

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2017-2018)**

**(SIXTEENTH LOK SABHA)**

**FOURTEENTH REPORT**

**ON**

**MINISTRY OF HOME AFFAIRS**

**Action taken by the Government on the recommendations contained in the Ninth Report (Sixteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Implementation of Reservation Policy and working of Liaison Officers to safeguard the interest of Scheduled Castes and Scheduled Tribes Employees in various Attached/Subordinate offices/organizations under the Ministry of Home Affairs"**

*Presented to Lok Sabha on 10.08.2017*

*Laid in Rajya Sabha on 09.08.2017*



**LOK SABHA SECRETARIAT**

**NEW DELHI**

August, 2017/ Shravana ,1939 (Saka)

## CONTENTS

		<b>Page</b>
COMPOSITION OF THE COMMITTEE.....		(iii)
INTRODUCTION.....		(iv)
CHAPTER I	Report.....	
CHAPTER II	Recommendations/Observations which have been accepted by the Government.....	
CHAPTER III	Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.....	
CHAPTER IV	Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.....	
CHAPTER V	Recommendations/Observations in respect of which final replies of the Government have not been received.....	

## APPENDICES

- I. Minutes of the sitting of the Committee held on 8<sup>th</sup> August, 2017.
- II. Analysis of the Action Taken by the Government on the recommendations contained in the Ninth Report (16<sup>th</sup> Lok Sabha).

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED  
CASTES AND SCHEDULED TRIBES (2017-2018)**

**Dr. Kirit P. Solanki - Chairperson**

**MEMBERS - LOK SABHA**

2. Shri Kanti Lal Bhuria
3. Shri P.K. Biju
4. Shri B.N. Chandrappa
5. Dr. (Smt.) Heena Vijaykumar Gavit
6. Dr. K. Gopal
7. Shri Rattan Lal Kataria
8. Dr. Virendra Kumar
9. Smt. Pratima Mondal
10. Prof. Ajmeera Seeta Ram Naik
11. Shri Ram Charitra Nishad
12. Shri Ravindra Babu Pandula
13. Shri Kamlesh Paswan
14. Shri Ram Chandra Paswan
15. Shri Vishnu Dayal Ram
16. Smt. Rita Tarai
17. Shri Krupal Balaji Tumane
18. Shri Vikram Usendi
19. Shri Bhanu Pratap Singh Verma
20. Shri Chintaman Navasha Wanaga

**MEMBERS - RAJYA SABHA**

21. Shri Shamsheer Singh Dullo
22. Shri D. Raja
23. Shri Amar Shankar Sable
24. Shri Veer Singh
25. Shri Tiruchi Siva
26. Smt. Wansuk Syiem
27. Shri Pradeep Tamta
28. Shri Dilip Kumar Tirkey
29. Mahant Shambhuprasadji Tundiya
30. Shri Ramkumar Verma

**SECRETARIAT**

- |    |                     |   |                   |
|----|---------------------|---|-------------------|
| 1. | Shri N.C. Gupta     | - | Joint Secretary   |
| 2. | Shri D.R. Shekhar   | - | Director          |
| 3. | Shri Vinay P. Barwa | - | Deputy Secretary  |
| 4. | Shri L. Singson     | - | Committee Officer |

## INTRODUCTION

I, the Chairperson, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Fourteenth Report (Sixteenth Lok Sabha) on Action Taken by the Government on the recommendations/observations contained in the Ninth Report (Sixteenth Lok Sabha) on the Ministry of Home Affairs regarding Implementation of Reservation Policy and working of Liaison Officers to safeguard the interest of Scheduled Castes and Scheduled Tribes Employees in various Attached/Subordinate offices/organizations under the Ministry of Home Affairs.

2. The draft Report was considered and adopted by the Committee at their sitting held on 08<sup>th</sup> August, 2017 (Appendix-I).
3. The Report has been divided into the following chapters:-
  - I Report
  - II Recommendations/Observations which have been accepted by the Government.
  - III Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.
  - IV Recommendations /Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
  - V Recommendations / Observations in respect of which final replies of the Government have not been received.
4. An analysis of the Action Taken by the Government on the recommendations contained in the Ninth Report (Sixteenth Lok Sabha) of the Committee is given in Appendix-II.

**New Delhi;  
August, 2017  
Shravana, 1939(Saka)**

**DR. KIRIT P. SOLANKI  
Chairperson,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.**

## CHAPTER I

### Report

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the Action Taken by the Government on the recommendations contained in their Ninth Report (Sixteenth Lok Sabha) on the Ministry of Home Affairs regarding "Implementation of Reservation Policy and working of Liaison Officers to safeguard the interest of Scheduled Castes and Scheduled Tribes Employees in various Attached/Subordinate offices/Organizations under the Ministry of Home Affairs".

1.2 The Ninth Report was presented to Lok Sabha on 16<sup>th</sup> December, 2016. It contained 18 recommendations/observations. Replies of the Government in respect of all these recommendations/observations have been examined and may be categorized as under:-

- (i) Recommendations/observations which have been accepted by the Government (SI Nos. 5,16,17 & 18).
- (ii) Recommendations/observations which the Committee do not desire to pursue in the light of the replies received from the Government ( 3,4 & 6).
- (iii) Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (1,7,8,9,10,12,13,14 & 15).
- (iv) Recommendations/observations in respect of which final replies of the Government have not been received (2 & 11).

1.3 The Committee desire that final reply in respect of the recommendations/observations for which only interim/no reply has been given ought to be furnished within six months of the presentation of this Report.

1.4 The Committee will now deal with the Action Taken by the Government on some of the recommendations which need reiteration or comments:

### **Recommendation No. 1**

1.5 The Committee note that 5786 backlog posts are yet to be filled up in various subordinate and 38 attached offices of the Ministry of Home Affairs, out of which approximately three thousand posts are to be filled up through direct recruitment and 2500 by promotion. The Committee observe with serious concern that inspite of efforts made by the Ministry of Home Affairs and its subordinate and attached offices to fill up vacancies there remained a backlog of 225 posts in Assam Rifles (AR), the breakup of which are SC-68 and ST-157; Border Security Force (BSF) has total backlog of 324 posts out of which 147 vacancies pertain to SC and 177 vacancies pertain to ST; Central Reserve Police Force (CRPF) has a total backlog of 1662 out of which 1039 SC and 392 ST vacancies are in Direct Recruitment (DR) quota and 108 SC and 123 ST vacancies in Promotion quota; Central Industrial Security Force (CISF) has a total backlog of 308 out of which 265 SC and 26 ST vacancies are in DR quota and 17 ST vacancies are in promotion quota; SSB has a backlog of 370 vacancies out of which 139 SC and 95 ST vacancies are in DR quota and 131 SC and 05 ST vacancies are in promotion quota; ITBP has a backlog of 175 vacancies out of which 12 SC and 02 ST vacancies are in DR quota and 116 SC and 45 ST vacancies are in promotion quota; IB has a backlog of 548 out of which 363 vacancies pertain to SC and 185 vacancies to ST; RGI has a backlog of 16 vacancies out of which 12 vacancies are in DR quota and 04 are in promotion quota and other agencies have a total backlog of 09 vacancies out of which 06 SC vacancies pertain to DR and 03 SC and 01 ST pertain to promotion. The Committee are not inclined to accept the reasons adduced by the Ministry of Home Affairs i.e. non-availability of ST candidates even in the extended zone of consideration in case of promotion quota posts, non availability of suitable candidates in the market for Direct Recruitment and non-availability of eligible/suitable candidates in the respective States/UTs etc. The Committee take serious cognisance of huge backlog of SC/ST vacancies in various subordinate and attached offices of the Ministry of Home Affairs. The Committee are of the firm view that central armed police forces like CRPF, CISF, SSB etc. play significant role in maintenance of law and order and internal security of the Country. Allowing large number of posts to remain unfilled in these

forces not only tantamount to compromising with the upkeep of law and order and internal security of the Country but also to a large extent leads to deprivation of legitimate employment opportunities to SCs/STs. The Committee strongly recommend that Ministry of Home Affairs should take concerted efforts to fill these backlog of vacancies expeditiously and in the year 2016-17 positively.

### **Action Taken Reply of the Government**

1.6 The details of the action taken and strategy to clear the backlog by various subordinate and attached offices of the Ministry of Home Affairs are as under:-

**(a) Assam Rifles :**

The backlog vacancies for direct recruitment as on 01.06.2017 is as under:-

SC	ST	Total	Remarks
42	129	171	Recently 10 SCs and 15 STs backlog vacancies have been filled after the declaration of result of recruitment conducted by SSC. Therefore, 32 SCs and 114 STs backlog vacancies are unfilled.

Further, following recruitment rallies have been planned to fill up the backlog vacancies:-

- i. Assam Rifles Technical & Tradesmen Recruitment Rally, 2017
- ii. Assam Rifles Compassionate Recruitment Rally, 2017
- iii. SSC Rally 2017 for GD personnel.

**(b) Border Security Force (BSF)**

Out of 324 backlog vacancies (i.e. 147 vacancies of SC and 177 vacancies of STs), 70 posts (33 SCs and 37 STs) have since been filled up. Recruitment action is in progress to fill up the balance backlog vacancies during 2017-18.

**(c) Central Industrial Security Force (CISF)**

The following action have been taken to clear the total 308 (291 for Direct quota and 17 for promotion quota) backlog vacancies:-

- i. To clear the 13 ST backlog vacancies of Assistant Sub-Inspector/Stenographer, Notification has been published on 28.01.2017 and the process is on.
- ii. To clear the 258 SC and 04 ST backlog vacancies of Constable (Driver), the Notification for conduct of Special Recruitment Drive was published on 08.10.2016 and now recruitment is under process.
- iii. 02 ST vacancies for the post Bandsman to be filled in next regular recruitment.
- iv. 07 SC and 07 ST backlog vacancies to the post of Constable (General Duty) has been filled up. Hence, at present the total backlog vacancies in Direct quota is 277 i.e. (291 Minus 14). 17 ST backlog vacancies in promotion quota could not be filled-up due to non-availability of ST candidates even in the extended zone of consideration.

**(d) Central Reserve Police Force (CRPF)**

During the last recruitment CRPF has filled up 20,039 of posts through SSC (Male UR-10,162, OBC-4763, SC-3123, ST-1991 & Female UR-89, OBC-331, SC-173, ST-165). Apart from above, 1401 candidates (SC-609, ST-792) belonging to naxal affected area have also been selected. In all a total 6853 candidates (SC-3905, ST-2948) have been selected from reserved categories and all backlog vacancies pertaining to SC/ST categories are being filled up during the year 2016-17 as desired by the Committee. Moreover, remaining 231 vacancies (108 SC and 123 ST) in promotional ranks have also been filled from beyond extended zone of consideration and no backlog vacancies are left which are required to be filled.

**(e) Sashastra Seema Bal (SSB)**

The details of backlog vacancies in direct recruitment quota and action taken to clear the backlog is as under:-

Posts	Backlog		Filled		Action taken/Strategy to clear the backlog.
	SC	ST	SC	ST	



Assistant Commandant (MO)	5	0	0	0	<p>i) Requisition for filling up of 60 AC(MO) including 07 vacancies of SC category was made to MOSB-15. MOSB has allotted 18 AC(MO) including 01 SC to SSB. Offer of appointment has been issued on 05.01.2017. Joining waited.</p> <p>ii) For filling up of 61 vacancies of AC(MO) including 10 vacancies of SC category has been projected to MOSB-2016. Allotment of candidates is awaited from MOSB-2016.</p>
Constable (Driver)	124	0	0	0	Recruitment process is under progress.
Tradesmen	10	95	0	0	Recruitment process is under progress.
<b>Total</b>	<b>139</b>	<b>95</b>	<b>0</b>	<b>0</b>	

The details of backlog vacancies in promotion quota and action taken to clear the backlog is as under:-

Posts	Backlog		Filled		Action taken/Strategy to clear the backlog.
	SC	ST	SC	ST	
Executive Engineer	0	1	0	0	Notification of Recruitment Rules is under process. The same will be filled up after notification of RR.
Publicity Officer	1	0	1	0	Vacancies treated as de-reserved and filled by Un-reserved candidates due to non-availability of candidates in feeder grade.
AC (GD)	4	0	0	0	Vacant posts will be filled up during 2017-18.
AC (Comm)	1	1	0	0	
Insp (GD)	44	0	35	0	35 vacancies filled up in the year 2016-17. Remaining 09 vacancies will be filled in 2017-18.

Insp (Pioneer)	0	1	0	0	01 SI (Pioneer) of ST category will become eligible for promotion on 01.04.2017. The post will be filled up during the year 2017.
SI (GD)	81	0	81	0	Vacancies filled up in the year 2016-17.
SI (Steno)	0	2	0	0	02 ASIs (Steno) of ST category will be eligible for promotion on 01.04.2019 and post will be filled accordingly.
<b>Total</b>	<b>131</b>	<b>5</b>	<b>117</b>	<b>0</b>	

**(f) Indo Tibetan Border Police (ITBP)**

The backlog vacancies in DR Quota (06 SC and 01 ST) could not be filled due to non-completion of recruitment process which will be filled during 2017-18.

Out of unfilled backlog vacancies of Promotion Quota (101 SC and 33 ST), vacancy of 01 SC has been filled up to 31.12.2016. Remaining 100 SC and 33 ST could not be filled, due to non-availability of eligible personnel in feeder cadre. Filling of vacancies of 19 SC and 09 ST is under process and likely to be completed by 30.06.2017. Efforts are on and the remaining vacancies will be filled as soon as eligible personnel in these categories are available in the feeder cadre.

**(g) Registrar General & Census Commissioner of India (RG&CCI):**

To fill up Direct Recruitment Quota posts 3 MTS (SC-2, ST-1) and 1 LDC (SC) post requisition to Staff Selection Commission has been sent on 02.02.2015. Reminder has been sent to SSC on 16.2.2016 and again on 17.2.2017 to expedite the selection process. However, recommendations from SSC are still awaited. One LDC post has been filled up in June 2016. 3 DR posts vacant in Statistical Cadre (1 Assistant Compiler and 2 Compiler) are not feasible to be filled up due to the restructuring in Statistical Cadre of the office of Registrar General of India on 7.7.2015. In pursuance of Cadre re-structuring, 324 additional posts of Statistical Investigator Grade II at entry grade have been

created and the instructions with reference to reservation for SCs/STs will be strictly followed in making recruitment.

Similarly, in case of 5 direct recruitment posts vacant in Electronic Data Processing (EDP) Cadre (Data Entry Operator Grade B) are not feasible to be filled up due to the restructuring in EDP of the office of Registrar General & Census Commissioner of India. In pursuance to Cadre re-structuring, 293 additional post of Data Processing Assistant Grade A at entry grade have been created.

In Promotion Quota there are 4 backlog vacancies. Two vacancies fall in the post of Compiler (ST). No ST employee is available (after re-structuring the post of Compiler to be phased out) in feeder grade for promotion. It is also to intimate that in pursuance of Cadre re-structuring, 324 additional posts of Statistical Investigator Grade II at entry grade have been created. Remaining two posts (SC-1, ST-1) belong to the cadre of Assistant Directors. However, due to non-availability of any SC/ST candidate even under the extended zone of consideration, one SC and one ST vacancy in Promotion Quota could not be filled up.

**(h) Intelligence Bureau (IB)**

**At present, there is no backlog of SC/ST vacancy available under direct Recruitment Quota (DR)** as all 267 backlog vacancies have already been filled up from the panels of the subsequent examinations.

However, despite our best efforts, during 2016-17, 548 backlog SC/ST vacancies remained unfilled under promotion quota. Out of 548 backlog vacancies of 'promotion quota' in IB, 381 & 167 (not 363 & 185) are of SC & ST category respectively. During the year 2017-18, 190 backlog vacancies have been filled, reducing the current backlog vacancies from 548 to 358 as tabulated below:

Sl. No.	Group	As on 01.04.2016		As on 01.04.2017	
		SC	ST	SC	ST
1.	A	48	14	48	14
2.	B	220	122	134	85

3.	C	113	31	49	28
		<b>381</b>	<b>167</b>	<b>231</b>	<b>127</b>
<b>Total</b>		<b>548</b>		<b>358</b>	

Despite making best efforts, all backlog vacancies could not be filled up through promotion. The reason behind is that in many cases, SC/ST officers pick up promotion immediately after completing the residency period. Where a large number of vacancies say 300 to 500 vacancies are filled in one go, most of the SC/ST category officers get promoted against the UR vacancies (own-merit) and hence, vacancies earmarked to be filled up by SC/ST officers remain unfilled. For instance, prior to DoPT OM dated 30.09.2016, SC/ST officers who were eligible and covered within the number of UR vacancies earmarked to be filled up only by SC/ST officers remained unfilled. During DPC year 2015-16, a total of 61 vacancies (53UR+7SC+1 ST) were available under promotion quota of Section Officer. Out of total eligible 52 ASOs promoted as SO, though 26 SC category were promoted (including 24 against UR vacancies on their own seniority and 2 against SC vacancies under relaxed standard in terms of DoPT OM 03.10.2000), 5 vacancies of SC & 1 vacancy of ST still remained unfilled for want of eligible SC/ST category officers. AS such, despite 26 SC/ST officers got promotion against only 8 SC/ST vacancies, 6 SC/ST vacancies still remained unfilled increasing the backlog vacancies. During 2015-16 and 2016-17, the number of SC/ST category officers who were promoted by virtue of own seniority are tabulated as under:

DPC	No. of total officers empanelled			
	Against UR vacancies		Against earmarked vacancies	
	SC*	ST*	SC	ST
2015-16	91	28	128	90
2016-17	63	40	144	100

Total	154	68	272	190
-------	-----	----	-----	-----

\*No. of SC/ST officers promoted on their own merit against UR Vacancies

In such situation, though the representation of SC/ST category officers in some ranks remains quite close or upto the percentage prescribed for them (15% for SC and 7.5% for ST), a large number of earmarked SC/ST vacancies remain unfilled and constitute bulk of backlog vacancies. Besides, in some ranks SC/ST officers are not eligible for promotion. For example, during DPC year 2017-18, 26 SC & 13 ST vacancies (including c/f) were available. However, only 8 SC & 1 ST vacancies could be filled up and 18 SC & 12 ST vacancies remained unfilled for want of eligible JSAs. Filling of these backlog vacancies are likely to take some more time but in the meantime, some more SC/ST vacancies would become available and add to existing backlog vacancies.

Other reason is that in some other ranks, where promotion is effected on "selection" basis, few SC/ST category officers are though completing the residency period prescribed in RRs but are not being covered even in the extended zone of consideration (5 times of total number of vacancies). However, concerted efforts would be made to fill up these backlog vacancies at the earliest as per the government instructions on the matter.

It may be observed from the above that, despite our concerted efforts made to fill up these backlog vacancies within the ambit of existing Govt. instructions on the matter, the backlog of SC/ST could not be got cleared due to non-availability of SC/ST officers even in the extended zone of consideration.

**(i) Directorate of Forensic Science Services (DFSS)**

01 backlog vacancy of promotion quota pertains to DFSS in the grade of Scientist-B (Documents). For filling up of this vacancy by promotion, DFSS had submitted a proposal to UPSC. As per DPC recommendation forwarded by UPSC, no employee was recommended for promotion to this post because of non-availability of any employee belonging to SC category in the feeder grade i.e. ACIO-I.

Since there is no SC employee in the feeder grade i.e. ACIO-I, in terms of provision in the RRs, a proposal for the approval for filling up this vacancy by Direct Recruitment Quota (Reserved for SC Category) is being considered.

**(j) Central Forensic Science Laboratory (CBI) – CFSL(CBI)**

Under CFSL(CBI), there are four backlog vacancies of SC (02 - Promotion Quota and 02 - Direct Recruitment) of SSO-II, one vacancy under Promotion Quota of SA post and One vacancy of ST under Direct Recruitment quota of Lab Attendant.

Due to merger of the posts of Scientific Assistant and Senior Scientific Assistant, the eligibility criteria has been changed and posts will be filled up after the revision of Recruitment Rules. Revision of Recruitment Rules is under process. Similarly the revision of RRs for the post of Lab Attendant is also under process. Once the Recruitment Rules are finalized, the SC and ST vacancies will be intimated to UPSC/SSC to fill up the backlog vacancies.

**(k) Directorate of Coordination of Police Wireless (DCPW)**

There is one ST backlog vacancy under Promotion Quota in DCPW for the post of Extra Assistant Director (EAD). On 30<sup>th</sup> March, 2017, MHA has approved the proposal of DCPW regarding Cadre Review of Group 'B' and 'C' posts in DCPW and the amendment/re-frame of Recruitment Rules of all the posts approved in the Cadre Review including the post of Extra Assistant Director (EAD) which is now re-designated as Joint Assistant Director (JAD) and merger of feeder grades. Once the RRs for the post of JAD are finalized, the one backlog ST vacancy along with other vacant posts will be filled up immediately.

**Comments of the Committee**

**1.7. The Committee note that except for Central Reserve Police Force (CRPF) the rest of the Central Armed Police Forces (CAPFs) and other organisations have not undertaken any tangible steps to wipe out backlog vacancies of SCs/STs till date. It has been noted that Assam Riles is still in planning stage to fill up the existing backlog vacancies; recruitment action to fill up 254 backlog vacancies in BSF is still in progress; CISF is yet to fill backlog vacancies of Assistant Sub Inspector/Stenographer, Constable (Driver), Bandsman and**

**Constable general duty; SSB has 139 SCs and 95 STs posts for which recruitment process is under progress and ITBP has 7 SC/ST backlog vacancies in DR quota yet to be filled up and 133 SC/ST backlog in promotion quota in the feeder cadre. Further, Registrar General and Census Commissioner of India could not fill backlog vacancies in direct recruitment quota due to cadre-restructuring and due to non-availability of SC/ST candidates even upto the extended zone of consideration ; in Intelligence Bureau (IB) backlog vacancies in promotion quota could not be filled as SC/ST category officers get promoted against unreserved vacancies (own merit) and hence vacancies earmarked to be filled up by SC/ST officers remained unfilled. One backlog vacancy of promotion quota pertaining to Directorate of Forensic Science Services (DFSS) could not be filled due to non-availability of candidate in the feeder grade for which it is proposed to convert it to Direct Recruitment quota reserved for SC category; in CFSL (CBI) due to merger of posts of Scientific Assistant and Senior Scientific Assistant and because of revision of Recruitment Rules, backlog vacancies of SCs in promotion and Direct Recruitment are yet to be filled. Directorate of Coordination of Police Wireless (DCPW) has one ST backlog vacancy under Promotion Quota which will be filled only after Recruitment Rules for the post of Joint Assistant Director (JAD) are finalised. Keeping in view the backlog of SC/ST vacancies in most of CAPFs, the Committee are constrained to state that the MHA and its attached organisations/subordinate organisations are not serious about implementing reservation rules in their respective organisations. The Committee, therefore, recommend the Ministry of Home Affairs to issue proper directions to these organisations for strict compliance of the recommendations of the Committee and to ensure that all backlog vacancies of SCs/STs are filled as per DoPT guidelines within six months of the presentation of the report.**

### **Recommendation No. 2**

1.8 The Committee note that only 20 percent of the officers in Assam Rifles are recruited from North Eastern Region, whereas the rest of the 80 percent officers come on deputation from the Defence Forces. The Committee would like to know as to why only officers from defence forces are allowed to fill 80 percent of officer's posts in Assam Rifles when officers from Central Armed Police Forces and other para military

forces are also available. The Committee feel that since Assam Rifles is basically concentrated in North East India, the percentage of officers in officer's rank from North East States should be in proportion to SC/ST population of the North East Region. The Committee, therefore, recommend that as assured by the Home Secretary during the evidence, selection of officers from North East Region should be in tune with the reservation percentage of SC/ST population in the region. The Committee further recommend that in view of the fact that majority of the subordinate personnel/riflemen are basically from the North East region, promotions of subordinate personnel upto Junior Commissioned Officers (JCO) rank should be ensured in time for all eligible and qualified personnel.

### **Action Taken Reply of the Government**

1.9 As desired, the recommendations of the Committee in this regard have been conveyed to the Ministry of Defence.

### **Comments of the Committee**

**1.10 The Committee are surprised to note that instead of acting on the assurance given to the Committee during the evidence, the Ministry of Home Affairs passed on the onus of taking a crucial decision on the issue of selection of officers in Assam Rifles in tune with the reservation percentage of SC/ST population in the region and also ensuring of promotion policy for subordinate personnel/rifleman upto Junior Commissioned Officer (JCO) to the Ministry of Defence. The Committee feel that such policy should be mooted and initiated by MHA since Assam Rifles is under its administrative control and thereafter final decision should be taken in consultation with the Ministry of Defence and other concerned organisations in this regard. The Committee, therefore, may be apprised of the outcome of the exercise undertaken by the Ministry of Defence in this regard.**

### **Recommendation No. 3**

1.11 The Committee note that as on June, 2016 Assam Rifles (AR) has a total backlog of 238 (SC-79, ST-159) vacancies but after having filled 13 (SC-11, ST-02) vacancies of these backlog, it has a backlog of 225 (SC-68, ST-157). The Committee also note that to clear these backlog vacancies Physical Efficiency Test (PET) and Physical Standard Test (PST) have been completed for General Duty vacancies whose



final result will be declared by Staff Selection Commission (SSC). Further for technical duty, recruitment rally was held and PET and PST was completed whose final result will be declared in November, 2016 after written and medical examination. The Committee are unhappy to note that out of 225 balance backlog vacancies the numbers of SC and ST vacancies pertaining to promotion and direct recruitment has not been specified and there has been considerable delay in declaring final results of recruitment in technical duty posts after recruitment rally and completion of PET and PST. The Committee would not only like to know the details of backlog vacancies for SCs and STs in DR and promotion quota but also strongly recommend to expeditiously fill up the backlog vacancies at the earliest. The Committee would also like to be apprised of the reason for delay in declaring the final result of recruitment in technical posts and also recruitment of General Duty posts by SSC including their appointment positions.

#### **Action Taken Reply of the Government**

1.12 (a) **Backlog vacancies of Direct Recruitment:** As against 225 backlog vacancies of direct recruitment quota, (SC-68 and ST 157), the existing vacancy position including backlog vacancies as on 10.02.2017 is as under:

<b>SC</b>	<b>ST</b>	<b>Total</b>	<b>Remarks</b>
42	129	171	Result of SSC recruitment rally declared on 02 Feb 2017, under which 465 candidates have been selected for Assam Rifles. Details of filled up vacancies of SCs/STs will be known on collection of their dossiers from respective CRPF Group Centres.

(b) **Backlog vacancies of Promotion Quota:** Details of backlog vacancies of promotion quota as on 31.12.2016 is as under:-

<b>Group</b>	<b>SC</b>	<b>ST</b>	<b>Total</b>	<b>Remarks</b>
Group 'B'	53	21	74	(a) Departmental Promotion Committee is under progress to fill up the backlog promotional

Group 'C'	153	11	164	vacancies  (b) All possible opportunities are being provided to all SC/ST employees to achieve the lacking qualitative requirement by the department for their further promotion.
-----------	-----	----	-----	---

**(c) Delay in declaring final results of AR Technical and Tradesmen Recruitment:** The result of AR Technical and Tradesmen recruitment rally has been announced on 16.12.2016 under which 26 SCs & 28 STs candidates have been selected. Joining letters have been issued to the candidates to report to Assam Rifles Training Centre and School by 01.03.2017.

#### **Comments of the Committee**

**1.13 The Committee may be informed of the details of SCs/STs who have been selected and finally joined after declaration of result of SSC recruitment rally declared on 02.02.2017. The details of SCs/STs promoted to fill the backlog promotional vacancies in Group 'B' posts initiated by Departmental Promotion Committee should also be made available to the Committee. Further the Committee would like to know out of 164 backlog vacancies in Group 'C' promotion quota how many backlog vacancies have been filled after extending all possible opportunities to all SC/ST employees.**

#### **Recommendation No. 4**

1.14 The Committee note that Border Security Force (BSF) has presently a backlog of 324 (SC-147, ST-177) vacancies. In order to clear these backlog vacancies, recruitment drive and DPCs were conducted during the year 2014-15 and again recruitment Drive and DPCs for the year 2015-16 are still in progress for filling up of remaining backlog vacancies. The Committee also note that 11 notifications were also published during the year 2015-16 pertaining to filling up of backlog vacancies. It has also been stated that backlog reserved vacancies for SC/ST are being carried forward to subsequent year and are being filled up by conducting Direct Recruitment and DPCs throughout the year. The Committee would like to know the reason as to why backlog of 324 (SC-147, ST-177) vacancies was not cleared in recruitment drive and conducting DPCs in 2014-

15. The Committee would also like to know what prompted BSF to issue 11 number of notifications in regard to filling up of these backlog vacancies.

### **Action Taken Reply of the Government**

1.15 It is submitted that 11 notifications were published during the year 2015-16 to fill up the vacancies of SCs and STs of various cadres. Out of 324 posts (SC-147 and ST-177), 70 posts of SC and ST were filled and recruitment for fill up of remaining 254 posts i.e. (SC-114 & ST-140) is in progress.

### **Comments of the Committee**

**1.16 The Committee appreciate that out of 324 posts (147 – SC and ST – 177), 70 posts of SC and ST were filled and recruitment process for filling up of remaining 254 posts i.e. (SC-114 and ST-140) is in progress. The Committee desire that the recruitment process for filling the remaining 254 posts should be expedited and filled within six months of the presentation of this report. In case of further delay in filling up of remaining posts responsibility may be fixed. The Committee may be apprised about the compliance in this regard.**

### **Recommendation No. 5**

1.17 The Committee are unhappy to note that CRPF at present has a huge backlog vacancies of 1662. Out of these, 1431 (SC-1039, ST-392) pertain to Direct Recruitment and 231 (SC-108, ST-123) pertain to Promotion Quota. These backlog vacancies could not be cleared as SSC has not carried out recruitment for CT/GD in the year 2014-15 and hence the vacancies were carried forward to the next recruitment year 2015-16 which the SSC is processing. The Committee also note that the reasons for non-filling up of backlog of 231 (SC-108, ST-123) in promotion quota is due to non-availability of eligible personnel in the feeder grade. In view of huge backlog vacancies pending for filling the Committee feel that these backlogs could have been filled by launching a Special Recruitment Drive. The Committee are surprised to note that no steps has been taken to identify and rectify the root cause of non-availability of eligible SC/ST personnel in the feeder grades for promotion. Taking serious cognisance of these lapses on the part of the CRPF, the Committee recommend that CRPF should launch Special Recruitment Drive to fill all existing backlog vacancies in Direct Recruitment Quota so as to ensure employment opportunities to deserving SC/ST candidates all

over the Country. The Committee further recommend that to ensure availability of eligible SC/ST personnel for promotion in the feeder grade and to clear all backlog vacancies under Promotion Quota, the Government should explore the feasibility of relaxing eligibility criteria prescribed for promotion and also if need be to further extend the zone of consideration beyond the extended zone of consideration.

### **Action Taken Reply of the Government**

1.18 In this regard it is stated that during last recruitment, CRPF has filled up 20039 posts through SSC (Male UR-10,162, OBC-4763, SC-3123, ST-1991 & Female UR-89, OBC-331, SC-173, ST-165) to CRPF. Apart from above, 1401 candidates (SC-609, ST-792) belonging to naxal affected area have also been selected. Thus total 6853 candidates (SC-3905, ST-2948) have been selected from reserved categories and all backlog vacancies pertaining to SC/ST categories are being filled up during the year 2016-17 as desired by the Committee. Moreover, remaining 231 vacancies (108 SC and 123 ST) in promotional ranks have also been filled from beyond extended zone of consideration and as such no backlog vacancies are left which are required to be filled.

### **Comments of the Committee**

**1.19 The Committee highly appreciate and laud the way the CRPF has endeavoured to fill up all SC/ST backlog vacancies both in recruitment quota and promotional posts. The Committee hope that CRPF will always maintain this good record of maintaining zero backlog for all SC/ST posts in its organisation in the future too**

### **Recommendation No. 6**

1.20 The Committee note that at the time of recruitment CRPF has not got adequate and suitable SCs and STs candidate from naxal affected tribal areas for joining the force. However, special pre-recruitment training camps have been organised for certain period of time after which they were declared fit to appear in the tests and subsequently large number of them have been recruited. The Committee appreciate these endeavours of the CRPF and desire that the same is replicated in other tribal areas too. The Committee may also be apprised of the details of ST candidates recruited after undergoing such trainings.

### **Action Taken Reply of the Government**

1.21 CRPF had further carried out special pre-recruitment training camps in order to fill up vacancies of tribal of LWE affected States. A proposal to raise special Battalion from Bastariya Tribal Region is also under consideration. Special recruitment rallies for filling of 744 posts from ST candidates have been conducted in 04 districts of Bijapur, Dantewada, Narayanpur & Sukma. Prior to conducting of rallies, special pre-recruitment training camps were organized under Civic Action Programme of local youth of above mentioned districts. Recruitment process is in final stage.

### **Comments of the Committee**

**1.22 The Committee appreciate the special pre-recruitment training camps conducted by CRPF to fill up ST vacancies in LWE affected States. It has also conducted special recruitment rallies for filling 744 posts of ST category in naxal affected districts of Bijapur, Dantewada, Narayanpur and Sulema. The Committee may further be apprised of the outcome of recruitment process to fill 744 ST posts and also the progress made in setting up Special Battalion of Bastariya Tribal Region.**

### **Recommendation No. 7**

1.23 The Committee note that CISF presently has a backlog of 308 vacancies out of which 291 vacancies pertain to Direct Recruitment quota and 17 vacancies pertain to Promotion quota. To clear these backlog, it was proposed to fill 13 ST backlog vacancies of ASI/steno in the recruitment drive scheduled for month of August, 2016; 258 SC and 4 ST backlog vacancies of Constable (Driver) through Special Recruitment Drive scheduled for the month of September, 2016; 2 ST vacancies for the post of Bandsman to be filled in next regular recruitment and finally 7 SC and 7 ST backlog vacancies of Constable General Duty were to be filled up in the current Recruitment Drive where written examination results have already been declared by SSC and medical examination were scheduled to be held in the month of May, 2016. The Committee may be apprised of the status of the Special Recruitment Drive for 258 backlog vacancies of Constable (Driver) that was to be launched in September, 2016 and also the outcome of the recruitment process for 13 ST backlog vacancies of ASI/Steno and 7 SC and 7 ST backlog vacancies of Constable General Duty.

### **Action Taken Reply of the Government**

1.24 The following action is being taken to clear the 308 (291 for Direct quota and 17 for promotion quota) backlog vacancies as per details given below :-

- i. For 13 ST backlog vacancies of ASI/Steno, Notification has been published on 28.01.2017 and the process of recruitment is on.
- ii. For 258 SC and 04 ST backlog vacancies of Constable/Driver, the Notification for conduct of Special Recruitment Drive was published on 08.10.2016 and now recruitment is under process.
- iii 02 ST vacancies for the post of Bandsman to be filled in next regular recruitment.
- iv. 07 SC and 07 ST backlog vacancies of Constable/General Duty have been filled up. Hence, at present the total backlog vacancies in Direct quota are 277 i.e. (291 Minus 14). 17 ST Backlog vacancies in promotion quota could not be filled-up due to non-availability of ST candidates even in the extended zone of consideration.

### **Comments of the Committee**

**1.25 The Committee note that CISF has made slow progress in regard to filling up backlog vacancies of SCs and STs. The recruitment drive for filling up 13 ST backlog vacancies of ASI/stenos was scheduled for month of August, 2016 but the notification was published only on 28.01.2017. Recruitment process for 258 SC and 04 ST backlog vacancies of Constable/Driver for which notification was issued on 08.10.2016 is still under process. Surprisingly, the regular recruitment for 02 ST vacancies of Bandsman is yet to be held. Even 17 ST backlog vacancies in promotion could not be filled due to non-availability of candidates even in the extended zone of consideration. The Committee, therefore, urge the Government to expedite filling up 277 backlog vacancies of SC/ST in ASI/Steno, Constable/Driver and Bandsman posts by launching Special Recruitment Drive within four months from the date of presentation of this report.**

### **Recommendation No. 8**

1.26 The Committee are surprised to note that no measures has been taken to fill up 17 backlog vacancies in Promotion Quota. The Committee, therefore, recommend that the Government should take concerted steps including providing relaxation and further

extending zone of consideration to fill 17 backlog vacancies in Promotion Quota in CISF at the earliest and inform the Committee accordingly.

### **Action Taken Reply of the Government**

1.27 In Fire Cadre of CISF, there is a backlog of 06 posts in Inspector/Fire and 11 posts in Sub-Inspector/Fire in the ST category for promotion quota. At present, there are no ST candidates available in feeder rank i.e. in the rank of Sub-Inspector/Fire and Assistant Sub-Inspector/Fire, as such, CISF is unable to fill up these posts in promotion quota. However, it is also mentioned that as and when eligible candidates in ST category in the rank of Sub Inspector/Fire and Asstt. Sub-Inspector/Fire become available, the above back log vacancies will be filled-up.

### **Comments of the Committee**

1.28 **The Committee note with regret that CISF has no ST candidates available in the feeder rank of Sub-Inspector/Fire and Assistant Sub-Inspector/Fire to fill up the backlog of 06 posts in Inspector/Fire and 11 posts in Sub-Inspector/Fire in promotion quota. The Committee take serious note of the casual reply of the Government that these backlog vacancies will be filled up only as and when eligible ST candidates are available in the feeder rank. It is the bounden duty of the Government to ensure that SC/ST are available in the feeder ranks/grades to ensure regular chain of promotion so as to maintain the prescribe percentage for SCs/STs in promotion as well as in direct recruitment. The Committee feel that despite their recommendation to the Government to take concrete steps to provide relaxation and to further extend the zone of consideration to accommodate more ST candidates, the Government is not serious of filling up of these backlog vacancies on the ground that it will be filled up as and when eligible ST candidates are available in the feeder grade. The Committee do not accept this reply of the Government and therefore reiterate its earlier recommendation that the Government should come out with a suitable plan to give further relaxation and also to extend the zone of consideration till the desirable number of ST candidates are available to fill the backlog vacancies which hitherto was not addressed by the Government.**

## Recommendation No. 9

1.29 Sashtra Seema Bal (SSB) has presently a backlog of 370 vacancies out of which 234 (SC-139, ST-95) pertain to Direct Recruitment Quota and 136 (SC-131, ST-05) pertain to Promotion Quota. To clear these backlog vacancies in Promotion Quota, SSB has initiated recruitment process to fill 5 SC vacancies of Assistant Commandant in DR quota and also initiated notification process through DAVP to fill 124 Constable vacancies and 10 SC and 95 ST vacancies of Tradesman under DR quota. It is also noted that to fill backlog vacancies in Promotion Quota, eligible candidates for 130 SC vacancies would be available for promotion during the year 2016-17 to 2018-19 and for 04 ST vacancies, candidates would be eligible for promotion during the year 2016-17 to 2019-20. The Committee may be apprised of the status of recruitment process of 5 SC vacancies of Assistant Commandant and 124 backlog vacancies of Constable and 10 SC and 95 ST vacancies of Tradesman in Direct Recruitment Quota. The Committee would further like to know the number of backlog vacancies filled so far for 130 SC vacancies which were to be filled from eligible candidates from this year 2016-17 to 2018-19 and also the number of ST candidates filled for 04 ST backlog vacancies amongst eligible candidates during the year 2016-17 to 2019-20.

### Action Taken Reply of the Government

1.30 The details of backlog vacancies in direct recruitment quota and action taken to clear the backlog is as under :-

Posts	Backlog		Filled		Action taken/Strategy to clear the backlog.
	SC	ST	SC	ST	
Assistant Commandant (MO)	5	0	0	0	<p>i) Requisition for filling up of 60 AC(MO) including 07 vacancies of SC category was made to MOSB-15. MOSB has allotted 18 AC(MO) including 01 SC to SSB. Offer of appointment has been issued on 05.01.2017. Joining waited.</p> <p>i) For filling up of 61 vacancies of AC(MO) including 10 vacancies of SC category has been projected to MOSB-2016. Allotment of candidates is awaited from MOSB-2016.</p>



Constable (Dvr)	124	0	0	0	Recruitment process is under progress.
Tradesmen	10	95	0	0	Recruitment process is under progress and is likely to be completed soon.
<b>Total</b>	<b>139</b>	<b>95</b>	<b>0</b>	<b>0</b>	

1.31 The details of backlog vacancies in Promotion Quota and action taken to clear the backlog is as under :-

Posts	Backlog		Filled		Action taken/Strategy to clear the backlog.
	SC	ST	SC	ST	
Executive Engineer	0	1	0	0	Notification of Recruitment Rules is under process. The same will be filled up on notification of RR.
Publicity Officer	1	0	1	0	Vacancies treated as de-reserved and filled by Un-reserved candidates.
AC (GD)	4	0	0	0	Vacant posts will be filled up during 2017-18.
AC (Comm)	1	1	0	0	
Insp (GD)	44	0	35	0	35 vacancies filled up in the year 2016-17. Remaining 09 vacancies will be filled by 30.06.2017.
Insp (Pioneer)	0	1	0	0	01 SI (Pioneer) of ST category will become eligible for promotion on 01.04.2017. The post will be filled up during the year 2017-18.
SI (GD)	81	0	81	0	Vacancies filled up in the year 2016-17.
SI (Steno)	0	2	0	0	02 ASIs (Steno) of ST category will be eligible for promotion on 01.04.2019 and post will be filled accordingly.
<b>Total</b>	<b>131</b>	<b>5</b>	<b>117</b>	<b>0</b>	

### **Comments of the Committee**

**1.32 The Committee take a serious view of the fact that 139 SC and 95 ST backlog vacancies in direct recruitment quota in Sashastra Seema Bal (SSB) could not be filled. The Committee, therefore, may be apprised of the status of filling up of 10 vacancies of SC category in Assistant Commandant (MO) posts in direct recruitment quota and also the progress made in recruitment of 124 SC posts in Constable (Driver) and 10 SC posts of Tradesmen. The Committee also urge the Government to expedite the notification of Recruitment Rules so that 01 ST backlog vacancy of Executive Engineer in promotion quota is filled without further delay. The Committee also would like to know the reason as to why 01 SC backlog vacancy of Publicity Officer has been de-reserved and filled by un-reserved candidates and whether prescribed due process was followed before dereservation of the post. The Committee further urge the Government to expedite filling up of 02 ST vacancies in ASI (Steno) before 01.04.2019 by giving enabling relaxation in the zone of consideration. The Committee may be apprised about the delay in filling up of backlog vacancies in direct recruitment and completion time of the vacancies under progress.**

### **Recommendation No. 10**

1.33 The Committee note that Indo Tibetan Border Police (ITBP) has 14 backlog vacancies in DR quota and 161 backlog vacancies in Promotion Quota. It has been sated that backlog of non-gazetted officers in DR quota is to be filled in the year 2016-17 and backlog vacancies in promotion quota could not be filled due to non-availability of eligible personnel in the feeder grades. The Committee are unhappy to note that even though special pre-promotional courses were imparted to personnel in the feeder cadre in order to make them eligible for next promotion, yet it would take 2-3 years to fill up 100% vacancies in promotion quota. The Committee recommend that ITBP should take urgent steps to fill all backlog vacancies in Direct Recruitment Quota without any further loss of time. The Committee further recommend that ITBP should come out with a suitable plan to fill up all existing 161 backlog vacancies in Promotion Quota including considering possibility of relaxation as per DoPT guidelines and extending zone of consideration instead of waiting for 2-3 years because backlog cannot continue for a indefinite period of time.

### **Action Taken Reply of the Government**

1.34 In the case of Group 'A' & 'B' Gazetted officers of ITBP, the backlog vacancies as on 29.02.2016 were SC-06 & ST-01 of Direct Recruitment quota and SC-15 & ST-12 in Promotion Quota. There are large number of backlog vacancies in Medical Cadre under direct quota and GD cadre under promotion quota. The backlog vacancies in direct recruitment of medical cadre are generally due to the following reasons:-

- i) Recruitment agency do not provide full requirement of candidates with reference to the vacancies notified to them.
- ii) Non joining of candidates after issue of offer of appointment.
- iii) Resignation by the direct recruits owing to their personal problems and getting better service opportunity elsewhere.

1.35 As far as the position in promotion quota of GD Cadre is concerned, although sufficient candidates are available in the feeder cadre, the vacancies could not be filled up during 2016-17 due to filing of SLP No. 20522/2015 in Hon'ble Supreme Court by Sh. Kalu Ram Meena, DC (Tele) against judgment of Hon'ble Delhi High Court dated 25.05.15. These vacancies are likely to be filled up during the vacancy year 2017-18 subject to the outcome of the case.

### **Comments of the Committee**

**1.36 The Committee note that the backlog vacancies in direct recruitment quota of Medical Cadre are due to recruitment agency having not provided full requirement of candidates with reference to the vacancies notified to them; non joining of candidates after issue of offer appointment and resignation by the direct recruits owing to personal problems and getting better service opportunity elsewhere. The Committee, therefore, urge the Government that it should take up the matter with the recruiting agency to provide full requirement of candidates at the time of notification of the vacancies and also to request them to maintain panel of waitlist candidates so that any eventual vacancies arising out of the above mentioned reasons may be filled by them without going for fresh recruitment to avoid further delay the process of filling up the backlog. The Committee further recommend that to expedite filling up of backlog vacancies in GD cadres under promotion quota, the Government should regularly follow up**

**the SLP No. 20522/2015 filed in the Supreme Court and if need be urge the Hon'ble Supreme Court to expedite the case through senior counsel.**

#### **Recommendation No. 11**

1.37 The Committee may also be apprised of the outcome of SLP No. 20522/2015 filed in the Supreme Court by Shri Kalu Ram Meena, DC, GD (tel) against the order dated 25.05.2015 of the Delhi High Court which will decide the vacancies filling up of backlog vacancies of Gazetted Officers posts in Promotion Quota.

#### **Action Taken Reply of the Government**

1.38 Four cadres of technical posts (Group 'A') of ITBP i.e. Telecommunication, Transport, Armourers and Electronic Data Processer were merged with GD Cadre in 2010. This merger of cadres was challenged in Hon'ble Delhi High Court and the order of merger was quashed by High Court vide order dated 25.05.2015. On examination, it was decided to implement the High Court Order. While the matter was being processed to redistribute various posts in demerged cadre in compliance with said order of Hon'ble High Court, Shri Kalu Ram Meena & others filed an SLP in Supreme Court challenging the order of the High Court. The SLP has since been admitted. The Committee will be appraised of the outcome of the case.

#### **Comments of the Committee**

**1.39 The outcome of the SLP No. 20522/2015 filed in the Supreme Court by Shri Kalu Ram Meena & others be intimated to the Committee at the earliest.**

#### **Recommendation No. 12**

1.40 The Committee take a serious view in the matter that as on 30.06.2014 Intelligence Bureau (IB) has reported a total backlog of 758 but presently backlog of only 688 (SC-453, ST-235) vacancies are made available. The Committee would like to be apprised of the reasons for reduction in number of backlog vacancies and steps proposed to be taken to fill up all backlog vacancies within a specific time frame.

### **Action Taken Reply of the Government**

1.41 As per the available records, out of reported 758 backlog vacancies available under DR (267) and promotion quota (491) earlier, 267 DR backlog vacancies have already been filled up through various panels of subsequent examinations conducted by IB/SSC. On the other hand, 57 more SC/ST vacancies were accumulated under promotion quota (despite filling up of 25 SC/ST Backlog vacancies out of 82 fresh SC/ST vacancies occurred during the year 2015-16) in various ranks during the year 2015-16. This resulted into increase of 491 backlog vacancies upto the year 2014-15 to 548 upto the year 2016-17 due to reasons enumerated against our reply against recommendation No. 1 above. As such, upto the year 2016-17 we were carrying only 548 backlog vacancies (SC=381 and ST=167). Of these 548, 190 backlog vacancies have been filled up through various DPCs conducted for the year 2017-18 and overall backlog vacancies came down to 358 (SC=236 and ST=122).

1.42 In order to fill up all these backlog vacancies, a proposal is being referred to DoPT for exploring the feasibility (i) of incorporating enabling provisions for SC/ST candidates in RRs and (ii) to relax the maximum limit of extended zone of consideration (5 times of total vacancies at present) to fill up maximum of these backlog vacancies at the earliest. However, as amendment in RRs requires consultation with various department/ministries like DoPT, UPSC, MoL etc, it may take some time and at present, it would not be feasible to give any specific time frame. As such, IB is committed to resort to all possible measures fall within the ambit of existing instructions, to fill up all backlog vacancies of SC/ST category at the earliest.

### **Comments of the Committee**

**1.43 The Committee appreciate the efforts made by the Intelligence Bureau to find a way to overcome bottlenecks in filling up of SC/ST backlog vacancies. The Committee is of the view that incorporation of enabling provisions for SC/ST candidates in Recruitment Rules and to relax the maximum limit of extended zone of consideration (5 times of total vacancies at present) to fill up maximum of these backlog vacancies at the earliest are steps in the right direction to help SC/ST candidates. To take these positive measures forward the Committee desire that Intelligence Bureau should expedite the consultation process of amending the Recruitment Rules with the concerned Departments/Ministries including Department of Personnel and Training, Union Public Service Commission,**

**Ministry of Law etc. so that a solution to resolve the problem of backlog vacancies in the interest of SCs/STs and for the larger interest of the organisation.**

**Recommendation No. 13**

1.44 The Committee further note that in IB after having filled 140 vacancies out of 688, there remains balance backlog of 548 (SC-363, ST-185) but the details of backlog in DR and Promotion Quota vacancies and group of posts which were already filled and unfilled is not mentioned which shows the casual attitude of the IB in furnishing information to the Committee. The Committee also find it hard to believe that backlog vacancies in Promotion Quota could not be filled due to non-availability of eligible candidates even after extending the zone of consideration to 5 times. It was given to understand that for other vacancies, RRs are under revision and would be filled up as soon as it is revised and notified. The Committee desire that the details of 548 backlog vacancies whether under DR and Promotion quota and the group of posts to which they belong and for how long they have remained unfilled and steps taken in the past to fill up backlog vacancies in promotion posts may be made available to the Committee. The Committee may also be apprised of the latest position of exercise undertaken by IB to revise the RRs and also to state clearly the enabling provisions for SCs/STs in the revised RRs and how far it would benefit SCs/STs employees/candidates. The Committee desire that Ministry of Home Affairs should launch a Special Recruitment Drive to fill up backlog vacancies within 03 months.

**Action Taken Reply of the Government**

1.45 Presently, there is no backlog vacancy under DR quota. The details of unfilled backlog vacancies under promotion quota is as under:

DPC	No. of total officers empanelled			
	Against UR vacancies		Against earmarked vacancies	
	SC*	ST*	SC	ST
2015-16	91	28	128	90
2016-17	63	40	144	100
<b>Grand Total</b>	<b>154</b>	<b>68</b>	<b>272</b>	<b>190</b>

1.46 Non-availability of SC/ST officers who are completing residency period prescribed in RRs but not falling within extended zone of consideration (5 times of the vacancies) is the main cause of non-filling up of backlog vacancies.

1.47 Following effective steps are being taken to clear backlog vacancies under promotion quota:

- (i) All possible efforts are made to fill up vacancies including backlog vacancies through relaxation proposals, cadre review (overall vacancies increase and eligible SC/ST officers are covered within extended zone of consideration).
- (ii) Cases where DPCs are convened on “Non-Selection” basis, all the available eligible SC/ST officers irrespective of their seniority position, are promoted against the earmarked posts for them.
- (iii) SC/ST officers are being promoted under relaxed standard in terms of the instructions contained in DOPT O.M. dated 03.10.2000.

1.48 As regards incorporating enabling provisions in RRs for clearing backlog of SC/St vacancies, it is stated that at present, RRs of IB has no specific mention of any enabling provisions with regard to any class of persons including that of SCs/STs. However, in order to fill up the maximum of SC/ST backlog vacancies, a proposal is being referred to DoPT requesting Govt. to allow us incorporating enabling provision in our RRs exclusively for SC/ST category officers. Action for filling up these backlog vacancies would be taken immediately once RR are finalised.

#### **Comments of the Committee**

**1.49 The Committee appreciate that IB has no backlog vacancy under Direct Recruitment quota. However, it has been noted that filling of backlog vacancies in promotion quota is subject to incorporation of enabling provisions in Recruitment Rules for SC/ST category officers which has been referred to DoPT for concurrence. The Committee, therefore, urge the IB to pursue the matter with the DoPT for expeditious finalisation of the same.**

#### **Recommendation No. 14**

1.50 The Committee note presently there are 12 backlog vacancies in Direct Recruitment quota and 04 vacancies in Promotion Quota in Registrar General of India (RGI). The Committee were also informed that backlog vacancies in Promotion Quota

could not be filled due to non-availability of eligible candidates in the feeder grades and that backlog vacancies in Promotion quota will be filled as soon as eligible candidates are available in the feeder grades. As for backlog vacancies in DR quota, it has been stated that efforts are on to fill them. The Committee are not impressed with the reply of the Government that the backlog vacancies in Promotion quota would be filled once eligible candidates are available in the feeder grades instead of going for extreme measures to fill them up. Efforts made to fill the backlog vacancies in DR quota is also not clearly mentioned. The Committee, therefore, recommend that RGI should take concrete steps to fill up these backlog vacancies in Promotion quota and DR quota at the earliest so as to ensure that deserving SC/ST employees/candidates are promoted/recruited without any further loss of time.

### **Action Taken Reply of the Government**

1.51 To fill up Direct Recruitment Quota posts 3 MTS (SC-2, ST-1) and 1 LDC (SC) post, requisition to Staff Selection Commission was sent on 02.02.2015. Reminders were sent to SSC on 16.2.16 and again on 17.2.17 to expedite the selection process. However, recommendations from SSC are still awaited. One LDC posts has been filled up in June 2016. 3 DR posts vacant in Statistical Cadre (1 Assistant Compiler and 2 Compiler) are not feasible to be filled up due to the restructuring in Statistical Cadre of the office of Registrar General of India on 7.7.2015. In pursuance of Cadre restructuring, 324 additional posts of Statistical Investigator Grade II at entry grade have been created and the instructions with reference to reservation for SCs/STs will be strictly followed in making recruitment.

1.52 Similarly, in case of 5 direct recruitment posts vacant in Electronic Data Processing (EDP) Cadre (Data Entry Operator Grade B) are not feasible to be filled up due to the restructuring in EDP of the office of Registrar General & Census Commissioner of India. In pursuance to Cadre re-structuring, 293 additional post of Data Processing Assistant Grade A at entry grade have been created.

1.53 In Promotion Quota there are 4 backlog vacancies. Two vacancies fall in the post of Compiler (ST). No ST employee is available (after re-structuring the post of Compiler to be phased out) in feeder grade for promotion. It is also stated that in pursuance of Cadre re-structuring, 324 additional posts of Statistical Investigator Grade



II at entry grade have been created. Remaining two posts (SC-1, ST-1) belong to the cadre of Assistant Directors. However, due to non-availability of any SC/ST candidate even under the extended zone of consideration, one SC and one ST vacancy in Promotion Quota could not be filled up.

#### **Comments of the Committee**

**1.54 The Committee note that due to restructuring of Statistical Cadre and Electronic Data Processing cadre (EDP) filling up of backlog vacancies in Direct Recruitment and Promotion Quota in these two cadres have been affected. The Committee desire that after completion of restructuring of these cadres, prescribed percentage of SCs/STs both in direct recruitment and promotion quota should be strictly maintained and all existing backlog/shortfall should be filled immediately. The Committee further desire that the Government should seriously come out with some policy change to fill one SC and one ST vacancy in the cadre of Assistant Directors in promotion quota at the earliest.**

#### **Recommendation No. 15**

1.55 The Committee note that in other organisations there are 09 backlog vacancies out of which 06 (SC-06, ST-nil) pertains to DR quota and 03 (SC-02, ST-01) pertain to Promotion quota. For 01 ST vacancy in Promotion quota, a Departmental Qualifying Examination for promotion has been conducted and the selected candidate is to be promoted soon. However, 01 SC vacancy under Promotion quota and 01 SC vacancy under DR quota was taken up with UPSC but no suitable candidates was found. But for the rest of the vacancies, Recruitment Rules are being revised so as to fill these backlog. The Committee would like to know the specific details of posts of SC backlog vacancies under Promotion quota and DR quota taken up with UPSC and also eligibility criteria for selection/promotion to these posts. The Committee may also be apprised of the status of the revised Recruitment Rules and as to how it would benefit the SCs and STs employees/candidates.

#### **Action Taken Reply of the Government**

1.56 There are two posts (Direct Recruitment) and two posts (Promotion quota for SC candidates). The status of these four posts is as under :

### **Direct Recruitment Posts (02)**

i. CFSL(CBI) submitted requisition for 10 posts (including one post of SSO-II (Document) of Sr. Scientific Officer Gr.II by Direct Recruitment which were revived by Min. of Finance vide letter dated 25-2-2010 and stated that in future posts of SSO-II would be filled up as per revised RRs. UPSC vide their letter dated 11-5-2011 selected one direct post of SSO-II. The selected candidate sought extension of time for joining which was granted up to 15-1-2012 subject to condition that no request for further extension beyond 15-1-2012 will be considered. However, further extension was granted upto 8-2-2012 and CFSL(CBI) vide their letter dated 19-4-2014 cancelled the candidature as the candidate did not joined till 19-4-2012 and also intimated to UPSC. The Revised Recruitment Rules for the post of SSO-II have been framed by CFSL(CBI) have been considered in MHA. After seeking approval of the Competent Authority in MHA, the Recruitment Rules for the posts are under submission with DoPT since 27-4-2017 for their consideration and approval.

ii. One candidate for the post of SSO-II (Ballistics) under DR quota was recommended by UPSC but candidate did not join. His candidature was cancelled vide CFSL(CBI) letter No. 9-2/2009-CFSL/2673 dated 11.05.2012 Further, it is submitted that at the time of sending the proposal to UPSC for filling up the above said posts, CFSL requested to UPSC that in future the post of SSO-II would be filled as per the revised RRs vide CFSL (CBI) letter No.9-18/2010-CFSL/3810 dated 28-06-2011. The revised Recruitment Rules have been framed by CFLS(CBI) and the same have been considered in MHA. After seeking approval of the Competent Authority in MHA, the Recruitment Rules for the posts are under submission with DoPT since 27-4-2017 for their consideration and approval.

### **Promotion Quota Posts (02)**

iii. Proposal was sent to UPSC for post of SSO-II (Photo) by DR (under failing clause for promotion quota post as per Recruitment Rules). UPSC vide their letter No. 1/204(43)/2011-R.II dated 13-12-2011 has intimated that none of the applicant found suitable for interview. UPSC has suggested that a comprehensive review may be conducted of the educational qualifications and

experience prescribed in the existing Recruitment Rules of the post and necessary amendment may be carried out therein as early as possible so that such instance of failure of recruitment process can be avoided in future. The revised Recruitment Rules have been framed by CFLS(CBI) and the same have been considered in MHA. After seeking approval of the Competent Authority in MHA, the Recruitment Rules for the posts are under submission with DoPT since 27-4-2017 for their consideration and approval.

iv. One post of SSO-II (Document) is vacant since 2011 under promotion quota due to no eligible candidate available as per exiting RRs. CFSL(CBI) has already requested UPSC vide CFSL (CBI) letter No.9-18/2010-CFSL/3810 dated 28-06-2011 that the next proposal for filling up the above said posts will be sent to UPSC as per the revised RRs. The revised Recruitment Rules have been framed by CFLS(CBI) and the same have been considered in MHA. After seeking approval of the Competent Authority in MHA, the Recruitment Rules for the posts are under submission with DoPT since 27-4-2017 for their consideration and approval.

1.57 Due to merger of the posts of Scientific Assistant and Senior Scientific Assistant w.e.f. 22-8-2012, the eligibility criteria have been changed and 01 backlog SC vacancy will be filled up after the revision of Recruitment Rules and intimation of vacancy to UPSC. Revision of Recruitment Rules is under process similarly the revision of RRs for the post of Lab Attendant is under process.

1.58 One backlog ST vacancy of Laboratory Attendant is not filled due to direction issued by CBI Headquarters i.e. "there is a dire need to improve the system by ensuring that the Interview Board is headed by a sufficiently senior officer for maintaining objectively and impartiality." CFSL(CBI) has submitted Recruitment Rules for the post of Laboratory Attendants to MHA accordingly. The Recruitment Rules have been examined in the Ministry and approval of Competent Authority is being solicited.

#### **Comments of the Committee**

**1.59 The Committee note that backlog vacancies of SCs/STs in direct recruitment and promotion quota have not been filled as yet because the revised Recruitment Rules for various posts of SSO-II framed by CFLS (CBI) and already**

approved by competent authority in MHA have not yet been considered and approved by DoPT since 27.04.2017. The Committee, therefore, recommend that the MHA should pursue the matter with the DoPT for their approval of the same so that backlog of SC/ST vacancies are filled without any further delay. The Committee also recommend the MHA to give its accord to revised Recruitment Rules for the post of Laboratory Attendants which is still under consideration.

## **CHAPTER II**

### **RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT**

#### **Recommendation No. 5**

2.1 The Committee are unhappy to note that CRPF at present has a huge backlog vacancy of 1662. Out of these, 1431 (SC-1039, ST 392) pertain to Direct Recruitment and 231 (SC-108, ST-123) pertain to Promotion Quota. These backlog vacancies could not be cleared as SSC has not carried out recruitment of CT/GD in the year 2014-15 and hence the vacancies were carried forward to the next recruitment year 2015-16 which the SSC is processing. The Committee also note that the reasons for non-filling up of backlog of 231 (SC-108, ST-123) in promotion quota is due to non-availability of eligible personnel in the feeder grade. In view of huge backlog vacancies pending for filling the Committee feel that these backlog could have been filled by launching a Special Recruitment Drive. The Committee are surprised to note that no steps has been taken to identify and rectify the root cause of non-availability of eligible SC/ST personnel in the feeder grades for promotion. Taking serious cognizance of these lapses on the part of the CRPF, the Committee recommend that CRPF should launch Special Recruitment Drive to fill all existing backlog vacancies in Direct Recruitment Quota so as to ensure employment opportunities to deserving SC/ST candidates all over the Country. The Committee further recommend that to ensure availability of eligible SC/ST personnel for promotion in the feeder grade and to clear all backlog vacancies under Promotion Quota, the Government should explore the feasibility of relaxing eligibility criteria prescribed for promotion and also if need be to further extend the zone of consideration beyond the extended zone of consideration.

#### **Action Taken Reply of the Government**

2.2 In this regard it is stated that during last recruitment, CRPF has filled up 20039 posts through SSC (Male UR-10,162, OBC-4763, SC-3123, ST-1991 & Female UR-89, OBC-331, SC-173, ST-165) to CRPF. Apart from above, 1401 candidates (SC-609, ST-792) belonging to naxal affected area have also been selected. Thus total 6853 candidates (SC-3905, ST-2948) have been selected from reserved categories and all backlog vacancies pertaining to SC/ST categories are being filled up during the year

2016-17 as desired by the Committee. Moreover, remaining 231 vacancies (108 SC and 123 ST) in promotional ranks have also been filled from beyond extended zone of consideration and as such no backlog vacancies are left which are required to be filled.

### **Comments of the Committee**

#### **2.3 Please see Para No. 1.19 of Chapter I.**

#### **Recommendation No. 16**

2.4 The Committee do not appreciate the manner the Assam Rifles has nominated a Liaison Officer w.e.f. 11.02.2015 after a long delay to look after the Welfare of SC/ST employees and also the office of the Liaison Officer is located at Directorate General of Assam Rifles and DGAR Complex, Laitumkhrah Shillong which resulted that rosters has not been maintained properly by AR so far. The Committee further observe that post based roster of promotional vacancies have been maintained at Headquarters (DGAR) for Central Controlled Category and Battalion Headquarters for General Duty Personnel. The Committee need to emphasise that roster being an important document for determination and place of seats/vacancies reserved for SC/ST in Direct Recruitment and Promotion should be maintained separately for appointments made by Direct Recruitment and also for promotion at the Headquarters and also at Battalion Headquarters. The Committee also urge that at no point of time the office of Liaison Officer should be allowed to remain vacant and even for any vacancy arising out of transfer/posting of incumbent Liaison Officer should be filled well in time and always adequate staff should be provided to the Liaison Officer to enable him to discharge his duties efficiently.

#### **Action Taken Reply of the Government**

2.5 (a) Appointment of Liaison Officer: Presently Shri Ranjit Kumar Achary, Staff Officer-2 (Administration) has been appointed as Liaison Officer. It is assured that the post of Liaison Officer will be filled up as and when the officer will proceed on transfer/posting well in time and always adequate staff will be provided to the Liaison Officer to enable him to discharge his duties efficiently. It is further submitted with the Force Headquarters being located at Shillong and since the Liaison Officer is responsible for the welfare of SC/ST of the entire Force, it is necessary that the Liaison Office is co-located or placed near the Directorate. It is assured that there will be no adverse impact on the functioning of Liaison Officer due the same.

(b) Maintenance of Roster: Post Based Rosters of promotion quota are being maintained.

#### **Recommendation No.17**

2.6 Border Security Force (BSF) has detailed a DIG (RR) as Liaison Officer with effect from 06.01.2015. However, he has not been assigned separate subordinate staff to assist him in the discharge of his duties for the cause of SCs/STs and also facilitate work of the Liaison Office. The Committee recommended that Liaison Officer of BSF should be provided with separate adequate subordinate staff to assist him in the discharge of his official duties pertaining to SC/ST welfare.

#### **Action Taken Reply of the Government**

2.7 BSF has provided adequate subordinate staff to Liaison Officer to assist him in the discharge of his official duties pertaining to SC/ST welfare.

#### **Recommendation No.18**

2.8 The Committee note that CRPF has appreciable number of Officers performing the duties of Liaison Officer in addition to their own designated duties and utilize the office accommodation already allotted to them. The services of staff posted in their office is being utilized by the Liaison Officer in the discharge of his Liaison office duties. The Committee recommend that since CRPF has more than 78,000 SC/ST personnel, the Liaison officers should not be overburdened with too many general duties. To enable him to perform his Liaison duties effectively for the Welfare of SC/ST personnel, the Liaison Officer should be provided adequate subordinate staff to assist him in the discharge of his duties efficiently. The Committee are also of the firm view that as far as possible all Liaison Officers and the Subordinate staff assisting them should be appointed from SC/ST community.

#### **Action Taken Reply of the Government**

2.9 CRPF is designated Force for dealing with counter insurgency or internal security operations all over the country. Thus the officers/staff are engaged in various operational commitments throughout the year and cannot be spared from their primary responsibilities. However, the Liaison Officers will be less burdened by assigning less administrative duties so that they discharge their duties very effectively. As regards providing of adequate staff to liaison officer is concerned, CRPF has large number of

vacancies in ministerial cadre; yet efforts will be made to provide supporting staff to Liaison Officer.



## CHAPTER III

### RECOMMENDATIONS/OBSERVATION WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE REPLIES OF THE GOVERNMENT

#### Recommendation No. 3

3.1 The Committee note that as on June, 2016 Assam Rifles (AR) has a total backlog of 238 (SC-79, ST-159) vacancies but after having filled 13 (SC-11, ST-02) vacancies of these backlog, it has a backlog of 225 (SC-68, ST-157). The Committee also note that to clear these backlog vacancies Physical Efficiency Test (PET) and Physical Standard Test (PST) have been completed for General Duty vacancies whose final result will be declared by Staff Selection Commission (SSC). Further for technical duty, recruitment rally was held and PET and PST was completed whose final result will be declared in November, 2016 after written and medical examination. The Committee are unhappy to note that out of 225 balance backlog vacancies the number of SC and ST vacancies pertaining to promotion and direct recruitment has not been specified and there has been considerable delay in declaring final result of recruitment in technical duty posts after recruitment rally and completion of PET and PST. The Committee would not only like to know the details of backlog vacancies for SCs and STs in DR and promotion quota but also strongly recommend to expeditiously fill up the backlog vacancies at the earliest. The Committee would also like to be apprised of the reason for delay in declaring the final result of recruitment in technical posts and also recruitment of General Duty posts by SSC including their appointment positions.

#### Action Taken Reply of the Government

3.2 (a) **Backlog vacancies of Direct Recruitment:** As against 225 backlog vacancies of direct recruitment quota, (SC-68 and ST 157), the existing vacancy position including backlog vacancies as on 10.02.2017 is as under:

SC	ST	Total	Remarks
42	129	171	Result of SSC recruitment rally declared on 02 Feb 2017,

			under which 465 candidates have been selected for Assam Rifles. Details of filled up vacancies of SCs/STs will be known on collection of their dossiers from respective CRPF Group Centres.
--	--	--	---

**(b) Backlog vacancies of Promotion Quota:** Details of backlog vacancies of promotion quota as on 31.12.2016 is as under:-

Group	SC	ST	Total	Remarks
Group 'B'	53	21	74	(a) Departmental Promotion Committee is under progress to fill up the backlog promotional vacancies
Group 'C'	15 3	11	164	(b) All possible opportunities are being provided to all SC/ST employees to achieve the lacking qualitative requirement by the department for their further promotion.

**(c) Delay in declaring final results of AR Technical and Tradesmen Recruitment:** The result of AR Technical and Tradesmen recruitment rally has been announced on 16.12.2016 under which 26 SCs & 28 STs candidates have been selected. Joining letters have been issued to the candidates to report to Assam Rifles Training Centre and School by 01.03.2017.

### Comments of the Committee

**3.3 Please see Para No. 1.13 of Chapter I.**

### Recommendation No.4

3.4 The Committee note that Border Security Force (BSF) has presently a backlog of 324 (SC-147, ST-177) vacancies. In order to clear these backlog vacancies, recruitment drive and DPCs were conducted during the year 2014-15 and again recruitment Drive and DPCs for the year 2015-16 are still in progress for filling up of remaining backlog vacancies. The Committee also note that 11 notifications were also published during

the year 2015-16 pertaining to filling up of backlog vacancies. It has also been stated that backlog reserved vacancies for SC/ST are being carried forward to subsequent year and are being filled up by conducting Direct Recruitment and DPCs throughout the year. The Committee would like to know the reason as to why backlog of 324 (SC-147, ST-177) vacancies was not cleared in recruitment drive and conducting DPCs in 2014-15. The Committee would also like to know what prompted BSF to issue 11 number of notifications in regard to filling up of these backlog vacancies.

#### **Action Taken Reply of the Government**

3.5 It is submitted that 11 notifications were published during the year 2015-16 to fill up the vacancies of SCs and STs of various cadres. Out of 324 posts (SC-147 and ST-177), 70 posts of SC and ST were filled and recruitment for fill up of remaining 254 posts i.e. (SC-114 & ST-140) is in progress.

#### **Comments of the Committee**

3.6 Please see Para No. 1.16 of Chapter I.

#### **Recommendation No. 6**

3.7 The Committee note that at the time of recruitment CRPF has not got adequate and suitable SCs and STs candidate from naxal affected tribal areas for joining the force. However, special pre-recruitment training camps have been organized for certain period of time after which they were declared fit to appear in the tests and subsequently large number of them have been recruited. The Committee appreciate these endeavors of the CRPF and desire that the same is replicated in other tribal areas too. The Committee may also be apprised of the details of ST candidates recruited after undergoing such trainings.

#### **Action Taken Reply of the Government**

3.8 CRPF had further carried out special pre-recruitment training camps in order to fill up vacancies of tribal of LWE affected States. A proposal to raise special Battalion from Bastariya Tribal Region is also under consideration. Special recruitment rallies for filling of 744 posts from ST candidates have been conducted in 04 districts of Bijapur, Dantewada, Narayanpur & Sukma. Prior to conducting of rallies, special pre-recruitment

training camps were organized under Civic Action Programme of local youth of above mentioned districts. Recruitment process is in final stage.

### **Comments of the Committee**

**3.9 Please see Para No. 1.22 of Chapter I.**

## CHAPTER IV

### RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE GOVERNMENT AND WHICH REQUIRE REITERATION

#### Recommendation No. 1

4.1 The Committee note that 5786 backlog posts are yet to be filled up in various subordinate and 38 attached offices of the Ministry of Home Affairs, out of which approximately three thousand posts are to be filled up through direct recruitment and 2500 by promotion. The Committee observe with serious concern that inspite of efforts made by the Ministry of Home Affairs and its subordinate and attached offices to fill up vacancies there remained a backlog of 225 posts in Assam Rifles (AR), the breakup of which are SC-68 and ST-157; Border Security Force (BSF) has total backlog of 324 posts out of which 147 vacancies pertain to SC and 177 vacancies pertain to ST; Central Reserve Police Force (CRPF) has a total backlog of 1662 out of which 1039 SC and 392 ST vacancies are in Direct Recruitment (DR) quota and 108 SC and 123 ST vacancies in Promotion quota; Central Industrial Security Force (CISF) has a total backlog of 308 out of which 265 SC and 26 ST vacancies are in DR quota and 17 ST vacancies are in promotion quota; SSB has a backlog of 370 vacancies out of which 139 SC and 95 ST vacancies are in DR quota and 131 SC and 05 ST vacancies are in promotion quota; ITBP has a backlog of 175 vacancies out of which 12 SC and 02 ST vacancies are in DR quota and 116 SC and 45 ST vacancies are in promotion quota; IB has a backlog of 548 out of which 363 vacancies pertain to SC and 185 vacancies to ST; RGI has a backlog of 16 vacancies out of which 12 vacancies are in DR quota and 04 are in promotion quota and other agencies have a total backlog of 09 vacancies out of which 06 SC vacancies pertain to DR and 03 SC and 01 ST pertain to promotion. The Committee are not inclined to accept the reasons adduced by the Ministry of Home Affairs i.e. non-availability of ST candidates even in the extended zone of consideration in case of promotion quota posts, non availability of suitable candidates in the market for Direct Recruitment and non-availability of eligible/suitable candidates in the respective States/UTs etc. The Committee take serious cognisance of huge backlog of SC/ST vacancies in various subordinate and attached offices of the Ministry of Home

Affairs. The Committee are of the firm view that central armed police forces like CRPF, CISF, SSB etc. play significant role in maintenance of law and order and internal security of the Country. Allowing large number of posts to remain unfilled in these forces not only tantamount to compromising with the upkeep of law and order and internal security of the Country but also to a large extent leads to deprivation of legitimate employment opportunities to SCs/STs. The Committee strongly recommend that Ministry of Home Affairs should take concerted efforts to fill these backlog of vacancies expeditiously and in the year 2016-17 positively.

### **Action Taken Reply of the Government**

4.2 The details of the action taken and strategy to clear the backlog by various subordinate and attached offices of the Ministry of Home Affairs are as under:-

**(a) Assam Rifles :**

The backlog vacancies for direct recruitment as on 01.06.2017 is as under:-

<b>SC</b>	<b>ST</b>	<b>Total</b>	<b>Remarks</b>
42	129	171	Recently 10 SCs and 15 STs backlog vacancies have been filled after the declaration of result of recruitment conducted by SSC. Therefore, 32 SCs and 114 STs backlog vacancies are unfilled.

Further, following recruitment rallies have been planned to fill up the backlog vacancies:-

- i. Assam Rifles Technical & Tradesmen Recruitment Rally, 2017
- ii. Assam Rifles Compassionate Recruitment Rally, 2017
- iii. SSC Rally 2017 for GD personnel.

**(b) Border Security Force (BSF)**

Out of 324 backlog vacancies (i.e. 147 vacancies of SC and 177 vacancies of STs), 70 posts (33 SCs and 37 STs) have since been filled up. Recruitment action is in progress to fill up the balance backlog vacancies during 2017-18.

**(c) Central Industrial Security Force (CISF)**

The following action have been taken to clear the total 308 (291 for Direct quota and 17 for promotion quota) backlog vacancies:-

- i. To clear the 13 ST backlog vacancies of Assistant Sub-Inspector/Stenographer, Notification has been published on 28.01.2017 and the process is on.
- ii. To clear the 258 SC and 04 ST backlog vacancies of Constable (Driver), the Notification for conduct of Special Recruitment Drive was published on 08.10.2016 and now recruitment is under process.
- iii. 02 ST vacancies for the post Bandsman to be filled in next regular recruitment.
- iv. 07 SC and 07 ST backlog vacancies to the post of Constable (General Duty) has been filled up. Hence, at present the total backlog vacancies in Direct quota is 277 i.e. (291 Minus 14). 17 ST backlog vacancies in promotion quota could not be filled-up due to non-availability of ST candidates even in the extended zone of consideration.

**(d) Central Reserve Police Force (CRPF)**

During the last recruitment CRPF has filled up 20,039 of posts through SSC (Male UR-10,162, OBC-4763, SC-3123, ST-1991 & Female UR-89, OBC-331, SC-173, ST-165). Apart from above, 1401 candidates (SC-609, ST-792) belonging to naxal affected area have also been selected. In all a total 6853 candidates (SC-3905, ST-2948) have been selected from reserved categories and all backlog vacancies pertaining to SC/ST categories are being filled up during the year 2016-17 as desired by the Committee. Moreover, remaining 231 vacancies (108 SC and 123 ST) in promotional ranks have also been filled from beyond extended zone of consideration and no backlog vacancies are left which are required to be filled.

**(e) Sashastra Seema Bal (SSB)**

The details of backlog vacancies in direct recruitment quota and action taken to clear the backlog is as under:-

Posts	Backlog		Filled		Action taken/Strategy to clear the backlog.
	SC	ST	SC	ST	
Assistant Commandant (MO)	5	0	0	0	<p>i) Requisition for filling up of 60 AC(MO) including 07 vacancies of SC category was made to MOSB-15. MOSB has allotted 18 AC(MO) including 01 SC to SSB. Offer of appointment has been issued on 05.01.2017. Joining waited.</p> <p>ii) For filling up of 61 vacancies of AC(MO) including 10 vacancies of SC category has been projected to MOSB-2016. Allotment of candidates is awaited from MOSB-2016.</p>
Constable (Driver)	124	0	0	0	Recruitment process is under progress.
Tradesmen	10	95	0	0	Recruitment process is under progress.
<b>Total</b>	<b>139</b>	<b>95</b>	<b>0</b>	<b>0</b>	

The details of backlog vacancies in promotion quota and action taken to clear the backlog is as under:-

Posts	Backlog		Filled		Action taken/Strategy to clear the backlog.
	SC	ST	SC	ST	
Executive Engineer	0	1	0	0	Notification of Recruitment Rules is under process. The same will be filled up after notification of RR.
Publicity Officer	1	0	1	0	Vacancies treated as de-reserved and filled by Un-reserved candidates due to non-availability of candidates in feeder grade.
AC (GD)	4	0	0	0	Vacant posts will be filled up during 2017-18.
AC (Comm)	1	1	0	0	



Insp (GD)	44	0	35	0	35 vacancies filled up in the year 2016-17. Remaining 09 vacancies will be filled in 2017-18.
Insp (Pioneer)	0	1	0	0	01 SI (Pioneer) of ST category will become eligible for promotion on 01.04.2017. The post will be filled up during the year 2017.
SI (GD)	81	0	81	0	Vacancies filled up in the year 2016-17.
SI (Steno)	0	2	0	0	02 ASIs (Steno) of ST category will be eligible for promotion on 01.04.2019 and post will be filled accordingly.
Total	131	5	117	0	

**(f) INDO TIBETAN BORDER POLICE (ITBP)**

The backlog vacancies in DR Quota (06 SC and 01 ST) could not be filled due to non-completion of recruitment process which will be filled during 2017-18.

Out of unfilled backlog vacancies of Promotion Quota (101 SC and 33 ST), vacancy of 01 SC has been filled up to 31.12.2016. Remaining 100 SC and 33 ST could not be filled, due to non-availability of eligible personnel in feeder cadre. Filling of vacancies of 19 SC and 09 ST is under process and likely to be completed by 30.06.2017. Efforts are on and the remaining vacancies will be filled as soon as eligible personnel in these categories are available in the feeder cadre.

**(g) Registrar General & Census Commissioner of India (RG&CCI):**

To fill up Direct Recruitment Quota posts 3 MTS (SC-2, ST-1) and 1 LDC (SC) post requisition to Staff Selection Commission has been sent on 02.02.2015. Reminder has been sent to SSC on 16.2.2016 and again on 17.2.2017 to expedite the selection process. However, recommendations from SSC are still awaited. One LDC post has been filled up in June 2016. 3 DR posts vacant in Statistical Cadre (1 Assistant Compiler and 2 Compiler) are not feasible to be filled up due to the restructuring in Statistical Cadre of the office of Registrar General of India on 7.7.2015. In pursuance of Cadre re-structuring, 324 additional posts of Statistical Investigator Grade II at entry grade have been

created and the instructions with reference to reservation for SCs/STs will be strictly followed in making recruitment.

Similarly, in case of 5 direct recruitment posts vacant in Electronic Data Processing (EDP) Cadre (Data Entry Operator Grade B) are not feasible to be filled up due to the restructuring in EDP of the office of Registrar General & Census Commissioner of India. In pursuance to Cadre re-structuring, 293 additional post of Data Processing Assistant Grade A at entry grade have been created.

In Promotion Quota there are 4 backlog vacancies. Two vacancies fall in the post of Compiler (ST). No ST employee is available (after re-structuring the post of Compiler to be phased out) in feeder grade for promotion. It is also to intimate that in pursuance of Cadre re-structuring, 324 additional posts of Statistical Investigator Grade II at entry grade have been created. Remaining two posts (SC-1, ST-1) belong to the cadre of Assistant Directors. However, due to non-availability of any SC/ST candidate even under the extended zone of consideration, one SC and one ST vacancy in Promotion Quota could not be filled up.

**(h) Intelligence Bureau (IB)**

**At present, there is no backlog of SC/ST vacancy available under direct Recruitment Quota (DR)** as all 267 backlog vacancies have already been filled up from the panels of the subsequent examinations.

However, despite our best efforts, during 2016-17, 548 backlog SC/ST vacancies remained unfilled under promotion quota. Out of 548 backlog vacancies of 'promotion quota' in IB, 381 & 167 (not 363 & 185) are of SC & ST category respectively. During the year 2017-18, 190 backlog vacancies have been filled, reducing the current backlog vacancies from 548 to 358 as tabulated below:

Sl. No.	Group	As on 01.04.2016		As on 01.04.2017	
		SC	ST	SC	ST
1.	A	48	14	48	14
2.	B	220	122	134	85
3.	C	113	31	49	28
Total		381	167	231	127
		548		358	

Despite making best efforts, all backlog vacancies could not be filled up through promotion. The reason behind is that in many cases, SC/ST officers pick up promotion immediately after completing the residency period. Where a large number of vacancies say 300 to 500 vacancies are filled in one go, most of the SC/ST category officers get promoted against the UR vacancies (own-merit) and hence, vacancies earmarked to be filled up by SC/ST officers remain unfilled. For instance, prior to DoPT OM dated 30.09.2016, SC/ST officers who were eligible and covered within the number of UR vacancies earmarked to be filled up only by SC/ST officers remained unfilled. During DPC year 2015-16, a total of 61 vacancies (53UR+7SC+1 ST) were available under promotion quota of Section Officer. Out of total eligible 52 ASOs promoted as SO, though 26 SC category were promoted (including 24 against UR vacancies on their own seniority and 2 against SC vacancies under relaxed standard in terms of DoPT OM 03.10.2000), 5 vacancies of SC & 1 vacancy of ST still remained unfilled for want of eligible SC/ST category officers. AS such, despite 26 SC/ST officers got promotion against only 8 SC/ST vacancies, 6 SC/ST vacancies still remained unfilled increasing the backlog vacancies. During 2015-16 and 2016-17, the number of SC/ST category officers who were promoted by virtue of own seniority are tabulated as under:

DPC	No. of total officers empanelled			
	Against UR vacancies		Against earmarked vacancies	
	SC*	ST*	SC	ST
2015-16	91	28	128	90
2016-17	63	40	144	100
Total	154	68	272	190

\*No. of SC/ST officers promoted on their own merit against UR Vacancies

In such situation, though the representation of SC/ST category officers in some ranks remains quite close or upto the percentage prescribed for them (15% for SC and 7.5% for ST), a large number of earmarked SC/ST vacancies remain

unfilled and constitute bulk of backlog vacancies. Besides, in some ranks SC/ST officers are not eligible for promotion. For example, during DPC year 2017-18, 26 SC & 13 ST vacancies (including c/f) were available. However, only 8 SC & 1 ST vacancies could be filled up and 18 SC & 12 ST vacancies remained unfilled for want of eligible JSAs. Filling of these backlog vacancies are likely to take some more time but in the meantime, some more SC/ST vacancies would become available and add to existing backlog vacancies.

Other reason is that in some other ranks, where promotion is effected on "selection" basis, few SC/ST category officers are though completing the residency period prescribed in RRs but are not being covered even in the extended zone of consideration (5 times of total number of vacancies). However, concerted efforts would be made to fill up these backlog vacancies at the earliest as per the government instructions on the matter.

It may be observed from the above that, despite our concerted efforts made to fill up these backlog vacancies within the ambit of existing Govt. instructions on the matter, the backlog of SC/ST could not be got cleared due to non-availability of SC/ST officers even in the extended zone of consideration.

**(i) Directorate of Forensic Science Services (DFSS)**

01 backlog vacancy of promotion quota pertains to DFSS in the grade of Scientist-B (Documents). For filling up of this vacancy by promotion, DFSS had submitted a proposal to UPSC. As per DPC recommendation forwarded by UPSC, no employee was recommended for promotion to this post because of non-availability of any employee belonging to SC category in the feeder grade i.e. ACIO-I.

Since there is no SC employee in the feeder grade i.e. ACIO-I, in terms of provision in the RRs, a proposal for the approval for filling up this vacancy by Direct Recruitment Quota (Reserved for SC Category) is being considered.

**(j) Central Forensic Science Laboratory (CBI) – CFSL(CBI)**

Under CFSL(CBI), there are four backlog vacancies of SC (02 - Promotion Quota and 02 - Direct Recruitment) of SSO-II, one vacancy under Promotion Quota of

SA post and One vacancy of ST under Direct Recruitment quota of Lab Attendant.

Due to merger of the posts of Scientific Assistant and Senior Scientific Assistant, the eligibility criteria has been changed and posts will be filled up after the revision of Recruitment Rules. Revision of Recruitment Rules is under process. Similarly the revision of RRs for the post of Lab Attendant is also under process. Once the Recruitment Rules are finalized, the SC and ST vacancies will be intimated to UPSC/SSC to fill up the backlog vacancies.

**(k) Directorate of Coordination of Police Wireless (DCPW)**

There is one ST backlog vacancy under Promotion Quota in DCPW for the post of Extra Assistant Director (EAD). On 30<sup>th</sup> March, 2017, MHA has approved the proposal of DCPW regarding Cadre Review of Group 'B' and 'C' posts in DCPW and the amendment/re-frame of Recruitment Rules of all the posts approved in the Cadre Review including the post of Extra Assistant Director (EAD) which is now re-designated as Joint Assistant Director (JAD) and merger of feeder grades. Once the RRs for the post of JAD are finalized, the one backlog ST vacancy along with other vacant posts will be filled up immediately.

**Comments of the Committee**

**4.3. Please see Para No. 1.7 of Chapter I.**

**Recommendation No. 7**

4.4 The Committee note that CISF presently has a backlog of 308 vacancies out of which 291 vacancies pertain to Direct Recruitment quota and 17 vacancies pertain to Promotion quota. To clear these backlog, it was proposed to fill 13 ST backlog vacancies of ASI/steno in the recruitment drive scheduled for month of August, 2016; 258 SC and 4 ST backlog vacancies of Constable (Driver) through Special Recruitment Drive scheduled for the month of September, 2016; 2 ST vacancies for the post of Bandsman to be filled in next regular recruitment and finally 7 SC and 7 ST backlog vacancies of Constable General Duty were to be filled up in the current Recruitment Drive where written examination results have already been declared by SSC and medical examination were scheduled to be held in the month of May, 2016. The Committee may be apprised of the status of the Special Recruitment Drive for 258

backlog vacancies of Constable (Driver) that was to be launched in September, 2016 and also the outcome of the recruitment process for 13 ST backlog vacancies of ASI/Steno and 7 SC and 7 ST backlog vacancies of Constable General Duty.

### **Reply of the Government**

4.5 The following action is being taken to clear the 308 (291 for Direct quota and 17 for promotion quota) backlog vacancies as per details given below :-

- i. For 13 ST backlog vacancies of ASI/Steno, Notification has been published on 28.01.2017 and the process of recruitment is on.
- ii. For 258 SC and 04 ST backlog vacancies of Constable/Driver, the Notification for conduct of Special Recruitment Drive was published on 08.10.2016 and now recruitment is under process.
- iii 02 ST vacancies for the post of Bandsman to be filled in next regular recruitment.
- iv. 07 SC and 07 ST backlog vacancies of Constable/General Duty have been filled up. Hence, at present the total backlog vacancies in Direct quota are 277 i.e. (291 Minus 14). 17 ST Backlog vacancies in promotion quota could not be filled-up due to non-availability of ST candidates even in the extended zone of consideration.

### **Comments of the Committee**

4.6 **Please see Para No. 1.25 of Chapter I.**

### **Recommendation No. 8**

4.7 The Committee are surprised to note that no measures has been taken to fill up 17 backlog vacancies in Promotion Quota. The Committee, therefore, recommend that the Government should take concerted steps including providing relaxation and further extending zone of consideration to fill 17 backlog vacancies in Promotion Quota in CISF at the earliest and inform the Committee accordingly.

### **Reply of the Government**

4.8 In Fire Cadre of CISF, there is a backlog of 06 posts in Inspector/Fire and 11 posts in Sub-Inspector/Fire in the ST category for promotion quota. At present, there are no ST candidates available in feeder rank i.e. in the rank of Sub-Inspector/Fire and Assistant Sub-Inspector/Fire, as such, CISF is unable to fill up these posts in promotion

quota. However, it is also mentioned that as and when eligible candidates in ST category in the rank of Sub Inspector/Fire and Asstt. Sub-Inspector/Fire become available, the above back log vacancies will be filled-up.

### **Comments of the Committee**

#### **4.9 Please see Para No. 1.28 of Chapter I.**

### **Recommendation No. 9**

4.10 Sashtra Seema Bal (SSB) has presently a backlog of 370 vacancies out of which 234 (SC-139, ST-95) pertain to Direct Recruitment Quota and 136 (SC-131, ST-05) pertain to Promotion Quota. To clear these backlog vacancies in Promotion Quota, SSB has initiated recruitment process to fill 5 SC vacancies of Assistant Commandant in DR quota and also initiated notification process through DAVP to fill 124 Constable vacancies and 10 SC and 95 ST vacancies of Tradesman under DR quota. It is also noted that to fill backlog vacancies in Promotion Quota, eligible candidates for 130 SC vacancies would be available for promotion during the year 2016-17 to 2018-19 and for 04 ST vacancies, candidates would be eligible for promotion during the year 2016-17 to 2019-20. The Committee may be apprised of the status of recruitment process of 5 SC vacancies of Assistant Commandant and 124 backlog vacancies of Constable and 10 SC and 95 ST vacancies of Tradesman in Direct Recruitment Quota. The Committee would further like to know the number of backlog vacancies filled so far for 130 SC vacancies which were to be filled from eligible candidates from this year 2016-17 to 2018-19 and also the number of ST candidates filled for 04 ST backlog vacancies amongst eligible candidates during the year 2016-17 to 2019-20.

### **Action Taken Reply of the Government**

4.11 The details of backlog vacancies in direct recruitment quota and action taken to clear the backlog is as under :-

<b>Posts</b>	<b>Backlog</b>		<b>Filled</b>		<b>Action taken/Strategy to clear the backlog.</b>
	<b>SC</b>	<b>ST</b>	<b>SC</b>	<b>ST</b>	
Assistant Commandant (MO)	5	0	0	0	i) Requisition for filling up of 60 AC(MO) including 07 vacancies of SC category was made to MOSB-15. MOSB has allotted 18 AC(MO) including 01 SC to SSB. Offer of appointment has been issued on 05.01.2017. Joining waited. For filling up of 61 vacancies of AC(MO) including

					10 vacancies of SC category has been projected to MOSB-2016. Allotment of candidates is awaited from MOSB-2016.
Constable (Dvr)	124	0	0	0	Recruitment process is under progress.
Tradesmen	10	95	0	0	Recruitment process is under progress and is likely to be completed soon.
<b>Total</b>	<b>139</b>	<b>95</b>	<b>0</b>	<b>0</b>	

4.12 The details of backlog vacancies in Promotion Quota and action taken to clear the backlog is as under :-

Posts	Backlog		Filled		Action taken/Strategy to clear the backlog.
	SC	ST	SC	ST	
Executive Engineer	0	1	0	0	Notification of Recruitment Rules is under process. The same will be filled up on notification of RR.
Publicity Officer	1	0	1	0	Vacancies treated as de-reserved and filled by Un-reserved candidates.
AC (GD)	4	0	0	0	Vacant posts will be filled up during 2017-18.
AC (Comm)	1	1	0	0	
Insp (GD)	44	0	35	0	35 vacancies filled up in the year 2016-17. Remaining 09 vacancies will be filled by 30.06.2017.
Insp (Pioneer)	0	1	0	0	01 SI (Pioneer) of ST category will become eligible for promotion on 01.04.2017. The post will be filled up during the year 2017-18.
SI (GD)	81	0	81	0	Vacancies filled up in the year 2016-17.
SI (Steno)	0	2	0	0	02 ASIs (Steno) of ST category will be eligible for promotion on 01.04.2019 and post will be filled accordingly.
<b>Total</b>	<b>131</b>	<b>5</b>	<b>117</b>	<b>0</b>	

### Comments of the Committee

4.13 Please see Para No. 1.32 of Chapter I.



### **Recommendation No. 10**

4.14 The Committee note that Indo Tibetan Border Police (ITBP) has 14 backlog vacancies in DR quota and 161 backlog vacancies in Promotion Quota. It has been stated that backlog of non-gazetted officers in DR quota is to be filled in the year 2016-17 and backlog vacancies in promotion quota could not be filled due to non-availability of eligible personnel in the feeder grades. The Committee are unhappy to note that even though special pre-promotional courses were imparted to personnel in the feeder cadre in order to make them eligible for next promotion, yet it would take 2-3 years to fill up 100% vacancies in promotion quota. The Committee recommend that ITBP should take urgent steps to fill all backlog vacancies in Direct Recruitment Quota without any further loss of time. The Committee further recommend that ITBP should come out with a suitable plan to fill up all existing 161 backlog vacancies in Promotion Quota including considering possibility of relaxation as per DoPT guidelines and extending zone of consideration instead of waiting for 2-3 years because backlog cannot continue for a indefinite period of time.

### **Action Taken Reply of the Government**

4.15 In the case of Group 'A' & 'B' Gazetted officers of ITBP, the backlog vacancies as on 29.02.2016 were SC-06 & ST-01 of Direct Recruitment quota and SC-15 & ST-12 in Promotion Quota. There are large number of backlog vacancies in Medical Cadre under direct quota and GD cadre under promotion quota. The backlog vacancies in direct recruitment of medical cadre are generally due to the following reasons:-

- i) Recruitment agency do not provide full requirement of candidates with reference to the vacancies notified to them
- ii) Non joining of candidates after issue of offer of appointment.
- iii) Resignation by the direct recruits owing to their personal problems and getting better service opportunity elsewhere.

4.16 As far as the position in promotion quota of GD Cadre is concerned, although sufficient candidates are available in the feeder cadre, the vacancies could not be filled up during 2016-17 due to filing of SLP No. 20522/2015 in Hon'ble Supreme Court by Sh. Kalu Ram Meena, DC(Tele) against judgment of Hon'ble Delhi High Court dated 25.05.15. These vacancies are likely to be filled up during the vacancy year 2017-18 subject to the outcome of the case.

## **Comments of the Committee**

### **4.17 Please see Para No. 1.36 of Chapter I.**

#### **Recommendation No. 12**

4.18 The Committee take a serious view in the matter that as on 30.06.2014 Intelligence Bureau (IB) has reported a total backlog of 758 but presently backlog of only 688 (SC-453, ST-235) vacancies are made available. The Committee would like to be apprised of the reasons for reduction in number of backlog vacancies and steps proposed to be taken to fill up all backlog vacancies within a specific time frame.

#### **Reply of the Government**

4.19 As per the available records, out of reported 758 backlog vacancies available under DR (267) and promotion quota (491) earlier, 267 DR backlog vacancies have already been filled up through various panels of subsequent examinations conducted by IB/SSC. On the other hand, 57 more SC/ST vacancies were accumulated under promotion quota (despite filling up of 25 SC/ST Backlog vacancies out of 82 fresh SC/ST vacancies occurred during the year 2015-16) in various ranks during the year 2015-16. This resulted into increase of 491 backlog vacancies upto the year 2014-15 to 548 upto the year 2016-17 due to reasons enumerated against our reply against recommendation No. 1 above. As such, upto the year 2016-17 we were carrying only 548 backlog vacancies (SC=381 and ST=167). Of these 548, 190 backlog vacancies have been filled up through various DPCs conducted for the year 2017-18 and overall backlog vacancies came down to 358 (SC=236 and ST=122).

In order to fill up all these backlog vacancies, a proposal is being referred to DoPT for exploring the feasibility (i) of incorporating enabling provisions for SC/ST candidates in RRs and (ii) to relax the maximum limit of extended zone of consideration (5 times of total vacancies at present) to fill up maximum of these backlog vacancies at the earliest. However, as amendment in RRs requires consultation with various department/ministries like DoPT, UPSC, MoL etc, it may take some time and at present, it would not be feasible to give any specific time frame. As such, IB is committed to resort to all possible measures fall within the ambit of existing instructions, to fill up all backlog vacancies of SC/ST category at the earliest.

## Comments of the Committee

### 4.20 Please see Para No. 1.43 of Chapter I.

#### Recommendation No. 13

4.21 The Committee further note that in IB after having filled 140 vacancies out of 688, there remains balance backlog of 548 (SC-363, ST-185) but the details of backlog in DR and Promotion Quota vacancies and group of posts which were already filled and unfilled is not mentioned which shows the casual attitude of the IB in furnishing information to the Committee. The Committee also find it hard to believe that backlog vacancies in Promotion Quota could not be filled due to non-availability of eligible candidates even after extending the zone of consideration to 5 times. It was given to understand that for other vacancies, RRs are under revision and would be filled up as soon as it is revised and notified. The Committee desire that the details of 548 backlog vacancies whether under DR and Promotion quota and the group of posts to which they belong and for how long they have remained unfilled and steps taken in the past to fill up backlog vacancies in promotion posts may be made available to the Committee. The Committee may also be apprised of the latest position of exercise undertaken by IB to revise the RRs and also to state clearly the enabling provisions for SCs/STs in the revised RRs and how far it would benefit SCs/STs employees/candidates. The Committee desire that Ministry of Home Affairs should launch a Special Recruitment Drive to fill up backlog vacancies within 03 months.

#### Action Taken Reply of the Government

4.22 Presently, there is no backlog vacancy under DR quota. The details of unfilled backlog vacancies under promotion quota is as under:

DPC	No. of total officers empanelled			
	Against UR vacancies		Against earmarked vacancies	
	SC*	ST*	SC	ST
2015-16	91	28	128	90
2016-17	63	40	144	100
Grand Total	154	68	272	190

4.23 Non-availability of SC/ST officers who are completing residency period prescribed in RRs but not falling within extended zone of consideration (5 times of the vacancies) is the main cause of non-filling up of backlog vacancies.

4.24 Following effective steps are being taken to clear backlog vacancies under promotion quota:

- (i) All possible efforts are made to fill up vacancies including backlog vacancies through relaxation proposals, cadre review (overall vacancies increase and eligible SC/ST officers are covered within extended zone of consideration).
- (ii) Cases where DPCs are convened on "Non-Selection" basis, all the available eligible SC/ST officers irrespective of their seniority position, are promoted against the earmarked posts for them.
- (iii) SC/ST officers are being promoted under relaxed standard in terms of the instructions contained in DOPT O.M. dated 03.10.2000.

4.25 As regards incorporating enabling provisions in RRs for clearing backlog of SC/St vacancies, it is stated that at present, RRs of IB has no specific mention of any enabling provisions with regard to any class of persons including that of SCs/STs. However, in order to fill up the maximum of SC/ST backlog vacancies, a proposal is being referred to DoPT requesting Govt. to allow us incorporating enabling provision in our RRs exclusively for SC/ST category officers. Action for filling up these backlog vacancies would be taken immediately once RR are finalised.

### **Comments of the Committee**

**4.26 Please see Para No. 1.49 of Chapter I.**

### **Recommendation No. 14**

4.27 The Committee note presently there are 12 backlog vacancies in Direct Recruitment quota and 04 vacancies in Promotion Quota in Registrar General of India (RGI). The Committee were also informed that backlog vacancies in Promotion Quota could not be filled due to non-availability of eligible candidates in the feeder grades and that backlog vacancies in Promotion quota will be filled as soon as eligible candidates are available in the feeder grades. As for backlog vacancies in DR quota, it has been stated that efforts are on to fill them. The Committee are not impressed with the reply of

the Government that the backlog vacancies in Promotion quota would be filled once eligible candidates are available in the feeder grades instead of going for extreme measures to fill them up. Efforts made to fill the backlog vacancies in DR quota is also not clearly mentioned. The Committee, therefore, recommend that RGI should take concrete steps to fill up these backlog vacancies in Promotion quota and DR quota at the earliest so as to ensure that deserving SC/ST employees/candidates are promoted/recruited without any further loss of time.

### **Action Taken Reply of the Government**

4.28 To fill up Direct Recruitment Quota posts 3 MTS (SC-2, ST-1) and 1 LDC (SC) post, requisition to Staff Selection Commission was sent on 02.02.2015. Reminders were sent to SSC on 16.2.16 and again on 17.2.17 to expedite the selection process. However, recommendations from SSC are still awaited. One LDC posts has been filled up in June 2016. 3 DR posts vacant in Statistical Cadre (1 Assistant Compiler and 2 Compiler) are not feasible to be filled up due to the restructuring in Statistical Cadre of the office of Registrar General of India on 7.7.2015. In pursuance of Cadre restructuring, 324 additional posts of Statistical Investigator Grade II at entry grade have been created and the instructions with reference to reservation for SCs/STs will be strictly followed in making recruitment.

4.29 Similarly, in case of 5 direct recruitment posts vacant in Electronic Data Processing (EDP) Cadre (Data Entry Operator Grade B) are not feasible to be filled up due to the restructuring in EDP of the office of Registrar General & Census Commissioner of India. In pursuance to Cadre re-structuring, 293 additional post of Data Processing Assistant Grade A at entry grade have been created.

4.30 In Promotion Quota there are 4 backlog vacancies. Two vacancies fall in the post of Compiler (ST). No ST employee is available (after re-structuring the post of Compiler to be phased out) in feeder grade for promotion. It is also stated that in pursuance of Cadre re-structuring, 324 additional posts of Statistical Investigator Grade II at entry grade have been created. Remaining two posts (SC-1, ST-1) belong to the cadre of Assistant Directors. However, due to non-availability of any SC/ST candidate even under the extended zone of consideration, one SC and one ST vacancy in Promotion Quota could not be filled up.

## **Comments of the Committee**

**4.31 Please see Para No. 1.54 of Chapter I.**

### **Recommendation No. 15**

4.32 The Committee note that in other organisations there are 09 backlog vacancies out of which 06 (SC-06, ST-nil) pertains to DR quota and 03 (SC-02, ST-01) pertain to Promotion quota. For 01 ST vacancy in Promotion quota, a Departmental Qualifying Examination for promotion has been conducted and the selected candidate is to be promoted soon. However, 01 SC vacancy under Promotion quota and 01 SC vacancy under DR quota was taken up with UPSC but no suitable candidates was found. But for the rest of the vacancies, Recruitment Rules are being revised so as to fill these backlog. The Committee would like to know the specific details of posts of SC backlog vacancies under Promotion quota and DR quota taken up with UPSC and also eligibility criteria for selection/promotion to these posts. The Committee may also be apprised of the status of the revised Recruitment Rules and as to how it would benefit the SCs and STs employees/candidates.

### **Action Taken Reply of the Government**

4.33 There are two posts (Direct Recruitment) and two posts (Promotion quota for SC candidates). The status of these four posts is as under :

#### **Direct Recruitment Posts (02)**

i. CFSL(CBI) submitted requisition for 10 posts (including one post of SSO-II (Document) of Sr. Scientific Officer Gr.II by Direct Recruitment which were revived by Min. of Finance vide letter dated 25-2-2010 and stated that in future posts of SSO-II would be filled up as per revised RRs. UPSC vide their letter dated 11-5-2011 selected one direct post of SSO-II. The selected candidate sought extension of time for joining which was granted up to 15-1-2012 subject to condition that no request for further extension beyond 15-1-2012 will be considered. However, further extension was granted upto 8-2-2012 and CFSL(CBI) vide their letter dated 19-4-2014 cancelled the candidature as the candidate did not joined till 19-4-2012 and also intimated to UPSC. The Revised Recruitment Rules for the post of SSO-II have been framed by CFSL(CBI) have been considered in MHA. After seeking approval of the Competent Authority in

MHA, the Recruitment Rules for the posts are under submission with DoPT since 27-4-2017 for their consideration and approval.

ii. One candidate for the post of SSO-II (Ballistics) under DR quota was recommended by UPSC but candidate did not join. His candidature was cancelled vide CFSL(CBI) letter No. 9-2/2009-CFSL/2673 dated 11.05.2012 Further, it is submitted that at the time of sending the proposal to UPSC for filling up the above said posts, CFSL requested to UPSC that in future the post of SSO-II would be filled as per the revised RRs vide CFSL (CBI) letter No.9-18/2010-CFSL/3810 dated 28-06-2011. The revised Recruitment Rules have been framed by CFLS(CBI) and the same have been considered in MHA. After seeking approval of the Competent Authority in MHA, the Recruitment Rules for the posts are under submission with DoPT since 27-4-2017 for their consideration and approval.

### **Promotion Quota Posts (02)**

iii. Proposal was sent to UPSC for post of SSO-II (Photo) by DR (under failing clause for promotion quota post as per Recruitment Rules). UPSC vide their letter No. 1/204(43)/2011-R.II dated 13-12-2011 has intimated that none of the applicant found suitable for interview. UPSC has suggested that a comprehensive review may be conducted of the educational qualifications and experience prescribed in the existing Recruitment Rules of the post and necessary amendment may be carried out therein as early as possible so that such instance of failure of recruitment process can be avoided in future. The revised Recruitment Rules have been framed by CFLS(CBI) and the same have been considered in MHA. After seeking approval of the Competent Authority in MHA, the Recruitment Rules for the posts are under submission with DoPT since 27-4-2017 for their consideration and approval.

iv. One post of SSO-II (Document) is vacant since 2011 under promotion quota due to no eligible candidate available as per exiting RRs. CFSL(CBI) has already requested UPSC vide CFSL (CBI) letter No.9-18/2010-CFSL/3810 dated 28-06-2011 that the next proposal for filling up the above said posts will be sent to UPSC as per the revised RRs. The revised Recruitment Rules have been framed by CFLS(CBI) and the same have been considered in MHA. After seeking approval of the Competent Authority in MHA, the Recruitment Rules for the posts are under submission with DoPT since 27-4-2017 for their consideration and approval.

Due to merger of the posts of Scientific Assistant and Senior Scientific Assistant w.e.f. 22-8-2012, the eligibility criteria have been changed and 01 backlog SC vacancy will be filled up after the revision of Recruitment Rules and intimation of vacancy to UPSC. Revision of Recruitment Rules is under process similarly the revision of RRs for the post of Lab Attendant is under process.

One backlog ST vacancy of Laboratory Attendant is not filled due to direction issued by CBI Headquarters i.e. “there is a dire need to improve the system by ensuring that the Interview Board is headed by a sufficiently senior officer for maintaining objectively and impartiality.” CFSL(CBI) has submitted Recruitment Rules for the post of Laboratory Attendants to MHA accordingly. The Recruitment Rules have been examined in the Ministry and approval of Competent Authority is being solicited.

### **Comments of the Committee**

**4.34 Please see Para No. 1.59 of Chapter I.**



## **CHAPTER – V**

### **RECOMMENDATIONS/OBSERVATION IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED.**

#### **Recommendation No. 2**

5.1 The Committee note that only 20 percent of the officers in Assam Rifles are recruited from North Eastern Region, whereas the rest of the 80 percent officers come on deputation from the Defence Forces. The Committee would like to know as to why only officers from defence forces are allowed to fill 80 percent of officer's posts in Assam Rifles when officers from Central Armed Police Forces and other para military forces are also available. The Committee feel that since Assam Rifles is basically concentrated in North East India, the percentage of officers in officer's rank from North East States should be in proportion to SC/ST population of the North East Region. The Committee, therefore, recommend that as assured by the Home Secretary during the evidence, selection of officers from North East Region should be in tune with the reservation percentage of SC/ST population in the region. The Committee further recommend that in view of the fact that majority of the subordinate personnel/riflemen are basically from the North East region, promotions of subordinate personnel upto Junior Commissioned Officers (JCO) rank should be ensured in time for all eligible and qualified personnel.

#### **Action Taken Reply of the Government**

5.2 As desired, the recommendations of the Committee in this regard have been conveyed to the Ministry of Defence.

#### **Comments of the Committee**

5.3 **Please see Para No. 1.10 of Chapter I.**

#### **Recommendation No.11**

5.4 The Committee may also be apprised of the outcome of SLP No. 20522/2015 filed in the Supreme Court by Shri Kalu Ram Meena, DC, GD (tel) against the order dated 25.05.2015 of the Delhi High Court which will decide the vacancies filling up of backlog vacancies of Gazetted Officers posts in Promotion Quota.

### **Action Taken Reply of the Government**

5.5 Four cadres of technical posts (Group 'A') of ITBP i.e. Telecommunication, Transport, Armourers and Electronic Data Processer were merged with GD Cadre in 2010. This merger of cadres was challenged in Hon'ble Delhi High Court and the order of merger was quashed by High Court vide order dated 25.05.2015. On examination, it was decided to implement the High Court Order. While the matter was being processed to redistribute various posts in demerged cadre in compliance with said order of Hon'ble High Court, Shri Kalu Ram Meena & others filed an SLP in Supreme Court challenging the order of the High Court. The SLP has since been admitted. The Committee will be appraised of the outcome of the case.

### **Comments of the Committee**

5.6 Please see Para No. 1.39 of Chapter I.

New Delhi;  
August, 2017  
Shravana, 1939(Saka)

**DR. KIRIT P. SOLANKI**  
Chairperson,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

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

**(2017-2018)**

**(SIXTEENTH LOK SABHA)**

**SEVENTH SITTING**

**(08.08.2017)**

**MINUTES**

The Committee sat from 1030 hrs. to 1100 hrs. in the Hon'ble Chairperson's Office,  
Room No. 137, Third Floor, Parliament House, New Delhi

**PRESENT**

Dr. Kirit P. Solanki - Chairperson

**MEMBERS**

**LOK SABHA**

2. Shri Rattan Lal Katariya
3. Shri Ram Chandra Paswan
4. Shri Bhanu Pratap Singh Verma
5. Shri Chintaman Navsha Wanaga
6. Dr. Virendra Kumar
7. Shri Vishnu Dayal Ram

**RAJYA SABHA**

8. Shri Shamsheer Singh Dullu
9. Shri Pradeep Tamta
10. Shri Ramkumar Verma

**SECRETARIAT**

1. Shri D. R. Shekhar, Director
2. Shri. Vinay P. Barwa, Deputy Secretary
3. Shri. Mukesh Kumar, Under Secretary

At the outset, the Chairperson welcomed the Members of the Committee. The Committee then considered the draft action taken report on the subject "Implementation of Reservation Policy and working of Liaison Officers to safeguard the interest of SCs and STs Employees in various Attached/Subordinate Offices/Organisations under the Ministry of Home Affairs" and adopted the same without any modification. The Committee also authorized the Chairperson to present the report to both the Houses of Parliament in the current session.

**APPENDIX II**  
(Vide Para 4 of Introduction)

**ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS  
CONTAINED IN THE NINTH REPORT (SIXTEENTH LOK SABHA) OF THE COMMITTEE ON  
THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES.**

1. Total number of recommendations.....18
  
2. Recommendations/observations which have been  
accepted by the Government (*vide* Recommendations at  
Sl.Nos. 5,16, 17 & 18 )  

Total: 04  
Percentage: 22.22%
  
3. Recommendations/Observations which the Committee do not desire to pursue in view of  
the replies of the Government ( *vide* Recommendations at Sl. Nos. 3,4 & 6)  

Total: 03  
Percentage: 16.66%
  
4. Recommendations/Observations in respect of which replies of  
the Government have not been accepted by the Committee  
and which require reiteration (*vide* Recommendations at Sl.  
Nos. 1,7,8,9,10,12,13,14 & 15)  

Total: 09  
Percentage: 50%
  
5. Recommendations/Observations in respect of which final replies of the Government  
have not been received (*vide* Recommendations at Sl. No. 2 &11)  

Total: 02  
Percentage: 11.11%

