

**SCTC No. 697**

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2007-2008)

(FOURTEENTH LOK SABHA)

TWENTY-FOURTH REPORT

ON

MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
(DEPARTMENT OF SCHOOL EDUCATION AND LITERACY)

“Reservation in services including reservation in admission and employment of Scheduled Castes and Scheduled Tribes in Kendriya Vidyalaya Sangathan (KVS), Kendriya Vidyalayas and in Navodaya Vidyalaya Samiti (NVS) and Navodaya Vidyalayas.”

Presented to Lok Sabha on 01/12/2007

Laid in Rajya Sabha on 01/12/2007

LOK SABHA SECRETARIAT  
NEW DELHI

December, 2007/Agrahayana, 1929 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES (2007-2008)**

**Shri Ratilal Kalidas Varma - Chairman**

**MEMBERS – LOK SABHA**

2. Shri Anandrao Vithoba Adsul
3. Shri S. Ajaya Kumar
4. Shri Kailash Baitha
5. Shri S.K. Bwiswmuthiary
6. Dr. Tushar A. Chaudhary
7. Shri Eknath M. Gaikwad
8. Smt. Sushila Kerketta
9. Shri Kailash Meghwal
10. Shri Rupchand Murmu
11. Shri Jual Oram
12. Shri Virchandra Paswan
13. Shri E. Ponnuswamy
14. Shri Ashok Pradhan
15. Smt. K. Rani
16. Shri Bajju Ban Riyan
17. Shri Sarvey Sathyanarayana
18. Shri Sugrib Singh
19. Shri Chengara Surendran
20. Shri Vanlalzawma

**MEMBERS – RAJYA SABHA**

21. Shri Krishan Lal Balmiki
22. Shri Sharad Anantrao Joshi
23. Shri Robert Kharshiing
24. Shri Lalhming Liana
25. Dr. Radhakant Nayak
26. Shri Mahendra Sahni
27. Shri Jesudas Seelam
28. Miss Anusuiya Uikey
29. Shri Veer Singh
30. Shri Nandi Yellaiah

**SECRETARIAT**

1. Dr.(Smt.) Paramjit Kaur Sandhu - Additional Secretary
2. Shri P.K. Misra - Joint Secretary
3. Shri Gopal Singh - Director
4. Ms. J.C. Namchyo - Deputy Secretary
5. Smt. Maya Lingi - Under Secretary

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Twenty-fourth Report (Fourteenth Lok Sabha) on “Reservation in services including reservation in admission and employment of Scheduled Castes and Scheduled Tribes in Kendriya Vidyalaya Sangathan (KVS), Kendriya Vidyalayas and in Navodaya Vidyalaya Samiti (NVS) and Navodaya Vidyalayas.”

2. The Committee took evidence of the representatives of the Ministry of Human Resource Development (Department of Secondary and Higher Education now Department of School Education and Literacy) and Kendriya Vidyalaya Sangathan/Navodaya Vidyalaya Samiti on 17<sup>th</sup> September, 2003. The Committee wish to express their thanks to the Officers of the Ministry of Human Resource Development and Kendriya Vidyalaya Sangathan/Navodaya Vidyalaya Samiti for placing before the Committee the material and information the Committee desired in connection with the examination of the subject.

3. The Report has been bifurcated into two parts. Part – I Report is pertaining to Kendriya Vidyalaya Sangathan (KVS) and Kendriya Vidyalayas and Part – II Report is pertaining to Navodaya Vidyalaya Samiti (NVS) and Navodaya Vidyalayas.

4. The Report (Part-I and Part-II) was considered and adopted by the Committee on 7<sup>th</sup> September and 17<sup>th</sup> October, 2007 respectively.

5. A summary of conclusions/recommendations contained in the both parts of Report is appended (Appendix).

New Delhi  
December, 2007  
Agrahayana 1929 (Saka)

**RATILAL KALIDAS VARMA**  
**Chairman,**  
**Committee on the Welfare of**  
**Scheduled Castes and**  
**Scheduled Tribes**

## **CHAPTER – I**

### **INTRODUCTORY**

#### **A. Background Notes**

1.1 The scheme of the Kendriya Vidyalayas (Central Schools) was approved in November 1962 by the Government of India on the recommendation of the Second Central Pay Commission. It recommended that the Government should develop a scheme to provide uninterrupted education to the wards of transferable Central Government employees. Consequently, Central Schools organisation was started as a unit of the Ministry of Education (now Ministry of Human Resource Development) of the Government of India. Initially, 20 Regimental schools, then functioning at places having large concentration of defence personnel, were taken over as Central Schools during the academic year 1963-64.

1.2 On 15<sup>th</sup> December 1965, an autonomous body, namely, Kendriya Vidyalaya Sangathan was registered as a Society under the Societies Registration Act, 1860 which took over the task of opening and managing the Central Schools, henceforth called Kendriya Vidyalayas. The Sangathan is wholly financed by the Government of India.

1.3 Over the years, the number of Kendriya Vidyalayas steadily increased and was 902 on 31.3.2004.

#### **B. Objectives of Kendriya Vidyalayas**

1.4 The Kendriya Vidyalayas have a four fold mission as follows:-

- (i) To cater to the educational needs of the children of transferable Central Government employees, including Defence and para-military personnel by providing a common programme of education;
- (ii) To pursue excellence and set pace in the field of school education;
- (iii) To initiate and promote experimentation and innovations in education in collaboration with other bodies like the Central Board of Secondary Education (C.B.S.E.) and National Council of Educational Research and Training (N.C.E.R.T.) etc.; and
- (iv) To develop the spirit of national integration and create a sense of 'Indianness' among children.

1.5 When asked as to how the Kendriya Vidyalayas are developing the feeling of national integration and Indianness among children, the Committee were informed through written reply that Kendriya Vidyalaya Sangathan has been set up with a view to cater to educational needs of the children of transferable Central Government employees etc. by providing common content and pattern of education. Kendriya Vidyalayas are scattered in every nook and corner of the country. Owing to the fact that Kendriya Vidyalayas exist in all parts of the country, children of



Kendriya Vidyalayas get themselves acquainted with the distinct culture, language, region, climate etc. in the event of their movement from one linguistic area to others on account of transfer of their parents. The children share their experiences with the children of other regions which creates a sense of belongingness and Indianness among them. Teachers/students come from various parts of the country and represent microcosms of India as Society/Nation.

1.6 Kendriya Vidyalaya Sangathan organises various kinds of seminars, excursions, educational trips for children of Kendriya Vidyalayas which provides a platform and also opportunities to the children to acquire sound knowledge. This exchange programme inculcates in them the right attitudes and values that empower them to take decisions. KVS also organises sports meet/Science/Social Science exhibitions at Regional/All India level which gives an all India exposure to its students.

1.7 The main objective of Kendriya Vidyalayas is to develop the spirit of 'National Integration' among the children by providing common pattern of education viz. common text books and bilingual medium of instruction, co-education and composite system, affiliation to CBSE, common guidelines for admissions, etc. to all the children studying in Kendriya Vidyalayas across the country.

## **C I. Organisational set-up of Kendriya Vidyalaya Sangathan**

### **(i) General Body**

1.8 The Committee have been informed that the Kendriya Vidyalaya Sangathan is an autonomous body under the Ministry of Human Resource Development. The Sangathan was registered as a Society under the Societies Registration Act (XXI) of 1860 on December 15, 1965. The Minister of Human Resource Development is the Chairman of the Sangathan. The Minister of State in the Ministry of Human Resource Development is the Deputy Chairman of the Sangathan whereas the Additional Secretary (Education) is the Vice-Chairman of the Sangathan. Other members of the general body of the Sangathan are appointed by the Government of India from amongst senior officers of the Ministries of Finance, Defence, Urban Development, Health and Family Welfare besides eminent educationists and representatives of the selected Educational Bodies.

### **(ii) Board of Governors**

1.9 Rule 10(a) and Rule 19 of the Memorandum of Association and Rules of Kendriya Vidyalaya Sangathan provide for constitution of Board of Governors. The Board of Governors consists of core group of members appointed from amongst the members of the General body of the Sangathan. The Chairman of the Sangathan is also the Chairman of the Board of Governors and Joint Commissioner (Administration) is its Secretary. The Board is responsible for management of all affairs and

funds of the Sangathan and has authority to exercise all the powers of the Sangathan.

(iii) Standing Committees

1.10 There are three Standing Committees of the Board of Governors viz. Finance Committee, Works Committee and Academic Advisory Committee. The Finance Committee scrutinises the Accounts and Budget estimates of the Sangathan, the Works Committee recommends the work policy of the Sangathan, the Academic Advisory Committee advises on academic and co-curricular programmes for Kendriya Vidyalayas.

(iv) Executive Administration Kendriya Vidyalaya Sangathan

1.11 The Committee have also been informed that the Commissioner is the Principal Executive Officer of the Sangathan. The functions and powers of the Commissioner have been defined in the Memorandum of Association and Rules of Kendriya Vidyalaya Sangathan. He is supported by two Joint Commissioners. The Joint Commissioner (Administration) of the Sangathan is the Secretary of the Board and his functions and powers are defined in Rule 27-28 of the Memorandum of Association and Rules. The Joint Commissioner (Academics) looks after the Academic and co-curricular programmes in the Kendriya Vidyalayas. There are 18 Regional Offices each headed by an Assistant Commissioner. These Regional Offices oversee the working of 40-60 Kendriya Vidyalayas coming under their jurisdiction.

## **II. Organisational set-up of Kendriya Vidyalaya**

### **(i) Vidyalaya Management Committee**

1.12 Rules 47-50 of the Memorandum of Association and Rules provide for constitution of the Vidyalaya Management Committee. The Vidyalaya Management Committee assists in day-to-day functioning of the School. Each Kendriya Vidyalaya has a Management Committee and a Vidyalaya Executive Committee. It consists of 13 members including the Chairman. The Sangathan in consultation with the Sponsoring Authority appoints the Chairman of the Vidyalaya Management Committee. The members of the Vidyalaya Management Committee are drawn from amongst the eminent educationists, eminent persons from the field of culture, parents, doctors, minority sections of society, teachers, Central Govt. Employees Welfare Co-ordination Committee. The Vidyalaya Management Committee has such functions and powers as may be assigned to it by the Board of Governors. The Board of Governors may add to, alter or withdraw any of the functions and powers from the Management Committee.

### **(ii) Vidyalaya Executive Committee**

1.13 In order to strengthen local supervision and control of Kendriya Vidyalayas, a Vidyalaya Executive Committee was created in 1999 which exists in all the Kendriya Vidyalayas now. The Vidyalaya Executive Committee has been given substantial autonomy and power to enable it to exercise full administrative, financial and academic control over the Kendriya Vidyalaya. The Executive Committee consists of a Chairman

who is a senior officer of the sponsoring agency, Principal of the Kendriya Vidyalaya concerned, an educationist, a parent and a teacher representative.

(iii) Executive Administration at Vidyalaya level

1.14 Principal is the administrative head of the Vidyalaya and acts as the Drawing and Disbursing Officer. He implements the instructions and policies of the Sangathan in respect of curricular and co-curricular activities. He is also responsible for the proper maintenance of accounts and school records, service books of teaching and non-teaching staff, returns and statistics as prescribed by the Sangathan from time to time. He looks after the welfare of the employees.

1.15 On being asked as to the policy of the Government for including SC/ST person on the General Body, Board of Governors and Standing Committees of Kendriya Vidyalaya Sangathan under the administrative control of the Ministry, it was replied that as per rules 3(a) (XVII) to (XX) and 19(9) of the Memorandum of Association and rules of Kendriya Vidyalaya Sangathan, four educationist are to be nominated by the Ministry of HRD out of which at least one will be from among women, one from SCs and one from STs. The three Standing Committees of Board of Governors (BOG) viz., the Finance Committee, the Academic Advisory Committee and Works Committee have been constituted as per rules and regulations of the Sangathan by the Board of Governors which is duly represented by members of SC/ST community. The KVS and its BOG

has accordingly, one member each of SC and ST community nominated by the Ministry of HRD.

1.16 When asked whether there is any SC/ST officer on all the Vidyalaya Management Committee, it was informed that in accordance with the provisions made under article 32 and 33 of Education Code for Kendriya Vidyalayas, it is mandatory for each Kendriya Vidyalaya to have its own Vidyalaya Management Committee consisting of 13 members. As per norms prescribed for constitution of VMC vide article 33, one of the members thereof should be a representative of SC/ST belonging to Class-I service, if available, if not a member of the minority community.

**1.17 The Committee note that the Memorandum of Association and Rules of Kendriya Vidyalaya Sangathan have provision to nominate one SC and one ST educationist in the Kendriya Vidyalaya Sangathan and its Board of Governors. The Committee also note that as per norms prescribed, one member of each Vidyalaya Management Committee should have a SC/ST officer belonging to Class-I service or, if not available, it is to be represented by the minority community. The Committee feel that restricting the representation of SC and ST only to Class-I officers from these categories should not be the only criteria for nomination. The Committee recommend that eminent SC/ST persons from various fields like education, culture, etc. in the areas/towns where Kendriya Vidyalayas are located, should also be nominated as member of Vidyalaya Management Committee, as also on the various**

**Committees of Kendriya Vidyalayas. The Committee also desire that local M.P. should always be nominated as a member in Vidyalaya Management Committee as it is the practice in Vidyalaya Advisory Committee (VAC) of all Navodaya Vidyalayas. The Committee would like to be apprised of the present composition of the General Body, Board of Governors, various committees of Kendriya Vidyalaya Sangathan and Kendriya Vidyalayas with representation of Scheduled Castes and Scheduled Tribes therein.**

## **CHAPTER – II**

### **RESERVATION IN ADMISSIONS**

#### **A. Admission Policy**

2.1 The Committee have been informed that the admissions in the Kendriya Vidyalayas are done following the guidelines framed for the purpose (Appendix I). The priorities for granting admission to different categories of children are as follows:

- (a) In Kendriya Vidyalayas under Civil/Defence sector:
  - (i) Children of transferable Central Government employees including ex-servicemen;
  - (ii) Children of non-transferable Central Government employees including ex-servicemen;
  - (iii) Children of transferable and non-transferable employees of autonomous bodies/public sector undertakings/Institutes of Higher Learning of the Government of India;
  - (iv) Children of transferable State Government employees;
  - (v) Children of non-transferable employees of State Governments;



- (vi) Children of transferable and non-transferable employees of autonomous bodies/public sector undertakings/Institutes of Higher Learning of State Governments;
- (vii) Children from any other category;

(b) Kendriya Vidyalayas in Project Sector:

- (i) Children of the employees of the PSU/Institute of Higher Learning which is meeting all the recurring and non-recurring expenditure on the Vidyalaya building, equipment and staff;
- (ii) The priorities given for Kendriya Vidyalayas under Civil/Defence Sector will follow in the same sequence, thereafter.

**B. Admission Procedure**

2.2 No test is conducted for admission to Class-I. All applications received are divided into the seven categories in order of priority as laid down above. The admission to the children in Category-I are given depending upon the number of transfers during last seven years. When a stage is reached that the list of Category-I has been fully accommodated for admission, the names of all children of next category are selected by a draw of lots in case seats are less than the number of children for that category. This is to be repeated for each Category unless seats are filled up. For transparency, the draw of lots is done in the presence of

concerned parents to the extent feasible. For Class-II and above except Class XI, admissions are given in order of merit following the same sequence of priorities after an admission test. It has also been stated that Kendriya Vidyalayas have three streams of courses, namely, Science, Commerce and Humanities in Classes XI and XII. The qualifying examination for admission to these is the All India Secondary School Examination or its equivalent. For students of Kendriya Vidyalayas, admission to Class XI is not treated as fresh admission. For admission to Science with Mathematics, the qualifying marks are 55% each in Science and Mathematics, and 60% in Mathematics and Science put together and 55% in the aggregate of all five subjects. For admission to Science without Mathematics, the qualifying marks are 60% in Science and 55% in the aggregate of all the five subjects. For admission to Commerce stream, the qualifying marks are 50% in the aggregate of all the five subjects at the All India Secondary School examination or an equivalent examination. For admission to the Humanities stream, the student concerned should have been declared successful in the All India Secondary School examination by the Central Board of Secondary Education.

2.3 In regard to age for admission, the Committee have been informed that a child must be atleast 5 years old as on 1<sup>st</sup> of April of the Academic Year in which admission is being sought for in Class-I. For subsequent classes, the eligibility age would be reckoned again with reference to 1<sup>st</sup> April with a proportionate increase over 5 years. An upper age for

admission is fixed as the minimum age limit plus 2 years. No child would be eligible for admission in a Class if the age is more than this. Maximum age prescribed would be relaxable by two years for handicapped children.

2.4 When asked about qualifying standards for admission to various classes from Class-I to Class XII for General and SC/ST candidates, the Committee were informed that for admission to Class-I, there is no qualifying standard except the criteria of parent's category and age of child. For Class-II and above except Class XI, an admission test is conducted and the merit list prepared for each category of priority separately. Admission is given in the order of merit going by the sequence of the categories as per the admission guidelines. Candidates securing less than 35% marks in each subject and less than 40% marks in aggregate would not be eligible for admission irrespective of their category in priority.

2.5 When asked about the criteria for admission of the children from the local population, it was replied that the Kendriya Vidyalaya Admission guidelines are applicable to all categories including local population.

### **C. Relaxations and Concessions**

2.6 The Committee have been informed that 15% seats for Scheduled Castes and 7.5% for Scheduled Tribes are reserved in all fresh admission.

2.7 When asked as to what relaxation is given to SC/ST students in qualifying standard, the Committee have been informed that except for Class XI admission, there is no provision for any relaxation in the

qualifying standards separately for SC and ST candidates. For admission to Class XI, a concession of 5 marks is given to the candidates if he/she has not secured minimum qualifying marks in the subject of their choice in Class X examination.

2.8 In reply to a query whether quota fixed for SCs/STs is being filled regularly, it was stated that the quota fixed for them is being filled regularly as per the availability of candidates. The wards of transferable employees belonging to SCs/STs also come under the admission quota for SCs/STs.

2.9 In regard to procedure followed for de-reservation, the Committee have been informed that the candidates belonging to Scheduled Castes/Scheduled Tribes category are granted admission by grant of reservation in seats up to 15% and 7.1/2%. If sufficient number of students of a particular category of Scheduled Caste/Scheduled Tribe are not available for admission, the seats reserved for that particular category are interchanged with the students of other category in the Vidyalaya subject to a maximum number of seats of 22.5% of fresh admissions. If after accommodating registered candidates seats are not fully filled up, the seats are treated as de-reserved on the last working day of the day of admission and allotted to those in the waiting list.

2.10 When asked about the procedure for drawing the waiting list for admission and whether SC/ST candidates are also placed on the waiting list, the reply was that the waiting list for admission is made whenever there are more number of eligible candidates than the number of vacant seats available. Waiting list is strictly as per the merit list and the priority

categories. The SC/ST candidates are also placed on the waiting list accordingly.

2.11 The Committee have also been informed that the Principal of the Kendriya Vidyalayas concerned is the authority to decide the admissibility of SC/ST children for fresh admission in Kendriya Vidyalaya.

2.12 When asked about the machinery to check that the SC/ST candidates are not denied admission, it has been replied that the admissions in Kendriya Vidyalayas are done as per the admission guidelines. The Principal of the Vidyalaya ensures that the SC/ST students are not denied admission. Besides this, the Regional Offices of the Kendriya Vidyalaya Sangathan supervise/control and have necessary checks upon the matter so that no eligible candidate of these categories is denied admission in the Kendriya Vidyalaya.

#### **D. Enrolment**

2.13 The details of region-wise enrolment/admissions of students as on 31<sup>st</sup> March 1998, 31<sup>st</sup> March 1999, 31<sup>st</sup> March 2000 and 31<sup>st</sup> March 2001 are at Appendix II.

2.14 When asked about the reasons for not admitting the requisite number of SC and ST students in almost all regions during the above mentioned period, the Ministry had stated in their post evidence reply that every effort is made to admit the requisite number of SC/ST students as per the fixed quota in all Kendriya Vidyalayas. However, in the Kendriya Vidyalayas which come under defence sector and project sector the

number of applicant belonging to SC/ST category are not sufficient to fill up the full quota of these reserve seats. The location of these Vidyalayas in most cases is away from the main towns and localities and the parents of SC/ST categories do not prefer applying for seats in such Kendriya Vidyalayas on account of transport and other problems.

2.15 Asked whether efforts were ever made to get the children admitted in KV from SC/ST categories to fulfill the shortfall in fresh admission, it was stated that the admission notice is published in all the local newspapers of the area and a copy of the notice is also sent to all the Departments of the Central Government and State Governments for the information of all concerned.

2.16 Information regarding fresh admission to Kendriya Vidyalayas for the years 2003-2004 to 2006-2007 are at Appendix III.

**2.17 The Committee note that guidelines have been framed for admission in Kendriya Vidyalayas according to which priorities for granting admission to different categories of children are determined. According to the guidelines, there is no qualifying standard except the criteria of parent's category and age of child for admission to class-I and for admission to classes-II and above except class XI, an admission test is conducted and the merit list prepared for each category of priority separately.**

**2.18 The Committee have been informed that 15% and 7.5% of seats are reserved for SCs and STs in all fresh admissions. It is presumed that seats for SC/ST applicants are reserved in each**

category of priority list. The Committee, however, note that there is no provision for any relaxation in qualifying standard separately for SC/ST candidates except for admission in class-XI. A concession of 5 marks is given in admission to class-XI, if the SC/ST candidates have not secured minimum qualifying marks in the subject of their choice in class-X examination. The Committee feel that SC/ST students may not be able to come up to the qualifying standard prescribed in the guidelines, especially in case of admission of SC/ST students in far flung areas. The Committee desire that some relaxation should be given to them in admission from class-II to class-X also. The Committee would also like that the SC/ST children should be given opportunity under children from any other category, as mentioned in Admission Policy at (a) (vii) at para 2.1. The Committee also recommend that while filling up the seats reserved for SC/ST category according to priority list, if some seats remain unfilled, the KVS should fill up the unfilled SC/ST seats by enrolling SC/ST students of local area/population.

2.19 The Committee note that the SC/ST candidates are also placed in the waiting list for admission whenever there are more eligible candidates than the number of vacant seats available. The Committee recommend to accommodate the wait listed candidates belonging to SC/ST candidates keeping in mind the prescribed reservation percentage meant for them.

**2.20** The Committee also note that KVS have not been able to fill up all the seats reserved for SC/ST students despite keeping the seats reserved for them. This is evident from the statements of region-wise enrolment/admissions of students submitted to the Committee. The story might be quite different at Vidyalaya level as the figures provided to the Committee are compiled region-wise. The Committee are not convinced by the reason given that since some Kendriya Vidyalayas which come under Defence Sector and Project Sector are located away from main towns and localities, parents of SC/ST categories do not prefer to send their children there due to transport or other problems. This could be true to some extent. The Committee, however feel that large number of people are always found engaged in manual work in the project areas and some of them may belong to SC/ST communities. The Committee, therefore, desire that efforts should be made to encourage these people to send their children to Kendriya Vidyalayas so that they get proper education.

**2.21** The Committee further note that the admission notice is published in all the local newspapers of the areas and a copy of the notice is sent to all the Departments of the Central Government and State Governments for information. The Committee would like that copies of such notices should also be sent to the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes for information of its members.



**2.22 The Committee also note that earlier the information on enrolment was provided for Gwalior region and Headquarters. However, the information has not been provided for these two regions for the year 2000 onwards. The Committee desire that the requisite information may also be provided in this regard.**

**CHAPTER – III**  
**RESERVATION IN SERVICES**

**A. Recruitment Procedure**

3.1 The recruitment for Teaching and Secretarial posts in Kendriya Vidyalaya Sangathan is made through direct recruitment method as well as by promotion following the prescribed recruitment rules. The vacancies under the direct recruitment quota are advertised in the 'Employment News' (weekly). The applications are collected centrally and candidates are called for written test followed by interview of those candidates who qualify in the written test and come in merit in the ratio fixed and prescribed by the Sangathan for calling them for interview. The recruitment under promotion quota is done by holding Departmental Promotion Committee meetings depending upon the availability of vacancies. The vacancies for direct recruitment as well as promotion are filled in observance of the quota of vacancies as given below:-.

(i) **TEACHING POSTS**

<b>Category</b>	<b>Direct Recruitment</b>	<b>Promotion</b>
Principal	66.2/3%	33.1/3%
Vice-Principal	-	100%
PGTs	50%	50%
TGTs	50%	50%
PRTs	100%	Nil
Head Master	-	100%
Misc. category of teaching posts	100%	-

(ii) **SECRETARIAL POSTS**

Category	Direct Rectt.	Deptt. Exam.	Promotion	Deputation
Group 'D'	100%	-	-	-
L.D.C.	90%	-	10%	-
U.D.C.	33.1/3%	-	66.2/3%	-
Asstt. Supdt.	-	33.1/3%	66.2/3%	-
Supdt.	-	25%	75%	-
Section Officer	-	40%	60%	-
Admn. Officer	33.1/3%	-	66.2/3%	-
Sr. Admn. Officer	-	-	100%	-
Audit & Accounts Officer	50%	-	50%	-
Sr. Audit & Accounts Officer	-	-	100%	-
Asstt. Commissioner	60%	-	40%	-
Dy. Commissioner(Pers.)/ Dy. Commissioner(Admn.)	-	-	50%	50%
Dy. Commissioner (Fin.)	-	-	-	100%
Dy. Commissioner(Trg.)/ Dy. Commissioner (Acad.)	-	-	100%	-
Joint Commissioner (Admn.)	-	-	-	100%
Joint Commissioner (Academic)	-	-	100%	-

3.2 When asked about the recruitment policy for Safaiwala in KVS, it has been stated that the job of cleanliness in Kendriya Vidyalayas/ Regional Offices/HQ Office has been privatised. This service is being executed by hiring private agencies. The Committee have also been informed that recruitment to Gr. 'D' posts is made at Vidyalaya level for the Kendriya Vidyalayas and recruitment for Group 'D' posts for Regional Offices is also made at Regional Office level.

**B. Relaxations and concessions**

3.3 The Committee have been informed that reservation in favour of Scheduled Castes and Scheduled Tribes has been made applicable for appointments both through direct recruitment and by promotion in all teaching and non-teaching posts since 8<sup>th</sup> June, 1970 in accordance with

the instructions issued by the Government of India. The percentage of reservation provided to SCs and STs in filling up all posts is 15% and 7.5% respectively.

3.4 The Committee have been informed that following concessions and relaxations are provided to SCs and STs at the time of recruitment:-

- (i) No application fee is charged from SC/ST candidates.
- (ii) The SC/ST qualified candidates were/are called for interview by lowering down the merit whenever sufficient number of qualified candidates are not available.
- (iii) Five years age relaxation is allowed.
- (iv) Unemployed SC/ST candidates are paid second class to and fro rail fare for journey for attending the interview.
- (v) Interviews are conducted in a separate session.

3.5 Asked whether the concession/relaxation permissible to SC and ST candidates and the number of posts reserved for them are indicated in the Employment Notification sent to the Employment Exchange, it has been informed that in the advertisement, the reservation quota of SC/ST candidates is indicated as per the instructions of the Government. Besides, other concessions like relaxation in age and non-payment of application fees, etc. are also indicated.

3.6 When asked whether the copies of employment notices/notifications are sent to recognized SC/ST Welfare Associations for publicity, it was stated that in future KVS will follow the advice and will start giving copies of employment notices/notifications to recognized SC/ST Welfare Associations for publicity.

### **C. Issue of Interview/Appointment Letter**

3.7 The Committee have been informed that the interview letters to all the candidates including SC/ST candidates are sent Under Certificates of Posting well in time, i.e. 15-20 days before the date of interview. The result of the written test is published in the Employment News (weekly) and National Newspapers(s). The offer of appointment as well as intimation to the candidates, including SC/ST candidates, of their selection for the post are sent by registered post, after giving a due and reasonable time of atleast 15 days (minimum time) to join the post. Some candidates including SC/ST candidates did not receive the interview letters for the posts of PRTs/TGTs/Misc. categories scheduled in January 2000. Interviews of such candidates were held in March 2000.

3.8 When asked whether KVS ensure that the interview letters are received by the candidates well on time, in their post evidence note, the Ministry have stated that the interview letters are dispatched under Certificate of Posting 3 weeks in advance to ensure that the letters are surely received by the candidates and also well in time. Also, an advertisement is published informing that the interview letters have been dispatched and that those candidates who do not receive the interview letters may collect a duplicate letter from the KVS, Regional offices, one day before the examination.

### **D. Recruitment**

3.9 The year-wise details of the recruitment made during the years 1998 to 2001 are at Appendix IV.

3.10 In addition to the information given in regard to recruitment of teachers during the years 1998 to 2001 at Appendix IV, the following is the recruitment made in the year 2002:-

YEAR	NAME OF THE POST	TOTAL No. OF CANDIDATES SELECTED	No. OF CANDIDATES SELECTED	
			SC	ST
2002	1. PGT	590	84	34
	2. TGT	491	73	37

3.11 The Committee had asked the Ministry to provide similar information for the years 2003-04, 2004-05, 2005-06 and 2006-07.

The following information was furnished:

Year	Category of posts	Total no. of vacancies occurred	No. of vacancies reserved for SCs			No. of vacancies reserved for STs			No. of SCs actually appointed	No. of STs actually appointed	No. vacancies carried forward		Remarks
			Carried forward from previous year	Reserved during the year	Total	C/F from previous year	Reserved during the year out of actual recruitment	Total			SCs	STs	
	1	2	3	4	5	6	7	8	9	10	11	12	13
2003-04	Group-A	48		7	7		4	4	9	0			
	Group-B	579		86	86		43	43	85	10			
	Group-C	2492		373	373		186	186	435	144			
	Group-D	327		49	49		24	24	170	26			
2004-05	Group-A	110		16	16		8	8	8	6			
	Group-B	533		79	79		39	39	25	14			
	Group-C	2658		398	398		199	199	181	56			
	Group-D	360		54	54		27	27	2	0			
2005-06	Group-A	158		23	23		11	11	0	0			
	Group-B	552		82	82		41	41	8	6			
	Group-C	2635		395	395		197	197	25	11			
	Group-D	382		57	57		29	29	0	0			
2006-07	Group-A	183		20	20		13	13	0	0			
	Group-B	1056		158	158		79	79	40	11			
	Group-C	3324		498	498		249	249	58	20			
	Group-D	106		15	15		7	7	0	0			
<b>NOTE:</b> Regarding carried forward of reserved vacancies from previous year, KVS has already informed the Ministry that there was no record available at KVS Hqrs. The reservation roster was prepared as on 1.1.2005 and accordingly the shortfall in reserved vacancies in SCs/STs in various categories was also calculated and sent to the Ministry.													

3.12 When asked to furnish the total number of contract labourers appointed in KVS for doing the work of Safaiwala during the last five years and total number of SC/ST among them, the reply was as given in para 3.2.

3.13 The reasons for the carried forward vacancies during the years 1998 to 2001, was stated to be due to non-availability of suitable SC/ST candidates and not appointing adequate number of Principal was due to paucity of eligible SC/ST candidates.

3.14 When asked about the steps taken/proposed to be taken to fill up the carry forward vacancies, the Ministry in their note furnished to the Committee have stated that lot of efforts were made to fill up the vacancies for the SC/ST categories in the year in which recruitment was made. For filling up backlog vacancies of SC/ST, a special mention was made in the advertisement which appeared in the Employment News (weekly) in its issue on 13<sup>th</sup> September – 19<sup>th</sup> September, 2003 to the effect that there were more vacancies for SC/ST on account of backlog vacancies. An advertisement was also published in the Employment News (weekly) in its issue dated 1<sup>st</sup> November-7<sup>th</sup> November 2003 for filling up of post of Principals by deputation as well as on regular basis to fill up the backlog vacancies of SC/ST in KVS. The Committee were informed that after finalisation of the above recruitment process, the position of backlog vacancies will be reviewed and, if necessary, Special Drive Recruitment will be undertaken. The Committee were also informed

that sincere efforts were made to appoint adequate number of SC/ST teachers by way of relaxation in the cut off marks in respect of SC/ST categories at each stage of the recruitment process i.e. first stage examination, second stage examination and at the time of final selection for preparing panel of selected candidates.

### E. Staff Strength and Shortfall

3.15 Statements showing the total staff strength alongwith shortfall of SC/ST employees in KVS for the years 1998, 1999, 2000 and 2001 are at Appendix V. The Committee had asked for similar information for the years 2003-04 to 2006-07, which are as under:

Year	Category of posts	Total No. of employees	Number of		Percentage of total		Shortfalls	
			SCs	STs	SCs	STs	SCs	STs
	1	2	3	4	5	6	7	8
2003-2004	Group-A	754	78	13	10	2	5	5.5
	Group-B	6001	674	157	11	3	4	4.5
	Group-C	25096	3322	783	13	3	2	4.5
	Group-D	5275	1936	482	37	9	-	-
2004-2005	Group-A	693	87	12	13	2	2	5.5
	Group-B	6267	698	152	11	2	4	5.5
	Group-C	26471	3423	847	13	3	2	4.5
	Group-D	5108	2120	485	42	9	-	-
2005-2006	Group-A	752	127	21	17	3	-	4.5
	Group-B	6207	618	161	10	3	5	4.5
	Group-C	26206	3450	894	13	3	2	4.5
	Group-D	4712	1873	431	40	9	-	-
2006-2007	Group-A	750	125	32	17	4	-	3.5
	Group-B	6267	623	161	10	3	5	4.5
	Group-C	26810	3631	959	14	4	1	3.5
	Group-D	4529	1858	430	41	9	-	-

3.16 It has been observed from the statements at Appendix V that there were continuous shortfall of SC/ST employees in almost all categories particularly in post of Education Officers, Principals, Vice-Principals, Head Masters, PGTs, TGTs & SUPW Teachers, Physical Education Teachers



and Office staff in ST categories. The reasons for shortfall are reported to be insufficient availability of qualified SC/ST candidates and unwillingness of selected SC/ST candidates to join or remain in service as they also find better opportunities, elsewhere.

3.17 When asked to furnish the details of the selected candidates belonging to SC/ST category who did not join the service during the last three years, the reply as furnished by the Ministry through a post-evidence note was that the issue of offer of appointments to the selected candidates were made by the Regional Office of KVS. Hence, the details of selected candidates belonging to SC/ST category who did not join the service during the last three years are not available in that office.

3.18 Asked to state the reasons for shortfall in the intake of SCs and STs against their reserved quota during the years 2003-2004 to 2006-2007, the K.V.S. in written reply has mentioned that there was no record available in KVS(Hq.) regarding shortfall/backlog reserved vacancies of SCs/STs under various categories of employees. The reservation roster was prepared based on staff in position as on 1.1.2005 and accordingly shortfall was calculated and informed to Ministry of HRD. The shortfall/backlog vacancies of teaching categories have already been advertised and in respect of non-teaching categories, it will be advertised in November 2006 on direct recruitment basis. Regarding shortfall/backlog vacancies of SCs/STs for promotion, DPCs have been conducted against all the posts and accordingly offers issued.

3.19 Asked by what time Kendriya Vidyalaya Sangathan will be able to clear the backlog of SC/ST vacancies in teaching as well as in non-teaching categories, it was stated in their post evidence reply that the efforts will be made to clear the back-log vacancies of SC/ST provided eligible candidates of SC/ST categories are available in adequate numbers for filling up the backlog.

3.20 The Committee were informed that no special recruitment drive was conducted from 1998 to 2000. It was stated in their post evidence reply that efforts will be made for special recruitment drive in the future upon reviewing the position of the backlog vacancies of SC/ST on completion of recruitment on the basis of advertisement published recently and to clear backlog vacancies.

#### **F. Promotion**

3.21 The Committee have been informed that to fill up the promotion quota for each category of non-teaching and teaching posts, the meetings of Departmental Promotion Committees are held which recommend the employees on the basis of ACRs seniority-cum-fitness or seniority-cum-merit as per norms laid down by the Department of Personnel and Training for different posts.

3.22 In reply to a question on providing relaxation to SC/ST for promotion, the Committee have been informed that the following

relaxation is given for different Group of posts in Kendriya Vidyalayas for teaching and non-teaching staff belonging to SC/ST:

- (a) For posts/services within Group 'A' carrying ultimate salary of Rs.5,700 (Pre-revised): SC/ST officers coming within the zone of consideration so as to be within the number of vacancies of which the select list is to be drawn up, will be included in the select list notwithstanding the prescription of bench-mark, provided they are not considered 'unfit'.
- (b) For posts/services in Group 'B' within Group 'B' and from Group 'B' to the lowest rung in Group 'A': If adequate number of SC/ST Officers are not available within the normal zone, it may be extended to five times the number of vacancies. SC/ST officers coming within the extended zone are also to be considered against the vacancies reserved for them. Any shortfall is to be made up by selecting candidates of these communities, who are in the zone of consideration, irrespective of merit and 'bench-mark', provided they are considered 'fit'.
- (c) In Groups 'C' and 'D' posts/service : Select list of SCs/STs should be drawn up separately in addition to the general list. Those within the normal zone of consideration are to be considered alongwith others and those selected will be included in the general select list, in addition to their being included in the separate lists for SCs/STs. Those in the

separate lists will be adjusted separately amongst themselves and, if selected, will be included in the concerned separate lists, irrespective of merit and the bench-mark determined. If SCs/STs in the general select list are lesser than the vacancies reserved for them, the difference will be made up by candidates of those communities in the separate select lists.

3.23 The statement showing the number of SC/STs employees promoted during the years 1998 to 2001 is at Appendix VI.

3.24 Having noted the fact that not a single SC/ST Vice Principal had been promoted to the post of Principal in the years 1998, 1999 and also in 2001 and as also not a single SC/ST principal having been promoted to the post of Education Officers in 1998, 1999 and 2000, the Committee asked for the reasons thereof. In a reply furnished through post evidence note, it has been informed that no eligible Vice Principal belonging to SC/ST category were available for promotion to the post of Principal during the years 1998 and 1999. During the year 2001, three Vice Principals belonging to SC were promoted to the post of Principal. This was due to the fact that PGTs belonging to SC/ST get selected to the post of Principal in direct recruitment. No eligible principal belonging to SC/ST category were available for promotion to the post of Education Officer.

3.25 The Committee had asked the Ministry to furnish similar information for the years 2003-2004 to 2006-2007 and the same as furnished to the Committee are as under:-

Year	Category of posts	Total No. of employees promoted	No. of posts filled		%age of		No. of backlog vacancies/ shortfall		Remarks
			SC	ST	SC	ST	SC	ST	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2003-2004	Group-A	43	2	1	5	2	10	5.5	
	Group-B	429	63	9	15	2	-	5.5	
	Group-C	242	46	22	19	9	-	-	
	Group-D	111	54	10	49	9	-	-	
2004-2005	Group-A	47	11	2	23	4	-	3.5	
	Group-B	665	121	25	18	4	-	3.5	
	Group-C	568	100	25	18	4	-	3.5	
	Group-D	20	7	2	35	10	-	-	
2005-2006	Group-A	150	35	2	23	1	-	6.5	
	Group-B	549	53	22	10	4	5	3.5	
	Group-C	527	68	38	13	7	2	0.5	
	Group-D	135	32	20	24	15	-	-	
2006-2007	Group-A	28	2	11	7	39	8	-	
	Group-B	249	92	34	37	14	-	-	
	Group-C	284	82	32	29	11	-	-	
	Group-D	61	23	8	38	13	-	-	

3.26 The Committee note that for teaching and secretarial posts in Kendriya Vidyalaya Sangathan (KVS), appointment is done by direct recruitment as well as by promotion. The Committee also note that 15 percent and 7.5 percent of posts are reserved for SCs/STs for appointment both through direct recruitment and by promotion in all teaching and non-teaching posts. Despite having provided reservation for SCs/STs since 1970, the Committee note that there has been huge shortfall every year both in direct recruitment and vacancies filled through promotion in almost all categories of posts in Kendriya Vidyalaya Sangathan. The reasons are attributed to non-availability of suitable SC/ST candidates and unwillingness of

selected SC/ST candidates to join or remain in service as they find some other better opportunities. The reason for not filling up promotional quota is reported to be paucity of eligible SC/ST candidates for the posts of Principal and PGTs in the feeder cadre. Such reasons are hardly convincing to the Committee. In fact, it reflects on the lackadaisical attitude of KVS over the years in not making adequate efforts to attract enough SC/ST candidates to apply for direct posts, and consequently leading to shortfall of eligible candidates in feeder cadre. In such a situation, the Committee feel the KVS have no other option but to fill up the promotional post through direct recruitment as per Office Memorandum No. AB(14017/30/89-Estt.(RR) dt. 10.7.90. The Committee, therefore, recommend that if requisite number of candidates belonging to SCs/STs are not found in the feeder cadre for promotion to the next grade, the KVS should fill up the shortfall by diverting the promotional posts temporarily to direct recruitment. The Committee also recommend that efforts should also be made to ensure prescribed representation of SCs and STs in the services of Kendriya Vidyalayas/Kendriya Vidyalaya Sangathan by filling up all SC/ST posts by direct recruitment by fixing a time limit.

3.27 The Committee have been informed that the job of cleanliness in Kendriya Vidyalayas/Regional Offices/Headquarters Office has been privatised and that the service is being executed by hiring private agencies. The Committee feel that hiring private agencies for

job of cleaning in Kendriya Vidyalayas/Regional Offices/ Headquarters Office does not seem to be a favourable decision for SC/ST people as they were the ones who used to do this kind of job and the private agencies for all purposes are not bound to employ these very people for the job, and may hire people of their choice. The Committee are all the more disheartened by the fact that Kendriya Vidyalaya Sangathan do not have the record of contract labourers including that of SCs/STs among them, doing the work of safaiwalas in KVS. As the work of cleanliness was previously being done mostly by SC/ST people, the Committee feel that the Kendriya Vidyalaya Sangathan are socially bound to see that after entrusting the job of cleanliness to private agencies, the livelihood of these people have not been adversely affected. The Committee recommend that KVS should ensure that labourers hired for cleaning purposes belong to SC/ST people and that NGOs working for SC/ST are also involved in the process. Proper record of all hired contract labourers are properly maintained. The Committee also urge the KVS to review the existing system of hiring private agencies for cleanliness purposes if sufficient number of SC/ST people are not being hired by them.

3.28 The Committee note that employment notification sent to the employment exchanges mentions about the details of concession/relaxation permissible to SC/ST candidates. The Committee recommend that publicity of SC/ST posts in Kendriya

**Vidyalayas should be given not only through employment exchanges but through national dailies, local/regional newspapers especially in SC/ST dominated areas as well as through radio and TV. The Committee also desire that copies of employment notices should be sent to MPs of the areas besides sending them to recognized SC/ST Welfare Association and Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, so that more SC/ST candidates would be able to know about vacancies in KVS through the above agencies also and apply for such posts.**

**3.29 The Committee have been informed that the interview letters are sent under certificate of posting 15 to 20 days before the date of interview and the offer of appointments as well as the intimation is sent by registered post after giving at least 15 days time to join the post. The Committee, however, note that some candidates did not receive interview letters for the posts of PRTs/PGTs/Misc category in January, 2000 and the interview was later held in March, 2000. The Committee strongly feel that this kind of situation should not occur in KVS. The Committee recommend that KVS should ensure that letters of interview and letters of offer are dispatched at least one month in advance so that SC/ST candidates living in far flung areas may not lose their opportunity for employment.**

**3.30 The Committee note that the representation of SCs and STs was below the quota prescribed for them according to the recruitment made to Group A, B, C and D posts during the years**



2003-04, 2004-05, 2005-06 and 2006-07. According to the statement furnished to the Committee, not a single ST candidate was appointed in Group A category in the years 2003-04, 2005-06 and 2006-07 as also SC candidate in the years 2005-06 and 2006-07. The Committee also note that in case of Group D posts, no SC/ST recruitment was made in the years 2005-06 and 2006-07 even though certain number of Group D posts had been reserved for these categories. The Committee desire to know the reasons as to why no recruitment was made in Group D category while there is no dearth of SC/ST candidates to fill Group D posts at local and regional level. Therefore, the Committee recommend that responsibility be fixed for not filling up the vacancies even in case of Group D posts. The Committee recommend that all Group D posts should be filled within three months of presentation of the report.

3.31 The Committee observe that there was continuous shortfall of SC/ST employees in almost all categories of posts according to statement at Appendix-V. The position had not changed even in 2006-07. The reasons for shortfall were reported to be insufficient availability of qualified SC/ST candidates and unwillingness of selected SC/ST candidates to join or remain in service. However, when the Committee wanted to know the details of such SC/ST candidates who did not join the service, the reply provided was that the issue of offer of appointments to the selected candidates were made by the Regional office of KVS and that the details of selected

candidates belonging to SC/ST category who did not join the service during the last three years were not available in that office. The Committee feel that the reply is not acceptable. The Committee would like to know the reason as to why the KVS did not consider keeping such information with them. The Committee recommend that the Ministry should issue directions to KVS to compulsorily record all details of SC/ST candidates starting from the receipt of application till their appointments/rejection or details of any other related matter. The Committee also desire that copies of such information should be kept at Headquarters. Further, the Committee strongly recommend the Ministry to obtain the list of selected SC/ST candidates who did not join the service during 2003 to 2006 from the Regional Offices of KVS and furnish the same to the Committee.

3.32 The Committee had been informed through post evidence reply that the position of backlog vacancies would be reviewed and, if necessary, special recruitment would be undertaken. The Committee would, therefore, like to be apprised whether special recruitment drive has been undertaken in view of their submission or in pursuance to O.M. No. 36038/1/2004-Est(Res) dated the 5<sup>th</sup> August, 2004 issued by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training together with the outcome of such an exercise.

3.33 The Committee note with dismay that there is no record available in KVS Headquarters about the shortfall/backlog of

reserved vacancies for SCs/STs under various categories. As such, the reservation roster has been prepared based on staff in position as on 01.01.2005 and accordingly shortfall calculated and informed to the Ministry of Human Resource Development. The Committee are perturbed by the callous attitude of KVS as also of Ministry of Human Resource Development who did not deem fit to keep record of backlog vacancies of SCs/STs under various categories all these years. It seems, the exercise was taken up only because KVS was being examined by this Committee. The Committee strongly feel that by not maintaining record of the backlog vacancies reserved for SCs and STs, the KVS and the Ministry have failed in their constitutional obligation towards socio economic development of SCs and STs. The Committee feel that such inaction by the persons concerned from top to bottom can not be overlooked. The Committee, therefore, recommend that the Ministry should see that the responsibility is fixed for inaction in the Ministry and in the KVS and an action taken report in the matter submitted to the Committee. The Committee also recommend that the reservation rosters prepared as on 01.01.2005 should be carefully checked and for that purpose, liaison officers in the Ministry as also in Headquarters and regional offices of KVS, should also be involved. The Committee also desire that the Ministry should issue fresh directions for proper maintenance of reservation rosters and checking of the same periodically by the liaison officers. The Committee may also be

apprised of the outcome of recruitment to the posts of teaching and non teaching categories reported to have been advertised as stated in their communication dated the 30<sup>th</sup> October, 2006. The Committee may also be apprised of the position in regard to backlog vacancies in promotions.

3.34 The Committee note that special recruitment drive had not been undertaken by KVS during the years 1998 to 2000, as stated in para 3.20. It has also been stated that efforts will be made for special recruitment drive in the future upon reviewing the position of the backlog vacancies of SC/ST on completion of recruitment on the basis of advertisement published recently and to clear backlog vacancies. The Committee, therefore, would like to be apprised whether backlog vacancy/shortfall of SCs/STs have been fully filled up.

3.35 The Committee note that according to latest information submitted on 30<sup>th</sup> October 2006, the position in regard to promotion is quite satisfactory. As in 2006-07, only 8 SC backlog vacancies remain unfilled in Group A even though it is not clear to which category of posts they belong to. The Committee would like to know the category of posts to which they belong to and also recommend that those backlog posts should be filled up at the earliest.

## CHAPTER – IV

### MEASURES TO IMPROVE REPRESENTATION OF SCs/STs IN SERVICES

#### A. Liaison officer and SC/ST Cell

4.1 The Committee have been informed that there being large number of autonomous/subordinate organisations, public sector undertakings, etc. under the Ministry of Human Resource Development, Department of Secondary & Higher Education, inspection of reservation rosters by the Liaison Officer of the Department has been done till recently only in cases of complaints of non-compliance. In order to ensure effective monitoring of the implementation of SC/ST reservation, recently it was decided to nominate a Liaison Officer for each of the Bureaus in the Department. Accordingly, Deputy Educational Advisor(G) of the rank of Deputy Secretary has since been nominated as Liaison Officer for Secondary Education Bureau which administratively looks after the affairs of Kendriya Vidyalaya Sangathan. The Liaison Officer so nominated is responsible to monitor and ensure proper implementation of reservation policies for employment and admissions of persons belonging to SCs/STs in the KVS and Kendriya Vidyalayas by due compliance of the orders/instructions relating to reservation in favour of SCs/STs. This is done by calling information from time to time.

4.2 The Committee have also been informed that a SC/ST Cell is functioning in the Department of Education. The Cell comprises a junior time scale officer (Group 'A') designated as Asstt. Director and two Senior

Investigators as dealing hands. This Cell is responsible for educational upliftment of SCs/STs. At present there is no SC/ST officer in this Cell. There is one more SC/ST Cell exclusively for the Bureau of Higher Education. The SC/ST Cell in the Bureau of Higher Education is mainly for statistical purpose and does not work for the upliftment of SC/ST.

4.3 The Committee have further been informed that the duties and functions assigned to the Liaison Officers are as under:

- (i) To ensure due compliance of reservation orders and benefits admissible to SCs/STs and OBCs.
- (ii) To scrutinise, prepare and prompt submission of the prescribed annual statements by the Appointing Authority and to furnish the same to the Sangathan.
- (iii) To scrutinize proper implementation of proposals for de-reservation and to certify after due satisfaction that such de-reservations are inevitable after making all out efforts and prescribed steps taken faithfully as per the laid down procedures.
- (iv) To maintain liaison with Sangathan and appropriate authorities for supply of required information, answering queries and clearing doubts.
- (v) To conduct annual inspection of the rosters maintained and keeping a record of such inspection.
- (vi) To extend necessary assistance to the SCs/STs Commission in discharge of their duties and functions.

(vii) Liaison Officer for SCs/STs employees grants interviews to those SC/ST employees who are desirous in meeting them for redressal of their grievances regarding appointments/promotions etc., and take necessary steps to rectify the mistakes, if any.

4.4 The Committee have further been informed that an officer of the rank of Deputy Secretaries/Directors of the Ministry of Human Resource Development is nominated for the purpose of inspection of rosters of autonomous bodies under the Ministry of Human Resource Development.

#### **B. Rosters**

4.5 The Committee have been informed that rosters are being maintained in Kendriya Vidyalaya Sangathan (KVS) in respect of all categories for making direct recruitment as well as promotion. The Liaison Officer is responsible to monitor and ensure proper implementation of reservation policies for employment and admission of persons belonging to SCs and STs in Kendriya Vidyalayas Sangathan and the Vidyalayas under its administrative control. The rosters of KVS have been examined and certain discrepancies have been noticed which KVS have since rectified.

4.6 When asked about the frequency of inspection of the roster by the Liaison Officer, it was replied that no frequency has been laid down for inspection of rosters.

4.7 In reply to a question regarding the proposed training courses for the official concerned at Headquarters and Regional levels to ensure the implementation of reservation policy smoothly and the number of official who have attended such training, the Committee have been informed that the matter has been taken up with ISTM for arranging training course for the official concerned at Headquarters and Regional levels to ensure smooth implementation of reservation policy.

### **C. Caste Certificates**

4.8 The Committee have been informed that a case regarding obtaining job on the basis of false caste certificate has come to notice. The matter is being inquired into.

4.9 Asked about the latest position in regard to the case, the Committee were informed that a copy of the caste certificate submitted by one Principal along with the copies of the letters of the district authorities had been sent to the Under Secretary, Government of Madhya Pradesh, Department of Tribal Welfare, Bhopal, for verification in February 2000 followed by number of reminders but the reply is still awaited. The Assistant Commissioner, Bhopal had also been directed to pursue the matter with the authorities.

4.10 When asked whether any criminal proceedings have been initiated against the person for furnishing the fake certificate, in a post evidence note furnished to the Committee, it was replied that as the Department of Tribal Welfare, Bhopal, M.P. has not clarified the genuineness of the caste



certificate produced by the Principal, no action has been initiated against him by KVS.

4.11 Asked about steps taken/proposed to be taken by KVS to check recurrence of such cases in future, it is replied that preventive steps are being taken to check recurrence of cases of false caste certificate during recruitment process in KVS.

#### **D. Complaints/Grievances**

4.12 The Committee have been informed that the procedure prescribed for redressal of grievances of SC/ST employees in KVS is being followed as per prescribed guidelines given in the machinery for redressal of grievance of KVS and instructions issued from time to time.

4.13 The Committee have also been informed that separate complaint(s)/grievances register is being maintained showing the records of complaints/grievances of SC/ST employees together with their disposal alongwith all other cases.

4.14 The Committee have also been informed that the composition of Redressal Committee set up for the SC/ST employees in Kendriya Vidyalaya Sangathan is headed by the Deputy Commissioner (Administration) and consists of two members.

4.15 When asked whether any SC/ST employee is also inducted in the Redressal Committee in order to safeguard the interest of SC/ST employees, it was replied in positive.

4.16 The Committee have also been informed that the Regional Grievance Officer stationed at each regional office verifies the grievance register in Kendriya Vidyalayas/Regional Office and Chief Grievance Officer in the HQ office of KVS.

4.17 Information regarding details of complaints/grievances of SC/ST employees received during each of the years 2003-04 to 2006-07 is as under:-

Year	Total No. of SC/ST complaints	Nature of complaints received from SC/ST employees including SC Commission					Disposal of complaints/grievances						Pending of complaints/grievances					
		Harassment	Transfer	Promotion	Back-log	Misc.	Harassment	Transfer	Promotion	Back-log	Misc.	Total	Harassment	Transfer	Promotion	Back-log	Misc.	Total
2003-2004	08	06	-	01	-	01	02	-	-	-	-	02	04	-	01	-	01	06
2004-2005	15	-	06	-	01	08	-	05	-	-	-	05	-	01	-	01	08	10
2005-2006	07	01	05	-	-	01	-	03	-	-	-	03	01	02	-	-	01	04
2006-2007	07	04	01	01	-	01	-	01	-	-	-	01	04	-	01	-	01	06
<b>Total</b>	<b>37</b>	<b>11</b>	<b>12</b>	<b>02</b>	<b>01</b>	<b>11</b>	<b>02</b>	<b>09</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>11</b>	<b>09</b>	<b>03</b>	<b>02</b>	<b>01</b>	<b>11</b>	<b>26</b>

4.18 The Committee have also been informed that no case of harassment on discrimination against SC/ST employees on the grounds of social origin was received during the last three years.

## **E. Training**

4.19 The Committee have been informed that the Kendriya Vidyalaya Sangathan organises in-service course/induction-courses/orientation programmes/workshops for all category of teachers, principals and other miscellaneous staff. However, there is no system of Pre-recruitment training in Kendriya Vidyalaya Sangathan.

4.20 Every year at KVS regional level, lists of various category of teachers etc. are prepared and names of the teachers who have given

their willingness/who have not undergone in-service course for the last 6 years etc. are divided subject-wise and divided among various venues.

4.21 The scheme of such in-service course/training etc. is made applicable to all the teachers. Kendriya Vidyalaya Sangathan is committed to bring in excellence in the field of education and other co-curricular activities and thus it gives main thrust to improve the competence level of the teachers in order to safeguard the interest of the children and Kendriya Vidyalaya Sangathan.

4.22 Kendriya Vidyalaya Sangathan conducts the training courses etc. for the teachers with a view to cover 100% teaching staff as well as other miscellaneous staff including the Principal and as such, the particular cases of the teachers belonging to SC/ST cannot be pin-pointed.

4.23 Information pertaining to in-service Training given to all employees in Kendriya Vidyalaya Sangathan during the years 2003-04 to 2006-07 as furnished to Committee is as under:-

Year	Cadre	No. of programmes	No. of employees nominated	No. Attended		
				Gen.	SC	ST
2003-2004	PGT	33	2312	1636	155	35
	TGT	43	3688	1940	258	93
	PRT+HM	60	3989	1989	261	109
	Misc.	18	1532	763	123	34
2004-2005	PGT	33	1650	710	137	39
	TGT	38	2106	1024	197	64
	PRT+HM	46	2013	1086	223	91
	Misc.	13	746	450	65	30
2005-2006	PGT	25	1299	660	105	38
	TGT	31	1694	921	148	49
	PRT+HM	31	1453	981	148	56
	Misc.	08	344	218	45	17
2006-2007	PGT	22	976	563	95	31
	TGT	22	1172	688	131	39
	PRT+HM	28	1543	1023	154	48
	Misc.	10	510	365	54	27

**4.24 The Committee note that inspection of reservation rosters by the liaison officer of the Ministry of Human Resource Development, Department of Secondary and Higher Education was not being done till recently since according to them a large number of autonomous/subordinate organizations, public sector undertakings etc. come under their Ministry and only in cases of complaints of non compliance of reservation policy, inspection was carried out. The Committee feel that by not complying with the office orders for regular inspection of rosters, the Ministry have failed in their duty to ensure effective monitoring in KVS. As a consequence, KVS did not have the record of backlog vacancies/shortfall of SCs/STs prior to 01.01.2005. The Committee take serious note of the negligence and dereliction of duty on the part of the Ministry and KVS. The Committee strongly recommend that inspection of rosters should be done periodically as envisaged in OM No. 8/8/7/Estt.(SCT) dated 22<sup>nd</sup> April, 1971 issued by the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training).**

**4.25 The Committee note that at present no SC/ST officer is working in SC/ST Cell in the Ministry. The Committee recommend that invariably liaison officer and people working in SC/ST Cell should belong to SC/ST communities. Those working in the SC/ST Cell should be well trained before they are posted in the Cell. The Committee further recommend that SC/ST Cell should also function in Headquarters and Regional Offices of KVS with trained staff.**

**4.26 The Committee have been informed that rosters in KVS had been examined and certain discrepancies found were rectified. The Committee recommend that the accountability may be fixed for negligence in maintaining of roster and the same should be inspected by the Liaison Officer of the Ministry periodically/regularly.**

**4.27 The Committee note that in KVS, a case regarding obtaining job on the basis of false caste certificate has come to the notice. To obtain employment on the basis of false caste certificate is a criminal offence. The Committee urge KVS to make earnest efforts to follow up the case with the State government of Madhya Pradesh and finalise it at the earliest. The Committee recommend that if a person is found guilty, necessary criminal proceedings should be initiated against him. The Committee may be apprised of the outcome of this case.**

**4.28 The Committee observe that the number of complaints received during the years 2003-04 to 2006-07 were 37, out of which only 11 cases have been disposed of and 26 cases are still pending. These cases pertained to harassment, transfer, promotion, backlog and some other reasons. The Committee are surprised to note that KVS have not been able to dispose of the cases even though the number of complaints received are very few and some complaints are pending for more than one year. The Committee feel that the present set up responsible to look into the grievances of SCs and STs is not working satisfactorily. The Committee recommend that**

**the existing grievance disposal system should be revamped at the earliest. The Committee further recommend that the complaints/ grievances of SC/ST employees should be looked into on top priority basis and disposed of at the earliest by fixing date of disposal of such grievances/complaints.**

**4.29 The Committee appreciate that the scheme of in service course/training, etc. are made applicable to all the teachers to improve the competence level of the teachers in order to safeguard the interest of the children and Kendriya Vidyalaya Sangathan. The Committee appreciate the in-service training provided to SC/ST staff during the years 2003-04 to 2006-07 which exceeded the prescribed percentage. The Committee hope that KVS would continue this positive effort by sponsoring SCs and STs for training, seminars and conferences within the country and abroad whenever the occasion arises.**

## **PART - II**

### **CHAPTER – I**

#### **INTRODUCTORY**

##### **A. Background note**

1.1 The National Policy on Education –1986 envisaged the setting up of residential schools, to be called Jawahar Navodaya Vidyalayas (JNVs) that would bring out the best of rural talent.

1.2 The Navodaya Vidyalaya System is a unique experiment unparalleled in the annals of school education in India and elsewhere. Its significance lies in the selection of talented rural children as the target group and the attempt to provide them with quality education comparable to the best in a residential school system. Such children are found in all sections of society, and in all areas, including the most backward. But so far, good quality education has been available only to well-to-do sections of society, and the poor have been left out. It was felt that children with special talent or aptitude should be provided opportunities to proceed at a faster pace by making good quality education available to them, irrespective of their capacity to pay for it. These talented children would have been otherwise deprived of quality modern education, traditionally available only in the urban areas. Such education would enable students from rural areas to compete with their urban counterparts on an equal footing.

## **B. Objectives of Navodaya Vidyalayas**

1.3 The main objectives of the Navodaya Vidyalayas are as follows :-

- (i) To serve the objectives of excellence coupled with equity and social justice.
- (ii) To promote national integration by providing opportunities to talented children, largely rural, from different parts of the country, to live and learn together and develop their full potential.
- (iii) To provide good quality modern education, including a strong component of culture, inculcation of values, awareness of the environment, adventure activities and physical education.
- (iv) To ensure that all students of Navodaya Vidyalayas attain a reasonable level of competence in three languages as envisaged in the Three Language Formula; and
- (v) To serve, in each district, as focal points for improvement in quality of school education through sharing of experiences and facilities.

1.4 When asked about the efforts made by Navodaya Vidyalaya Samiti (NVS) to achieve the main objectives of national integration through their schools, it has been informed through post evidence note that national integration is one among the main objectives of the Navodaya Vidyalaya Scheme. It is being strengthened through the policy of migration, which is one of the important features of Navodaya Vidyalaya Scheme. 30%



students of Class IX of Navodaya Vidyalayas situated in Hindi speaking areas are migrated to Navodaya Vidyalayas of non-Hindi speaking States. On migration, the children stay for one complete academic session in different language areas and learn their culture, food habits, social traditions and also the language of that area. The concept has strengthened a sense of feeling of national integration amongst the young minds of Navodaya Vidyalayas including the SC/ST students. National level sports and games, science exhibitions, organising of Meets of School Games Federation of India, etc. provide ample opportunity to the students to interact with the students of other States. Programmes of Scouts and Guides also provide opportunities to students of different States to stay together, which goes a long way to inculcate a strong feeling of national integration among the students.

### **C. Organisational set up of Navodaya Vidyalaya Samiti**

1.5 The Committee have been informed that Navodaya Vidyalayas are run by the Navodaya Vidyalaya Samiti which is an autonomous organisation under the Ministry of Human Resource Development, (HRD) Department of Secondary Education and Higher Education. The Samiti is responsible for establishing Vidyalayas across the country, managing and monitoring the affairs and the activities of these Vidyalayas. The Chairman of the Samiti is the Hon'ble Minister of HRD. The Hon'ble Minister of State in the Ministry of HRD is the Vice Chairman of the Samiti.

1.6 The Samiti functions through an Executive Committee under the Chairmanship of Hon'ble Minister of HRD. It is responsible for the management of all affairs and funds of the Samiti and has the authority to exercise all powers of the Samiti. The Executive Committee is assisted by two Sub-Committees, Finance Committee and Academic Advisory Committee, in its functions.

1.7 The executive head of the administrative structure is the Director who executes the policies laid down by the Samiti's Executive Committee. He/she is assisted at the headquarters by Joint Directors, Deputy Directors and Assistant Directors. At the regional level, he/she is assisted by Deputy Director and Assistant Directors. The organisational chart of the Samiti is given at Appendix I.

1.8 The Committee have been informed that the present organisational set up, which is as per Memorandum of Association of the Samiti, provides for representation of Hon'ble Minister for Human Resource Development as Chairman, Members of Parliament, eminent educationists, industrialists, senior officers of Government of India, State Governments and NVS, is considered model organisational set up for NVS.

1.9 The Committee have also been informed that the Samiti has its Headquarters at New Delhi and 8 regional offices located at Bhopal, Chandigarh, Hyderabad, Jaipur, Lucknow, Patna, Pune and Shillong for the administration of Navodaya Vidyalayas under their jurisdiction. For each Vidyalaya, there is a Vidyalaya Advisory Committee and a Vidyalaya

Management Committee for the general supervision of the Vidyalaya. District Magistrate of the concerned district is the Chairman of Vidyalaya Level Committees with local educationists, public members. The Vidyalaya Management Committee has two sub-committees i.e. Vidyalaya Purchase Committee and Vidyalaya Appointments Committee.

#### **D. Governing Body**

1.10 When asked about the composition of the governing body of the Navodaya Vidyalaya Samiti, the Committee were informed that Rule 2 of Rules of the Samiti provides that following Members shall constitute the Samiti:-

1. Minister in the Ministry of Human Resource Development... Chairman.
2. Vice-Chairman of the Society to be nominated by the Government of India.
3. Representative of the Ministry of Human Resource Development.
4. Representative of the Ministry of Finance (ex-officio)... Financial Member.
5. Chairman, Central Board of Secondary Education (ex-officio).
6. Director, National Institute of Education Planning and Administration (ex-officio).
7. Director, National Council of Education Research and Training (ex-officio).
8. Commissioner, Kendriya Vidyalaya Sangathan (ex-officio).
9. Two Education Secretaries of State/UT Governments to be nominated by the Ministry of Human Resource Development.
10. Two Directors of Public Instruction or Directors of Education of State/UT Governments to be nominated by the Ministry of Human Resource Development.
11. Four Educationists/ Scientists to be nominated by the Ministry of Human Resource Development.
12. Two representatives from the Industry to be nominated by the Ministry of Human Resource Development.

13. Two Principals of Navodaya Vidyalaya to be nominated by the Ministry of Human Resource Development.
14. Two Members of Parliament from Lok Sabha (out of which one Member shall be a Lady Member) and one Member of Parliament from Rajya Sabha, to be nominated by the Government.
15. Director of Society (ex-officio)
16. Joint Director (Admn.) and ex-officio Secretary of the Society.

1.11 When asked whether any SC/ST member has been included in the governing body, it was informed that there is no specific provision in the Memorandum of Association and Rules of the Samiti for inclusion. The Committee have also been informed that no details regarding category (Caste) of members nominated on the governing body have been maintained.

1.12 When asked whether there is any proposal with the Ministry of Human Resource Development to nominate SC/ST person on the governing body of the Navodaya Vidyalaya Samiti, the reply was positive.

1.13 When asked as to what are the constraints/difficulties in appointing 1 SC/ST person on the governing body, it was replied that the governing body (Samiti) consists of 25 members out of which 10 are ex-officio members and the remaining are nominated by the Ministry of Human Resource Development.

1.14 When asked whether the local MPs are involved in the activities of Navodaya Vidyalayas, it has been replied that the local MP is nominated as a member in the Vidyalaya Advisory Committee (VAC) of all Navodaya Vidyalayas.

**1.15 The Committee note the initiative taken by NVS to achieve the main objective of national integration in their schools through the policy of migration, which is one of the important features of Navodaya Vidyalaya Scheme, whereby 30% students of class IX of Vidyalayas of Hindi speaking States are migrated to Vidyalayas of non-Hindi speaking States. The concept of taking 30% children of class IX of Navodaya Vidyalayas situated in Hindi speaking areas to Navodaya Vidyalayas of non-Hindi speaking States should foster a sense of oneness as they get exposed to culture, language, food habits and social traditions altogether different from where they come from. The Committee desire that children studying in non-Hindi speaking States should also be migrated to Hindi speaking States for achieving the same objective of national integration. The Committee may be apprised of the details of children, including SC/ST children, who were actually sent from various zones to other areas during the last 3 academic years. The Committee recommend that the number of children to be migrated should be increased after reviewing the overall performance of the scheme.**

**1.16 The Committee note that the governing body (Samiti) of Navodaya Vidyalaya consists of 25 members and the Minister in the Ministry of Human Resource Development is the Chairman. The Committee also note that the Vice Chairman and 3 MPs (2 Lok Sabha and 1 Rajya Sabha) are nominated by the Central Government, whereas 7 are ex-officio members and 13 members are nominated by**

**the Ministry of Human Resource Development. The Committee further note that there is no specific provision in the Memorandum of Association and Rules of Samiti for nominating any SC/ST member on the governing body. The Committee, however, are happy to note that there is a proposal with the Ministry of Human Resource Development to nominate SC/ST person on the governing body of the Samiti. The Committee recommend that the Ministry of Human Resource Development should initiate action to make suitable provision in the Memorandum of Association and rules of the Samiti with a view to including at least one member each from SC and ST category of comparable status on the governing body of Navodaya Vidyalaya Samiti so that the interest of SC/ST people are taken care of.**

**1.17 The Committee are happy to note that local MPs are associated in the activities of Navodaya Vidyalayas as there is a provision to nominate an MP as member in the Vidyalaya Advisory Committee of all Navodaya Vidyalayas. The Committee would like the NVS to continue the initiative taken by them in this regard.**

## CHAPTER – II

### RESERVATION IN ADMISSIONS

#### **A. Location of Jawahar Navodaya Vidyalayas (JNVs)**

2.1 As per the policy of the Government, one Jawahar Navodaya Vidyalaya (JNV) is to be established in each district. Starting with 2 experimental schools in 1985-86, the number of Jawahar Navodaya Vidyalayas had reached 551 covering as many districts in 34 States/UTs with over 1.80 lakh students on rolls as on 31<sup>st</sup> March 2006.

2.2 The statement showing year-wise sanctioned establishment of Navodayas Vidyalayas in States and Union Territories for the years 1985-06 till 2005-06 is given at Appendix II.

2.3 Each Vidyalaya has provision for a full fledged campus with sufficient buildings and classrooms, dormitories, staff quarters, dining hall and other infrastructural facilities viz. playground, workshops, library and labs, etc. The opening of new Navodaya Vidyalaya is based on the offer from State Government to provide around 30 acres of suitable land free of cost (relaxable on case to case basis) alongwith rent free sufficient temporary accommodation to run the school till completion of permanent Vidyalaya building. The location of these schools will be in rural areas.

#### **B. Admission Procedure**

2.4 Navodaya Vidyalayas offer free education to talented children from class VI to XII. Navodaya Vidyalayas are affiliated to the CBSE. Entry to a Navodaya Vidyalaya is in class VI only. Each Navodaya Vidyalaya is a co-educational residential institution providing free boarding and lodging,

expenses on uniforms, textbooks, stationery, to and fro rail and bus fare. However, a nominal fee @ Rs. 200/- per month is charged from student of class X to XII. The students belonging to SC, ST categories, girls, disabled students and children of the families below poverty line are exempted from this fee.

2.5 When asked about the policy for fresh admission in Navodaya Vidyalayas, it has been stated that admission to Navodaya Vidyalayas is made at the level of Class VI only on the basis of a selection test conducted at All India level through CBSE. The selection test, conducted in 20 Indian languages, is non-verbal and objective in nature and is so designed that talented children from rural areas are able to compete without any disadvantage. All the children between 9 and 13 years, who have studied and passed class-VI from any recognised school of the district, are eligible to appear in the entrance test. At least 75 per cent of the seats in a district are filled by candidates selected from rural areas and the remaining from urban areas.

2.6 The Committee have also been informed that under the scheme of NVS, reservation in favour of children belonging to SC and ST is provided in proportion to their population in the concerned district, provided that in no district such reservation will be less than the national average (15% for SC and 7.5% for ST) but subject to a maximum of 50% for both categories taken together. These reservations are over and above the candidates selected under open merit.



2.7 33% of the seats are reserved for girl students. The percentage of students belonging to SC/ST categories, in the Navodaya Vidyalayas is well above national norms i.e. 15% for SC and 7.5% for ST.

**C. Relaxation and Concessions**

2.8 The Committee have been informed in the post evidence reply that SC/ST candidates are given relaxation in the minimum qualifying marks for admission into JNVS as under :-

- (a) SC/ST 28%
- (b) Girls (Unreserved) 33%
- (c) Boys ( -do- ) 38%

**D Enrolment**

2.9 The details of fresh admission of students in class VI and number of Scheduled Caste and Scheduled Tribe students admitted in Jawahar Navodaya Vidyalayas during the years 2003-04 to 2006-07 is as given below :-

Year	Total number of students admitted in Class VI	Seats reserved for SC/ST students as per Govt. norms*		Total SC/ST students admitted in Class VI	
		SC 15%	ST 7 ½ %	SC	ST
2003-04	30231	4534	2267	7461	4605
2004-05	29572	4436	2218	7236	4714
2005-06	31830	4775	2387	7673	5388
2006-07	34521	5178	2589	Admission in process. Information is still awaited	

\* **Reservation of seats in favour of children belonging to Scheduled Castes and Scheduled Tribes is provided in proportion to the population in the concerned district provided that in no district,**

**such reservation will be less than the national average (15% for SC and 7 ½ % for ST) but subject to a maximum of 50% for both the categories (SC & ST) taken together. These reservations are interchangeable and over and above the candidates selected under open merit.**

2.10 The Committee had asked the Ministry to furnish the details of children belonging to SC/ST below the poverty line admitted in Class VI in the Vidyalayas during the years 1999-2003. The information furnished in post evidence reply is given below :-

<b>Year</b>	<b>SC</b>	<b>ST</b>
1998-99	5715	3647
1999-2000	6122	3615
2000-2001	5979	3380
2001-2002	6843	4055
2002-2003	7013	4597

2.11 When asked about the machinery to check that the SC/ST children are not denied admission in Navodaya Vidyalayas, it was stated that the admission of SC, ST children are being thoroughly monitored at Vidyalaya level by the respective District Education Officer and District Collector and at regional and Headquarters level by Samiti officials. Besides, the CBSE also controls and monitors the admission made and provides wait list against the seats remaining vacant due to refusal of admission by selected candidates.

**2.12 The Committee note that as per the policy of the Government, one Jawahar Navodaya Vidyalaya is to be established in rural areas**

in each district of the country. According to the Annual Report 2005-06, a total of 551 Jawahar Navodaya Vidyalayas had been established covering many districts of the country. The Committee are surprised to note that even twenty years after envisaging setting up of Navodaya Vidyalayas in the country, all the districts of the country have not been covered so far. The Committee have observed that not a single JNV has been established in the State of Tamilnadu, as per the information furnished in the Annual Report 2005-06. The Committee strongly recommend that whatever the reasons might have been for not opening of JNVs in Tamilnadu all these years, the Union Government and the State Government of Tamilnadu should make concrete efforts for setting up of JNVs in the State at the earliest so that the rural children, especially from the weaker sections of the State are not deprived of the free education meant especially for them.

2.13 The Committee observed that each Vidyalaya has provision for a full fledged campus with sufficient buildings of classrooms, dormitories, staff quarters and other infrastructural facilities. The Committee, however, note that there is no mention of provision of doctor, nurse or dispensary for the children and the staff working in the Vidyalayas. Keeping in view that JNVs are located in rural areas, the Committee strongly recommend that health services should also be provided in the campus and every JNV should have atleast a

**doctor, a nurse/pharmacist and dispensary to attend to the emergent need for health services of the residents of the campus.**

**2.14 The Committee note that admission to Navodaya Vidyalayas is made at the level of Class VI only on the basis of a selection test conducted at All India level through CBSE. The medium of test is in 20 Indian languages and the test is non-verbal and objective, designed to ensure that talented children from rural areas are able to compete without any disadvantage. At least 75 per cent of the seats in a district are filled by candidates selected from rural areas and the remaining from urban areas.**

**2.15 The Committee note that there is a provision for reservation in favour of children belonging to SC/ST in proportion to their population in the concerned district, provided that in no district such reservation will be less than the national average (15% for SC and 7.5% for ST) but subject to a maximum of 50% for both categories (SC and ST) taken together. These reservations are over and above the candidates selected under open merit category. The Committee are happy to note that the students belonging to SCs and STs are given relaxation in the minimum qualifying marks which is 28% for admission in Jawahar Navodaya Vidyalayas.**

**2.16 According to the information furnished to the Committee and shown in para No. 2.9, enrolment of SC/ST students is far higher than the seats reserved for them. The Committee also note that children of SC/ST parents living below the poverty line have also been given**

**opportunity to study in JNVs. The Committee would like to be apprised about the progress made by these children as compared to other children. The Committee would also like that the statistics of all the children should be maintained district-wise and region-wise so that the exact number of such students, including SC/ST students in the district and region is known.**

## CHAPTER – III

### RESERVATION IN SERVICES

#### A. Recruitment Procedure

3.1 The Committee have been informed that the recruitment for Teaching and Secretarial posts in Navodaya Vidyalaya Samiti is made through direct recruitment method as well as by promotion following the prescribed recruitment rules. The vacancies under the direct recruitment quota are advertised in the “Employment News”. The applications are collected centrally and candidates are called for written test followed by interview of those candidates who qualify in the written test and come in merit in the ratio fixed and prescribed by the Samiti for calling for interview. The recruitment under promotion quota is done by holding Departmental Promotion Committee meetings, depending upon the availability of vacancies.

3.2 The vacancies for direct recruitment as well as promotion are filled in observance of the quota of vacancies as given below :-

#### Teaching and other posts

Category	Direct Recruitment	Promotion
Principal	66 2/3%	33 1/3%
Vice-Principal	--	100%
PGTs	For Commerce/Accountancy and Eco. 100% and for other subjects 75% direct	25% by promotion for other subjects
TGTs	100%	--
Misc. Category of Teaching posts	100%	--
Librarian	100%	--

#### Navodaya Vidyalayas

	Direct Rectt.	Deptt. Exam.	Promotion
Group 'D'	100%	--	--
Cook	100%	--	--
Driver	100%	--	--
Store Keeper	100%	--	--
LDC	100% (10% of sanctioned posts to be filled from among eligible Gr. 'D' employees of Vidyalayas)	--	--
UDC	--	50%	50%
Catering Assistant	100%	--	--
Staff Nurse	100%	--	--
Office Supdt.	--	50%	50%

### Regional office/Headquarters

	Direct Rectt.	Deptt. Exam.	Promotion
Group 'D'	100%	--	--
LDC	90%	--	10%
UDC	--	50%	50%
Computer Operator	100%	--	--
Stenographer	100%	--	--
Audit Assistant	100%	--	--
Assistant	66 2/3%	--	33 1/3%
Misc. Asstt.	--	--	--
Personal Assistant	--	--	100%
SPA	--	--	100%
JSA	100%	--	--
S.O.	--	50%	50%
Accounts Officer	--	--	--
Assistant Director	33%	--	67%
Assistant Director(Fin)	--	--	100%
Assistant Director(Admn)	--	--	100%
Deputy Director	--	--	100% (Other than Admn/Fin)
Deputy Director(Fin)	--	--	100%
Deputy Director(Admn)	--	--	100%
Joint Director	--	--	100%

3.3 The Committee have been informed that recruitment of Headquarters and Regional cadre posts is done at central level and the recruitment of Vidyalaya cadre posts (teaching and non-teaching) is done at regional level except the recruitment of Principals which is done at the

central level. Hence every region has a separate approved selection/recruitment board for Vidyalaya cadre posts.

3.4 In reply to a question about recruitment policy for the Safaiwala in NVS, it has been stated that the group D posts of Chowkidar-cum-Sweeper are filled by direct recruitment as per procedure shown in Appendix-III:

3.5 The Committee have been informed that the reservation policy of Government of India in favour of Scheduled Castes and Scheduled Tribes is applicable for appointment through (a) direct recruitment (b) by promotion on secretarial and teaching posts in NVS up to the Jr. Class – I posts. The recruitment for group D posts is being made at Vidyalaya/District level and recruitment for group C is made at Regional levels. The percentage of reservation for filling up these posts is 15% and 7.5% for SC and ST, respectively.

3.6 The Committee have also been informed that the following concessions/relaxations are given to SC/ST candidates at the time of recruitment :-

- (i) No application fee is charged from SC/ST candidates.
- (ii) The qualified SC/ST candidates were/are called for interview by lowering down the merit whenever sufficient number of qualified candidates are not available.
- (iii) Five years age relaxation is allowed.
- (iv) Unemployed SC/ST candidates are paid second class to and fro rail fare for journey for attending the interview.
- (v) Interviews are conducted in a separate session.



3.7 The Committee have further been informed that for direct recruitment to the posts of Principals, PGTs and TGTs, applications are invited through open advertisement published in Employment News and other leading newspapers. In respect of posts that are being filled at local level, indents are invariably sent to the concerned Employment Exchanges indicating the category to which the vacancy belongs.

3.8 When asked whether the copies of Employment Notices/Notifications are sent to recognised SC/ST Welfare Associations for publicity, it was stated that this practice is not being followed at present. Copy of Employment Notices/Notifications would be sent to recognised SC/ST Welfare Associations for publicity among their members in future.

## B. Recruitment

3.9 The year-wise details of recruitment made by NVS to the post of Principal, Assistant Director, Secretarial staff during the years 1998-2000 are as given below.

Year (As on)	Category of Posts/Group	Total No. of Vacancies occurred	Vacancies actually filled	No. of Vacancies Reserved for SCs			No. of Vacancies Reserved for ST			No. of candidates appointed		No. of vacancies carried forward	
				C/F from Previous Year	Reserved during the year	Total	C/F from Previous Year	Reserved during the year	Total	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1998	ASSTT DIRECTOR	3	3	1	-	1	1	-	1	1	1	-	-
	PRINCIPALS	70	13	8	1	9	15	-	15	2	-	7	15
1999	ASSTT DIRECTOR	-	-	-	-	-	-	-	-	-	-	-	-
	PRINCIPALS	71	15	7	2	9	15	1	16	5	1	4	15
2000	ASSTT DIRECTOR	-	-	-	-	-	-	-	-	-	-	-	-
	PRINCIPALS	113	-	4	1	5	15	1	16	-	-	5	16
1998	TEACHING *	991	528	227	60	287	219	38	257	102	62	185	195
1999	TEACHING *	647	189	185	20	205	195	19	214	25	22	180	192
2000	TEACHING *	672	8	180	13	193	192	11	203	3	1	190	202
1998	SECRETARIAL*	819	207	54	33	87	80	36	116	31	19	56	97

1999	SECRETARIAL*	728	168	56	28	84	97	38	135	36	18	48	117
2000	SECRETARIAL*	660	97	48	19	67	117	38	155	16	7	51	148

\* Teaching – PGTs, TGTs, Misc. Teachers

\* Secretarial (Supporting) – O.S./Asstt/Audit Asstt/UDCs/LDCs/Steno/Store Keeper/Misc. (Staff, Nurse, Catering Asstt. Electrician, Cook, Lab. Asstt)/Misc. Group-D, Staff (Peon, Chowkidar, Mess Helper Sweeper)

3.10 The year-wise details of the recruitment made by NVS to teaching posts during the years 2000 to 2004 are at Appendix IV.

3.11 The Committee had asked the Ministry to provide details of direct recruitment for various posts made by Samiti during the years 2004-05, 2005-06, 2006-07. In reply the Ministry furnished the following information:

CATEGORY OF POSTS	TOTAL NUMBER OF VACANCIES OCCURRED	NUMBER OF VACANCIES RESERVED FOR SCs			NUMBER OF VACANCIES RESERVED FOR STs			Number of SCs actually appointed	Number of STs actually appointed	Number of vacancies carried forward		Remarks
		Carried forward from previous year	Reserved during the year	Total	Carried forward from previous year	Reserved during the year out of actual recruitment	Total			SC	ST	
1	2	3	4	5	6	7	8	9	10	11	12	13
<b>2003-04</b>												
Principal	18	34	3	37	32	01	33	19	3	18	30	The posts includes direct/ promotion quota (66.66% / 33.34%).
Vice-Principal	-1	43	-	43	18	-1	17	19	-	24	17	The posts includes promotion quota only (10%).
PGTs, TGTs & Misc. Category Teachers	1887	114	160	274	154	218	372	236	95	38	277	
Non-teaching staff	529	146	72	218	124	34	158	9	4	209	154	
<b>2004-05</b>												
Principal	21	18	3	21	30	2	32	-	-	21	32	The posts includes direct/ promotion quota (66.66% / 33.34%).
Vice-Principal	29	24	4	28	17	3	20	-	-	28	20	The posts includes promotion quota only (10%).
PGTs, TGTs & Misc. Category Teachers	1176	38	129	167	277	65	342	157	190	10	152	
Non-teaching staff	372	209	52	261	154	26	180	44	37	217	143	
<b>2005-06</b>												
Assistant Commissioner	5	-	-	-	-	-	-	-	-	-	-	
Principal	2	21	1	22	32	-	32	-	-	22	32	The posts includes direct/ promotion quota (66.66% / 33.34%).
Vice-Principal	25	28	4	32	20	2	22	-	-	32	22	The posts includes promotion quota only (10%).

PGTs, TGTs & Misc. Category Teachers	652	10	45	55	152	9	161	48	78	7	83	
Non-teaching staff	503	217	65	282	143	37	180	92	25	190	155	
Lower Division Clerk	17	-	1	1	-	-	-	1	-	-	-	
Group 'D'	1	-	-	-	-	-	1	-	1	-	-	
<b>2006-07</b>												
Principal	25	22	8	30	32	4	36	20	6	10	30	The posts includes direct/ promotion quota (66.66% / 33.34%).
Vice-Principal	23	32	3	35	22	1	23	20	1	15	22	The posts includes promotion quota only (10%).
PGTs, TGTs & Misc. Category Teachers	1132	7	122	129	83	138	221	103	51	26	170	
Non-teaching staff	751	190	48	238	155	25	180	61	34	177	146	

3.12 When asked about the reasons for the large number of carried forward SC and ST vacancies for years together in various categories of posts of Principal, Teaching and Secretarial staff, the Ministry in a note furnished to the Committee stated that a good number of vacancies in Teaching categories include the vacancies due to the following reasons:-

- (i) Vacancies of PGTs include vacancies under promotion quota for which eligible candidates are not available in the feeder cadre.
- (ii) Vacancies also include the vacancies of SUPW teachers for which recruitment has been stopped since last many years.
- (iii) Further, vacancies also include that of TGT (3<sup>rd</sup> Language) for which recruitment is yet to be made.

Besides, despite the repeated efforts made by the Samiti, qualified SC/ST candidates are not available for Principal, Teaching and Non-Teaching posts. As such, the unfilled vacancies of SC/ST categories after every recruitment year are being carried forward as backlog vacancies.

However, special efforts are being made at various levels to clear up the backlog vacancies of SCs/STs.

3.13 The Committee have also been provided with the following information in regard to number of contract employees/daily wage workers appointed in School cadre and doing the work of Safaiwala (Sweepers) during the years 1998-2002 and total number of SC/ST amongst them:-

<b>S.No.</b>	<b>Year</b>	<b>Total No. of sweepers appointed on contract basis</b>	<b>Persons belonging to Scheduled Caste</b>	<b>Persons belonging to Scheduled Tribe</b>
1	1998	64	57	7
2	1999	63	57	6
3	2000	71	64	7
4	2001	73	66	7
5	2002	75	69	6
	<b>Total</b>	<b>346</b>	<b>313</b>	<b>33</b>

3.14 The Committee note that recruitment of Teaching and Secretarial posts in NVS is made through direct recruitment method and by promotions following the prescribed recruitment rules. The vacancies under the direct recruitment are advertised in the Employment News and other leading newspapers and the appointments under promotion quota is done by holding meeting of Departmental Promotion Committee, depending upon the availability of vacancies. The Committee also note that recruitment of Headquarters and Regional cadre posts is done at the central level and the recruitment of Vidyalaya cadre posts (Teaching and Non-

Teaching) is done at the regional level except for the recruitment of Principals which is done at the central level.

3.15 The Committee have been informed that reservation policy of Government of India in favour of Scheduled Castes and Scheduled Tribes is applicable for appointment through (a) Direct Recruitment (b) by promotion on Secretarial and Teaching posts in NVS up to the Junior Class – I post. The Committee express their serious concern over the fact that despite the reservation and relaxation/concessions provided to SCs and STs, the vacancies reserved for them have not been filled up fully. According to the statements on recruitments during the years from 1998 till 2006-07, SC and ST posts of Principal, Vice Principal, Teaching Staff and Secretarial Staff have not been fully filled up during each recruitment year and these posts are shown as carried forward vacancies every subsequent year. According to the latest information, i.e. as in 2006-07, the carried forward SC and ST vacancies in the posts of Principal, Vice Principal, Teaching (PGTs, TGTs, Misc. categories) and Non-Teaching categories are 10 and 30, 15 and 22, 26 and 170 and 177 and 146, respectively. The reasons for carrying forward of vacancies are stated to be that qualified SC/ST candidates are not available for the post of Principal, Teaching and Non-Teaching posts and as such, unfilled SC/ST vacancies are carried forward as backlog vacancies after every recruitment year. Vacancies in case of PGTs are reported to include promotion quota also for which eligible

candidates are also not available in the feeder cadre. Further, it is reported that vacancies also include the vacancies of SUPW teachers for which recruitment has been stopped for the last many years and the vacancies of TGTs (3<sup>rd</sup> Language) for which recruitment is yet to be made.

3.16 The Committee feel that there is no dearth of educated SC/ST candidates presently in the country. Had the Ministry of Human Resource Development/NVS made serious efforts to fill all these posts, such huge backlog of carried forward vacancies would not have occurred. The Committee recommend that the Ministry/NVS should make sincere attempts to fill up the posts reserved for SCs and STs as far as possible in the same year in which such vacancies occur. The Ministry should also consider imparting in-service training to SC/ST candidates having minimum educational qualification before appointment. The Committee would like to be informed about the action taken to fill up carried forward vacancies in the categories where those vacancies exist within three months of the presentation of this Report to Parliament.

3.17 The Committee note that recruitment are yet to be made in case of TGT (Third Language) posts. The Committee recommend that all SC/ST vacancies in respect of TGT (Third Language) posts should be filled up in a time bound manner. The Committee should also be apprised of the reasons as to why the recruitment has been

stopped in respect of SUPW teachers but for which vacancies are still being shown.

3.18 The Committee have been informed that direct recruitment vacancies to the posts of Principal, PGTs and TGTs are advertised through Employment News and other leading newspapers. In case of vacant posts to be filled up at local level, indents are invariably sent to the concerned employment exchanges. The Committee have also been informed that there is no practice of sending the copies of employment notices/notifications to recognised SC/ST Welfare Associations. The Committee recommend that publicity of SC/ST vacant posts in Navodaya Vidyalayas should be given not only through employment exchanges, Employment News and national dailies but also through local newspapers especially in areas predominantly inhabited by SC/ST people as well as through radio and T.V. for better coverage. The Committee feel that local MPs of the area should also be given copies of employment notices besides sending them to recognised SC/ST Welfare Associations so that more SC/ST candidates are able to know about existence of vacancies in Navodaya Vidyalayas.

### **C. Staff Strength and Shortfall**

3.19 The statement showing the staff strength and number of Scheduled Castes and Scheduled Tribes among them for the years 1998 to 2000 is given at Appendix V.

3.20 In reply to a question regarding the reasons for shortfall of SCs and STs in the post of Principal, Vice Principal, PGTs and TGTs it has been stated that against the posts of Principals, Vice Principals, and in some category of PGTs/TGTs, there is shortage of qualified/suitable SC/ST applicants. In case of posts under promotion quota, adequate number of SC/ST candidates fulfilling the criteria for promotions are not available in the feeder cadres. Some SC/ST candidates quit the service after appointment once they get better employment avenues elsewhere.

3.21 The Committee have also been informed that due to the special efforts made by the Samiti, all vacancies of PGTs reserved for SC/ST under direct recruitment quota have been filled up. There is some shortfall in filling up vacancies reserved for SC/ST categories under promotion quota of PGTs and direct recruitment of TGTs due to non-availability of eligible candidates.

3.22 When asked about the efforts made by Navodaya Vidyalaya Samiti to wipe out the shortfall of vacancies in case of non-availability of suitable SC/ST candidates, the Ministry furnished a note stating that the following efforts are being made in this regard by the Samiti:

- (i) By making wide publicity through media to attract more and more SC/ST candidates to apply for various posts.
- (ii) By way of conducting interviews of SC/ST candidates separately on a relaxed standard.
- (iii) By way of initiating separate special recruitment drives exclusively for recruitment of SC/ST candidates.



3.23 Information in regard to position of staff strength as in the years

2003-04 to 2006-07, as furnished to the Committee is as under:-

Category of posts	Total No. of employees as on 31.3.2004	Number of		%age of total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
1	2	3	4	5	6	7	8
<b>2003-04</b>							
Commissioner	1			Reservation Not Applicable			
GM (Constn.)	1						
Jt. Commissioner	3						
IFA/CAO	-						
Deputy Commissioner	13	1					
Assistant Commissioner	(51 = 15 DR+36 PR) 43	4	2	26.66	13.33	--	--
Section Officer	22	3	1	13.63	4.54	--	--
Ex. Engineer	2						
Accounts Officer	-			Deputation post, reservation not applicable.			
Hindi Officer	1						
Assistant Engineer	1						
Private Secretary	2						
Assistant	44	8	4	16.67	8.33		
Personal Assistant	15	1		5.36			
Audit Assistant	36	9	3	25.0	8.33		
Editorial Assistant	1						
Statistical Asstt.	1						
Legal Assistant	1						
Hindi Translator	1						
Jr. Engineer	-						
Caretaker	1						
Stenographer	45	7	3	14.89	6.38		
Upper Division Clerk	22	4	3	15.38	11.54		
Computer Operator	7	2		25			
Lower Division clerk	54			13.64	7.58		
Sr. GO / GO	8	2	1	22.22	11.11		
Group 'D'	69	26	10	32.91	12.66		
Staff Car Driver	12	1	1	7.69	7.69		
Electrician	1						
Principal	374	60	5	12.68	1.06	2.32	6.44
Vice Principal	208	35	2	13.7	0.78	1.3	6.72
Teaching & Non-	12387	1855	669	47.12	14.40	1.86	2.86

teaching staff in the JNVs excluding Sweepers							
Sweepers in the JNVs	438	360	10	82.19	2.28	-	5.22

Category of posts	Total No. of employees as on 31.3.2005	Number of		Percentage of total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
1	2	3	4	5	6	7	8
<b>2004-05</b>							
Commissioner	1			Reservation Not Applicable			
GM (Constn.)	1						
Jt. Commissioner	3						
IFA/CAO	-						
Deputy Commissioner	13	1					
Assistant Commissioner	(51 = 15 DR+36 PR) 41	4	2	26.66	13.33	--	--
Section Officer	21	3	1	13.64	4.55	--	--
Ex. Engineer	2						
Accounts Officer	2			Deputation post, reservation not applicable.			
Hindi Officer	1						
Assistant Engineer	1						
Private Secretary	2						
Assistant	44	7	5	15.90	13.36		
Personal Assistant	14	2		11.11			
Audit Assistant	33	9	3	25.0	8.33		
Editorial Assistant	1						
Statistical Asstt.	1						
Legal Assistant	1						
Hindi Translator	1						
Jr. Engineer	2						
Caretaker	1						
Stenographer	41	6	3	12.77	6.38		
Upper Division Clerk	23	5	3	19.23	11.54		
Computer Operator	7	2		25.0			
Lower Division clerk	46	8	5	12.12	7.58		
Sr. GO / GO	8	2	1	22.22	11.11		
Group 'D'	69	26	10	32.91	12.66		
Staff Car Driver	11	1	1	7.69	7.69		
Electrician	1						
Principal	334	60	5	12.0	1.01	3.0	6.49
Vice Principal	261	37	2	13.7	0.7	1.91	6.80

Teaching & Non-teaching staff in the JNVs excluding Sweepers	13283	1962	826	46.14	20.71	2.13	3.03
Sweepers	447	372	10	83.22	2.24	-	5.26

Category of posts	Total No. of employees as on 31.3.2006	Number of		Percentage of total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
1	2	3	4	5	6	7	8
<b>2005-06</b>							
Commissioner	1			Reservation  Not Applicable			
GM (Constn.)	1						
Jt. Commissioner	3						
IFA/CAO	-						
Deputy Commissioner	12						
Assistant Commissioner	(51 = 15 DR+36 PR) 41	4	2	26.66	13.33	--	--
Section Officer	21	3	1	13.64	4.55	--	--
Ex. Engineer	2						
Accounts Officer	2			Deputation post, reservation not applicable.			
Hindi Officer	-						
Assistant Engineer	1						
Private Secretary	2						
Assistant	43	7	5	14.58	10.42		
Personal Assistant	15	2		11.11			
Audit Assistant	33	9	3	25.0	8.33		
Editorial Assistant	1						
Statistical Asstt.	-						
Legal Assistant	1						
Hindi Translator	1						
Jr. Engineer	2						
Caretaker	1						
Stenographer	41	6	3	12.77	6.38		
Upper Division Clerk	23	5	-	19.23			
Computer Operator	7	2		25.0			
Lower Division clerk	49	8	5	12.12	7.58		
Sr. GO / GO	8	2	1	22.22	11.11		
Group 'D'	74	26	10	32.91	12.66		
Staff Car Driver	12	1	1	7.69	7.69		
Electrician	1						
Principal	338	58	4	11.69	0.81	3.31	6.69
Vice Principal	261	37	1	12.0	0.32	3.0	7.18

Teaching & Non-teaching staff in the JNVs excluding Sweepers	13493	2119	759	49.05	19.17	1.51	5.04
Sweepers in the JNVs	483	407	11	84.27	2.28	-	5.22

Category Posts	Total No. of employees as on 31.3.2007	Number of		%age of total		Shortfalls	
		SCs	STs	SCs	STs	SCs	STs
1	2	3	4	5	6	7	8
<b>2006-07</b>							
Commissioner	1			Reservation Not Applicable			
GM (Constn.)	1						
Jt. Commissioner	3						
IFA/CAO	-						
Deputy Commissioner	11						
Assistant Commissioner	(51 = 15 DR+36 PR) 47	3	1	20.00	6.65	--	0.84%
Section Officer	20	3	1	13.64	4.55	1.37	2.95
Ex. Engineer	2						
Accounts Officer	1			Deputation post, reservation not applicable.			
Hindi Officer	1						
Assistant Engineer	1						
Private Secretary	1						
Assistant	43	7	5	14.58	10.42		
Personal Assistant	13	2		11.11			
Audit Assistant	33	9	3	25.0	8.33		
Editorial Assistant	1						
Statistical Asstt.	-						
Legal Assistant	1						
Hindi Translator	1						
Jr. Engineer	2						
Caretaker	1						
Stenographer	42	6	3	12.77	6.38		
Upper Division Clerk	23	5		19.23			1
Computer Operator	6	2		25.0			
Lower Division clerk	55	8	5	12.12	7.58	2	
Sr. GO / GO	8	2	1	22.22	11.11		
Group 'D'	69	26	10	32.91	12.66		
Staff Car Driver	11	1	1	7.69	7.69		
Electrician	1						

Principal	490	77	10	14.08	1.83	0.92	5.67
Vice Principal	243	34	2	10.27	0.60	4.73	6.9
Teaching & Non-teaching staff in the JNVs excluding Sweepers	13879	2194	766	48.87	18.44	1.23	5.30
Sweepers in the JNVs	504	423	12	83.92	2.38	-	5.12

#### **D. Special Recruitment Drive**

3.24. The Committee have been informed that concerted efforts are being made to reduce the shortfalls by conducting special recruitment drives for SC/ST candidates. When asked whether any special recruitment drive has been undertaken by Navodaya Vidyalaya Samiti exclusively to recruit SCs and STs during the years 2003-04 to 2006-07, it was stated that special recruitment drive had been undertaken by NVS for recruitment of Teachers and Principals under SC/ST categories during 2005 and 2006. Special recruitment drive 2005 for filling up the posts of Teachers under SC/ST categories is presently under progress. Second stage written examination for recruitment of Teachers for SC/ST categories in JNVs has already been held on 3<sup>rd</sup> December 2006 and Teachers are likely to be recruited in April 2007. Also, special recruitment drive for filling up 21 posts of Principal under ST category was notified in July, 2006 out of which only 6 posts were filled up. It was also stated that while making recruitment of Teachers in North East region and Jammu & Kashmir/hard stations of Himachal Pradesh, efforts were made to fill up the vacancies meant for SCs / STs during the years 2005-06 and 2006-07.

3.25 When asked whether all the backlog vacancies have been cleared and, if not, how would Navodaya Vidyayaya Samiti propose to clear the backlog as per the Government instructions, it was replied that almost all backlog vacancies have been cleared except where the eligible candidates are not available in the consideration zone. All efforts are being made to clear all backlog vacancies for SC and ST categories by the end of April 2007.

3.26 The status of filling up of backlog vacancies according to information as received on 22.02.2007 is given below :-

<b>Status of filling up of backlog vacancies as on 1.7.2004</b>						
Post	Identified vacancies as on 1.7.2004	Filled up as on 15.12.2005	Efforts made but could not be filled up	Total	Balance vacancies to be filled as on 15.12.2006	%age of filled vacancies
1	2	3				
SC (DR)	533	481	12	493	40	92.5
ST (DR)	417	391	18	409	8	98.08
SC (PR)	114	79	29	108	6	94.74
ST (PR)	117	38	76	114	3	97.44
<b>TOTAL</b>	<b>1181</b>	<b>989</b>	<b>135</b>	<b>1124</b>	<b>57</b>	<b>95.17</b>

**Notes :-**

\* 135 Posts could not be filled up due to non-availability of eligible SC/ST candidates in the extended zone of consideration as under:-

SC(DR)	1	Steno at RO Lucknow
	1	LDC at RO Jaipur
	5	Drivers in RO Patna
	5	Catering Assistants in RO Patna
ST(DR)	15	Principals
	3	Posts are being re-advertised by RO Chandigarh
SC(PR)	1	PGTs
	1	PA at Hqrs.
	2	One at RO Lucknow. One at RO Patna
	25	OSs. Court Stay
ST(PR)	9	Principals
	18	Vice Principals
	33	PGTs
	5	Office Supdt. no ST officials are available under ZO

**3.27 The Committee regret to note that the representation of SCs and STs in the posts of Principal, Vice Principal, PGTs, TGTs and Miscellaneous categories in NVS is much below the prescribed quota. The Committee have been informed that SC/ST vacancies have not been filled up due to non-availability of qualified/suitable SC/ST candidates, especially in certain categories of teaching posts and that under promotion quota, adequate number of SC/ST candidates fulfilling the criteria for promotions are not available in the feeder cadre. Further, significant number of those recruited leave when they get better opportunities elsewhere. The Committee are concerned that barring the post of Vice Principal, most of the other posts are direct recruitment posts and yet the NVS have not been able to fill these posts by direct recruitment.**

**3.28 The Committee are surprised to note that even in the case of Sweeper category where no higher qualification is required, there is shortfall of ST category every year from 2003-04 to 2006-07. The Committee recommend that shortfall in ST posts in Sweeper category should be wiped out by recruitment at the earliest. The Committee are also surprised to note that posts of Teaching, Non-teaching staff excluding Sweepers have been clubbed together as a category in the statement on staff furnished to the Committee. The total number of this category as per statement as in 2006-07, is 13879**

whereas the number of SCs and STs are shown as 2194 and 766, respectively and the shortfall of SCs and STs as 1.23% and 5.30%. The Committee are of the view that such clubbing together of different category of posts does not give the exact number of SCs and STs in a particular category. The Committee, therefore, recommend that NVS should maintain separate record for each category of posts so that exact number of particular staff, as also SC/ST amongst them, can be clearly projected. The Committee may be apprised of the position of staff accordingly.

3.29 The Committee also note that some shortfall is due to promotion quota. The Committee feel that in such a situation the option available to NVS is to expand the zone of consideration so that more SC/ST candidates can be considered for the post or otherwise can fill up the promotional post through direct recruitment as per instruction in Office Memorandum No. AB(14017/30/89 Estt. (RR) dated 10.07.1990. The Committee therefore, recommend that if requisite number of candidates belonging to SCs and STs are not found in the feeder cadre for promotion to the next grade even after extending the zone of consideration, the NVS should fill up the shortfall by diverting the promotional posts temporarily to direct recruitment posts.

3.30 The Committee note that NVS are making efforts to wipe out the shortfall in SC/ST vacancies by making wider publicity through media to attract more and more SC/ST candidates, by conducting



interviews of SC/ST candidates separately on a relaxed standard and by initiating separate special recruitment drives. Despite such steps taken, the efforts made by the Ministry of HRD and NVS do not seem to be enough to achieve the purpose of wiping out of shortfall. The Committee, therefore, desire that the Ministry of HRD/NVS should explore more avenues to augment present process of clearing the shortfall vacancies.

3. 31 The Committee note that concerted efforts are being made to reduce the shortfall by conducting special recruitment drive for filling up the post of Teachers reserved for SCs/STs. The drive is reported to be presently under progress. The second stage written examination for recruitment of Teachers for SC/ST categories in JNVs was held on 3<sup>rd</sup> December 2006 and the recruitment was to be completed by April 2007. The Committee also note that the special recruitment drive for filling up 21 posts of Principal under ST category had been notified in July, 2006 out of which only 6 posts have been filled up. The Committee strongly recommend that remaining 15 posts should also be filled as early as possible and the Committee may be informed accordingly. The Committee also note that special care was being taken by NVS to clear all backlog vacancies for SC/ST categories by the end of April 2007. Although the Committee appreciate that 1181 vacancies had been identified as on 1.7.2004 and NVS had been able to fill up 989 SC and ST vacancies (both direct and promotional), but at the same time the

**Committee are disappointed to know that 135 posts which were identified in different regions could not be filled up even though efforts were made. In addition, there were 57 posts as on 15.12.2006 still to be filled up. The Committee have been informed that 135 posts could not be filled up due to non-availability of eligible SC/ST candidates in the extended zone of consideration. The Committee, however feel that the reasons cannot be factually correct as the details furnished about 135 posts also contain direct recruitment posts like 12 SC posts of LDC, Drivers etc. and that of 18 ST posts of Principal etc. where the question of zone of consideration does not arise at all. The Committee view this as a serious lapse on the part of Ministry and advise them to be careful while furnishing note to the Parliamentary Committee for their scrutiny. The Committee recommend that special recruitment drive to fill up all the vacancies identified as on 2.7.2004 should be conducted and completed on priority basis and action completed in this regard should be apprised to them.**

#### **E. Promotion**

3.32 The Committee have been informed that to fill up the promotion quota for each category of Non-teaching and Teaching posts, the meetings of Departmental Promotion Committees are held which recommend the employees on the basis of ACRs seniority-cum-fitness or seniority-cum-merit as per norms laid down by the Department of Personnel and Training for different posts.

3.33 Promotion to various Teaching posts as well as Secretarial posts in NVS are made strictly as per the provisions contained in the Recruitment Rules of the Samiti and by following the Reservation Policy for SC/STs as per the Government of India instructions. Qualifying service, eligibility and quota for promotion for each post is provided in the Recruitment Rules. Relaxations are given to SC/ST employees up to the level of Group 'A' post as per provisions contained in the Government of India instructions.

3.34 The details of the number of employees promoted and the percentage of SCs and STs among them during the years 1998 to 2000 as furnished to the Committee are given in Appendix VI.

3.35 The number of SC/ST candidates whose performance has been reviewed by the Vidyalaya and Samiti in promotions during the years 2000, 2001 and 2002 is given below:-

Year	Post	Number of SC/ST candidates whose performance reviewed during last 3 years (2000-03)	
		SC	ST
2000	Principals	--	--
	Vice-Principals	35	02
	Teaching Staff	41	05
	Secretarial	03	--
2001	Principals	--	--
	Vice-Principals	06	--
	Teaching Staff	--	--
	Secretarial	02	01
2002	Principals	35	02
	Vice-Principals	61	02
	Teaching Staff	24	5
	Secretarial	03	1

3.36 When asked for the constraints because of which SC/ST employees could not be given due promotion in all categories, the

Committee have been informed in a written reply furnished by the Ministry that the SC/ST employees are considered for promotion subject to fulfilling the eligibility requirements as per the recruitment rules. Some posts earmarked for SC/ST candidates for promotion could not be filled up due to non-availability of candidates in the extended zone of consideration in the feeder cadres.

3.37 The Ministry have furnished the following information on promotion effected during the years 2003-04 to 2006-07 as under:-

Year	Category of posts	Total number of employees promoted	No. of posts filled		%age of		Number of backlog vacancies/ shortfall		Remarks
			SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10
03-04	Dy. Commissioner	2	-	-					
	Asstt. Commissioner	9	-	-					
	Principal	53	19	3	12.68	1.06	19	30	
	Vice Principal	45	19	-	13.7	0.78	24	17	
	PGTs	96	16	5	16.67	5.33	-	2.17	
	TGTs & Misc. category Teachers	44	8	5	18.18	11.36	-	-	
04-05	Dy. Commissioner	1	-	-					
	Asstt. Commissioner	3	-	-					
	Upper Divn. Clerk	1	-	-					
	Principal	5	-	-	12	1	21	32	
	Vice Principal	16	-	-	13.07	0.7	28	20	
	PGTs	85	19	2	22.35	2.35	-	5.15	
	TGTs & Misc. category Teachers	55	11	6	20	10.91	-	3.41	
	Assistant	2	-	2					
	Personal	1	1						

	Assistant								
	Group 'D'	2	1		50				
05-06	Dy. Commissioner	1	-	-					
	Asstt. Commissioner	3	-	-					
	Section Officer	3	-	-					
	Upper Division Clerk	2	1						
	Principal	-	-	-	11.69	0.81	22	32	
	Vice Principal	-	-	-	12.00	0.32	32	22	
	PGTs	55	15	2	22.27	3.64	-	3.86	
	TGTs & Misc. category Teachers	79	10	4	12.66	5.06	2.34	2.44	
	Group 'D'	5	1		20				
06-07	Dy. Commissioner	1	-	-					
	Asstt. Commissioner	3	-	-					
	Principal	175	20	6	14.08	1.83	10	30	
	Vice Principal	83	20	1	10.27	0.60	15	22	
	PGTs	62	18	2	29.03	3.22	-	4.28	
	TGTs & Misc. category Teachers	35	7	4	20	11.43	-	-	

**3.38 The Committee are unhappy to note that during 1998 to 2000, the representation of SCs and STs in promotion to various posts like Vice Principal and Teaching was not as per prescribed percentage for SCs and STs. The Committee also note that during the period 2003-04, to 2006-07, the number of backlog vacancies persisted in the post of Principal, Vice Principal and PGTs. The Committee suggest that if requisite number of SC/ST posts are not filled up by promotion due to non-availability of candidates in the extended zone of consideration in feeder cadres, the Government should fill up the shortfall by diverting the promotional posts to**

**direct recruitment as per the Office Memorandum No. AB(14017)/30/89 Estt. (RR) dated 10.07.1990.**

**3.39 The Committee are constrained to note that backlog vacancies in promotion category for the years 2003-04 to 2006-07 have been shown against TGTs and miscellaneous category of teaching post whereas according to recruitment rules, TGTs and miscellaneous category of teaching posts are to be filled up 100% by direct recruitment. The Committee would like to be apprised of the reasons for showing these as backlog vacancies in promotion against TGTs and miscellaneous category of teaching posts. The Committee recommend that post of TGTs and miscellaneous Teaching posts shown as SC/ST backlog posts in promotion should be filled up by direct recruitment as per recruitment rules with due promptitude.**

## CHAPTER – IV

### MEASURES TO IMPROVE REPRESENTATION OF SCs/STs IN SERVICES

#### A. Liaison Officer and SC/ST Cell

4.1 In order to ensure effective monitoring of the implementation of reservation orders, recently it was decided to nominate a Liaison Officer for each of the Bureaus in the Department. Accordingly, Deputy Educational Advisor(G) of the rank of Deputy Secretary has since been nominated as Liaison Officer for Secondary Education Bureau which administratively looks after the affairs of Navodaya Vidyalaya Samiti. The Liaison Officer so nominated is responsible to monitor and ensure proper implementation of reservation policies for employment and admissions of persons belonging to SCs/STs in the NVS and Navodaya Vidyalayas by due compliance of the order/instructions relating to reservation in favour of SCs/STs. This is done by calling information from time to time.

4.2 When asked whether any Special Cell for SC/ST is functioning in the Department of Education, the Committee have been informed that there is a SC/ST Cell functioning in the Department of Education. The SC/ST Cell comprises of a junior time scale officer (Group A) designated as Assistant Director and two Senior Investigators as dealing hands. The Cell is reported to be responsible for educational upliftment of SCs and STs. When asked whether any SC/ST officer is working in the Cell it was stated that at present there is no SC/ST officer in that Cell. The Committee have also been informed that there is one more SC/ST Cell

exclusively for the Bureau of Higher Education. The Liaison Officers nominated in the Bureau are not functioning on full time basis and are looking after their work in addition to their other duties.

4.3 The Committee have also been informed that the Deputy Director (Personnel and Establishment) and Deputy Director (Administration) have been nominated as Liaisons Officer in HQrs/regional office level to monitor the implementation of reservation policy in respect of SC/ST. Similarly, concerned Assistant Directors dealing with personnel and establishment and administration at regional office of the Samiti are nominated as Liaison Officer for Jawahar Navodaya Vidyalayas under the region for SC/ST categories, respectively.

4.4 When asked whether any of the Liaison Officers at regional offices belong to SC/ST community, it was informed that officers belonging to SC/ST category are nominated as Liaison Officers at regional offices of the Samiti at Shillong and Chandigarh.

4.5 The duties and functions assigned to Liaison Officers are as under:-

- (i) To ensure due compliance of reservation orders and benefits admissible to SCs/STs.
- (ii) To scrutinize, prepare and prompt submission of the prescribed annual statements by the Appointing Authority and to furnish the same to the Samiti.
- (iii) To scrutinise proper implementation of proposals for de-reservation and to certify after due satisfaction that such de-



reservation are inevitable after making all out efforts and prescribed steps taken faithfully as per the laid down procedures.

- (iv) To maintain liaison with Samiti and appropriate authorities for supply of required information, answering queries and clearing doubts.
- (v) To conduct annual inspection of the rosters maintained and keeping a record of such inspections.
- (vi) To extend necessary assistance to the SCs/STs Commission in discharge of their duties and functions.
- (vii) Liaison Officer for SC/ST employees should grant interviews to those SC/ST employees who are desirous in meeting them for redressal of their grievances regarding appointments/promotions, etc. and take necessary steps to rectify the mistakes, if any.

4.6 The Committee have also been informed that SC/ST employees are called for a meeting whenever representations/grievances are received.

**4.7 The Committee note that the Ministry of Human Resource Development have nominated Deputy Educational Advisor (G) of the rank of Deputy Secretary as Liaison Officer for Secondary Education Bureau who administratively looks after the affairs of Navodaya Vidyalaya Samiti. The Committee have also been informed that Deputy Director (Personnel & Establishment) and Deputy Director**

(Administration) have been nominated as Liaison Officer in Hqrs./regional office level and Assistant Directors dealing with personnel, establishment and administration at regional office of Samiti as Liaison Officers for JNVs under the region for SC/ST categories. The Committee note with concern that Liaison Officers nominated in the Bureau are not functioning on full time basis and are looking after their work in addition to their other duties. The Committee recommend that Liaison Officers nominated in the Department of Education and Bureaus should work on full time basis exclusively to look after the matters concerning the Scheduled Castes and Scheduled Tribes and should invariably belong to SC/ST category for effective monitoring of reservation policies both in employment and admission of candidates belonging to SCs/STs in Navodaya Vidyalayas Samiti and Navodaya Vidyalayas respectively.

4.8 The Committee also note that SC/ST Cell is functioning in the Department of Education as also in the Bureau of Higher Education. The Committee note that officers working in the SC/ST Cells do not belong to SC/ST category. The Committee, therefore, recommend that SC/ST officers having sound knowledge of reservation orders/policies should be posted in SC/ST Cells, both in the Department of Education as also in the Bureau of Higher Education. If suitable SC/ST officers are not available, other SC/ST officers should be given training and posted in these Cells .

## **B. Rosters**

4.9 The Committee have been informed that rosters are being maintained in Navodaya Vidyalaya Samiti (NVS) in respect of all categories for making direct recruitment as well as promotion.

4.10 When asked as to how often the rosters maintained by NVS were inspected by Liaison Officers of the Department of Education, it was stated that there being large number of autonomous/subordinate organisations, public sector undertakings, etc. under the Ministry of Human Resource Development, Department of Secondary & Higher Education, inspection of reservation rosters by the Liaison Officer of the Department has been done, till recently, only in cases of complaints of non-compliance. The Committee have also been informed that the roster of NVS was examined and certain discrepancies noticed. The NVS have since rectified those discrepancies. The Committee have further been informed that it would be ensured that annual inspection of rosters of the organisation is carried out regularly by the Liaison Officer of the Department, as per existing instructions, in future. It is also proposed to hold appropriate training courses for the officials concerned with the implementation of reservation policies in the organisation at Headquarters and regional levels to ensure that implementation of reservation policy is smooth.

4.11 The Committee have also been informed that the controlling officer who inspects the rosters in Samiti headquarters as well as regional offices of the Samiti is Deputy Director, a group 'A' officer. When asked about the

nature of discrepancies noticed by the Liaison Officer, it was stated in the post evidence note that in general no major discrepancy is observed in the maintenance of the roster. It was also stated that whenever shortcomings, if any recorded, these are being noted for rectification/compliance in future.

**4.12 The Committee note that the rosters of Navodaya Vidyalaya Samiti had been examined and certain discrepancies noticed had since been rectified. The Committee recommend that the roster should be maintained properly and the same should also be inspected periodically by the Liaison Officer nominated by the Ministry. The Committee also urge the Ministry to conduct regular training programmes for the officers working in the SC/ST Cell and establishment of the departments and Navodaya Vidyalays Samiti dealing with reservation policy for SC/STs and maintenance of rosters.**

**C. False Caste Certificates**

4.13 The Committee have been informed that a case of false caste certificate had been brought to the notice of the Samiti by District Magistrate, Kota, vide which a teacher had obtained employment in the Samiti on the basis of the false caste certificate and on verifying the facts his services have been terminated by Regional Office, Jaipur.

4.14 When asked whether FIR was lodged and criminal proceeding were initiated under the relevant law against the person for furnishing false

caste certificate, the Ministry in their post evidence reply stated that no FIR has been lodged in the above-mentioned case.

4.15 When asked what corrective steps have been taken/proposed to be taken by Navodaya Vidyalaya Samiti to check recurrence of such cases in future, it was replied that instructions have been issued to the appointing authorities at various levels in the Samiti Headquarters/regional offices/vidyalayas level to verify the caste certificates produced by the candidates at the time of their initial recruitment carefully and in case of any doubt about its genuineness, the same should be verified from the concerned authorities.

4.16 The Committee have been informed in a latest written reply that during the year 2003-04 to 2006-07 two cases of production of false SC / ST caste certificates have been identified under Regional Office, Lucknow for which an inquiry process is initiated to get the authenticity. However, final confirmation from district Magistrate is awaited.

**4.17 The Committee are distressed to note that a teacher had obtained employment in the Samiti on the basis of false caste certificate. On verifying the facts, his services had been terminated but no criminal proceedings were initiated. Whereas the person had obtained employment by providing false caste certificate, the offence committed by him is very serious and the case should have been registered in the Police Station in the first instance as a case of forgery. The Committee, however, are distressed that no FIR had been lodged nor any criminal proceedings have been initiated**

against the person concerned. By not registering a criminal case against him, the NVS has allowed an offender to go scot free. The Committee also note that during the years 2003-04 to 2006-07, two cases of production of false SC/ST caste certificates have been identified under Regional Office, Lucknow. The Committee urge the Ministry to follow up the cases pending with District Magistrate Lucknow, expeditiously and the outcome thereof be apprised to the Committee. The Committee strongly recommend that penal action should be initiated against the offender whenever a person is found guilty of producing false caste certificate. The Committee also recommend that the Ministry and NVS should also fix responsibility on officers for not initiating criminal proceedings in such cases.

4.18 The Committee further recommend that the nodal Ministry should issue an instruction to the appointing authorities at various level to verify the caste certificate produced by the candidates at the time of their initial appointment, from the concerned authorities along with the verification of character and antecedent at the time of entry in Government service.

#### **D. Complaints/Grievances**

4.19 The Committee have been informed that the Navodaya Vidyalaya Samiti has a machinery for redressal of grievances of all the employees including that of SC/ST employees. However, the grievances of the SC/ST employees are being taken up on priority and are being sorted out to the extent feasible.

4.20 The Committee have been informed that the Grievance Cell is set up in Navodaya Vidyalaya Samiti under one Joint Director as Director, Staff & Public Grievance. He is assisted by a Vigilance Officer for attending to grievances of the staff. This machinery is effectively handling the complaints/grievances received from the employees including SCs/STs.

4.21 Asked whether any complaint register is being maintained showing the record of the complaints/grievances of SC and ST employees together with their disposal, it was stated that no complaint register is being maintained showing the records of complaints/grievances of SC/ST employees together with their disposal. However, the Director Grievances attends to the grievances of SC/ST employees alongwith general categories.

4.22 The Committee have also been informed that no SC/ST Employees Association is existing in the Samiti and as such periodical meetings with SC/ST Employees Association to sort out their problems/grievances were not held.

4.23 Statements showing the details of grievances received from SCs/STs employees through National Commission for SCs/STs during the years 2003-04 to 2005-06 is at Appendix VII.

4.24 The Committee have also been informed that no complaint is pending with Samiti as on date.

**4.25 The Committee note that no separate complaint register showing complaints/grievances of SC/ST employees is being**

**maintained by the NVS authorities. The Committee recommended that separate registers for keeping the records of complaints/grievances of SC/ST employees together with their disposal should be maintained by NVS so that cases are disposed of more professionally.**

#### **E. Training**

4.26 The Committee have been informed that the employees of the Navodaya Vidyalayas, including SCsSTs are being sent to various trainings in phased manner as per the need and a uniform policy adopted. The number of SC/ST members who were given training during the years 1999-2003 are as below:-

Year	Total No. of teachers trained	Total No. of SC teachers trained	Total No. of ST teachers trained
1999-2000	256	43	04
2000-2001	680	83	50
2001-2002	713	131	37
2002-2003	3569	581	124

4.27 When asked regarding the procedures followed in Navodaya Vidyalayas for selection of candidates for various trainings, the Ministry of Human Resource Development in their post-evidence note furnished that all newly appointed teachers are called for an Induction Programme in order to equip them with the Navodaya Vidyalaya culture and to update their professional skills. Thereafter, teachers are provided with training as and when required so as to make them aware of the modern techniques of education and to increase their professional competency.



4.28 Information pertaining to in-service training given to all employees in Navodaya Vidyalaya Samiti during the years 2003-04 to 2006-07 as furnished to the Committee is as under:-

Year	Cadre	Number of programmes	Number of employees nominated	Number attended	
				SCs	STs
2003-04	Teaching / Non-teaching	81	1731	173	32
2004-05	Teaching / Non-teaching	87	1757	269	99
2005-06	Teaching / Non-teaching	133	3462	498	259
2006-07	Teaching / Non-teaching	112 (proposed)	4204 (proposed)	Courses are under progress. Information awaited.	

**4.29 The Committee note that all newly appointed teachers are called for an Induction Programme in order to equip them with the Navodaya Vidyalaya culture and to update their professional skills. The Committee are happy to note that the SC/ST employees of Navodaya Vidyalayas are being sent to various trainings in a phased manner as per requirement and a uniform policy has been adopted. The Committee hope that this spirit would be kept in future also.**

New Delhi  
December, 2007  
 Agrahayana 1929 (Saka)

**RATILAL KALIDAS VARMA**  
**Chairman,**  
**Committee on the Welfare of**  
**Scheduled Castes and**  
**Scheduled Tribes**

## MINUTES

### COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2003-2004)

(THIRTEENTH LOK SABHA)

SEVENTH SITTING

(17.09.2003)

The Committee sat from 1130 hrs. to 1330 hrs. in Committee Room  
No. 'D', Parliament House Annexe, New Delhi

#### Present

Shri Ratilal Kalidas Varma - Chairman

#### MEMBERS

#### LOK SABHA

2. Shri Mahendra Baitha
3. Shri Shriram Chauhan
4. Shri Shamsheer Singh Dullo
5. Shri Thawar Chand Gehlot
6. Dr. Charan Das Mahant
7. Shri Rajaiah Malyala
8. Shri Muni Lall
9. Shri Rupchand Murmu
10. Shri Bajju Ban Riyan

#### RAJYA SABHA

11. Shri Anil Kumar
12. Shri Gandhi Azad
13. Dr. Faguni Ram
14. Shri Robert Kharshiing
15. Shri Sukhdev Singh Libra
16. Shri Raju Parmar
17. Shri V.V. Raghavan
18. Shri Birabhadra Singh
19. Prof. R.B.S. Varma

**SECRETARIAT**

1. Shri Krishan Lal, Director
2. Shri Gopal Singh, Deputy Secretary
3. Shri K. Jena, Assistant Director

**WITNESSES**

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
(DEPARTMENT OF SECONDARY & HIGHER EDUCATION)**

1. Shri S.K. Tripathi, Secretary
2. Smt. Kumud Bansal, Additional Secretary

**KENDRIYA VIDYALAYA SANGATHAN**

Shri H.M. Cairae, Commissioner

**NAVODAYA VIDYALAYA SAMITI**

Shri D.K. Kotia, Commissioner

2. At the outset, the Chairman welcomed the representatives of the Ministry of Human Resource Development (Department of Secondary & Higher Education) and those of Kendriya Vidyalaya Sangathan and Navodaya Vidyalaya Samiti
3. The Committee then took oral evidence of the representatives of the Ministry of Human Resource Development (Department of Secondary & Higher Education) and Kendriya Vidyalaya Sangathan and Navodaya Vidyalaya Samiti on the subject "Reservation in services including

reservation in admission and employment of SCs/STs in Kendriya Vidyalaya Sangathan (KVS), Kendriya Vidyalayas and in Navodaya Vidyalaya Samiti (NVS) and Navodaya Vidyalayas”.

4. The evidence was completed.  
(The witnesses then withdrew.)
5. A verbatim record of the proceedings was kept.

The Committee then adjourned.

## **MINUTES**

### **COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2007-2008)**

**(FOURTEENTH LOK SABHA)**

**SIXTH SITTING**

**(10.10.2007)**

The Committee sat from 1500 to 1600 hrs.

### **PRESENT**

Shri Ratilal Kalidas Varma - Chairman

### **MEMBERS**

#### **LOK SABHA**

2. Shri Anandrao Vithoba Adsul
3. Dr. Tushar A. Chaudhary
4. Shri Eknath M. Gaikwad
5. Shri Kailash Meghwal
6. Shri Jual Oram

#### **RAJYA SABHA**

7. Shri Sharad Anatrao Joshi
8. Shri Nandi Yellaiah

### **SECRETARIAT**

1. Shri Gopal Singh, Director
2. Ms. J.C. Namchy, Deputy Secretary
3. Smt. Maya Lingi, Under Secretary

The Committee could not consider and adopt the draft report on the subject “Reservation in services including reservation in admission and employment of Scheduled Castes and Scheduled Tribes in Kendriya Vidyalaya Sangathan (KVS), Kendriya Vidyalayas and in Navodaya Vidyalaya Samiti (NVS) and Navodaya Vidyalayas” – part Report regarding Navodaya Vidyalaya Samiti (NVS) and Navodaya Vidyalayas” for want of quorum.

2. The Hon’ble Chairman decided that the draft report may be considered and adopted at the next sitting of the Committee to be held on 17<sup>th</sup> October, 2007.

The Committee then adjourned.

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## **MINUTES**

### **COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2007-2008)**

**(FOURTEENTH LOK SABHA)**

**SEVENTH SITTING  
(17.10.2007)**

**The Committee sat from 1100 to 1300 hrs.**

#### **PRESENT**

Shri Ratilal Kalidas Varma - Chairman

#### **MEMBERS**

##### **LOK SABHA**

2. Shri Anandrao Vithoba Adsul
3. Shri S. Ajaya Kumar
4. Shri Kailash Baitha
5. Shri S.K. Bwiswmuthiary
6. Shri Eknath M. Gaikwad
7. Smt. Sushila Kerketta
8. Shri Kailash Meghwal
9. Shri Jual Oram
10. Shri Virchandra Paswan
11. Shri E. Ponnuswamy
12. Smt. K. Rani
13. Shri Bajju Ban Riyan
14. Shri Sugrib Singh
15. Shri Chengara Surendran
16. Shri Vanlalzawma

##### **RAJYA SABHA**

17. Shri Sharad Anantrao Joshi
18. Shri Mahendra Sahni
19. Shri Jesudas Seelam

## **SECRETARIAT**

1. Shri P.K. Misra, Joint Secretary
2. Shri Gopal Singh, Director
3. Ms. J.C. Namchyo, Deputy Secretary
4. Smt. Maya Lingi, Under Secretary

## **WITNESSES**

### **REPRESENTATIVES OF THE MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT**

1. Dr. (Smt.) Veena Chhotray, Secretary
2. Shri D.V.S. Ranga, Joint Secretary
3. Shri R.S. Meena, Director
4. Shri V.R. Malhotra, Director

At the outset, the Hon'ble Chairman welcomed the Hon'ble Members of the Committee. The Committee then considered the draft report on the subject "Reservation in services including reservation in admission and employment of Scheduled Castes and Scheduled Tribes in Kendriya Vidyalaya Sangathan (KVS), Kendriya Vidyalayas and in Navodaya Vidyalaya Samiti (NVS) and Navodaya Vidyalayas" – part Report regarding Navodaya Vidyalaya Samiti (NVS) and Navodaya Vidyalayas" and adopted the same.

2. The Committee also authorised the Chairman to finalise the report and present the same to both the Houses of Parliament.



3. Thereafter the representatives of the Ministry of Social Justice and Empowerment were called before the Committee. The Chairman welcomed the representatives of the Ministry of Social Justice and Empowerment. The Committee then took their evidence on the subject “National Commission for the Scheduled Castes – its mandate and achievements – a review of its organisation and working”.

4. The evidence was completed.

(The witnesses then withdrew)

5. A verbatim record of the proceedings was kept.

**The Committee then adjourned.**

## GUIDELINES FOR ADMISSION TO KENDRIYA VIDYALAYAS – 2003

1. In supersession of all guidelines that have been issued governing admissions in Kendriya Vidyalayas, the following guidelines are issued to regulate admissions in the Vidyalayas with effect from the academic session 2003 – 2004.

2. Definitions :

Unless the context otherwise suggests, the definition of the following terms would be as below :

- (i) **Central Government employees** :- an employee who draws his emoluments from the Consolidated Fund of India.
- (ii) **Transferable** – an employee who has been transferred at least once in the preceding 7 years shall be deemed to be transferable.
- (iii) **Transfer** – an employee would be treated as transferred only if he / she has been transferred by the competent authority from one place / Urban Agglomeration to another place / Urban Agglomeration which is at a distance of at least 20 K.Ms.
- (iv) **Autonomous Bodies / Public Sector Undertakings** – an organization which is fully financed by the Government or where the Government share is more than 51% would be deemed to be Autonomous Bodies / Public Sector Undertakings.

3. Priorities in Admission :

The following priorities shall be followed in granting admission :-

- (a) **In Kendriya Vidyalayas under Civil / Defence Sector**
  - (i) Children of transferable Central Government employees including ex-servicemen;
  - (ii) Children of non-transferable Central Government employees including ex-servicemen;
  - (iii) Children of transferable and non-transferable employees of Autonomous Bodies / Public Sector Undertakings / Institutes of Higher Learning of the Government of India;

- (iv) Children of transferable State Government employees;
  - (v) Children of non-transferable employees of State Government;
  - (vi) Children of transferable and non-transferable employees of autonomous bodies / Public Sector Undertakings / Institutes of Higher Learning of State Government;
  - (vii) Children from any other category.
- (b) **Kendriya Vidyalayas under Public Sector Undertakings / Institutes of Higher Learning :**
- (i) Children of employees of Undertaking / Institute of Higher Learning which finances the Kendriya Vidyalaya fully,
  - (ii) The priorities given for Kendriya Vidyalayas under Civil / Defence Sector will follow in the same sequence, thereafter.

4. **Eligible age for Admission :**

- (a) A Child must be at least 5 years old on 1<sup>st</sup> April in the academic year in which admission is being sought in class I. For subsequent classes, the eligible age would be reckoned again with reference to 1<sup>st</sup> of April with a proportionate increase over 5 years.
- (b) For Kendriya Vidyalaya, Moscow, the reference date for determining the eligible age would remain 30<sup>th</sup> September of the year.
- (c) An upper age limit for admission is fixed as the minimum age limit plus 2 years. No child would be eligible for admission in a class if the age is more than this maximum age prescribed. The maximum age would be relaxed by 2 years for handicapped children.
- (d) There is no requirement of minimum age for admissions in KV Kathmandu.

5. **Method of Admission :**

- (a) **For Class I** – No admission test would be conducted for admission to Class I. All applications received would be divided into the seven categories in order of priority to the extent vacancies are available. When a stage is reached that the list of one category cannot be fully accommodated for admission, the following procedure shall be adopted :

- 54
- (i) If the list is of children of category I, short listing for admissions would be done on the basis of the number of transfers of the parents during the last 07 years. The children whose parents have been transferred more number of times would get precedence over children whose parents have been transferred less number of time.
- (ii) If children of transferable Central Govt. employees fall in category II like in project sector KV's, short listing for admission in Class I will be done on the basis of the number of transfers of the parents during the last 07 years for the said category.
- (iii) If the list is of any category other than (i) & (ii) above, the names of all children of that category would be written on small slips of paper separately and placed in a box after suitably folding the slips. Children from this category would be selected by a draw of lot from the slips so placed in this box. For transparency, this draw of lot should be done in the presence of concerned parents to the extent feasible.
- (b) Class II and above except Class XI – For admission to these classes, an admission test would be conducted and a merit list prepared for each category of priority separately. Admission would be given in order of merit going by the sequence of the categories as prioritized in para 3.
- (c) Candidates securing less than 35% marks in each subject and less than 40% marks in aggregate would not be eligible for admission irrespective of their category in the priority.
- (d) Admission test would be conducted in the following subjects :-
- (i) Primary classes (except Class I) – English, Hindi & Maths.
  - (ii) Middle classes – Hindi, English, Maths & General Knowledge.
  - (iii) Secondary classes – Hindi, English, Maths, Social Studies & Science.
- (e) Some concession can be given for deficiency in language, (Hindi & English). An assurance would be required in writing from the parents that the language deficiency in the child would be removed within the academic session.
- (f) Class XI – Fresh admissions would be made in order of merit in the sequence of categories of priorities on the basis of Board results

of class X. Admissions in different streams for children seeking admissions from non-KVs as well as children passing class X from Kendriya Vidyalayas would be made only on fulfillment of the following requirements:-

There will be two distinct situations for admissions in Science and Commerce streams. One situation would be where adequate number of eligible children are available for admission to the streams from amongst students passing class X from KVs as well as from amongst students from other schools seeking admission in a KV with the requisite eligibility. The second situation would be where adequate number of eligible children are not available for the stream from amongst students passing class X from KVs as well as from amongst students from other schools seeking admission in a KV with the requisite eligibility. The cut off marks for admission in both these situations would be as under :

	Provision for admissions in situation wherein adequate number of eligible children are available	Provision for admissions in situation wherein adequate number of eligible children are not available
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**A. Science Stream**

	Provision for admissions in situation wherein adequate number of eligible children are available	Provision for admissions in situation wherein adequate number of eligible children are not available
<b>(i) Science with Mathematics</b>	<ul style="list-style-type: none"><li>➤ A minimum of 55% marks in Maths and</li><li>➤ A minimum of 55% marks in Science and</li><li>➤ A minimum of 60% marks in Maths &amp; Science taken together and</li><li>➤ A minimum of 55% marks in aggregate of all</li></ul>	<ul style="list-style-type: none"><li>➤ A minimum of 52% marks in Maths and</li><li>➤ A minimum of 52% marks in Science</li><li>➤ A minimum of 57% marks in Maths and Science taken together.</li><li>➤ A minimum of 52% marks in aggregate of all subject.</li></ul>

(ii) Science without Mathematics	> Science without Mathematics may be allowed if the student has 60% marks in Science and a minimum of 55% marks in aggregate of all subjects.	> Science without Mathematics may be allowed if the student has 57% of marks in Science and a minimum of 52% marks in aggregate of all subjects.
<b>B. Commerce Stream</b>		
	> A minimum of 50% marks in aggregate of all subjects. Mathematics can be offered with Commerce if the student has obtained a minimum of 55% marks in Mathematics.	> A minimum of 47% marks in aggregate of all subjects. Mathematics may be offered if the student has obtained a minimum of 52% marks in Mathematics.

### C. Introduction of Informatics Practices

Offering in Informatics Practices as an elective subject at plus two stage in Class XI will be based on the marks obtained in Class X examination irrespective of whether the students have taken Science, Commerce or Humanities Stream. Admissions would be granted as per the combined merit list to any number of students that the Vidyalaya is in a position to handle with a provision of at least one computer for two students.

### D. Humanities Stream :

All students of Kendriya Vidyalayas if they are declared successful by the CBSE. Humanities with Mathematics can be offered if 50% marks are obtained in Maths.

### E. Following concessions will be allowed for admission to Science and Commerce Streams

- (i) Students belonging to SC/ST may be given a maximum concession of 05 marks in an individual subject, or a maximum concession of 05 marks spread over different subjects so that the total concession in all these subjects taken together does not exceed 05 marks.
- (ii) The following relaxation will also be granted to students who have participated in games and sports meets / scouting and guiding / NCC / Adventure activities at various levels :

S. No.	Sports & Games	N.C.C.'	Scouting/ Guiding	Adventure Activities for admission to Science / Commerce Stream	Relaxation in marks for
(a)	Participation at SGFI (or equivalent) level	'A' certificate and participation in Republic Day / P.M. Rally	Rashtrapati Award Certificate	NIL	07 Marks
(b)	Participation at KVS/State level	'A' certificate and Best Cadet in Dist/State level	Rajya Puraskar award Certificate with 07 Proficiency Badges	NIL	05 Marks
(c)	Participation at KVS Regional/ Distt. Level	'A' Certificate	Tritiya Sopan Certificate with 05 proficiency badges	Participation in at least one 10-day adventure activity	02 Marks

The concession may be spread over different subjects, aggregate marks of AISSE (Class X) so that the total concession taken together does not exceed the maximum limit of 7 marks as given in the above table.

(iii) Admission of non-eligible children of Embassy Officers in KV Kathmandu in Class XI Science will be decided by the Commissioner KVS on case to case basis.

Principals may admit children in Class XI over and above the class strength who have secured 80% or more marks in class X examination irrespective of their category by giving priority to CBSE passed children up to the class strength of 55 in each section. No admission will normally be allowed in classes X and XII. Admission in Class X and XII may be considered by the Assistant Commissioners of the Regions concerned subject to the children fulfilling the following conditions :

- (1) The vacancies are available.
- (2) The parent has been transferred to the station where the admission is sought in the same academic session. However if the average strength in classes X and XII remains below 35 till the last week of July, children passing class IX and XI from CBSE affiliated schools of the station may be admitted, if they fulfil other eligibility conditions.
- (3) The child has been in the same course of studies i.e. in a CBSE affiliated school.
- (4) The child must have obtained not less than 50% marks in class IX and XI examination.
- (5) The child should be eligible as per KVS admission guidelines.
- (6) The combination of subjects are available in Kendriya Vidyalayas.

#### 6. Reservations :

- (a) 15% seats for Scheduled Caste and 7.5% for Scheduled Tribes would be reserved in all fresh admissions.
- (b) 3% seats will be horizontally reserved for handicapped children—blind, orthopaedically handicapped and hearing impaired etc. Horizontal reservation would mean that 3% of 15% would be reserved for handicapped children of SC, 3% of 7.5% would be reserved for handicapped children of ST and 3% of 77.5% would be reserved for handicapped children of general categories.



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- (c) In case any of these quotas remain unfilled, the seats would be filled up by admitting children of respective category corresponding to the provisions (a) & (b) above and in case of non-availability of reserved category of candidates by any other category.

#### 7. Special Provisions :

The following special provisions will be operative for admission :-

- (a) The children and dependent grand children of Hon'ble Members of Parliament: children and dependent grand children of serving and retired KVS employees: and children of Central Government employees who die in harness would be admitted over and above the class strength.
- (b) 100 children of employees of Ministry of HRD would be admitted every year over and above the class strength as per orders issued by the KVS (HQ).
- (c) 60 admissions in Kendriya Vidyalayas located in Delhi and 15 children in hostels in Kendriya Vidyalayas located outside Delhi of employees of the Ministry of External Affairs would be admitted each year on orders issued by KVS (HQ) over and above the class strength. These would be subject to the following conditions for the two categories –
- (i) 60 admissions in Kendriya Vidyalayas located in Delhi would be utilized exclusively for children returning from abroad along with their parents after their posting. Seats under this provision remaining unutilized at the time of normal admissions will remain as such and will be utilized for children who return to India after the beginning of the academic session and up to the half yearly examination. Children who return to India after the half yearly examination of the KVs would be considered for admission at the beginning of the subsequent academic year. All these admissions will be subject to the condition that not more than 5 children would be admitted in one school in an year and that the children would be submitting a transfer certificate of a school abroad, in which they had been studying prior to seeking admission in a KV.
- (ii) 15 seats for admission in hostels in Kendriya Vidyalayas outside Delhi would be limited only to the children whose parents are going abroad on a posting to a station which does not have adequate educational facilities. The required information in this respect would need to be given by the Ministry of External Affairs.

- (d) 15 children of employees of the Research & Analysis Wing would be admitted over and above the class strength on order to be issued by KVS(HQ). Of these, a maximum of 5 seats would be given in Delhi and the remaining would be outside Delhi.
- (e) 20 seats in each section of class I and 10 seats in all other classes put together will be reserved every year for children of the sponsoring agency in all schools except those specifically notified otherwise by the Commissioner. In Civil Sector schools, sponsored by the State Government, the children of State Government employees would come under this provision. Admission to class I would be within the approved strength of the section while for the remaining classes it would be allowed over and above the approved class strength subject to a maximum of 2 in a section.
- (f) 2 children would be admitted at the discretion of the Chairman, VMC each year over and above the class strength in any class except class X and XII, if otherwise found eligible.
- (g) The Commissioner has been authorized by the Board of Governors in its meeting held on 27.1.97 to admit 25 children in Sports Hostels run by Kendriya Vidyalaya Sangathan over and above class strength provided the child has represented a State / U.T. of India.

#### 8. Class strength :

- (a) Fresh admissions can be done in each section of each class upto 35. In respect of Kendriya Vidyalayas in North Eastern Region, hard stations and declared locations, such admissions would be done up to 40 in each section in each class. The Executive Committee can raise the class strength to 45 for N.E. Region, hard stations and other declared locations and up to 40 in all other locations for admitting children of category I only in the Vidyalaya.
- (b) Commissioner may allow up to a limit of 5 more children beyond these limits for admitting children of Central Government employees including defence and para-military forces who could not get admission because

of a posting to a place where a KV does not exist or because of a late transfer.

9. Schedule and Procedure for admission :

- (a)(i) An advertisement would be issued by the Regional Office in the local newspapers at the cluster level in the last week of December giving the admission schedule for registration etc. and inviting children to have themselves registered for admission in Kendriya Vidyalayas. This advertisement should indicate that admissions in Kendriya Vidyalayas are not restricted to Central government employees and are open to all, only certain priorities have been laid down as per which children of different categories would receive priority in admission. The reservations for SC, ST and Physically Handicapped should also be indicated.
- (ii) There will be no distinct dates for sale of forms and registration of children. Both these activities shall proceed together. Accordingly, the registration for all classes, except class XI, shall open from 1<sup>st</sup> January and in case vacancies remain, even after the first list of admissions is out, shall continue thereafter till the last date of admissions.
- (iii) The exercise for admissions on the basis of all registrations made up to 20<sup>th</sup> of March shall be taken up together and the first list for admissions shall be finalized by the 30<sup>th</sup> of March on the basis of registration done up to 20<sup>th</sup> March only after fulfilling the laid down requirements of the Admission Guidelines. This first list shall be for the full strength of permissible admissions in the class of 35 – 40 as may be applicable after adhering to all the quotas and thereafter dereserving the remaining unfilled seats of all quotas if the required number of children of that quota are not available.
- (iv) For SC, ST and Physically Handicapped children, if their quota has been dereserved while bringing out the first list of admissions on 30<sup>th</sup> March, if such children approach the school later for admission after this date, they may be granted admission up to their quota from within the 5 additional seats permissible under clause 8(a) of the admission guidelines.
- (v) In case the number of children seeking registration is less because of which all seats have not been filled up, the Principal shall issue a second advertisement notifying the availability of vacancies.

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- (vi) As per KVS directions, admissions are required to be made with the approval of Executive Committee of the Vidyalaya. In all cases where children have been registered for admission but the Executive Committee does not approve the admissions upto the full sanctioned strength of the class, the Principal shall intimate this to the Assistant Commissioner by the 5<sup>th</sup> of April and with the approval of the Assistant Commissioner shall grant admission to children as per the admission guidelines for the remaining seats by 15<sup>th</sup> of April.
- (vii) Registration for class XI shall be taken up immediately after the declaration of results of class X and admissions up to the full strength of the class should be completed by the 20<sup>th</sup> of June. In case there is any difficulty in admitting children up to the full strength because of the Executive Committee of the Vidyalaya not approving the same, the procedure as laid down for other classes above shall be followed and admissions up to the sanctioned strength of the class shall be made by the 5<sup>th</sup> of July with the approval of the Assistant Commissioner.
- (viii) (a) For admission of children securing 80% or more marks in class X, if the number of such children seeking admission is very large, the children passing out from the CBSE shall be given priority and given admission first. Only thereafter children passing out from other Boards should be considered. Children passing out from other Boards may be admitted only up to a class strength of 55 in order of their merit.
- (b) Registration Forms would be made available by the Principal on payment of Rs.50/-.
- (c) Registration forms, complete in all respects and accompanied by all required documents must be submitted to the Vidyalaya Office within the prescribed date.
- (d) Attested copies of the following documents would be required to be submitted along with the application form for registration :
- (i) For Class I, certificate of proof of age in the form of a birth certificate issued by the authority competent to register births. This will include notified Area

committees like Municipal Corporation, extract about the date of birth from records of Village Panchayat, Military Hospital, or service records of Defence Personnel. For later classes, the date of birth recorded in the Transfer Certificate issued by a school recognized by the State Education Department would be accepted.

- (ii) For grand children of Hon'ble Members of Parliament or KVS employees, a proof of relationship of either of the child's parents with the Hon'ble Member of Parliament or KVS employee and a declaration of dependency would be needed.
- (iii) A certificate that the child belongs to the Scheduled Caste / Scheduled Tribe wherever applicable issued by the competent authority. A certificate in respect of either parent may be accepted initially for the purpose of admission if this certificate is not available for the child.
- (iv) A certificate from the Civil Surgeon / Rehabilitation Centre or any other Competent Authority defined by Govt of India O.M.No.36035/5/88/Estt(SCT) dated 4<sup>th</sup> May 1999 certifying the child to be handicapped, wherever applicable. In cases where the handicap of the child can be visually seen by the Principal, the child may be accepted as handicapped even without a certificate.
- (v) A service certificate showing the number of transfers during the preceding 7 years duly signed and stamped by the Head of Office bearing the name, designation and other relevant particulars in capital letters.
- (vi) A certificate of retirement for uniformed Defence employees.

**Note :**

1. Mere Registration will not confer a right to admission.
2. Incomplete application forms shall normally be rejected. In case of vacancies remaining, the Principal may allow completion of the form later at his discretion.
3. Admissions secured on the basis of any wrong certificate shall be cancelled by the Principal forthwith and no appeal against such action of the Principal shall be entertained.
4. When a child is registered for admission to class I in a Kendriya Vidyalaya,

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but before the declaration of the result his parent is transferred to another station, the child should be deemed to have been registered for admission in the Kendriya Vidyalaya at the station of posting even if the last date of admission at that place has expired.

10. The last date for admission and the competent authority to allow it will be as follows :
  - (a) up to 31<sup>st</sup> July Principal
  - (b) up to the beginning of final Exam. Chairman, VMC/Commissioner, KVS
11. Children who have not completed one academic session in the Vidyalaya of their initial admission will not be automatically entitled to be admitted to another Vidyalaya, except if the parents have been transferred to another location after the admission of the child. Admissions of the children, whose parents have been transferred after the admission of the child, would be done only after the approval of the Assistant Commissioner.
12. A K.V. child who went abroad with his parents on their deputation to a foreign country shall be admitted to corresponding class on their return to India by the Principal if confirmed KV over and above the class strength.

REGIONWISE ENROLMENT ADMISSIONS OF STUDENTS  
AS ON 31<sup>ST</sup> MARCH 1998

Sl. No.	NAME OF THE REGION	NO. OF FRESH ADMISSIONS MADE	TOTAL ENROLMENT OF STUDENTS	TOTAL ENROLMENT OF SC/ST STUDENTS		% OF SC/ST STUDENTS	
				SC	ST	SC	ST
01.	AHMADABAD	2405	25292	2210	837	8.74	3.31
02.	BANGLORE	3486	38477	6287	1151	13.74	2.99
03.	BHOPAAL	2628	30932	4428	1468	14.31	4.71
04.	BIRBHENSHWAR	2948	35912	3778	1994	11.35	5.55
05.	CALCUTTA	2736	34415	4273	1380	12.42	4.01
06.	CHANDIGARH	3949	45824	6397	499	11.77	1.05
07.	CHENNAI	4336	50551	7602	839	15.00	1.66
08.	DEHRADUN	3249	43875	4966	769	11.32	1.75
09.	DELHI	4765	80680	8370	2037	10.37	2.52
10.	GAUHATI	2639	29375	2315	2219	7.88	7.55
11.	GWAJIOR	2047	26105	3158	583	12.10	2.23
12.	HYDRABAD	3094	38211	4831	1235	12.64	3.23
13.	JABALPUR	2701	33077	3444	1824	11.84	6.27
14.	JAIPIR	3283	39707	3802	1767	12.80	5.95
15.	JAMMU	3041	37405	3455	651	9.24	1.74
16.	LUCKNOW	3324	44607	5722	322	12.77	0.72
17.	MUMBAI	4115	42274	4956	924	11.62	6.53
18.	PATNA	3483	43826	4838	1247	13.35	2.84
19.	SICCHAR	1929	21154	1899	1656	8.97	7.82
20.	KVS(HQ)	54	621	11	1	1.34	0.12
	TOTALS	60212	742320	87039	23397	11.72	3.15

REGIONWISE ENROLMENT/ADMISSIONS OF STUDENTS  
AS ON 31<sup>ST</sup> MARCH 1999

Sl. No.	NAME OF THE REGION	NO. OF FRESH ADMISSIONS MADE	TOTAL ENROLMENT OF STUDENTS	TOTAL ENROLMENT OF SC/ST STUDENTS		% OF SC/ST STUDENTS	
				SC	ST	SC	ST
01.	AHMEDABAD	2618	25950	2378	887	9.75	3.42
02.	BANGLORE	3587	38997	5834	1164	14.96	2.98
03.	BHOPAL	2693	31311	4586	1593	14.65	5.09
04.	BHUBANESHWAR	3001	36094	4294	1875	11.90	5.19
05.	CALCUTTA	2733	34912	4013	1364	11.49	3.91
06.	CHANDIGARH	4251	45927	6526	614	14.21	1.34
07.	CHENNAI	4643	51794	7990	884	15.58	1.72
08.	DEHRADUN	3198	43786	5102	805	11.65	1.84
09.	DELHI	5448	79509	9067	2130	11.40	2.68
10.	GAUHATI	2549	29075	2472	2444	8.50	8.47
11.	GWALIOR	2101	26735	3093	645	13.06	2.41
12.	HYDERABAD	3181	37652	5344	1224	14.19	3.30
13.	JABALPUR	2904	33286	3474	1966	10.44	5.91
14.	JAIPOUR	3301	39677	3599	1790	9.07	4.51
15.	JAMMU	3124	37983	3475	666	9.15	1.75
16.	LUCKNOW	3309	45040	5735	413	12.73	0.92
17.	MUMBAI	4309	42748	4932	897	11.54	2.10
18.	PATNA	3689	44721	5048	1302	11.40	2.94
19.	SILCHAR	1876	21148	1808	1963	8.55	9.28
20.	KANSI	40	558	9	2	1.61	0.36
	TOTAL:-	62555	745953	88776	24628	11.90	3.30



REGIONWISE ENROLMENT/ADMISSIONS OF STUDENTS  
AS ON 31<sup>ST</sup> MARCH 2000

Sl. No.	NAME OF THE REGION	NO. OF FRESH ADMISSIONS MADE	TOTAL ENROLMENT OF STUDENTS	TOTAL ENROLMENT OF SC/ST STUDENTS		% OF SC/ST STUDENTS	
				SC	ST	SC	ST
01.	AHMADABAD	2452	25937	2381	851	9.18	3.28
02.	BANGLORE	3598	39652	5891	1239	11.86	3.12
03.	BHOPAL	3997	46272	6411	1870	13.85	1.61
04.	BHUBANESHWAR	2462	33037	3745	1979	11.33	5.99
05.	CALCUTTA	2834	35379	4539	1397	12.83	3.95
06.	CHANDIGARH	4217	46454	6800	541	14.64	1.16
07.	CHENNAI	4632	51469	8207	908	15.94	1.74
08.	DEHRADUN	3307	44365	5169	773	11.65	1.74
09.	DELHI	5557	79091	9172	2136	11.60	2.70
10.	GAUHATI	2443	28665	2517	2385	8.78	8.32
11.	HYDERABAD	3141	37409	5026	1309	13.43	3.50
12.	JABALPUR	2555	31501	3342	1806	10.61	5.73
13.	JAIPUR	3344	40521	3791	1832	9.35	4.52
14.	JAMMU	3104	37629	3395	571	9.02	1.52
15.	LUCKNOW	4266	55428	7124	520	12.85	0.94
16.	MUMBAI	4201	43524	5090	906	11.69	2.08
17.	PATNA	3367	44003	5456	1361	12.40	3.09
18.	SILCHAR	1627	19922	3127	1999	15.70	10.03
19.	KANSIROI	49	617	18	5	2.92	0.81
	TOTAL:-	61154	740875	91201	24388	12.31	3.29

REGION-WISE ENROLMENT/ADMISSIONS OF STUDENTS  
AS ON 31<sup>st</sup> MARCH 2001

Sl. No.	NAME OF THE REGION	NO. OF FRESH ADMISSIONS MADE	TOTAL ENROLMENT OF STUDENTS	TOTAL ENROLMENT OF SC/ST STUDENTS		% OF SC/ST STUDENTS	
				SC	ST	SC	ST
01	AHMADABAD	2412	25837	2478	828	9.59	3.20
02	BANGLORE	3691	40346	5428	1227	13.45	3.04
03	BHOPAL	3820	45074	6205	1726	13.76	3.82
04	BHUBNESHWAR	2446	30647	3290	2035	10.73	6.64
05	CALCUTTA	2841	35789	4543	1466	12.69	4.09
06	CHANDIGARH	3874	45148	6328	506	14.01	1.12
07	CHENNAI	4882	51760	8127	982	15.70	1.89
08	DEHRADUN	3086	44310	4970	309	11.21	0.82
09	DELHI	5610	77729	9229	2260	11.87	2.90
10	GAZIATI	2408	28483	2541	2666	8.92	9.35
11	HYDERABAD	2969	35302	4807	1161	13.61	3.28
12	JABALPUR	2397	30972	3204	1750	10.34	5.65
13	JAIPIUR	3233	39946	3614	1842	9.04	4.61
14	JAMMU	2728	36690	3413	553	9.30	1.50
15	LUCKNOW	4125	55423	7007	527	12.64	0.95
16	MUMBAI	4072	43641	5050	1002	11.57	2.29
17	PATNA	2742	41045	4572	1237	11.13	3.01
18	SILCHAR	1737	19914	1876	1537	9.42	7.71
19	KANNOI	54	622	19	03	3.05	0.48
	TOTAL	50027	728678	86701	24117	11.89	3.30

0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

FRESH ADMISSION WITH REGARD TO KENDRIYA VIDYALAYAS FOR THE YEAR 2003-04, 2004-05, 2005-06 AND 2006-07

Sl. No.	Name of Institute	2003-04				2004-05				2005-06				2006-07							
		Total	Male	Female	Non-Scholarship	Total	Male	Female	Non-Scholarship	Total	Male	Female	Non-Scholarship	Total	Male	Female	Non-Scholarship				
1	Allahabad	8920	808	444	442	189	5596	834	219	409	156	6047	807	454	599	242	5950	894	447	524	207
2	Bangalore	7372	930	459	803	212	6305	829	406	896	176	8307	1038	521	902	250	7750	1017	498	955	248
3	Bhopal	5807	1471	730	980	106	8738	1310	655	926	423	9146	1371	695	1192	164	8951	1342	621	1105	367
4	Bhubaneswar	9181	1343	666	155	541	7585	1105	548	584	423	9045	1281	637	812	570	8304	1185	604	853	542
5	Chandigarh	8629	1255	621	838	544	8629	1217	655	814	203	9307	1352	663	1155	168	8685	1264	624	1080	180
6	Chennai	8534	1295	618	1192	195	8118	1263	531	1172	142	8703	1305	652	1299	305	8153	1379	680	1453	191
7	Dibrugarh	8792	1287	533	831	154	8004	1278	625	938	125	9102	1275	639	929	126	7964	1164	572	915	113
8	Delhi	15252	2166	1083	2015	824	21507	3013	1551	2992	753	14978	2097	1024	2075	556	13346	1864	938	2100	513
9	Gwalior	6737	708	422	445	584	5443	805	450	499	657	5256	744	425	471	584	5235	731	410	445	222
10	Hydrabad	6534	939	468	614	113	6162	862	444	613	110	7860	1019	502	837	183	7066	926	462	796	176
11	Jabalpur	9313	1336	658	866	487	7643	1098	544	706	468	7487	1340	662	1010	574	8525	1248	678	1008	557
12	Jodhpur	1864	1241	618	828	453	9089	889	449	640	308	10484	1196	599	1012	484	10233	1017	536	992	423
13	Jaipur	9216	1444	745	899	268	7484	1165	591	678	135	8163	1263	632	853	156	8232	1240	635	917	156
14	Kolkata	8780	1319	659	790	259	8994	1334	667	825	287	8756	1212	657	925	323	8653	1290	649	990	308
15	Lucknow	11030	1563	809	1202	87	10144	1483	759	1153	96	10322	1457	753	1404	105	9002	1258	641	1266	59
16	Madurai	7384	974	472	787	161	8942	1083	530	843	171	9649	1037	496	976	177	8261	1018	494	931	186
17	Patna	9342	1331	675	1049	120	12098	1791	890	1513	156	8459	1170	505	1109	161	7295	1078	517	1074	135
18	Raipur	8071	1309	705	504	216	6173	1352	768	496	819	5333	1166	703	420	549	5544	1275	688	558	692

**RECRUITMENT MADE DURING THE YEARS  
1998, 1999, 2000 AND 2001**

Year	Category of Post	Total No. of Vacancies	Total No. of Vacancies actually filled	Number of Vacancies reserved for the Scheduled Castes			Number of Vacancies reserved for the Scheduled Tribes			Number of candidates Appointed		Number of Vacancies carried forward	
				C/f From Previous Year	Reserved During the Year	Total	C/f From Previous Year	Reserved During the Year	Total	SC	ST	SC	ST
1998				No Recruitment									
1999													
01.	Assistant Commissioner	05	05	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
02.	Administrative Officer	04	04	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
03.	PGTs	289	200	-	42	42	-	21	21	42	08	-	13
2000													
01.	Education Officer	08	08	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	SC/ ST Quota filled	
02.	Principals	84	84	--	14	14	--	07	07	--	--	14	07
03.	Asstt. Comm	03	03	--	01	01	--	--	--	01	--	--	--
2001													
01.	Principals (SC/ST)	10	10	14	--	14	07	--	07	10	--	04	07
02.	PGTs	321*	321*	--	48	48	13	24	37	17	03	31	24
03.	TGTs	351*	351*	--	53	53	--	24	24	53	20	--	04
04.	PRTs	205*	205*	--	30	30	--	15	15	30	15	--	--
05.	Misc. Cat.	119*	119*	--	18	18	--	08	08	18	08	--	--

\* Offers given. Information about joining or otherwise awaited from the Asstt. Commissioner of the Region.

Table showing Staff strength and shortfall of Employees of KVS for the year 1998 -

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
Commissioner	01	-	-	-	-	-	-
Joint Comm.	02	1	-	-	-	-	-
Dy. Comm.	04	-	-	-	-	-	-
Asstt. Comm.	18	4	2	-	-	-	-
Edn. Officer	42	5	2	1	1	16	3.3
Sr. Admn. Officer	03	-	-	-	-	-	-
Sr. Audit Officer	01	-	-	-	-	-	-
Sr. Acctt. Officer	01	-	-	-	-	-	-
Executive Eng.	01	-	-	-	-	-	-
OSD	01	-	-	-	-	-	-
AIO	08	-	-	1	-	100	-
LAO/ACO	02	-	-	-	-	-	-
Admn Officer	13	1	1	1	-	7.31	-
AEO	05	-	-	-	-	-	-
Section Officer	15	1	1	1	-	8.33	.83
Hindi Officer	01	-	-	-	-	-	-
Tech. Officer	04	1	-	-	-	-	-
Sr. P.A	01	-	-	-	-	-	-
Supdt. Admn.	18	3	1	-	-	-	-
Supdt. Account	27	4	1	-	1	-	3.80
Asstt. Editor	01	-	-	-	-	-	-
Stat. Assistant	01	-	-	-	-	-	-
Steno. Gr I	02	-	-	-	-	-	-
Assistant	72	15	3	-	1	-	3.33
Audit Asstt.	118	12	2	6	7	4.83	5.80
Steno Gr:II	22	4	1	-	1	-	2.95
Sr. Hindi Trans.	01	-	-	-	-	-	-

Table showing Staff strength and shortfall of Employees of KVS for the year 1998

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	SI	SC	SI
School Cadre posts							
Principals	788	52	07	68	53	8.48	6.62
Vice Principals	386	04	-	64	29	13.96	7.5
Head Masters	445	17	06	60	27	11.18	6.15
PGTs	6346	498	29	499	369	7.51	5.56
TGTs	10392	1196	269	408	533	3.81	4.98
PRTs	11312	1203	332	539	539	4.64	4.64
Music Teachers	387	94	09	39	58	4.40	6.49
Phy. Edu. Teachers	1281	66	21	126	75	9.85	5.86
Drawaing Teachers	704	78	22	27	31	3.87	4.36
SUPW Teachers	1294	83	11	111	86	8.59	6.65
Yoga Teachers	438	10	02	66	31	12.72	7.04
Librarian	350	03	29	25	35	2.88	4.09
Office Staff	10039	3071	585	-	68	-	1.67
Total	46069	6575	1422				

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Table showing Staff strength and shortfall of Employees of KYS for the year 1998

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall (in %)	
		SC	ST	SC	ST	SC	ST
Hindi Trans.	11	-	-	02	01	15.00	7.50
Jr. Steno.	41	5	1	01	02	2.80	5.06
Proof Reader	01	-	-	-	-	-	-
U DC	89	13	03	3	02	3.84	3.15
Acctt. Clerk	67	16	02	6	03	8.88	4.50
Sr. Gestetner Operator	-	-	-	-	-	-	-
I DC/Hindi Typist	109	26	08	-	-	-	-
Electrician	01	-	-	-	-	-	-
Jr. Gestetner Operator	-	-	-	-	-	-	-
Driver	20	5	-	-	01	-	1.5
Daffary	18	6	01	-	-	-	1.94
Group 'D'	129	62	10	-	-	-	-
Total	361	184	39				

Table showing Staff strength and shortfall of Employees of KVS for the  
year 1999.

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
Commissioner	01	-	-	-	-	-	-
Joint Comm.	02	1	-	-	-	-	-
Dy. Comm.	05	-	-	-	-	-	-
Asstt. Comm.	19	3	2	-	-	-	-
Edu. Officer	44	7	2	-	1	-	50
Sr. Admn. Officer	03	-	-	-	-	-	-
Sr. Audit Officer	01	-	-	-	-	-	-
Sr. Acctt. Officer	01	-	-	-	-	-	-
Executive Eng.	01	-	-	-	-	-	-
OSD	01	-	-	-	-	-	-
AIO	08	-	-	1	1	-	-
IAO/ACO	02	-	-	-	-	-	-
Admn Officer	12	1	2	-	-	-	-
AEO	04	-	-	-	-	-	-
Section Officer	15	1	1	1	-	50	-
Hindi Officer	01	-	-	-	-	-	-
Tech. Officer	04	1	-	-	-	-	-
Sr. P.A	01	-	-	-	-	-	-
Supdt. Admn.	18	3	1	-	-	-	-
Supdt. Account	27	4	1	-	1	-	50
Asstt. Editor	01	-	-	-	-	-	-
Stat. Assistant	01	-	-	-	-	-	-
Steno. Gr I	02	-	-	-	-	-	-
Assistant	71	15	3	-	2	-	40
Audit Asstt.	119	12	2	3	7	25	70
Steno Gr. II	23	4	1	-	1	-	50
Sr. Hindi Trans.	01	-	-	-	-	-	-



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Table showing Staff strength and shortfall of Employees of KVS for the year : 2022

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
School Cadre posts							
Principals	811	59	09	63	52	50	6.39
Vice Principals	374	08	01	43	27	12.86	7.23
Head Masters	457	25	12	44	22	9.53	4.87
PGTs	6184	510	23	413	341	6.75	5.51
TGTs	10719	1218	268	390	536	3.64	5.00
PRTs	11092	1183	320	481	512	4.33	4.62
Music Teachers	887	95	09	33	58	4.29	6.49
Phy. Edu. Teachers	1353	74	21	123	80	9.53	5.95
Drawaing Teachers	679	82	21	20	30	2.92	4.41
SUPW Teachers	1042	84	16	72	62	6.94	5.96
Yoga Teachers	282	08	02	34	19	12.16	6.79
Librarian	866	05	30	25	35	2.88	4.04
Office Staff	10048	3095	609	-	145	-	1.44
<b>Total</b>	<b>44794</b>	<b>6536</b>	<b>1441</b>				

Table showing Staff strength and shortfall of Employees of KVS for the year 1990

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
Hindi Trans.	11	-	-	02	01	100	100
Jr. Steno.	40	5	1	01	02	20	66
Proof Reader	01	-	-	-	-	-	-
UDC	68	13	03	-	-	-	-
Accit. Clerk	67	15	02	-	-	-	-
Sr. Gestetner Operator	-	-	-	-	-	-	-
UDC/Hindi Typist	110	28	08	-	-	-	-
Electrician	01	-	-	-	-	-	-
Jr. Gestetner Operator	-	-	-	-	-	-	-
Driver	19	5	-	-	-	-	-
Daftary	16	5	-	-	-	-	-
Group 'D'	128	62	-	-	-	-	-
Total	849	184	39	-	-	-	-

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Table showing Staff strength and shortfall of Employees of KVS for the year 2000

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
Commissioner	01	-	-	-	-	-	-
Joint Comm.	02	1	-	-	-	-	-
Dy. Comm.	04	-	-	1	-	-	-
Asstt. Comm.	21	2	1	1	-	-	-
E.dn. Officer	37	5	1	1	1	16.66	50
Sr. Admn. Officer	03	-	-	-	-	-	-
Sr. Audit Officer	01	-	-	-	-	-	-
Sr. Acctt. Officer	01	-	-	-	-	-	-
Executive Eng.	01	-	-	-	-	-	-
OND	01	-	-	-	-	-	-
AFO	10	-	-	2	1	100	100
TAO/ACCO	02	-	-	-	-	-	-
Admn Officer	15	1	2	-	-	-	-
AEO	04	-	-	1	-	-	-
Section Officer	15	-	1	2	-	100	-
Hindi Officer	01	-	-	-	-	-	-
Tech. Officer	04	1	-	-	-	-	-
Sr. P.A	01	-	-	-	-	-	-
Supdt. Admn.	14	3	-	-	-	-	-
Supdt. Account	27	5	1	-	1	-	-
Asstt. Editor	01	-	-	-	-	-	-
Stat. Assistant	01	-	-	-	-	-	-
Steno. Gr I	02	-	-	-	-	-	-
Assistant	73	16	3	-	2	-	-
Audit Asstt.	117	12	3	3	7	-	-
Steno Gr. II	24	4	1	-	1	-	-
Sr. Hindi Trans.	01	-	-	-	-	-	-

Table showing Staff strength and shortfall of Employees of KVS for the year 2000

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
School Cadre posts							
Principals	817	52	08	71	63	8.64	6.52
Vice Principals	348	111	01	41	25	11.84	-
Head Masters	468	29	10	41	25	8.80	-
PGTs	6195	534	131	395	334	6.38	-
TGTs	10515	1176	256	401	533	3.82	-
PRTs	11605	1161	301	580	569	5.00	-
Music Teachers	879	91	11	41	65	4.65	-
Phy. Edn. Teachers	1284	65	21	127	75	9.93	-
Drawaing Teachers	667	82	21	13	29	2.71	-
SUPW Teachers	1259	81	15	103	79	8.57	-
Yoga Teachers	295	08	02	33	20	12.29	-
Librarian	859	02	29	27	35	3.13	-
Office Staff	10003	3324	624	-	126	-	-
Total	-	6716	1430	-	-	-	-

Table showing Staff strength and shortfall of Employees of KVS for the year 2000

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
Hindi Trans.	11	-	-	02	-	100	-
Jr. Steno.	39	5	1	01	-	16.66	-
Proof Reader	01	-	-	-	-	-	-
UDC	64	12	03	-	-	-	-
Acctt. Clerk	64	14	01	-	-	-	-
Sr. Gestetner Operator	-	-	-	-	-	-	-
UDC Hindi Typist	108	27	09	-	-	-	-
Electrician	01	-	-	-	-	-	-
Jr. Gestetner Operator	-	-	-	-	-	-	-
Driver	18	5	-	-	-	-	-
Daffary	18	5	01	-	-	-	-
Group 'D'	130	61	10	-	-	-	-
Total	838	180	38	-	-	-	-

Table showing Staff strength and shortfall of Employees of KVS for the year 2001

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
Commissioner	1	-	-	-	-	-	-
Joint Comm.	2	1	-	-	-	-	-
Dt. Comm.	4	-	-	-	-	-	-
Asstt. Comm.	19	3	1	-	-	-	-
Fin. Officer	38	3	1	3	2	-	-
Sr. Admn. Officer	2	-	-	-	-	-	-
Sr. Audit Officer	1	-	-	-	-	-	-
Sr. Acctt. Officer	1	-	-	-	-	-	-
Executive Eng.	1	-	-	-	-	-	-
OSD	1	-	-	-	-	-	-
AIO	7	-	-	1	-	100	-
IAO/ACO	2	-	-	-	-	-	-
Admn Officer	15	2	2	-	-	-	-
AEO	2	-	-	-	-	-	-
Section Officer	15	1	-	-	-	-	-
Hindi Officer	-	-	-	-	-	-	-
Tech. Officer	4	1	-	-	-	-	-
Sr. P.A	-	-	-	-	-	-	-
Supdt. Admn.	14	2	-	-	-	-	-
Supdt. Account	28	5	1	-	-	-	-
Asstt. Editor	1	-	-	-	-	-	-
Stat. Officer	1	-	-	-	-	-	-
Steno. Gr I	2	-	-	-	-	-	-
Assistant	75	14	3	-	3	-	4
Audit Asstt.	124	15	4	4	5	27	27
Steno Gr. II	23	4	1	-	-	-	-
Sr. Hindi Trans.	1	-	-	-	-	-	-

Table showing Staff strength and shortfall of Employees of KVS for the year 2001

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
School Cadre posts							
Principals	708	49	7	57	46	8.0	6.49
Vice Principals	239	19	3	17	15	7.11	6.27
Head Masters	267	31	10	9	10	3.37	3.74
P.G.Ts	5346	523	128	279	273	5.24	5.10
T.G.Ts	9304	1140	257	-	440	-	4.72
P.R.Ts	10849	1144	299	483	514	4.45	4.70
Music Teachers	820	87	11	31	48	3.78	1.34
Phy. Edu. Teachers	934	70	25	70	45	7.49	4.81
Drawaing Teachers	580	84	18	3	25	0.51	4.31
SUPW Teachers	1003	76	13	74	62	7.37	6.18
Yoga Teachers	270	6	2	35	18	12.96	6.48
Librarian	717	95	26	12	27	1.67	3.76
Office Staff	8640	3263	607	-	41	-	0.47
Total	39677	6587	1406				

Table showing Staff strength and shortfall of Employees of KVS for the year 2001

Name of the post	Total No. of employees	No. of employees		Shortfall		Shortfall in %	
		SC	ST	SC	ST	SC	ST
Hindi Trans.	12	1	-	1	-	8.33	-
Jr. Steno.	41	3	1	3	-	2.43	7.31
Proof Reader	1	-	-	-	-	-	-
UDC	64	13	3	-	-	-	-
Acctt. Clerk	53	13	-	-	-	-	-
Sr. Gestetner Operator	-	-	-	-	-	-	-
LDC/Hindi Typist	104	26	10	-	-	-	-
Electrician	1	-	-	-	-	-	-
Jr. Gestetner Operator	1	-	-	-	-	-	-
Driver	16	3	-	-	-	-	-
Daftary	17	4	1	-	-	-	-
Group 'D'	129	45	9	-	-	-	-
Total	823	159	37				



Details of Employees Promoted from the year 1998 to 2001

Year	Name of the Post	Total No. of Employees Promoted	No. of Employees Promoted		% of SC/ST Employees Promoted		
			SC	ST	SC	ST	
1998	PRT to TGT	330	12	10	12.72	3.03	
	PRT to HM	130	19	12	14.61	9.23	
	TGT to PGT	342	44	10	12.86	2.92	
	PGT to Vice-Principal	102	08	02	8	2	
	Vice-Principal to Principal	23	-	-	-	-	
	Principal to Education Officer	12	-	-	-	-	
	Education Officer to Assistant Commissioner	3	-	-	-	-	
	UDC to Head Clerk	37	6	6	16.21	16.21	
	LDC to UDC	86	14	4	16.27	4.66	
	Head Clerk to Superintendent(School)	4	1	1	25	25	
	Section Officer to Administrative Officer	4	-	-	-	-	
	1999	In Situ Promotion to Group D	2	1	-	50	-
		LDC to UDC (H.Q.)	3	-	1	-	33
Assistant to Supdt.(Admn.)		3	-	-	-	-	
Asstt. Assistant to Supdt. (Accounts)		5	-	-	-	-	
Supdt. (Admn.) to Section Officer		5	-	1	-	20	
Supdt. (Accounts) to IAO/Accounts Officer		4	-	1	-	25	
Section to Admn. Officer		7	1	1	14.28	14.28	
PRT to HM		172	28	11	16.27	6.39	
TGT to PGT		280	36	7	12.85	2.42	
PGT to Vice-Principal		79	2	-	2.56	-	
Vice-Principal to Principal		30	-	-	-	-	
Principal to Education Officer		11	-	-	-	-	
Education Officer to Assistant Commissioner		2	-	-	-	-	
LDC to UDC (School)	60	10	5	16.66	8.33		
UDC to Head Clerk (School)	32	4	3	10.81	8.10		
2000	Principal	51	-	-	-	-	
	Vice-Principal	88	11	2	12.25	2.27	
	Principal to E.O.	04	-	-	-	-	
	E.O. to Asstt. Commr.	02	01	-	50.00	-	
	Supdt.(Admn.) to S.O.	02	01	-	50.00	-	
	Asstt. To Supdt.(Admn.)	02	-	-	-	-	
	LDC to UDC	07	03	-	42.85	-	

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	Audit Asstt. to Supdt.(Accounts)	03	--	--	--	--
	UDC to Asstt.	--	--	--	--	--
	In situ promotion to Gr. 'D'	02	02	--	100.0%	--
	UDC to Audit Asstt.	15	05	01	33.33	6.66
	Driver Gr. II to Gr. I	01	--	--	--	--
2001						
	TGT to PGT	275	28	09	10.18	3.27
	PRT to TGT	155	26	14	16.77	9.03
	Vice-Principal to Principal	64	03	--	6.7	--

The following are the details of the following category of employees from the scale of pay 2001-2004.

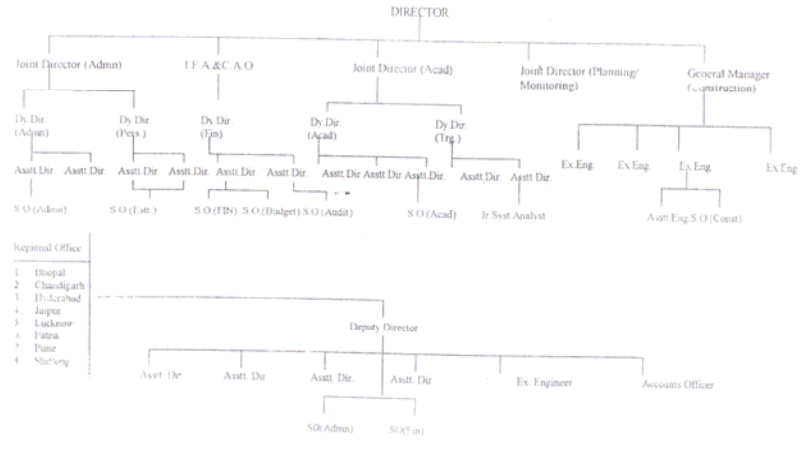
The details of the following category of employees are given below:

- (i) Central Government employees - an employee who draws his remuneration from the Consolidated Fund of India.
- (ii) Transferable - an employee who has been transferred at least once in the preceding 3 years either directly or by substitution.
- (iii) Transfer - an employee who has been transferred only once and this has been done by the competent authority from one place of work to another place of work through a notification which is of the nature of a transfer order.
- (iv) Autonomous Bodies / Public Sector Undertakings - an organization which is fully financed by the Government or where the Government or Government of India wholly or partly owned or controlled by the Government or Public Sector Undertakings.

**Excluded in Appointment:**

- The following persons are excluded in applying for transfer:
- (a) In Ministry / Departments under Civil Service Rules.
  - (b) Children of transferable Central Government employees who are not in service.
  - (c) Children of non-transferable Central Government employees who are not in service.
  - (d) Children of transferable and non-transferable employees of Autonomous Bodies / Public Sector Undertakings who are not in service of the Government of India.

ORGANISATIONAL CHART OF NAVODAYA VIDYALAYA SAMITI





## YEAR-WISE SANCTIONED/ESTABLISHMENT OF NAVODAYA VIDYALAYAS

Sl. State/UTs	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	Total	
01. A. & N. Islands- U.T.	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
02. Andhra Pradesh	0	4	12	3	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	22
03. Arunachal Pradesh	0	1	4	0	0	0	0	0	1	0	0	0	1	0	1	0	1	0	2	0	4	15	
04. Assam	0	0	0	0	0	0	0	2	4	9	0	2	1	0	2	0	0	0	0	0	0	4	24
05. Bihar	0	5	11	1	1	0	1	2	4	3	1	2	3	0	0	0	2	0	1	0	0	37	
06. Chandigarh- U.T.	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
07. Chhattisgarh	0	1	3	0	0	0	0	3	0	0	0	0	0	0	1	1	1	0	1	1	4	16	
08. D. & N. Haveli- U.T.	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
09. Daman & Diu- U.T.	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
10. Delhi- U.T.	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
11. Goa	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
12. Gujarat	0	2	4	0	1	0	2	2	1	0	0	0	0	3	1	1	0	1	1	0	1	1	20
13. Haryana	1	2	3	3	0	0	0	3	0	2	0	0	0	1	0	0	2	1	1	0	1	20	
14. Himachal Pradesh	0	4	4	0	0	0	0	2	0	0	0	0	0	0	1	0	1	0	0	0	0	12	
15. Jammu & Kashmir	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	
16. Jharkhand	0	2	4	0	0	0	1	0	2	0	2	2	1	0	0	2	1	4	0	0	1	22	
17. Karnataka	0	6	10	2	0	0	0	0	2	0	0	0	0	2	1	3	0	1	0	0	0	27	
18. Kerala	0	4	3	3	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	1	0	14	
19. Lakshadweep- U.T.	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
20. Madhya Pradesh	0	6	10	8	0	0	2	9	3	0	0	0	0	0	1	2	1	0	2	2	1	47	
21. Maharashtra	1	6	12	0	0	0	1	4	4	0	0	0	0	0	1	0	0	2	0	0	0	31	
22. Manipur	0	0	4	3	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	9	
23. Meghalaya	0	3	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	7	
24. Mizoram	0	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	1	0	2	8	
25. Nagaland	0	0	1	0	0	0	1	0	1	1	0	0	0	0	0	0	2	0	0	0	3	9	
26. Orissa	0	5	6	1	0	0	0	0	1	1	2	0	0	0	2	3	2	1	0	6	30		
27. Pondicherry- U.T.	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	
28. Punjab	0	3	2	2	1	0	0	2	1	0	0	0	1	0	1	0	4	0	0	0	0	17	
29. Rajasthan	0	5	9	6	0	0	0	4	0	3	0	1	1	0	1	0	1	1	0	0	0	32	
30. Sikkim	0	0	1	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	4		
31. Tripura	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	4		
32. Uttar Pradesh	0	9	6	9	1	0	6	7	0	2	0	0	1	5	4	4	7	6	1	0	2	70	
33. Uttaranchal	0	1	3	1	0	0	0	1	0	0	0	0	1	0	0	1	0	2	2	0	1	13	
34. West Bengal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	2	7	14	
<b>Total</b>	<b>2</b>	<b>81</b>	<b>126</b>	<b>47</b>	<b>5</b>	<b>0</b>	<b>19</b>	<b>44</b>	<b>26</b>	<b>23</b>	<b>5</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>15</b>	<b>17</b>	<b>28</b>	<b>25</b>	<b>15</b>	<b>7</b>	<b>38</b>	<b>551</b>	

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Appendix III

RECRUITMENT RULES FOR SAFAIWALA III  
'JAVCIAYA VIDYALAYA SANITI

- 1 Name of post : CHOWKIDAR-CUM-SWEEPER
- 2 No. of posts : 617
- 3 Classification : Group 'D'
- 4 Scale of pay : Rs. 750-12-870-EB-14-940
- 5 Whether Selection post or non-Selection post : N.A.
- 6 Age limit for direct recruits : Between 18 and 30 years
- 7 Educational and other qualifications required for direct recruits : Primary pass
- 8 Whether age and educational qualifications for direct recruits will apply to promotees : N.A.
- 9 Period of probation, if any : 2 years
- 10 Method of rectt. whether by Direct rectt. or by promotion or by deputation/transfer & percentage of vacancies to be filled by various methods : By direct recruitment
- 11 In case of rectt. by promotion/deputation/transfer grades from which promotion/deputation/transfer to be made : N.A.

STATEMENT SHOWING THE DETAILS OF RECRUITMENT MADE BY NVS TO TEACHING POSTS  
DURING THE YEARS 2000 TO 2004  
(AND NO. OF SC & ST CANDIDATES SELECTED AMONG THEM)

Year	Category of post	Total no. of vacancies occurred	Total no. of vacancies actually filled	No. of vacancies reserved for Scheduled Castes			No. of vacancies reserved for Scheduled Tribes			No. of candidates appointed		No. of vacancies carried forward	
				C/F from previous year	Reserved during the year	Total	C/F from previous year	Reserved during the year	Total	SCs	STs	SCs	STs
1	2	3	4	5	6	7	8	9	10	11	12	13	14
2000	TEACHING*	882	177	200	80	240	187	18	205	90	10	220	195
2001	TEACHING*	895	846	220	39	259	195	18	214	135	36	124	157
2002	TEACHING*	698	466	124	69	193	157	26	183	79	29	114	154
2003	TEACHING*	1987	1574	114	160	274	154	218	372	236	93	38	277
2004	TEACHING*	1176	967	38	129	167	277	65	342	197	190	10	152

- Teaching Posts include - PGTs, TGTs & Misc. Teachers
  - Vacancies in Teaching category include vacancies of PGTs under promotion quota for which eligible candidates are not available in the feeder cadre.
- Vacancies indicated also include SUPW teachers for which recruitment has been stopped since last many years.
- Further, the vacancies include that of TGT (3<sup>rd</sup> Language) for which recruitment is yet to be made.

Appendix V

SECRET

Board of Directors

Category of Position	Total No. of Employees			No. of Employees			Percentage			Board			Comp Board		
	98	99	00	98	99	00	98	99	00	98	99	00	98	99	00
1. Area Director	01	02	03	01	02	03	100	100	100	NA	NA	NA	NA	NA	NA
2. Area Director	10	11	12	01	01	01	10	8	8	NA	NA	NA	NA	NA	NA
3. Area Director	31	34	04	04	04	04	02	02	02	6.3	6.3	6.3	6.3	6.3	6.3
4. Executive Director	11	18	19	01	01	02	01	01	01	7.3	7.3	7.3	7.3	7.3	7.3
5. Senior Systems Analyst	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
6. Systems Analyst	08	08	08	01	01	01	12	12	12	100	100	100	100	100	100
7. Transactors	06	06	11	01	01	01	01	01	01	01	01	01	01	01	01
8. Engineer	02	02	02	01	01	01	01	01	01	01	01	01	01	01	01
9. Senior P.A.	01	01	01	01	01	01	01	01	01	01	01	01	01	01	01
10. **Area Group	4501	4722	5021	244	299	314	333	313	305	21	20	7.4	6.6	7.9	7.2
** All 17															

\*\*Ex-CAD report

(\*)Area Director - In the post of Area Director, 17% posts are to be filled up by Direct Staff. Hence increment is applicable for 25% posts of Area Directors only; 67% posts are to be filled up by Promotion - those in a 5% class posts, reservation is applicable.

\*\* 100% of Regional Cadre posts including Non-Resident posts of J.N.V. Cadre.

(b) Teaching including Principals & Vice-Principals and Non-Teaching staff.

Sl. No.	WTY	TOTAL NO. OF POSTS SANCTIONED DURING THE YEAR						DIRECT RECRUIT. QUOTA i.e. 66.25% OF (3)						NO. OF EMPLOYEES RECRUITED (SC)/TOTAL NO. OF RESERVE POST						PERCENTAGE of SCST w.r.t. NUMBER OF VACANCIES THEREOF						SHORTFALL						WAGE SHORTFALL							
		98		99		2K		98		99		2K		98		99		2K		98		99		2K		98		99		2K		98		99		2K			
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
1	PRINCIPAL*	385	397	423	259	265	282	3	15	—	—	1	—	7	22	—	—	2	—	40	24	—	20	19	—	33	37.3	—	100	99	—								
2	VICE-PRINCIPAL	117	111	202	—	—	—	17	20	30	01	01	02	12.4	11.0	14.9	0.7	6	1	4	7	—	9	13	13	19	35.9	—	88.9	92.3	84.6								
3	NON-TECH. & MISC.	1791	2010	2063	—	—	—	234	233	255	34	49	45	12.1	12.6	12.4	1.8	2.4	2.2	56	48	34	111	102	110	15.3	15.9	17.5	76.6	67.5	29								
4	TOTAL	4553	4773	4788	—	—	—	666	597	794	174	253	199	15	9	15	4	4	4	18	9	—	128	135	160	24	13	—	491	433	444								

\*Note:- The calculations i.e.a. Principals have been made taking into account the direct recruitment quota only i.e. 66(2)7% of total sanctioned posts and the reservation @ 16.66% for SC candidates and 7.5% for ST candidates



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Appendix V1

STATEMENT SHOWING NUMBER OF EMPLOYEES PROMOTED AND NUMBER & PERCENTAGE OF SC/ST AMONG THEM DURING 1998,1999,2000

CATEGORY OF POST	TOTAL NO. OF EMPLOYEES PROMOTED			SC			ST			SC%			ST%			
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	98	99	2K	98	99	2K	98	99	2K	98	99	2K	98	99	2K	
1 J.D.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
D.D.	2	4	--	--	--	--	--	--	--	--	--	--	--	--	--	--
A.D.	3	3	1	--	--	--	--	--	--	--	--	--	--	--	--	--
PRINCIPALS	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
VICE-PRINCIPALS	70	53	33	10	4	8	1	--	--	14.3	7.55	24.2	1.42	--	--	--
S.O.	10	1	1	1	--	--	--	--	1	10.0	--	--	--	--	10	--
2 TEACHING	60	74		10	7		4	2		16.7	9.5		6.7	2.7	--	--
3 SECRETARIAL	98	25	15	18	2	4	10	1	--	18.4	8.0	26.7	10.2	4	--	--

NOTE:- No promotions has been made so far in the post of Principal, during 1998,1999 and 2000

## NAVODAYA VIDYALAYA SAMITI

DETAILS OF GRIEVANCES RECEIVED FROM SC/ST EMPLOYEES THROUGH NATIONAL COMMISSION FOR SC/ST FOR THE YEAR 2003-04, 2004-05 & 2005-06

SNo.	Ref. No.	Name & Designation of employee	Grievance	Action taken
1.	No. M-6/HRD-17/2004-SSW-IV dt. 15.4.2004	Shri Mukesh Kumar, UDC, JNV, Bijnore(UP).	Regarding harassment.	The case has been resolved and Shri Mukesh Kumar, UDC, JNV, Bijnore has already joined his duties at JNV, Agra(UP).
2.	No. 236/33/2001-2002 dated 22.2.05	Smt. Amita Khilware, Raipur, Chhattisgarh.	Regarding non-payment of terminal benefits on death of late Sh. Rameshwar Prasad Khilware, PGT (Hist.), JNV, Sarguja(Chattisgarh).	All the terminal benefits had been settled.
3.	No. 12/8/2005-2006/OC dt. 3.6.2005	Shri Raj Kumar, Mess Helper, JNV, Una(HP).	Regarding harassment.	The case has been resolved at Vidyalaya level.
4.	No. Nil dt. 4.5.2006	Shri D.K. Dhaniya, OS, JNV, Jhajjar (Haryana)	Regarding transfer from JNV, Jhajjar to JNV, Jaffarpurkalan (Delhi).	Shri Dhaniya has been transferred from JNV, Jhajjar(Haryana) to Jaffarpurkalan(Delhi) vide order dt. 26.5.06.
5.	No. D-7/HRD-60/04-SSW-II dt. 23.5.2006	Shri Dilip Kumar Bairwa, PET	Services were terminated by RO, Chandigarh.	Appeal of Shri Bairwa was decided by Appellate Authority and he was reinstated in the services. He is presently working as PET in JNV, Fatehabad (Haryana) under RO, Jaipur.
6.	No. 49/8/2006-2007/OC dt. 23.8.2006	Shri Ashok Kumar, PGT (Physics), JNV, Nahan(HP).	Regarding harassment.	The matter has been investigated and found that the complaint has been false.

7.	No. S-25/HRD-27/06/SSW -II dt. 11.10.2006	Shri Satish Kumar, Hindi Teacher, JNV, Jhunjhunu (Raj.)	Harassment and torture by the authorities by RO, Jaipur.	RO, Jaipur has intimated that the allegations made by Shri Kumar are not found true. He has been chargesheeted for misbehaving with some staff members under Rules and inquiry is presently pending.
8.	No. N-7/HRD-33/-6-SSW-II dt. 7.11.2006	Shri N.K. Blahatia, PGT (Physics), JNV, Panipat(Haryana)	Temporary attachment from JNV, Panipat to JNV, Jhajjar to teach students of Class XII due to absence of regular teacher.	RO, Jaipur has allowed Shri Blahatia to continue the duties at JNV, Panipat(Haryana).
9.	No. 45/20/06-Services dt. 14.11.2006	Shri B. Kishore Kumar, PET, JNV, Nellore(AP).	Regarding transfer and caste based harassment.	The transfer of Sh. B. Kishore Kumar, PET of JNV, Nellore (now Adilabad) to JNV Mahabunagar & Sri. G. Surendra Reddy, PET, JNV, Mahabunagar to JNV, Nellore is not feasible at this juncture unless Sh. G. Surendra Reddy, PET, JNV, Mahabunagar opts for mutual swapping to JNV, Adilabad in place of JNV, Nellore.

APPENDIX 'E'

(Vide para 4 of Introduction)  
SUMMARY OF CONCLUSIONS/RECOMMENDATIONS  
CONTAINED IN THE REPORT

PART - I

Sl. No.	Para. No.	Conclusions/Recommendations
1	2	3
1.	1.17	<p>The Committee note that the Memorandum of Association and Rules of Kendriya Vidyalaya Sangathan have provision to nominate one SC and one ST educationist in the Kendriya Vidyalaya Sangathan and its Board of Governors. The Committee also note that as per norms prescribed, one member of each Vidyalaya Management Committee should have a SC/ST officer belonging to Class-I service or, if not available, it is to be represented by the minority community. The Committee feel that restricting the representation of SC and ST only to Class-I officers from these categories should not be the only criteria for nomination. The Committee recommend that eminent SC/ST persons from various fields like education, culture, etc. in the areas/towns where Kendriya Vidyalayas are located, should also be nominated as member of Vidyalaya Management Committee, as also on the various Committees of Kendriya Vidyalayas. The Committee also desire that local M.P. should always be nominated as a member in Vidyalaya Management Committee as it is the practice in Vidyalaya Advisory Committee (VAC) of all Navodaya Vidyalayas. The Committee would like to be apprised of the present composition of the General Body, Board of Governors, various committees of Kendriya Vidyalaya Sangathan and Kendriya Vidyalayas with representation of Scheduled Castes and Scheduled Tribes therein.</p>
2.	2.17	<p>The Committee note that guidelines have been framed for admission in Kendriya Vidyalayas</p>

according to which priorities for granting admission to different categories of children are determined. According to the guidelines, there is no qualifying standard except the criteria of parent's category and age of child for admission to class-I and for admission to classes-II and above except class XI, an admission test is conducted and the merit list prepared for each category of priority separately.

3. 2.18 The Committee have been informed that 15% and 7.5% of seats are reserved for SCs and STs in all fresh admissions. It is presumed that seats for SC/ST applicants are reserved in each category of priority list. The Committee, however, note that there is no provision for any relaxation in qualifying standard separately for SC/ST candidates except for admission in class-XI. A concession of 5 marks is given in admission to class-XI, if the SC/ST candidates have not secured minimum qualifying marks in the subject of their choice in class-X examination. The Committee feel that SC/ST students may not be able to come up to the qualifying standard prescribed in the guidelines, especially in case of admission of SC/ST students in far flung areas. The Committee desire that some relaxation should be given to them in admission from class-II to class-X also. The Committee would also like that the SC/ST children should be given opportunity under children from any other category, as mentioned in Admission Policy at (a) (vii) at para 2.1. The Committee also recommend that while filling up the seats reserved for SC/ST category according to priority list, if some seats remain unfilled, the KVS should fill up the unfilled SC/ST seats by enrolling SC/ST students of local area/population.
4. 2.19 The Committee note that the SC/ST candidates are also placed in the waiting list for admission whenever there are more eligible candidates than the number of vacant seats available. The Committee recommend to accommodate the wait listed candidates belonging to SC/ST candidates keeping in mind the prescribed reservation percentage meant for them.
5. 2.20 The Committee also note that KVS have not been able to fill up all the seats reserved for SC/ST students despite keeping the seats reserved for them.

This is evident from the statements of region-wise enrolment/admissions of students submitted to the Committee. The story might be quite different at Vidyalaya level as the figures provided to the Committee are compiled region-wise. The Committee are not convinced by the reason given that since some Kendriya Vidyalayas which come under Defence Sector and Project Sector are located away from main towns and localities, parents of SC/ST categories do not prefer to send their children there due to transport or other problems. This could be true to some extent. The Committee, however feel that large number of people are always found engaged in manual work in the project areas and some of them may belong to SC/ST communities. The Committee, therefore, desire that efforts should be made to encourage these people to send their children to Kendriya Vidyalayas so that they get proper education.

6. 2.21 The Committee further note that the admission notice is published in all the local newspapers of the areas and a copy of the notice is sent to all the Departments of the Central Government and State Governments for information. The Committee would like that copies of such notices should also be sent to the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes for information of its members.
7. 2.22 The Committee also note that earlier the information on enrolment was provided for Gwalior region and Headquarters. However, the information has not been provided for these two regions for the year 2000 onwards. The Committee desire that the requisite information may also be provided in this regard.
8. 3.26 The Committee note that for teaching and secretarial posts in Kendriya Vidyalaya Sangathan (KVS), appointment is done by direct recruitment as well as by promotion. The Committee also note that 15 percent and 7.5 percent of posts are reserved for SCs/STs for appointment both through direct recruitment and by promotion in all teaching and non-teaching posts. Despite having provided reservation for SCs/STs since 1970, the Committee note that there has been huge shortfall every year both in direct recruitment and vacancies filled through promotion in

almost all categories of posts in Kendriya Vidyalaya Sangathan. The reasons are attributed to non-availability of suitable SC/ST candidates and unwillingness of selected SC/ST candidates to join or remain in service as they find some other better opportunities. The reason for not filling up promotional quota is reported to be paucity of eligible SC/ST candidates for the posts of Principal and PGTs in the feeder cadre. Such reasons are hardly convincing to the Committee. In fact, it reflects on the lackadaisical attitude of KVS over the years in not making adequate efforts to attract enough SC/ST candidates to apply for direct posts, and consequently leading to shortfall of eligible candidates in feeder cadre. In such a situation, the Committee feel the KVS have no other option but to fill up the promotional post through direct recruitment as per Office Memorandum No. AB(14017/30/89-Estt.(RR) dt. 10.7.90. The Committee, therefore, recommend that if requisite number of candidates belonging to SCs/STs are not found in the feeder cadre for promotion to the next grade, the KVS should fill up the shortfall by diverting the promotional posts temporarily to direct recruitment. The Committee also recommend that efforts should also be made to ensure prescribed representation of SCs and STs in the services of Kendriya Vidyalayas/Kendriya Vidyalaya Sangathan by filling up all SC/ST posts by direct recruitment by fixing a time limit.

9. 3.27

The Committee have been informed that the job of cleanliness in Kendriya Vidyalayas/Regional Offices/Headquarters Office has been privatised and that the service is being executed by hiring private agencies. The Committee feel that hiring private agencies for job of cleaning in Kendriya Vidyalayas/Regional Offices/ Headquarters Office does not seem to be a favourable decision for SC/ST people as they were the ones who used to do this kind of job and the private agencies for all purposes are not bound to employ these very people for the job, and may hire people of their choice. The Committee are all the more disheartened by the fact that Kendriya Vidyalaya Sangathan do not have the record of contract labourers including that of SCs/STs among them, doing the work of safaiwalas in KVS. As the work of cleanliness was previously being done mostly by SC/ST people, the Committee feel that the

Kendriya Vidyalaya Sangathan are socially bound to see that after entrusting the job of cleanliness to private agencies, the livelihood of these people have not been adversely affected. The Committee recommend that KVS should ensure that labourers hired for cleaning purposes belong to SC/ST people and that NGOs working for SC/ST are also involved in the process. Proper record of all hired contract labourers are properly maintained. The Committee also urge the KVS to review the existing system of hiring private agencies for cleanliness purposes if sufficient number of SC/ST people are not being hired by them.

10. 3.28 The Committee note that employment notification sent to the employment exchanges mentions about the details of concession/relaxation permissible to SC/ST candidates. The Committee recommend that publicity of SC/ST posts in Kendriya Vidyalayas should be given not only through employment exchanges but through national dailies, local/regional newspapers especially in SC/ST dominated areas as well as through radio and TV. The Committee also desire that copies of employment notices should be sent to MPs of the areas besides sending them to recognized SC/ST Welfare Association and Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, so that more SC/ST candidates would be able to know about vacancies in KVS through the above agencies also and apply for such posts.
11. 3.29 The Committee have been informed that the interview letters are sent under certificate of posting 15 to 20 days before the date of interview and the offer of appointments as well as the intimation is sent by registered post after giving at least 15 days time to join the post. The Committee, however, note that some candidates did not receive interview letters for the posts of PRTs/PGTs/Misc category in January, 2000 and the interview was later held in March, 2000. The Committee strongly feel that this kind of situation should not occur in KVS. The Committee recommend that KVS should ensure that letters of interview and letters of offer are dispatched at least one month in advance so that SC/ST candidates living in far flung areas may not lose their opportunity for employment.

12. 3.30 The Committee note that the representation of SCs and STs was below the quota prescribed for them according to the recruitment made to Group A, B, C and D posts during the years 2003-04, 2004-05, 2005-06 and 2006-07. According to the statement furnished to the Committee, not a single ST candidate was appointed in Group A category in the years 2003-04, 2005-06 and 2006-07 as also SC candidate in the years 2005-06 and 2006-07. The Committee also note that in case of Group D posts, no SC/ST recruitment was made in the years 2005-06 and 2006-07 even though certain number of Group D posts had been reserved for these categories. The Committee desire to know the reasons as to why no recruitment was made in Group D category while there is no dearth of SC/ST candidates to fill Group D posts at local and regional level. Therefore, the Committee recommend that responsibility be fixed for not filling up the vacancies even in case of Group D posts. The Committee recommend that all Group D posts should be filled within three months of presentation of the report.
13. 3.31 The Committee observe that there was continuous shortfall of SC/ST employees in almost all categories of posts according to statement at Appendix-V. The position had not changed even in 2006-07. The reasons for shortfall were reported to be insufficient availability of qualified SC/ST candidates and unwillingness of selected SC/ST candidates to join or remain in service. However, when the Committee wanted to know the details of such SC/ST candidates who did not join the service, the reply provided was that the issue of offer of appointments to the selected candidates were made by the Regional office of KVS and that the details of selected candidates belonging to SC/ST category who did not join the service during the last three years were not available in that office. The Committee feel that the reply is not acceptable. The Committee would like to know the reason as to why the KVS did not consider keeping such information with them. The Committee recommend that the Ministry should issue directions to KVS to compulsorily record all details of SC/ST candidates starting from the receipt of application till their appointments/rejection or details of any other related matter. The Committee also desire that copies of such information should be kept at Headquarters.



Further, the Committee strongly recommend the Ministry to obtain the list of selected SC/ST candidates who did not join the service during 2003 to 2006 from the Regional Offices of KVS and furnish the same to the Committee.

14. 3.32 The Committee had been informed through post evidence reply that the position of backlog vacancies would be reviewed and, if necessary, special recruitment would be undertaken. The Committee would, therefore, like to be apprised whether special recruitment drive has been undertaken in view of their submission or in pursuance to O.M. No. 36038/1/2004-Est(Res) dated the 5<sup>th</sup> August, 2004 issued by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training together with the outcome of such an exercise.
15. 3.33 The Committee note with dismay that there is no record available in KVS Headquarters about the shortfall/backlog of reserved vacancies for SCs/STs under various categories. As such, the reservation roster has been prepared based on staff in position as on 01.01.2005 and accordingly shortfall calculated and informed to the Ministry of Human Resource Development. The Committee are perturbed by the callous attitude of KVS as also of Ministry of Human Resource Development who did not deem fit to keep record of backlog vacancies of SCs/STs under various categories all these years. It seems, the exercise was taken up only because KVS was being examined by this Committee. The Committee strongly feel that by not maintaining record of the backlog vacancies reserved for SCs and STs, the KVS and the Ministry have failed in their constitutional obligation towards socio economic development of SCs and STs. The Committee feel that such inaction by the persons concerned from top to bottom can not be overlooked. The Committee, therefore, recommend that the Ministry should see that the responsibility is fixed for inaction in the Ministry and in the KVS and an action taken report in the matter submitted to the Committee. The Committee also recommend that the reservation rosters prepared as on 01.01.2005 should be carefully checked and for that purpose, liaison officers in the Ministry as also in Headquarters and regional offices of KVS, should

also be involved. The Committee also desire that the Ministry should issue fresh directions for proper maintenance of reservation rosters and checking of the same periodically by the liaison officers. The Committee may also be apprised of the outcome of recruitment to the posts of teaching and non teaching categories reported to have been advertised as stated in their communication dated the 30<sup>th</sup> October, 2006. The Committee may also be apprised of the position in regard to backlog vacancies in promotions.

16. 3.34 The Committee note that special recruitment drive had not been undertaken by KVS during the years 1998 to 2000, as stated in para 3.20. It has also been stated that efforts will be made for special recruitment drive in the future upon reviewing the position of the backlog vacancies of SC/ST on completion of recruitment on the basis of advertisement published recently and to clear backlog vacancies. The Committee, therefore, would like to be apprised whether backlog vacancy/shortfall of SCs/STs have been fully filled up.
17. 3.35 The Committee note that according to latest information submitted on 30<sup>th</sup> October 2006, the position in regard to promotion is quite satisfactory. As in 2006-07, only 8 SC backlog vacancies remain unfilled in Group A even though it is not clear to which category of posts they belong to. The Committee would like to know the category of posts to which they belong to and also recommend that those backlog posts should be filled up at the earliest.
18. 4.24 The Committee note that inspection of reservation rosters by the liaison officer of the Ministry of Human Resource Development, Department of Secondary and Higher Education was not being done till recently since according to them a large number of autonomous/subordinate organizations, public sector undertakings etc. come under their Ministry and only in cases of complaints of non compliance of reservation policy, inspection was carried out. The Committee feel that by not complying with the office orders for regular inspection of rosters, the Ministry have failed in their duty to ensure effective monitoring in KVS. As a consequence, KVS did not have the record of backlog vacancies/shortfall of SCs/STs prior to 01.01.2005. The Committee take serious note of

the negligence and dereliction of duty on the part of the Ministry and KVS. The Committee strongly recommend that inspection of rosters should be done periodically as envisaged in OM No. 8/8/7/Estt.(SCT) dated 22<sup>nd</sup> April, 1971 issued by the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training).

19. 4.25 The Committee note that at present no SC/ST officer is working in SC/ST Cell in the Ministry. The Committee recommend that invariably liaison officer and people working in SC/ST Cell should belong to SC/ST communities. Those working in the SC/ST Cell should be well trained before they are posted in the Cell. The Committee further recommend that SC/ST Cell should also function in Headquarters and Regional Offices of KVS with trained staff.
20. 4.26 The Committee have been informed that rosters in KVS had been examined and certain discrepancies found were rectified. The Committee recommend that the accountability may be fixed for negligence in maintaining of roster and the same should be inspected by the Liaison Officer of the Ministry periodically/regularly.
21. 4.27 The Committee note that in KVS, a case regarding obtaining job on the basis of false caste certificate has come to the notice. To obtain employment on the basis of false caste certificate is a criminal offence. The Committee urge KVS to make earnest efforts to follow up the case with the State government of Madhya Pradesh and finalise it at the earliest. The Committee recommend that if a person is found guilty, necessary criminal proceedings should be initiated against him. The Committee may be apprised of the outcome of this case.
22. 4.28 The Committee observe that the number of complaints received during the years 2003-04 to 2006-07 were 37, out of which only 11 cases have been disposed of and 26 cases are still pending. These cases pertained to harassment, transfer, promotion, backlog and some other reasons. The Committee are surprised to note that KVS have not been able to dispose of the cases even though the number of complaints received are very few and some complaints are pending for more than one year.

The Committee feel that the present set up responsible to look into the grievances of SCs and STs is not working satisfactorily. The Committee recommend that the existing grievance disposal system should be revamped at the earliest. The Committee further recommend that the complaints/grievances of SC/ST employees should be looked into on top priority basis and disposed of at the earliest by fixing date of disposal of such grievances/complaints.

23. 4.29

The Committee appreciate that the scheme of in service course/training, etc. are made applicable to all the teachers to improve the competence level of the teachers in order to safeguard the interest of the children and Kendriya Vidyalaya Sangathan. The Committee appreciate the in-service training provided to SC/ST staff during the years 2003-04 to 2006-07 which exceeded the prescribed percentage. The Committee hope that KVS would continue this positive effort by sponsoring SCs and STs for training, seminars and conferences within the country and abroad whenever the occasion arises.

## PART-II

24. 1.15 The Committee note the initiative taken by NVS to achieve the main objective of national integration in their schools through the policy of migration, which is one of the important features of Navodaya Vidyalaya Scheme, whereby 30% students of class IX of Vidyalayas of Hindi speaking States are migrated to Vidyalayas of non-Hindi speaking States. The concept of taking 30% children of class IX of Navodaya Vidyalayas situated in Hindi speaking areas to Navodaya Vidyalayas of non-Hindi speaking States should foster a sense of oneness as they get exposed to culture, language, food habits and social traditions altogether different from where they come from. The Committee desire that children studying in non-Hindi speaking States should also be migrated to Hindi speaking States for achieving the same objective of national integration. The Committee may be apprised of the details of children, including SC/ST children, who were actually sent from various zones to other areas during the last 3 academic years. The Committee recommend that the number of children to be migrated should be increased after reviewing the overall performance of the scheme.
25. 1.16 The Committee note that the governing body (Samiti) of Navodaya Vidyalaya consists of 25 members and the Minister in the Ministry of Human Resource Development is the Chairman. The Committee also note that the Vice Chairman and 3 MPs (2 Lok Sabha and 1 Rajya Sabha) are nominated by the Central Government, whereas 7 are ex-officio members and 13 members are nominated by the Ministry of Human Resource Development. The Committee further note that there is no specific provision in the Memorandum of Association and Rules of Samiti for nominating any SC/ST member on the governing body. The Committee, however, are happy to note that there is a proposal with the Ministry of Human Resource Development to nominate SC/ST person on the governing body of the Samiti. The Committee recommend that the Ministry of Human Resource Development should initiate action to make suitable provision in the Memorandum of Association and rules of the Samiti with a view to including at least one member each from SC and ST category of comparable status on the governing body of

Navodaya Vidyalaya Samiti so that the interest of SC/ST people are taken care of.

26. 1.17 The Committee are happy to note that local MPs are associated in the activities of Navodaya Vidyalayas as there is a provision to nominate an MP as member in the Vidyalaya Advisory Committee of all Navodaya Vidyalayas. The Committee would like the NVS to continue the initiative taken by them in this regard.
27. 2.12 The Committee note that as per the policy of the Government, one Jawahar Navodaya Vidyalaya is to be established in rural areas in each district of the country. According to the Annual Report 2005-06, a total of 551 Jawahar Navodaya Vidyalayas had been established covering many districts of the country. The Committee are surprised to note that even twenty years after envisaging setting up of Navodaya Vidyalayas in the country, all the districts of the country have not been covered so far. The Committee have observed that not a single JNV has been established in the State of Tamilnadu, as per the information furnished in the Annual Report 2005-06. The Committee strongly recommend that whatever the reasons might have been for not opening of JNVs in Tamilnadu all these years, the Union Government and the State Government of Tamilnadu should make concrete efforts for setting up of JNVs in the State at the earliest so that the rural children, especially from the weaker sections of the State are not deprived of the free education meant especially for them.
28. 2.13 The Committee observed that each Vidyalaya has provision for a full fledged campus with sufficient buildings of classrooms, dormitories, staff quarters and other infrastructural facilities. The Committee, however, note that there is no mention of provision of doctor, nurse or dispensary for the children and the staff working in the Vidyalayas. Keeping in view that JNVs are located in rural areas, the Committee strongly recommend that health services should also be provided in the campus and every JNV should have atleast a doctor, a nurse/pharmacist and dispensary to attend to the emergent need for health services of the residents of the campus.
29. 2.14 The Committee note that admission to Navodaya Vidyalayas is made at the level of Class VI only on the basis of a selection test conducted at All India

level through CBSE. The medium of test is in 20 Indian languages and the test is non-verbal and objective, designed to ensure that talented children from rural areas are able to compete without any disadvantage. At least 75 per cent of the seats in a district are filled by candidates selected from rural areas and the remaining from urban areas.

30. 2.15 The Committee note that there is a provision for reservation in favour of children belonging to SC/ST in proportion to their population in the concerned district, provided that in no district such reservation will be less than the national average (15% for SC and 7.5% for ST) but subject to a maximum of 50% for both categories (SC and ST) taken together. These reservations are over and above the candidates selected under open merit category. The Committee are happy to note that the students belonging to SCs and STs are given relaxation in the minimum qualifying marks which is 28% for admission in Jawahar Navodaya Vidyalayas.
31. 2.16 According to the information furnished to the Committee and shown in para No. 2.9, enrolment of SC/ST students is far higher than the seats reserved for them. The Committee also note that children of SC/ST parents living below the poverty line have also been given opportunity to study in JNVs. The Committee would like to be apprised about the progress made by these children as compared to other children. The Committee would also like that the statistics of all the children should be maintained district-wise and region-wise so that the exact number of such students, including SC/ST students in the district and region is known.
32. 3.14 The Committee note that recruitment of Teaching and Secretarial posts in NVS is made through direct recruitment method and by promotions following the prescribed recruitment rules. The vacancies under the direct recruitment are advertised in the Employment News and other leading newspapers and the appointments under promotion quota is done by holding meeting of Departmental Promotion Committee, depending upon the availability of vacancies. The Committee also note that recruitment of Headquarters and Regional cadre posts is done at the central level and the recruitment of Vidyalaya

cadre posts (Teaching and Non-Teaching) is done at the regional level except for the recruitment of Principals which is done at the central level.

33. 3.15

The Committee have been informed that reservation policy of Government of India in favour of Scheduled Castes and Scheduled Tribes is applicable for appointment through (a) Direct Recruitment (b) by promotion on Secretarial and Teaching posts in NVS up to the Junior Class – I post. The Committee express their serious concern over the fact that despite the reservation and relaxation/concessions provided to SCs and STs, the vacancies reserved for them have not been filled up fully. According to the statements on recruitments during the years from 1998 till 2006-07, SC and ST posts of Principal, Vice Principal, Teaching Staff and Secretarial Staff have not been fully filled up during each recruitment year and these posts are shown as carried forward vacancies every subsequent year. According to the latest information, i.e. as in 2006-07, the carried forward SC and ST vacancies in the posts of Principal, Vice Principal, Teaching (PGTs, TGTs, Misc. categories) and Non-Teaching categories are 10 and 30, 15 and 22, 26 and 170 and 177 and 146, respectively. The reasons for carrying forward of vacancies are stated to be that qualified SC/ST candidates are not available for the post of Principal, Teaching and Non-Teaching posts and as such, unfilled SC/ST vacancies are carried forward as backlog vacancies after every recruitment year. Vacancies in case of PGTs are reported to include promotion quota also for which eligible candidates are also not available in the feeder cadre. Further, it is reported that vacancies also include the vacancies of SUPW teachers for which recruitment has been stopped for the last many years and the vacancies of TGTs (3<sup>rd</sup> Language) for which recruitment is yet to be made.

34. 3.16

The Committee feel that there is no dearth of educated SC/ST candidates presently in the country. Had the Ministry of Human Resource Development/NVS made serious efforts to fill all these posts, such huge backlog of carried forward vacancies would not have occurred. The Committee recommend that the Ministry/NVS should make sincere attempts to fill up the posts reserved for SCs



and STs as far as possible in the same year in which such vacancies occur. The Ministry should also consider imparting in-service training to SC/ST candidates having minimum educational qualification before appointment. The Committee would like to be informed about the action taken to fill up carried forward vacancies in the categories where those vacancies exist within three months of the presentation of this Report to Parliament.

35. 3.17 The Committee note that recruitment are yet to be made in case of TGT (Third Language) posts. The Committee recommend that all SC/ST vacancies in respect of TGT (Third Language) posts should be filled up in a time bound manner. The Committee should also be apprised of the reasons as to why the recruitment has been stopped in respect of SUPW teachers but for which vacancies are still being shown.
36. 3.18 The Committee have been informed that direct recruitment vacancies to the posts of Principal, PGTs and TGTs are advertised through Employment News and other leading newspapers. In case of vacant posts to be filled up at local level, indents are invariably sent to the concerned employment exchanges. The Committee have also been informed that there is no practice of sending the copies of employment notices/notifications to recognised SC/ST Welfare Associations. The Committee recommend that publicity of SC/ST vacant posts in Navodaya Vidyalayas should be given not only through employment exchanges, Employment News and national dailies but also through local newspapers especially in areas predominantly inhabited by SC/ST people as well as through radio and T.V. for better coverage. The Committee feel that local MPs of the area should also be given copies of employment notices besides sending them to recognised SC/ST Welfare Associations so that more SC/ST candidates are able to know about existence of vacancies in Navodaya Vidyalayas.
37. 3.27 The Committee regret to note that the representation of SCs and STs in the posts of Principal, Vice Principal, PGTs, TGTs and Miscellaneous categories in NVS is much below the prescribed quota. The Committee have been informed that SC/ST vacancies

have not been filled up due to non-availability of qualified/suitable SC/ST candidates, especially in certain categories of teaching posts and that under promotion quota, adequate number of SC/ST candidates fulfilling the criteria for promotions are not available in the feeder cadre. Further, significant number of those recruited leave when they get better opportunities elsewhere. The Committee are concerned that barring the post of Vice Principal, most of the other posts are direct recruitment posts and yet the NVS have not been able to fill these posts by direct recruitment.

38. 3.28 The Committee are surprised to note that even in the case of Sweeper category where no higher qualification is required, there is shortfall of ST category every year from 2003-04 to 2006-07. The Committee recommend that shortfall in ST posts in Sweeper category should be wiped out by recruitment at the earliest. The Committee are also surprised to note that posts of Teaching, Non-teaching staff excluding Sweepers have been clubbed together as a category in the statement on staff furnished to the Committee. The total number of this category as per statement as in 2006-07, is 13879 whereas the number of SCs and STs are shown as 2194 and 766, respectively and the shortfall of SCs and STs as 1.23% and 5.30%. The Committee are of the view that such clubbing together of different category of posts does not give the exact number of SCs and STs in a particular category. The Committee, therefore, recommend that NVS should maintain separate record for each category of posts so that exact number of particular staff, as also SC/ST amongst them, can be clearly projected. The Committee may be apprised of the position of staff accordingly.

39. 3.29 The Committee also note that some shortfall is due to promotion quota. The Committee feel that in such a situation the option available to NVS is to expand the zone of consideration so that more SC/ST candidates can be considered for the post or otherwise can fill up the promotional post through direct recruitment as per instruction in Office Memorandum No. AB(14017/30/89 Estt. (RR) dated 10.07.1990. The Committee therefore, recommend that if requisite number of candidates belonging to SCs and STs are not found in the feeder cadre for promotion to the next

grade even after extending the zone of consideration, the NVS should fill up the shortfall by diverting the promotional posts temporarily to direct recruitment posts.

40. 3.30 The Committee note that NVS are making efforts to wipe out the shortfall in SC/ST vacancies by making wider publicity through media to attract more and more SC/ST candidates, by conducting interviews of SC/ST candidates separately on a relaxed standard and by initiating separate special recruitment drives. Despite such steps taken, the efforts made by the Ministry of HRD and NVS do not seem to be enough to achieve the purpose of wiping out of shortfall. The Committee, therefore, desire that the Ministry of HRD/NVS should explore more avenues to augment present process of clearing the shortfall vacancies.

41. 3.31 The Committee note that concerted efforts are being made to reduce the shortfall by conducting special recruitment drive for filling up the post of Teachers reserved for SCs/STs. The drive is reported to be presently under progress. The second stage written examination for recruitment of Teachers for SC/ST categories in JNVs was held on 3<sup>rd</sup> December 2006 and the recruitment was to be completed by April 2007. The Committee also note that the special recruitment drive for filling up 21 posts of Principal under ST category had been notified in July, 2006 out of which only 6 posts have been filled up. The Committee strongly recommend that remaining 15 posts should also be filled as early as possible and the Committee may be informed accordingly. The Committee also note that special care was being taken by NVS to clear all backlog vacancies for SC/ST categories by the end of April 2007. Although the Committee appreciate that 1181 vacancies had been identified as on 1.7.2004 and NVS had been able to fill up 989 SC and ST vacancies (both direct and promotional), but at the same time the Committee are disappointed to know that 135 posts which were identified in different regions could not be filled up even though efforts were made. In addition, there were 57 posts as on 15.12.2006 still to be filled up. The Committee have been informed that 135 posts could not be filled up due to non-availability of eligible SC/ST candidates in the extended zone of consideration. The Committee, however feel that the reasons cannot be factually correct as the details

furnished about 135 posts also contain direct recruitment posts like 12 SC posts of LDC, Drivers etc. and that of 18 ST posts of Principal etc. where the question of zone of consideration does not arise at all. The Committee view this as a serious lapse on the part of Ministry and advise them to be careful while furnishing note to the Parliamentary Committee for their scrutiny. The Committee recommend that special recruitment drive to fill up all the vacancies identified as on 2.7.2004 should be conducted and completed on priority basis and action completed in this regard should be apprised to them.

42. 3.38 The Committee are unhappy to note that during 1998 to 2000, the representation of SCs and STs in promotion to various posts like Vice Principal and Teaching was not as per prescribed percentage for SCs and STs. The Committee also note that during the period 2003-04, to 2006-07, the number of backlog vacancies persisted in the post of Principal, Vice Principal and PGTs. The Committee suggest that if requisite number of SC/ST posts are not filled up by promotion due to non-availability of candidates in the extended zone of consideration in feeder cadres, the Government should fill up the shortfall by diverting the promotional posts to direct recruitment as per the Office Memorandum No. AB(14017)/30/89 Estt. (RR) dated 10.07.1990.
- 43 3.39 The Committee are constrained to note that backlog vacancies in promotion category for the years 2003-04 to 2006-07 have been shown against TGTs and miscellaneous category of teaching post whereas according to recruitment rules, TGTs and miscellaneous category of teaching posts are to be filled up 100% by direct recruitment. The Committee would like to be apprised of the reasons for showing these as backlog vacancies in promotion against TGTs and miscellaneous category of teaching posts. The Committee recommend that post of TGTs and miscellaneous Teaching posts shown as SC/ST backlog posts in promotion should be filled up by direct recruitment as per recruitment rules with due promptitude.
44. 4.7 The Committee note that the Ministry of Human Resource Development have nominated Deputy Educational Advisor (G) of the rank of Deputy

Secretary as Liaison Officer for Secondary Education Bureau who administratively looks after the affairs of Navodaya Vidyalaya Samiti. The Committee have also been informed that Deputy Director (Personnel & Establishment) and Deputy Director (Administration) have been nominated as Liaison Officer in Hqrs./regional office level and Assistant Directors dealing with personnel, establishment and administration at regional office of Samiti as Liaison Officers for JNVs under the region for SC/ST categories. The Committee note with concern that Liaison Officers nominated in the Bureau are not functioning on full time basis and are looking after their work in addition to their other duties. The Committee recommend that Liaison Officers nominated in the Department of Education and Bureaus should work on full time basis exclusively to look after the matters concerning the Scheduled Castes and Scheduled Tribes and should invariably belong to SC/ST category for effective monitoring of reservation policies both in employment and admission of candidates belonging to SCs/STs in Navodaya Vidyalayas Samiti and Navodaya Vidyalayas respectively.

45. 4.8 The Committee also note that SC/ST Cell is functioning in the Department of Education as also in the Bureau of Higher Education. The Committee note that officers working in the SC/ST Cells do not belong to SC/ST category. The Committee, therefore, recommend that SC/ST officers having sound knowledge of reservation orders/policies should be posted in SC/ST Cells, both in the Department of Education as also in the Bureau of Higher Education. If suitable SC/ST officers are not available, other SC/ST officers should be given training and posted in these Cells.
46. 4.12 The Committee note that the rosters of Navodaya Vidyalaya Samiti had been examined and certain discrepancies noticed had since been rectified. The Committee recommend that the roster should be maintained properly and the same should also be inspected periodically by the Liaison Officer nominated by the Ministry. The Committee also urge the Ministry to conduct regular training programmes for the officers working in the SC/ST Cell and establishment of the departments and Navodaya

Vidyalays Samiti dealing with reservation policy for SC/STs and maintenance of rosters.

47. 4.17 The Committee are distressed to note that a teacher had obtained employment in the Samiti on the basis of false caste certificate. On verifying the facts, his services had been terminated but no criminal proceedings were initiated. Whereas the person had obtained employment by providing false caste certificate, the offence committed by him is very serious and the case should have been registered in the Police Station in the first instance as a case of forgery. The Committee, however, are distressed that no FIR had been lodged nor any criminal proceedings have been initiated against the person concerned. By not registering a criminal case against him, the NVS has allowed an offender to go scot free. The Committee also note that during the years 2003-04 to 2006-07, two cases of production of false SC/ST caste certificates have been identified under Regional Office, Lucknow. The Committee urge the Ministry to follow up the cases pending with District Magistrate Lucknow, expeditiously and the outcome thereof be apprised to the Committee. The Committee strongly recommend that penal action should be initiated against the offender whenever a person is found guilty of producing false caste certificate. The Committee also recommend that the Ministry and NVS should also fix responsibility on officers for not initiating criminal proceedings in such cases.
48. 4.18 The Committee further recommend that the nodal Ministry should issue an instruction to the appointing authorities at various level to verify the caste certificate produced by the candidates at the time of their initial appointment, from the concerned authorities along with the verification of character and antecedent at the time of entry in Government service.
49. 4.25 The Committee note that no separate complaint register showing complaints/grievances of SC/ST employees is being maintained by the NVS authorities. The Committee recommended that separate registers for keeping the records of complaints/grievances of SC/ST employees together with their disposal should be maintained by NVS so that cases are disposed of more professionally.

50. 4.29

The Committee note that all newly appointed teachers are called for an Induction Programme in order to equip them with the Navodaya Vidyalaya culture and to update their professional skills. The Committee are happy to note that the SC/ST employees of Navodaya Vidyalayas are being sent to various trainings in a phased manner as per requirement and a uniform policy has been adopted. The Committee hope that this spirit would be kept in future also.