Agricultural Research Institute. Scheduled Caste and Scheduled Tribe candidates are interviewed separately and on separate dates as per the orders of the Ministry of Home Affairs. The Directorate of Extension is giving the following concessions and relaxations to the Scheduled Castes and Scheduled Tribes at the time of written test/recruitment/selection:

"1. *Age*: Relaxation of maximum age limit by 5 years.

*Travelling allowance*: Scheduled Caste and Scheduled Tribe candidates who attend the test/interview for selection for the posts are being paid single III Class\* rail fare by passenger train from the normal place of residence to the place of interview and back provided distance travelled by rail each way exceeds 50 miles. However, no extra charges, if any, incurred for reserving seats/sleeping berth in the train is admissible under the rules.

3. The performance of Scheduled Caste and Scheduled Tribe candidates on the basis of vacancies filled by written examination is being judged separately with relaxed standard as prescribed for general candidates.

4. *Direct recruitment otherwise than by examination*: The Scheduled Caste and Scheduled Tribe candidates fulfilling a lower standard of suitability are selected provided they possess prescribed minimum educational and technical qualifications as required under the relevant rules.

5. *Promotions on the basis of seniority*: The cases of Scheduled Caste and Scheduled Tribe candidates are judged on relaxed standards. There has been no supersession."

2.34. Scheduled Caste and Scheduled Tribe candidates are interviewed separately and on separate dates as per terms of the orders of the Ministry of Home Affairs.

2.35. In the notifications/advertisements of vacancies for recruitment issued by the Directorate of Extension only concession in the age limit is notified.

2.36. The Committee are distressed to note the meagre representation of Scheduled Castes and Scheduled Tribes in the services of

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\* Now II Class.

the Indian Council of Agricultural Research and the Indian Agricultural Research Institute in Class I, Class II and Class III posts. There is not even a single Scheduled Tribe Officer in Class I posts. There is also no Scheduled Tribe Officer in Class II posts in the Indian Agricultural Research Institute. In Class III posts, the percentage of Scheduled Caste employees is about 12 and the percentage of Scheduled Tribe employees is less than even two in the Directorate of Extension also, there is no even a single Scheduled Tribe Officer in Class I posts. The percentage of Scheduled Tribe Officers in Class II and Class III posts is also hardly three in the Directorate of Extension and Class III posts is also hardly three in the Directorate of Extension. The percentage of Scheduled Caste employees in Class I and Class II posts in the Directorate of Extension is much below the reserved quota. The Committee are convinced that unless vigorous efforts are made by the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension, these shortfalls cannot be wiped out. The Committee, therefore, urge that these Organisations should make special ad hoc recruitments exclusively for Scheduled Castes and Scheduled Tribes to fill the reserved quota prescribed for these communities.

2.37. The Committee regret to find that a very large number of Class IV posts were filled in the Indian Agricultural Research Institute on a regular basis from among those working on daily wages basis without regard to the reservations prescribed for Scheduled Castes and Scheduled Tribes. No satisfactory explanation has been given to the Committee for this lapse. All that the Secretary, the Indian Council of Agricultural Research, stated before the Committee was, "In that case, probably there has been a mistake in dealing with this problem, and we will try to rectify it." The Committee hope that such a mistake will not be repeated again and the past error will be rectified as early as possible.

In this context, the Committee would also like to recommend that the principles and percentages of reservations for Scheduled Castes and Scheduled Tribes should be followed even at the time of recruitment of personnel on daily wages.

2.38. The Committee are also sorry to note that the rules regarding exchange of vacancies between the Scheduled Castes and Scheduled Tribes are being followed by the Indian Council of Agricultural Research in some cases only. The Committee need hardly emphasise that the Government of India Orders regarding exchange of vacancies between Scheduled Castes and Scheduled Tribes are specific and those should be meticulously followed in letter and spirit in all eligible cases. This will also help the Indian Council  
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**of Agricultural Research to improve the representation of Scheduled Castes and Scheduled Tribes in its services.**

2.39. The Committee desire that the statistics showing employment position of Scheduled Castes and Scheduled Tribes in these Organisations should be published in the Annual Report of the Ministry of Agriculture and Irrigation (Department of Agriculture). This will keep the authorities and others concerned informed of the latest employment position of the Scheduled Castes and Scheduled Tribes in the services of these Organisations.

#### **D. Liaison Officer and Maintenance of Rosters**

2.40 The Committee have been informed that as required under the instructions on the subject, the Department of Agriculture has appointed a Liaison Officer for the Department of Agriculture proper as well as for the Directorate of Extension for looking after the interest of Scheduled Caste and Schedule Tribe employees in and under this Department. Liaison Officers have also been appointed in both the Indian Council of Agricultural Research Headquarters and the Indian Agricultural Research Institute. Their duties are the same as those prescribed by the Government of India. The Liaison Officers nominated in the Attached and Subordinate Offices, including the Directorate of Extension, are annually urged upon to inspect the rosters maintained in their Organisations and to submit a copy of the same to the Commissioner for Scheduled Castes and Scheduled Tribes to ensure that the directives issued on the reservations for Scheduled Castes and Scheduled Tribes are implemented strictly. Similar action is taken by the Liaison Officer appointed in the Department proper in respect of all appointments made in the Department of Agriculture. Effective steps are taken to remedy the defects if any, pointed out in the inspection reports.

2.41 In a written note furnished to the Committee, it has been stated that the Scheduled Castes and Scheduled Tribes are appointed strictly and according to the rosters prescribed by the Government of India. The rosters in the Indian Council of Agricultural Research and the Indian Agricultural Research Institute are maintained in the concerned administrative sections. All the recruitment authorities are maintaining separate rosters for each category of posts. Smaller categories of posts are grouped together for the purpose of roster. With regard to Personal Assistants (Grades II and III), previously there were only a few isolated posts on the Research Side of the Indian Council of Agricultural Research—the initial recruitment made during the period 1955 to 1969 being

only 22. It was, therefore, only after the introduction of Stenographer Scheme and induction of Government Side optees that reservation in these posts was introduced with effect from the 25th March, 1970, the date from which the revised roster came into force. In the Directorate of Extension, the rosters are maintained by the Superintendent of Establishment Section under the guidance of the Branch Officer concerned. The overall responsibilities are on the Director of Administration as the appointing authority. Separate rosters for each category of posts are maintained by all the recruitment authorities. Administrative Officer as Liaison Officer of the Directorate of Extension inspects the rosters being maintained in the Directorate of Extension periodically.

2.42 The Committee asked during evidence about the duties performed by the Liaison Officer. The Secretary of the Indian Council of Agricultural Research has stated that their Liaison Officer performs the same duties as are laid down for Liaison Officers by the Government of India e.g. ensuring compliance of the reservation orders, inspection of the rosters, submission of periodical reports to the Commissioner for Scheduled Castes and Scheduled Tribes etc.

2.43 In reply to a question, the representative of the Department of Agriculture has stated:

“I would like to submit that there was only one Liaison Officer. He was Deputy Secretary incharge of administration. What he had been doing was, obtaining an annual return from each one of the offices, applying his mind that they have taken all the necessary action in the matter of reservations and transmitting the reports to the Department of Personnel and the Commissioner for Scheduled Castes and Scheduled Tribes.

In 1973, we found on an analysis that there was in some cases lack of the due caution and we sent a strong circular that the Minister of State had taken a very serious view of the complaints. This circular was sent to each one of the offices. Just for the convenience of the various Heads of the Offices who sometimes have no time to go over every instruction in the matter, we summarised all these instructions in a four-page circular. This was done with a view to fix their attention on the more important aspects of the general instructions. We have been able to see a marked improvement in the functioning of the various offices.”

2.44 The Committee enquired whether Cells under the direct control of the Liaison Officers had been set up to ensure due compliance of the orders of reservations for Scheduled Castes and Scheduled Tribes. The representative of the Indian Council of Agricultural Research has stated in the negative. He has agreed to set up such a Cell. In reply to a question, the representative of the Indian Council of Agricultural Research has stated that no complaints about inadequate representation of Scheduled Castes and Scheduled Tribes in the Indian Council of Agricultural Research were received by them. He has added that they might have received individual representations from some of the Scheduled Caste/Scheduled Tribe employees. The Joint Secretary, Department of Agriculture, has said that there is no separate Cell in the Directorate of Extension. In the Department of Agriculture, there is a Cell, but not in its literal sense. There is a Liaison Officer who has a full staff to assist him and to ensure due compliance of the reservation orders in favour of Scheduled Castes and Scheduled Tribes. He has added that a large number of complaints are received from Members of Parliament and others and those are looked into. In many cases, redress is given but action is taken only after the Minister has seen the relevant file. In reply to a question, the Secretary, Indian Council of Agricultural Research, has stated that they have organised Staff Councils and Grievance Cells in their Institutions to look into complaints made by the employees. Representatives of the employees are also members of these Cells. These bodies look into those complaints.

2.45 The Committee referred to the written reply furnished by the Department of Agriculture wherein it was stated *inter alia* that some isolated appointments were made and therefore they could not be grouped and roster could not be maintained. The Committee enquired of the reasons for not maintaining a roster as per the Government of India orders on the subject. The Secretary, Indian Council of Agricultural Research, has stated:

“I must admit that this explanation is not satisfactory. But the only thing is that prior to 1966 the Indian Council of Agricultural Research was a very small unit and the number of posts in this category was small. I don't know the details of all the posts, but these posts were created from time to time and so they could not maintain a roster in the beginning. Probably there is some delay in implementing the Government orders, but now we have made up the deficiency.”

2.46. The Committee note that Liaison Officers have been appointed in the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension. The Committee would like to stress that a big responsibility lies on the shoulders at the Liaison Officers in regard to employment of Scheduled Castes and Scheduled Tribes in these Organisations as per the reserved quotas. The Committee trust that these Liaison Officers would function with a sense of dedication and ensure that the shortfalls existing in the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension are cleared at the earliest. The Committee also hope that the Liaison Officers would focus their attention in regard to proper maintenance of the rosters by the concerned authorities and satisfy themselves that the reservation orders are properly implemented by them.

2.47. The Committee feel that the Liaison Officer alone would not be able to discharge his duties effectively unless a small Cell, consisting of some staff, is set up in each of these Organisations to assist him as per the orders of the Government of India on the subject. A note about the activities of the Cell should also be included in the Annual Report of the Ministry of Agriculture and Irrigation (Department of Agriculture).

#### E. In-service Training

2.48 The Committee have been informed that in the Indian Council of Agricultural Research and the Indian Agricultural Research Institute there is no separate Institute for imparting training to staff. However, the three National Institutes, viz., the Indian Agricultural Research Institute, Indian Veterinary Research Institute and the National Dairy Research Institute (NDRI) have training programmes leading to M.Sc. and Ph.D degrees. National Dairy Research Institute has also training programmes leading to the B.Sc. degree. These are open to candidates from different parts of the country as well as to staff members. The Institute of Agricultural Research Statistics runs a Course in Agricultural Statistics for in-service candidates in collaboration with the Indian Agricultural Research Institute Post-Graduate School and also gives education upto M.Sc. and Ph.D levels. The Summer Institutes organised by the Council also provide facilities for imparting higher technical knowledge. In the Directorate of Extension, there is no training institute for imparting training to the staff of the Directorate. There is, however, an Extension Education Institute at Nilokheri under the Directorate which imparts training to Extension Staff of the State Governments etc. The Directorate of Extension appoints as per orders

of the Ministry of Home Affairs the best among the available candidates belonging to Scheduled Castes and Scheduled Tribes in non-technical and quasi-technical Class III and Class IV posts and gives in-service training to make them proficient in their work. One such candidate was appointed during 1973.

2.49 The Committee desired to know whether, as per orders of the Government of India, the best among the available candidates belonging to Scheduled Castes and Scheduled Tribes were appointed in non-technical and quasi-technical Class III and Class IV posts and given in-service training to make them proficient in their work. The Secretary, Indian Council of Agricultural Research, has stated:

“These instructions relate to non-technical and quasi-technical Class III and Class IV posts. For them, the reservation orders apply all right and, by and large, we have seen that they are adequately represented in these categories. So there is hardly any occasion for giving in-service training and very often in these categories we do not have facilities for this kind of training.”

2.50 The Committee asked whether any coaching facilities were being extended to Scheduled Caste and Scheduled Tribe candidates who appeared in the competitive examinations. The representative of the Indian Council of Agricultural Research has stated that they have not held any competitive examination so far. He has opined that it would be better to have a centralised agency for imparting training rather than every Department giving such training. Imparting of training by every Department would be expensive and cumbersome.

2.51 In reply to a question, the Secretary, Indian Council of Agricultural Research, has stated:—

“These posts are subject to reservation and the need for training does not very much arise in this case. Secondly, we don't have facilities in our institutions for training them in the various trades for which the skills are required.”

2.52. The Committee do not agree with the views of the representative of the Indian Council of Agricultural Research that as there are reservations for Scheduled Castes and Scheduled Tribes in Class III and Class IV posts and candidates belonging to these communities are, in his opinion, adequately represented in these

classes of posts, there is no need to give in-service training to such employees. The Committee must point out that the representation of Scheduled Caste employees in the Indian Council of Agricultural Research and the Indian Agricultural Research Institute in Class III is still much less than the percentage of reservation fixed for them. The percentages of Scheduled Tribes in the Indian Council of Agricultural Research in Class III and Class IV posts are 0.8 and 1.9 respectively. The percentages of Scheduled Tribes in the Indian Agricultural Research Institute in Class III and Class IV posts are 1.6 and 2.3 respectively. In view of this, the Committee cannot but recommend that the Orders of the Ministry of Home Affairs on the subject should be followed by these Organisations and the best among the available Scheduled Caste/Scheduled Tribe candidates should be appointed and given in-service training. These Organisations should devise schemes for in-service training of the Scheduled Caste and Scheduled Tribe candidates so appointed.

#### F. Dereservation

2.53 The Ministry of Agriculture and Irrigation (Department of Agriculture) have sent a note to the Committee describing the actual procedure which is being followed in dereservation of vacancies in the Directorate of Extension. It is stated in the note that all the reserved vacancies are first notified to the Employment Exchange. In case the Employment Exchange is not able to nominate qualified candidates of the community for which the post is reserved, a non-availability certificate is obtained from the Employment Exchange. Thereafter, the vacancy is advertised in the newspapers and also referred to the recognised Associations and Organisations of Scheduled Castes and Scheduled Tribes. If, even after following the above procedure, no suitable candidate belonging either to Scheduled Castes or to Scheduled Tribes becomes available, the proposal for de-reservation of the vacancy is sent to the Ministry of Home Affairs (now the Department of Personnel and Administrative Reforms) through the Department of Agriculture. After the vacancy is de-reserved, the reserved point is carried forward to three subsequent recruitment years. During the last three years, only one vacancy of Mechanic Class III, reserved for Scheduled Tribe candidate, has been got de-reserved. The facts of dereservation vacancies are sent to the Commissioner for Scheduled Castes and Scheduled Tribes for his information. In another note sent to the Committee, it is stated that the procedure laid down by the Government of India for dereservation of vacancies is followed by the Indian Council of Agricultural Research and the Indian Agricultural Research Institute. As however, the Indian Co-



uncil of Agricultural Research is an autonomous body, it has been decided in consultation with the Ministry of Home Affairs that if any reserved vacancy remains unfilled for want of suitable Scheduled Caste/Scheduled Tribe candidates after observing the entire procedure for filling up of the reserved vacancies as laid down under the reservation orders, the prior approval of the Governing body of the Council is obtained for its dereservation in respect of posts equivalent to Class I and Class II status. Dereservation of posts equivalent to Class III and Class IV is done with the prior and specific approval of the Director General, Indian Council of Agricultural Research, and the Governing Body is apprised of such dereservation from time to time. An annual statement showing appointment of Scheduled Caste and Scheduled Tribe candidates against reserved vacancies indicating therein position regarding dereservation is sent every year to the Department of Agriculture for further necessary action.

2.54. At the instance of the Committee, the Indian Council of Agricultural Research has furnished the following note giving the details of the vacancies dereserved during 1971, 1972 and 1973 and the reasons for their dereservation:—

“Class III—1971.

Scheduled Castes:—A post of Technical Assistant (Edn.) was dereserved because only two candidates applied for this post. Both of them were called for interview but only one turned up and he was not found suitable by the Selection Committee.

The carried-forward point against this post was reserved for the post of Technical Assistant (Edn.) during 1972 but this post was not ultimately filled up as a result of Staff Inspection Unit of the Ministry of Finance recommendations for abolition of the post. Only one appointment was made thereafter during 1973 which point could not be reserved.

Scheduled Tribes:—Two posts—one of a Technical Assistant (A.H.) and another of an Assistant were de-reserved.

But these posts could not be filled on account of non-availability of candidates.

The post of Assistant was dereserved under direct recruitment quota. No fresh panel has been prepared for direct recruitment of Assistants thereafter. It has been decided that 100 per cent recruitment to the post of Assistants will be made by promotion only upto 31st December, 1975.

As regards the post of Technical Assistant (A.H.) the carried forward point was reserved for the post of Tech. Assistant (Agri.) during 1972. This post also was not ultimately filled up as a result of recommendations of the Staff Inspection Unit of the Ministry of Finance.

#### Class II—1972.

Scheduled Tribe—A post of Senior Tech. Assistant was dereserved. The post could not be filled by the reserved community candidate on account of non-availability of the Scheduled Tribe candidate. As regards the point carried forward after dereservation, no appointment was made during 1973. During 1974, only one appointment has been made so far which could not be reserved.

#### Class III—

Scheduled Tribe—One post of sub-Editor (English) was dereserved against this point because of non-availability of Scheduled Tribe candidate. Only one post was filled during 1973 which could not be reserved. No appointment has been made during the year 1974.

#### Class II—1973.

One post of Section Officer reserved for Scheduled Tribe was dereserved. This dereservation was made in promotion quota. The point is still being carried forward because no qualified candidate belonging to Scheduled Tribe has become available in the promotion quota so far.

#### Class III

Two posts of Assistants reserved for Scheduled Tribes had to be dereserved because of non-availability of the Scheduled Tribe candidates. One was in the direct recruitment quota and the other was in the promotion quota. As regards the direct recruitment quota, the point is still being carried forward and no new panel for direct recruitment has been prepared thereafter. In the promotion quota also the point is being carried forward because no Scheduled Tribe candidate is available for promotion.”

2.55. During evidence, the representative of the Indian Council of Agricultural Research has informed the Committee that before dereservation of vacancies in the Indian Council of Agricultural Research, those vacancies were advertised in 1969 and 1970 but no Scheduled Caste/Scheduled Tribe candidate was available for those vacancies.

2.56. The Committee enquired whether the reserved vacancy available in 1972 was advertised in 1973. The Secretary of the Indian Council of Agricultural Research has stated:—

“According to the instructions, if a person is not available for a post and a general candidate is taken against a Scheduled Caste post, that reservation point is transferred to the next point, and not necessarily to that post. The number of posts is prescribed, but the same post need not be transferred. One vacancy in the same group has to be carried forward.”

2.57. The Committee enquired, during evidence, whether concurrence of the higher authorities was taken before dereservation of a particular vacancy. The Secretary of the Indian Council of Agricultural Research has stated that in the Indian Council of Agricultural Research, Class I and Class II vacancies are dereserved after getting the approval of the Governing Body of the Council and Class III and Class IV vacancies are dereserved after obtaining the approval of the Director General, Indian Council of Agricultural Research. Explaining further the steps taken before dereservation was resorted to, the representative of the Indian Council of Agricultural Research has stated:

“As far as due representation to this community is concerned, the Chairman of the Agricultural Scientists Recruitment Board has a record of Scientists. He takes adequate care to ensure that no post is dereserved unless he is satisfied that no suitable candidate is available. Then we follow another system. We get information from various Agricultural Universities and Institutes and then prepare a Register of properly qualified Agricultural Scientists all over the country. A copy of this Register is not only sent to the Agricultural Scientists Recruitment Board but also to those Institutes which are under the Indian Council of Agricultural Research. Whenever any suitable candidate is not available for these posts from these communities, then they have to make a reference to the Register. If a person qualified in that particular discipline is available in that Register, they should contact him and try to appoint him.”

2.58. The Committee asked whether the Indian Council of Agricultural Research was willing to consider a suggestion that a vacancy reserved for a Scheduled Caste or a Scheduled Tribe candidate, instead of being dereserved, should be kept vacant till a Scheduled Caste or Scheduled Tribe candidate, as the case might be, was available. The Secretary, Indian Council of Agricultural Research, has replied:

“This is a wider question and I am afraid Indian Council of Agricultural Research alone cannot take a decision in this respect. Government will have to take a general policy decision in this respect. Here, I would like to submit one thing. Indian Council of Agricultural Research is a slightly different kind of organisation compared with the other Departments of the Government. Here, the work is of an entirely different nature, research work, and if we keep these posts vacant, perhaps, we may have to wait for a long time to get qualified people to perform such work. By this, work will suffer. It is for the Government of India to take a decision in this regard and if any such decision is taken, we will faithfully follow it.”

2.59. The Committee note that a number of vacancies were dereserved in the Indian Council of Agricultural Research and the Indian Agricultural Research Institute during 1971, 1972 and 1973. The Committee would like to urge that in view of the poor representation of Scheduled Castes and Scheduled Tribes in the services of the Indian Council of Agricultural Research/Indian Agricultural Research Institute, dereservation of vacancies should be resorted to only under compelling and exceptional circumstances and when all possible efforts made to get Scheduled Caste/Scheduled Tribe candidates have failed.

2.60. The Committee would also like to suggest that these Organisations should examine in each case the feasibility of keeping a reserved vacancy unfilled till a candidate belonging to the communities for whom it is reserved is available instead of resorting to dereservation of the vacancy.

## CHAPTER III

### HOUSING FACILITIES

The Committee have been informed that as per the Government of India Orders\* on the subject, ten per cent of the available Government accommodation should be made available for allotment to Scheduled Caste/Scheduled Tribe employees entitled to types I and II who specially apply for this benefit. The vacancies becoming available in the ten per cent quota for Scheduled Caste and Scheduled Tribe employees should be allotted in the ratio of 2 : 1 to the Scheduled Caste and Scheduled Tribe employees respectively. For this purpose, separate waiting lists should be prepared for Scheduled Caste and Scheduled Tribe employees in these two types of accommodation.

3.2. The Committee enquired, during evidence, the criteria for allotment of accommodation to the employees and whether any reservation was made for Scheduled Castes and Scheduled Tribe employees. The Secretary of the Indian Council of Agricultural Research has stated that the Indian Council of Agricultural Research does not have any facilities of its own. Its employees are eligible for residential accommodation from the general pool and the rules prescribed by the Government of India are applicable in their case. The Indian Agricultural Research Institute allots accommodation to its employees in accordance with its own rules. There is no reservation in allotment of accommodation to the Scheduled Caste and Scheduled Tribe employees of the Indian Agricultural Research Institute. The Secretary, Indian Council of Agricultural Research, has assured the Committee to examine the proposal for providing reservation in allotment of accommodation to the Scheduled Caste and Scheduled Tribe employees working in the Indian Agricultural Research Institute.

**3.3. The Committee recommend that ten per cent housing accommodation should be reserved in types I and II of accommodation for Scheduled Caste and Scheduled Tribe employees working in the Indian Agricultural Research Institute, as is being done in the case of such employees in other Offices of the Government of India.**

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\*vide Ministry of Works and Housing O.M.No. 12035 (3) 73-Ed(II) dated the 24th September 1974.

## CHAPTER IV

### ADMISSION, TRAINING & OTHER FACILITIES

The Indian Agricultural Research Institute, which is a constituent unit of the Indian Council of Agricultural Research, is a "deemed University" under the University Grants Commission Act, 1956 and is authorised to award the post-graduate degree of Master of Science and Doctor of Philosophy in Agricultural Science and its related basic disciplines. The Institute Council is the policy making body for the Indian Agricultural Research Institute and the Academic Council is the main task implementing body in academic matters. The Director, Indian Agricultural Research Institute, is Chairman of the Institute Council and the Academic Council. The Dean and Joint Director is the Vice-Chairman of the Academic Council and he is assisted by a complement of the required staff.

4.2. The primary function of the Indian Agricultural Research Institute includes the conducting of basic and applied research in the various branches of Agricultural Science, teaching at the post graduate level and doing extension advisory work in the villages in the Union Territory of Delhi. Also, short term training courses on several aspects of Agricultural Sciences are arranged from time to time for the benefit of Agricultural Scientists from other State Departments and Research Institutes.

4.3. The Committee have been informed that the minimum residential requirement for the M.Sc. course is two academic years. All requirements for the degree must, however, be completed within four years of admission. Although the minimum residential requirement for Ph.D. course is two academic years, this period is likely to be exceeded due to requirements in individual cases. Ph.D. students usually take 2½ to 3 years and sometimes even longer to complete their programme of studies. All the requirements for the Ph.D. degree, however, must be completed within five years of admission. The maximum period of leave that can be availed of by any student during the course of studies is two months. The maximum age limit, except in the case of candidates who are already Government servants, for admission to the M.Sc. course is 25 years and the minimum 19 years, but the Academic Council may waive the age limits in deserving cases. For the Ph.D. candidates, there is no age limit. Selections for admission are made after a

careful scrutiny of the applicant's continuous academic record from SSLC/Higher Secondary/Matric onwards, research and other experience, if any, and on the basis of his/her performance at the interview.

4.4. The reservations for Scheduled Castes and Scheduled Tribes regarding admissions were made from June, 1961, i.e., from the Fourth Academic Session.

4.5. Fifteen per cent of total available seats are reserved for Scheduled Caste and five per cent for Scheduled Tribe candidates, subject to their being otherwise suitable. The reservations stated above are inter-changeable, i.e., if sufficient number of candidates are not available to fill up the seats reserved for Scheduled Tribe candidates, these can be filled from among the suitable Scheduled Caste candidates and *vice versa*. The seats reserved are filled from the available candidates. In case no candidates are found suitable, the seats are not filled by other general candidates. In case a candidate is not available in a particular discipline, the seat remaining vacant as such is transferred to other discipline and is filled by the available candidate. For the last three years, all the reserved seats are filled up as per reservations. Even the Scheduled Caste and Scheduled Tribe candidates who compete with the general candidates are admitted on the basis of their performance with the general candidates from the general quota and as such the reserved quota is always filled up with the relaxed standard. Apart from the earmarking of seats, concessions are also given to the Scheduled Caste/Scheduled Tribe students in terms of the minimum percentage of marks required for eligibility. During the academic Session 1974-75, the minimum eligibility standard was 55 per cent in respect of general candidates whereas it was 45 per cent in the case of Scheduled Caste/Scheduled Tribe candidates. The qualifying marks in the interview for the general candidates is 35 per cent whereas it is 30 per cent in the case of Scheduled Castes/Tribes. If a general candidate does not qualify for interview in a particular year, he is not eligible for applying in the subsequent year. This restriction does not apply to Scheduled Caste/Scheduled Tribe candidates. The Scheduled Caste/Tribe candidates are interviewed as a separate category and instructions have been issued to the effect that the standard of their performance should be judged independently without comparing the same with the performance of the general candidates. Scheduled Caste/Tribe candidates called for interview are paid to and from Second Class fare. This incentive is not available for general candidates.

4.6. At the instance of the Committee, the Indian Council of Agricultural Research has furnished a written note stating that all the Scheduled Caste/Tribe candidates admitted to the Indian Agricultural Research Institute are given the fellowship of Rs. 300|- per month in the case of M.Sc. students and Rs. 400|- per month in the case of Ph.D. students. In addition, the Scheduled Caste students are entitled to a contingent grant of Rs. 750|- per annum for M.Sc. course and Rs. 1500|- per annum for Ph.D. course for purposes of books, chemicals and also for typing and preparation of thesis. This contingent grant is not available to the general candidates who are awarded the Indian Agricultural Research Institute fellowship.

4.7. The Committee wanted to know whether there was any relaxation in age limit for admission of Scheduled Caste and Scheduled Tribe candidates in the Indian Agricultural Research Institute. In reply, the Indian Council of Agricultural Research has sent a written note. It is stated therein that in the case of Ph.D. there is no age limit restriction. With regard to M.Sc., the minimum age and maximum age are 19 years and 25 years respectively. No relaxation has been specifically provided for Scheduled Caste and Scheduled Tribe candidates in this regard. But, the Academic Council may waive the age limit in deserving cases. So far, no Scheduled Caste/Scheduled Tribe candidate has been refused admission because of age limit restrictions.

4.8. With regard to coaching facilities or tutorials provided to the weak Scheduled Caste and Scheduled Tribe students by the Indian Agricultural Research Institute, the Indian Council of Agricultural Research has stated in a note furnished to the Committee that the academic programme of each student is supervised by the Advisory Committee consisting of the Chairman and other members from the related discipline. In the case of the Advisory Committee of Scheduled Caste/Tribe candidates, the Dean and Joint Director is also the Co-Chairman. This provision has been made to pay special attention to the academic programme and progress of Scheduled Caste/Scheduled Tribe students.

4.9. The Committee desired to know whether any Officer had been made responsible for watching the observance of the safeguards for the Scheduled Castes and Scheduled Tribes in so far as admission and other facilities for Scheduled Castes and Scheduled Tribes in the Indian Agricultural Research Institute were concerned. In reply, the Indian Council of Agricultural Research has sent a note stating that the Indian Agricultural Research Institute furnishes to the Indian Council of Agricultural Research once in six months an up-to-



date list of Scheduled Caste/Scheduled Tribe students currently on rolls and also furnishes whatever information may be required from them from time to time. The Dean and Joint Director in the Indian Agricultural Research Institute, who is the Head of Post-Graduate School, is responsible at the Institute level for observance of the safeguards for, and the interests of, Scheduled Castes/Tribes with regard to the admissions to Post-Graduate courses. However, if and when any complaint is received by the Ministry or the Indian Council of Agricultural Research in regard to any irregularity in the matter of admissions of the Scheduled Caste/Tribe candidates, the matter is immediately looked into. It has also been stated that there is no separate Cell at the Institute to deal with the cases of Scheduled Castes/Tribes. So far as the Post-Graduate School is concerned, the existing arrangement has been found to be adequate. If the load of work reveals the need for a separate section, the matter will be taken up by the Indian Council of Agricultural Research.

4.10. Describing the nature of machinery/checks devised to ensure that instructions issued by the Department of Agriculture are being implemented by the Indian Agricultural Research Institute, the Indian Council of Agricultural Research in a written note furnished to the Committee has stated that the Academic Council of the Indian Agricultural Research Institute each year reviews the question of the number of seats for admission to the Post-Graduate School and at that time also decides the question of the number of seats to be reserved for Scheduled Castes and Scheduled Tribes. The entire admission is also approved by the Academic Council and at that time also it is ensured that the prescribed reservations are followed strictly.

4.11. At the instance of the Committee, the Indian Council of Agricultural Research has furnished the following statement showing the number of Scheduled Caste/Tribe candidates admitted during the last three years against the reserved quota:

Year	Ph. D.			M. Sc.			Total		
	S.C.	S.T.	S.C.	S.C.	S.T.	S.C.	S.C.	S.T.	S.T.
	Admitted	Allocated	Admitted	Allocated	Admitted	Allocated	Admitted	Allocated	Admitted
1972	9	11	4	11	8	3	20	19	3
1973	9	10	4	7	7	2	16	17	6
1974	5	5	2	5	5	1	10	10	3

4.12. The Committee enquired, during evidence, whether sufficient number of Scheduled Caste and Scheduled Tribe candidates were seeking admission in the Indian Agricultural Research Institute. The representative of the Indian Agricultural Research Institute has replied in the affirmative. In reply to a question, the representative of the Indian Agricultural Research Institute has stated that private students are not allowed to appear in the examinations conducted by the Indian Agricultural Research Institute. The Secretary, Indian Council of Agricultural Research, has stated:

“There is a practical aspect of education also. It is not merely theoretical knowledge that you read a few books and pass the examination. We have got to have practical experience and knowledge of various things. That is why, probably, Universities have not allowed private candidates to appear at these examinations.”

4.13. The Ministry of Agriculture and Irrigation (Department of Agriculture) have sent a written note to the Committee stating that pre-service training of Gramsevaks and Gramsevikas is being imparted at the Extension Training Centres run by the respective State Government. However, the Directorate of Extension (Training Unit) provides technical guidance and supervision with a view to ensuring uniformity and good quality of training. In addition, a net work of Farmers Training Centres operating throughout the country are providing practical training to the farmers in the adoption of improved agricultural practices. The selection of trainees for these courses is entirely left to the State Governments. In order to improve the professional competence of Extension personnel at different levels, short-term in-service courses are being organised at the selected colleges, Extension Education Institutes and Universities for which the participants are deputed by the State Governments. The Committee desired to know whether the Directorate of Extension had issued any directive/instructions to the State Governments to observe the constitutional safeguards provided for the Scheduled Castes and Scheduled Tribes. In reply, the Ministry of Agriculture and Irrigation (Department of Agriculture) have furnished a written note to the Committee. It is stated in the note that since the selection and appointments of Village Level Workers and Gramsevikas are made by the State Governments, no specific directives/instructions to the State Governments have been issued by the Directorate of Extension. It is understood that the State Governments give due representation to the Scheduled Castes and Scheduled Tribes in admission to the Village Level Workers courses.

4.14. The Committee note that the Dean and Joint Director in the Indian Agricultural Research Institute is responsible at the Institute level for observance of the safeguards for, and interests of, the Scheduled Castes and Scheduled Tribes with regard to the admission to Post Graduate courses. The Committee desire that the Indian Agricultural Research Institute should set up a small Cell to help the Dean and Joint Director in dealing with all matters relating to admissions, training and other facilities extended to Scheduled Caste and Scheduled Tribe students expeditiously.

4.15. The Committee find that there is no relaxation in age limit for admission of Scheduled Caste/Scheduled Tribe candidates in the M.Sc. Course in the Indian Agricultural Research Institute. Although the Committee have been informed that no Scheduled Caste or Scheduled Tribe candidate has been refused admission in M.Sc. Course because of age limit restrictions, the Committee would like that a specific provision be made in the relevant rules that no age restrictions will apply to Scheduled Castes and Scheduled Tribe students for admission in M.Sc. Course in the Indian Agricultural Research Institute.

4.16. The Committee desire that the Indian Agricultural Research Institute should maintain complete record of Scheduled Caste and Scheduled Tribe students receiving education in different courses and also about their placement after completion of their education.

4.17. The Committee also suggest that the Ministry of Agriculture and Irrigation/Directorate of Extension should apprise the State Governments of the need to follow the safeguards and reservations for Scheduled Castes and Scheduled Tribes and to request them specifically to provide for the prescribed reservations for Scheduled Castes and Scheduled Tribes in the selection of Gramsevikas and Gramsevikas in all programmes of the Directorate of Extension.

NEW DELHI;  
May 6, 1975.

Vaisakha 16, 1897(S).

D. BASUMATARI,

*Chairman,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.*

Year	No. of vacancies available during the year		Total	Exempted from reservation	Bal- — V: B. pr yc
	Category of Posts				
I	2		3	4	
<i>Post filled by Direct Recruitment</i>					
1971	Class I	.	22	9	
	Class II	.	8		
	Class II (non-Gazetted)	.	4		
	Class III	.	107		
	Class IV	.	5		
<i>Post Filled by Promotion</i>					
	Class I	}	No reservation was applicable to posts of these categories filled by promotion.		
	Class II				
	Class II (non-Gazetted)				
	Class III	}	The reservation orders were applicable to Class III & Class IV posts filled by promotion. No such promotions were made during the year.		
	Class IV				
<i>Post Filled by Direct Recruitment</i>					
1972	Class I	.	16	6	
	Class II	.	6	..	
	Class II (non-Gazetted)	.	10	..	
	Class III	.	87		
	Class IV	.	19		
<i>Post Filled by Promotion</i>					
	Class I	No reservation was applicable to Class I posts filled by promotion/by selection.			
	Class II	.	2	..	
	Class II (non-Gazetted)	.	..	..	
	Class III	.	8	..	
	Class IV	.		..	
<b>POST FILLED BY DIRECT RECRUITMENT</b>					
1973	Class I	.	19	9	
	Class II	.	4		
	Class II (Non-Gazetted)	.	9		
	Class III	.	46		
	Class IV	.	3		
<b>POST FILLED BY PROMOTION</b>					
	Class I	No reservation was applicable to posts filled by selection.			
	Class II	.	7		
	Class II (Non-Gazetted)	.	..		
	Class III	.	15		
	Class IV	.	..	..	

**APPENDIX—I**

(Vide Para 2.20 of the Report)

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its showing the number of vacancies filled in Class I to Class IV posts during 1971—73 and the number of Scheduled (

**INDIAN COUNCIL OF AGRICULTURAL RESEARCH (HEADQUARTERS)**

Vacancies available subject to reservation			Total Apptts. made in category stated in Col. 7	No. of vacancies reserved for Scheduled Castes			No. of vacancies reserved for Scheduled	
Vacancies S.F. from previous year	Vacancies occurred during the year	Total		Carried forward from the previous year	Reserved during the year	Total	Carried forward from the previous year	Reserved during the year
5	6	7	8	9	10	11	12	13
11	2	13	5	3	..	3	3	..
7	1	8	4	3	..	3	1	..
1	3	4	2	1	..	1	1	..
25	82	107	77	12	14	26	11	6
..	5	5	4	..	..	..	..	1
tion.								
omotion on selection basis.								
8	2	10	2	2	1	3	3	..
4	2	6	3	3	..	3	1	..
2	8	10	1	..	2	2	1	1
30	57	87	62	14	10	24	17	4
1	18	19	18	..	3	3	..	1
..	2	2	2	..	1	1	..	..
..	..	..	..	..	..	..	..	..
..	8	8	2	..	1	1	..	..
..	..	..	..	..	..	..	..	..
3	2	10	1	2	..	2	3	..
3	1	4	1	3	..	3	..	..
9	..	9	..	2	..	2	2	..
25	21	46	15@	19	4	23	20	..
1	2	3	1	..	1	1	..	..
to Class I post filled by promo-								
..	7	9	7	1	1	2	..	1
..	..	..	..	..	..	..	..	..
6	9	15	8	..	2	2	..	1
..	..	..	..	..	..	..	..	..

and Scheduled Tribes appointed during this period.

Total	No. of Scheduled Caste candidates appointed	No. of Scheduled Tribe candidates appointed	No. of Scheduled Caste vacancies carried forward	No. of Scheduled Tribe vacancies carried forward
14	15	16	17	18
3	1	..	2	3
1	..	..	3	1
1	1	..	..	1
17	12	..	14	17
1	..	1	..	..
3	1	..	2	3
1	..	1	3	..
2	..	..	2	2
21	5	1	19	20
1	4	1	..	..
..	..	..	1	..
..	..	..	..	..
..	1	..	..	..
..	..	..	..	..
3	..	..	2	3
..	..	..	2	2
2	3	..	20	20
2	..	..	1	..
..	2	..	..	1
1	..	..	..	..
..	2	..	..	1
1	..	..	..	..
..	..	..	..	..

Year	Category of posts	Total	No. of vacancies Exempted from reservation	Bal. — V B F
1	2	3	4	
<i>(a) Posts filled by Direct Recruitment.</i>				
1971	Class I . . . . .	128	118	
	Class II . . . . .	145	24	
	Class III . . . . .	238	..	
	Class IV . . . . .	145	..	
	Class IV (Sweepers) . . . . .	7	..	
1972	Class I . . . . .	87	75	
	Class II . . . . .	175	12	
	Class III . . . . .	287	..	
	Class IV . . . . .	512	..	
	Class IV (Sweepers) . . . . .	11	..	
1973	Class I . . . . .	42	27	
	Class II . . . . .	157	..	
	Class III . . . . .	271	..	
	Class IV . . . . .	388	..	
	Class IV (Sweepers) . . . . .	30	..	
<i>(b) Posts filled by Promotion</i>				
1971	Class I . . . . .	..		
	Class II . . . . .	..		
	Class III . . . . .	94		
	Class IV . . . . .	..		
1972	Class I . . . . .	..		
	Class II . . . . .	..		
	Class III . . . . .	36		
	Class IV . . . . .	..		
1973	Class I . . . . .	..	..	
	Class II . . . . .	..	..	
	Class III . . . . .	37	..	
	Class IV . . . . .	..	..	

NOTE: The figures in Cols. 17 and 18 includes reserved vacancies remained unfilled at



INDIAN AGRICULTURAL RESEARCH INSTTI

Vacancies B.F. from previous year	available during the year available subject to reser- vation		Total appoint- ments made in category stated in Col. 7	No. of vacancies reserved for Scheduled Castes		Total	Carr from p
	Vacancies occurred during the year	Total		Carried forward from previous year	Reserved during the year		
5	6	7	8	9	10	11	
2	8	10	1	1	2	3	
45	76	121	20	1	21	22	
59	179	238	71	..	42	42	
35	110	145	12	..	27	27	
..	7	7	7	..	7	7	
9	3	12	..	3	1	4	
101	62	163	43	21	10	31	
167	120	287	99	27	22	49	
133	379	512	244	24	63	87	
..	11	11	11	..	11	11	
12	3	15	2	4	..	4	
120	37	157	6	27	7	34	
188	83	271	38	31	17	48	
268	120	388	126	33	20	53	
..	30	30	30	..	30	30	
..	..	..	..	..	..	..	
..	..	..	..	..	..	..	
4	90	94	62	3	16	19	
..	..	..	..	..	..	..	
..	..	..	..	..	..	..	
..	..	..	..	..	..	..	
32	4	36	14	12	..	12	
..	..	..	..	..	..	..	
..	..	..	..	..	..	..	
..	..	..	..	..	..	..	
22	15	37	15	12	3	15	
..	..	..	..	..	..	..	

and also those carried forward due to filling of reserved vacancies by candidates belonging to other community.

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Vacancies reserved for Scheduled Castes		No. of vacancies reserved for Scheduled Tribes			
Forward ious year	Reserved during the year	Total	Carried forward from previous year	Reserved during the year	Total
9	10	11	12	13	14
	2	3	..	1	1
1	21	22	1	9	10
.	42	42	1	19	20
..	27	27	3	12	15
..	7	7	..	..	..
3	1	4	1	..	1
21	10	31	10	5	15
27	22	49	18	9	27
24	63	87	15	27	42
..	11	11	..	..	..
4	..	4	1	..	1
27	7	34	15	3	18
31	17	48	20	6	26
33	20	53	40	10	50
..	30	30	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
3	16	19	5	7	12
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
12	..	12	10	1	11
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
12	3	15	11	1	12
..	..	..	..	..	..

Vacancies by candidates belonging to other community.

No. of Scheduled Caste candidates appointed	No. of Scheduled Tribe candidates appointed	No. of Scheduled Caste vacancies carry forward	No. of Scheduled Tribe vacancies carry forward	Remarks
15	16	17	18	19
..	..	3	1	..
1	..	21	10	..
15	2	27	18	..
3	..	24	15	..
7	..	..	..	..
..	..	4	1	..
4	..	27	15	..
18	7	31	20	..
54	2	33	40	..
11	..	..	..	..
..	..	4	1	..
..	..	34	18	..
10	..	38	25	..
22	1	31	49	..
30	..	..	..	..
..	..	..	..	..
..	..	..	..	..
7	2	12	10	..
..	..	..	..	..
..	..	..	..	..
..	..	..	..	..
..	..	12	11	..
..	..	..	..	..
..	..	..	..	..
..	..	..	..	..
2	1	13	11	..
..	..	..	..	..

Year	Category of post	No. of vacancies available during the year			Total appointments made in category stated in Col. 5	No. of vacancies reserved for Scheduled Castes		Total	Carr p
		Total	Exempted from reservation	Balance available and subject to reservation		Carried forward from previous year	Reserved during the year		
1	2	3	4	5	6	7	8	9	
1971	Class I	.	.	.	3	2	1	1	2
	Class II	.	.	.	2	2	1	..	1
	Class III	.	.	.	21	21	5	4	9
	Class IV	.	.	.	5	5	..	1	1
1972	Class I	.	.	.	7	4	1	1	2
	Class II	.	.	.	2	2	..	..	..
	Class III	.	.	.	24	23	6	3	9
	Class IV	.	.	.	2	1	..	..	..
1973	Class I	.	.	.	..	..	2	..	2
	Class II	.	.	.	6	5	..	1	1
	Class III	.	.	.	47	43	6	6	12
	Class IV	.	.	.	7	5	1*	..	1

NOTE: This information includes :

1. Posts filled by direct recruitment.
2. Posts filled by promotion by selection method.

\*Requisition sent to Employment Exchange.

PENSION

No. of vacancies reserved for Scheduled Tribes			No. of Scheduled Caste candidates appointed	No. of Scheduled Tribe candidates appointed	No. of Scheduled Castes vacancies carried forward	No. of Scheduled Tribes vacancies carried forward
Carried forward from previous year	Reserved during the year	Total				
10	11	12	13	14	15	16
1	..	1	1	..	1	1
..	..	..	1	..	..	..
7	2	9	3	2	6	..
1	..	..	2	1	..	7
1	..	1	..	..	2	1
..	1	1	..	..	..	1
7	2	9	3	2	6	7
..	..	..	..	..	1	..
1	1	2	..	..	2	2
1	..	1	1	1	..	..
7	2	9	6	2	6	7
..	1*	1	..	..	..	..

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of Agricultural Research for this lapse. The Committee are convinced that had the Indian Council of Agricultural Research followed the prescribed reservation orders from the very beginning, the representation of Scheduled Castes and Scheduled Tribes in the Indian Council of Agricultural Research would have been much better than what it is at present. The Committee hope that the Indian Council of Agricultural Research would now take effective steps to make good the deficiency caused on this account.

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1.31

The Committee note that the reservation orders in favour of Scheduled Castes and Scheduled Tribes are applicable to Scientific and Technical posts upto the level of Senior Class I posts at the Headquarters of the Indian Council of Agricultural Research with effect from September, 1970. The Committee also note that a proposal to bring all Scientific and Technical posts upto Junior Class I level within the purview of the reservation orders has been submitted to the Cabinet. The Committee feel that time has come when the qualified Scheduled Caste and Scheduled Tribe candidates should not be deprived of their due right of reservations in services on the plea of "Scientific and Technical posts". The Committee would like the Government in general, and the Indian Council of Agricultural Research in particular to examine their policy or predilection of exempting certain posts from the reservation orders on the plea of "Scientific and Technical posts". The exemption from reservation orders should be rare and exceptional and applied in the case of topmost or Seniormost Scientific and Technical posts only. In all other Scientific or Technical posts, including those in Class I, there should be reservation for Scheduled Castes and Scheduled Tribes in Service.

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1	2	3
4	2.9	<p>The Committee regret to note that Selection/Promotion Committees of the Indian Agricultural Research Institute do not include a Scheduled Caste/Scheduled Tribe Officer. The Committee urge that, as per orders of the Government of India, a Scheduled Caste/Scheduled Tribe Officer should also be included in each of the Selection/Promotion Committees set up by the Indian Agricultural Research Institute. Where the Indian Agricultural Research Institute does not have a qualified Scheduled Caste/Scheduled Tribe Officer in the Institute itself for the purpose, the Committee recommend that services of a suitable Scheduled Caste/Scheduled Tribe Officer from a sister Institute/Department may be borrowed and he may be included in the Selection/Promotion Committees of the Indian Agricultural Research Institute.</p>
5	2.16	<p>The Committee trust that, as assured by the Indian Council of Agricultural Research and the Indian Agricultural Research Institute, the Pre-Examination Training Centres will invariably be informed before they hold the various competitive Examinations well in advance of the actual date of the examinations, the probable number of reserved vacancies and the syllabus for, and the standard of, the examination, as per orders of the Government of India.</p>
6	2.17	<p>The Committee are sorry to note that the reasons for rejection of the Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges are not communicated to them. The Committee need hardly stress that the Ministry of Home Affairs Orders about it are specific and those should be followed without any hesitation. Communication of such reasons helps the Employment Exchanges to reorient their Vocational and Guidance Courses accordingly and</p>

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		to ensure that in future they sponsor the right type of candidates belonging to Scheduled Castes and Scheduled Tribes.
7	2.36	<p>The Committee are distressed to note the meagre representation of Scheduled Castes and Scheduled Tribes in the services of the Indian Council of Agricultural Research and the Indian Agricultural Research Institute in Class I, Class II and Class III posts. There is not even a single Scheduled Tribe Officer in Class I posts. There is also no Scheduled Tribe Officer in Class II posts in the Indian Agricultural Research Institute. In Class III posts, the percentage of Scheduled Caste employees is about 12 and the percentage of Scheduled Tribe employees is less than even two. In the Directorate of Extension also, there is not even a single Scheduled Tribe Officer in Class I posts. The percentage of Scheduled Tribe Officers in Class II and Class III posts is also hardly three in the Directorate of Extension. The percentage of Scheduled Caste employees in Class I and Class II posts in the Directorate of Extension is much below the reserved quota. The Committee are convinced that unless vigorous efforts are made by the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension, these shortfalls cannot be wiped out. The Committee, therefore, urge that these Organisations should make special <i>ad hoc</i> recruitments exclusively for Scheduled Castes and Scheduled Tribes to fill the reserved quota prescribed for these communities.</p>
8	2.37	<p>The Committee regret to find that a very large number of Class IV posts were filled in the Indian Agricultural Research Institute on a regular basis from among those working on daily wages basis without regard to the reservations prescribed for</p>



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		<p>Scheduled Castes and Scheduled Tribes. No satisfactory explanation has been given to the Committee for this lapse. All that the Secretary, the Indian Council of Agricultural Research, stated before the Committee was, "In that case, probably there has been a mistake in dealing with this problem, and we will try to rectify it." The Committee hope that such a mistake will not be repeated again and the past error will be rectified as early as possible.</p> <p>In this context, the Committee would also like to recommend that the principle and percentages of reservations for Scheduled Castes and Scheduled Tribes should be followed even at the time of recruitment of personnel on daily wages.</p>
9	2.38	<p>The Committee are also sorry to note that the rules regarding exchange of vacancies between the Scheduled Castes and Scheduled Tribes are being followed by the Indian Council of Agricultural Research in some cases only. The Committee need hardly emphasise that the Government of India Orders regarding exchange of vacancies between Scheduled Castes and Scheduled Tribes are specific and those should be meticulously followed in letter and spirit in all eligible cases. This will also help the Indian Council of Agricultural Research to improve the representation of Scheduled Castes and Scheduled Tribes in its services.</p>
10	2.39	<p>The Committee desire that the statistics showing employment position of Scheduled Castes and Scheduled Tribes in these Organisations should be published in the Annual Report of the Ministry of Agriculture and Irrigation (Department of Agriculture). This will keep the authorities and others concerned informed of the latest employment position of the Scheduled Castes and Sche-</p>

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		<p>duled Tribes in the services of these Organisations.</p>
11	2.46	<p>The Committee note that Liaison Officers have been appointed in the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension. The Committee would like to stress that a big responsibility lies on the shoulders of the Liaison Officers in regard to employment of Scheduled Castes and Scheduled Tribes in these Organisations as per the reserved quotas. The Committee trust that these Liaison Officers would function with a sense of dedication and ensure that the short-falls existing in the Indian Council of Agricultural Research, the Indian Agricultural Research Institute and the Directorate of Extension are cleared at the earliest. The Committee also hope that the Liaison Officers would focus their attention in regard to proper maintenance of the rosters by the concerned authorities and satisfy themselves that the reservation orders are properly implemented by them.</p>
12	2.47	<p>The Committee feel that the Liaison Officer alone would not be able to discharge his duties effectively unless a small Cell, consisting of some staff, is set up in each of these Organisations to assist him as per the orders of the Government of India on the subject. A note about the activities of the Cell should also be included in the Annual Report of the Ministry of Agriculture and Irrigation (Department of Agriculture).</p>
13	2.52	<p>The Committee do not agree with the views of the representative of the Indian Council of Agricultural Research that as there are reservations for Scheduled Castes and Scheduled Tribes in Class III and Class IV posts and candidates belonging to these communities are, in his opinion, adequately represented in these classes of</p>

posts, there is no need to give in-service training to such employees. The Committee must point out that the representation of Scheduled Caste employees in the Indian Council of Agricultural Research and the Indian Agricultural Research Institute in Class III is still much less than the percentage of reservation fixed for them. The percentages of Scheduled Tribes in the Indian Council of Agricultural Research in Class III and Class IV posts are 0.8 and 1.9 respectively. The percentages of Scheduled Tribes in the Indian Agricultural Research Institute in Class III and Class IV posts 1.6 and 2.3 respectively. In view of this, the Committee cannot but recommend that the Orders of the Ministry of Home Affairs on the subject should be followed by these Organisations and the best among the available Scheduled Caste/Scheduled Tribe candidates should be appointed and given in-service training. These Organisations should devise schemes for in-service training of the Scheduled Caste and Scheduled Tribe candidates so appointed.

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2.59

The Committee note that a number of vacancies were dereserved in the Indian Council of Agricultural Research and the Indian Agricultural Research Institute during 1971, 1972 and 1973. The Committee would like to urge that in view of the poor representation of Scheduled Castes and Scheduled Tribes in the services of the Indian Council of Agricultural Research/ Indian Agricultural Research Institute, dereservation of vacancies should be resorted to only under compelling and exceptional circumstances and when all possible efforts made to get Scheduled Caste/Scheduled Tribe candidates have failed.

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15	2.60	The Committee would also like to suggest that these Organisations should examine in each case the feasibility of keeping a reserved vacancy unfilled till a candidate belonging to the communities for whom it is reserved is available instead of resorting to dereservation of the vacancy.
16	3.3	The Committee recommend that ten per cent housing accommodation should be reserved in types I and II of accommodation for Scheduled Caste and Scheduled Tribe employees working in the Indian Agricultural Research Institute, as is being done in the case of such employees in other Offices of the Government of India.
17	4.14	The Committee note that the Dean and Joint Director in the Indian Agricultural Research Institute is responsible at the Institutes level for observance of the safeguards for, and interests of, the Scheduled Castes and Scheduled Tribes with regard to the admission to Post Graduate courses. The Committee desire that the Indian Agricultural Research Institute should set up a small Cell to help the Dean and Joint Director in dealing with all matters relating to admissions, training and other facilities extended to Scheduled Caste and Scheduled Tribe students expeditiously.
18	4.15	The Committee find that there is no relaxation in age limit for admission of Scheduled Caste/ Scheduled Tribe candidates in the M.Sc. Course in the Indian Agricultural Research Institute. Although the Committee have been informed that no Scheduled Caste or Scheduled Tribe candidate has been refused admission in M.Sc. Course because of age limit restrictions, the Committee would like that a specific provision be made in the relevant rules that no age restrictions will apply to Scheduled Caste or Scheduled Tribe students for admission in M.Sc. Course in the Indian Agricultural Research Institute.

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1	2	3
19	4.16	The Committee desire that the Indian Agricultural Research Institute should maintain complete record of Scheduled Caste and Scheduled Tribe students receiving education in different courses and also about their placement after completion of their education.
20	4.17	The Committee also suggest that the Ministry of Agriculture and Irrigation/Directorate of Extension should apprise the State Governments of the need to follow the safeguards and reservations for Scheduled Castes and Scheduled Tribes and to request them specifically to provide for the prescribed reservations for Scheduled Castes and Scheduled Tribes in the selection of Gramsevaks and Gramsevikas in all programmes of the Directorate of Extension.

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