

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1999-2000)**

(THIRTEENTH LOK SABHA)

FIRST REPORT

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(DEPARTMENT OF EDUCATION)**

**(Reservation in services including reservation in admission and employment
of Scheduled Castes and Scheduled Tribes in Central Universities.)**

Presented to Lok Sabha on 15-3-2000

Laid in Rajya Sabha on 15-3-2000



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

March, 2000/Phalguna, 1921 (Saka)

Price: Rs. 64.00

*Katta 14-75
P. K. 55-50*

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES (1999-2000)

Shri Kariya Munda—*Chairman*

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1. Shri Joginder Singh — *Joint Secretary*
2. Shri B.R. Kanathia — *Director*

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INTRODUCTION

I, the Chairman, 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 First Report (Thirteenth Lok Sabha) on the Ministry of Human Resource Development (Department of Education)—Reservation in services including reservation in admission and employment of Scheduled Castes and Scheduled Tribes in Central Universities.

2. The Committee took evidences of the representatives of the Ministry of Human Resource Development (Department of Education) and those of the Vice-Chancellors of various Universities on 18 September, 1995 and 5 December, 1996. The Committee wish to express their thanks to the officers of the Ministry of Human Resource Development (Department of Education) and Vice-Chancellors of various universities for placing before the Committee material and information the Committee desired in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 28 January, 2000.

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

NEW DELHI;
15 March, 2000;

25 Phalgun, 1921 (Saka)

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

CHAPTER I

A. ORGANISATIONAL SET UP

1.1 At present, the following fourteen Central Universities are under the administrative control of the Department of Education, Ministry of Human Resource Development.

UNIVERSITY	ACT UNDER WHICH ESTABLISHED
1. Aligarh Muslim University	Aligarh Muslim University Act, 1920
2. Assam University	Assam University Act, 1994
3. Babasaheb Bhimrao Ambedkar University	Babasaheb Bhimrao Ambedkar University Act, 1996
4. Banaras Hindu University	Banaras Hindu University Act, 1916
5. Delhi University	Delhi University Act, 1922
6. Hyderabad University	University of Hyderabad Act, 1974
7. Indira Gandhi National Open University	Indira Gandhi National Open University Act, 1988
8. Jamia Millia Islamia University	Jamia Millia Islamia University Act, 1988
9. Jawahar Lal Nehru University	Jawaharlal Nehru University Act, 1966
10. North-Eastern Hill University	North-Eastern Hill University Act, 1973
11. Nagaland University	Nagaland University Act, 1994
12. Pondicherry University	Pondicherry University Act, 1985
13. Tezpur University	Tezpur University Act, 1994
14. Visva-Bharati	Visva-Bharati Act, 1951

1.2 As per information provided at para No. 1.6.2, page 6 of Annual Report 1996-97, Part-I of the Ministry of Human Resource Development (Department of Education) Government of India, 1997, the Mahatma Gandhi Antarrashtriya Hindi Vishwavidyalaya Act, 1996 and Maulana Azad National Urdu Univeristy Act, 1996 have recently been enacted to

establish and incorporate two more Central Universities at Wardha (Maharashtra) and Hyderabad (Andhra Pradesh) respectively. It is expected that these Universities would start functioning from the next academic session.

1.3 The President of India is the visitor of these Universities. The Executive Council is the Principal Executive Body of the University. The Academic Council is the Principal Academic Body of the University to coordinate and exercise general supervision over the academic policies of the University.

1.4 In these Universities, the Vice-Chancellor is appointed by the visitor i.e. President of India. He is the Principal executive and academic officer and a whole-time salaried officer of the University. He exercises general supervision and control over the affairs of the University and gives effect to the decisions of the authorities of the University.

B. POWER OF GOVERNMENT

1.5 The University Grants Commission (UGC) set up in 1953 under a resolution of the Government of India was reconstituted as a corporate body in November, 1956 in accordance with the provisions of the University Grants Commission Act, 1956. The Commission consists of a Chairman, Vice-Chairman and ten other members appointed by the Central Government Under Section 5(1) of the Act. According to Section 12 of the Act, "it shall be the general duty of the Commission to take in consultation with the Universities or other bodies concerned, all such steps as it may think fit for promotion and coordination of University education and determination and maintenance of standards of teaching, examination and research in Universities.

1.6 Under sections 12 of the Act, the Commission has been empowered *inter-alia* to:—

(i) allocate and disburse, out of the fund of the Commission, grants to Universities established or incorporated by or under a Central Act for the maintenance and development of such Universities or for any other general or specified purpose.

(ii) allocate and disburse, out of fund of the Commission, such grants to other Universities as it may deem necessary or appropriate for the development of such Universities, or for the maintenance or development or both, of any specified activities of such Universities, or for any other general or specified purpose.

1.7 Section 12 of the Act also provides that in making any grant to such University, the Commission shall give due consideration to the development of the University concerned, its financial needs, the standards attained by it and the national purposes which it may serve. Section 12 A of the Act, provides that "no grant shall be given by the Central

Government, the Commission or any other organisation receiving any funds from the Central Government, to a University which is established after the commencement of University Grants Commission (Amendment) Act, 1972, unless the Commission has, after satisfying itself as to such matters as may be prescribed, declared such University to be fit for receiving such grants”.

1.8 Section 14 of the Act empowers the Commission to withhold grants from a University which does not comply with the recommendations made by the Commission under Sections 12 or 13 or contravenes the provisions of any rules made under clause (f) or clause (g) of Sub-Section (2) of section 25 or of any regulation made under clause (c) or clause (f) or clause (g) of Section 26 of the Act.

1.9 The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1982-83) was informed by the erstwhile Ministry that the University Grants Commission (UGC) does not have any statutory powers to take action against the Central Universities to enforce compliance with the provisions regarding reservations. However, both the Ministry and UGC impressed upon the then Vice-Chancellors of all Central Universities of the need to fully implement the reservation provisions.

1.10 The Committee are informed that Mahatma Gandhi Antarrashtriya Hindi Vishwavidyalaya Act, 1996 and Maulana Azad National Urdu University Act, 1996 have been enacted to establish two more Central Universities at Wardha (Maharashtra) and Hyderabad (Andhra Pradesh) respectively which were to start functioning from 1997. The Committee may be apprised whether these two universities have been established if so, the number of the students admitted in various courses and SCs/STs among them and also the recruitment made for different posts and SCs/STs among them as per prevalent rules and guidelines on reservation.

CHAPTER II

C. RESERVATION IN SERVICES

(i) Reservation in teaching posts in Central Universities

2.1 The erstwhile Ministry of Education had, *vide* their circular letter No.F.12-16/66-U.2, dated 9th June, 1966 to all the Central Universities, issued the following instructions regarding reservations in the services of the Universities:

“I am directed to say that as you are already aware that Article 335 of the Constitution of India [Read with Articles 16(4) and 320] provides certain safeguards for backward communities. In pursuance of this provision the Government of India have reserved 12 ½% and 5% of the posts under it for Scheduled Castes and Scheduled Tribes respectively. After careful consideration, the Government of India have agreed in principle that these constitutional safeguards should also be observed by the organisations/bodies which are in receipt of substantial grants from Government but which are not following them now. I may add that it is not the intention of the Government of India to infringe in any way the institution's autonomy and freedom to make their own rules and regulations but as these reservation orders are in pursuance of constitutional safeguards which, it is the duty of all to honour, I have been directed to bring Government of India's policy in the matter to your notice so that you may consider the desirability of amending the existing rules to provide for the reservation referred to above. The Government is aware that it may not be desirable from the point of view of maintenance of proper standards in the educational institutions of higher education to institute any rules which will tend to deteriorate the quality of teachers. But there are certain other administrative, clerical and class IV posts to which reservation orders may apply without detriment to University standards.

I am to request that this Ministry may be informed of university's views in the matter and the action proposed to be taken in this behalf.”

2.2 The then Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1982-83) in their 39th Report (7th Lok Sabha) had observed that the view taken by the Ministry of Education in the year 1966 was that reservation in teaching posts was not desirable from the point of view of maintenance of proper standards in the educational institutions of higher education. The matter was considered by the University Grants

Commission in 1969-70. The Commission was of the view that since teachers have a crucial role to play with regard to the quality of education, all efforts should be made to appoint the best available persons in the universities and colleges. The Commission felt that it would not be in the interest of Scheduled Castes and Scheduled Tribes themselves, if any considerations were brought in, as these would stand in the way of appointing most qualified and competent persons to the teaching posts.

2.3 Later, the Commission at its meeting held on 14th and 15th July, 1975 agreed in principle that reservations may be provided to Scheduled Castes and Scheduled Tribes for recruitment to the posts of lecturers in the universities and colleges. The Commission was of the view that the teaching posts may not remain vacant for long periods, such reservations may not be operated on a roster system nor should the reserved posts be carried forward from year to year (UGC letter No.F.1-46/75, dated 26/29-8-1975 to all Central Universities).

2.4 In a subsequent letter No. F.1/46/75(CP) dated 10.9.1976, the U.G.C. requested that Central Universities to observe *inter-alia* the following mechanism to ensure reservations for Scheduled Castes and Scheduled Tribes:—

(i) “Before the beginning of each academic year, the University should determine the likely vacancies that may occur during the year of recruitment to the posts of Lecturer.

(ii) The number of posts to be filled under the reserved category may be determined facultywise, although no individual posts may be designated as “reserved post.” The advertisement for these posts should indicate that preference would be given to Scheduled Castes/Scheduled Tribes candidates who are considered fit. On receipt of applications the university may invite for interview all Scheduled Caste/Scheduled Tribe candidates who fulfil the minimum qualifications prescribed for recruitment for the post of Lecturer.

(iii) The candidates belonging to Scheduled Castes and Scheduled Tribes may be interviewed separately in the first instance. The candidates belonging to the general category may then be interviewed separately keeping in view the recommendations made by the selection committee in respect of Scheduled Caste/Scheduled Tribe candidates.

(iv) In the case of Scheduled Caste/Scheduled Tribe candidates interviewed by the committee, if suitable candidates are not available for appointment to the posts of lecturers, the selection committee may recommend the appointment of suitable candidates as research associates for a period upto 3 years and these persons could later compete for the posts of lecturers as and when vacancies occur.....”

2.5 As regards reservations for Scheduled Castes/Scheduled Tribes in teaching as well as non-teaching posts, the UGC in its letter No.F.6-4/82 (SCT) dated 25 August, 1982 to all Central Universities, had *inter-alia* issued the following guidelines:

“The position in respect of reservation of admissions and appointments from among the Scheduled Caste/Scheduled Tribe candidates has since been reviewed at the Ministry of Education. It has since been decided that in the context of the population percentages of Scheduled Castes and Scheduled Tribes in the country, the reservation percentages would be 15% for Scheduled Castes and 7.5% for Scheduled Tribes (instead of 5% fixed hitherto) in admissions to various courses of studies and appointments to non-teaching posts and also teaching posts upto the level of Lecturer/Assistant Professor.”

2.6 In the Circular letters issued earlier *vide* No.F.1-35/77/(CP-)3 dated 3/5 November 1977 and No.F.1-35/77(CP), dated 13 November, 1978, it had been indicated that reservations for admissions should be made available to Scheduled Castes/Scheduled Tribes at the under-graduate and post-graduate levels. It had also been indicated that a concession of 5% marks in the minimum percentages of marks required for admission to any course would be allowed to Scheduled Caste/Scheduled Tribe candidates and in case the 22.5% of seats reserved for Scheduled Castes and Scheduled Tribes (15% for Scheduled Caste candidates and 7.5% for Scheduled Tribe Candidates) remained unfilled, a further relaxation in marks may continue to be given to them in order to merit *inter-se* among themselves so that all the reserved seats are filled by candidates belonging to Scheduled Castes and Scheduled Tribes. In respect of appointments, the same percentage of 15% for Scheduled Caste and 7.5% for Scheduled Tribe candidates be adhered to. This would apply to all non-teaching posts. In respect of teaching posts, it will be confined to Lecturer/Assistant Professor only, for the present.

2.7 When the present committee wanted to have information regarding reservations provided in teaching and non-teaching posts in the various Central Universities, the Ministry of Human Resource Development (Department of Education) have informed that all Central Universities are required to provide 15% and 7.5% reservation for SCs and STs respectively in recruitment of teachers upto the level of lecturer, and in recruitment and promotion of non-teaching staff upto posts equivalent to Group 'A' posts in Government.

2.8 The Committee note that although there are clear orders issued by the Ministry of Human Resource Development (Deptt. of Education) and University Grants Commission to provide reservation and relaxations in services (teaching and non-teaching category) and admission in various courses of all Central Universities yet the same has not been implemented by all the Universities in letter and spirit. The Committee, therefore,

recommend that Ministry of Human Resource Development (Deptt. of Education) should make regular monitoring of the reservation orders and in case of non-compliance by any University a strong action must be taken against defaulting University, so that constitutional obligation can be fulfilled.

(ii) *Aligarh Muslim University (AMU)*

2.9 The Committee were informed that the reservation policy is not applicable to appointments and promotions to the posts of Readers and Professors in Central University and Colleges.

2.10 When the Committee wanted to know of the actual procedure followed for dereservation of vacancies in the Central Universities, the Department of Education stated that as per the instructions of the Government, Central Universities are not supposed to dereserve the posts reserved for SCs/STs. However, the representative of Aligarh Muslim University has stated that it is not following the reservation policy.

2.11 When the Committee further desired to know the reasons for not following the reservation policy, the Ministry replied that at present the University is following the reservation policy as under:—

“In terms of Executive Council resolution, 10% of the vacancies in the non-teaching, non-technical posts (class III and IV) are reserved for recruitment of SC/ST/BC candidates in the University service subject to the condition that if no suitable candidate from SC/ST/BC is available the vacancy is filled from open quota.

The Executive Council has also reserved the following quota for appointment to the posts of LDCs:

1.	Blind	1%
2.	Deaf	1%
3.	Physically handicapped	1%
4.	SCs/STs	5%
5.	Women	5%

2.12 Extracts from the University courts resolution dated 9.4.1994 is as follows :—

“Considered (i) Letter No.F.1.-18/89(SCT) dated October nil, 1992 and No.9-2/93(SCT), dated 8th October, 1992 from University Grants Commission regarding implementation of reservation policy in the matter of appointments to teaching and non-teaching posts in the Universities and Colleges and de-reservation of vacancies as referred by the Academic Council. (ii) Letter No.H.11013/5/93-ME(P) dated 24.11.1993, from the Ministry of Health & Family Welfare, regarding recommendations of the Parliamentary Committee on the Welfare of SC/ST and (iii) Letter D.O. No.F1-3/90(SCT) dated 4.3.94 from

UGC regarding implementation of reservation policy in respect of SC/ST as considered in the meeting of the Registrars of Central Universities held on 15.2.1994 at Hyderabad.”

2.13 The Court was informed about the seriousness and gravity of the matter and the position was explained quite in detail. The members were informed about the peculiar situation with which the University is faced in tackling the persistent pressure of the Government of India/UGC to pursue the policy of reservation to the extent of 22.5% for SCs/STs. The matter had been taken up by the Vice-Chancellor with the Registrar at various forums and successfully impressed upon the concerned authorities that this is not a matter to be decided in isolation. They had promised to take up the problem to the supreme governing body of the University and will obtain a mandate in the matter.

2.14 The members of the Court pondered upon the problems seriously and observed that the accommodation of the SC/ST reservation amongst students and employees of the University with the stipulated proportion has been recommended by the Parliamentary Committee. However, the same Parliament has given the Aligarh Muslim University Amendment Act 1981 in which the Minority Character of the University has been acknowledged and it has been stipulated that AMU is an Educational Institution of their choice established by the Muslims of India, which originally incorporated as Aligarh Muslim University [Section 2(1)] and that it has been bestowed the power to promote especially the educational and cultural advancement of Muslims of India Section 5(2)(c). As both these stipulations have been resolved upon by the Parliament and there should be no difficulty in exempting AMU from the implementation of the Reservation Policy of the Government of India and adhere to the objectives of providing substantial opportunities to the minorities.

2.15 The Court also observed that the Educational Policy of the country specifically mentioned in the provision of the major educational opportunities to the minorities and these too suggest that the minority oriented Educational Policy of the AMU should not be compromised by the Parliamentary resolutions regarding SC/ST. The Court decided that:—

(i) the Members of the Parliament who are also the members of the AMU Court should take up these matters in Parliament itself as and when required and also meet the representatives of the SC/ST Community to persuade them to understand compelling needs of AMU in terms of minority representation and support it.

(ii) the Chancellor should constitute a high-power delegation to meet the Prime Minister, Ministry of Human Resource Development and relevant government organisations to bring to their notice the stand point and also the meet the leadership of the SC/ST to persuade them not to insist on the execution of the SC/ST policy as the University at its own, is already providing the SC/ST students and staff ample opportunities in all its faculties and other institutions. The delegations should therefore, request

the SC/ST leadership to understand the needs of AMU for providing substantial minority representation as this is the only one institution amongst 120 and so Universities of the country which is entrusted with the care of the minorities.

2.16 When the Committee further enquired about the action taken by the Ministry against AMU for not following Reservation policy, the Ministry of Human Resource Development in its reply has stated that the Central Universities are statutory/autonomous bodies and function in accordance with the provisions contained in their respective Acts, Statues and Ordinances. While the University Grants Commission had advised the Central Universities to follow the reservation policy of the Government, the Government does not have legal powers *vis-a-vis* the Central Universities to issue directives to them for implementation. The University Grants Commission Act also does not empower the Commission to give any direction to the Central Universities. The Government has, therefore, not assumed legal powers to issue directions to them.

2.17 The Committee note that Ministry of Human Resource Development (Department of Education) have informed that all Central Universities are required to provide 15% and 7.5% reservation for SCs and STs respectively in recruitment of teachers upto the level of Lecturer in recruitment and promotion of non-teaching staff upto posts equivalent to Group 'A' Posts in Government. The Committee also note the plea of the Aligarh Muslim University to exempt if from the constitutional provision of reservation for SCs and STs on account of its minority character. The Committee deplore the attitude of helplessness of the government in the matter. There is obviously a deliberate confusion and misinterpretation of the national reservation policy for the SCs & STs and the minority oriented educational policy. There has been no answer to the query as to how Art. 30 of the constitution comes in the way of the Aligarh Muslim University to follow the reservation policy. Art. 30 and Art. 15 and 16 of the Constitution are not correlated to each other as the provisions contained therein are quite different. The plea that the government do not have legal powers *vis-a-vis* the Central Universities to issue directives to them for implementation of the reservation policy which is untenable, because the constitutional rights of the SCs/STs cannot be flouted by any authorities created by the Government. If the government found that the UGC Act did not empower the commission to give any directive to the Central Universities, they could have suitably amended the Act in time, as suggested long back in 1982-83 and then again in 1995-96 by the then committee on the Welfare of SCs & STs in their 39th Report (7th Lok Sabha) and 65th Report (10th Lok Sabha) respectively. It is not a question of assuming legal powers to deal with a lingering situation. What was necessary was to exercise its own power given under the constitution. It was for the government to see that the so-called autonomy does not amount to autocracy in flouting the constitutional

provisions and the consequent government policy regarding reservation.

“The Committee, therefore, strongly recommend that Government should issue instructions to the Aligarh Muslim University that it is bound to implement the reservation orders for SCs and STs. The Committee also recommend that if AMU fails to implement the reservation orders the status of Central University may be withdrawn from it and payment of grants, if any, may also be stopped.”

Recruitment

2.18 When the Committee enquired about the recruitment policy, procedure followed and concession/relaxation given to SC and ST candidates by Aligarh Muslim University (AMU) for teaching and non-teaching posts, the Ministry, as information furnished by AMU, had informed that teaching posts are advertised in National Dailies and non-teaching posts in Employment News. When the Committee further enquired how the SC/ST candidates living in remote areas are made aware of recruitment advertisements, the AMU had informed that the advertisements for various posts in AMU are published in the zonal News Papers to give wider coverage as under:—

- (i) North Zone — Hindustan Times, or Times of India
- (ii) Eastern Zone — The Statesman, or Amrit Bazar Patrika
- (iii) South Zone — The Hindu, or Indian Express
- (iv) West Zone — The Indian Express, or The Times of India

The advertisements are also published in the ‘Employment News’ which is printed in different Indian languages.

2.19 Further, as per information furnished, the AMU has not been providing any concession/relaxation to SC/ST candidates. On being asked whether the copies of Employment Notices/Notifications are sent to recognised SC/ST Welfare Associations for publicity among their members, the Aligarh Muslim University replied in the negative.

2.20 When the Committee wanted to know whether the appointing authorities indicate the precise reasons for the rejection of the SC/ST candidates to the Employment Exchanges so as to facilitate the latter in sponsoring the right type of candidates belonging to these communities, the AMU informed that no such occasion arose and all eligible SCs/STs are normally appointed.

2.21 As per Para 6.9 of Brochure (Eighth Edition) on Reservation for SCs and STs in services, the SC/ST candidates should be interviewed on a day other than the day on which general candidates are to be interviewed so that SCs/STs are not judged in comparison with the general candidates. When the Committee asked AMU to furnish a detailed note giving reasons for not interviewing SC/ST candidates on a separate sitting, the AMU had stated that it is taking utmost care in interviewing

the SC/ST candidates at Selection Committees. However, the instructions contained in Para 6.9 of the Brochure on Reservation for SCs and STs in Boards/Committees have been noted for compliance in future.

2.22 As regards Composition of Recruitment Boards: Committees constituted for selection of candidates and whether any SC or ST member is also associated in such Selection Committees/Boards and what is the Status of such SC/ST member in comparison to other members, the AMU had stated that as per University rules, the panel of experts on the selection of committees is first drawn by the Board of Studies of Departments concerned. Thereafter the panels are placed before the Academic Council and Executive Council for approval. Therefore, it is for the Board of Studies concerned to recommend the name(s) of experts (in the field) belonging to SC/ST. When the Committee further asked to give detailed composition with the names and status of the members of the recruitment Committees/Boards constituted during 1991, 1992, 1993 in Central Universities, the AMU without furnishing detailed composition had replied "we hold selection committee meetings as per procedure laid down in the status Manual of the University". As per information furnished to the Committee, the AMU had not included any SC/ST member in the Selection Committees/Boards.

2.23 The Committee find that Aligarh Muslim University has not been providing any concession/relaxation to SC/ST candidates and copies of Employment Notices are not being sent to SC/ST Associations for publicity among their members. The Committee also note that no SC/ST member is included in the Recruitment Committee/Selection Boards. The Committee, therefore, recommend that all concessions/relaxation as available to SC/ST candidates according to Government instructions should be given to them. The Committee also recommend that copies of Employment Notice should invariably be sent to SC/ST Associations, local MPs/MLAs and Parliamentary Committee. The Committee further recommend that one SC/ST officer of comparable status should be included in the Recruitment Committees/Selection Boards.

Staff strength and shortfalls

2.24 The total staff strength in Aligarh Muslim University and the number of SCs and STs among them in teaching as well as non-teaching

categories of posts for the academic years 1991-92, 1992-93, 1993-94 and 1994-95 was stated to be as under:—

Category of posts	Total No. of employees	Number of				Percentage		Shortfalls		Percentage of shortfalls	
		SC	ST	SC	ST	SC	ST	SC	ST		
1	2	3	4	5	6	7	8	9	10		
Teaching (1991-92)											
(i) Professors	231	—	—	—	—	—	—	—	—		
(ii) Readers	471	—	—	—	—	—	—	—	—		
(iii) Lecturers	429	—	—	—	—	—	—	—	—		
	1,131										
Non-teaching											
(i) Category 'A' (Class-I)	111	—	—	—	—	—	—	—	—		
(ii) Category 'B' (Class-II)	193	01	—	0.52	—	—	—	—	—		
(iii) Category 'C' (Class-III)	2134	13	04	0.61	0.19	—	—	—	—		
(iv) Category 'D' (Class-IV)	3118	488	09	15.65	0.28	—	—	—	—		
	5556	502	13								
Teaching (1992-93)											
(i) Professors	236	—	—	—	—	—	—	—	—		
(ii) Readers	475	—	—	—	—	—	—	—	—		
(iii) Lectures	453	—	—	—	—	—	—	—	—		
	1169										
Non-teaching											
(i) Category 'A' (Class-I)	112	—	—	—	—	—	—	—	—		
(ii) Category 'B' (Class-II)	193	01	—	0.52	—	—	—	—	—		
(iii) Category 'C' (Class-III)	2309	13	04	0.61	0.19	—	—	—	—		
(iv) Category 'D' (Class-IV)	3043	488	09	15.65	0.28	—	—	—	—		
	5657	502	13								
Teaching (1993-94)											
(i) Professors	319	—	—	—	—	—	—	—	—		
(ii) Readers	494	—	—	—	—	—	—	—	—		
(iii) Lecturers	415	—	—	—	—	—	—	—	—		
	1228										
Non-teaching											
(i) Category 'A' (Class-I)	122	—	—	—	—	—	—	—	—		
(ii) Category 'B' (Class-II)	193	01	—	0.52	—	—	—	—	—		
(iii) Category 'C' (Class-III)	2532	13	04	0.50	0.15	—	—	—	—		
(iv) Category 'D' (Class-IV)	3021	488	09	16.15	0.29	—	—	—	—		
	5868	502	13								

(A) TEACHING (1994-95)

S. No.	Name of the Post	Total number of employees including SCs/ STs	SCs	STs
1.	Professors	290	—	—
2.	Readers	448	—	—
3.	Lecturers	378	—	—

(B) NON-TEACHING (1994-95)

S. No.	Name of the Post	Total number of employees including SCs/ STs	SCs	STs
1.	Group 'A' (Class I Officer)	122	—	—
2.	Group 'B' (Class II Officers)	193	01	—
3.	Group 'C' (Class III Staff)	2532	13	04
4.	Group 'D' (Class IV Staff)	3021	488	09

2.25 It can be observed from the above statement relating to the year 1994-95 that there was no person in the teaching and Group 'A' of non-teaching categories of posts belonging to SC/ST communities. Similarly, in case of non-teaching staff (Group 'B', 'C' and 'D') the percentage of SC/ST is abysmally low. The same situation was prevailing during previous years also.

2.26 When the Committee further, desired to know the reasons for shortfall in the employment of SCs/STs against their reserved quota and remedial measures taken to wipe out the shortfalls, the representatives of the Aligarh Muslim University stated that they had not adopted the reservation policy and therefore, it was not applicable to Aligarh Muslim University.

2.27 When the Committee further desired to know the action taken by the Ministry of HRD and UGC to make Aligarh Muslim University liable to implement reservation policy, the Ministry in its supplementary information furnished to the Committee had stated that in terms of Executive Council (EC), 10% of the vacancies in the non-teaching non-technical posts (class II and IV) are reserved for recruitment of SC/ST/OBC candidates in the University service, subject to the condition that if

no suitable candidate from SC/ST/OBC is available, the vacancy is filled from open quota. The EC had also reserved the following quota for appointment for the posts of LDCs as under:—

1. Blind	1%
2. Deaf	1%
3. Physically Handicapped	1%
4. SCs/STs	5%
5. Women	5%

Special Recruitment Drive

2.28 When the Committee desired to know whether the Central Universities had undertaken any special recruitment drive exclusively to recruit SCs and STs, the representatives of the AMU stated that it was still under consideration of the University Court. From the information furnished by the Ministry, it has been found that filling-up of backlog vacancies by AMU is not applicable to it.

2.29 During the evidence held on 18-9-1995, when the Committee desired to know whether AMU will launch a Special Drive to wipe out the backlog, it was assured by the Registrar of AMU as under:—

“We will take steps to launch a Special Drive and the Special Drive will be launched definitely”....“I will assure you that from now onwards the University will implement the reservation policy.”

During the evidence itself the Secretary, Ministry of Human Resource Development (Department of Education) further stated as under:—

“We take note of both the assurances given by the Registrar and this will be very closely monitored by the Standing Monitoring Committee of the UGC.”

2.30 The Committee note that there was no representation of SC/ST in teaching staff during the years 1991-92, 1992-93, 1993-94 and 1994-95 and in Group ‘A’ of non-teaching categories of posts. In the same way, the percentage of SC/ST employees in non-teaching category of posts (Group ‘B’, ‘C’ and ‘D’) is very low. The reason for this low percentage of SC/ST representation given by the AMU is that they haven’t adopted reservation policy, which the Committee opine that the same is not justified. The Committee also note that in regard to conducting Special Recruitment Drive, the representative of the AMU has stated that filling up of backlog vacancies is not applicable to them. The Committee is not at all satisfied with the replies either of the Ministry of Human Resource Development or of Aligarh Muslim University in this regard. The Committee hope that assurances given by the Registrar of Aligarh Muslim University and Secretary, Ministry of Human Resource Development (Deptt. of Education) during the evidence will give fruitful result in the days to come. The Committee, therefore, recommend that keeping in mind the secular entity of

the constitution all guidelines issued by the Ministry of Human Resource Development and University Grants Commission for the benefit of Scheduled Castes and Scheduled Tribes should invariably be followed in toto and in letter and spirit. The Committee would like to be apprised of the decision of the Aligarh Muslim University in the matter.

Promotion

2.31 The Committee had been informed that the AMU have no provision of reservation for promotion in the case of teaching employees and in the case of non-teaching category it is as per the recommendations of the AMU Cadre Review Committee which is provided as under:—

“The Executive Council of the University at its meeting held on 18/19.6.1988 considered the recommendations of the AMU Cadre Review Committee relating to Promotion Policy for Non-Teaching Staff of the University belonging to categories B, C and D and resolved as follows:—

The Council conducted and approved the recommendation of the AMU Cadre Review Committee made at its meeting held on 7.5.1988 on the report of the Sub-Committee constituted by the AMU Cadre Review Committee finalised at the meeting of the Sub-Committee held on 13.2.1988, regarding rationalisation of the Promotion Policy for category B, C and D non-teaching staff of the University. The Council further resolved to authorise the Vice-Chancellor to take necessary step for implementation of the rationalised Promotion Policy as approved above with effect from the date to be fixed by the Vice-Chancellor.”

“In exercise of the authorisation of the Executive Council the Vice-Chancellor has approved the Rules governing Promotion Policy for category B, C and D non-teaching staff of the University as given in the following pages which came into effect from 1.10.1988.”

2.32 It was stated that the method of promotion in Aligarh Muslim University is based on selection only and not on seniority-cum-fitness. It had also been found that no concessions/relaxations and in service training given to SC/ST employees while considering them for promotion in the University. It was also stated that the question of shortfalls in filling reserved vacancies by promotion seems not applicable. The University did not either try to analyse the causes or propose to take any remedial measures to overcome the shortfalls.

Departmental Promotion Committee/Boards

2.33 As per para 17.2 of Brochure (8th Edition) on Reservation for SCs and STs, a provision exists for nomination of an SC/ST officer to the Departmental Promotion Committee (DPC)/Board. The Committee were informed that in AMU the DPC/Boards had been constituted for promotion and SC or ST member is also associated with such DPC/Boards. As per University rules in case of his association with the DPC/Boards, the status of the SC/ST member is comparable with other

members. When the Committee desired to know the details of composition of the DPC/Boards constituted with names and status of the members during 1991, 1992 and 1993, the AMU without furnishing requisite information submitted its promotion policy.

2.34 The Committee observe that as per version of the Aligarh Muslim University, there is no provision of reservation for promotion in the case of teaching staff. So far as non-teaching staff is concerned, the promotion in respect of Group 'B', 'C' and 'D' staff is based on the recommendations of the Cadre Review Committee according to which promotion is based on selection only and not on seniority-cum-fitness. The Committee also note that in the matter of promotion no concession/relaxation and in-service training are being given to SC/ST employees. The Committee are pained to note that AMU had not provided details regarding composition of the DPC/Board constituted during 1991 to 1993, which the Committee desired to know. Keeping in view the information given by the Ministry of Human Resource Development (Department of Education) that all Central Universities are required to provide 15% and 7.5% reservation for SCs and STs respectively in recruitment of teachers upto the level of lecturers, and in recruitment and promotion of non-teaching staff upto posts equivalent to Group 'A' posts in Government. Since the AMU is also within the ambit of Central Universities and is bound to follow instructions issued by the Government to fulfil the constitutional obligation, the Committee therefore, recommend that reservation orders should also be followed by the AMU in case of promotion of teaching and non-teaching staff.

SC/ST Cell

2.35 The Committee were informed that the cell for monitoring the implementation of reservation orders in Central Universities for SCs and STs has been functioning in the Ministry of Human Resource Development since 1.12.1989. This Cell is headed by a Director who is assisted by an Assistant Educational Advisor and an Assistant. There is no representation of either SC or ST staff in the Cell. When the Committee desired to know whether the staff strength of 3 employees in the SC/ST Cell is sufficient to discharge its functions efficiently, it was informed that the SC/ST Cell in the University and Higher Education Bureau of this Department is working well, however, with the increase in the number of Central Universities and also due to some new dimensions given to the Reservation Policy the work pressure on the cell is increasing. The cell needs to be strengthened by providing adequate number of persons. On being enquired about the reasons for not appointing any SC/ST member in the Cell and how the interest of SCs/STs is safeguarded in the absence of an SC/ST representative in the Cell, the Ministry had replied that SC/ST Cell in University and Higher Education Bureau was set up on the recommendation of the Parliamentary Committee on the Welfare for Scheduled Castes and Scheduled Tribes. There is no specific recommendation for appointment of a member of SC/ST to the Cell. The

Committee had not made any recommendation regarding the composition of the Cell. The interests of SCs/STs are safeguarded well by the officers presently posted in SC/ST Cell.

2.36 With regard to composition and functioning of SC/ST Cells and representation of SC/ST staff in these Cells in Central Universities the Ministry had stated that SC/ST Cells in all Central Universities are being funded 100% by the University Grants Commission for the appointment of the following supervisory and supporting staff:—

Deputy Registrar	1
Superintendent	1
Statistic Assistant	1
Clerk	1
Steno	1
Peon	1
	6

2.37 As regards the composition of SC/ST cell in Aligarh Muslim University and the SC/ST members associated with the cell, it had following staff:—

1. Deputy Registrar 2. Section Officer 3. Statistical Assistant 4. Lower Division Clerk 5. Stenographer, and 6. Office Attendant.

There are internal transfers of staff on regular basis to this cell. At present none of the above staff in this section belongs to either SC or ST.

SC/ST Cell in the Ministry

2.38 The Committee have been informed that an SC/ST Cell for monitoring the implementation of reservation in Central Universities for SCs and STs has been functioning in the Ministry of Human Resource Development since 1989. The Committee also note that the strength of this cell is only 3 persons and none of them belong to SC/ST category. Considering the number of Central Universities and enormity of work entrusted to the cell, the Committee recommend that the staff strength of the Cell should suitably be increased to discharge its functions efficiently and quickly. The Committee recommended that the officer in-charge of the cell must belong to SC/ST who is well versed with the reservation rules so that the interests of SCs/STs are safeguarded in a better way.

SC/ST Cell in AMU

2.39 The Committee also note that in the SC/ST cell of Aligarh Muslim University although there are 6 persons but these employees are subject to internal transfers. The Committee, therefore, recommend that persons posted in this cell should be well versed with all rules/regulations/instructions relating to reservation for SCs and STs. The Committee also recommend that the persons posted in the cell should be imparted training

on the subject from time to time to make them conversant with the implementation of reservation orders and such persons should not be transferred frequently.

Complaints/Grievances

2.40 When the Committee desired to know the procedure followed by AMU for redressal of grievances of SC/ST employees, it was stated as under:—

All appeals filed by the employees of the University under Section 19(3) and 36(b) of the University Act are examined by the Standing establishment-cum-grievances Committee constituted by the Executive Council. The Grievances Committee Section processes the said appeals. Appeals of SC/ST employees are also included in it.

2.41 Regarding the number of complaints/representations/suggestions received from SC/ST employees in special Cells for SCs and STs during 1991, 1992 and 1993 and the nature of such complaints/representations/suggestions and the time taken for disposal of each complaint, the AMU informed that it is not applicable to it.

2.42 Subsequently, when the Committee insisted to furnish the number of complaints received from SC/ST employees and procedure followed to settle them, it was replied that only two complaints/representations from SC/ST employees had been received during the last five years i.e. from 1992 to 1996 and they are under process of finalisation.

2.43 The Committee note that all appeals filed by the employees of the University, including SC/ST employees, are examined by the Standing-establishment-cum-Grievances Committee. The Committee have also been informed that during the last 5 years i.e. from 1992 to 1996. AMU had received only 2 complaints, which the Committee feel is not factually correct. The Committee, therefore, recommend that this work must be assigned to the SC/ST cell set up in the AMU so that the grievances of the SC/ST employees are attended to without delay.

Liaison Officer

2.44 As regards Liaison Officer in the Ministry, it was stated that Liaison Officer maintains liaison with University Grants Commission and Central Universities. He is also responsible for providing desired information data with reference to Reservation Policy for SCs/STs to the Parliament and other related bodies. The present Liaison Officer in the Ministry is a Senior Director and has several years of experience. He is well aware of the Reservation Policy of the Government of India, the modes of its implementation and is also well conversant with his duties. He acts as interpreter of the Reservation Orders wherever the Universities or the UGC have any clarification to seek.

2.45 When the Committee desired to know whether Liaison Officers have been nominated in all the Central Universities to ensure due

implementation of reservation orders and whether these officers meet at any point of time to discuss matters of common interest, it was stated that Registrars of Central Universities are acting as Liaison Officers for SC/ST matters. UGC holds periodical meetings of the Registrars of Central Universities to monitor the implementation of Reservation for SCs/STs and to discuss the matters of common interest.

Rosters

2.46 It was stated that Aligarh Muslim University is not maintaining Rosters both for direct recruitment and promotion. Aligarh Muslim University had stated that inspecting and maintaining of the rosters by the Liaison Officer is not applicable to it. Hence, the question of discrepancies/shortcomings found by Liaison Officer in the maintenance of rosters does not arise. Further, this University has not taken any measures to maintain rosters in future.

2.47 The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1987-88) in their 38th Report (8th Lok Sabha) had recommended that all the Central Universities should maintain 40-point rosters for filling up vacancies for SCs/STs through direct recruitment as well as through promotions. The Government in their Action Taken Reply, which had been included in the 43rd Report (8th Lok Sabha), of the Committee had stated that this recommendation has been accepted and the Central Universities have been advised to implement the recommendation. The Committee are perturbed to note that in spite of accepting the earlier recommendation of the Committee by the Government, Aligarh Muslim University has not been maintaining rosters both for direct recruitment and promotion. According to AMU, maintenance and inspection of rosters by the Liaison Officer is not applicable to them. The Committee, therefore, as already recommended in their 38th Report (8th Lok Sabha) strongly recommend that AMU must maintain rosters for filling up vacancies reserved for SCs and STs through direct recruitment as well as through promotion so that interest of these communities could be well protected.

Housing

2.48 As regards housing facilities to their employees and percentage reserved for SC/ST employees for allotment of accommodations, the following figures were provided:—

Teacher	326
Non-teaching	562
SC/ST employees	0.72%

2.49 The Committee are deeply distressed to note that only 0.72% accommodation has been allotted to SC/ST employees. The Committee, therefore, recommend that AMU must follow Government guidelines and give due representation to SCs and STs in allotment of accommodation.

(iii) Banaras Hindu University

2.50 The Committee were informed that in Banaras Hindu University (BHU) percentage of reservation in favour of SCs and STs in respect of posts filled by direct recruitment and posts filled by promotion has been provided as 15% and 7.5% respectively as well as the same percentage in recruitment of teachers upto the level of lecturer, and in recruitment and promotion of non-teaching staff upto posts equivalent to Group 'A' posts in Government. It was, further, informed that the Reservation policy is not applicable to appointments and promotions to the posts of Readers and Professors in BHU.

De-reservation

2.51 As per the instructions of the Government, Central Universities are not supposed to dereserve the posts reserved for SCs/STs. Banaras Hindu University has stated that it has been following the procedure for de-reservation of vacancies as per Government of India/UGC norms. It was also stated that since the de-reservation had been banned *w.e.f.* 1.4.1989, the BHU had undertaken special recruitment drives to find suitable SC/ST candidates in case of non-availability of suitable SC/ST candidates.

Recruitment, staff strength and shortfalls

2.52 The Statements showing the percentage of SC/ST in the teaching and non-teaching staff in various groups for the year ending 30.6.1992, 1993 and 1994 were as under:

As on 30.6.92	Total appoint- ments made	General	SC	ST	%age of SC	%age of ST
1	2	3	4	5	6	7
1. Group 'A' (Teaching)						
(i) Professors	10	10	—	—	—	—
(ii) Readers	24	24	—	—	—	—
(iii) Lecturers	42	40	2	—	4.8	—
(iv) Demonstrators	—	—	—	—	—	—
2. Group 'A' (Non-Teaching)	43	39	4	—	9.3	—
3. Group 'B'	—	—	—	—	—	—
4. Group 'C'	40	37	3	—	7.5	—
5. Group 'D'	45	31	7	7	15.6	15.6
Grand Total	204	181	16	7	7.8	3.4

1	2	3	4	5	6	7
As on 30.6.93						
1. Group 'A' (Teaching)						
(i) Professors	16	16	—	—	—	—
(ii) Readers	31	31	—	—	—	—
(iii) Lecturers	14	13	1	—	7.1	—
(iv) Demonstrators	—	—	—	—	—	—
2. Group 'A' (Non-Teaching)	9	7	1	1	11	11
3. Group 'B'	—	—	—	—	—	—
4. Group 'C'	—	—	—	—	—	—
5. Group 'D'	—	—	—	—	—	—
Grand Total	70	67	2	1	2.8	1.4
As on 30.6.94						
1. Group 'A' (Teaching)						
(i) Professors	—	—	—	—	—	—
(ii) Readers	—	—	—	—	—	—
(iii) Lecturers	—	—	—	—	—	—
(iv) Demonstrators	—	—	—	—	—	—
2. Group 'A' (Non-Teaching)	1	1	—	—	—	—
3. Group 'B'	2	1	1	—	50	—
4. Group 'C'	47	28	12	7	25.5	14.9
5. Group 'D'	2	—	2	—	100	—
Grand Total	52	30	15	7	28.8	13.4

2.53 The Statement showing the percentage of SC/ST in the teaching and non-teaching posts in various groups as on 1.1.96 as under:

Sl. No.	Designation with pay scale	Total No. of teachers including SC/ST		No. of SC teachers		No. of ST teachers		Remarks
		men	women	men	women	men	women	
1	2	3	4	5	6	7	8	9
1.	PROFESSORS (Rs. 4500-7300)	251	18	(269)	—	—	—	—
2.	READERS (Rs. 3700-5700)	380	82	(462)	1	(0.22%)	—	—
	TOTAL	631	100	731	1	(0.22%)	—	—

1	2	3	4	5	6	7	8	9
3.	LECTURERS							
	(Rs. 2200-4000)	230	68	(298)	5	(1.68%)	—	—
	(Rs. 3000-5000)	52	6	(58)	1	(1.72%)	—	—
	(Rs. 3700-5700)	30	6	(36)				
	TOTAL	312	80	(392)	6	(1.53%)	—	—

NON-TEACHING (NT)

Sl. No.	Group	Total No. of NT. staff including SC/ST	No. of SCs	No. of STs	Remarks
1.	Group A	150	03 (2.0%)	01(0.66%)	
2.	Group B	539	09 (1.67%)	—	
3.	Group C	2818	90 (3.19%)	12(0.43%)	
4.	Group D	2793	628 (22.48%)	68(2.44%)	
5.	Group E (Safai Karamachari)	555	292 (52.61%)	19(3.42%)	

2.54 It is apparent from the above statement that out of 731 Professors and Readers, there is only one person belonging to SC category. Similarly, in the Lecturers categories of posts there are only 6 persons belonging to SC category whereas the total number of posts in this category are 392. In the non-teaching categories of posts, except in Group 'D' and 'E' (safaiwalas) the percentage of SC/ST is extremely low. Regarding reasons for shortfall and remedial measures taken to wipe out the shortfalls, the BHU had stated that the shortfall is due to non-availability of suitable candidates and the same can be wiped out by launching Special Recruitment Drive and repeated advertisements.

2.55 When the Committee enquired about Special Recruitment Drive (SRD) undertaken by BHU along with the number of recruitment made under SRD during last four years, it had been stated as under:—

Year	Advertisement Number	No. of Posts Advertised	No. of Recruitment made	Remarks
1	2	3	4	5
Group A				
1993	—	—	—	
1994	4/1993-94	42	—	
1995	—	—	—	Posts concerned under Advertisement No. 4/93-94 under SRD have been re-advertised.
1996	—	—	—	

1	2	3	4	5
Group C	—	—	—	
1993				
1994	CBR/194	18	—	Rest are under process/ advertisement
1995	—	—	—	
1996	—	—	—	

2.56 Under the SRD Advt. No. CBR/194, in 1994 out of 18 Group 'C' posts 13 were reserved for SCs and 5 for STs. Out of these vacancies only 5 and 3 were filled up respectively. Eight remaining SC vacancies were kept under backlog and out of them one vacancy lapsed due to ban, one post was re-advertised and regarding remaining four posts no information was furnished and balance two ST vacancies were kept under backlog.

2.57 The Committee observe that as on 1.1.96 out of the strength of 731 Professors and Readers, there was only one person belonging to SC category. On the other hand, in the Lecturer categories of posts out of 392, there were only 6 persons belonging to SC category. In the non-teaching categories of posts except in Group 'D' and 'E' (Safaiwala) the percentage of SC and ST is abysmally low. The reason for this negligible number of SC/ST is stated to be the non-availability of suitable candidates. The Committee also note that Special Recruitment Drive launched by the BHU was only for the non-teaching posts of Group 'A' and Group 'C' in 1994. It reveals that the BHU has not made any sincere efforts to wipe out the shortfall. The Committee are pained to note that instead of resorting to Special Recruitment Drive for all posts in teaching and non-teaching categories for SCs and STs it had launched special drive in respect of Group 'A' and 'C' Posts only. The Committee, therefore, strongly recommend that genuine efforts should be made by the Banaras Hindu University to wipe out the shortfall in all the categories of posts at the earliest of the committee may be apprised of the latest-position.

SC/ST Cell

2.58 It was stated that SC/ST Cell is in existence in Banaras Hindu University. UGC Provides 100 percent financial assistance to Central Universities for the appointment of the following supervisory and supporting staff:—

1. Deputy Registrar	1
2. Superintendent	1
3. Statistical Assistant	1
4. Clerk	1
5. Stenographer	1
6. Peon	1

2.59 When the committee desired to know whether the staff working in SC/ST Cell have been entrusted with work other than the monitoring and implementation of reservation policy in BHU it was stated that the Deputy Registrar, SC/ST cell is presently entrusted with the work of other units including O.B.C. reservations. Due to shortage of Deputy Registrars the

extra job has been given to him from time to time. In the post evidence reply the composition of SC/ST Cell in BHU had been given as under:—

(1) Deputy Registrar	1
(2) Section Officer	1
(3) Statistical Assistant (Vacant)	1
(4) Senior Assistants	3
(5) Senior Clerk	1
(6) Stenographer	1
(7) Peons	2

2.60 Regarding the number of complaints received from SC/ST employees in SC/ST Cell during the last four years in BHU and the procedure adopted for dealing with these Complaints/representations, the Committee had been informed that during the year 1992, 1993 and 1994 twenty-five complaints were received from SC/ST employees. The representations received from SCs/STs were referred to the Departments concerned and a follow up action for early disposal was initiated through a register maintained for this purpose.

2.61 When the Committee desired to know whether the officer-in-charge of the SC/ST Cell in the Ministry of HRD visits the headquarters of the University regularly to oversee the implementation of reservation policy it was stated that the officer-in-charge of the Cell does not undertake visits to Central Universities exclusively for this purpose but discusses the SC/ST matters with Vice-Chancellors and Registrars as and when they are in Delhi or he visits the Central Universities for other purposes. Moreover, the monitoring and implementation of reservation policy is done through monitoring committee of UGC which is also represented by this Department and Ministry of Welfare. The implementation of Reservation Policy of the Central Universities is reviewed at the meeting with Registrars of the Universities.

2.62 The Committee observe that an SC/ST Cell with the strength of 10 employees has been set up in Banaras Hindu University. The Committee also note that officer-in-charge of the Cell at Ministry of Human Resource and Development does not visit BHU or any Central Universities to oversee the implementation of the reservation policy but discusses the SC/ST matters with the Vice-chancellors and Registrars as and when they are in Delhi. The Committee, therefore, desire that the work of the SC/ST Cell should be reviewed at regular intervals by a designated officer of the Ministry and discrepancies noted during such inspections should be rectified. The Committee also impress upon that the Ministry of Human Resource Development (Department of Education) should ensure strict compliance and monitor the implementation of reservation provisions by the University. The Committee further recommend that the SC/ST Cell should invariably be headed by an officer belonging to SC/ST category to oversee the proper implementation of reservation orders.

Training

2.63 It has been observed from the information furnished by the Ministry that the BHU has not made any efforts like pre-recruitment training for SC/ST candidates to wipe out the shortfall of vacancies in case of non-availability of suitable candidates except launching Special Recruitment Drives whenever necessary. It has also been observed that BHU has not been imparting any special training to SC/ST teaching and non-teaching staff to attend symposia/conferences abroad and also not following reservation in sending them abroad.

2.64 The Committee note that Banaras Hindu University has neither been imparting pre-recruitment training nor following reservation provisions for sending teaching/non-teaching staff abroad for training/symposia/conference etc. The Committee, therefore, recommend that BHU should impart pre-recruitment training to SC/ST candidates to make them suitable for the job in this way the shortfall can be wiped out at an early date. The Committee also recommend that while sending employees for training, symposia, conferences etc. abroad due representation should be given to SC/ST staff of teaching and non-teaching categories as per Government instructions on the subject.

(iv) Delhi University (DU)

Reservation in services

2.65 The Committee were informed that Delhi University is required to provide 15% and 7.5% reservation for Scheduled Castes and Scheduled Tribes respectively in recruitment of teachers upto the level of lecturer, and in recruitment and promotion of non-teaching staff upto the posts equivalent to Group 'A' posts in Government. It was also informed that the Reservation policy is not applicable to appointments and promotions to the posts of Readers and Professors in Universities and colleges.

2.66 About the nature of the actual procedure followed for de-reservation of vacancies in the Central Universities, the Committee were informed that as per the instructions of the Government, Central Universities are not supposed to de-reserve the posts reserved for SCs/STs. In this context, Delhi University had stated that after 1st April, 1989, no post has been de-reserved. Further, on being asked by the Committee as to what efforts have been made by the University authorities to locate suitable SC/ST candidates in the event of non-availability of suitable SC/ST candidates, the Ministry in its reply has stated that vacant posts are given wide publicity through leading newspapers and also through Employment Exchanges.

Recruitment

2.67 As regards general procedure followed for recruitment and concessions/relaxations to SC/ST candidates, the representative of Delhi University had stated that teaching and non-teaching posts are filled through open competition, S.S.C. and Employment Exchange. They have also stated that as per the decision of Executive Council of the University for the purpose of appointment to P.G. Department, preference is given to SC/ST candidates at every level of Reader/Professor, other things being equal.

2.68 The Committee were also informed that no copies of Employment Notices/Notifications are sent by Delhi University to recognised SC/ST Welfare Associations for publicity among their members. When the Committee enquired about as to how the SC/ST candidates living in remote areas are made aware of recruitment advertisements, it was stated that the University of Delhi issues all its advertisements on All-India basis. The advertisement appear in all leading national dailies, Delhi University had also informed that they shall, in future, send copies of advertisement to the recognised SC/ST Welfare Associations.

2.69 When the Committee desired to know the precise reasons for the rejection of the SC/ST candidates to the Employment Exchange(s) so as to facilitate the latter in sponsoring the right type of candidates belonging to these communities, the representative of Delhi University stated that in case of non-teaching position at the entry point SC/ST candidates are available and as such the question of rejection does not arise. Executive Council of the University had given the directions to the Selection Committee to record reasons for rejection of any SC/ST candidate so far as teaching posts are concerned.

2.70 The Committee were informed that Delhi University has been providing 15% and 7.5% reservation for Scheduled Castes and Scheduled Tribes respectively in recruitment of teachers upto the level of Lecturer and in recruitment and promotion of non-teaching staff upto the posts equivalent to Group 'A' posts in Government. The Committee also note that while making recruitment copies of Employment Notices/Notifications are not sent to SC/ST Welfare Associations, local MPs/MLAs as well as to the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The Committee, therefore recommend that the copies of the advertisement should scrupulously be sent to SC/ST Associations, local MPs/MLA and the Parliamentary Committee as assured by the Delhi University.

Staff Strength and Shortfall

2.71 When the Committee desired to know the staff strength (teaching and non-teaching, of Delhi University at the time of its inception and as on 1.1.1992, 1.1.1993 and 1.1.1994 the University provided the information as under:

Category	Period ending 31.3.92			
	General	SC	ST	Total
A	1	—	—	1
B	3	—	—	3
C	25	7	3	34
D	2	4	—	6
				Period ending 31.3.93
A	9	1	2	12
B	3	3	—	6
C	4	1	—	5
D	11	6	1	18
				Period ending 31.3.94
A	9	1	—	10
B	—	—	—	—
C	2	—	—	2
D	6	8	—	14

2.72 The Committee were further informed that staff positions teaching and non-teaching, of Delhi University during the year 1995-96 and 1996-97 was as under:—

Teaching

Post	As on 1.1.1996			As on 1.1.1997		
	Total	No. of		Total	No. of	
		SC and percentage	ST		SC and percentage	ST
Professor	310	2 (0.65%)	—	351	3 (0.85%)	—
Readers	237	1 (0.42%)	1 (0.42%)	210	1 (0.47%)	1 (0.47%)
Lecturers	143	4 (2.79%)	1 (0.69%)	127	6 (4.7%)	1 (0.79%)
TOTAL	690	7	2	688	10	2

Non-teaching

Group	As on 1-1-1996			As on 20-12-1996		
	Total	SC	ST	Total	SC	ST
A	174	2 (1.14%)	2 (1.14%)	183	5 (2.73%)	3 (1.63%)
B	279	22 (7.4%)	—	297	22 (7.4%)	—
C	1516	184 (12.13%)	13 (0.85%)	1518	184 (12.12%)	13 (0.85%)
D	1026	279 (27.2%)	19 (1.85%)	1038	281 (27%)	19 (1.8%)
Safai- Karamchari	156	156 (100%)	—	160	160 (100%)	—
TOTAL	3168	643	34	3196	652	35

2.73 It can be seen from the above statement that in both teaching and non-teaching categories of posts (except in Group 'D') the representation of SCs and STs is negligible.

Special Recruitment Drive

2.74 When the committee desired to know whether any Special Recruitment drive was undertaken by the Delhi University exclusively to recruit SCs and STs, it was informed that since there was no shortfall, question of Special Recruitment Drive did not arise. When the Committee, further desired details regarding number of SC/ST backlog, department-wise/subject-wise in teaching posts and the number of times it had been advertised to recruit SC/ST candidates to fill up the backlog posts through Special Recruitment Drives, the representative of the University of Delhi informed that it had been decided to implement 40 point roster on the basis of recommendations of Dr. Padmanaban Committee from 1996 and there was no backlog at that time. In the University Departments they are following the roster since 1996, they have sent a copy of the Executive Councils decisions in this regard to all the Colleges for implementation.

2.75 When the Committee further enquired as to why Delhi University has not been implementing the roster from the date of acceptance of Reservation Policy of the Government of India for SCs/STs, it was stated that they were following roster points for recruitment to the posts of Lecturer since 1996. Prior to that, though there was no Roster, the University, on the recommendation of the Executive Council, followed the guidelines of the Council according to which out of 5 posts atleast 1 post

was meant for candidates belonging to the SC/ST; if no SC/ST candidate was available, the post was to be filled up by appointing any other suitable candidate.

2.76 The Committee note that as on 1-1-97, out of 351, 210 and 127 Professors, Readers and Lecturers respectively the representation of SCs and STs was 3-nil, 1-1, 6-1 respectively. Similarly in case of non-teaching category the percentage of SCs and STs in Group 'A', 'B', 'C' (except in group D for SCs and Safaiwala) is much below the prescribed level. The Committee also observe that the percentage of SCs and STs in both teaching and non-teaching posts is shockingly low due to the delayed implementation of reservation policy in the Delhi University.

2.77. The Committee are perturbed to note that even after huge shortfall of SCs/STs in almost all the categories of posts in teaching and non-teaching grades, the Delhi University has not undertaken any Special Recruitment Drive to clear the shortfall. The Committee, therefore, strongly impress upon it to wipe out the shortfall at the earliest by launching Special Recruitment Drives for all the categories of posts in which the representation of SCs/STs is very low.

Promotion

2.78 As regards method of Promotion, concessions and relaxations to SC/ST candidates in respect of both teaching and non-teaching staff in Delhi University, the Committee were informed as follows:

- “(i) There is no upper age limit for most of the non-teaching posts in the higher cadres where there is direct recruitment. In the lower cadres, the age relaxation as prescribed by the Government has been adopted by the University for the candidates belonging to SC/ST.
- (ii) The University has a well laid down promotion policy for upward movement in promotion from Group-IV to Gr. III and Gr. III to Gr. II mostly on 100 per cent basis. Though it takes about 10-15 years for a general category candidates to move from one cadre to another, candidates belonging to reserved categories get promotion immediately on completion of the prescribed minimum period, *i.e.* 5 years.
- (iii) The University is also following 40% point roster for recruitment to the post of Lecturer from 1996”.

2.79 When the Committee enquired about the number of employees promoted and percentage of SCs and STs among them in Delhi University, it was stated as under:—

Group	Total No. of employees	No. of employees promoted belonging to reserved category	% of reserved category employees promoted
1.4.1991 to 31.3.1992			
A	Nil	Nil	0%
B	—	—	—
C	20	2	10%
D	2	1	30%
1.4.1992 to 31.3.1993			
A	1	Nil	0%
B	1	Nil	0%
C	18	3	16.6%
D	1	Nil	0%
1.4.1993 to 31.3.1994			
A	Nil	Nil	0%
B	2	Nil	0%
C	14	4	28.66%
D	—	—	—

Promotion in Teaching Staff from 1994 to 1997

Year	General	SC	ST
1994-95	30	—	—
1995-96	3	—	—
1996-97	11	—	—
TOTAL	44	—	—

Promotion in non-teaching staff from 1994 to 1997

Year	General	SC	ST
1994	37	17	1
1995	58	15	1
1996	85	18	1
1997	5	2	—
TOTAL	185	52	3

2.80 When the Committee desired to have a detailed note regarding the method of recruitment and promotions, concessions and relaxation given to SC/ST candidates in respect of teaching staff in all levels, Delhi University submitted as under:—

The Council considered following recommendations of the Academic Council made at its meeting held on 8.5.96 regarding reservations for the posts of lecturers in the University and its colleges for the candidates belonging to SC/ST category.

The Academic Council considered the recommendations of the Committee to work out the modalities for reservations in the posts of lecturers in the University and its colleges for candidates belonging to SC/ST. The Academic Council discussed the matter at great length. Several clarifications were made relating to the recommendations and after discussions, the Academic Council accepted the recommendations of the Committee and resolved as follows:—

- (a) The reservation policy should be applied department-wise in the University and subject-wise in the colleges.
- (b) To achieve the implementation of the prescribed 15% and 7½% reservation of posts for SCs and STs respectively, the 40-point roster system should be adhered to.
- (c) In case sufficient number of eligible candidates are not available from the SCs/STs, suitable relaxation may be given in order to achieve the stipulated percentage of reservation. If SC/ST candidates are not available the posts shall not be de-reserved. These posts shall be readvertised.
- (d) If an SC/ST candidate who is eligible for appointment is not recommended by the Selection Committee, then it will be incumbent upon the Selection Committee to give reasons in writing as to why the candidate is not being recommended for appointment.
- (e) Reservation should be applicable even on appointment on adhoc basis as per the 40-point roster system.

2.81 Delhi University has also informed that as regards posts of lecturers 15% posts are reserved for SC and 7½% posts are reserved for ST candidates. For professor and reader, other things being equal preference is given to SC/ST candidates.

2.82 When the Committee asked to state the reasons for not imparting in-service training to SCs/STs before promotion in Delhi University, it was informed that "There is a small unit of H.R.D. which imparts training to non-teaching staff of the University of all cadres. Further University deputed officers for administrative/Special training, being conducted by Jamia Millia Islamia. The University also arranges training to non-teaching staff on computers both in the science centre and in the Delhi University computer centre. It is now proposed to expand its frequency both for general and advanced level training in computer technology. Further the University has a training centre for academic staff which gives training not only to all the teachers of the colleges of the University but also it is a centre which gives training for almost on all topics for teachers from all over the country."

2.83 It is highly disappointing to note that from 1994 to 1997, 44 teaching staff were given promotion in the general category only. In the non-teaching category, out of 185 persons promoted during the years 1994 to 1997, 52 and 3 were from SC and ST categories. In case of ST the promotion percentage is very low and the result is huge shortfall. The Committee, therefore, recommend that shortfall in promotion in respect of SCs and STs in teaching staff and for ST category in non-teaching staff should be cleared at once.

SC/ST Cell

2.84 The Committee were informed that SC/ST Cell in the Ministry is headed by Director who is assisted by an Assistant Education Adviser and Assistant. When the Committee enquired as to whether the staff strength of three employees in the SC/ST Cell is sufficient to discharge its function efficiently, the Ministry stated that the SC/ST Cell in the University and Higher Education Bureau of this Department is working well, however, with the increase in the number of Central Universities and also due to some new dimensions given to the reservation policy the work pressure on the Cell is increasing. The Cell needs to be strengthened with adequate number of persons.

2.85 The plea that the SC/ST Cell in the University and Higher Education (U & HE) Bureau of the Department of Education do not have any SC/ST officer because the 43rd Report (7th Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes did not make any specific recommendation regarding association of SC/ST officers with the Cell is obviously a lame excuse. In this context when the Committee desired to know as to whether the Ministry would now take its own initiative to see that at least 50% of the officers posted in the SC/ST Cell in its various Central Universities/Departments belong to SCs and STs, the Ministry stated that efforts were being made to increase the number of SC/ST officials in such cells. When the Committee wanted to know whether all the Central Universities are following reservation policy in regard to appointment of SC/ST staff in the SC/ST Cells and steps

taken/proposed to be taken, the UGC stated that separate recruitments are not made for SC/ST Cell in the Universities. Personnel in these cells are posted among the staff recruited by Universities. They are transferred to and fro from such cells and it will be unfair to SC/ST employees, if they remain posted to SC/ST Cell throughout their career. Accordingly, normal recruitment rules and policies (including reservation policy) were applicable to the persons working in the SC/ST Cells.

2.86 As regards composition of SC/ST Cell in Delhi University the Committee were informed that it consists of following staff:—

(1) Deputy Registrar	1
(2) P.A.	1
(3) S.O.	1
(4) Statistical Assistant	1
(5) JACT	1
(6) Office Attendant or DR. (Spl. Cell)	1

2.87 As per information furnished by the Ministry of Human Resource Development (Department of Education) it is observed that the additional work is not assigned to the staff of SC/ST Cells in all the Central Universities except in the Delhi University. When the Committee desired to know the logic behind it and norms laid down for such allotment of additional work in Delhi University, it was stated that these cells look after the work connected with the admission of SC/ST students and assist the Dy. Registrar (Desk) to enable him to communicate with the Ministry, UGC and other agencies on matters relating to SC/ST. The Cell has all the basic information pertaining to the SC/ST. At the peak time of admission, this Cell is strengthened by deploying persons from other sections also. As such the additional work of SC/ST Cell in the University of Delhi relates to the admission process of SC/ST students. This work can be said to be within the scope of the duties originally assigned to the Cell.

2.88 The Committee note that SC/ST Cell in the Delhi University has been entrusted with other work also besides looking after the work of implementation of reservation orders. The Committee opine that SC/ST Cell should exclusively oversee the interest of the SC/ST persons. With regard to strength of the SC/ST Cell the plea of the Ministry that it will be unfair to post SC/ST employees in SC/ST Cell throughout their career is not acceptable to the Committee. The Committee therefore, recommend that at least 50% of the staff and incharge of the Cell should be from the SC/ST categories only.

Complaints/Grievances

2.89 When the Committee desired to know the procedure for dealing with the representations received from SC/ST employees of Delhi University it was stated that all the representations received from the candidates belonging to SC/ST are dealt with administratively at the level

of Registrar, Dean of Colleges, Director of South Campus and Pro-Vice-Chancellor who heads various units of the University and colleges. Cases are also reviewed by Vice-Chancellor, office bearers of the SC/ST Associations who also discuss their grievances with the Vice-Chancellor, Pro-Vice-Chancellor at different intervals. Some cases are also dealt with by the Grievances Committees at various departments and also at its apex level, chaired by the Pro-Vice-Chancellor (PVC). Some employees also sometime taken the opportunity to appeal to the Executive Council under statue 6 (2) (ix).

2.90 As regards the number of complaints, received from SC/ST employees in SC/ST Cells during the last four years in Delhi University, it was informed that no such record was maintained. University do not normally register any complaint but all such grievances/complaints are dealt with by the concerned college or the University.

2.91 The Committee note that representations, complaints/grievances received from SC/ST employees of Delhi University are dealt with at the level of Registrar, Dean of Colleges, Director of South Campus and Pro-Vice-Chancellor and office bearers of SC/ST Associations and also discuss their grievances with Vice-Chancellor and Pro-Vice-Chancellor. The Committee are surprised to note that Delhi University has not been maintaining the record of complaints/grievances received and their disposal. The Committee, therefore, recommend that each college and university should invariably maintain complaint/grievance register and also note its disposal therein so that transparency can be achieved and there is no lacunae left in the quick disposal of grievances of SC/ST employees.

Liaison Officer

2.92 When the Committee wanted to know whether Liaison Officers have been appointed in all the Central Universities to ensure implementation of reservation orders and how often these liaison officers meet SC/ST employees to discuss matters of common interest, it was stated that Registrars of Central Universities are acting as Liaison Officers for SC/ST matters. UGC hold periodical meetings of the Registrars of Central Universities to monitor the implementation of Reservation policy for SCs/STs and to discuss the matters of common interest.

Rosters

2.93 University of Delhi had informed that SC/ST Rosters in respect of Class III and IV staff had been implemented since 1974 and in case of Group A and B from 1989 onwards. As regards Teaching staff, the Rosters have been implemented in respect of recruitment to the post of Lecturer in the University and its colleges with effect from 8.5.1996 *vide* Executive Council's Resolution No. 62 dated 25.6.1996.

2.94 The Committee are deeply concerned to note that University of Delhi started maintaining rosters in respect of Class III and IV staff since 1974 and in case of Group 'A' and 'B' since 1989. With regard to teaching staff the same was implemented in 1996. The Committee opine that the roster is the mechanism to watch adequate intake of the SCs and STs in services. The roster as a matter of fact is a mirror of an organisation. Therefore, it is in the fitness of things that it should reflect a clear picture. The Committee, therefore, desire that rosters should be properly maintained and checked by the representatives of the Ministry of Human Resource Development. A certificate to that effect should also be recorded in the register and irregularities/discipencies found, if any, should also be rectified. The Committee would also like to know the reasons for delay in starting maintenance of rosters for various posts by the Delhi University particularly in teaching posts.

2.94A. It is also observed that there is no senior SC/ST teacher in the Executive Council of the University who could watch the interests of SC/ST category. The Committee further note that there is no representation of SC/ST category in the selection committees for appointments. The Committee, therefore, strongly recommend that a provision to include SC/ST representative in every Body/Committee/Council of University should be included in the Delhi University Act to give due representation to SC/ST people as per guidelines of the Government.

(v) Hyderabad University

2.95 The Committee were informed by UGC that Hyderabad University is required to provide 15% and 7.5% reservation for SCs and STs respectively in recruitment of teachers upto the level of lecturer and in recruitment and promotion of non-teaching staff upto posts equivalent to Group 'A' posts in Government.

De-Reservation

2.96 The Committee were informed that the de-reservation had been banned w.e.f. 1.4.1989. When the Committee desired to know the efforts made to find SC/ST candidates and the number of posts de-reserved and number of vacancies carried forward as well as vacancies which had lapsed

during the years 1992, 1993 and 1994, it was informed that posts are kept vacant till suitable SC/ST candidates are available. As regards number of posts de-reserved the position is as under:

Efforts made to find SC/ST candidates	No. of posts de-reserved 1991, 1992, 1993	Carried forward vacancies lapsed 1991, 1992, 1993
Post is kept vacant till suitable SC/ST candidate available	A — — — B 8(1) 3(1) 1(—) C 7(—) 7(3) 3(—) D — — —	NIL
	Bracket figures indicate the post diverted to direct recruitment quota	

2.97 According to the above statement 12 posts in Grade 'B' and 17 posts in Grade 'C' were dereserved during 1991 to 1993. When the Committee desired to know the efforts made by Hyderabad University to make SC/ST candidates suitable for these posts before getting them dereserved and the number of vacancies dereserved and carried forward during 1994 and as on 31.7.95, it was stated that these posts relate to promotion quota. As per Government of India instructions if eligible candidates are not available in the feeder cadre even in the extended zone of consideration, the posts are to be dereserved with the approval of the competent authority and carried forward to the next year. In Hyderabad University all eligible candidates in the feeder cadre are considered for promotion even if they are outside the extended zone of consideration. These posts had to be dereserved as eligible candidates were not available in the entire cadre. Wherever possible, the posts are diverted to direct recruitment by following the Government of India instructions. As regards posts corresponding to Group B posts in Government, there is no provision for carry forward. During 1994, one SC vacancy in Group B and one SC and three ST vacancies in Group C had to be dereserved due to lack of eligible candidates in the feeder cadre. No post had been dereserved during 1995 (upto 31.7.1995).

2.98 The University of Hyderabad provided the following statements showing the recruitment of SCs/STs during 1992, 1993 and 1994:—

Year	Category of posts	Total no. of employees	No. of posts reserved		No. of candidates applied		No. of candidates selected		No. of candidates rejected		Reasons for rejection	No. of posts carried forward		Percentage		Shortfalls		Percentage of shortfall	
			SC	ST	SC	ST	SC	ST	SC	ST		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1992	A-NT	054	3	—	19	3	3	—	16	3	Nil	NA	NA	—	—	Nil	—	9.2	7.4
	A-T	072	4	—	10	—	—	—	10	—	Not suitable	NA	NA	—	—	4	Nil	11.1	6.9
	B	110	—	—	—	—	—	—	—	—	—	—	—	—	—	Nil	—	—	—
	C	371	—	—	—	—	—	—	—	—	—	—	—	—	—	Nil	—	—	—
	D	506	—	—	—	—	—	—	—	—	—	—	—	—	—	Nil	—	—	—
	Total	1113	7	—	29	3	3	—	26	3									
1993	A-NT	058	7	1	21	—	2	—	19	—	Not suitable	Nil	Nil						
	A-T	069	5	0	10	5	1	1	09	4	"	Nil	Nil						
	B	129	3	0	47	0	3	0	44	0	NA	NA	NA						
	C	378	5	1	223	21	5	0	218	20	NA	NA	NA						
	D	506	0	0	—	0	—	1	0	0	NA	NA	NA						
	Total	1140	20	2	301	26	11	2	290	24									
1994	A-NT	063	8	2	10	5	1	1	9	4									
	A-T	083	7	—	6	—	—	—	6	—									
	B	134	1	0	8	0	1	0	7	0	NA								
	C	399	8	1	80	27	8	1	72	26	NA								
	D	481	1	0	1	0	—	0	0	0	NA								
		Total	1160	25	3	105	32	11	2	94	30								

Year	Name of the University	Category of posts	Total no. of employ-ees	No. of Posts reserved		No. of Candidates				No. of Candidates rejected	
				SC	ST	Applied		Selected		SC	ST
						SC	ST	SC	ST		
1-1-1992	University of Hyderabad	Gr. 'A' Lecturers	54	3	—	19	3	3	—	16	3
			72	4	—	10	—	—	—	10	—
1-1-1993	—do—	Gr. 'A' Lecturers	58	4	1	21	—	2	—	19	—
			69	3	2	10	5	1	1	9	4
1-1-1994	—do—	Gr. 'A' Lecturers	60	2	2	10	5	1	1	9	4
			83	5	2	6	—	2	—	6	—

Year	Brief reasons for rejection		No. of posts carried forward		Percentage		Shortfall		Percentage of shortfall	
			SC	ST	SC	ST	SC*	ST	SC	ST
1-1-1992	Could not get selected	Gr. 'A' Lect.	—	—	—	—	—	—	—	—
			—	—	—	—	4	—	—	—
1-1-1993	—do—	Gr. 'A' Lect.	—	—	—	—	2	1	—	—
			—	—	—	—	2	1	—	—
1-1-1994	—do—	Gr. 'A' Lect.	—	—	—	—	1	1	—	—
			—	—	—	—	3	2	—	—

2.99 On analysing the above statement, the Committee find that 4 posts of Lecturership in 1992, 5 in 1993 and 7 in 1994 in Grade 'A' services reserved for SCs/STs were not filled up. When the Committee desired to know the reasons of shortfalls in grade 'A' services, efforts made by the University to make SC/ST candidates available, reasons for not furnishing the figures of carried forward vacancies during 1992 to 1994 and recruitment figures of teaching staff as on 31.6.1995, it was stated that most of the posts at Grade 'A' level are to be filled by direct recruitment, (Promotion existing upto 25% and 50% only in respect of Dy. Registrars and for Asstt. Registrars). Shortfall is mainly due to lack of eligible candidates. There is a SC/ST member both in DPC and screening Committees which consider eligibility of candidates for promotion/direct recruitment.

2.100 Wherever permissible, promotion vacancies are diverted to direct recruitment, when eligible candidates are not available. Special advertisements are being issued to fill the vacancies of reserved categories clearly showing the vacancies to the category they belong. There is no provision for carry forward in respect of promotion of group 'A' posts. In respect of direct recruitment, the posts are left vacant, if eligible candidates are not available and the vacant posts are readvertised. Wherever necessary, special advertisements are issued.

2.101 Recruitment of teaching staff (lecturers) during last 3 years and as on 31.7.1995 was as follows:

	1992	1993	1994	1995
SC/ST	1 SC	2SC+1 SC (Temp.)	1 SC*	1 ST

*Joined on 20.1.1994 Left on 3.12.1994.

2.102 The Committee have observed from the figures furnished by University of Hyderabad that during 1993 there was shortfall of six vacancies in Grade 'A' services of non-teaching category of posts which increased to 8 in 1994. The reason stated for rejection of SC/ST candidates was non-availability of suitable candidates. When the Committee desired to know the efforts made by the University to make suitable SC/ST candidates available and recruitment figures of non-teaching staff from 1992 to 1995, it was informed that Special Recruitment Drive was launched and 6 SC and 2 ST Group 'A' posts were filled. The SC/ST posts were

re-advertised and subsequently filled up (2 by direct recruitment and 1 by promotion). The recruitment figures of Group 'A' from 1992 to 1995 were given as under:—

	OC	SC	ST	Total
1992	84	2	1	7
1993	3	2	1	11
1994	2	1		3
1995 (upto 31.7.95)	—	1	—	1

2.103 The Committee note that in teaching category (Lecturer) 4 posts in 1992, 5 in 1993 and 7 in 1994 reserved for SCs/STs were not filled up. The reason for this stated to be lack of eligible candidates. The Committee feel that while considering the candidature of the SC/ST candidates for the post of Lecturers necessary relaxation in the standard of suitability should be given as per guidelines on the subject so that deficiency in the reserved quota could be made good. The above rule can also be made applicable in case of non-teaching staff as well.

Special Recruitment

2.104 The Committee were informed that in 1992 out of 72 lecturers only five were from SC category and none from STs resulting in shortfall to the level of 8% and 7.5% respectively. In 1993, out of 69 lecturers only 6 were from SC category and none from ST reducing the percentage of shortfall to the level of 3.0% and 7.5% for SCs and STs respectively. Similarly, the shortfall of SCs and STs at the level of lecturers increased to 6.6% and 7.5% respectively during 1994. In the same way, there was continuous shortfall of SCs and STs in the non-teaching services during 1992 to 1994. When the Committee desired to know the reasons for shortfall of SC/ST staff in teaching and non-teaching services during 1992 to 1994 and efforts made by the University to wipe out the shortfall and whether any Special Recruitment Drive was conducted by the University to fill up the shortfall vacancies and the figures of posts filled up as on 31.7.95, the University of Hyderabad had informed that the reasons for shortfall of SC/ST staff in teaching and non-teaching services during 1992—94 was due to lack of eligible candidates from these categories. The Executive Council of the University had decided that at least one post of lecturer in each Department be reserved for SC/ST even though the strength of lecturers is less than 4. This decision enabled them to identify the posts to be reserved and the posts were advertised in March, 1995. The recruitment of lecturers was under process. Special Recruitment Drive had also been launched by the University to fill up the shortfall vacancies for

teaching and non-teaching posts. During the special recruitment drive the following vacancies were filled up:

(i)	Teaching			
	1ST lecturer and 3 SC/ST posts under process of recruitment.			
(ii)	Non-teaching			
	A	B	C	D
	—	Nil	11	Nil

Advertisement was issued in April, 1995 and applications were received. The recruitment process was under way. The University had been advised to accelerate the pace of process of recruitment. Special Recruitment Drive had also been launched for the recruitment of Stenographers, Jr. Lab Assistants and Technical Assistants.

2.105 When the Committee further desired to have a brief overview about the efforts made by University of Hyderabad to wipe out the shortfall in case of non-availability of suitable SC/ST candidates, it was informed that there was some difficulty in getting suitable candidates for the post of Lecturers in Science subjects. The SC/ST Standing Committee of the University had been reviewing the position from time to time and making renewed attempts to fill up the posts as per the directions. In one such effort, the SC/ST Standing Committee had appointed a Roster Verification Committee with Prof. G. Nancharaiah, Department of Economic as Chairman to verify the maintenance of Rosters, to identify the backlog positions and to suggests future course of action. The Committee's report was in progress. Action will be taken by the University in accordance with the suggestions made by the Committee.

2.106 The Committee note that in 1994 shortfall of SCs and STs in Lecturer category was 6.6% and 7.5% respectively. It is also observed that there is continuous shortfall of SCs and STs in non-teaching categories of posts. The Committee appreciate that special Recruitment Drive was also launched to wipe out the shortfall. The Committee desire that the pace of the Special Recruitment Drives should be accelerated so that shortfall in all the categories of posts should be wiped out at the earliest.

Promotion

2.107 The Committee were informed that the University of Hyderabad has not been providing in-service training to SC/ST staff before promotion. When the Committee desired to know the reasons it was stated that the method of imparting in-service training did not exist in the University as part of its programme. The University of Hyderabad could not find any necessity for imparting in-service training, as the candidates are being promoted as per seniority and SC/ST as per reservation of roster points.

2.108 As regards the method of promotions followed by University of Hyderabad in case of teaching and non-teaching services as per UGC

guidelines, it was stated that the University of Hyderabad was following the UGC career advancement scheme for promoting lecturers to the senior/selection grade lecturers and Readers. As regards promotion to the Group-A Posts, the University was following the GOI guidelines, according to which 50% at the level of Assistant Registrar was being filled by promotion. In the case of Group B, C and D posts in the non-teaching categories certain percentage of posts in each cadre were filled on the basis of seniority-cum-fitness basis and the balance on merit-cum-fitness basis from among the eligible employees in the feeder cadres.

2.109 As regards the figures of shortfall, Hyderabad University had provided the requisite information as under:

Year	Category of posts	Teaching/ Non-Teaching	No. of Employees promoted/ recruited	No. of		%age of		Short-fall		%age of shortfall		Reasons of shortfall
				SCs	STs	SCs	STs	SCs	STs	SCs	STs	
1	2	3	4	5	6	7	8	9	10	11	12	13
1992	1. Professors	Teaching	72	—	—	—	—	—	5	—	—	Reservations exist at the level of Lecturers only. The reasons for short-fall of SC/ ST were due to lack of eligible candidates from the category.
	2. Readers	Teaching	68	1	1	1.47	1.47					
	3. Lecturers/ Director of Physical Education	Teaching	71+1	5	—	6.94	—	6	5	8.33	6.94	
1992	1. Group 'A' (class I Officers)	Non-Teaching	54	4	1	7.4	1.85	4	3	7.4	5.55	
	2. Group 'B' (Class II Officers)	Non-Teaching	110	7	1	6.36	0.91	10	7	9.09	6.36	
	3. Group III	Non-Teaching	371	50	9	13.48	2.43	6	19	1.62	5.12	

1	2	3	4	5	6	7	8	9	10	11	12	13
	4. Group D	Non-Teaching	439	78	22	17.77	5.01	—	11	—	2.51	+
	5. Sweepers & Scavengers	Non-Teaching	67	27	4	40.30	0.06	—	1	—	1.49	+17(25.37% excess in SCs.)
												The reasons for short-fall of SC/ST were due to lack of eligible candidates from that category.
1993	1. Professors	Teaching	68	—	—	—	—	—	—	—	—	—
	2. Readers	Teaching	67	1	1	1.5	1.5	—	—	—	—	—
	3. Lecturers	Teaching	69	6	—	9.0	—	4	5	6.30	7.5	Reservations exist at the level of Lecturers only. The reasons for short-fall of SC/ST were due to lack of eligible candidates from that category.
1993	1. Group 'A'	Non-Teaching	58	6	2	10.3	3.4	3	2	4.7	4.1	
	2. Group 'B'	Non-Teaching	129	12	1	9.3	0.8	7	9	5.7	6.7	
	3. Group 'C'	Non-Teaching	378	57	11	15.1	2.9	—	17	—	4.6	
	4. Group 'D'	Non-Teaching	506	111	24	21.9	4.7	—	14	—	2.8	35 excess in SC (6.92%). The reasons for short-fall of SC/SP were due to lack of eligible candidates from that category.

	1	2	3	4	5	6	7	8	9	10	11	12	13
1994 1. Professors Teaching				79	1	—	1.26	—	—	—	—	—	
2. Readers Teaching				74	—	1	—	1.36	—	—	—	—	
3. Lecturers Teaching				83	7	—	8.43	—	5	6	6.57	7.5	Reservations exist at the level of Lecturers only. The reasons for short-fall of SC/ST were due to lack of eligible candidates from that category.
1994 1.Group 'A' Non- (Class-1) Teaching				63	8	3	12.7	4.8	1	2	2.3	2.7	
2.Group 'B' Non- Teaching				134	11	2	8.2	1.5	9	8	6.8	6.0	
3.Group 'C' Non- Teaching				399	62	12	15.5	3.0	—	18	—	4.5	
4. Group 'D'Non- Teaching				481	106	22	22.0	4.6	—	14	—	2.9	34 excess in SCs(7%). The reasons for short-fall of SC/ST were due to lack of eligible candidates from that category.

1	2	3	4	5	6	7	8	9	10	11	12	13
1995	1. Professors Teaching		73	1	—	1.37	—	—	—	—	—	The reasons for short-fall of SC/ST were due to lack of eligible candidates from that category. Reservations exists at the level of Lecturers only.
	2. Readers Teaching		74	—	1	1.41	—	—	—	—		
	3. Lecturers Teaching		79	9	—	11.40	—	3	6	4.1	7.5	
1995	1. Group 'A' Non-Teaching		62	8	3	12.9	4.84	1	2	2.1	3.2	The reasons for short-fall of SC/ST were due to lack of eligible candidates from that category.
	2. Group 'B' Non-Teaching		138	14	2	10.1	1.4	7	8	4.9	6.1	
	3. Group 'C' Non-Teaching		402	67	13	16.67	3.23	—	17	—	4.22	
	4. Group 'D' Non-Teaching		476	108	21	22.70	4.40	—	15	—	3.10	
July	1. Professors Teaching		73	1	—	1.37	—	—	—	—	—	Reservations exists in Lecturers' posts.
1995	2. Readers Teaching		74	—	1	—	1.41	—	—	—	—	
	3. Lecturers Teaching		80	9	1	11.4	1.25	3	5	3.6	6.25	
July	1. Group 'A' Non-Teaching (Class-I)		62	8	3	12.9	4.84	1	2	2.1	3.2	
	2. Group 'B' Non-Officers Teaching		138	14	2	10.1	1.4	7	8	4.9	6.1	
	3. Group 'C' Non-Class-III Teaching		404	68	13	16.92	3.23	—	17	—	4.22	
	4. Group 'D' Non-Class-IV Teaching		476	108	21	22.70	4.40	—	15	—	3.10	

2.110 When the Committee desired to know whether Hyderabad University send their employees engaged in teaching services for attending trainings/symposia/conference abroad and provide extension of service to their employees (teaching and non-teaching services) after their retirement, it was stated that the Dy. Registrar in-charge of SCST cell had been sent abroad to attend a conference on "The World Entrepreneurship Development World Conference" held in Singapore in July, 1994. The University of Hyderabad did not consider extension of services to the employees after retirement. However two officers of the rank of Dy. Registrars had been re-employed in the University, keeping in view the exigencies of work. No SCST employee, during the last 3 years, had been re-employed.

2.111 The Committee observe that in the year 1995 there was 4.1% and 7.5% shortfall in promotion for SC and ST respectively in the grade of Lecturer which remained as 3.6% and 6.25% in July, 1995. Similarly, in the non-teaching categories of post it was 2.1% and 4.9% in respect of SC in 1995 and remained same upto July, 1995. In the same manner, in ST category for Group A,B,C and D it was 3.2%, 6.1%, 4.22%, and 3.10% respectively. The Committee, therefore, strongly recommend that the shortfall in promotion should be wiped out at the earliest and the Committee should also be apprised of the same.

(vi) Indira Gandhi National Open University (IGNOU)

2.112 The Committee were informed that the reservation policy in favour of SCs and STs is applicable for appointment in IGNOU. It was further stated that IGNOU is required to provide 15% and 7.5% reservation for SCs and STs respectively in recruitment of teachers upto the level of Lecturer, and in recruitment and promotion of non-teaching staff upto posts equivalent to Group 'A' posts in Government.

Recruitment

2.113 The Committee desired to know the particulars of recruitment made in case of SCs/STs during 1992 to 1994, IGNOU has furnished the requisite information as under:

Category of Posts— i.e. Gr.— A,B,C,D.	Total No. of Employees	No. of Posts Reserved		Number of Candidates Applied				Number of Candidates Rejected	
		SC	ST	SC	ST	SC	ST	SC	ST
	1	2	3	4	5	6	7	8	9	10
01.01.92: A	65	10	05	13	01	05	01	08	—
01.01.93: A	78	13	06	85	12	09	02	76	10
01.01.94: A	86	13	06	26	25	09	02	17	23
01.01.92: B	59	09	04	101	03	63	03	38	—
01.01.93: B	80	12	06	87	18	50	05	37	13
01.01.94: B	98	15	07	81	30	27	08	54	22
01.01.92: C	413	62	31	01	01	01	01	—	—
01.01.93: C	478	72	36	1479	402	516	91	963	311
01.01.94: C	573	86	43	131	28	45	08	86	20
01.01.92: D	83	12	06	75	17	41	06	34	11
01.01.93: D	99	15	07	—	—	—	—	—	—
01.01.94: D	99	15	07	—	—	—	—	—	—

Brief Reasons for Rejection	No. of Posts Carried forward		Percentage		Shortfall		Percentage of Shortfall	
	SC	ST	SC	ST	SC	ST	SC	ST
11	12	13	14	15	16	17	18	19
Candidates	07	04	70.0	80.0	07	04	10.4	6.0
not found	07	04	58.3	66.7	07	04	8.6	4.9
suitable for	05	03	38.5	50.0	05	03	5.7	4.0
	—	03	—	75.0	—	03	—	5.8
	—	04	—	66.7	—	04	—	5.0
the posts by	02	04	13.3	57.1	02	04	1.7	4.4
the screening	12	26	19.4	72.2	12	26	2.9	6.3
	07	29	9.7	80.5	07	29	1.4	6.0
Committee for	06	24	7.0	55.8	06	24	1.0	4.2
interview/Test	—	03	—	50.0	—	03	—	3.9
	—	04	—	57.1	—	04	4.5	4.5
	—	04	—	57.1	—	04	4.5	4.5

2.114 From the above statement, it is observed that 30 posts of SCs and STs were carried forward in Grade 'A' services, 13 in Grade 'B', 104 in Grade 'C' and 11 posts of ST in Grade 'D' during 1992 to 1994. When the Committee desired to know the efforts made by the University to fill up the carried forward vacancies since there was ban on dereservation *w.e.f.* 1989, it was informed that special recruitment drives were initiated in August, 1989; March, 1992; September, 1993; January, 1994 May, 1994 and August, 1995 respectively to fill up the carried forward vacancies.

2.115 When the Committee wanted to know the figures of recruitment during 1992 to 1994 and as on 31.7.1995, the IGNOU furnished the information as under:—

Statement in respect of recruitment of SCs/STs during the last three years i.e. as on 01.01.1992, 01.01.1993 and 01.01.1994:—

Category of posts— i.e. Gr. A,B,C,D	Total No. of Em- ployees	No. of Posts Reserved		Number of Candidates				Number of Candidates Rejected	
		SC	ST	Applied		Selected		SC	ST
				SC	ST	SC	ST		
1	2	3	4	5	6	7	8	9	10
01.01.92 : A	65	10	05	13	01	05	01	08	—
01.01.93 : A	78	12	06	85	12	09	02	76	10
01.01.94 : A	86	13	06	26	25	09	02	17	23
01.01.92 : B	59	09	04	101	03	63	03	38	—
01.01.93 : B	80	12	06	87	18	50	05	37	13
01.01.94 : B	90	15	07	81	30	27	08	54	22
01.01.92 : C	413	62	31	01	01	01	01	—	—
01.01.93 : C	478	72	36	1479	402	516	91	963	311
01.01.94 : C	573	86	43	131	28	45	08	86	20
01.01.92 : D	83	12	06	75	17	41	06	34	11
01.01.93 : D	99	16	07	—	—	—	—	—	—
01.01.94 : D	99	13	07	—	—	—	—	—	—

Brief Reasons for Rejection	No. of Posts Carried forward		Percentage		Shortfall		Percentage of Shortfall	
	SC	ST	SC	ST	SC	ST	SC	ST
11	12	13	14	15	16	17	18	19
Candidates	07	04	70.0	80.0	07	04	10.4	6.0
not found	07	04	58.3	66.7	07	04	8.5	4.0
	05	03	38.5	50.0	35		5.7	4.0
suitable for	—	03	—	75.0	—	08	—	5.3
	—	04	—	66.7	—		—	5.0
the posts by	02	04	10.3	57.1	02	04	1.7	
the Screening	12	26	19.4	72.2	12	26	2.9	6.3
	07	29	9.7	80.5	07	29	1.4	6.0
Committee for	06	24	7.0	55.8	05	14	1.0	4.1
interview/Test	—	03	—	50.0	—	08	—	3.9
	—	04	—	57.1	—	04	4.5	
	—	04	—	57.1	—		4.5	4.5

Category	Under Direct Recruitment					Under Promotion Quota				
	Total No. of persons appointed	SC	ST	Total	%age	Total No. of persons appointed	SC	ST	Total	%age
Group A	59	7	2	9	15.25	31	5	—	5	16
Group B	56	9	4	13	23	51	5	1	6	11.7
Group C	394	77	25	102	25.88	209	30	1	31	14.83
Group D	136	47	5	52	38.23	—	—	—	—	—

2.116 The Committee were informed that during 1992 to 1994 in Grade 'B' and 'C' 156 and 662 SC and ST candidates respectively were selected against the reserved vacancies of 53 and 330 respectively. The figures show that recruitment was more than the posts reserved for SCs/STs in Grade 'B' and 'C' posts on the one side, but on the other side, there is still shortfall of 14 reserved vacancies in Grade 'B' and 93 in 'C'. When the Committee desired to know the reasons, it was informed that against 53 posts in Group 'B' and 330 posts in group 'C' a panel of 156 and 662 persons respectively was drawn. The number of SC/ST candidates appointed were, however, restricted to the number of vacancies available in the respective cadres. The shortfall vacancies shown in the reply is attributed to such technical and professional cadres where suitable candidates were not available in SC/ST categories.

Staff Strength and Shortfall

2.117 The Committee were informed about the staff strength (teaching and non-teaching) of IGNOU as on 1.1.92, 1.1.93 and 1.1.94 as per the following proforma:

Category of Posts— i.e. Gr. A,B,C,D.	Total Number of Employees	Number of		Percentage		Shortfall		Percentage of- Shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10
01.01.92: A	65	03	01	4.6	1.5	07	04	10.4	6.0
01.01.93: A	78	05	02	6.4	2.6	07	04	8.6	4.9
01.01.94: A	86	08	03	9.3	3.5	05	03	5.7	4.0
01.01.92: B	59	09	01	15.3	1.7	—	03	—	5.8
01.01.93: B	80	12	02	15.0	2.5	—	04	—	5.9
01.01.94: B	98	13	03	13.3	3.1	02	04	1.7	4.4
01.01.92: C	413	50	05	12.1	1.2	12	26	2.9	6.3
01.01.93: C	478	65	07	13.6	1.5	07	29	1.4	6.0
01.01.94: C	573	80	19	14.0	3.2	06	24	1.0	4.2
01.01.92: D	83	19	03	22.9	3.6	—	03	—	3.9
01.01.93: D	99	22	03	22.2	3.0	—	03	—	4.5
01.01.94: D	99	22	03	22.2	3.0	—	03	—	4.5

2.118 After analysing the above statement, the Committee have found that during 1992 there was shortfall of SC and ST staff in grade 'A' services to the level of 10.4% and 6.0% respectively which decreased to 8.6% and 4.9% respectively in 1993 and 5.7% and 4.0% respectively in 1994. Similarly, there was shortfall of SC and ST staff in grade B services to the level of Nil and 5.8% respectively in 1992, nil and 5.9% in 1993 and 1.7% and 4.4% in 1994. In grade C services, the shortfall of SCs and STs was to the level of 2.9% and 6.3% respectively in 1992, 1.4% and 6.0% in 1993 and 1.0% and 4.2% in 1994. In grade D services, the shortfall of STs has increased from 3.9% in 1992 to 4.5% in 1994. When the Committee desired to know the reasons for shortfall of SCs and STs staff in grade A, B and C categories and shortfall of STs in grade D services, and the efforts made by the IGNOU to wipe out the shortfall, it was informed that eligible SC/ST candidates were not available in certain technical and professional cadres specially in Group A, B and C despite Special Recruitment Drive for the categories. Regarding Grade D service, recruitment process was completed to fill up shortfall of STs. For SCs the shortfall will be made good shortly. Several attempts were made to fill up the posts through Special Recruitment Drives. Under Special Recruitment Drive, advertisements were published in the month of August, 1995 and September, 1995 for filling up backlog posts.

2.119 When the Committee desired to know whether any Special Recruitment Drive (SRD) was conducted to fill up the shortfall vacancies, it was informed that SRD was launched and the process was in progress to fill up the shortfall vacancies. Further, the Committee desired to know the staff strength of Grade 'A' services in the case of teaching staff during 1993 to 1995, it was stated as under:

	As on 31.3.93			As on 31.3.94			As on 31.3.95		
	Total	SC	ST	Total	SC	ST	Total	SC	ST
Professor/ equivalent	26	—	—	27	—	—	25	—	—
Reader/ equivalent	45	1	1	46	2	1	46	2	1
Lecturer/ equivalent	128	11	2	140	9	2	144	11	3

2.120 When the Committee wanted to have a brief overview about the efforts made by IGNOU to wipe out the shortfall vacancies in case of non-availability of suitable SC/ST candidates, it was stated that due to non-availability of suitable SC/ST candidates, the University resorted to repeat advertisement. Voluntary organisations and Employment Exchange were also approached to sponsor suitable candidates. A provision has also been made in the Recruitment & Promotions Rules to relax the 'experience' qualification of the SC/ST candidates who slightly fall short of required experience. In the event of non-availability of sufficient number of eligible

SC/ST candidates, where, even after resorting to aforesaid exercise eligible candidates from particular category were not available, the post reserved for SC was temporarily diverted to ST and *vice-versa*.

2.121 However, several attempts were made to fill up posts through special recruitment drives. Special Recruitment Drive advertisements to fill up the backlog vacancies were published in the months of August, 1995 and September, 1995.

2.122 The Committee note that despite launching various Special Recruitment Drives by the IGNOU, there is still shortfall in recruitment of SC candidates to group 'A', 'B', 'C' and ST candidates in all the Posts/Groups. The Committee, therefore, recommend that this shortfall in recruitment must be cleared by giving suitable relaxation/concession/pre-recruitment training to SC/ST candidates as per guidelines of the Government.

2.123 The Committee also observe that inspite of the efforts made by IGNOU, the shortfall has not been wiped out. The Committee, therefore, recommend that vigorous efforts should be made by IGNOU to wipe out the shortfall and it may be apprised of the latest position in respect of all posts (teaching & non-teaching).

Promotion

2.124 As regards promotions, IGNOU had informed the Committee that it provides reservation in promotion as per the rules approved by the Board of Management.

2.125 The Committee had been informed that IGNOU has not been providing in-service training to SC/ST staff before promotion. When the Committee desired to know the reasons thereof, it was stated that in promotion, IGNOU follows the method of seniority-cum-fitness and not selection method. Only such SC/ST employees who have put in sufficient number of years, in the feeder cadre are promoted. No difficulty has been experienced by any of the SC/ST employee in shouldering promotional posts and consequently there is no need for in-service training to them. However, SC/ST employees are sponsored to attend the supervisory and other managerial training programmes conducted by reputed agencies.

2.126 Further, when the Committee desired to know the method of promotion followed by IGNOU in the case of teaching and non-teaching services as per UGC guidelines, it was stated that The method of seniority-cum-fitness with prescribed number of years is being followed for promotion in the case of non-teaching service. In the case of teaching posts, there is no promotional scheme. However, Lecturers are placed in the senior scale and the selection grade after rendering the prescribed period required for career improvement scheme as per the guidelines.

2.127 So far as promotion to teaching and non-teaching staff is concerned the Committee would like to have the details of total promotions made

during the years 1996 to 1999 in all the grade of posts and number of SCs and STs among them.

SC/ST Cell

2.128 The Committee were informed that special cells for SCs/STs are functioning in all the Central Universities except IGNOU. When the Committee desired to know the reasons for not establishing SC/ST cell in IGNOU and whether the Ministry is planning to establish SC/ST cell in IGNOU in near future, it was replied that the strength of SC/ST cell in IGNOU is one Assistant Registrar, one Sr. Assistant and one stenographer. A full fledged SC/ST cell on the pattern of UGC guidelines is under consideration.

2.129 The Committee note that an SC/ST cell on the pattern of UGC guidelines has not been set up in the IGNOU. The Committee feel that in the absence of a full fledged cell the interest of the SC/ST Employees can not be monitored effectively. The Committee, therefore, recommend that an SC/ST cell with required staff strength must be set up so that meaningful compliance of the reservation orders can be achieved.

(vii) Jamia Millia Islamia University (JMI)

2.130 The Committee were informed that the Jamia Millia Islamia received the status of a Central University by an Act of Parliament on 26 December, 1988. When the Committee desired to know about the implementation of reservation policy for SCs/STs in the JMI, it was stated that it has been committed to National Policy of reservation but not adopted it so far.

Reservation

2.131 The Committee have noticed from the Jamia Millia Islamia Act, 1988, that "the University shall be open to persons of either sex and of whatever race, caste or class, and it shall not be lawful for the University to adopt or impose on any person any test whatsoever of religious belief or profession in order to entitle him to be admitted therein as a teacher or student or to hold any office therein or to graduate thereat.

Provided that nothing in this Act shall be deemed to prevent the University from making appropriate provisions for reservation for the Scheduled Castes and Scheduled Tribes, the physically handicapped persons and women."

2.132 When the Committee, further, desired to know whether the University follows the Reservation policy of Government of India for SCs/STs uniformly like other Central Universities, Jamia Millia Islamia had informed that they have accepted to follow the National Policy of reservation for Scheduled Castes and Scheduled Tribes and its Executive Council in its meeting held on 25 May, 1997 decided to that effect.

2.133 The Jamia Act, 1988 (Section 7) provides the basis for the

reservation policy. It states that nothing (in the Act) shall be deemed to prevent the University from making appropriate provisions for reservation for the SCs/STs, the physically handicapped persons and women. Recently, the Executive Council of the University has passed a resolution as mentioned herein below:—

“The University shall also follow the reservation policy of 22.5% for SCs/STs both for direct recruitment and promotion and 27% for OBCs in direct recruitment, as per the Government of India policy for filling up of non-teaching posts.”

2.134 The Committee note that Jamia Millia Islamia received the status of a Central University by an Act of Parliament on 26 December, 1988 whereas reservation policy of Government of India for SCs and STs has been accepted by the University in 1997 only. The Committee are deeply distressed to note this inordinate delay in the adoption of reservation policy of Government of India by the Jamia Millia Islamia University. The Committee desire and expect from the University that the reservation policy will now be implemented by them in letter and spirit. The progress made in this regard should be intimated to the Committee at a very early date.

Interview/Appointment letter

2.135 Most of the Central Universities are sending interview/appointment letter to candidates by Registered post whereas the same has not been done by JMI University. When the Committee desired to know the reasons therefor, the University had informed that there was no particular reason for it but it is a practice that interview calls and appointment letters are sent by ordinary post ‘Under Certificate of Posting’. Sometimes, intimation is sent telegraphically as well.

2.136 The Committee note that JMI University send interview/appointment letter to candidates by ordinary post “Under Certificate of Posting” and not by registered post. The Committee, therefore, recommend that interview/appointment letter must be sent through Registered post to SC/ST candidates to ensure its safe delivery.

2.137 The Committee were informed that in case of JMI, the SC/ST candidates are not interviewed separately. As per para 6.9 of Broucher on Reservation for SCs and STs in services, the SC/ST candidates should be interviewed on a day other than the day on which general candidates are to be interviewed so that SCs/STs are not judged in comparison with the general candidates. When the Committee desired to know the reasons for not interviewing SC/ST candidates on a separate sitting in JMI University, it was informed that all candidates (including SC/ST) called for interview for both teaching and non-teaching posts appear before the same selection committees. The guideline that a separate interview for SC/ST candidates should be conducted a day before the actual schedule for interview, or the same day but in separate sitting is noted and steps will be taken to make such an arrangement.

2.138 The Committee observe that while interviewing SC/ST candidates for both teaching and non-teaching posts JMI do not call them separately. The Committee desire that SC/ST candidates should be interviewed on separate dates or in separate blocks on the same day on which general candidates are interviewed as provided in Government guidelines so that interviewing authority is aware of the need for judging the SC/ST candidates.

Staff Strength and Shortfalls

2.139 As regards the staff strength, JMI University had stated that the percentage of SC/ST staff engaged in teaching services *i.e.* lecturers was 0.60 in 1991-92, 0.56 in 1992-93 and 0.60 in 1993-94. The percentage of SC/ST employees in the non-teaching staff was 8.31 in 1991-92, it remained same in 1992-93 and further declined to 8% in 1993-94.

2.140 When the Committee enquired about latest staff strength of SCs/STs in case of teaching as well as non-Teaching posts, the following statement showing the representation of SCs/STs during the year 1995-96 (as on 1.1.1996) was furnished:—

Sl. No.	Name of University	Teaching Posts			Non-teaching Posts				
		Prof.	Reader	Lecturer	A	B	C	D	
1	JMI	Total	76	112	154	75	69	512	431
		SC	—	1	—	1	—	5	102
		% of SC	—	.89	—	1.33		0.97	23.67
		ST	—	—	1	—	—	—	1
		% of ST	—	—	0.65	—	—	—	0.23

Special Recruitment

2.141 As regards Special Recruitment Drive (SRD), JMI had informed that it had not conducted any SRD exclusively to recruit SCs and STs. It had also been stated that JMI is committed to National Reservation Policy but has not yet adopted it. When the committee enquired as to what instructions have been issued by the Ministry of HRD and UGC to JMI University to fill up the shortfall vacancies in teaching and non-teaching services the Ministry had informed that the instructions regarding SRD received by them from time to time are sent to UGC for circulation to Central Universities. It had further, been, informed that in the meeting of Monitoring Committee of the UGC held on 19.10.1995, JMI was requested to fill up the vacancies in teaching and non-teaching positions in accordance with the reservation policy of the Government of India.

2.142 When the Committee desired to have detail about the number of backlog posts in SC/ST category, department-wise/subject-wise in teaching posts in JMI and the attempts made by JMI to advertise these

posts for recruiting SC/ST candidates to fill up the backlog posts through SRD during the last five years the JMI University had informed as under:

“In respect to clear backlog vacancies, it is submitted that the Jamia Millia Islamia was a deemed University till December, 1988 when it got the status of Central University through an Act of Parliament. As a nascent Central University the Jamia got financial support mainly for the development of its infrastructure, and therefore, the Jamia may not be compared with other Central Universities in respect of employment of personnel under reserved categories and its clearance is not applicable to the Jamia. In fact the Vice-Chancellor has clearly explained the position of Jamia in this regard to the Parliamentary Committee at its meeting held in September, 1995.”

2.143 The Ministry of Human Resource Development (Department of Education) in their reply to the supplementary questionnaire of the Committee had stated that JMI University has no provision for reimbursement of expenditure of interviews. When the Committee desired to know the reasons for not providing reimbursement of expenditure incurred by SC/ST candidates who come for interviews, the University had informed that as per assurance given by the Vice-Chancellor to the Parliamentary Committee during oral Evidence held on December 5, 1996, a provision has been made for reimbursement of expenditure incurred on journey performed by SC/ST candidates who come for interviews.

2.144 The Committee observe that the percentage of representation of SCs and STs in teaching and non-teaching categories of posts in JMI is very meagre. For example, as on 1.1.96 in the Professor category out of 76 there was no representation of either SC or ST, in case of Reader there was only one SC out of total 112 posts. Similarly in Lecturer category out of 154, only one ST Lecturer was there. In so far as non-teaching category is concerned out of 75 employees in Group 'A' only one belongs to SC Category, in group 'B' out of 69 there is neither a SC nor a ST, in Group 'C' out of total 512 employees only 5 are SC and in Group 'D' out of 431, 102 belong to SC and one from ST category.

2.145 The Committee are surprised to note that on the one hand JMI has stated that it is committed to National Reservation Policy and on the other hand it has stated that this policy has not yet been adopted by it. The Committee feel that once guidelines have been issued by the University Grants Commission to all Central Universities it is obligatory on the part of the concerned University to follow the same in toto. The Committee, therefore, recommend that JMI should make special efforts to fill up vacant posts of SCs and STs in accordance with the Government guidelines which have already been adopted by the other Universities also. The Committee would like to be apprised of the action taken in the matter.

Promotion

2.146 When the Committee desired to know about the promotion policy followed in JMI University, it was stated that in the case of teaching there is no promotion and in the case of non-teaching 25% to 50% are filled by promotion through Departmental Promotion Committee in case of Group A. As regards the method of promotion followed by JMI University for SCs/STs in the case of teaching and non-teaching services as per UGC guidelines information has not been furnished by the JMI University despite several reminders.

2.147 When the Committee desired to know the reasons for not imparting in-service training to SCs/STs before promotion in JMI University it was stated that the University has an O&M Branch which is responsible for in-service training of all the non-teaching staff. Apart from this, the UGC has granted a Management Development Programme which is looking after the in-service training of officer cadre. It will not be out of place to mention here that promotions are made on experience-cum-merit basis and merit is judged by an employee's work/record.

2.148 The Committee desired that a statement showing the number of employees promoted and number and percentage of SCs/STs among them in each category of posts in teaching as well as in non-teaching, shortfalls and causes of shortfalls, should be furnished to them. JMI University submitted the statement as under:—

	1991	1992	1993
Category A	nil	nil	nil
Category B	nil	nil	nil
Category C	1	nil	nil
Category D	3	nil	1

2.149 An analysis of the above statement shows that JMI University has furnished the information without stating whether the figures are related to total or SCs/STs employees. Percentage of SCs/STs, shortfall and causes of shortfalls have also not been intimated.

Departmental Promotion Committee/Boards (DPC/Board)

2.150 When the Committee desired to know whether the Departmental Promotion Committees/Boards have been constituted for promotion and whether any SC or ST member is associated with such Committees/Boards. JMI University in their reply had stated that they have not associated any SC/ST member with DPC/Board. JMI had further stated that SC/ST employees are very few so no SC/ST member has been associated with DPC.

2.151 As per para 17.2 of Brochure (8th Edition) on reservation for SCs and STs, a provision exists for nomination of an SC/ST officer to the DPC/Board. The Committee desired to know the reasons for not associating SC/ST members in the DPC in the case of JMI and how the

interest of SC/ST employees is protected in the absence of an SC/ST representative, but no information has been furnished to the Committee by the JMI University.

2.152 The Committee are dismayed to note that JMI has not furnished information to the Committee with regard to method of promotion despite issue of several reminders. It is also highly disappointing to note that JMI has not furnished proper data in regard to promotion made by them during the years 1991—1993. The Committee are also surprised to find out that no SC/ST member has been included in DPC/Board. The Committee deplore the lackadaisical approach of the JMI in furnishing required information to Parliamentary Committee and recommend that information with regard to total promotions made during the years 1993 to 1998 in each categories of posts (Teaching and non-teaching) and number and percentage of SCs/STs among them should be furnished to the Committee. The Committee also recommend that in each Departmental Promotion Committee/Board an SC/ST member should, invariably be associated if SC/ST member of comparable status is not available within the JMI University then a member from other university should be included to safeguard the interest of SC/ST employees.

SC/ST Cell

2.153 As regards the procedure for dealing with the representations received from SC/ST employees of JMI University, it had been stated that the SC/ST employees send their grievances/complaints in the form of representation in two ways.

(i) More often the SC/ST employees send their representations to the SC/ST cell directly. The various dimensions of the representations are made on the representation and the same are forwarded for redressal/action to the Registrar.

(ii) Some times the SC/ST employees directly address their representations to the Vice-Chancellor/Registrar.

2.154 When the Committee further enquired about the staff working in the SC/ST cells and whether they have been entrusted with work other than the monitoring and implementation of reservation policy in JMI University, it was stated that the staff working in SC/ST cell is exclusively entrusted with the work relating to the Welfare of SC/ST students and employees. The composition of the SC/ST Cell in JMI University was stated to be as under:—

(1) Deputy Registrar	1
(2) Section officer	1
(3) Statistical Assistant	1
(4) Steno-Typist	1
(5) Clerk	1
(6) Peon	1

2.155 The Committee have been informed that the staff working in SC/ST Cell is exclusively looking after the work relating to the welfare of Scheduled Castes and Scheduled Tribes and at present the strength of this Cell is 6 persons. The Committee would like to know the number of complaints received during the years 1993 to 1999, time taken for their disposal and number of complaints pending as on date. The Committee also recommend that an officer from SC/ST category should be included in the Cell.

Housing facilities

2.156 As regards the housing facilities provided to their employees and percentage reserved for SC/ST employees out of total houses, the Committee were informed that JMI University has 239 houses but none of them was allotted to SC/ST employees. When the Committee further desired to know the reasons for non-implementation of reservation in Government accommodation in JMI University, it was informed that the University does not have enough residential accommodation for staff. The University provides accommodation to SC/ST employees as per rules to the extent possible.

2.157 The Committee are informed that JMI University has 239 houses but none of them was allotted to SC/ST employees. The contention of the JMI that it does not have enough residential accommodation for staff is beyond acceptance. The Committee feel that while allotting these 239 houses due representation should have been given to SC/ST employees. The Committee therefore, recommend that fresh allotment of houses may be made keeping in view the interest of the SC/ST employees as per Govt. instructions on the subject.

(viii) Jawaharlal Nehru University (JNU)

2.158 The Jawaharlal Nehru University had informed the Committee that it had been following the directives received from the University Grants Commission and various Ministries regarding implementation of reservation for SCs and STs. However, when the Committee desired to know whether the reservation policy in favour of SCs and STs is applicable for appointment in Central Universities, it was informed as under:—

“As per the information received from UGC, in June, 1996 the erstwhile Ministry of Education wrote to the Central Universities and institutions deemed to be Universities inviting their attention to the provision made in the Constitution of India for reservation of posts and requested them to observe the constitutional safeguards for the members of the SCs/STs in matters of appointments. They were further advised to apply the orders at least to non-teaching staff.”

De-Reservation

2.159 When the Committee desired to know the actual procedure followed for de-reservation of vacancies in the Central Universities and in

particular in JNU, it was stated that as per the instructions of the Government, Central Universities are not supposed to de-reserve the posts reserved for SCs/STs. However, the actual procedure followed for de-reservation of vacancies in JNU is that it is done with the approval of the appointing authority if suitable candidate is not available. It was also informed that the following posts were de-reserved and carried forward vacancies lapsed:—

No. of posts de-reserved			Carried forward posts lapsed				
Group	91 SC/ST	92 SC/ST	93 SC/ST	Group	91 SC/ST	92 SC/ST	93 SC/ST
A	Nil	Nil	Nil	A	Nil	Nil	Nil
B	1/-	1/-	Nil	B	Nil	Nil	Nil
C	1/2	-2	-1	C	1/1	1/2	1/2
D	Nil	Nil	Nil	D	Nil	Nil	Nil

2.160 In its first post evidence information, JNU had informed the Committee that reservation rosters for teachers are maintained *w.e.f.* 7th March, 1994 and since then no reserved vacancy has either been de-reserved or carried forward. It was further informed that in terms of the ban on de-reservation in direct recruitment quota [*vide* Govt. of India, Department of Personnel and Training O.M. No. 36012/6/88-Estt.(SCT) dated 25.4.89] no vacancies for non-teaching staff had been de-reserved since then under direct recruitment quota and during 1994 and 1995 no vacancy has been de-reserved under promotion quota.

2.161 As per figures furnished by JNU two vacancies in group 'B' and six vacancies in Group 'C' reserved for SCs/STs had been de-reserved and eight vacancies in group 'C' which were carried forward lapsed during 1991 to 1993. When the Committee desired to know the efforts made by the University to make suitable SCs/STs candidates available for the Group 'B' and Group 'C' posts where these posts had to be de-reserved due to non-availability of SC/ST candidates, it was informed that vacancies in the promotion quota were de-reserved mainly because in the feeder cadre candidates belonging to these categories were not available and even after allowing concession as per Government of India Rules they were not eligible in terms of experience, length of service, qualification etc. required under the Recruitment Rules of the University. In some cases the vacancies were filled up through open recruitment as provided under OM No. AB-14017.30.89-Estt.RR dated 10.7.1990.

Recruitment.

2.162 The Committee were informed that the JNU adopted reservation for SCs/STs in respect of Group 'D' in 1975, for Group 'C' 'B' and 'A'

posts in 1978. It was also informed that as per the existing provisions, the reservation for SCs/STs in teaching posts is applicable for the post of Assistant Professors only. The issue regarding reservation for the SCs/STs for the post of Associate Professors and Professors is under the consideration of the UGC. The Universities Executive Council *vide* its resolution No. 5.18/EC dated 20.4.1983 made the provision of reservation for SCs/STs to the extent of 15% and 7.5% respectively.

2.163 In regard to the Recruitment, its procedure and the concessions/relaxations allowed to SC/ST candidates for teaching and non-teaching personnel, the Committee were informed that Group A, B and C posts are filled through advertisement on all India basis and Group D posts are filled from local employment exchange/daily wages working in the Universities. For all posts seniority-cum-fitness and test-cum-merit/fitness is necessary. Concessions were given in upper age upto 5 years and relaxation in experience and standards of suitability to the extent of 20% and 25% also given to SC and ST respectively.

2.164 When the Committee desired to know whether the concessions/relaxations permissible to SC/ST candidates and the number of posts reserved are indicated in the employment Notification and sent to Employment Exchange/Newspapers/AIR/Doordarshan, JNU in its note had stated in the affirmative. On the contrary, it has been found that in most cases vacancies are not advertised in AIR/Doordarshan.

2.165 The Committee were informed that the copies of Employment Notices/Notifications are sent to recognised SC/ST Welfare Associations for wide publicity among their members by Jawaharlal Nehru University only since April, 1994.

2.166 When the Committee desired to know whether SC/ST candidates are interviewed on separate dates and in separate blocks *i.e.* other than the day on which general candidates are interviewed, JNU in its reply had stated that it had interviewed SC/ST candidates in a separate sitting only if the number is large.

2.167 The Committee were informed about the recruitment of SCs/STs made during 1992, 1993 and 1994 as under:

Category of posts i.e. Gr. A, B, C, D	Total No. of Vacancies occurred	No. of posts Reserved		No. of Candidates						No. of Candidates	Brief reasons for rejection	No. of posts carried forward		Percentage		Shortfall		Percentage of Shortfall	
				Applied		Selected		Rejected				SC	ST	SC	ST	SC	ST	SC	ST
				SC	ST	SC	ST	SC	ST			SC	ST	SC	ST	SC	ST	SC	ST
Year 1.1.1992																			
Group 'A'	02	01	—	25	08	01	—	24	08	—	—	50	—	—	—	—	—	—	
Group 'B'	03	01	01	23	24	01	—	22	24	—	01	33	—	—	01	—	100	—	
Group 'C'	16	08	02	261	12	07	—	254	12	01	02	43	—	01	02	12.5	100	—	
Group 'D'	31	10	04	97	04	09	01	88	05	01	03	29	3.0	01	03	10	75	—	
Year 1.1.1993																			
Group 'A'	01	01	—	19	—	—	—	19	—	01	—	—	—	01	—	100	—	—	
Group 'B'	01	01	—	06	—	01	—	05	—	—	—	100	—	—	—	—	—	—	
Group 'C'	06	02	01	289	38	02	—	287	38	—	01	33	—	—	01	—	—	—	
Group 'D'	14	04	06	13	25	03	02	10	23	01	04	21	14	01	04	25	66	—	
Year 1.1.1994																			
Group 'A'	02	01	—	38	—	02	—	36	—	—	—	100	—	—	—	—	—	—	
Group 'B'	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Group 'C'	10	04	04	366	81	03	03	362	80	01	01	100	75	01	01	25	25	—	
Group 'D'	30	07	02	23	11	11	01	12	10	01	01	36	03	—	01	—	50	—	

2.168 The Committee were further informed that SC/ST candidates were rejected on the ground of non-suitability. When the Committee desired to know the efforts made by the Jawahar Lal Nehru University to make suitable SC/ST candidates available to fill up the shortfall vacancies, it was informed that as regards Group 'A' posts there was only one post reserved for SC which could not be filled as on 1.1.1993 for want of suitable candidates but has since been filled in 1994 by a SC candidate only.

2.169 As regards Group 'B' posts, only one post of Senior Technical Assistant reserved for ST as on 1.1.1992 could not be filled. There were seven applicants in the first instance and no one had been found suitable by the Selection Committee. The reasons weighed by the Selection Committee for not finding suitable candidates are not available on record. The reservation point is still vacant and will be filled up by ST category only as the post cannot be de-reserved.

2.170 The Committee were also informed that three vacancies of SCs and STs in Group C & D were carried forward during 1992, 1993 and 1994 and the same had been filled up from the respective communities after relaxing the standards. In group 'C' one post for SC and one post for ST and in Group 'D' one for ST are the only vacancies which are to be filled by the University.

2.171 The Committee are informed that JNU conduct separate interview for SC/ST candidates only if their number is large. The Committee, therefore, opine that as per para 6.9 of the Brochure on Reservation for SCs and STs in Services (8th Edition), interview of SC and ST candidates should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the SCs and STs candidates are not judged in comparison with general candidates.

2.172 The Committee note that one post each in Group 'C' and 'D' of SC and ST was carried forwarded during the year 1994. The Committee would like to know the details regarding recruitment made during the years 1995 to 1999 in respect of teaching and non-teaching categories of posts separately.

	1	2	3	4	5	6	7	8	9	10	11
1994											
<i>Non-Teaching</i>											
Jawaharlal	A	100	08	02	8.0	2.0	07	05	7.0	5.0	
Nehru	B	189	23	01	12.1	0.5	05	13	3.0	7.0	
University,	C	516	78	05	15.1	0.9	..	..	..	6.6	
New Delhi	D	459	105	11	22.8	2.3	..	..	..	5.2	
	Safaikaramchari	123	123	..	100.0	..	..	..	..	..	..
<i>Teaching</i>											
Asstt. Professor		82	03	03	3.6	3.6	09	03	11.4	3.9	
Assoc. Professor		146	03	01	2.7	0.6	..	..	..	..
Professor		140	..	..	..	..	..	..	..	..
1995 (As on 31.7.1995)											
<i>Non-Teaching</i>											
Jawaharlal	A	92	12	03	13.0	3.2	02	03	2.0	4.2	
Nehru	B	192	10	02	5.2	1.0	18	14	9.8	6.5	
University,	C	510	88	08	17.25	1.5	..	30	..	6.0	
New Delhi	D	466	137	02	29.39	0.4	..	32	..	7.0	
	Safaikaramchari	123	123	..	100.0	..	..	..	..	..	..
<i>Teaching</i>											
Asstt. Professor		80	05	03	6.25	3.7	0.7	03	8.7	3.7	
Assoc. Professor		141	04	01	2.84	0.7	..	..	..	..
Professor		152	01	..	0.66	..	..	..	..	..

2.174 When the Committee desired to know the reasons for shortfall of SCs/STs in teaching and non-teaching services and efforts made by the University to clear the shortfall, it was informed that during 1993 there were 11 faculty members (Assistant Professors and Associate Professors), 3 Assistant Professors and 4 Associate Professors from SC category and 3 Assistant Professors and 1 Associate Professor from ST category. The shortfall in the percentage of SC *i.e.* 3% to 2.4% at the level of Assistant Professors was due to the promotion of one SC candidate from Assistant Professor to Associate Professor during 1993. The position of SCs/STs till 1994 in the teaching faculty was as under:

	SC	ST	Remarks
Professor	01	—	There is no reservation at the levels of Professor and Associate Professor
Assoc. Prof.	03	01	
Asstt. Prof.	04	03	One more SC candidate was offered the post of Asstt. Prof. who was yet to join. After his joining the No. of SCs would increase to 5

2.175 The position of SCs/STs in teaching faculty against the total number of employees for the years 1995, 1996 and as on 1.1.1997 was as under:—

Sl. No.	Group	Total no. of employees including SC/ST			No. of SC			No. of ST		
		95	96	97	95	96	97	95	96	97
1.	Prof.	149	172	182	1	1	2	—	—	—
2.	Assoc. Prof.	140	130	115	03	03	2	01	02	01
3.	Asstt. Prof.	80	74	72	04	05	5	03	03	03

2.176 The Committee were informed that the reservation roster at the level of Assistant Professor was started only from 7th March, 1994. After that, out of 18 posts advertised by the University 7 posts were reserved for SCs/STs (6 for SC and one for ST). Out of 6 posts reserved for SCST candidates, 2 posts were filled up, one candidate had already joined and one was to join shortly. For 2 posts *i.e.* 1 in Chinese and 1 in Bio-Physics, nobody was found suitable. These were readvertised.

2.177 In its post evidence note, JNU had stated that the shortfall in non-teaching posts, particularly those corresponding to Group A&B, is due to the fact that the reservation for SCs/STs in Group A & B services was implemented very late *i.e.* from 1978. Further, it had also been stated that during the special Recruitment Drive, launched in 1994, 33 vacancies were identified as backlog vacancies, out of which 24 vacancies were filled up. Efforts were also being made to clear the backlog of remaining 9 vacancies, at the earliest. For those 9 vacancies (which belong to technical cadre), the University had advertised twice/thrice and gave wide publicity

through National Newspapers to fill those positions from the respective community on priority. No post was de-reserved.

2.178 The Committee were informed through supplementary information that the position of SCs/STs in non-teaching staff against the total number of non-teaching employees for the year 1995, 1996 and as on 1.1.1997 was as under:

Sl. No.	Group	Total No. of non-teaching employees including SC/ST			No. of SCs			No. of STs		
		95	96	97	95	96	97	95	96	97
1.	Gr. A	83	87	76	09	11	11	02	01	01
2.	Gr. B	172	205	206	12	18	20	01	02	03
3.	Gr. C	496	506	510	79	75	76	05	05	09
4.	Gr. D	467	401	469	112	112	113	11	11	13
5.	Gr. E	122	122	123	122	122	123	—	—	—

Special Recruitment

2.179 When the Committee enquired whether any special Recruitment Drives were undertaken by JNU exclusively to recruit SCs and STs and the number of vacancies (category-wise) filled on the basis of such special recruitments, JNU had informed the Committee that most of the vacancies were filled by special recruitment drive. Unfilled vacancies would be filled by end of October, 1994. Further, in its post evidence information furnished in January, 1996, JNU had stated that it was planning to launch a Special Recruitment Drive for backlog vacancies which could not be filled up during 1994.

2.180 The Committee note that in 1997 out of 72 Assistant Professor only 5 and 3 belongs to SC and ST category respectively, in Associate Professor category out of 1152 and 1 belongs to SC and ST category and in Professor category out of 182, 2 belongs to SC and none from ST. The Committee also observe that in the non-teaching categories of posts in the year 1997 Group 'A' of 76, 'B' of 206, 'C' of 510, 'D' of 469 were represented by 11 and 1, 20 and 3, 76 and 9, 113 and 13 SCs and STs respectively. Both of the above data apparently reveal that there is still huge shortfall of SCs and STs in both teaching and non-teaching categories of posts. The Committee, therefore, emphasise that sincere and concerted efforts must be made by the JNU to wipe out the shortfall in these categories of posts immediately.

Promotion

2.181 When The Committee desired to know about the promotion policy followed in Jawaharlal Nehru University in the case of teaching and non-teaching employees, it was stated that there is no provision of reservation for SCs/STs for promotion in teaching posts and in the case of non-teaching promotion it is on the basis of seniority-cum-fitness and test-cum-seniority. When the Committee further enquired the reasons for not having provision for reservation in promotion in teaching service, in JNU, it was stated as under:

“In terms of the statutes of the Jawaharlal Nehru University, all the teaching posts are to be filled by open recruitment, through duly constituted selection committee and there is no provision for promotion from within these posts. The question of reservation in promotion in teaching services, therefore, does not arise.”

2.182. When the Committee further desired to know whether the point of reservation in promotion in teaching has ever been considered by the Ministry since 1988, the Ministry had stated that in Universities the lowest teaching post is equivalent to the level of Group ‘A’ posts in Government. As per the DOPT reservation order No. 360/2/12/88 Estt. (SCT) dated 21.9.88 the reservation is applicable upto the post of Group ‘A’ and there is no reservation in promotion for the post in Group ‘A’.

2.183 When the Committee desired to know the number of employees promoted and number and percentage of SCs and STs among them during 1991, 1992 and 1993 by JNU in each category of posts, the following statement was furnished:—

Category or posts <i>i.e.</i> Group A,B,C,D	Total Number of employees promoted	Number of Employees Promoted		Percentage of employees promoted	
		SC	ST	SC	ST
1	2	3	4	5	6
Year 1991					
Group ‘A’	01	01	—	100.0%	—
Group ‘B’	11	02	—	18.1%	—
Group ‘C’	16	04	—	25.0%	—
Group ‘D’	14	02	—	14.2%	—
Year 1992					
Group ‘A’	06*	—	—	—	—
Group ‘B’	06	—	—	—	—

1	2	3	4	5	6
Group 'C'	09	04	—	44.4%	—
Group 'D'	09	03	—	33.3%	—
Year 1993					
Group 'A'	17**	01	—	100.0%	—
Group 'B'	06@	01	—	50.0%	—
Group 'C'	18@	07	01	50.0%	7.1%
Group 'D'	08	03	03	37.5%	37.5%

* Personal Promotion for 4

** Personal Promotion for 16

@ Personal Promotion for 4

2.184 On being enquired about the shortfalls in filling reserved vacancies by promotion and causes of such shortfalls, JNU had stated that it was because of the non-availability of eligible/suitable candidates even after allowing prescribed relaxations. Further, the shortfall is primarily due to the late introduction of the reservation policy in the University. Now, as the reservation quota and procedure is being followed shrotfall is likely to decrease gradually.

2.185 When the Committee desired to know about the method of promotion followed by the JNU in the case of teaching and non-teaching services as per UGC guidelines, the JNU failed to provided any reply/clarification till date.

2.186 The Committee are disturbed to note that JNU has not supplied details about criteria followed by it for promotion in teaching and non-teaching posts. The same may be provided for the perusal of the Committee.

2.187 The Committee also observe that the promotion figures which have been supplied to the Committee relates to the years 1991 to 1993, and therefore, the figure relating to the years from 1994 to 1999 stating total number of employees (teaching and non-teaching) promoted and number of SCST among them should be made available to the Committee.

SC/ST Cell

2.188 On being asked to furnish a detailed note on the composition of SCST Cell in JNU and SCST members associated with the Cell, the University, without mentioning about the SCST members associated with the Cell, had only stated its composition as under:—

Deputy Registrar	1
Section Officer	1
Sr. Assistant	1
Jr. Stenographer	1
Jr. Asstt.-Cum-Typist	1
Frash	1

2.189 When The Committee desired to know whether the staff working in the SCST Cell has been entrusted with some other work also, than the monitoring and implementation of reservation policy, JNU stated that the Cell has also been entrusted with the following work:—

- (i) Advances for House Building/vehicles.
- (ii) Medical facilities to staff.
- (iii) Group Saving Scheme (LIC).
- (iv) Publication grants to faculty.
- (v) Issue of identity cards to employees.

2.190 This additional work has assigned because the Deputy Registrar, in-charge, had much less load *vis-a-vis* other Deputy Registrars and additional hands were also provided to him for this purpose.

2.191 When the Committee enquired about the number of complaints received from SCST employees in SCST cell it was stated that during the years 1991, 1992 and 1993 only one complaint was received. Further, JNU in its reply had informed about the procedure to deal with the complaints of non-teaching staff only, but failed to furnish the procedure relating to the complaints of teaching staff and students.

2.192 The position of complaints received from SCST employees in its SCST Cell from 1994 onwards was as under:—

Complaints	Nature	Remarks
1. Bhagwan Sahai	PH. D. Viva-Voce	Report of the examiner awaited
2. Ajay Kr. Giri	M.Phil Admission & Scholarship	Settled
3. Bhagwan Sahai	Consideration for the post of Lecturer	Recommendation of Selection Committee yet to be approved by the Executive Council
4. Satendra Kumar Sr. Asstt/SL	Promotion	Under process

Liaison Officer

2.193 As regards the appointment of Liaison Officer in JNU, the Committee were informed that Registrar of the University was acting as Liaison Officer for SCST matters. It was also stated that the UGC holds

periodical meetings of the Registrars of Central Universities to monitor the implementation of Reservation Policy for SCs/STs and to discuss the matters of common interest.

2.194 The Committee are informed that various additional works have been assigned to SC/ST Cell such as advances for HBA/Vehicles, medical facilities, issue of identity card etc. The Committee opine that the main object behind setting up of SC/ST Cell is very overt and it will give a wrong signal if the founding object to oversee the interest of SC/ST and implementation of the reservation Guidelines is defeated. The Committee, therefore, recommend that SC/ST Cell should exclusively look after the work relating to SC/ST matters. The Committee may also be apprised of the procedure to deal with the complaints of teachers and students belonging to SC/ST community.

Rosters

2.195 The Committee were informed that the University has been maintaining rosters in non-teaching as well as in teaching category of posts. The University had adopted reservation for SC/ST in Group C&D posts in 1975 and for Group A&D in 1978. Since then the University had been following the roster system as per the Government of India rules. The low percentage of SCs/STs in these groups is mainly due to late implementation of reservation by the University. The reservation in teaching posts at the level of Assistant Professor (15% for SC and 7.5% for ST) was accepted by the Executive Council in April, 1983, without the provision of roster system. It was only from 7 March, 1994 when the University accepted the reservation in teaching posts at the level of Assistant Professors in a mandatory manner that the school-wise reservation rosters are maintained and the carry forward of reserved vacancies is made applicable. It is important to mention here that some of the SC/ST teachers were appointed much before the provision of reservation made by the University in April, 1983.

2.196 When the Committee desired to know that how often the rosters maintained by the JNU was inspected by the Liaison Officer, it was stated that the Registrar of the University also acts as Liaison Officer. Whenever reservation position is sought by the Establishment Sections of the University from the SC/ST Cell the information is given under the Signature of the Deputy Registrar (SC/ST Cell). The Establishment Section have been advised that proposals for dereservation in Departmental vacancies (whenever allowed under rules) should be routed through the Liaison Officer.

2.197 The Committee are disturbed to find that maintenance of rosters in non-teaching category of 'A' and 'B' and in 'C' and 'D' posts was started in 1975 and 1978 respectively. In case of teaching staff it was adopted in the year 1994. The Committee, therefore, expect that JNU will now maintain rosters honestly and properly according to Government guidelines and these

rosters should be inspected annually by the Liaison Officers nominated in the Ministry of Human Resource Development. The Committee may also be apprised of the frequency in which these rosters have been inspected by the Liaison Officer since their introduction in the JNU.

Housing

2.198 The Committee were informed that based on the Government rules the reservation in accommodation for SCs/STs has been fixed as follows:—

TYPE I and II 10%
TYPE III and IV 5%

2.199 There is no reservation in type V and VI houses. The above reservation is shared in 2:1 ratio between SCs and STs respectively.

Representation of SCs/STs in various types of accommodation in the University

Sl. No.	Type of quarter	Total Capacity	SCs	%of SCs	STs	%of STs
Teaching						
1	Transit	50	01	0.5	02	0.1
2	Type IV	80	04	3.2	01	0.8
Non-Teaching						
1	Zero Type	108	16	17.3	01	1.1
2	Type I	160	43	68.8	01	1.6
3	Type II	102	08	8.2	01	1.0
4	Type III	60	01	0.6	01	0.6
5	Type IV	29	03	0.9	—	—

2.200 The Committee note that reservation in accommodation has been fixed at 10% for type I and II and 5% for Type III and IV. The Committee also find that these percentages are below the prescribed limit in case of type III, type IV (non-teaching) and transit type and type IV (Teaching) categories of accommodation. The Committee, therefore, recommend that JNU while making fresh allotment of accommodation should make sincere efforts to fill up the gap between prescribed and actual percentages in allotment of accommodation to SC/ST employees.

(ix) Pondicherry University

2.201 As regards the Reservation Policy in favour of SCs and STs for appointment in Pondicherry University, the committee were informed that it is required to provide 15% and 7.5% reservation for SCs and STs respectively in recruitment of teachers upto the level of lecturer, and in non-teaching staff upto posts equivalent to Group 'A' posts in Government.

De-Reservation

2.202 The committee have been informed that in Pondicherry University, the question of de-reservation does not arise, since the University started functioning with effect from 16.10.1985. When the Committee desired to know the actual procedure followed for de-reservation of vacancies in Pondicherry University because de-reservation was banned *w.e.f.* 1.4.1989, it was stated that no post had been de-reserved. When a reserved post could not be filled-in for want of eligible qualified candidates against the roster point of SC/ST in any particular recruitment, the backlog vacancies are filled in subsequent recruitment years.

Staff Strength and Shortfalls

2.203 When the Committee desired to know the staff strength (teaching and non-teaching) of Pondicherry University at the time of its inception and as on 1991-92 and 1992-93, the following statement was furnished:—

Sl. No.	Name of the post	Total No. of employees including SC/ST	No. of		Percentage of		Shortfall		Percentage of shortfall		Remarks
			SC	ST	SC	ST	SC	ST	SC	ST	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
TEACHING POSTS											
(1)	Professor	22	—	—	—	—	—	—	—	—	As per UGC guidelines, no reservation for the posts of Professor and Reader.
(2)	Reader	39	2	—	5.13	—	—	—	—	—	
(3)	Lecturer	50	9	1	18.00	2.00	—	3	—	5.5	
NON-TEACHING POSTS											
(4)	Group 'A'	34	4	1	11.76	2.94	1	—	4.90	—	No reservation for ST candidates as per brochure for Pondicherry region
(5)	Group 'B'	7	2	—	28.57	—	—	1	—	7.5	
(6)	Group 'C'	180	27	—	15.00	—	2	—	1.66	—	
(7)	Group 'D'	198	31	1	15.66	0.5	—	—	—	—	

TEACHING POSTS

(1)	Professor	22	—	—	—	—	—	—	—	—	As per UGC guidelines, no Reservation for Professor and Reader.
(2)	Reader	43	1	—	2.33	—	—	—	—	—	
(3)	Lecturer	56	12	3	21.43	5.36	—	1	—	2.14	ST candidates are not available sufficiently in spite of special drive.

NON-TEACHING POSTS

(4)	Group 'A'	31	5	—	16.12	—	—	—	—	—	No. ST candidates are available in spite of special drive.
(5)	Group 'B'	8	2	—	25.00	—	—	1	—	7.50	-do-
(6)	Group 'C'	181	26	—	14.36	—	4	—	2.30	—	No Reservation for ST candidates as per brochure for Pondicherry region.
(7)	Group 'D'	187	31	1	16.58	0.53	—	—	—	—	-do-
(8)	Safaiwala	3	1	—	33.33	—	—	—	—	—	-do-

2.204 After analysing the above statement the Committee have observed that as per UGC guidelines, there is no reservation in Pondicherry University for the posts of Professor and Reader but there is shortfall of 5.5% in 1991-92 and 2.14% in 1992-93 in the representation of STs for the post of Lecturers and in the non-teaching category of posts, the shortfall of SCs in Grade 'A' and 'C' services is to the level of 4.90% and 1.66% respectively in 1991-92 and there is shortfall of STs to the level of 2.30% in 1992-93.

2.205 When the Committee wanted to know the reasons for shortfall of STs in teaching services and SCs in non-teaching specifically in Grade 'A' and 'C' services it was stated that in the Notification calling for applications for teaching positions the number of positions earmarked for SC/ST were mentioned. The number of applicants belonging to STs were very few and in some cases Nil. Hence, the target of ST posts allocated as per roster points could not be filled up while recruiting the faculty position, the backlog was carried forward and attempted again. Since the Finance Committee of this University had imposed a ban on filling-up of the existing vacant non-teaching posts in October 1990, none of the non-teaching posts was filled-in by direct recruitment during the years 1991-92 and 1992-93. Hence, there was shortfall of SCs and STs under non-teaching category during the years 1991-92 and 1992-93. In regard to Grade 'A' and 'C' services under non-teaching side, at the time of inception of this University some of the posts were filled-in on deputation basis as nominated by Government of Pondicherry. Further, due to peculiar situation prevailing here, the University was compelled to appoint the local villagers as wards of land affected people. Hence, there is slight shortfall in the reservation of SC in the Grade of 'A' and 'C' services. However, the University stated that efforts will be made to remove the shortfall when new recruitment is made.

2.206 When the Committee desired to know the efforts made by the University to wipe out the shortfall and the figures of staff strength for the years 1993, 1994 and as on 31.7.1995, it was stated that whenever any vacancy arises in the Grade 'A' and 'C' posts, the shortfall of backlog vacancies of SC/ST is filled-in subsequent recruitments. The same procedure will be adopted in future recruitment also in order to clear the shortfall backlog vacancies in SC/ST. The figures of staff strength for the years 1993, 1994 and also on 31.7.1995 were as under:—

Year	GROUP				
	A	B	C	D	Total
1993	31	44	157	227	459
1994	27	44	174	267	512
As on 31.7.95	28	52	166	267	513

2.207 When the Committee further desired to have a brief overview about the efforts made by the Pondicherry University to wipe out the shortfall vacancies in case of non-availability of suitable SC/ST candidates, it was stated that there was no backlog vacancy in the Teaching side and in the Non-Teaching side, the University could not fill up the backlog vacancies due to ban imposed on new recruitment and 10% cut on existing minimal posts.

2.208 Only minimum posts were suggested by the Manpower Committee on the requirement of Non-Teaching posts to the University, after conducting on-the spot verification during February, 1990. Though the Manpower Committee report was approved in principle by the Finance Committee at its meeting held on 09.08.1994 with the representative of Ministry of Human Resource Development (MHRD) & UGC formal approval has not yet been issued either by the MHRD or by the UGC. Further based on Punnaya Committee, UGC has restricted fresh appointments based on Teaching-Non-Teaching staff at the ratio of 1:3.

2.209 Hence University was not able to fill up the backlog vacancies under the Non-Teaching posts in spite of the fact that posts were vacant. The present situation of shortfall (backlog) vacancies will be overcome when either the Ministry or Commission approve the Manpower Committee report and lifts the ban in filling up of the vacant posts.

2.210 Further, in the case of Group 'D' which constitutes a major percentage of backlog, Pondicherry University has a peculiar, regional difficulty. The villagers, who have given land for the University, demanded in the presence of the then Chief Minister and insisted appointment to 100 village youths and this was accepted to avoid crisis of law and order situation which still continues. In such compulsory appointment, reservation could not be made and even if fresh recruitments were to be made, their demand to appoint a further number of 100 or more was pending. However, Pondicherry University will make sincere efforts to fill up the backlog vacancies of SCs/STs.

2.211 It is evident from the figures of staff strength of Pondicherry University during the years 1991-92 and 1992 that there is shortfall of STs in the post of Lecturer and SCs and STs in Group 'A' and 'C' in non-teaching category. The information relating to total staff strength and number of SCs and STs among them furnished by the University for the year 1993-94 and as on 31-7-95 relates to total number of employees only in each group of posts. The Committee, therefore, desire that the information may again be supplied to the Committee stating total number of employees in each grade, number of SCs and STs among them, their percentage and shortfall thereof.

2.212 The Committee note that Finance Commission of the University has imposed a ban on filling up of vacant non-teaching posts in October, 1990 and on the basis of Punnaya Committee, UGC has restricted fresh appointment based on teaching, non-teaching staff at the ratio of 1:3. The Committee would like to know the present position in this regard and

suggest that an exemption can be obtained from the competent authority to fill up backlog vacancies.

Promotion

2.213 The Committee were informed that in teaching services there was no provision for reservation in promotion in the case of Pondicherry University. When the Committee desired to know the reasons for not having such provisions in teaching services. It was informed that this University was following the guidelines of UGC on Career Advancement Scheme (CAS) to the faculty members. According to which, only Lecturers will be placed in Senior Scale of Rs. 3000—5000 after completion of 8 years of service and then to the selection Grade post carrying the scale of Rs. 3700—5700 after 8 years of service in the Senior Scale. There was no promotion scope for Readers to the post of Professor under the Career Advancement Scheme.

2.214 Under the Career Advancement Scheme, all the Lecturers including SCs who fulfils the requisite conditions evolved by the UGC gets the next placement in Senior Scale and thereafter in the Selection Grade Post. There was no relaxation of service or roster reservation for awarding next higher scale for Lecturers. However, in the recruitment to the post of Lecturer, the roster points are strictly adhered to by the University.

2.215 The Committee were informed that the Pondicherry University had not been providing in-service-training to SC/ST staff before promotion. When the Committee desired to know the reasons for not imparting in-service training for SCs/STs before promotion, it was stated that hitherto no separate training programme had been evolved by this University. It is however, planned to organise in-service training for all non-teaching staff especially SC/ST employees for promotion in future by making use of the available infrastructure in the University. Faculty members are sponsored for orientation/refresher courses in order to become eligible for Senior Scale for Lecturers. Some of the non-teaching staff were deputed to undergo training on Administrative/Financial Management conducted by other Universities/Institutes.

2.216 The Committee have observed that none of the Central Universities has been imparting pre-recruitment training. When the Committee desired to know the efforts made/proposed to be made by the Pondicherry University to wipe out the shortfall in case of non-availability of suitable SC/ST candidates, it was informed that, as far as this University is concerned, the shortfall vacancies in SC/ST posts will be made good in future recruitment after the Manpower Committee report is finally approved by Ministry of Human Resource Development.

2.217 The Committee are happy to note that Pondicherry University planned to organise in-service training for all non-teaching staff especially SC/ST employees for promotion by making use of the available infrastructure in the University. The Committee would like to know the modalities framed in this regard. The Committee may also be apprised of the total promotion made during the years 1994 to 1999 and number of SCs and STs among them in both teaching and non-teaching category of posts.

Training Abroad

2.218 When the Committee desired to know whether Pondicherry University send their employees engaged in teaching services for training/symposia/conference abroad and the number of SC/ST employees among them, it was stated as under:—

	Total	SC	ST
1992-93	13	1	—
1993-94	9	Nil	Nil
1994-95	5	Nil	Nil

2.219 The Committee note that during the years 1992-93, 1993-94 and 1994-95 total 13, 9 and 5 employees were sent abroad for training/symposia/conference etc. but only one SC was among them. The Committee would like to know the number of employees sent abroad for training/symposia/conference, etc. during the years 1995 to 1999 and recommend that while sending employees abroad for training/conference/symposia etc. due representation must be given to SC/ST employees.

Extension of Service

2.220 As regards extension of service to their employees (teaching and non-teaching services) after retirement and the number of SC/ST employees among them, Pondicherry University had furnished following statement:—

Total	SC	ST
	1992-93	
13	1	—
	1993-94	
9	Nil	Nil
	1994-95	
5	Nil	Nil

2.221 The Committee note that Pondicherry University has been providing extension of service to their employees after attaining the age of superannuation (teaching and non-teaching). The details in regard to number of employees granted extension and number of SC/ST among them during the years from 1992 to 1999 may be provided to the Committee for perusal.

(x) Visva Bharati

2.222 Visva Bharati was founded in December, 1921. It emerged as a Central University in 1951 by an Act of Parliament. When the Committee desired to know whether the reservation policy in favour of SCs and STs was applicable for appointment in Central Universities, the Ministry had stated that as per information received from UGC, in June, 1966 the erstwhile, Ministry of Education wrote to the Central Universities and Institutions deemed to be Universities inviting their attention to the provision made in the constitution of India for reservation of posts and

regularising them to observe the constitutional safeguards for the members of the SCs/STs in matters of appointments. They were further advised to apply the orders at least to non-teaching staff.

2.223 When the Committee wanted to know the percentage of reservation made in the Central Universities in favour of SCs/STs in respect of posts filled by direct recruitment and posts filled by promotion, the Ministry had informed that Central Universities are required to provide 15% and 7.5% reservation for SCs and STs respectively in recruitment of teachers upto the level of lecturer, and in recruitment and promotion of non-teaching staff upto posts equivalent to Group 'A' Posts in Government.

Recruitment

2.224 The Committee were informed that the copies of Employment Notices/Notifications are not sent to recognised SC/ST Welfare Associations. When the Committee enquired as to how the SC/ST candidates living in remote areas are made aware of recruitment advertisements, the Visva Bharati University had stated that at present advertisements are published in leading Newspapers of India like Statesman, Employment News (Rozgar Samachar). As Offices of the SC/ST Associations are situated in towns, it is expected that they would be subscribing to daily newspapers and Employment News.

2.225 To a specific query, the Ministry had stated that Visva Bharati had been issuing interview and appointment letters by UPC at least 15 days in advance. When the Committee desired to know why these letters are not sent by registered post by this University, while the other Central Universities are sending these letters by Registered Post, it was stated that to minimise the cost of expenditure, interview and appointment letters are sent by UPC.

2.226 The Committee note that Visva Bharati University has not been sending copies of Employment Notices/Notifications to recognised SC/ST Welfare Associations. The plea of Visva Bharati that advertisements are published in leading Newspapers of India and SC/ST Associations are situated in town therefore, they would be subscribing to leading newspapers, is not acceptable to the Committee. The Committee, therefore, recommend that copies of the advertisement should invariably be sent to SC/ST Associations, local MPs/MLAs and the Parliamentary Committee so that wide publicity of the SC/ST vacancies could be made.

2.227 The Committee also note that Visva Bharati University has not been issuing interview/appointment letter by registered post and despatching it just 15 days in advance. The Committee are constraint to recommend that at least 20 days notice must be given to candidates including those belonging to SC/ST for interview/appointment and letters to this effect should be sent by registered post to ensure safe delivery.

Staff Strength and Shortfalls

2.228 When the Committee desired to have the data regarding staff strength (teaching and non-teaching) of Visva Bharati for the years 1992, 1993 and 1994, the following statements were furnished:—

Sl. No.	Name of the post	Total number of employees including SC/ST	Scheduled castes	% to total	Scheduled Tribes	% to total	Teaching Shortfalls		% of Short-falls	
							SC	ST	SC	ST
1992										
1.	Professors	61	—	—	—	—	—	—	—	—
2.	Readers	154	1	0.65	1	0.65	—	—	—	—
3.	Lecturers/Asstt. Professors/ Director of Physical Edn.	119	5	4.20	—	—	13	9	10.80	7.5
4.	Research Associates/ Tutors/Demonstrators/Instructors/ Asstt. Lecturers.	168	2	1.19	2	1.19	23	11	13.81	6.31

Note: At present every 5th post of Lecturers of every faculty have been kept reserved for SC/ST. Prof. & Readers do not come under the purview of Reservation.

Sl. No.	Name of the post	Total number of employees including SC/ST	Scheduled castes	% to total	Scheduled Tribes	% to total	Teaching Shortfalls		% of Shortfalls	
							SC	ST	SC	ST
1993										
1.	Professors	64	—	—	—	—	—	—	—	—
2.	Readers	152	1	0.65	1	0.65	—	—	—	—
3.	Lecturers/Director of Physical Education	119	5	4.20	—	—	13	9	10.80	7.5
4.	Asstt. Lecturers/ House Tutor/ Instructor	163	2	1.23	2	1.23	22	10	13.77	6.27

Note: At present every 5th Post of Lecturers have been kept reserved for SC/ST in each Faculty. Professors & Readers do not come under the purview of Reservation.

Sl. No.	Name of the post	Total number of employees including SC/ST	Scheduled castes	% to total	Scheduled Tribes	% to total	Teaching Shortfalls		% of Short-falls	
							SC	ST	SC	ST
1992										
1.	Professors	58	—	—	—	—	—	—	—	—
2.	Readers	150	2	1.33	1	0.66	—	—	—	—
3.	Lecturers/Director of Physical Education	154	6	3.89	—	—	17	12	11.11	7.5
4.	Research Associate Tutors/Demonstrators/Instructors/Asstt. Lecturers	178	2	1.12	2	1.12	25	10	13.88	6.38

Note: At present every 5th of Lecturers of each Faculty have been kept reserved for SC/ST candidates Professors & Readers do not come under the purview of Reservations.

Sl. No.	Name of the post	Total number of employees including SC/ST	Scheduled castes	% to total	Scheduled Tribes	% to total	Teaching Shortfalls		% of Short-falls	
							SC	ST	SC	ST
1.	Group A (Class I Officers)	66	4	6.06%	—	—	6	5	8.94%	7.5%
2.	Group B (Class II Officers)	70	3	4.29%	—	—	8	5	10.71%	7.5%
3.	Group C (Class III staff)	613	35	5.71%	6	0.98%	57	40	9.29%	6.52%
4.	Group D (Class IV Staff) (excluding Safaiwalas)	783	236	30.14%	104	13.28%	No Short fall (Ex-cess)			
5.	Safaiwalas	39	37	94.57%	2	5.13%	No Short-fall			

Sl. No.	Name of the post	Total number of employees including SC/ST	Scheduled castes	% to total	Scheduled Tribes	% to total	Teaching Shortfalls		% of Short-falls	
							SC	ST	SC	ST
1.	Group A (Class I Officers)	76	5	6.58	—	—	6	6	8.42	7.5
2.	Group B (Class II Officers)	69	4	5.80	—	—	6	5	9.20	7.5
3.	Group C (Class III staff)	622	35	5.63	6	0.96	58	40	9.37	6.54
4.	Group D (Class IV Staff) (excluding Safaiwalas)	801	242	30.21%	105	13.11%	No Short-fall (Excess)			
5.	Safaiwalas	39	36	92.31%	3	7.69	No Short-fall			

Sl. No.	Name of the post	Total number of employees including SC/ST	Scheduled castes	% to total	Scheduled Tribes	% to total	Teaching Shortfalls		% of Short-falls	
							SC	ST	SC	ST
1.	Group A (Class I Officers)	60	5	8.33	—	—	4	5	6.67	7.5
2.	Group B (Class II Officers)	72	6	8.33	—	—	5	5	6.67	7.5
3.	Group C (Class III staff)	642	47	7.32	13	2.02	49	35	7.68	5.48
4.	Group D (Class IV Staff) (excluding Safaiwalas)	768	238	30.93	98	12.76%			No Short-fall (Ex-cess)	
5.	Safaiwalas	33	31	93.93	2	6.06			-do-	

2.229 From the above statements it is observed that there was shortfall of SCST staff in the teaching *i.e.* Lecturers & Demonstrators categories of posts and non-teaching services during 1992, 1993 and 1994. When the Committee wanted to know the reasons for shortfall of SCST staff and efforts made by the University to fill up the shortfall vacancies, it was informed that it was due to non-availability of qualified SCST candidates both in teaching (Lecturers and Demonstrators) and non-teaching categories. It was also informed that since 21.12.1990 every 5th post of Lecturer was being kept reserved for SCST candidates and advertisements were being made accordingly.

2.230 Further, when the Committee desired information about staff strength as on 31.7.1995, the following statements were furnished:—

Sl. No.	Designation with pay scale	Total No. of Teachers (including SC & ST)	No. of SC Teachers	No. of ST Teachers	Remarks
1	2	3	4	5	6
1.	Professors (Rs. 4500-7300)	56	--	--	
2.	Associate-Professors (Rs. 4500-6300)	--	--		
3.	Readers (Rs. 3700-5700)	152	2	1	
4.	Lecturers (a) Rs. 2200-4000 (b) Rs. 3000-5000	106 34	9 --	--	Advertisements for recruitment of 38 posts of Lecturers including 7 posts reserved for SC/ST have been made and awaiting for Selection Committee.

Sl. No.	Designation with pay scale	Total No. of Teachers (including SC & ST)	No. of SC Teachers	No. of ST Teachers	Remarks
1	2	3	4	5	6
1.	Group 'A'	62	5	--	
2.	Group 'B'	203	18	2	

1	2	3	4	5	6
3.	Group 'C'	513	35	12	2 backlog posts reserved for SC will be filled up from approved panel by promotion shortly.
4.	Group 'D' (Excluding Swccper)	775	242	98	
5.	Safaiwala	33	31	2	

Note:

Group 'A' - Rs. 2200-4000 and above

Group 'B' - Rs. 1640-2900 and above

Group 'C' - Rs. 950-1500 and above

Group 'D'

2.231 To a specific query, Visva Bharati had stated that, it had conducted Special Recruitment Drives (SRD) during 1991, 1992, and 1993 and could recruit some SCST staff against reserved vacancies but still there is shortfall in the University. When the Committee desired to know whether the University was planning to conduct more SRD to wipe out the remaining shortfall, it was stated that efforts were being made to fulfil the reserved vacancies by repeated Advertisement. In case of non-teaching employees, Special Recruitment Drive had been launched in Jr. Asstt.-Cum-Typist Grade (Group 'C') and a panel had been prepared exclusively for the SCST candidates for filling up the future vacancies.

2.232 The Committee are perturbed to note that as on 31.7.95 out of 152 posts of Readers 2(1.3%) were from SC and 1(.65%) from ST Category. In the Lecturer category out of 140 posts 9 posts (6.4%) belonged to SC and none from ST. Similarly, in the non-teaching cadre of Group 'A' out of 62 posts 5 (8%) from SC and none from ST, in Group 'B' out of 203, 18 (8.87%) from SC and 2(.98%) from ST, in Group 'C' out of 513, 35 (6.8%) from SC and 12(2.3%) from ST in Group 'D' out of 775, 242 (31%) from SC and 98 (12.6%) from ST and in Safaiwala out of 33, 31 (94%) from SC and 2 (6%) from ST. The Committee note that although Special Recruitment Drive had been launched by the University several times but there has not been any significant change in the situation. The Committee deplore the poor representation of SCs and STs in both teaching and non-teaching categories of posts in the Visva Bharati University. The Committee, therefore, recommend that concrete steps must be taken by the University to make good the shortfall. The figure of staff strength upto 31.12.99 may also be furnished to the Committee.

Promotion

2.233 The Committee were informed that the Visva Bharati had not been providing any in-service training to SCST staff before promotion. When the Committee desired to know the reasons for not imparting such training it had been informed that there was no provision for imparting in service training to SCs/STs before promotion at this University so far.

2.234 When the Committee desired to have a detailed note on the method of promotion followed by Visva Bharati in case of teaching and non-teaching posts as per UGC guidelines, it was informed as under:—

Promotion Rules of SCST Employees (Non-Teaching)

As per promotion and recruitment rules of the University every SCST Non-Teaching employee is eligible to get promotion to next higher grades after completion of two years' service in his/her existing grade, if he/she possesses requisite qualifications. There is a Standing Selection Committee for promotion. Promotions are made on the basis of seniority-cum-efficiency in service. Promotion of SCST candidates is considered, as soon as they complete two years' service in their existing grades, provided they possess requisite qualifications.

It may kindly be noted that 200 Point Roster has been introduced at this University with effect from 08.9.93 in respect of promotion and recruitment of SCST & OBC candidates.

Promotion Rules of Lecturers (Teaching)

At present, Career Advancement Scheme of University Grants Commission is in force at Visva Bharati for Promotion of all Lecturers (Including SC/ST). Lecturers, who are Ph.D. Degree holders are eligible to get promotion/placement, as Senior Lecturer in the Scale of pay of Rs. 3000—5000/-, after completion of 5 years service. Every Senior Lecturer, who is in the Senior Lecturer's scale of pay of Rs. 3000—5000/- will be eligible to get promotion to the post of Lecturer (Selection grade)/Reader in the Scale of pay of Rs. 3700-5700/- after completion of 8 years service and 5 years in case of Ph.D holders.

Readers, who have completed 8 years of service may be considered for promotion for Professor in the truncated scale of pay of Rs. 4500—5700/- under Merit Promotion Scheme of University Grants Commission. There is no separate rules for promotion of SCST Lecturer to the post of Senior Lecturer/Reader grade.

2.235. When the Committee, further asked to furnish the data on reservation in promotion in non-teaching services, the following statement was furnished:—

Name of the University	Category of posts i.e. Gr. A.B.C.D.	Total No. of Employees	No. of Posts reserved		No. of Candidates				No. of Candidates rejected		Brief reasons of rejection
			SC	ST	Applied		Selected		SC	ST	
					SC	ST	SC	ST			
1	2	3	4	5	6	7	8	9	10	11	12
Vishva Bharati 1.1.92	A B C D	4 4 15 24	x x 3 2	x 1 1 1	-- -- Promotion Direct Recruitment	-- -- -- --	-- -- -- --	-- -- -- --	-- -- -- --	-- -- -- --	Not upto the standard
Vishva Bharati 1.1.93	A B C D	5 5 40 45	1 1 5 7	x x 3 4	Direct Recruitment Promotion Direct Recruitment						
Vishva Bharati 1.1.94	A B C D	1 2 38 13	x 1 12 3	x x 9 x	-- Promotion Promotion Direct Recruitment						

2.236 When the Committee desired to know whether any Departmental promotion Committee/Boards constituted for promotion and if so, whether any SC or ST member was also associated with such DPC/Board., Vishva-Bharati had stated that they have not associated any SC/ST member with DPC/Board. Vishva-Bharati had further stated that there is no provision of associating any SC/ST member with DPC.

2.237 As per para 17.2 of Brochure (8th Edition) on Reservation for SCs and STs, a provision exists for nomination of an SC/ST officer to the DPC/Board. When the Committee enquired about the reasons for not associating SC/ST members in the DPC in Vishva-Bharati, it was informed that Karma-Samiti (Executive Council) of the Vishva-Bharati has nominated one SC/ST Class-I Officer of the State/Central Govt. in DPC/Board to consider promotional cases of non-teaching employees.

2.238 When the Committee desired to have a brief overview about the efforts made by Central Universities to wipe out the shortfall vacancies in case of non-availability of suitable SC/ST candidates, Vishva-Bharati had stated that the UGC vide its memo No. F. 1-18/89(SCT) dated 7.10.1992 and stated the following stipulation:—

“Since there was a complete ban on dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes, the reserved vacancies would have to be carried forward to subsequent recruitment years. Under no circumstances such unfilled vacancies thus carried forward will remain unfilled till these are filled by the candidates belonging to SC & ST, who possess the minimum qualifications prescribed by the UGC.”

The above decision will apply to all categories (teaching and non-teaching) while filling up of the vacancies reserved for SC & ST.

The matter was raised while filling up the post of Lecturer in Rabindra Sangeet for Sangeet Bhavana reserved for SC/ST by conversion to general category.

There were two vacancies of Lecturer in Rabindra Sangeet at Sangeet Bhavana of which one post was advertised thrice and the another was once. But no application for filling up of any of the posts from the candidates belonging to SC/ST communities was received by the University.

The above matter was placed before the Karma-Samiti (Executive Council) at its meeting held on 12.12.1995 for consideration and decision.

After detailed discussion on the issue, it was RESOLVED that the Ministry/Parliamentary Committee set up for the purpose and the UGC illustrating the situation in details, be requested to offer its/their suggestion advice/comments in this regard. Temporary appointment may, however, be made pending receipt of suggestion/advice/comments as stated above.”

2.239 The Committee are surprised to find that information submitted by the Vishva-Bharati University regarding promotion relates to non-teaching staff only and the information in respect of teaching staff has not been furnished till date. The Committee, therefore, desire that statements with regard to total number of employees (teaching and non-teaching) promoted in each category of posts during the years 1994 to 1999 and SCs and STs among them should be furnished.

2.240 The Committee regret to note that no SC/ST member has been associated with the DPC/Board constituted for promotion in teaching category. However, as per guidelines on the subject an SC/ST officer is required to be included in every DPC/Board. The Committee, therefore, recommend that SC/ST member must be included in DPC/Board.

(xi) *Baba Bhimrao Ambedkar University (BBAU)*

2.241 The Committee were informed that Baba Bhimrao Ambedkar University was established only in the year 1996. The recruitment made by the University was furnished as under:—

Name of University	Teaching Posts			Non-Teaching Posts			
	Professor	Reader	Lecturer	A	B	C	D
BBAU Total	—	—	—	—	—	16	12
SC	—	—	—	—	—	4	4
% of SC	—	—	—	—	—	25%	33%
ST	—	—	—	—	—	—	—
% of ST	—	—	—	—	—	—	—

2.242 The Committee note that Baba Bhimrao Ambedkar University came into existence in 1996. The Committee may be apprised of the recruitment made, staff strength and number of SCs and STs among them during the year 1996 to 1999. The similar information may also be furnished in respect of promotion made, if any, during the same period.

(xii) *Assam University*

2.243 In a note furnished to the Committee, the Assam University had communicated that reservation policy of Government of India for SCs and STs is being followed. Further, when the Committee desired to know

the staff strength of SCs and STs in teaching posts, Assam University had provided the information as on 1st April, 1997 in the form of a statement as given here under:

S. No.	Designation with pay scale	Total No. of teachers including SC/ST		No. of SC teachers		No. of ST teachers	
		Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8
1.	Professor (Rs. 4500-7300)	15	1	1	—	—	1
2.	Associate Professor (Rs. 4500-6300)	—	—	—	—	—	—
3.	Reader (Rs. 3700-5700)	32	4	—	—	—	—
4.	Lecturers (a) Rs. 2200-4000 (b) Rs. 3000-5000 (c) Rs. 3700-5700	25	11	10	2	4	1
Total		72	16	11	2	4	2

2.244 As regards the SC/ST staff strength in case of non-teaching employees, Assam University had provided the information as on 1st April, 1997 in the following of statement:—

S. No.	Group	Total No. of non-teaching staff including SC/ST		No. of SC		No. of ST	
		Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8
1.	Group A	9	1	1	—	—	—
2.	Group B	10	2	1	1	2	—

1	2	3	4	5	6	7	8
3.	Group C	56	15	7	3	4	2
4.	Group D	57	3	10	—	4	—
5.	Group E (Safai Karmachari)	2	—	1	—	1	—
TOTAL		134	21	19	4	11	2

2.245 The Committee note that in the Lecturer category the percentage of SCs and STs is 33% and 13.8% respectively. However, there is no representation of these categories in Reader post and in Professor cadre the percentage is 6.25% in both SC and ST category. The Committee also note that in non-teaching categories of posts there is no representation of ST in Group 'A' posts and the percentage of SC is negligible. The Committee urge Assam University to strive to achieve the prescribed percentages in all categories of posts in teaching and non-teaching cadres.

(xiii) Nagaland University (NU)

2.246 When the Committee desired to know whether Nagaland University (NU) has been following/implementing the reservation policy of Government of India for SCs and STs, the University had stated that Nagaland being a predominantly tribal inhabited state, there was no SC in the state. However, in the matter of recruitment of teaching staff in the University weightage was also being given to SCs/OBC, if there were such applicants, in pursuance of the reservation policy of the Government of India.

2.247 When the Committee desired to have a staff strength of teaching and non-teaching staff as on 1.1.1996. The Ministry had provided the following information:—

Name of the University	Teaching Posts			Non-teaching Posts			
	Professor	Reader	Lecturer	A	B	C	D
Nagaland University							
Total	7	11	29	7	11	76	134
SC	—	—	—	—	—	—	—
% of SC	—	—	—	—	—	—	—
ST	2	4	19	7	10	72	90
% of ST	29%	36%	66%	100%	91%	95%	67%

2.248 The Committee are happy to note that in Nagaland University the representation of STs in teaching and non-teaching is very encouraging. Similarly, the response of Special Recruitment Drive launched by the University to fill up 40 backlog vacancies in teaching cadre was good enough to cover backlog of 36 vacancies. The Committee would like to know the detail of SC vacancies which occurred earlier and may occur in future and action taken by the Nagaland University to fill up these vacancies.

2.249 When the Committee desired to have a detailed note explaining the number of SC/ST backlog, department-wise/subject-wise in teaching posts in Nagaland University and the number of times, the University had advertised to recruit the SC/ST candidates to fill up the backlog posts through special Recruitment Drives during the last five year. The University had stated that there were 40 backlog teaching posts inherited from North Eastern Hill University. They had advertised these posts, of which only 36 could be filled up as per details given below:

(i) Kohima Campus

1. Geology	—	4
2. Commerce	—	4
3. Education	—	5
4. English	—	3
5. History (and Archaeology)	—	1

Archaeology

(ii) School of Agricultural Sciences & Rural Development Medziphena

1. Agri. Chemistry & Soil Science	—	1
2. R.D. & Planning	—	1
3. Sociology	—	2
4. Botany & Plant Breeding	—	2
5. Plant Pathology	—	2
6. Zoology & Entomology	—	1
7. Horticulture	—	1
8. Agri. Eng. (Static.)	—	1
9. Maths	—	1
10. Agronomy	—	2
11. Animal Science	—	4
12. Agri. Extension	—	1

(xiv) North Eastern Hill University (NEHU)
Recruitment

2.250 When the Committee desired to know the recruitment of SCs and STs during the year 1992 to 1995-96 NEHU had furnished a statement as under:—

Name of the University	Category of posts i.e. A.B.C.&D.	Total No. of Employees	No. of Posts reserved		No. of Candidates				No. of Candidates rejected		Brief reasons or rejection	No. of Posts carried forward		Percentage		Shortfall		Percentage of shortfall		Remarks
			SC	ST	Applied		SC	ST	SC	ST		SC	ST	SC	ST	SC	ST	SC	ST	
					SC	ST														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
<u>1.1.1992</u>																				
North Eastern Hill University	A-Teaching	182	--	--	11	76	--	14	--	--	--	--	--	--	--	--	--	--	--	--
	A-Non Teaching	48	--	--	--	21	--	2	--	--	--	--	--	--	--	--	--	--	--	--
	B-	141	1	11	18	49	1	11	--	--	--	--	--	--	--	--	--	--	--	--
	C-	647	1	28	105	1207	2	52	--	--	--	--	--	--	--	--	--	--	--	--
	D-	531	x	2	4	289	--	6	--	--	--	--	--	--	--	--	--	--	--	--
<u>1.1.1993</u>																				
North Eastern Hill University	A-Teaching	189	--	--	--	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--
	A-Non Teaching	50	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
	B-	152	--	5	--	--	--	7	--	--	--	--	--	--	--	--	--	--	--	--
	C-	692	--	9	--	--	--	9	--	--	--	--	--	--	--	--	--	--	--	--
	D-	549	--	5	--	--	--	16	--	--	--	--	--	--	--	--	--	--	--	--
<u>1.1.1994</u>																				
North Eastern Hill University	A-Teaching	220	--	--	14	78	--	15	--	--	--	--	--	--	--	--	--	--	--	--
	A-Non Teaching	50	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
	B-	157	--	1	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--
	C-	713	--	9	--	--	--	14	--	--	--	--	--	--	--	--	--	--	--	--
	D-	560	--	3	--	--	--	7	--	--	--	--	--	--	--	--	--	--	--	--
<u>31.7.1995</u>																				
North Eastern Hill University	A-Teaching	229	--	--	--	--	--	4	--	--	--	--	--	--	--	--	--	--	--	--
	A-Non Teaching	52	--	--	--	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--
	B-	163	--	4	--	--	--	5	--	--	--	--	--	--	--	--	--	--	--	--
	C-	720	--	4	--	--	--	6	--	--	--	--	--	--	--	--	--	--	--	--
	D-	568	--	2	--	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--

2.251 When the Committee desired to had a brief overview about the efforts made by Central Universities to wipe out the shortfall vacancies in case of non-availability of suitable SC/ST candidates, it was stated that in NEHU, there was no shortfall of vacancies for SC/ST. In fact, in North Eastern Region under which the University is located is predominantly tribal and as such, *more than 60% of the posts in respect of Group A.B.C.&D are occupied by the ST candidates.* There was also no lack of SC candidates except in the Group A (Non-teaching) posts and Lecturers (Teaching Post). However, efforts were being persistently made to attract SC candidates to the posts in the lowest rung of Group A as well as lecturer's posts.

2.252 The Committee note that during the year 1993 to 1995 in the teaching cadre and in Group A, B, C, and D, in non-teaching cadre only ST posts were filled up and none from SC. The Committee would like to know the figures of 1996 to 1999 with regard to total recruitment made and number of SCs and STs among them.

Staff Strength & Shortfall

2.253 The detail of the staff strength for the year 1995-96 was as under:—

NEHU	Teaching posts			Non-teaching posts			
	Professor	Reader	Lecturer	A	B	C	D
Total	68	74	60	38	159	729	563
SC	—	—	—	—	1	18	12
% of SC	—	—	—	—	0.62%	2.46%	2.13%
ST	11	22	32	25	89	517	445
% of ST	16%	30%	53%	65.7%	56%	71%	79%

2.254 When the Committee desired to know whether any Special Recruitment Drive (SRD) had been undertaken by the NEHU exclusively for SCs and STs, it was stated that there was no shortfall in Group 'A' posts. No Special Recruitment Drive had been made so far. Special Recruitment Drive launched in respect of SC candidates only for Group B, C and D posts. In these grades 2 vacancies were filled by SC during 1992 to 1994. Further, when the Committee desired to know whether the NEHU is planning to conduct more SRD to wipe out the remaining

shortfall it was stated that in respect of Group 'A' posts, since the reservation for SCs and STs are combined to 22.5% (which is 15% and 7.5% for SCs and STs respectively) there was no shortfall. As such Special Recruitment Drive is not necessary. The University was planning to conduct more Special Recruitment Drive for SCs in Group 'B', 'C' & 'D'.

2.255 The Committee are informed that in the year 1995-96 the representation of ST in Professor, Reader and Lecturer was 16%, 30% and 53% respectively and in SC category it was nil. In the same way, in non-teaching cadre representation of ST in Group A, B, C and D was 65.7%, 56%, 71% and 79% respectively and in SC category it was 62%, 2.46% and 2.13% in Group B, C and D respectively. The Committee would like to know the similar details for the years 1996 to 1999 and efforts made by the University to fill up SC vacancies or any exchange of vacancies made in this regard.

Promotion

2.256 The Committee were informed that NEHU had not been providing in service training to SC/ST staff before promotion. When the Committee desired to know the reasons for not imparting in-service training, it was stated that University had been deputing both teaching and non-teaching Group 'A' employees to participate in certain courses/training etc. before promotion. No specific guidelines/instructions was available to them for imparting training to Group 'B', 'C' & 'D'.

2.257 When the Committee asked to furnish a detailed note on the method of promotion followed up NEHU in case of teaching and non-teaching posts as per UGC guidelines, it was stated as under:

“The promotion policy adopted by the University in respect of teaching was as follows:—

Completed 8 (eight) years of service after regular appointment and participation in two refresher courses of 4 (four) weeks duration with consistently satisfactory performance appraisal report, were given the Senior scale under career advancement scheme.

Every Lecturer who completed 8 (eight) years of service in the senior scale *inter-alia* were considered for promotion to Readership under career Advancement scheme.

There was no promotion from Reader to Professor under the said scheme.

For non-teaching Group 'A' posts.

An Assistant Registrar who have complete 8 (eight) years of service and had attended the courses as prescribed by the UGC were placed in the senior scale under the career advancement scheme.

Post of Deputy Registrar, is filled up 25% by the promotion and 75% by direct recruitment. In respect of Group 'B', 'C' and 'D' the University was following the Internal Recruitment Policy—which was as under:—

Promotion rules of SC/ST employees (non-teaching)

As per promotion and recruitment rules of the University every SC/ST Non-Teaching employees is eligible to get promotion to next higher grades after completion of two years service in his/her existing grade, if he/she possesses requisite qualifications. There is a Standing Selection Committee for promotion. Promotions are made on the basis of seniority-cum-efficiency in services. Promotion of SC/ST candidates is considered as soon as they complete two years of service in their existing grades, provided they possess requisite qualifications.

It may kindly be noted that 200 Point Roster had been introduced at this University with effect from 08.09.93 in respect of promotion and recruitment of SC/ST & OBC candidates.

Promotion rules of Lecturers (Teaching)

At present, Career Advancement Scheme of University Grants Commission is in force for Promotion of all Lecturers (including SC/ST). Lecturers, who are Ph.D Degree holders are eligible to get promotion/ placement, as Senior Lecturer in the scale of Rs. 3000-5000/-, after completion of 5 years service. Lecturers, who do not hold Ph.D. Degree are eligible to get promotion/ placement as Senior Lecturers in the scale of Pay of Rs. 3000-5000/- on completion of 8 years service. Every Senior Lecturer, who is in the Senior Lecturer's scale of pay of Rs. 3000-5000/- will be eligible to get promotion to the post of Lecturer (Selection grade)/ Reader in the scale of Rs. 3700-5700/- after completion of 8 years service and 5 years in case of Ph.D. holders.

Readers, who have completed 8 years of service may be considered for promotion for Professor in the truncated scale of Rs. 4500-5700/- under Merit Promotion Scheme of University Grants Commission.

There was no separate rules for promotion for SC/ST Lecturers to the post of Senior Lecturer/Reader grade.

2.258 The Committee note that details regarding promotion policy prevalent in the NEHU had only been furnished to the Committee. The Committee would like to know the number of employees promoted (teaching and non-teaching cadre) during the years 1994 to 1999 and number of SCs and STs among them.

2.259 The Committee were informed that the special cell of SC/ST had been set up in the University with full financial assistance from the UGC since 1983. When the Committee desired to know the number of complaints received from SC/ST employees in SC/ST Cell during last four years and procedure adopted for their redressal it was stated that since its inception, the Cell had not received any complaint from any SC/ST employee of the University. As such, the procedure adopted for dealing with the complaint (s)/representations does not arise as yet.

2.260 The Committee observe that an SC/ST Cell has been set up in NEHU. The Committee would like to know the composition of the SC/ST Cell and also whether any Liaison Officer has been appointed by the University to deal with the SC/ST matters.

Housing

2.261 When the Committee desired to know the reasons for non-implementation of reservation in Government accommodation in NEHU, it was stated that reservation of accommodation for SC/ST employees (Teaching & Non-Teaching) had recently been given to these communities at par with the Government of India's guidelines *i.e.* 15% & 7½% for SC and ST respectively. No different percentage of reservation has been provided for the SCs and STs. The figure for 1995-96 (as on 1.1.1996) shows that, the total No. of 90 quarters were available and allotted to SC/ST employees which amount to 17.7%. There is a shortfall of 4.8% which will be covered in future allotments.

2.262 The Committee note that 15% and 7.5% reservation in allotment of accommodation have been prescribed by the NEHU and there is shortfall of 4.8% in the allotted accommodation. The Committee desire that shortfall in the allotment of accommodation should be completed at the earliest.

(xii) Tezpur University

Staff Strength & Shortfall

2.263 The Committee were informed that the Tezpur University established in the year 1994. Since then it had been following the Reservation Policy of the Government of India.

2.264 When the Committee desired to know the staff strength both in teaching and non-teaching in the Tezpur University for the years 1994-95, 1995-96 and 1996-97, it was informed as under:—

Sl. Category No.	1994-95			1995-96			1996-97			Grand total staff in position as on 31st March, 1997			Remarks
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST	
TEACHING													
1. Professors	02	—	—	01	—	—	02	—	—	05	—	—	
2. Readers	02	—	—	02	—	—	02	—	—	06	—	—	
3. Lecturer	10	—	—	08	—	01	14	—	01	30	—	02	Resigned — 2 Gen. Category
NON-TEACHING													
1. Officer	10	—	—	06	—	—	09	—	03	23	—	03	
2. Grade-C	10	01	01	11	01	—	14	01	01	34	01	03	Released — 2 Gen. Category
3. Grade-D	35	08	01	16	02	01	01	—	—	52	10	02	Resigned — 1 Gen. Category
	69	09	02	44	03	02	42	01	05	150	11	10	

2.265 When the Committee desired to know the number of SC/ST backlog, department-wise/subject-wise in teaching posts in Tezpur University and the number of times in which the University had advertised to recruit SC/ST candidates to fill up the backlog posts through Special Recruitment Drives, Tezpur University had stated that they are filling up the faculty positions against the posts approved by the UGC from time to time. They advertised all the posts through National Dailies. The posts were filled up from suitable/eligible candidates who satisfied the norms.

2.266 The Committee note that there was shortfall of SCs and STs in the teaching cadre as on 31.3.97. Similarly, in non-teaching cadre shortfall in officer grade, Group 'C' for SC and in Group 'D' for ST was in existence whereas information relating to Group 'B' had not been furnished. The Committee, therefore, recommend that shortfall in all categories of posts may be wiped out. The Committee also desire that information with regard to recruitment and staff strength as on 31.12.99 relating to all the categories of posts in teaching and non-teaching cadre should be furnished.

CHAPTER III

D. RESERVATION IN ADMISSION

And other Facilities provided to SCs and STs in Central Universities

3.1 When the Committee desired to know the organisational set up of the Ministry/Department primarily concerned with the admission and other facilities provided to SC and ST students in Central Universities, it was stated that Department of Education, Ministry of Human Resource Development and UGC are responsible for implementation and monitoring of Reservation Policy for SCs and STs in recruitment as well as in admission to various courses in Central Universities. Department of Education, under the Ministry of Human Resource Development (M/HRD) has a SC/ST Cell to review the reservation policy and its implementation in the educational institutes under the Ministry of Human Resource Development. A SC/ST Cell was constituted in University & Higher Education Bureau (U&HE Bureau) of the Department of Education to review and monitor the reservation policy and its implementation in Central Universities. This Cell is responsible for the review of reservation policy for SCs and STs in their admission and appointments to the various positions in Central Universities. The Cell also functions as a Liaison Unit for furnishing information to the Commission for SCs and STs and to the Parliament.

3.2 The Committee were informed by the University Grants Commission about the guidelines issued on 30 July, 1989 to Universities and Deemed Universities etc. for full implementation of Reservation in Admission for Scheduled Caste and Scheduled Tribe students in all courses and faculties/ Departments in all Universities and colleges from academic year 1989-90 onwards, by stating that:—

3.3 *A national movement* has been launched for fulfilment of reservations for Scheduled Castes and Scheduled Tribes on the basis of Constitutional obligations. It is obviously necessary for the University system to join this national movement and give lead to it. In order to fulfil this without losing a single academic year, the UGC issued the following guidelines for Universities, Deemed Universities and other institutions:—

I. Different percentage of reservations have been fixed for Scheduled Castes and Scheduled Tribes in the Universities of different States in accordance with the percentage of Scheduled Castes and Scheduled Tribes population in the total population of that State. The broad principle is that the reservation percentage for Scheduled Castes and Scheduled Tribes

should not be less than their population percentage. In the case of Central Universities, the percentage of reservation in admissions is 15% for Scheduled Castes and 7.5% for Scheduled Tribes. All reserved seats should, according to the percentages of reservation fixed, be filled in the academic year 1989-90 and every subsequent year.

This can be done by following the procedure explained below:—

(a) All Scheduled Caste and Scheduled Tribe candidates who have passed the qualifying examination for admission to a University course may be arranged in the order of merit among themselves.

(b) Those who obtained marks above the level upto which general category students are admitted, should not be counted towards reserved quota at all and should be included in the general merit list of admissions.

(c) Excluding those admitted on merit along with general candidates as at (b) above, other Scheduled Caste and Scheduled Tribe candidates should be admitted in the order of merit going down the *inter-se* merit list upto the point necessary to secure adequate number of candidates of Scheduled Castes as well as Scheduled Tribes to fulfil the reservation percentage completely.

(d) It is clarified that in order to fulfil reservation, there should be no hesitation to go down, if necessary, to the pass percentage of the qualifying examination (e.g. Class XII, for admission to B.A./B.Sc./B.Com. Pass course as well as Honours, first Degree for admission to a Second Degree or Post-Graduation, and so on.)

(e) Considering the ground reality that in many courses and faculties/departments, particularly the ones which are important for career advancement and social status, the numbers admitted are less than the reserved percentage in most Universities, and considering that the availability of Scheduled Caste and Scheduled Tribe candidates is relatively less, it is irrational to apply to them criteria like minimum eligibility marks and cut off point marks, which are much higher than the pass marks in the relevant qualifying examinations, while, these criteria may be justified in the case of general candidates because of a very large number of students available from that category, in the case of Scheduled Castes and Scheduled Tribes, these steps are at present irrelevant and the procedure at (a), (b), (c) and (d) above, is appropriate to facilitate fulfilment of reservations in all courses, faculties/departments.

(f) The position can be reviewed in each University as and when reservation is fulfilled completely and the number of Scheduled Caste and Scheduled Tribe candidates increased so much as to warrant higher minimum eligibility and cut off points, but even then these may be lower for Scheduled Castes and Scheduled Tribes than for others.

II. Seats reserved for Scheduled Castes and Scheduled Tribes should be filled only with Scheduled Caste and Scheduled Tribe candidates and not with others.

III. It has been noticed that the representation of Scheduled Caste and Scheduled Tribe students is not evenly distributed in all courses and all faculties and the Departments. They are bunched up in less favoured courses and faculties/Departments and found in relatively smaller proportion in more favoured courses and faculties/departments. In order to rectify this imbalance, the fulfilment of reservation should be completed in every course and in every faculty/departement.

IV. In rare instances in which Scheduled Caste and Scheduled Tribe students, with minimum pass marks of the qualifying examination are not available, the following steps should be taken:—

(a) A special effort should be mounted by notifying the number of reserved seats available for Scheduled Castes and Scheduled Tribes in newspapers at least twice. In this, the concerned courses, faculties/departments should be mentioned.

(b) It is possible that shortage may not be in both the categories but only either in Scheduled Castes or in Scheduled Tribes. In such cases, the existing guidelines of inter-transferability between the two should be followed.

(c) If even after every possible sincere effort, as above there is non-availability of either Scheduled Caste or Scheduled Tribe candidates or both.

(d) The UGC, Special Commissioner for Scheduled Castes/Tribes, Vice-Chancellor of the University and Ministry of Education should be informed of the non-availability of the Scheduled Caste and Scheduled Tribe students with pass marks in the qualifying examination, the number of seats not filled on their account, and efforts made to fill them up.

(e) Thereafter, subject to any advice that any of them may give, seats may be thrown open to the general candidates in the current year.

(f) Planning should be initiated to ensure that the shortage does not recur in future by ensuring adequate intake at the lower tier of the education level.

V. As mentioned in 2(a) and (b) above, Scheduled Caste and Scheduled Tribe students, who have marks comparable to that of general category candidates, should be admitted as general merit candidates and should not be counted towards reservation percentage.

VI. In those Universities where the procedure of Central registration of Scheduled Castes and Scheduled Tribes for admission exists at the University level and thereafter they are allotted to different colleges by the University, it has been found that a number of Scheduled Caste and Scheduled Tribe students are made to go to and fro, which is felt as a

humiliating experience, resulting in the build-up of frustration and resentment. In order to avoid this in such Universities, the admission process should be completed at the central registration level of the University itself and students authorised to attend the classes in the courses and faculties/departments in the colleges concerned. The University should leave no option with the colleges to decide on the admission and class attendance of Scheduled Castes and Scheduled Tribes who are centrally registered for admission by the Universities.

VII. Some Universities have the procedure of holding entrance tests for certain courses. This has been misunderstood or misused in certain cases to filter out Scheduled Caste and Scheduled Tribe students. This is inappropriate, where reserved seats have not been completely filled with Scheduled Caste and Scheduled Tribe candidates. Entrance tests, where they exist, are intended only to work out inter-se merit among the general candidates. In the case of Scheduled Caste and Scheduled Tribe candidates, admission should be made in order of merit upto the full reservation percentage, on the basis of Entrance test, subject here too to the principle at 2(a) and (b) above, that those Scheduled Caste and Scheduled Tribe students who get marks making them eligible to be admitted with general category students should not be counted towards reserved quota. The Entrance test is not a qualifying test. The qualifying examination is the examination which a candidate has passed at the lower level of the education has already qualified in a duly conducted qualifying examination. The purpose of Entrance test is only to arrange the candidates in inter-se merit especially in the context that candidates come from different sources and from different streams, often from different parts of the States or different parts of the country with different standards of evaluation.

VIII. As the head of the University family, the Vice-Chancellor will have to take the full responsibility by ensuring that the reservation for Scheduled Castes and Scheduled Tribes is fulfilled according to these guidelines in all the courses and faculties/departments of the University and colleges and other institution affiliated to the University and that this is done in letter and spirit without any distortion or deviation.

(a) For fulfilling this responsibility, the Vice-Chancellor may make any internal arrangement as he deems fit.

(b) There are already guidelines for setting up of an Advisory Committee under the Chairmanship of the Vice-Chancellor in every University to assist the Vice-Chancellor in matters relating to reservation as well as other educational programmes for the Scheduled Castes and Scheduled Tribes. It is noticed that this Committee has not been formed in a number of Universities. In some Universities, such a Committee has been formed but does not meet regularly and does not function effectively. These Committees may be immediately formed wherever they do not exist and should meet atleast once in a quarter and more frequently according

to the need. There is need for this Committee to meet after the admission process is completed, but before the admission is closed to take stock of the fulfilment of the reservation in admissions and to take corrective steps in time before admission is closed. The Committee should be made effective. Among the measures to make it effective is to include in it members of the teaching staff of the University belonging to the Scheduled Castes and Scheduled Tribes who have been taking interest in the educational reservation and educational progress of Scheduled Castes and Scheduled Tribes and members of the teaching staff, who while not belonging to SCs or STs, have also been taking similar interest.

(c) The Vice-Chancellors may similarly vest in the Principals of Colleges and heads of other affiliated institutions the responsibility for fulfilling reservations in their respective colleges/institutions.

(d) A similar Committee under the Chairmanship of the Principal of the college or head of the affiliated institutions may also be set up immediately.

IX. Every deptt., and every affiliated college should send a report about fulfilment of reservations for Scheduled Castes and Scheduled Tribes to the Vice-Chancellors of the University within a week of the completion of the admission process but not before closing admission so that in case any corrective steps are required for the current year, it may not be too late.

(a) The Vice-Chancellor of the University should send a complete and comprehensive report of admission of Scheduled Castes and Scheduled Tribes, fulfilment of the reservation in all courses and faculties/departments incorporating and analysing the reports sent by the colleges to the UGC within 14 days of the completion of the admission process but not before admission is closed to facilitates timely remedial measures, if necessary, in the concerned academic year itself, with a copy to the Special Commissioner for Scheduled Castes and Scheduled Tribes.

(b) The University will scrutinise the report of the colleges and other affiliated institutions immediately on receipt and issue correctives, if necessary, in time.

(c) The UGC will similarly scrutinise the reports of the Universities and issue necessary correctives if necessary, for adoption within the academic year. The Special Commissioner's advice will also be available in terms of Constitutional safeguards.

X. The reports of the colleges and universities, mentioned at items IX (a), (b) and (c) above may be sent in the specific proforma.

XI. The Universities and colleges are requested to bear in mind the need to give the maximum possible encouragement and support to girls of the Scheduled Castes and Scheduled Tribes.

(a) For Scheduled Castes and Scheduled Tribes, if in the opinion of the University for the student himself, there is need for remedial teaching or special coaching, the University/college should organise such courses.

(b) There is a UGC scheme for this purpose which provides funds for honorarium, etc. which has not been availed of by most Universities and Colleges. This may now be availed of fully. This should not be conducted in a casual manner but should be so conducted as to be reflected in the improvement of the performance of the SC and ST students bringing them to the general level. Competent and interested teachers should be engaged for this purpose.

(c) Students requiring remedial teaching and special coaching should be motivated with sympathy and consideration for their feelings to join these courses.

XII. The Vice-Chancellor and Principal/Head of the institution may devise and undertake any other measure required to fulfil reservation completely and bring the performance of Scheduled Castes and Scheduled Tribes students to the general level.

As regards clarification about inter-transferability of seats cited at para VIII (b) of UGC guidelines sent *vide* D.O. letter No. F.1-6/89(SCT) dated 30th July, 1989 addressed to the Vice-Chancellor is reproduced as under:

VIII(b) "It is possible that shortage may not be in both the categories, but only either in SCs or STs. In such cases, the existing guidelines of inter-transferability between the two should be followed."

XIII. In this connection, references were received from certain universities and colleges facing difficulty in application of the principle of 'inter-transferability' mentioned therein and seeking clarification in this regard. Therefore, with a view to ensure effective implementation of the UGC guidelines on admission of SCs/STs students, the term 'inter-transferability' was clarified *vide* D.O. letter No. F.1-6/89(SCT) dated 18 March, 1992 as under:

"While following the UGC guidelines on admissions, there may be possibility that some seats reserved either for SC or ST may remain unfilled. In such cases, the unfilled seats reserved for the Scheduled Caste candidates will be filled by admitting Scheduled Tribe candidates and vice-versa. For example, if there are 15 seats reserved for Scheduled Tribes; and out of 15 seats reserved for SC candidates, only 10 students of this category are admitted and no more SC candidates, who have applied for admission, are available, the remaining unfilled 5 seats (originally reserved for SC), will be filled by admitting the Scheduled Tribe candidates and vice-versa."

3.4 When the Committee wanted to know the rules, regulations and other statutory provisions in regard to the reservation of seats for SC/ST students in Central Universities, UGC had stated that reservation of seats

in admissions to various programmes of study are made 15% for SC and 7.5% for ST students.

3.5 The Committee note that comprehensive guidelines pertaining to reservation of Scheduled Castes and Scheduled Tribes in admission and procedure to be followed in this regard have been issued by the University Grants Commission to all Universities on 30-7-89. The Committee are pained to note that even after crystal clear guidelines issued by the UGC, SC/ST students are not getting their quota of reserved seats in admission to various courses offered by the various Central Universities. The Committee, therefore, recommend that all Universities must follow guidelines issued by the UGC and make their contribution for upliftment of the neglected classes of society by giving them admission to various courses against the reserved quota.

(i) Aligarh Muslim University (AMU)

3.6 As regards percentage of reservation in fresh admission as well as higher studies i.e. reserach etc. for SC and ST students, the Committee were informed that 100% eligible SC/ST candidates are offered admission in general courses in AMU while the question was on the percentage of reservation in fresh admission as well as in higher studies. The AMU further stated that 5% of seats in fresh admissions to different courses are reserved for SC/STs to be admitted by way of nomination by the Vice-Chancellor. Moreover, all eligible SC/ST candidates are offered fresh admissions in different courses/classes of the University. Consequently, their number exceeds over and above the reserved quota. During the Academic year 1994-95, 123 students belonging to SC/ST community were admitted in different courses/classes.

3.7 When the Committee desired to know regarding Procedure followed for dereservation of seats in AMU and the final authority to decide the non-availability of SC and ST candidates for fresh admission as well as higher admission, it was informed that reservation policy had not been adopted by the University.

3.8 The Committee note that there are specific and detailed guidelines issued by the University Grants Commission that 15% seats in admission are reserved for Scheduled Castes and 7.5% for Scheduled Tribes and also about the manner to deal with all admission process for these category of candidates.

3.9 The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1987-88) had also recommended that provision of reservation for SC/ST students in admission to all courses should be delinked from the question of providing reservation for muslim students and may be placed before the Academic Council of the University immediately.

3.10 The Committee are pained to note that earlier recommendations of the Committee have not been implemented till date. The Committee feel that since the Constitution is the supreme authority to guide all Institutes, autonomous, government bodies, provisions made thereunder must be adhered to by all. The Committee, therefore, recommend that Aligarh Muslim University should also follow reservation prescribed for SCs and STs in admission so that it can also contribute towards the betterment of neglected strata of the society.

3.11 The details regarding the total number of students admitted Department-wise and the number of SCs/STs among them during 1995-96 were as under:—

Sl. No.	Name of the Department	Total No. of Students	No. of SC/STs	% of SCs to total number	No. of ST students	% of ST to total number	% of SC/ST students to total number
1	2	3	4	5	6	7	8
1.	Humanities and Social Sciences	2361	39	1.7	—	—	1.7
2.	Science subjects (including Agricultural subjects)	2632	26	1.0	—	—	1.0
3.	Engineering and Technology	839	6	0.71	—	—	0.71
4.	Medical Sciences	233	—	—	—	—	—
5.	Professional courses	271	6	2.2	—	—	2.2
6.	Any other courses	766	3	0.4	—	—	0.4
TOTAL		7102	80	1.1	—	—	1.1

3.12 The Committee are informed that during the year 1995-96, in various courses of AMU University, total 7102 students were admitted out of which 80 (1.1%) were from SC category and none from ST. The Committee deplore the efforts made by the AMU to fill up seat reserved for SCs and STs. The Committee, therefore, strongly recommend that AMU should fill seats in all courses reserved for SCs and STs so that they should not be deprived of their constitutional privilege.

3.13 When the Committee desired to know the grants given by UGC to AMU during 1991-92 to 1993-94 and the percentage of grants earmarked and utilised for SCs/STs, the following information was furnished:—

- (1) 1991-92 Rs. 3603.60 (Lakhs)
- (2) 1992-93 Rs. 4080.21 (Lakhs)
- (3) 1993-94 Rs. 5553.35 (Lakhs)

Grant was not earmarked for SC/ST by the Government.

3.14 When the Committee desired to know the details of the AMU which had been receiving grants but have failed to comply with the instructions regarding reservations in admission and grant of other facilities to SC/ST students, AMU had informed that the matter regarding implementation of reservation policy was under consideration of the Academic Council.

3.15 In reply to a query of the Committee whether Commission/Committee/Study Group had been appointed in the Trust to examine the questions of admission and other facilities provided to SC/ST students, AMU had informed that the University had appointed a Standing Committee for effective implementation of policies and programmes for SCs/STs under the Chairmanship of the Vice-Chancellor, AMU Aligarh.

3.16 It was stated that AMU had prepared scheme to give special coaching to SC/ST students and had been organising coaching classes to educationally backward minority communities. As regarding the concessions/relaxations provided to SC/ST students under New Education Policy, it was stated that a special hall of residence for SC/ST students was provided.

3.17 The Committee observe that only the total grants received by AMU had been furnished to the Committee. However, the Committee, would like to know the total grant received by the AMU from Government during the year 1994 to 1999 and share of SCs and STs among them. The Committee note that matter regarding implementation of reservation policy in admission was under the consideration of Academic Council. The Committee are astonished to note that when there is constitutional provision and also Government guidelines to provide 15% and 7.5% reservation to SC and ST students respectively, these should have been adopted without any deviation. The Committee should be apprised of the decision taken by the Academic Council in this regard at a very early date.

(ii) *Banaras Hindu University*

3.18 When the Committee desired to know the percentage of reservation in fresh admission as well as in higher studies, *i.e.* research, etc. and whether any relaxation in standard is allowed in any written or oral test held before the admission procedure is followed to fill the reserved seats if adequate number of SC/ST students are not available for admission to technical courses, and further, about the procedure followed for dereservation of seat and the final authority to decide the non-availability of SC and ST candidates for fresh admission as well as higher admission, the Ministry had stated that information from BHU is still awaited and till the finalisation of the Report they have not furnished the requisite information.

3.19 When the Committee pointed out whether any instructions had been issued to BHU by Ministry of HRD/UGC in regard to the

reservation of seats for SC and ST students, it was replied that UGC had been urging upon central universities to observe the reservation policy for SC/ST students.

3.20 The details regarding total number of students admitted and the number of SCs and STs among them during the year 1995-96 and 1996-97 are as under:

Sl. No.	Faculty 1995-96	Total no. of Students (admitted including SC/ST)		No of SC applicants		No. of SC students admitted		No of ST applicants		No. of ST students admitted		Remarks for shortfall		Remarks
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1 (a) Non-Professional														
	1. Arts including Social Sciences & M.M.V.	2204	936		2250	354	80	78		30	12			**
	2. Science including M.M.V.	895	382		1280	175	51	69		25	03			
	3. Commerce	247	51		152	67	—	03		01	—			
	4. Others S.V.D.V.	99	12		—	—	—	—		—	—			
(b) Professional														
	5. Engg. & Tech.	598	32			31	03	0		01	01			
	6. Medical Sciences	158	76			11	02			01	01			
	7. Agricultural Sciences	217	13			30	02			00	04			
	8. Education	158	46		1320	26	06	332		17	01			
	9. Law	240	27		476	01	04	09		03	—			
	10. Others													
	(i) Performing Arts	487	260		08	28	03		—	10	03			
	(ii) Visual Arts	66	33		14	11	03	04		01	—			
	(iii) Management Studies	02	—		—	—	—	—		—	—			
	Total	5479	1870			804	154			97	25			

Sl. No.	Name of the Institute/ Faculty	Total number of students including SC/ST admitted		No. of SC students admitted		No. of ST students admitted	
		Boys	Girls	Boys	Girls	Boys	Girls
1	2	3	4	5	6	7	8
Non-Professional 1996-97							
1.	Arts including Social Sciences and M.M.V.	2339	956	296	74	15	4
2.	Science including M.M.V.	909	361	155	48	19	1
3.	Commerce	243	62	50	2	5	3
Others							
4.	S.V.D.V.	67	8	—	—	—	—
Professional							
5.	Engineering & Technology	507	30	25	1	—	1
6.	Medical Sciences	163	61	10	2	4	2
7.	Agriculture Sciences	189	19	25	2	3	1
8.	Education	166	50	31	3	15	—
9.	Law	320	12	60	—	5	—
10.	Others						
	(i) Performing Arts	189	135	6	3	—	—
	(ii) Visual Arts	66	37	5	5	3	1
	(iii) Management Studies	40	2	9	1	4	—
Total		5203	1733	672	141	73	13

3.21 As regards the procedure followed to fill up the reserved seats if adequate number of SC/ST students are not available for admission to technical posts, the Committee were informed that the admission to technical courses (Engg.) is governed by Joint Entrance Test (JET).

3.22 As regards other schemes such as to give special coaching, special hostel facilities and concessions/relaxations provided to SC/ST students under New Education Policy, no information had been furnished by BHU to the Committee.

3.23 The Committee note that during the year 1995-96 out of total 7349 students admitted by the Banaras Hindu University in various professional and non-professional courses 958 (13%) were from SC and 122 (1.6%) were from ST category. Similarly in 1996-97 out of total students of 6936, 813 (11.7%) were from SC and 86 (1.2%) were from ST category. The Committee are disappointed to note that despite clear guidelines issued by the UGC to provide 15% and 7.5% reservation for SC and ST students respectively, BHU had not been able to achieve the target. The Committee,

therefore, emphasise that BHU must make concerted efforts to fill up seats reserved for SC and ST category of students.

3.24 The Committee also deplore the lenient view taken by the BHU in furnishing the information related to relaxations/concessions granted to SC/ST students, percentage of reservation in admission, admission procedure, hostel facilities, special coaching for SC/ST students etc. The Committee desire that this information be supplied at the earliest.

(iii) Delhi University

3.25 As regards rules, regulations and other statutory provisions in regard to the reservation of seats for SC and ST students in Delhi University, the Committee were informed by the Ministry that according to the UGC guidelines, reservation of seats in admissions to various programmes of study have been upto 15% for SC and upto 7.5% for ST students prescribed.

3.26 In the case of percentage of reservation in fresh admission as well as in higher studies, *i.e.* research, etc. for SC/ST students in Delhi University, the Committee were informed that relaxation of 5% marks to SC/ST students for higher studies, research, etc. had been provided.

3.27 When the Committee desired to know the procedure followed in Delhi University to fill the reserved seats if adequate number of SC/ST students are not available for admission to technical courses, it was informed that in case of adequate number of students are not available admission is offered to general category. It was also informed that the final authority to decide the non-availability of SC/ST candidates for fresh admission as well as for higher admission was Dean/Head of Institution.

3.28 As regards the representation of SCs/STs in admissions to various courses in Delhi University for the year 1991-92, it was stated that in Humanities & Social Sciences out of 30,725 students only 3,394 SC (11.05%) and 383 ST (1.25%) students were admitted. Thus, the total percentage of SC/ST students were only 12.30 in Humanities and Social Sciences. In Science subject (including Agricultural Science subjects), out of 6,990 students only 484 SC (6.92%) and 52 ST (0.75%) students were admitted. Hence, the percentage of SCs & STs was only 7.67%. In Engineering and Technology out of 637 students admitted only 69 (10.83%) were from SC category and 13 (2.04%) ST students were admitted. In Medical Sciences out of 518 students admitted only 61 (10.45%) were SC and 29 (5.00%) ST were admitted in professional courses out of 2,349 students admitted, 363 (15.45%) were from SC and only 54 (2.34%) were from ST category.

3.29 The Committee were further informed regarding representation of SCs/STs in admissions to various courses/faculties during the academic year (1994-95) that out of 42,481 students admitted only 6,367 (15%) were

from SC/ST communities, whereas, for 42,481 total students admitted 9,560 should have been from SC/ST Communities.

3.30 As regards representation of SC/ST students admitted for the year 1995-96 (as on 1.1.1996), it had been mentioned that 5,784 SC/ST students were admitted. However, it had not been made clear as to how many total students were admitted.

3.31 When the Committee desired to know whether there was any scholarship scheme for SC/ST students studying in Delhi University, it was informed that as per guidelines of UGC from 1984 onwards all those students who qualify in the UGC National Test are offered Junior Research Fellowships irrespective of his/her caste. In view of the condition of UGC test there is no reservation of fellowship for SC/ST for award of Junior Research Fellowship.

3.32 The Committee have found that Delhi University has not furnished statements showing the grants given by UGC and the percentage of grants earmarked and utilised for SCs/STs.

3.33 As regards the representation of SC/ST students in University Hostels, they had furnished a statement as under:—

	Total Capa- city	SCs	SCs%	STs	STs%	Total SCs/ STs
Men's Hostel	664	44	6.63	28	4.22	10.85
Women's Hostel	324	15	4.63	39	12.04	16.7

3.34 The Committee have observed that the University has not provided any information so far regarding concessions/relaxations provided to SC/ST students under New Education Policy.

3.35 The Committee are informed by the Ministry of Human Resource Development that as per UGC guidelines 15% seats for SC and 7.5% for ST students are reserved for admission to various programmes of study. However, the Committee find that during the years 1994-95 out of total 42,481 students admitted 6367 (15%) were from SC/ST communities. In the same way in the year 1995-96, 5784 SC/ST students were admitted but figure of total students had not been provided to the Committee. The Committee, therefore, recommend that Delhi University must adhere to guidelines issued by the UGC and make sincere efforts every year to admit students as per prescribed percentage. The Committee may also be provided with the figure of total number of students admitted in various courses/programmes and the number of SCs and STs among them during the years 1995 to 1999.

3.36 The Committee note that as per UGC guidelines when adequate number of SC/ST students are not available, a special effort to advertise vacancies in newspaper at least twice be made or the principle of interchangeability may be applied. If even after these seats are not filled up, the concerned university should inform UGC, Special Commissioner for SCs/STs, vice-chancellor of the University and Ministry of education about non-availability of the SC and ST students, the number of seats not filled and efforts made to fill them up. Thereafter, subject to any advice that any of them may give, seats may be thrown open to general candidates in the current year. However, Delhi University has stated that Head of the Institution is the final authority to decide the non-availability of SC/ST candidates for fresh admission. The Committee desire that the UGC guidelines must be followed strictly.

3.37 The Committee would also like to know the grants given by UGC to Delhi University and the percentage of grants earmarked and utilised for SC and ST students during the year 1994 to 1999. The information regarding concessions/relaxations provided to SC/ST students under New Education Policy should also be supplied for examination by the Committee.

(iv) Hyderabad University

3.38 When the Committee desired to know whether any test written or oral is held before admission and whether any relaxation in standard is allowed to SC/ST students, it was informed that written tests are held for admission to various courses in the University. For admission to P.G. Courses, relaxation of 5% marks in the minimum eligibility criteria for admission to a course is provided. Further relaxation in the marks is also provided till the reserved seats are filled *i.e.*, there is no cut off point to M. Phil, M. Tech. and Ph.D. courses. Relaxation of 5% marks in the minimum eligibility condition (subject to a minimum of a second class) is to be provided. Candidates are required to obtain a minimum of 40% marks in the entrance exams. (*i.e.*, previous academic record and written/oral test) for admission to M. Phil/M. Tech. (as against 55% marks for the open category) and 50% in the entrance test for Ph.D. (as against 60% marks for the open category).

3.39 When the Committee desired to know the procedure followed to fill the reserved seats if adequate number of SC/ST students are not available for admission to technical courses in Hyderabad University, it was stated that a special admission notice is issued every year in all national newspapers.

3.40 As regards procedure followed for dereservation of seats and final authority to decide the non-availability of SC and ST candidates for fresh admission as well as higher admission the Committee were informed that if SC/ST candidates are not available reserved seats are

filled by a general category candidate and the Vice-Chancellor is the final authority to decide the non-availability of SC/ST candidates for fresh admission as well as higher admission.

3.41 As regards representation of SC/ST students for the academic years 1992-93, 1993-94 and 1994-95 the University of Hyderabad had furnished following statement:—

Name of the University	Course/Year	Total fresh admissions	No. of seats reserved		No. of candidates applied/selected			
			SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9
1992-93								
University of Hyderabad	Post Graduation	585	90	44	964	117	92	29
	M.Phil/M.Tech	242	40	20	340	37	37	7
	Ph.D.	74	31	15	70	2	14	—
1993-94								
	P.G.	557	94	45	1218	129	95	28
	M.Phil/M.Tech	207	41	21	434	37	28	7
	Ph.D.	73	30	16	75	2	18	—
1994-95								
	P.G.	575	96	47	1275	147	97	31
	M.Phil/M.Tech.	223	38	21	401	39	31	8
	Ph.D.	79	26	12	65	8	10	2

No. of candidates rejected		Brief reasons for rejection	Percentage		Shortfall	
SC	ST		SC	ST	SC	ST
10	11	12	13	14	15	16
49	4	NOT POSSESSING REQUISITE QUALIFICATION EVEN AFTER RELAXATION	15.7	3.4	—	9
14	3	-DO-	15.7	2.8	11	—
10	—	-DO-	16.2	—	2	—
14	2	-DO-	10.8	2.3	10	15
29	3	-DO-	14.9	2.4	3	2
9	—	-DO-	19.1	—	4	—
28	5	-DO-	16.7	4	1	8
33	5	-DO-	13	3.6	2	—
15	4	-DO-	12.6	2.6	—	—

3.42 Despite several reminders, University of Hyderabad has not provided information relating to representation of SC/ST students in admissions for the academic years 1995-96 and 1996-97.

3.43 As regards grants paid to University of Hyderabad for the years 1990-91 to 1992-93 by UGC the information was as under:

1. 1991-92	Rs. 11,39,75,295.23
2. 1992-93	Rs. 11,32,83,376.32
3. 1993-94	Rs. 15,08,45,672.32

The UGC has not earmarked any grants specifically for SCs and STs in the budgetary sanctions.

3.44 The Committee were informed that under new education policy some concessions/relaxations were provided to SC/ST students *i.e.* no cut-off point in the entrance exam for P.G. Courses, in admission to M.Phil/M.Tech. and Ph.D programmes, relaxation of 5% marks and exempted from payment of registration fee.

3.45 The Committee note that there is shortfall of SC/ST students in Post Graduation, M.Phil/M.Tech and Ph.D. disciplines during the years 1992-93, 1993-94 and 1994-95. The information relating to the years 1995-96 and 1997 has not been supplied to the Committee inspite of several reminders. The Committee are unable to understand constraints of Hyderabad University in this regard. The Committee desire that information with regard to total admission made by the Hyderabad University and number of SCs and STs among them during the years 1994 to 1999 in all the courses should be furnished to the Committee.

(v) Indira Gandhi National Open University

3.46 In the case of SC/ST students admitted for the years 1992-93 and 1993-94 in IGNOU, the shortfall had been increasing. In 1992-93 in Graduation courses the percentage of shortfall of students were 7.9 and 2.5 for SCs and STs respectively. In post Graduation courses for SCs it was 8.6 and for STs 6.0. In 1993-94 for Graduation courses the percentage of shortfall of SCs were 9.1 and for STs 3.7. For Post Graduation courses, the percentage of SCs shortfall increased from 8.6 to 10 and for STs from 6.0 to 6.7

3.47 The Committee note that in the Indira Gandhi National Open University during the years 1992-93 and 1993-94 the percentage of shortfall in admission for SC and ST students to Graduate and Post Graduate courses is regrettable. The Committee desire that the same information may be provided with regard to years 1994 to 1999. The Committee, therefore, recommend that sincere and concerted efforts should be made by the IGNOU and seats reserved for SCs and STs be filled as per prescribed percentage in the UGC guidelines.

(vi) Jamia Millia Islamia University (JMIU)

3.48 The Committee were informed that according to UGC guidelines reservation of seats in admissions to various programmes of study are

made at 15% for SC and 7.5% for ST students. When the Committee desired to know the percentage of reservation in fresh admission as well as in higher studies i.e. research, etc. for SC students, JMIU had informed that full reservation, i.e. 22.5% was being given for fresh admission as well as in higher studies.

3.49 When the Committee wanted to know whether any test, written or oral was being held before such admission and whether any relaxation in standard is allowed to SC/ST students, it was informed that written tests/interviews are held before admissions and due relaxation is allowed to SC/ST students.

3.50 As regards procedure followed to fill the reserved seats if adequate number of SC/ST students are not available for admission in technical courses, the Committee were informed that **adequate number of students are always available.**

3.51 The Committee were informed that the procedure followed for dereservation of seats and final authority to decide the non-availability of SC/ST candidates for fresh admission as well as higher admission was not applicable to them.

3.52 The statement showing the representation of SC/ST students during the year 1995-96 (as on 1.1.1996) in admissions was as under:—

	Non-Professional	Professional
Total	3102	2639
SC	58	338
% of SC	1.87%	12.81%
ST	13	96
% of ST	0.48%	3.64%

3.53 The Committee note that the representation of SCs and STs in admission during the year 1995-96 was 1.87% for SC and 0.48% for ST in non-professional courses, 12.81% for SC and 3.64% for ST in professional courses. The Committee are disappointed to note that JMIU has not made sincere efforts to fill up SC/ST seats as per prescribed percentage. The Committee desire that information with regard to the years 1996-97, 1997-98 and 1998-99 be supplied to the Committee and all out efforts should be made by JMIU to fill up all seats earmarked for SCs and STs.

(vii) *Jawaharlal Nehru University (JNU)*

3.54 When the Committee enquired about rules, regulations and other statutory provisions in regard to the reservation of seats for SC/ST students in JNU, the Ministry had replied that according to the UGC guidelines, reservation of seats in admission to various programmes of study was made at 15% for SC and 7.5% for ST students.

3.55 During 1994-95 out of 1175 students admitted, 33 were from SC category and 75 were from ST category which comes to 18.37%. The

details regarding the total number of students admitted to different courses in JNU during the year 1994-95, 1995-96 and 1996-97 was as under:—

For the years 1995-96 and 1996-97

Year	Courses full time	Total Fresh Admissions	No. of seats reserved		No. of candidates applied		No. of candidates selected		Overall percentage of SC/ST Students
			SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10
1995-96	B.A.	230	35	17	217	149	23	13	17.9%
	M.A./M.Sc.	603	90	45	1196	844	75	49	
	M.C.A.								
	M.phi/M. Tech/MCH/Ph.D	512	77	38	567	168	53	28	
	Total	1345	202	100	1900	1161	151	90	
1996-97	B.A.	209	31	15	285	145	24	25	19.71%
	M.A./M.Sc./M.C.A.	476	71	35	1360	1184	65	40	
	M.phi/M. Tech/MCH/Ph.D	472	70	25	596	177	60	24	
	Total	1157	172	75	2241	1506	149	79	

3.56 The Committee note that overall percentages of SC and ST students admitted during the academic years 1994-95, 1995-96 and 1996-97 were 18.37%, 17.91% and 19.71% respectively. In 1995-96 the overall percentage of SC/ST students admitted declined by 0.46% whereas in 1996-97 the percentage increased by only 1.80% which was still short of 2.79% to the required percentage of 22.5%. The Committee recommend that genuine efforts must be made by the JNU to fill up prescribed percentage of seats for SC and ST students every year. The figure of SC and ST students admitted during the year 1997-98 and 1998-99 should also be supplied to the Committee.

(viii) Nagaland University

3.57 The Committee were informed about the representation of SC and ST students during the year 1995-96 (as on 1.1.1996) in admissions in the form of a statement as given below:—

Admissions

Non-professional	
Total	161
SC	1
% of SC	0.6%
ST	158
% of ST	98.1%

3.58 The Committee are happy to note that in Nagaland University 98.1% students belonging to ST were admitted during the year 1995-96

and the percentage of SC was 0.6%. The Committee, however, desire that Nagaland University should make some extra efforts to fill up SC seats also. The Committee should also be provided with the information relating to admission made in professional & non-professional courses for the years 1996-97, 1997-98 and 1998-99.

(ix) Tezpur University

3.59 As regards details of admission of SC and ST students during the year 1995-96 (as on 1.1.96), the Committee were informed as under:

	Admissions	
	Professional	Non-professional
Total	34	93
SC	1	7
% of SC	2.9%	7.5%
ST	1	1
% of ST	2.9%	1.1%

3.60 The Committee are disturbed to note that in Tezpur University the percentage of admission in both professional and non-professional courses for SC and ST students was very low. The Committee, therefore, recommended that Tezpur University should commit their endeavour for the fulfilment of the constitutional obligation and fill up reserved seats for SC and ST students every year as per prescribed percentages. The Committee may also be apprised of the data for the years 1996-97, 1997-98 and 1998-99.

(x) Pondicherry University

3.61 The Committee were informed about the representation of SC and ST students in admissions during 1995-96 (as on 1.1.96) as under:—

	Admissions		
	Non-Professional	Professional	Research Fellowships
Total	1217	—	23
SC	158	—	6
% of SC	13%	—	26.1%
ST	8	—	—
% of ST	0.7%	—	—

3.62 The Committee observe that the representation of SCs and STs in non-professional courses was 13% and 0.7% respectively and in fellowships 26.1% for SC and none for ST. The Committee would like to have the similar figures in respect of admission made by Pondicherry University in all the courses during the year 1996-97, 1997-98 and 1998-99. The Committee desire that Pondicherry University should not left any stone unturned in filling up the seats reserved for SC and ST students.

(xi) North-Eastern Hill University (NEHU)

3.63 The Committee were informed about the representation of SC and ST students during the year 1995-96 (as on 1.1.1996) as under:—

	Admission		
	Non Professional	Professional	Research Fellowships
Total	17,222	2051	12
SC	385	14	—
% of SC	2.2%	0.7%	—
ST	14,647	1383	3
% of ST	85.1%	67.4%	25%

3.64 The Committee note that the position in respect of ST students in admission to Professional, Non-professional and Research Fellowships is quite satisfactory, but in respect of SC it is deplorable. The Committee would like to have the figures of admission made during the years 1996-97, to 1997-98 and 1998-99 efforts made by the North-Eastern Hill Council to fill up SC seats in all the disciplines.

(xii) Viswa Bharati University.

3.65 As regards the representation of SC and ST students during the year 1995-96 (as on 1.1.1996), the Committee were informed as under:—

	Admission		
	Non Professional	Professional	Research Fellowships
Total	783	750	114
SC	130	102	6
% of SC	17.6%	13.6%	5.3%
ST	26	23	1
% of ST	3.5%	3.1%	0.9%

3.66 The Committee note that in the Viswa Bharati University during the year 1995-96 the representation of SCs and STs in Non-professional, Professional and Research Fellowship was 17.6% and 3.5%, 13.6% and 3.1% and 5.3% and .9% respectively. The Committee should be furnished with similar information for the years 1996-97, 1997-98 and 1998-99. The Committee hope that Viswa Bharati University will make sincere and genuine efforts to give due representation to SCs and STs in all the courses of the University.

(xiii) Assam University

3.67 This University does not have any constituent colleges. All the colleges affiliated to this University are private colleges except two Government degree colleges and two technical colleges were located in the two hill districts and mostly tribal students are studying there. In two technical colleges viz., Regional Engineering College and Silchar Medical College, reservation is followed, while the reservation policy is partially followed by the private colleges. The private colleges are funded by the State Government. Hence the University has no control in matter of appointments and admissions.

3.68 As regards the details of admission of students to various courses during 1996 and 1997, the Committee were furnished with the following information:

Name of Course	Total No. of students admitted	No. of SC applicants including SC/ST	SCs admitted	No. of ST applicants	STs admitted	Reasons for shortfall
1	2	3	4	5	6	7
1996 Non-professional						
1. Arts	515	40	40	4	2	Some of the applicants did not less up for admissions.
2. Science (including Home Science)	60	5	5	0	0	
3. Commerce & Management	44	4	4	0	0	
4. Others	39	1	1	1	1	While some of them were not found eligible.
TOTAL	658	50	50	5	3	
1997 Non-professional						
1. Arts	605	123	63	38	20	Some of the applicants did not less up for admissions.
2. Science (including Home Science)	160	33	17	6	5	
3. Commerce & Management	51	7	6	4	3	
4. Others	—	—	—	—	—	While some

1	2	3	4	5	6	7
5. Mass	31	15	3	5	1	of them were not found eligible.
TOTAL	847	178	89	53	29	

3.69 The Committee observe that during the year 1996 the representation of SCs and STs in non-professional courses were 0.75% and 0.45% and in 1997 it was 10.5% and 3.42% respectively. The Committee would like to know the figures in respect of both professional and non-professional courses for the year 1999 also. The Committee hope that Assam University would make genuine efforts to fill up all the seats reserved for SC and ST students.

3.70 Keeping in view the negligible representation of SC and ST students in various professional and non-professional courses in almost all the Central Universities, the Committee express its great displeasure and strongly recommend that Ministry of Human Resource Development (Department of Education) should set up a Committee to look into the details and reasons of low intake of SC/ST students in professional as well as non-professional courses. The Committee further impress upon the Government to take remedial steps to fulfil prescribed quota of SCs and STs in admission.

NEW DELHI;
15 March, 2000

25 Phalguna, 1921(Saka)

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