

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2001-2002)**

**(THIRTEENTH LOK SABHA)**

**EIGHTEENTH REPORT**

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

Action Taken by the Government on the recommendations contained in the First Report (Thirteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes regarding Reservation in services including reservation in admission and Employment of Scheduled Castes and Scheduled Tribes in Central Universities.



सत्यमेव जयते

*Presented to Lok Sabha on 30-8-2001*

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**LOK SABHA SECRETARIAT  
NEW DELHI**

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES (2001-2002)

Shri Kariya Munda—*Chairman*

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1. Shri B.R. Kanathia —*Joint Secretary*
2. Shri Shiv Singh —*Under Secretary*

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\* Ceased to be member of the Committee on his resignation from the Rajya Sabha w.e.f. 18.5.2001.

## 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 Eighteenth Report (Thirteenth Lok Sabha) on Action Taken by Government on the recommendations contained in their First Report (13th Lok Sabha) on the Ministry of Human Resource Development (Department of Secondary Education and Higher Education) regarding Reservation in services including reservation in admission and Employment of Scheduled Castes and Scheduled Tribes in Central Universities.

2. The Draft Report was considered and adopted by the Committee on 28 August, 2001.

3. The Report has been divided into the following Chapters:—

CHAPTER I	Report
CHAPTER II	Recommendations/Observations which have been accepted by the Government.
CHAPTER III	Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.
CHAPTER IV	Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.
CHAPTER V	Recommendations/Observations in respect of which final replies of Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the First Report of the Committee is given in the Appendix. It would be observed therefrom that out of 86 recommendations made in the report, 22 recommendations *i.e.* 26% have been accepted by the Government. The Committee do not desire to pursue 49 recommendations *i.e.* 57% of the total recommendations in view of the Government's replies. There are 15 recommendations *i.e.* 17% in respect of which replies of Government have not been accepted by the Committee and require further reiteration.

NEW DELHI  
August, 2001

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Bhadrapada, 1923 ( Saka)

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

## CHAPTER I

### REPORT

1.1 This report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their First Report (Thirteenth Lok Sabha) on the Ministry of Human Resource Development (Department of Secondary & Higher Education) on "Reservation in services including reservation in admission and employment of Scheduled Castes and Scheduled Tribes in Central Universities."

1.2. The First Report was presented to Lok Sabha on 15 March, 2000. It contained Eighty-Six recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under:—

- (i) Recommendations/Observations which have been accepted by the Government (Sl. Nos. 12, 13, 14, 15, 16, 21, 29, 30, 31, 32, 33, 35, 36, 37, 38, 42, 47, 50, 51, 54, 55, 85).
- (ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos. 1, 2, 6, 8, 10, 11, 17, 18, 19, 20, 22, 23, 24, 25, 26, 27, 28, 39, 40, 41, 43, 44, 45, 46, 48, 49, 52, 53, 56, 57, 59, 60, 61, 62, 63, 64, 65, 66, 70, 71, 75, 77, 78, 79, 80, 81, 82, 83, 84).
- (iii) Recommendations/Observations replies to which have not been acceted by the Committee and need reiteration (Sl. Nos. 2A, 3, 4, 5, 7, 9, 34, 58, 67, 68, 69, 72, 73, 74, 76).
- (iv) Recommendations/Observations in respect of which final replies of the Government have not been received (NIL).

1.3 The Committee will now deal with the action taken replies of the Government which need reiteration or merit Comments:—

#### RESERVATION IN SERVICES

##### Recommendation (Sl. No. 2, Para No. 2.8)

1.4 The Committee had noted that although there were clear orders issued by the Ministry of Human Resource Development (Deptt. Of Education now Department of Secondary & Higher 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 had, therefore, recommended that Ministry of Human Resource Development 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.

1.5 In their reply, the Ministry of Human Resource Development (Department of Secondary & Higher Education) have stated that the UGC has circulated Government of India's orders regarding reservation for SCs/STs in admission and appointment in teaching and non-teaching posts. UGC has also constituted a Standing Committee on SCs/STs, which visited most of the Central Universities and pointed out that the Reservation Policy for SCs/STs should be followed strictly. The Commission has stated that it does not have powers to take action against defaulting universities for non-compliance. Then have further stated that the universities are autonomous bodies governed by their respective statutes and Ministry of Human Resource Development also monitor the implementation of Reservation Policy in Central Universities from time to time.

#### Comments of the Committee

1.6 The Committee hope that a Standing Committee on SCs/STs set up by University Grants Commission (UGC) to look into the implementation of reservation policy would work with sincerity and dedication to discharge duties assigned to it. However, the Committee desire that suitable amendments should be made in the respective statutes of the Universities so that implementation of reservation orders could be made mandatory for them. Moreover, the Committee also desire that monitoring on the part of Ministry of Human Resource Development (Department of Secondary & Higher Education) be made a regular feature and UGC be equipped with more powers to take stern action against defaulting universities.

#### Recommendation (Sl. No. 2A, Para No. 2.17)

1.7 The Committee had noted that Ministry of Human Resource Development had 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 had also noted the plea of the Aligarh Muslim University to exempt it from the constitutional provision of reservation for SCs and STs on account of its minority character. The plea of the Government that they do not have legal powers *vis-a-vis* the Central Universities to issue directives to them for implementation of the reservation policy which the Committee felt untenable, because the constitutional rights of the SCs/STs cannot be flouted by any authorities created by the Government. The Committee were of the view that 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 and STs in their 39th Report (7th Lok Sabha) and 65th Report (10th Lok Sabha) respectively. The Committee had, therefore, strongly recommended 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 had also recommended 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.

1.8 The Government in their reply have stated that Vice-Chancellor, Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic under development of the Muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The overwhelming body of opinion in the Executive Council, and in the Court of the University, subscribes to the view that the Government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps defeated altogether, if education institutions with overwhelming minority representation are subjected to a mechanical implementation of the Parliamentary directive relating to SC/ST reservations. The validity of this viewpoint in terms of narrow legality is one aspect of the matter only, and equally relevant, is its impact on Muslim opinion which does feel that the AMU occupies a central position in regard to its higher educational requirements and that a reduction in this University's capacity through full implementation of SC/ST reservation quota would in fact amount to abridging the existing educational facilities available to the Muslim community and thereby produce a result which would be the very opposite to what Parliament had intended under Section 5(2)(c) of the AMU Amendment Act, 1981.

#### Comments of the Committee

1.9 The Committee are disturbed to note that the Ministry have not paid any heed to the recommendation of the Committee and have not stated their action taken on the recommendation of the Committee. Instead, they have reproduced the reply given by Vice Chancellor, Aligarh Muslim University, who have admitted that Muslim Community accounts for 75% of the students body of Aligarh Muslim University. The Committee feel that this shows lackadaisical approach of the Government towards upliftment of the Scheduled Castes and Scheduled Tribes in the education field which in consequence will make them capable to prove their mettle in every sphere of life. The Committee also understand that if 76% of the students constitutes Muslim Community, SCs/STs can be adjusted against another 25% although the required percentage of reservation for them is 22.5% only. The Committee therefore, reiterate their earlier recommendation that the Government should issue instructions to Aligarh Muslim University to the

effect that they are bound to implement the reservation orders for SCs and STs and if they fail to do so status of Central University may be withdrawn.

### **Recommendation (Sl. No. 3, Para No. 2.23)**

1.10 The Committee had recommended that all concessions/relaxation as available to SC/ST candidates according to Government instructions should be given to them. The Committee had also recommended that copies of Employment Notice should invariably be sent to SC/ST Associations, local MPs/MLAs and Parliamentary Committee. The Committee had further recommended that one SC/ST officer of comparable status should be included in the Recruitment Committees/Section Boards.

1.11 The Government, in turn have stated that Vice-Chancellor, Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of noticeable socio-economic under development of Muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The overwhelming body of opinion in the Executive Council, and in the Court of the University, subscribes to the view that the Government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps defeated altogether, if educational institutions with overwhelming minority representation are subjected to a mechanical implementation of the Parliamentary directive relating to SC/ST reservations. The validity of this viewpoint in terms of narrow legality is one aspect of the matter only the other, and equally relevant, is its impact on Muslim opinion which does feel that the AMU occupies a central position in regard to its higher educational requirements and that a reduction in this University's capacity through full implementation of SC/ST reservation quota would in fact amount to abridging the existing educational facilities available to the Muslim community and thereby produce a result which would be the very opposite to what Parliament had intended under Section 5 (2) (c) of the AMU Amendment Act, 1981.

### **Comments of the Committee**

1.12 The Committee are again surprised to find that the Government, without going through the recommendation of the Committee have reproduced the reply of the AMU. The Committee are at loss to understand the intention of the Government in regard to implementation of recommendation of the Committee. The Committee are not at all satisfied with the reply of the AMU and reiterate their prior recommendation to give all concession/relaxation as available to SC/ST candidates according to Government instructions. The Committee also reiterate that copies of Employment Notice should be sent to SC/ST Association, local MP/MLAs and Parliamentary Committee as well as one SC/ST officer of comparable status should be included in the Recruitment Committee/Selection Boards.



**Recommendation (Sl. No. 4, Para No. 2.30)**

1.13 The Committee had recommended 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 had desired that they may be apprised of the decision of the Aligarh Muslim University in the matter.

1.14 The Government in their reply have stated that Vice-Chancellor, Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic under development of the Muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The overwhelming body of opinion in the Executive Council, and in the Court of the University, subscribes to the view that the Government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps defeated altogether, if educational institutions with overwhelming minority representation are subjected to a mechanical implementation of the Parliamentary directive relating to SC/ST reservations. The validity of this viewpoint in terms of narrow legality is one aspect of the matter only, the other and equally relevant, is its impact on Muslim opinion which does feel that the AMU occupies a central position in regard to its higher educational requirements and that a reduction in this University's capacity through full implementation of SC/ST reservation quota would in fact amount to abridging the existing educational facilities available to the Muslim community and thereby produce a result which would be the very opposite to what Parliament had intended under Section 5(2) (c) of the AMU Amendment Act, 1981.

**Comments of the Committee**

1.15 The Committee are in quandary to understand views expressed by the AMU. Implementation of the recommendation of the Committee would in no way hamper the educational facilities available to Muslim students because the reservation percentage could not make them a majority in the University. Moreover, it will generate secular feelings among students. The Committee, therefore, reiterate its earlier recommendation 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 benefits of SCs and STs must be followed in toto and in letter and spirit.

**Recommendation (Sl. No. 5, Para No. 2.34)**

1.16 The Committee had noted that since the Aligarh Muslim University (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 had, therefore, recommended that reservation

orders should also be followed by the AMU in case of promotion of teaching and non-teaching staff.

1.17 In reply, the AMU has stated that in group 'A' posts on Assistant Financial Officer, Shri Mishri Ram has been appointed by promotion. The University will try to accommodate any available SC/ST candidate under departmental promotion quota.

#### Comments of the Committee

1.18 The Committee express their displeasure over the reply given by Aligarh Muslim University because, the recommendation was about implementation of reservation orders in case of promotion of teaching and non-teaching staff whereas the reply comes with regard to one promotion done by AMU. The University should have given assurance to fulfil constitutional obligation. The Committee, therefore, reiterate their prior recommendation that since AMU is within the gamut of Central University, it is bound to follow instructions issued by the Government in case of promotion of teaching and non-teaching staff.

#### Recommendation (Sl. No. 6, Para No. 2.38)

1.19 The Committee has recommended that, considering the number of Central Universities and enormity of work entrusted to SC/ST cell in the Ministry of Human Resource Development, the staff strength of the Cell should suitably be increased to discharge its functions efficiently and quickly. The Committee had also recommended that the officer-in-charge of the cell must belong to SC/ST who is well versed with the reservation rules.

1.20 The Government in their reply have stated that the staff strength of SCs/STs Cell is based on the standard norms and considered to be adequate. The recommendation of the Committee that the officer-in-charge of the SCs/STs Cell in the Ministry of HRD must belong to SC/ST who is well-versed with the reservation rules has been noted.

#### Comments of the Committee

1.21 The Committee are of the view that the reply of the Government is a kind of assurance and does not show any commitment to appoint SC/ST Officer as incharge of the cell because they have merely noted the recommendation of the Committee. The Committee at the first instance desire that wide publicity be given about existence of such cell in the Ministry to teaching/non-teaching staff as well as students through newspapers/circulars etc. The Committee further desire that the details of complaints received by the SC/ST Cell the Ministry alongwith their

disposal and number of complaints pending as on date should also be furnished.

**Recommendation (Sl. No. 7, Para No. 2.39)**

1.22 The Committee had noted 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 had, therefore, recommended that persons posted in this cell should be well versed with all rules/regulations/instructions relating to reservation for SCs and STs. The Committee had also recommended 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.

1.23 In reply the Aligarh Muslim University have stated that the matter regarding assigning the work of processing of appeals filed by SC/ST employees to the SC/ST Cell in AMU and inclusion of one SC/ST officer in the Cell and in the Grievance Committee will be looked into.

**Comments of the Committee**

1.24 The Committee are not convinced with the reply of the Aligarh Muslim University. The Committee consider that once the Cell has been set up, it shows that AMU is Committed for the Welfare of SCs and STs. Hence, the responsibility to run it with sincerity and seriousness falls on it without leaving any scope for lacuna. The Committee, therefore, reiterate its earlier recommendation that persons posted in the Cell should be well versed with rules/regulations relating to reservation policy. The Committee also reiterate that 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.

**Recommendation (Sl. No. 9, Para No. 2.47)**

1.25 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 were perturbed to note that inspite 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 was not applicable to them. The Committee, therefore, as already recommended in their 38th report (8th Lok Sabha) again strongly recommended 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.

1.26 In their action taken reply the Aligarh Muslim University has stated that the roster will be maintained after a decision is taken by university authorities to implement the reservation policy for SCs/STs.

### Comments of the Committee

1.27 The Committee regret to note that even after giving recommendation again and again, AMU is reluctant to implement reservation orders. The Committee also take very seriously inaction on the part of the government to proceed against AMU for non-implementation of the recommendation of the Committee. The Committee, therefore, strongly reiterate their earlier recommendation that AMU must maintain rosters for filling up vacancies reserved for SCs and STs through direct recruitment as well as through promotion.

### Recommendation (Sl. No. 11, Para No. 2.57)

1.28 The Committee were 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 had, therefore, strongly recommended that genuine efforts should be made by Banaras Hindu University to wipe out shortfall in all the categories of posts at the earliest.

1.29 In turn, the Government in their action taken notes have stated that Banaras Hindu University (BHU) has informed that the University had recently advertised 278 posts of lecturers, out of which 33 posts have been earmarked for SCs and 24 for STs. These posts include a number of posts which are lying vacant and being re-advertised repeatedly as these could not be filled up. As regards, non-teaching staff, in Group 'A' and 'B', the position was summarized as under:—

Group	No. of Posts	SC	ST
A	41	6.15%	3.07%
B	171	25.65%	12.80%

They have further stated that the University has been making sincere efforts to wipe out the shortfalls of SCs/STs. Some of the backlog vacancies has been re-advertised.

### Comments of the Committee

1.30 The Committee are happy to note that Banaras Hindu University is Committed towards wiping out of shortfall in reserved vacancies. The Committee are of the view that to wipe out shortfall all advertisements should be given on an all India basis. Moreover, if possible, campus recruitment could also be resorted to All relaxations/concessions as admissible shall also be extended to recruit more and more candidates from SCST communities. The Committee would like to be apprised of the latest position with regard to wiping out of shortfall to which backing vacancies had been re-advertised by the Banaras Hindu University.

#### Recommendation (Sl. Nos. 15 and 16, Para Nos. 2.76 & 2.77)

1.31 The Committee had noted 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 and 6-1 respectively. The Committee had also noted that in case of non-teaching category the percentage of SCs and STs in Group 'A', 'B', 'C' (except in Group D for SCs and Safaiwalas) is much below the prescribed level.

1.32 The Government in their reply have stated that Delhi University has informed that there is no reservation for the post of Professor and Reader. The University has provided reservation in the cadre of Lecturer and the number of Lecturers so far appointed in SCST categories is 17.

1.33 The Committee were 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 had, therefore, strongly impressed upon it to wipe out the shortfall at the earliest by launching Special Recruitment Drive for all the categories of posts in which the representation of SCs/STs is very low.

1.34 In their reply the Government have stated that the Delhi University has launched a Special Recruitment Drive for the post of lecturers vide its advertisement No. 153 dated June 17, 1997 and could fill up some of the posts. Few posts could not be filled up and had to be re-notified. The UGC has now amended the qualification for the post of lecturer and the regulation has been approved by the Academic Council on March 1, 2001 and Executive Council on March 5, 2001. It is proposed to launch a Special Recruitment Drive shortly.

### Comments of the Committee

1.35 The Committee are not satisfied with the reply of the Government because factual figures have not been provided. In the absence of actual data the position can not be judged in the right perspective. The Committee do not expect this type of reply from such an esteemed educational Institution. The Committee, therefore, desire that details as regard to number of posts under shortfall in all categories of posts in teaching and

non-teaching grades be furnished. The Committee also desire that action taken to wipe out shortfall including Special Recruitment Drives lauched and their outcome, alongwith details of posts advertised, year of advertisements, application received, reasons of rejection and candidates selected should also be furnished to the Committee.

#### Recommendation (Sl. No. 20, Para No. 2.94)

1.36 The Committee were 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 had, therefore, desired that rosters should be properly maintained and checked by the representatives of the Ministry of Human Resource Development. A certificate to that effect should be also be recorded in the register and irregularities/discrepancies found, if any, should also be rectified. The Committee also wanted to know the reasons for delay in starting maintenance of rosters for various posts by the Delhi University particularly in teaching posts.

1.37 The Government in their Action Taken notes furnished to the Committee have stated that it has been informed by the Delhi University that the Executive Council took a decision and prepared 40 point roster in 1996 on the basis of Recommendations of Dr. A. Padmanabhan Committee. Subsequently the University had adopted the post based roster. The position has not improved and 12 lecturers have been appointed subsequently.

#### Comments of the Committee

1.38 The Committee are not satisfied with the reply of the Government and understand that the Delhi University was totally ignorant about the reservation guidelines of the Government as enshrined in the Constitution of India for the Welfare of Scheduled Castes and Scheduled Tribes. The Committee deplore the attitude of the Delhi University in implementation of reservation-policy of Government so late in their Educational Institutions. The Committee desire that the Ministry of Human Resource Development (Department of Secondary & Higher Education) should monitor the implementation of reservation orders by Delhi University in letter and spirit. In case of any violation/discrepancy they should take appropriate action in the matter because ultimate responsibility lies on them.

#### Recommendation (Sl. No. 21, Para No. 2.94.A)

1.39 The Committee had observed that there was no senior SCST teacher in the Executive Council of the Delhi University who could watch the interests of SCST category. The Committee had further noted that there was no representation of SCST category in the selection committees for appointments. The Committee had, therefore, strongly recommended that a provision to include SCST 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.

1.40 In turn, the Delhi University has stated that they are already aware of the provisions and will implement the same.

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

1.41 The Committee are surprised to note that Delhi University admit the fact that it is already aware about provisions, as pointed out by the Committee in their recommendation, then what were the constraints of the University which prevented them from its implementation. The Committee would like to know the reasons for not doing so earlier. The Committee also desire that the Ministry should keep a close watch on the implementation of reservation policy by the Delhi University in all respect.

#### **Recommendation (Sl. No. 22, Para No. 2.103)**

1.42 The Committee had noted that in Hyderabad University 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 was stated to be lack of eligible candidates. The Committee felt 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.

1.43 The Government in their Action Taken Reply have stated that Hyderabad University has informed that as per the UGC guidelines the following criteria have been incorporated in respect of SC/ST candidates in the Employment Notification No. Rectt./P./I. 2/99 dated November 8, 1999. A relaxation of 5% is provided from 55% to 50% of the marks, at the Master's level for the SC/ST category. Further, in case of SC/ST Lecturer Posts, the University is utilizing the Central Pool Data of eligible candidates being maintained by the UGC.

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

1.44 The Committee would like to know the recruitment made during the year 1995 to 2000 in teaching/non-teaching cadre in all the categories of posts. The Committee also desire that apart from the above relaxations, further relaxation may also be given to wipe out shortfall.

#### **Recommendation (Sl. Nos. 25 & 26, Para Nos. 2.122 and 2.123)**

1.5 The Committee had noted that despite launching various Special Recruitment Drives by the Indira Gandhi National Open University (IGNOU) there was still shortfall in recruitment of SC candidates to group

'A', 'B', 'C' and ST candidates in all the posts/Groups. The Committee had, therefore, recommended 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.

1.46 The Government in their Action Taken note have stated that present figures relating to shortfall of SC/ST in IGNOU was stated to be as under:—

**Non-teaching Posts Under Process For Advertisement**

	SC	ST
Group 'A'	03	NIL
Group 'B'	24	01

**Teaching Posts**

The following teaching posts have already been advertised.

SC	ST
07	03

1.47 They have further stated that as seen from the above statement, there is no shortfall of SC Employees in Group 'D', Group 'C' and Group 'B' cadres. However, to make good the shortfall in Group 'A' position, and the minimal shortfall in ST category, the advertisement is being issued. Furthermore, the Regional Centres have also been authorised to go for local recruitment in the respect of SC/ST candidates so that the shortfall can be made good. The University is making every effort to wipe out the shortfall. The University has noted for guidance, the recommendations made by the Committee to give suitable relaxation/concession/pre-recruitment training to SC/ST candidates. The concessions provided in the R&P Rules for SC/ST candidates in terms of Government of India rules are followed by the University strictly.

1.48 The Committee had also observed this inspite of the efforts made by IGNOU, the shortfall had not been wiped out. The Committee had, therefore, recommended that vigorous efforts should be made by IGNOU to wipe out the shortfall and they may be apprised of the latest position in respect of all posts (teaching and non-teaching).

1.49 In reply, the Government have stated that the latest position of all the vacant posts (teaching and non-teaching) with referecne to SC/ST have since been given in the following statement for which the University is going to advertise very shortly.



**Non-teaching Posts Under Process for Advertisement**

	SC	SC
Group 'A'	03	NIL
Group 'B'	24	01

**Teaching Posts**

The following teaching posts have already been advertised.

SC	ST
08	03

**Comments of the Committee**

1.50 The Committee note that in the above statement 24 SC and one ST posts in Group 'C' were under process for advertisement whereas in the reply of the Government in has been stated that there was no shortfall of SC employees in Group 'D', 'C' and 'B'. The position may be explained to the Committee. The Committee would also like to know the outcome of the above advertisement and whether the above posts have been filled up. The Committee also hope that in future also IGNOU would be every endeavour to fill up SC/ST posts so that there is no room left for shortfall in any categories of posts.

**Recommendation (Sl. Nos. 32 and 33, Para Nos. 2.144 and 2.145)**

1.51 The Committee had observed that the percentage of representation of SCs and STs in teaching and non-teaching categories of posts in Jamia Millia Islamia University (JMI) was very meagre. For example, as on 1.1.1996 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.

1.52 The Committee were surprised to note that on the one hand JMI had stated that it was 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 felt 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 had, therefore, recommended 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.

1.53 The Government in Action Taken Reply have stated the Jamia Millia Islamia University has informed that it is admitted that percentage of representation of SCs/STs in teaching and non-teaching categories of posts is meagre. However, the position indicated relates to the period prior to 1997. Efforts to fill up vacant posts of SCs & STs in accordance with Government guidelines have already been adopted by organising Special Recruitment Drive now.

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

1.54 The Committee would like to be apprised of the latest position in all the categories of posts (teaching and non-teaching) during the years 1998 to 2000. The Committee also desire that the outcome of the Special Recruitment Drives and other efforts made to wipe out shortfalls may also be furnished.

#### **Recommendation (Sl. No. 34. Para No. 2.152)**

1.55 The Committee were dismayed to note that JMI had not furnished information to the Committee with regard to method of promotion despite issue of several reminders. It was also highly disappointing to note that JMI had not furnished proper data in regard to promotion made by them during the years 1991-93 the Committee were also surprised to find that no SC/ST member had been included in DPC/Board. The Committee had deplored the lackadaisical approach of the Jamia Millia Islamia University in furnishing required information to Parliamentary Committee and recommended that information with regard to total promotions made during the year 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 had also recommended 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 with the JMI University then a member from other university should be included to safeguard the interest of SC/ST employee.

1.56 In their reply, Jamia Millia Islamia University has informed that they have decided to associate members of SC/ST in the Departmental Promotion Committee hereafter.

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

1.57 The Committee are stunned to see the reply of the JMI because instead of furnishing reply as regards to whole recommendation of the Committee the University has replied in respect of one point only. The Committee are of the view that JMI has not taken the recommendation of the Committee seriously. The Committee cannot but express their displeasure over this type of careless reply of the JMI. The Committee, therefore reiterate their earlier recommendation that information with regard to method of promotion should be furnished to the Committee. The Committee also reiterate that information relating to total promotions made during the year 1993 to 2000 in each categories of posts (teaching and non-

teaching) and number and percentage of SCs/STs among them should be furnished to the Committee.

**Recommendation (Sl. No. 39, Para No. 2.180)**

1.58 The Committee had noted that there was huge shortfall of SCs and STs in both teaching and non-teaching categories of posts. The Committee had, therefore, emphasised that sincere and concerted efforts must be made by Jawahar Lal Nehru University (JNU) to wipe out the shortfall in these categories of posts immediately.

1.59 In turn, the Government have stated that JNU has, since the visit of the UGC monitoring Committee on the SCs/STs, out of 19 posts of Assistant Professors 3 have been filled from SC and one from ST candidates. In non-teaching out of 8 posts filled in Group 'A', one has been filled from SC category. In Group 'B' one SC and one ST has been recruited, out of total of three. In Group 'C', 4 SC and one ST were accommodated out of total 12 posts. Thus, the University has made concerted efforts to induct/SC/ST candidates following the advice of the Committee.

**Comments of the Committee**

1.60 The Committee are although a bit satisfied with the reply of the Jawahar Lal Nehru University that they have made certain efforts to wipe out the shortfall. The Committee are, however, not clear as to whether these posts, which have been filled by the JNU, were shortfall vacancies or they belong to a particular year. The Committee, therefore, desire that recruitment made during the years 1998 to 2000 along with shortfall and efforts made to wipe out the same in all the categories of posts in teaching and non-teaching should be furnished to the Committee.

**Recommendation (Sl. No. 41, Para No. 2.187)**

1.61 The Committee had observed that the promotion figures which had been supplied to the Committee related to the years 1991 to 1993 and therefore, had desired that figures relating to the years from 1994 to 1999 stating total number of employees (teaching and non-teaching) promoted and number of SC/ST among them should be made available to the Committee.

1.62 The Jawahar Lal Nehru University, in turn, have given data as recapitulated below regarding total number of employees (teaching and non-teaching) promoted during the years 1994—1999 and number of SC/ST among them:—

### Non-Teaching

Year/ Group	A			B			C			D		
	T	SC	ST	T	SC	ST	T	SC	ST	T	SC	ST
1994	02	02	—	11	05	—	05	03	—	—	—	—
1995	—	—	—	—	—	—	05	—	01	01	—	—
1996	01	01	—	04	03	—	03	—	—	—	—	—
1997	04	—	—	04	01	—	11	02	—	04	01	—
1998	04	—	—	—	—	—	—	—	—	—	—	—
1999	02	01	—	07	01	01	—	—	—	—	—	—
Total	13	04	—	26	10	01	24	05	01	05	01	—

### Comments of the Committee

1.63. The Committee have inferred from the above statement that the figures as given by JNU relates to only non-teaching staff. An bird's eye view of the statement reveal that except one ST promoted in the year 1998 (Group 'B') no ST has been promoted during the years 1994—1999 in any other categories of posts. No reasons have been given for the same. The Committee desire that figures relating to teaching categories should be furnished to the Committee as well as serious and concerted efforts should be made by JNU to wipe out shortfall in promotion in ST category of non-teaching cadre.

**Recommendation (Sl. No. 45, Para No. 2.211)**

1.64 The Committee had noted that the information relating to total staff strength and number of SCs & STs among them furnished by the Pondicherry University for the years 1993, 1994 and as on 31.7.1995 related to total number of employees only in each group of posts. The Committee had, therefore, desired that the information about total number of employees in each grade, number of SCs and STs among them, their percentage and shortfall thereof may be furnished.

1.65 In reply, the Government have stated that the required information was stated to be as under :—

**Non-Teaching posts**

Total No. of Employees	No of		Percentage of		Shortfall in		Percentage of	
	SC	ST	SC	ST	SC	ST	SC	ST
Group 'A' 26	4	2	15.38	7.69	—	—	—	—
Group 'B' 19	3	—	15.79	—	—	—	—	—
Group 'C' 214	39	—	18.22	—	—	NA	—	NA
Group 'D' 253	29	—	11.46	—	12	NA	4.54	NA

**Comments of the Committee**

1.66 The Committee, after going through the above statement observe that there is still shortfall in SC category (Group 'D'). The Committee feel that there is no dearth of SC candidates who are eligible for appointment in Group 'D'. The Committee, therefore, desire that shortfall in this particular category should be wipe out at the earliest.

**Recommendation (Sl. No. 52, Para No. 2.232)**

1.67 The Committee had noted that although Special Recruitment Drive had been launched by the University several times but there had not been any significant change in the situation. The Committee had deplored the poor representation of SCs and STs in both teaching and non-teaching

categories of posts in the Visva Bharati University. The Committee had, therefore, recommended that concrete steps must be taken by the University to make good the shortfall. The Committee had also desired that the figure of staff strength upto 31.12.1999 may also be furnished.

1.68 The Government in their Action taken notes have stated that, Visva Bharati University has informed that sincere efforts are being made to fill up the shortfall of SC/ST vacancies in Teaching posts by repeated advertisement, the staff strength data of 1999-2000 is stated as under :—

### Figure of Staff strength upto 31.03.2000

#### (1) FACULTY

Professor sanctioned strength 47	Existing Total		SC	SC(%)	ST	ST(%)
	141		1	0.71	1	0.71
	Female	Female (%)	Female	Female (%)	Female	Female (%)
	17	12.05	—	—	—	—
Reader sanctioned strength 99	Existing Total		SC	SC(%)	ST	ST(%)
	71		1	1.41	—	—
	Female	Female (%)	Female	Female (%)	Female	Female (%)
	15	21.13	—	—	—	—
Lecturer sanctioned strength 269	Existing Total		SC	SC(%)	ST	ST(%)
	201		15	7.46	1	0.50
	Female	Female (%)	Female	Female (%)	Female	Female (%)
	51	25.37	1	0.50	—	—

**NON-TEACHING**

<b>Category (A)</b>	<b>Existing Total</b>		<b>SC</b>	<b>SC(%)</b>	<b>ST</b>	<b>ST(%)</b>
	73		5	6.85	—	—
	<b>Female</b>	<b>Female (%)</b>	<b>Female</b>	<b>Female (%)</b>	<b>Female</b>	<b>Female (%)</b>
	5	6.85	—	—	—	—
<b>Category (B)</b>	<b>Existing Total</b>		<b>SC</b>	<b>SC(%)</b>	<b>ST</b>	<b>ST(%)</b>
	186		21	11.29	2	1.08
	<b>Female</b>	<b>Female (%)</b>				
	27	14.52				
	<b>Female</b>	<b>Female (%)</b>				
	1	0.54				
	<b>Female</b>	<b>Female (%)</b>				
	1	0.54				
<b>Category (C)</b>	<b>Existing Total</b>		<b>SC</b>	<b>SC(%)</b>	<b>ST</b>	<b>ST(%)</b>
	489		42	8.59	16	3.27
	<b>Female</b>	<b>Female (%)</b>				
	46	9.41				
	<b>Female</b>	<b>Female (%)</b>				
	6	1.23				
	<b>Female</b>	<b>Female (%)</b>				
	3	0.61				
<b>Category (D)</b>	<b>Existing Total</b>		<b>SC</b>	<b>SC(%)</b>	<b>ST</b>	<b>ST(%)</b>
	781		227	29.06	101	12.93
	<b>Female</b>	<b>Female (%)</b>				
	119	15.24				
	<b>Female</b>	<b>Female (%)</b>				
	42	5.38				
	<b>Female</b>	<b>Female (%)</b>				
	48	6.15				
<b>Category (E)</b>	<b>Existing Total</b>		<b>SC</b>	<b>SC(%)</b>	<b>ST</b>	<b>ST(%)</b>
<b>Safai</b>	31		29	93.55	2	6.45
<b>Karamchari</b>						
	<b>Female</b>	<b>Female (%)</b>	<b>Female</b>	<b>Female (%)</b>	<b>Female</b>	<b>Female (%)</b>
	9	29.03	9	29.03	—	—

1.69 It has further been stated that it can be seen from the above data that the number of SC/ST employees in teaching posts have increased in comparison to 1998. It may also be noted that the promotion of teaching employees is regulated in accordance with the guidelines of the University Grants Commission.

1.70 They have also state that appropriate steps have been taken to fill up the vacancies of non-teaching post reserved for SC/ST communities including filling up of carried forward vacancies reserved for these communities strictly following the Government rules. However, there are shortfall of ST candidates particularly in Group 'A' and Group 'D' posts due to non-availability of ST candidates. Moreover, the reservation policy is maintained for the current vacancies since 1976 onwards. But the same has actually been implemented effectively from 1983, because the posts were filled in previously (before 1983) the reservation could not be taken into account for determining the percentage of shortfall of SCs/STs.

#### Comments of the Committee

1.71 The Committee have observed from the above statement that there is still huge shortfall of SCs & STs in almost all the categories of posts (teaching & non-teaching) except in Group 'D' and Safaiwalas. Although, Visva Bharati University itself admit that there is still shortfall and they are making sincere efforts to make good the same but even then the Committee fail to understand why no fruitful result are obtained. The Committee feel that there must be something wrong either with the intention or procedure to wipe out the shortfall. The Committee, therefore, desire that the Visva Bharati University should launch Special Recruitment Drive and find new methods to accelerate the pace of filling up of the shortfall of vacancies reserved for SCs and STs.

#### Recommendation (Sl. No. 53, Para No. 2.239)

1.72 The Committee were surprised to find that information submitted by the Visva Bharati University regarding promotion related to non-teaching staff only and the information in respect of teaching staff had not been furnished. The Committee had, therefore, desired 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.

1.73 In their reply the Government have stated that total number of employees (teaching and non-teaching) promoted in each category of posts during the years 1994—1999 alongwith number of SC/ST is furnished in the following tables:



Year	Lecturer to Senior Lecturer				Lecturer to Reader				Reader to Professor				Remarks
	G	SC	ST	Total	G	SC	ST	Total	G	SC	ST	Total	
1994-95	24	1	—	25	—	—	—	—	—	—	—	—	MPs & Trunketed & CA
1995-96	4	—	—	4	—	—	—	—	87	—	—	88	-do-
1996-97	—	—	—	—	6	—	—	6	—	1	—	1	-do-
1997-98	—	—	—	—	1	—	—	1	—	—	—	—	-do-
1998-99	8	1	—	9	3	—	—	3	—	—	—	—	-do-

## YEAR-WISE PROMOTION IN EACH CATEGORIES (NON-TEACHING POST)

Year	Category	SC	ST	General	Total
1994	Group A	0	0	0	0
"	Group B	1	0	1	2
"	Group C	1	0	14	15
1995	Group A	0	0	0	0
"	Group B	1	0	4	5
"	Group C	4	3	18	25
1996	Group A	1	0	1	2
"	Group B	0	0	0	0
"	Group C	3	0	13	16
1997	Group A	0	0	0	0
"	Group B	0	0	3	3
"	Group C	4	1	20	25
1998	Group A	1	0	3	4
"	Group B	2	0	9	11
"	Group C	7	5	25	37
1999	Group A	0	0	0	0
"	Group B	0	0	0	0
"	Group C	0	0	0	0

## Comments of the Committee

1.74 It is observed from the above statements that in the teaching category out of total of 38 Lecturers promoted as Senior Lecturer during the years 1994—99 only 2 were from SC category and none from ST. Similarly, 10 Lecturers were promoted to Reader grade during the above period and none was from SC or ST category. In the same way 89 Readers were promoted to the post of Professor and only one belong to SC category. On the other hand, as far as non-teaching staff is concerned there is shortfall in promotion in 'A' and 'B' categories of posts in ST category. The Committee, therefore, desire that shortfall in all the categories of posts in teaching and non-teaching category should be wiped out by giving relaxation/concession to the candidates available in the feeder cadre. The Committee may be apprised of the action taken in the matter at the earliest.

## Recommendation (Sl. No. 56, Para No. 2.245)

1.75 The Committee had noted that in the Lecturer category the percentage of SCs and STs is 33% and 13.8% respectively. However, there was 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 had also noted that in non-teaching categories of posts there was no representation of ST in Group 'A' posts and the percentage of SC is negligible. The Committee had urged Assam University to strive to achieve the prescribed percentage in all categories of posts in teaching and non-teaching cadre.

1.76 The Government in their reply have stated that Assam University has informed that at Lecturer Level, adequate reservation have been made

for SCST category. No reservation for Reader and Professor are made as per UGC guidelines. For teaching posts, University is following the posts based roster as per Government of India guidelines.

#### Comments of the Committee

1.77 The Committee are unhappy to note that Committee in their recommendation had urged to achieve prescribed percentages of reservation in all the categories of posts whereas reasoning has been given only with regard to teaching cadre. The Committee desire that information relating to non-teaching cadre may also be furnished.

#### Recommendation (Sl. No. 57, Para No. 2.248)

1.78 The Committee were 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 had desired 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.

1.79 In turn, the Government have stated that Nagaland University came into being only in September, 1994 and it has yet to start out the implementation of the reservation policy for SCs/STs in recruitment as per the spirit of the reservation quota and therefor the question of launching Special Recruitment Drive to fill up the backlog vacancies, has not arisen in the University for the either case. No doubt, this University has, in its last advertisements, also invited SCST candidates categorically for both teaching and non-teaching posts to ensure their representation proportionately in appointment but not categorically invited SCST candidates for recruitment to the reserved posts as such, as there is no Roster of the implementation being maintained in the University. So the information furnished earlier regarding launching of Special Recruitment Drive for backlog vacancies as stated in the Committee's report may be treated as the mistaken one. The University is setting up soon SCST Cell to start the implementation in line with the set Principle of the reservation policy of the Government in the right earnest. In this regard the University has constituted a Standing Committee which has already met 3 times and in its last meeting approved the guidelines to start the implementation of the reservation policy in the University.

#### Comments of the Committee

1.80 The Committee are surprised to find the reply of the Nagaland University because they were so ignorant about reservation guidelines of the Government of India before the report of the Committee. The Committee would like to know reasons of delay in implementation of reservation

**reservation orders and would hope that now onwards, they will implement the same in letter and spirit and would come out with encouraging result.**

**Recommendation (Sl. No. 58, Para No. 2.252)**

1.81 The Committee had noted that during the years from 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 had desired to know the figures of 1996 to 1999 with regard to total recruitment made and number of SCs and STs among them.

1.82 The Government in their Action Taken Notes have stated that as per North Eastern Hill University (NEHU), the total strength of teaching and non-teaching staff in the University for the period 1996 to 1999 and number of SCs/STs among them was stated to be as under:—

No.	Group of Post	Total number of Teaching and Non-Teaching staff including SCs and STs in the year				No. of SCs in the year				No. of STs in the year			
		1996	1997	1998	1999	1996	1997	1998	1999	1996	1997	1998	1999
<b>TEACHING</b>													
(i)	Professors	76	79	69	69	—	—	—	—	16	16	9	9
(ii)	Readers	74	74	75	75	—	—	—	—	21	21	23	23
(iii)	Lecturers	63	70	70	70	—	—	—	—	36	38	38	38
<b>NON-TEACHING</b>													
(i)	Group-A	55	61	63	63	—	—	—	—	32	33	34	34
(ii)	Group-B	147	154	106	109	1	1	1	1	62	65	52	53
(iii)	Group-C	495	495	535	535	2	2	4	4	334	334	359	359
(iv)	Group-D	407	412	384	400	3	4	5	5	206	208	244	257

### Comments of the Committee

1.83 The Committee are unhappy to see the above statement because in Teaching Cadre there was no representation of SCs in Professors, Readers and Lecturers. On the other hand in non-teaching category, too, in Group 'A' no SC is represented and in Group 'B', 'C' and 'D' the representation is negligible. The Committee are also pained to note that in their recommendation the Committee had desired to know the recruitment made during the period 1996 to 1999 whereas total staff strength has been furnished. It shows negligence of the NEHU and not taking recommendation of the Committee seriously. The Committee, therefore, reiterate its earlier recommendation that figures of recruitment made from 1996 to 1999 and number of SCs and STs among them may be furnished. The Committee also desire that more serious and concerted efforts be made in future to fill up posts reserved for Scheduled Castes category.

#### Recommendation (Sl. No. 59, Para No. 2.255)

1.84 The Committee were 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 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 0.62%, 2.46% and 2.13% in Group B, C and D respectively. The Committee had desired 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.

1.85 In turn, North Eastern Hill University (NEHU) has informed that as per the figures, the representation of the Scheduled Tribes in all teaching posts from the year 1996 to 1999 stand at 34.27%, 33.63% and 32.71% respectively. There is no representation from the Scheduled Castes in the teaching posts. Likewise the representation of SC/ST in the non-teaching posts for the same period is at 0.54%, 0.62%, 0.92% and 0.9% for SCs and 57.42%, 57.04%, 63.32% and 63.5% for the Scheduled Tribes respectively (i.e. for the period from 1996 to 1999). The reason for the low percentages of Scheduled Castes may be attributed to the low proportion of SC population in the States of Meghalaya and Mizoram in whose jurisdiction the NEHU operates.

### Comments of the Committee

1.86 The Committee are happy to note that there is good representation of ST in teaching and non-teaching categories of posts in NEHU. However, the Committee are still hopeful that representation of SCs can also be increased. The Committee desire that efforts should be made to appoint SCs from other States and advertisements on an All India basis be given to get SC candidates.

**Recommendation (Sl. No. 63, Para No. 2.266)**

1.87 The Committee had noted that in Tezpur University 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 had therefore, recommended that shortfall in all categories of posts may be wiped out. The Committee had also desired 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.

1.88 The Government in their reply have furnished the following statement—

No. Group of Post	Total number of Teaching and Non-Teaching staff including SCs & STs in the year	No. of SCs in the year	No. of STs in the year
	1999	1999	1999
<b>TEACHING</b>			
(i) Professors	69	—	9
(ii) Readers	75	—	23
(iii) Lecturers	70	—	38
<b>NON-TEACHING</b>			
(i) Group-A	63	—	34
(ii) Group-B	109	1	53
(iii) Group-C	535	4	359
(iv) Group-D	400	5	257

**Comments of the Committee**

1.89 The Committee are happy to note that there is good number of ST employees both in teaching and non-teaching categories of posts. The Committee would like that shortfall in SC category should also be wiped out at the earliest. The Tezpur University, should, for this purpose, go to other neighbouring states so that shortfall in SC category can also be made good.

**Recommendation (Sl. No. 64, Para No. 3.5)**

1.90 The Committee had noted that comprehensive guidelines pertaining to reservation of SCs and STs 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 were 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 had, therefore, recommended 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.

1.91 The Government in their reply have stated that the commission is issuing circulars from time to time for effective implementation of reservation policy in Central Universities and deemed to be Universities (receiving maintenance grants on 100% basis). The Standing Committee on SCs/STs visited most of the Central Universities and emphasized that reservation policy should be implemented in letter and spirit. The Standing Committee also advised Vice Chancellors to fill-up the backlog vacancies on priority basis. The Commission also is organizing meetings of the Monitoring Committee under the Chairmanship of Secretary, UGC. All the Registrars of Central Universities and Deemed Universities (receiving maintenance grants on 100% basis) and IGNOU are the members of the Monitoring Committee. The representatives of Ministry of HRD; Ministry of Social Justice and Empowerment and National Commission for SCs/STs are also invited to attend the meeting. The basic objectives of the Monitoring Committee is to provide opportunity for interactions, from time to time, to the Registrars of the Universities to discuss their problems in implementing reservation policy.

#### Comments of the Committee

1.92 The Committee are surprised to note that after, the Committee's recommendation the University Grants Commission has constituted a Standing Committee on SCs and STs who will go into the aspect of implementation of reservation orders. The Committee hope that this Committee will work sincerely and do justice to SC/ST candidates. The Committee, therefore desire that the Ministry should call information/data from all the Universities about admission made by them every year including shortfall of SC/ST candidates and steps taken to fill all the reserved vacancies, in this way monitoring will be an effective measure. The Committee also desire that defaulting Universities should also be warned suitably and necessary action be taken against them.

#### Recommendation (Sl. No. 67, Para No. 3.10)

1.93 The Committee were pained to note that earlier recommendations of the Committee have not been implemented till date. The Committee felt 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 had, therefore, recommended 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.



1.94 In reply, the Government have stated that Vice-Chancellor, Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic under development of the muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The Executive Council and the court of the University subscribes to the view that the Government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps defeated altogether if educational institutions with overwhelming minority representation are subjected to implementation of the Reservation Policy for SCs/STs.

#### Comments of the Committee

1.95 The Committee are not satisfied with the reply of the Aligarh Muslim University because Constitution is the supreme authority which govern the whole country. The committee, therefore, reiterate their earlier recommendation that Aligarh Muslim University should also follow reservation, prescribed for SCs and STs in admission so that status and living conditions of these strata of society can be improved and they can be brought into the mainstream.

#### Recommendation (Sl. No. 68, Para No. 3.12)

1.96 The committee were 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 had deplored the efforts made by the AMU to fill up seats reserved for SCs and STs. The Committee, had, therefore, strongly recommended that AMU should fill seats in all courses reserved for SCs and STs so that they should not be deprived of their constitutional privilege.

1.97 The Government have replied that the AMU has informed that it has taken care of admission of students belonging to the Weaker section of the society. The position regarding students admitted in 1999 was as under:

Total Admission	SC/ST
7012	97

#### Comments of the Committee

1.98 The Committee are not satisfied with the reply of the Government because out of 7012 students admitted during the year 1999 only 97 students were from SC/ST category which constitute only 1.38% which shows only 0.28% increase as compared to the figure of 1995-96. This figure do not support the claim of the Aligarh Muslim University (AMU) that it has taken care of admission of students belonging to weaker section of the society. The Committee, therefore, reiterate their earlier recommendation that AMU should fill seats in all courses reserved for SCs and STs so that they should not be deprived of their constitutional rights.

**Recommendation (Sl. No. 69, Para No. 3.17)**

1.99 The Committee had observed that only the total grants received by AMU had been furnished to the Committee. Whereas the Committee wanted 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 had noted that matter regarding implementation of reservation policy in admission was under the consideration of Academic Council. The Committee were 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 had desired that they should be apprised of the decision taken by the Academic Council in this regard at a very early date.

1.100 In turn, the Government have stated that Vice-Chancellor, Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic under-development of the Muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The Executive Council and the court of the University subscribes to the view that the Government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps, defeated altogether if educational institutions with overwhelming minority representation are subjected to implementation of the Reservation Policy for SCs/STs.

**Comments of the Committee**

1.101 The Committee are regret to note that the Aligarh Muslim University (AMU) has given routine answer to the recommendation of the Committee. They have neither furnished the information regarding total grant received by them from Government during the year 1994 to 1999 and share of SCs and STs among them nor decision taken by their Academic Council. The Committee express their deep anguish over the casual approach of the AMU. The Committee, therefore, reiterate that the above information may be furnished to the Committee and reservation guidelines must be made applicable in regard to SC/ST students in letter and spirit.

**Recommendation (Sl. No. 72, Para No. 3.35)**

1.102 The Committee were 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 found that during the year 1994-95 out of total 42,481 students admitted 636 (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 had, therefore, recommended that Delhi University must

adhere to guidelines issued by the UGC and made sincere efforts every year to admit students as per prescribed percentage. The Committee had also desired that information regarding total number of students admitted in various courses/programmes and the number of SCs and STs among them during the year 1995 to 1999 should also be furnished.

1.103 The Government in their reply have stated that Delhi University has informed that they are following the UGC guidelines in respect of reservation in admission of SC/ST candidates. The number of students admitted during the year 1995-96 to 1999-2000 at Undergraduate/Post Graduate level was stated to be as under:—

Year	Under-Graduate			Post-Graduate		
	Total	SC	ST	Total	SC	ST
1995-96	41170	4150	785	10463	649	213
1996-97	41921	4221	697	10320	649	251
1997-98	41523	3882	843	10567	660	228
1998-99	42873	3789	869	11412	718	206
1999-2000	46302	4000	836	11893	655	246

#### Comments of the Committee

1.104 The Committee note that as stated by University of Delhi that they are following the UGC guidelines which provide 15% seats for SC and 7.5% for ST for admission to various programmes of study but even then the prescribed percentage has not been achieved by them. After going through the details of admission made by Delhi University in Under-Graduate and Post-Graduate level courses during the year 1995-96 to 1999-2000 the following percentages are reflected:—

Year	Under-Graduate		Post-Graduate	
	%age of SC	%age of ST	%age of SC	%age of ST
1995-96	10	1.9	6.2	2
1996-97	10	1.6	6.3	2.4
1997-98	9.3	2	6.2	2.2
1998-99	8.8	2	6.2	1.8
1999-2000	8.6	1.8	5.5	2

The Committee express their deep anguish over the above performance of Delhi University which also shows a downward trend in the admission of

SC/ST students. The claim of the Delhi University seems to be hypothetical because the reality has different story to tell. The Committee are of the view that serious and concerted efforts have not been made by the Delhi University to fill up seat reserved for SCs and STs in admission to various courses. The Committee, therefore, reiterate that Delhi University being an esteemed Educational Institution should left no stone unturn to fill the seats reserved for SCs and STs in various courses so that this neglected strata of society should also get their share of progress. The Committee also desire that Ministry of Human Resource Development (Deptt. of Secondary & Higher Education) should also monitor such process.

#### **Recommendation (Sl. No. 73 Para No. 3.36)**

1.105 The Committee had noted that as per UGC guidelines when adequate number of SC/ST students are not available, a special effort to advertise vacancies in Newspaper atleast twice be made or the principle of inter changeability 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 that particular current year. However, Delhi University had 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.

1.106 In the action taken reply, the Delhi University has stated that guidelines framed by University Grants Commission are being followed.

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

1.107 The Committee are regret to point out that Delhi University has not taken the observation of the Committee seriously and has replied to it very casually. Had they applied the UGC guidelines seriously there would not have been any shortfall in the admission of SC/ST students as pointed out by the Committee in their previous recommendation (Sl.No. 1.102). The Committee, therefore, reiterate that UGC guidelines as stated in para No. 3.36 of their 1st Report (13th Lok Sabha) should be applied in toto and in serious terms so that there is no room left for shortfall in admission.

#### **Recommendation (Sl. No. 74, Para No. 3.37)**

1.108 The Committee wanted to know the grants given by UGC to Delhi University and the percentage of grants earmarked and utilized for SC and ST students during the year 1994 to 1999. The Committee had also desired that the information regarding concessions/relaxations provided to SC/ST students under New Education Policy should also be supplied for examination by the Committee.

1.109 The Government in their reply have given a statement showing grants received by University of Delhi during the years 1994 to 1998-99 is given below:

1994-95	—	Rs. 3301.96 Lakh
1995-96	—	Rs. 4084.01 Lakh
1996-97	—	Rs. 4382.66 Lakh
1997-98	—	Rs. 5318.10 Lakh
1998-99	—	Rs. 8912.27 Lakh

#### Comments of the Committee

1.110 The Committee are perturbed to note that the Delhi University has not furnished information regarding percentage of grants earmarked and utilised for benefit of SCs and STs during the period 1994-99 and instead they have furnished total grants received by them. On the other hand the Committee had desired concessions/relaxations provided to SC/ST students under New Education Policy. The Committee are unable to understand why the Delhi University is hesitant to give correct and factual information to the Committee. The Committee, therefore reiterate their earlier recommendation and desire that details of total grants received by Delhi University from UGC and percentage of such grants earmarked and utilized for SC/ST student for the year 1994 to 2000 may be furnished. The Committee also desire that information as regards to concessions/relaxations provided to SC/ST students under New Education Policy should be furnished.

#### Recommendation (Sl. No. 75, Para No. 3.45)

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

1.112 In reply, the Government have stated that the information regarding total admission made and number of SC/ST during the year 1994—1999 in all courses as furnished by Hyderabad University is under:—

Name of the University	Course/Year	Total fresh Admissions	No. of seats reserved		No. of candidates					
			SC	ST	SC	ST	SC	ST	applied	selected
1	2	3	4	5	6	7	8	9		
Univ. of Hyd.	1995-96									
	P.G.	586	96	45	1242	149	93	33		
	M. Phil/M. Tech.	227	40	20	460	63	31	12		
	Ph.D. 1996-97	65	30	11	63	7	12	1		
	P.G.	566	98	46	1142	141	91	31		
	M. Phil/M. Tech	185	37	21	423	50	35	21		
	Ph.D. 1997-98	80	25	10	90	3	15	1		
	P.G.	593	97	46	1009	111	88	31		
	M. Phil/M. Tech	184	37	20	425	82	31	9		
	Ph.D. 1998-99	62	28	10	59	4	8	1		
	P.G.	577	96	46	1128	183	98	28		
	M. Phil/M.Tech.	206	36	18	475	101	81	6		
	Ph.D. 1999-2000	95	25	9	99	5	16	3		
	P.G.	606	99	47	1280	198	95	34		
	M. Phil./M. Tech.	199	32	14	486	79	34	10		
	Ph.D.	98	25	9	70	13	12	4		

No. of Candidates Rejected		Brief reasons for Rejection	Percentage		Shortfall	
SC	ST		SC	ST	SC	ST
10	11	12	13	14	15	16
2	1	Not possessing Requisite Qualification even after relaxation	15.87	5.6	—	1.9
38	1	-do-	13.65	5.28	1.34	2.02
8	—	-do-	18.46	1.53	—	5.96
13	1	-do-	16.07	5.47	—	2.02
44	7	-do-	18.09	11.35	—	—
13	—	-do-	18.75	1.25	—	6.25
5	—	-do-	14.83	5.22	0.16	2.27
32	6	-do-	16.84	4.89	—	2.60
5	1	-do-	12.09	1.61	2.01	5.88
6	80	-do-	16.98	4.85	—	2.61
52	13	-do-	39.32	2.09	—	4.58
7	—	-do-	16.84	1.45	—	6.05
38	19	-do-	15.67	5.61	—	1.88
1	—	-do-	17.08	5.00	—	2.05
1	—	-do-	12.24	4.08	2.78	3.41

### Comments of the Committee

1.113 The Committee after going through the above statement observe that there is still shortfall of STs in PG, M.Phil./M. Tech/Ph.D. Course and SCs in P.G. and Ph.D. courses for the year 1999-2000. The Committee also note that a good number of candidates had applied for the above courses but the number of candidates selected were less. The Committee, therefore, desire that Hyderabad University should strive for filling up of more vacancies in these courses so that there should not be any shortfall. The Committee also desire that SC/ST candidates should be given some further relaxation/concession/orientation/training to make them fit for admission and higher studies.

#### Recommendation (Sl. No. 76, Para No. 3.47)

1.114 The Committee had noted in the Indira Gandhi National Open University during the year 1992-93 and 1993-94 the percentage of shortfall in admission for SC and ST students to Graduate and Post Graduate courses was regrettable. The Committee had desired that the same information may be provided with regard to years 1994—1999. The Committee had therefore, recommended 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.

1.115 The Government in their action taken notes have stated that IGNOU is providing 15% and 7.5% reservation for SCs and STs candidates in admissions in all Programmes of the University as per Government of India Rules. The Position of Total admission by IGNOU and No. of SCs/STs among them including since 1991—2000 is as under:—

Year	Total	SC	ST	%SC	%ST
1991	42971	2917	1156	6.79	2.69
1992	47720	2504	1271	5.25	2.67
1993	75666	3952	2311	5.22	3.05
1994	78693	3714	1841	4.72	2.34
1995	89023	3695	1908	4.15	2.14
1996	130228	5057	2046	3.88	1.57
1997	162540	7054	2759	4.34	1.70
1998	163394	6844	4962	4.19	3.04
1999	172548	6237	5429	3.61	3.15
2000	103549	4757	2800	4.59	2.70

The shortfall in admission for SC/ST, therefore, is not because of the selection criteria of IGNOU but because of the lesser clientele.



### Comments of the Committee

1.116 The Committee are disappointing to find that although Indira Gandhi National Open University (IGNOU) is providing 15% and 7.5% reservation to SC/ST candidates even then in take of these candidates are very less as compare to prescribed percentage. Ostensibly, the percentage has been showing almost a declining trend from the year 1991 and 2000. The Committee are constrained to find that no serious efforts had been made by the IGNOU to fulfill prescribed percentage of SC/ST candidates, which shows their lackadaisical approach towards ignorant sections of the society. The Committee, therefore, reiterate their earlier recommendation and desire that sincere and concerted efforts must be made by IGNOU to fulfill seats reserved for SC/ST as per prescribed percentage in the UGC guidelines.

#### Recommendation (Sl. No. 77, Para No. 3.53)

1.117 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 Jamia Millia Islamia University (JMIU) has not made sincere efforts to fill up SC/ST seats as per perscribed percentage. The Committee had desired 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.

1.118 In turn, the Government have seated that Jamia Millia Islamia has informed that it has to follow reservation policy for SCs/STs in letter and spirit since 1997 onwards and hence representations was low. The Vice-Chancellor of Jamia Millia Islamia explained the position in this regard to the Parliamentary Committee at its meetings in September, 1995. Since 1997-98 onwards Jamia took every possible effort to fill up the reserved seats for SCs/STs to achieve the prescribed percentage. Statement for year 1997-98 given below indicates that the representation of SCs/STs has gone up and it is ensured that the prescribed percentage will be achieved during coming up academic sessions/years.

	Professional courses	Non professional courses
Total	2982	3156
SC	490	140
%	16.43	4.43
ST	100	38
%	3.35	1.20

### Comments of the Committee

1.119 The Committee observe that there is still shortfall in ST category (Professional Courses) and in both SC & ST categories (Non-Professional Courses). The Committee are of the view that Jamia Millia Islamia University would now onwards make more sincere and concerted efforts so that in days to come there would not be any shortfalls. The Committee desire that the same information with regard to 1998-99, 1999-2000 and 2000-2001 may also be furnished to the Committee for their appraisal.

#### Recommendation (Sl. No. 83, Para No. 3.66)

1.120 The Committee had noted that in the Vishva 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 0.9% respectively. The Committee had also desired to furnish similar information for the years 1996-97, 1997-98 and 1998-99. The Committee hoped that Vishva Bharati University will make sincere and genuine efforts to give due representation to SCs and STs in all the courses of the University.

1.121 The Government in their reply have submitted following statement regarding representation of SC/ST students in admission:—

Year	Course	Total No. of Students Professional & Non-Professional Courses	Total No. of SC Students	% of SC Students	Total No. of ST Students	% of ST Students
1996-97	(a) U.G.P.G. Predegree and school level	1565	225	16.29	58	3.71
	(b) Research	81	8	9.88	1	1.23
1997-98	(a) U.G.P.G., Predegree and school level	1674	275	16.43	83	4.96
	(b) Research	76	7	9.21	1	1.32
1998-99	(a) U.G.P.G., Predegree and school level	1667	283	16.98	71	4.26
	(b) Research	61	—	—	—	—

1.122 They have further stated that in case of students admission

generally reservation quota for SC/ST has been fulfilled. But due to non-availability of SC/ST students in certain courses like Research, the quota could not be filled up.

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

**1.123** The Committee feel that there is still shortfall of SC students in Research Courses and STs students in almost all the courses. It is also a well known fact that there is no dearth of SC/ST students, what the need of the hour is a real zeal to implement the reservation orders. The Committee, therefore, desire that concerted and serious efforts may be made by the Vishva Bharati University (VBU) so that there should not be any shortfall in all the courses offered by them.

#### **Recommendation (Sl. No. 84, Para No. 3.69)**

**1.124** The Committee had observed 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 had desired to know the figures in respect of both professional and non-professional courses for the year 1999 also. The Committee were of the opinion that Assam University would make genuine efforts to fill up all the seats reserved for SC and ST students.

**1.125** In their reply the Government have stated that as regards admission of SC/ST students in various courses being run by this University, in spite of our best efforts the University could not fulfill the laid down target. However, during the year 1999-2000, the representation of SC students was 11.51% and that of ST 3.31%. All out efforts are made to achieve the targets.

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

**1.126** The Committee are not satisfied with the reply of the Government because there is no dearth of SC/ST students in the North Eastern States even then prescribed percentage has not been achieved. The Committee, therefore, desire that Assam University should take this matter seriously and strive hard to fulfill all the seats reserved for SCs and STs as per Government guidelines.

#### **Recommendation (Sl. No. 85, Para No. 3.70)**

**1.127** 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 had expressed their great displeasure and had strongly recommended that Ministry of Human Resource Development 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 had further impressed upon the Government to take immediate remedial steps to fulfill prescribed quota of SCs and STs in admission.

1.128 The Government in their Action taken notes submitted to the Committee have stated that the UGC has constituted a Monitoring Committee for implementation of reservation policy in central universities and deemed to be universities receiving 100% grants. Representative of Ministry of HRD, National Commission for SCs/STs and Ministry of Welfare was also invited for the meetings of the Monitoring Committee. Meeting of this Monitoring Committee is held every year. Last meeting was held on September 6, 2000. In the meeting representatives from 10 central universities participated. They have further stated that the Commission has also constituted a Standing Committee on SCs/STs to oversee the implementation of reservation policy in central universities and deemed to be universities receiving 100% maintenance grants. The Standing Committee visited most of the central universities except central universities in North Eastern States. The Registrars of central universities in North Eastern States *i.e.* Tejpur University, Nagaland University and Assam University have been requested to coordinate the visit of the Standing Committee so that the visiting team could visit all the three universities in one attempt.

#### Comments of the Committee

1.129 The Committee are a little bit satisfied with the reply of the Government that University Grants Commission has constituted a Monitoring Committee as well as Standing Committee on SCs/STs to oversee the implementation of reservation policy of Central Universities and deemed to be Universities. The Committee feel that merely constitution of the Committee would not yield desired result unless the element of the commitment is absent. The UGC should make realise the fact to all the universities that educational upliftment of SCs and STs would be a path breaking step in the development of our Nation. The Committee observe from minutes of the meeting of Monitoring Committee, that representatives of the six universities did not attend the meeting. It shows lack of interest and commitment for a good cause. The Committee, therefore, desire that all Central Universities and deemed universities should be persuaded to implement the reservation orders in admission as well as in services with more dedication and in letter and spirit.

## **CHAPTER II**

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

#### **Recommendation (Sl. No. 12, Para No. 262)**

The Committee observe that 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 Development does not visit BHU or any Central Universities to oversee that implementation of the reservation policy but discuss 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.

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

BHU has informed that the SC/ST Cell is represented by a Deputy Registrar belonging to SC category. UGC monitors the working of SC/ST Cell in Central Universities. UGC has constituted a Standing Committee on SCs/STs which visited most of the Central Universities and pointed out that the Reservation Policy for SCs/STs should be followed strictly.

[Ministry of Human Resource Development (Department of Secondary & Higher Education) OM No. F-7-1/2000-U.5 dated 24 May, 2001]

#### **Recommendation (Sl. No. 13, Para No. 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 re-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, conference etc. abroad due representation should be given to SC/ST staff of teaching and non-teaching categories as per Government instructions on the subject.

### Reply of the Government

BHU has informed that the Deputation Committee has been formed for teaching and non-teaching staff and nomination for training/symposium/conference/seminar are made as per the guidelines. During 1998-99, three Lecturers have been deputed to attend conference/seminar/training programme in India.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

#### Recommendation (Sl. No. 14, Para No. 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 as 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/MLAs and the Parliamentary Committee as assured by the Delhi University.

### Reply of the Government

Delhi University has stated that the posts are advertised on All India basis in all the leading newspapers and that the University shall send copies of the advertisement to the concerned organizations as directed by the Parliamentary Committee.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

#### Recommendation (Sl. No. 15, Para No. 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 incase 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.

### Reply of the Government

Delhi University has informed that there is no reservation for the post of Professor and Reader. The University has provided reservation in the cadre of Lecturer and the number of Lecturers so far appointed in SC/ST categories is 17.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please see para 1.35 of the Chapter 1

### Recommendation (Sl. No. 16, Para No. 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.

### Reply of the Government

The University has launched a Special Recruitment Drive for the post of lecturers *vide* its advertisement No. 153 dated June 17, 1997 and could fill up some of the posts. Few posts could not be filled up and had to be renotified. The UGC has now amended the qualification for the post of Lecturer and the regulation has been approved by the Academic Council on March 1, 2001 and Executive Council on March 5, 2001. It is proposed to launch a Special Recruitment Drive shortly.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May, 24, 2001.)

### Comments of the Committee

Please see para 1.35 of Chapter 1

### Recommendation (Sl. No. 21, Para No. 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.

### Reply of the Government

Delhi University has informed that they are already aware of the provisions and will implement the same.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F-7-1/2000-U. 5 dated 24 May, 2001)

### Comments of the Committee

Please see para 1.41 of Chapter I

### Recommendation (Sl. No. 29, Para No. 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.

### Reply of the Government

Jamia Millia Islamia has informed that as resolved in Executive Council in 1997, Jamia has already started to 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 for non-teaching posts.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)

### Recommendation (Sl. No. 30, Para No. 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.

### Reply of the Government

Jamia Millia Islamia has informed that as recommended by the Committee interview/appointment letters are sent to SC/ST candidates by registered post now.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)



**Recommendation (Sl. No. 31, Para No. 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 the 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.

**Reply of the Government**

Jamia Millia Islamia has informed that as desired by the Committee, SC/ST candidates will be interviewed on separate dates or separate blocks on the same day on which general candidates are interviewed as provided in Government guidelines.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F-7-1/2000-U. 5 dated May 24, 2001)

**Recommendation (Sl. No. 32, Para No. 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.

**Reply of the Government**

Jamia Millia Islamia has informed that is admitted that percentage of representation of SCs/STs in teaching and non-teaching categories of posts is meagre. However, the positions indicated relates to the period prior to 1997. Efforts to fill up vacant posts of SCs & STs in accordance with Government guidelines have already been adopted by organising special recruitment drive now.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)

**Comments of the Committee**

Please see para 1.54 of Chapter I

**Recommendation (Sl. No. 33, Para No. 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 made 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.

#### Reply of the Government

Jamia Millia Islamia has informed that it is admitted that percentage of representation of SCs/STs in teaching and non-teaching categories of posts is meagre. However, the positions indicated relates to the period prior to 1997. Efforts to fill up vacant posts of SCs & STs in accordance with Government guidelines have already been adopted by organising special recruitment drive now.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000- U. 5 dated May 24, 2001)

#### Comments of the Committee

Please see para 1.54 of Chapter I

#### Recommendation (Sl. No. 35, Para No. 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.

#### Reply of the Government

Jamia Millia Islamia has informed that in the SC/ST Cell, 26 complaints were received through the years 1993 to 1999. All these complaints have been disposed off. The Committee's observations regarding inclusion of an officer from SC/ST category in the Cell have been noted.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000- U.5 dated May 24, 2001)

#### Recommendation (Sl. No. 36, Para 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.

### **Reply of the Government**

Jamia Millia Islamia has informed that fresh allotment of accommodation will be made according to guidelines.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000- U.5 dated May 24, 2001)

#### **Recommendation (Sl. No. 37, Para No. 2.171)**

The Committee are informed that JNU conduct separate interview for SC/ST candidates only if there 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.

### **Reply of the Government**

JNU has informed that the University respects the opinion of the Committee and would endeavour to organize separate sitting of the Selection Committee for interviewing SC/ST candidates. However, some times it becomes difficult to hold a sitting on another day when the number of such candidates is rather small or when it is inconvenient to the experts to spare another day.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)

#### **Recommendation (Sl. No. 38, Para No. 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.

### Reply of the Government

JNU has informed that the details regarding recruitment made during years 1995 to 1999 in respect of teaching and non-teaching categories are given below:—

#### Teaching: (Assistant Prof.)

Year	Total including SC/ST	SC	ST
1995	04	01	—
1996	07	01	—
1997	04	02	—
1998	01	—	—
1999	14	01	01
<b>Total</b>	<b>30</b>	<b>05</b>	<b>01</b>

#### Non-Teaching

Year/ Group	A			B			C			D		
	T	SC	ST	T	SC	ST	T	SC	ST	T	SC	ST
1995	03	01	01	01	01	—	10	05	02	21	03	01
1996	—	—	—	01	01	—	08	02	—	14	01	—
1997	07	01	—	01	—	01	09	04	01	14	03	—
1998	01	—	—	—	—	—	01	—	—	13	01	—
1999	—	—	—	02	01	—	02	—	—	24	03	—
<b>Total</b>	<b>11</b>	<b>02</b>	<b>01</b>	<b>05</b>	<b>03</b>	<b>01</b>	<b>30</b>	<b>11</b>	<b>03</b>	<b>86</b>	<b>11</b>	<b>01</b>

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000- U. 5 dated May 24, 2001)

#### Recommendation (Sl. No. 42, Para No. 2.194)

The Committee are informed that various additional work have been assigned to SCST 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 SCST Cell is very overt and it will give a wrong signal if the founding object to oversee the interest of SCST and implementation of the reservation guidelines is defeated. The Committee, therefore, recommend that SCST 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.

### Reply of the Government

JNU has informed that the additional work which was assigned to SC/ST Cell has since been withdrawn. The SC/ST Cell is only looking after the work relating to SC/ST matters. In order to streamline the work relating to the complaints etc. of the teachers and the students belonging to the SC/ST Community, the University has set up a Committee of advisors consisting of two senior Professors and the Dy. Register of the SCST Cell as nodal officer to advise dalit students of the University. The students in the University have been requested that they may take benefit of the Committee and if they have any academic or financial grievances/problems, they are advised to visit the office of the Committee for the solution of the problems.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### Recommendation (Sl. No. 47, Para No. 2.127)

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 post.

### Reply of the Government

For promotion of teachers, under Career Advancement Scheme, the guidelines of UGC are followed by the University the details regarding the number of SCs/STs promoted during 1994—99 (teaching) are furnished here under:—

Year	General	SC	ST
1994	—	—	—
1995	2	—	—
1996	2	—	—
1997	9	2	—
1998	18	4	—
1999	6	1	—

The details regarding the promotions given to the non-teaching SC/ST employees are given in the following statements:—

Sl. No.	Designation	No. of Promotions			
		SC	ST	General	Total
1.	DY. REGISTRAR	1	—	—	1
2.	ASSISTANT LIBRARIAN	1	—	—	1
3.	PERSONAL ASSISTANT	1	—	4	5
4.	SECTION OFFICER	—	—	7+2	7+2
5.	OFFICE MANAGER/SR. ASST.	2	—	13+2	15+2
6.	PERSONAL ASSISTANT	—	—	8	8
7.	ASSISTANT	2	—	15+1	17+1
8.	SENIOR GRADE STENOGRAPHER	2	—	6+1	8+1
9.	SENIOR ASSISTANT	2	—	8+1	10+1
10.	TYPIST	1	—	6	7
11.	DRIVER	—	—	3	3
12.	TELEPHONE OPERATOR	1	—	—	1
13.	ATTENDANT	1	1	1	3
14.	LIBRARY ATTENDANT	1	—	—	1
		15	1	71+7*	87+7

\*ad hoc Promotion

#### No. of Promotions Made

SC	ST	General	Total
9	1	32	42
1	—	—	01
3	—	39 + 7	42 + 7
2	—	—	2
—	—	—	—
15	01	71 + 7*	87 + 7*

\*ad hoc Promotion

#### INSERVICE TRAINING

An intensive workshop to provide inservice training to the non-teaching employees are already been planned. The Workshop is to be held in the month of August, 2000. All the SC officers are to be included in this training. Eminent Administrators have been invited as resource persons. A number of such workshops are being organised in due course to benefit all the other employees.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 50, Para No. 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 situation 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.

**Reply of the Government**

The recommendation made by the Parliamentary Committee that the copies of the advertisement should be sent to the SC/ST Associations local MPs/MLAs and Parliamentary Committee is accepted in principle. Action is being taken for implementation of the same from now onwards.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)

**Recommendation (Sl. No. 51, Para No. 2.227)**

The Committee also note that Visva Bharati University has not been issuing interviews/appointment letters by registered post and dispatching 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.

**Reply of the Government**

The Committee's recommendation has been noted by the University for necessary action.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000 U. 5 dated May 24, 2001)

**Recommendation (Sl. No. 54, Para No. 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 very DPC/Board. The Committee, therefore, recommend that SCST member must be included in DPC/Board.

### **Reply of the Government**

In case of recruitment in the Teaching posts, the following is the resolution of the meeting of the Executive Council held on 23.4.99.

#### **Representation from SC/ST Communities in the Selection Committees constituted for appointment of the teaching post**

Considered the under-quoted letter of Human Resource Development, Department of Education, Govt. of India under D.O. No. F. 1-17/97-Desk (U) dated 30.11.1998 regarding representation from SC/ST communities in the Selection Committee constituted for making recommendation for appointment to the teaching post in the University.

“For the past some time we have been receiving a number of representations from various quarters including Members of Parliament to the effect that the Selection Committees constituted for making recommendations for appointments to the teaching posts do not have any representations SC/ST Communities and that the interest of SC/ST candidates is, therefore, not adequately watched.

2. The issue has been considered in the Ministry in detail. It is felt that the Selection Committee constituted by the University should also have representatives from SC/ST Communities. You may therefore, consider to take suitable measures including the amendment of the relevant Statutes regarding the SC/ST composition of various Selection Committees”.

**RESOLVED** that the Upacharya (Vice-Chancellor) be authorised to seek clarification of the relevant Statute of the Visva-Bharati (Amendment) Act 1984 about the composition of Selection Committee of different categories of teaching posts from the Ministry of Human Resource Development in regard to the representations from SC/ST communities in the Selection Committees for appointment to the teaching posts.

For the promotion of non-teaching staff an officer from SC/ST category has already been included as one of the members in the DPC/Board.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

#### **Recommendation (Sl. No. 55, Para No. 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 years 1996 to 1999. The similar information may also be furnished in respect of promotion made, if any, during the same period.



### Reply of the Government

The following staff recruitments have been made during the period 1996—1999:—

#### Recruitment during 1996—99

(A) Teaching staff	Total Strength	SC/STs
Professor	02	—
Reader	03	01
Lecturer	08	04
<b>Total</b>	<b>13</b>	<b>05</b>

  

(B) Teaching staff	Total Strength	SC/STs
Group A & B	14*	05*
Group C	37*	07
Group D	26	13
<b>Total</b>	<b>77</b>	<b>25</b>

#### Promotion of Staff during 1996—99

Teaching Staff	Nil	Nil
Non-Teaching Staff Group A&B	Nil	Nil
Group C	3	2
Group D	Nil	
<b>Total</b>	<b>3</b>	<b>2</b>

(Ministr of Human Resource Development Department of Secondary & Higher Education O.M. No.F.7-1/2000-U.5 dated May 24, 2001)

#### Recommendation (Sl. No. 85, Para No. 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 (Dempartment 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 immediate remedial steps to fulfil prescribed quota of SCs and STs in admission.

\*Includes persons on Deputation and Fixed Salaried Persons.

### **Reply of the Government**

The UGC has constituted a Monitoring Committee for implementation of reservation policy in Central Universities and deemed to be universities receiving 100% grants. Representative of Ministry of HRD, National Commission for SCs/STs and Ministry of Welfare are also invited for the meetings of the Monitoring Committee. Meeting of this Monitoring Committee is held every year. Last meeting was held on september 6, 2000. In the meeting representatives from 10 Central Universities participated.

The Commission also constituted a Standing Committee on SCs/STs to oversee the implementation of reservation policy in Central Universities and deemed to be universities receiving 100% maintenance grants. The Standing Committee visited most of the Central Universities except Central Universities in North Eastern States. The Registrars of Central Universities in North Eastern States. i.e. Tejpur University, Nagaland University and Assam University have been requested to coordinate the visit of the Standing Committee so that the visiting team could visit all the three universities in one attempt.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated may 24, 2001)

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

Please see para 1.129 of Chapter I

## CHAPTER III

### RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE TAKING INTO CONSIDERATION THE REPLIES OF THE GOVERNMENT

#### Recommendation (Sl. No. 1, Para No. 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.

#### Reply of the Government

Maulana Azad National University has been set up and started functioning since January, 1998. The regular appointment of teaching and non-teaching staff have not been made so far. The University is providing education through distance mode. No regular course is being offered.

Mahatma Gandhi Antarrashtriya Hindi Vishwavidyalaya has also been established in December, 1997. No regular appointment has been made on any post so far. The University has stated that they are very much alive to the constitutional requirement of filling up the post reserved for SCs/STs in a proper manner and the roster will be prepared in accordance with the Central Government norms, after the UGC sanctions various posts.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

#### Recommendation (Sl. No. 2, Para No. 2.8)

The Committee note that although there are clear orders issued by the Ministry of Human Resource Development (Deptt. of Secondary & Higher 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.

### **Reply of the Government**

The UGC has circulated Government of India's orders regarding reservation for SCs/STs in admission and appointment in teaching and non-teaching posts. UGC has also constituted a Standing Committee on SCs/STs which visited most of the Central Universities and pointed out that the Reservation Policy for SCs/STs should be followed strictly. The Commission has stated that it does not have powers to take action against defaulting universities for non-compliance.

It may be stated that the universities are autonomous bodies governed by their respective statutes.

Ministry of Human Resource Development also monitor the implementation of Reservation Policy in Central Universities from time to time.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

### **Comments of the Committee**

Please see para 1.6 Chapter I

### **Recommendation (Sl. No. 6, Para No. 2.38)**

The Committee have been informed that an SC/ST Cell for monitoring the implementation of reservation in Central Universities for SCs/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.

### **Reply of the Government**

The staff strength of SCs/STs Cell is based on the standard norms and considered to be adequate. The Recommendation of the Committee that the officer-in-charge of the SCs/STs Cell in the Ministry of HRD must belong to SC/ST who is well-versed with the reservation rules has been noted.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please see para 1.21 of Chapter I

#### Recommendation (Sl. No. 8, Para No. 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 has received only 2 complaints which the Committee feel is not factually correct. The Committee, therefore, recommend that this work may 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.

#### Reply of the Government

AMU has informed that the matter regarding assigning the work of processing of appeals filed by SC/ST employees to the SC/ST Cell in AMU and inclusion of one SC/ST officer in the Cell and in the Grievance Committee will be looked into.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. 7-1/2000-U. 5 dated May 24, 2001)

#### Recommendations (Sl. No. 10, Para No. 2.49)

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.

#### Reply of the Government

AMU has informed as on March, 1999 out of 1017 total quarters, 17 quarters have been allotted to SC/ST employees which comes to 1.5%. The University has also provided House Building Loan to a number of SC/ST employees.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. 7-1/2000-U. 5 dated May 24, 2001)

#### Recommendation (Sl. No. 11, Para No. 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 reasons 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 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 painted 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 and the committee may be apprised to the latest-position.

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

Banaras Hindu University (BHU) has informed that the University had recently advertised 278 posts of lecturers, out of which 33 posts have been earmarked for SCs and 24 STs. These posts include a number of posts which are lying vacant and being readvertised repeatedly as these could not be filled up. As regards, non-teaching staff, in Group 'A' and 'B', the position is summarized as under:

Group	No. of Posts	SC	ST
A	47	6.15%	3.07%
B	171	25.65%	12.80%

The University has been making sincere efforts to wipe out the shortfalls of SCs/STs. Some of the backlog vacancies has been readvertised.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

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

Please see para 1.30 of Chapter I

#### **Recommendation (Sl. No. 17, Para No. 2.83)**

It is highly disappointing to note that from 1994 to 1999, 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.

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

Delhi University has informed that there is no reservation for Reader and Professor and the promotion is made on the basis of merit Promotion Scheme of 1983/1987. In non-teaching staff, all the eligible candidates under the reserved category have been promoted as and when they became eligible against the reserved points.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 18, Para No. 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 category only.

**Reply of the Government**

The University has stated that the work relating to admissions of SC/ST candidates at undergraduate level has been assigned to Special Cell in addition to other work as per the UGC norms.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 19, Para No. 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.

**Reply of the Government**

Delhi University has informed that the complaint register is being maintained by the Special Cell and all complaints received from different agencies are processed by the respective Administration Units for taking necessary action.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 20, Para No. 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 roster should be properly maintained and checked by the representatives of the Ministry of Human Resource Development. A certificate of that effect should also be recorded in the register and irregularities — discrepancies 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.

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

Delhi University has informed that the Executive Council took a decision and prepared 40 point roster in 1996 on the basis of Recommendations of Dr. A Padmanabhan Committee. Subsequently the University has adopted the post based roster. The Position has now improved and 12 lecturers have been appointed subsequently.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

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

Please see para 1.38 of Chapter I

#### **Recommendation (Sl. No. 22, Para No. 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 reasons 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 non-teaching staff as well.

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

Hyderabad University has informed that as per the UGC guidelines the following criteria have been incorporated in respect of SC/ST candidates in the Employment Notification No. Rectt./P.I/2/99 dated November 8, 1999.

A relaxation of 5% is provided from 55% to 50% of the marks, at the Master's level for the SC/ST category.

Further, in case of SC/ST lecturer posts, the University is utilizing the Central pool data of eligible candidates being maintained by the UGC.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

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

Please see para 1.38 of Chapter I



**Recommendation (Sl. No. 23, Para No. 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 could be wiped out at the earliest.

**Reply of the Government**

The Hyderabad University has informed that the University in its Employment Notification No. Rectt./P.I./2/99 dated 8.11.99 reserved 2 SC & 6 ST for lecturer posts. When, this recruitment is completed, the percentage of shortfall among the SC & ST would be brought down to 'zero' in lecturer's cadre.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 24 Para No. 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 up to 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.

**Reply of the Government**

The Hyderabad University has informed that the University in its Employment Notification No. Rectt./P.I./2/99 dated 8.11.99 reserved 2 SC & 6 ST for lecturer posts. When, this recruitment is completed, the percentage of shortfall among the SC & ST would be brought down to 'zero' in lecturer's cadre.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 25, Para No. 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 'A', 'B', and '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.

### Reply of the Government

The IGNOU has informed that the present figures relating to shortfall in SC/ST is as under:

#### Non-teaching posts under process for advertisement

	SC	ST
Group 'A'	03	Nil
Group 'C'	24	01

#### Teaching posts

The following teaching posts have already been advertised

SC	ST
07	03

As seen from the statement, there is no shortfall of SC employees in Group D, Group C and Group B cadres. However, to make good the shortfall in group A positions, and the minimal shortfall in ST category, the advertisement is being issued. Further the Regional Centres have also been authorized to go for local recruitment in respect of SC/ST candidates so that the shortfall can be made good. The University is making every effort to wipe out the shortfall. The University has noted for guidance, the recommendations made by the Committee to give suitable relaxation/concession/pre recruitment training to SC/ST candidates. The concessions provided in the R&P Rules for SC/ST candidates in terms of Government of India rules are followed by the University strictly.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F 7-1/2000-U.5 dated May 24, 2001)

#### Comments of the Committee

Please *see* para 1.50 of Chapter I

#### Recommendation (Sl. No. 26, Para No. 2.123)

The Committee also observe that in spite of the efforts made by IGNOU, the shortfall has not been wiped out. The Committee, therefore, recommended 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 and non-teaching).

### Reply of the Government

IGNOU has informed that the latest position of all the vacant posts (Teaching and Non Teaching) with reference to SC/ST have been given in the following statement. The University is going to advertise these positions very shortly.

#### Non-teaching posts under process for advertisement

	SC	ST
Group 'A'	03	Nil
Group 'C'	24	01

#### Teaching posts

The following teaching posts have already been advertised

SC	ST
07	03

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please see para 1.50 of Chapter I

### Recommendation (Sl. No. 27, Para No. 2.127)

So far as promotion to teaching and non-teaching staff is concerned the Committee would like to have the details of total promotion made during the years 1996 to 1999 in all the grade of posts and number of SCs and STs among them.

### Reply of the Government

The IGNOU has informed the details of total promotions made during the year 1996 to 1999 in all the grades of posts and number of SC/ST among them in respect of non-teaching employees as given in the following tables:—

## ADMINISTRATION (ESTT)

## Promotions made during 1996—1999 in respect of Group 'A' Officers

Year	Asstt. Registrar	Joint Registrar	Software Engineer
1996	7(ST-1)	—	—
1997	2	—	—
1998	7	5	3
1999	0	—	—
Total No. of Promotions		—24	
Out of which filled by SC/ST		—1ST	
Vacant		—1 SC in the cadre of AR (Already filled in 2000)	

## Promotions made during 1996—1999 in respect of Group 'B' Officers

Year	Section Officer	Sr. P.A.	S.O. (P)	Programmer	Translation Officer
1996	2—Gen. 1—SC 1—ST	5—Gen.	1—Gen.	—	—
1997	5—Gen.	5—Gen.	—	1—Gen.	—
1998	11—Gen. 1—SC 1—ST	8—Gen.	1—Gen.	—	—
1999	1—Gen.	—	—	—	—
Total 1996—99					

Gen. : 40  
 SC : 02  
 ST : 02

—  
 44  
 —

**Details of Group 'C' Employees Promoted during 1996—99**  
(From Group 'D' to 'C' and within Group 'C')

Sl. No.	Category	1996	1997	1998	1999	Total 96-99
01	General	22	56	06	09	Gen : 93
02	SC	05	11	03	01	SC : 20
03	ST	Nil	Nil	Nil	01	ST : 01
						<b>Total: 114</b>

**Note:** Though there were few vacancies in reserved categories *i.e.* SC, ST during the above period the same could not be filled by promotion at that time as no incumbent from the said categories was eligible for promotion.

However, it may kindly be noted that there is no promotion in case of teaching staff. All academic positions are filled in by direct recruitment.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 28, Para 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.

**Reply of the Government**

The IGNOU has informed that at present, there is an SC/ST Cell in the University being looked after by one Assistant Registrar under the direct supervision of the Registrar. The Cell is provided with the required subordinate staff.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M.No. F-7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 39, Para 2.180)**

The Committee note that in 1997 out of 72 Assistant Professors only 5 and 3 belongs to SC and ST category respectively, in Associate Professor category out of 115, 2 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.

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

JNU has informed that since the visit of the UGC monitoring committee on SC/ST, out of 19 posts of Assistant Professors 03 have been filled from SC and one from ST candidates. In on-teaching, out of 8 posts filled in Group A, one has been filled from SC category. In Group B, one SC and one ST has been recruited, out of total of three. In Group C, 4 SC and 1 ST were accommodated out of total 12 posts. Thus the University has made concerted efforts to induct SC/ST candidates following the advice of the Committee.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

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

Please see para 1.60 of Chapter I

#### **Recommendation (Sl. No. 40, Para 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.

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

JNU has informed that there is no reservation in promotion of teaching posts. All the vacancies in teaching posts are filled through open recruitment on All India basis. However, the UGC guidelines regarding career advancement for teachers are followed. Under the career advancement scheme, every eligible teacher is assessed separately and placed in higher scale or promoted after being recommended by a duly constituted Selection Committee.

A set of rules containing details about career advancement in teaching posts and also the rules relating to promotion in non-teaching posts are sent herewith for perusal by the Committee.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 41, Para 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 figures relating to the years from 1994 to 1999 stating total number of employees (teaching and non-teaching) promoted and number of SC/ST among them should be made available to the Committee.

**Reply of the Government**

JNU has informed that the statistical data relating to the year 1994-1999 with regard to total number of employees (teaching and non-teaching) promoted during the above years and the number of SC/ST amongst them is given hereunder:

**Non-Teaching**

Year/ Group	A			B			C			D		
	T	SC	ST	T	SC	ST	T	SC	ST	T	SC	ST
1994	02	02	—	11	05	—	05	03	—	—	—	—
1995	—	—	—	—	—	—	05	—	01	01	—	—
1996	01	01	—	04	03	—	03	—	—	—	—	—
1997	04	—	—	04	01	—	11	02	—	04	01	—
1998	04	—	—	—	—	—	—	—	—	—	—	—
1999	02	01	—	07	01	01	—	—	—	—	—	—
<b>Total</b>	<b>03</b>	<b>04</b>	<b>—</b>	<b>26</b>	<b>10</b>	<b>01</b>	<b>24</b>	<b>05</b>	<b>01</b>	<b>05</b>	<b>01</b>	<b>—</b>

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Comments of the Committee**

Please see para 1.63 of Chapter I

**Recommendation (Sl. No. 43, Para 2.197)**

The Committee are disturbed to find that maintenance of rosters in non-teaching category of 'A' and 'B' and in 'C' posts was started in 1978 and 1975 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.

### **Reply of the Government**

JNU has informed that as per guide-lines of the Government of India the reservation rosters are being maintained by the University very sincerely. The inspection of the rosters by the Liaison Offices is being conducted every year.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### **Recommendation (Sl. No. 44, Para 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), 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.

### **Reply of the Government**

JNU has informed that from January, 1982 the University has been following the reservation rosters based on the Government guidelines providing reservation of 10% for Type I and II and 5% for Type III and IV Houses. The allotment is made according to reservation points earmarked for SC/ST staff members.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### **Recommendation (Sl. No. 45, Para 2.211)**

It is evident from the figures of staff strength of Pondicherry University during the year 1991-92 and 1993 that there is shortfall of ST 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, 1994 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.



### Reply of the Government

Pondicherry University has informed that information regarding total number of employees in each grade; SC/ST among them, their percentage and shortfalls is as under:—

#### Non-teaching posts

Total No. of employees	No. of SC	ST	Percentage of SC	ST	Shortfall in SC	ST	Percentage of SC	ST
Group 'A'	26	4	2	15.38	7.69	—	—	—
Group 'B'	19	3	—	15.79	—	—	—	—
Group 'C'	21439	—	—	18.22	—	—	NA	—
Group 'D'	25329	—	—	11.46	—	12	NA	4.54

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000 U.5 dated May 24, 2001)

#### Comments of the Committee

Please see para 1.66 of Chapter I

#### Recommendation (Sl. No. 46, Para No. 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.

#### Reply of the Government

It may kindly be noted that the UGC has communicated a circular conveying ban on recruitment *vide* its letter No. F.7-8-99 (CPP II) dated 31.08.1999 and therefore, recruitment drive has not been undertaken so far. The instructions are based on the directives of the Department of Expenditure, Ministry of Finance, Government of India.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

#### Recommendation (Sl. No. 48, Para No. 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/conferences/symposia etc. due representation must be given to SC/ST employees.

### Reply of the Government

The details regarding the number of officers who have attended the training programmes abroad/interstate are furnished hereunder:

#### Non-teaching

Total No. of Officers Participated		No. of Officers participated		
		General	SC	ST
Abroad	1	1	—	—
Interstate	6	3	2	1
Total No. of programmes		No. of programmes attended		
		General	SC	ST
Abroad	1	1	—	—
Interstate	9	5	2	2

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

#### Recommendation (Sl. No. 49, Para No. 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 for 1992 to 1999 may be provided to the Committee for perusal.

### Reply of the Government

The details regarding the number of faculty/non-teaching re-employed are furnished hereunder:

#### Teaching

Year	No. of teachers re-employed		
	General	SC	ST
1	2	3	4
1992	—	—	—
1993	—	—	—
1994	—	—	—
1995	2	—	—

1	2	3	4
1996	1	—	—
1997	1	—	—
1998	—	—	—
1999	—	—	—

No. SC/ST faculty retired from the service of the Pondicherry University.  
Non-teaching

Year	No. of Employees re-employed	
	General	SC ST

1992-99

No employee of this University belonging either to General or SC/ST Category was re-employed in this University between 1992 and 1999.

(Ministry of Human Resource Development Department, of Secondary & Higher Education, O.M. No. F-7-1/2000-U.5 dated May 24, 2001).

**Recommendation (Sl. No. 52, Para No. 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 (6.5%) 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 (9.8%) 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.

**Reply of the Government**

Visva Bharati University has informed that sincere efforts are being made to fill up the shortfall of vacancies for SC/ST in Teaching posts by repeated advertisements, the staff strength data of 1999-2000 is enclosed herewith in Table-I. It is seen from the statistical data of 1999-2000 that the number of SC/ST employees in teaching posts have increased in comparison to 1998.

It may be noted that the promotion of teaching employees is regulated in accordance with the guidelines of the University Grants Commission.

Appropriate steps have been taken to fill up the vacancies of non-teaching posts reserved for SC/ST Communities including filling up of carried forward vacancies reserved for these communities strictly following the Govt. rules.

However, there are shortfall of ST candidates particularly in Group 'A' and Group 'D' posts due to non-availability of ST candidates.

It may also be noted that the reservation policy is maintained for the current vacancies since 1976 onwards. But the same has actually been implemented effectively from 1983. Because the posts were filled in previously (before 1983), the reservation could not be taken into account for determining the percentage of shortfall of SCs/STs.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

#### Comments of the Committee

Please see para 1.71 of Chapter I

#### Recommendation (Sl. No. 53, Para No. 2.239)

The Committee are surprised to find that information submitted by the Visva 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.

### Reply of the Government

The statements with regard to total number of employees (teaching and non-teaching) promoted in each category of posts during the years 1994-1999 along with SCs/STs are furnished herewith:—

Year	Lecturer to Senior Lecturer				Lecturer to Reader				Reader to Professor				Remarks
	G	SC	ST	Total	G	SC	ST	Total	G	SC	ST	Total	
1994-95	24	1	—	25	—	—	—	—	—	—	—	—	MPs & Trunketed & CAS
1995-96	4	—	—	4	—	—	—	—	87	—	—	88	-do-
1996-97	—	—	—	—	6	—	—	6	—	1	—	1	-do-
1997-98	—	—	—	—	1	—	—	1	—	—	—	—	-do-
1998-99	8	1	—	9	3	—	—	3	—	—	—	—	-do-

## YEAR-WISE PROMOTION IN EACH CATEGORIES (NON-TEACHING POST)

Year	Category	SC	ST	General	Total
1994	Group A	0	0	0	0
..	Group B	1	0	1	2
..	Group C	1	0	14	15
1995	Group A	0	0	0	0
..	Group B	1	0	4	5
..	Group C	4	3	18	25
1996	Group A	1	0	1	2
..	Group B	0	0	0	0
..	Group C	3	0	13	16
1997	Group A	0	0	0	0
..	Group B	0	0	3	3
..	Group C	4	1	20	25
1998	Group A	1	0	3	4
..	Group B	2	0	9	11
..	Group C	7	5	25	37
1999	Group A	0	0	0	0
..	Group B	0	0	0	0
..	Group C	0	0	0	0

## Comments of the Committee

Please see para 1.74 of Chapter I

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U. 5, dated May 24, 2001)

## Recommendation (Sl. No. 56, Para No. 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.

## Reply of the Government

Assam University has informed that at Lecturer level, adequate reservation have been made for SC/ST category. No reservation for Reader & Professor are made as for UGC guidelines. For teaching posts, University is following the post based roster as for Government of India guidelines.

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U. 5, dated May 24, 2001)

### Comments of the Committee

Please *see* para 1.77 of Chapter I

#### Recommendation (Sl. No. 57, Para No. 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.

### Reply of the Government

Nagaland University came into being only in September, 1994 and it has yet to start out the implementation of the reservation policy for SCs/STs in recruitment as per the spirit of the reservation quota and therefore the question of launching Special Recruitment Drive to fill up the backlog vacancies, has not arisen in the University for the either case. No doubt, this University has, in its last advertisements, also invited SC/ST candidates categorically for both teaching and non-teaching posts to ensure their representation proportionately in appointment but not categorically invited SC/ST candidates for recruitment to the reserved posts as such as there is no Roster of the implementation being maintained in the University. So the information furnished earlier regarding launching of Special Recruitment Drive for backlog vacancies as stated in the Committee's report may be treated as the mistaken one. The University is setting up soon SC/ST Cell to start the implementation in the line with the set Principle of the reservation policy of the Government in the right earnest. In this regard the University has constituted a Standing Committee which has already met 3 times and in its last meeting approved the Guidelines to start the implementation of the reservation policy in the University.

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U. 5, dated May 24, 2001)

### Comments of the Committee

Please *see* para 1.80 of Chapter I

#### Recommendation (Sl. No. 59, Para No. 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.

### **Reply of the Government**

NEHU has informed that as per the figures, the representation of the Scheduled Tribes in all teaching posts from the year 1996 to 1999 stand at 34.27%, 33.63% and 32.71% respectively. There is no representation from the Scheduled Castes in the teaching posts. Likewise the representation of SC/ST in the non-teaching posts for the same period is at 0.54%, 0.62%, 0.92% and 0.9% for SCs and 57.42%, 57.04% 63.32% and 63.5% for the Scheduled Tribes respectively (*i.e.* for the period for 1996 to 1999). The reason for the low percentages of Scheduled Castes may be attributed to the low proportion of SC population in the states of Meghalaya and Mizoram in whose jurisdiction the NEHU operates.

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U. 5, dated May 24, 2001)

### **Comments of the Committee**

Please *see* para 1.86 of Chapter I

### **Recommendation (Sl. No. 60, Para No. 2.258)**

The Committee note that details regarding promotion policy prevalent in the NEHU has 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.

### **Reply of the Government**

Regarding the promotion of employees in the University and the number of SC/ST promotes amongst them, the figures for the years from 1994 to



1999 as required by the Committee are shown in the statement given below:—

**Statement showing the number of Employees  
(Teaching and non-teaching) promoted during the years 1994—1999**

Period	Total no. of employees Promoted during the year	Number of SC Employees promoted during the year	Number of ST employees promoted during the year	Remarks
<b>(I) TEACHING STAFF (UNDER CAS)</b>				
1994-95	14	Nil	5	
1995-96	7	Nil	Nil	
1996-97	9	Nil	6	
1997-98	6	Nil	2	
1998-99	3	Nil	Nil	

**II. NON-TEACHING STAFF**

**(A) Group-A Posts**

1994-95	3	Nil	2
1995-96	5	Nil	4
1996-97	3	Nil	1
1997-98	Nil	Nil	Nil
1998-99	Nil	Nil	Nil

**Under CAS**

1994-95	1	Nil	1
1995-96	Nil	Nil	Nil
1996-97	1	Nil	1
1997-98	1	Nil	Nil
1998-99	Nil	Nil	Nil

**(B) Group-B & C**

1994-95	6	Nil	4
1995-96	5	Nil	4
1996-97	3	Nil	1
1997-98	9	Nil	6
1998-99	44	Nil	33

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U. 5, dated May 24, 2001)

**Recommendation (Sl. No. 61, Para No. 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.

**Reply of the Government**

The special Cell for Scheduled Castes and Scheduled Tribes has been set up in the University since 1983 to oversee the implementation of the Reservation Policy of the Government of India for Scheduled Castes and Scheduled Tribes. The Composition of the cell in the University is as follows:

- (i) 1 (one) post of the Deputy Registrar, who is also appointed by the University as a Liaison Officer to deal with SC/ST works.
- (ii) 1 (one) post of Section Officer,
- (iii) 1 (one) post of Statistical Assistant,
- (iv) 1 (one) post of U.D.C.
- (v) 1 (one) post of L.D.C., and
- (vi) 1 (one) post of Peon.

The officer and staff of the SC/ST special Cell are exclusively engaged in SC/ST works only as per the instructions of the University Grants Commission.

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U. 5, dated May 24, 2001)

**Recommendation (Sl. No. 62, Para No. 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.

**Reply of the Government**

Although there is a shortfall of 4.8% of allotted accommodation for SC/ST employees in the University, the percentage of allotment for Scheduled Castes and Scheduled Tribes is expected to be improved in the near future when the construction of the quarters for the teachers and the staff of the University are completed.

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U. 5, dated May 24, 2001)

**Recommendation No. 2.266**

The Committee note that there was shortfall of SCs and STs in the teaching cadre as on 31.3.1997. 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' has 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 31.12.1999 relating to all the categories of posts in teaching and non-teaching cadre should be furnished.

**Reply of the Government**

A statement showing the position regarding Teaching and Non-teaching staff as on 31.12.1999 is as under:—

No.	Group of Post	Total number of Teaching and Non-teaching staff including SCs & STs in the year	No. of SCs in the year	No. of STs in the year
		1999	1999	1999
<b>TEACHING</b>				
(i)	Professors	69	—	9
(ii)	Readers	75	—	23
(iii)	Lecturers	70	—	38
<b>NON-TEACHING</b>				
(i)	Group-A	63	—	34
(ii)	Group-B	109	1	53
(iii)	Group-C	535	4	359
(iv)	Group-D	400	5	257

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U. 5, dated May 24, 2001)

**Comments of the Committee**

Please see para 1.89 of Chapter I

**Recommendation (Sl. No. 64, Para No. 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 30.7.1989, 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.

### **Reply of the Government**

The Commission is issuing circulars from time to time for effective implementation of reservation policy in Central Universities and Deemed to be Universities (receiving maintenance grants on 100% basis). The Standing Committee on SCs/STs visited most of the Central Universities and emphasized that reservation policy should be implemented in letter and spirit. The Standing Committee also advised Vice Chancellors to fill-up the backlog vacancies on priority basis. The Commission also is organising meetings of the Monitoring Committee under the Chairmanship of Secretary, UGC. All the Registrars of Central Universities and Deemed Universities (receiving maintenance grants on 100% basis) and IGNOU are the members of the Monitoring Committee. The representatives of Ministry of HRD, Ministry of Social Justice and Empowerment and National Commission for SCs/STs are also invited to attend the meeting. The basic objectives of the Monitoring Committee is to provide opportunity for interactions, from time to time, to the Registrars of the Universities to discuss their problems in implementing reservation policy.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5, dated May 24, 2001)

### **Comments of the Committee**

Please see para 1.92 of Chapter I

### **Recommendation (Sl. No. 65, Para No. 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.

### **Reply of the Government**

The Commission is issuing circulars from time to time for effective implementation of reservation policy in Central Universities and Deemed to be Universities (receiving maintenance grants on 100% basis). The Standing Committee on SCs/STs visited most of the Central Universities and emphasized that reservation policy should be implemented in letter and spirit. The Standing Committee also advised Vice Chancellors to fillup the backlog vacancies on priority basis. The Commission is also organising meetings of the Monitoring Committee under the Chairmanship of Secretary, UGC. All the Registrars of Central Universities and Deemed Universities (receiving maintenance grants on 100% basis) and IGNOU are the members of the Monitoring Committee. The representatives of

Ministry of HRD, Ministry of Social Justice and Empowerment and National Commission for SCs/STs are also invited to attend the meeting. The basic objectives of the Monitoring Committee is to provide opportunity for interactions, from time to time, to the Registrars of the Universities to discuss their problems in implementing reservation policy.

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U.5, dated May 24, 2001)

**Recommendation (Sl. No. 66, Para No. 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.

**Reply of the Government**

Aligarh Muslim University has informed that it has taken care of admission of students belonging to the weaker sections of the society. The position regarding students admitted in 1999 was as under:—

Total Admission	SC/ST
7011	97

(Ministry of Human Resource Development, Department of Secondary & Higher Education, O.M. No. F.7-1/2000-U.5, dated May 24, 2001)

**Recommendation (Sl. No. 70, Para No. 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.

**Reply of the Government**

BHU has informed that the UGC guidelines regarding admission of SC/ST students to the various courses of studies have been circulated to the various departments as well as to the colleges admitted to the privileges of the University a number of times with instruction to follow them strictly. There is no minimum qualifying percentage of marks either in qualifying examinations or in the entrance test. The SC/ST students are required only to pass the qualifying examination and appear in the entrance test. The reserved seats for SC/ST are filled up by the U.E.T. Cell of the

University as per guidelines of the UGC. All the eligible students of SC/ST are admitted as per guidelines of UGC. SC/ST Observers are already associated with the Admission Committee to look after the interest of SC/ST candidate.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. NO. F.7-1/2000-U.5, dated May 24, 2001)

### **Recommendation (Sl. No. 71, Para No. 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 his information be supplied at the earliest.

### **Reply of the Government**

BHU has informed that the reservation at 15% and 7.5% for SC/ST respectively are strictly followed in undergraduate and postgraduate courses as per UGC guidelines. The reservations are, however, not applicable where the entrance tests are conducted through JEE and the medical courses conducted by the Medical Council of India. There are also no UGC guidelines regarding reservation of seats for Ph.D. SC/ST candidates are given relaxation in pass percentage in comparison to general candidates as per UGC guidelines. SC/ST candidates seeking admission in LL.B. are required to obtain 40% marks in aggregate in qualifying examination as per the requirement of Bar Council of India.

A statement showing number of students admitted and the number of SCs/STs amongst them during 1995-96, 1996-97 is furnished as follows:

Sl. No.	Faculty 1995-96	Total No. of students admitted including SCST	No. of SC applicants	No. of SC students admitted	No. of ST applicants	No. of SC students admitted	No. of ST applicants	No. of SC students admitted	Remarks for short fall	Remark	
1	(a) Non-professional	Men (Total)	Women (Total)	Men	Women	Men	Women	Men	Women	Men	Women
	1. Arts including social sciences & M.M.V.	2304	936	1259	354	80	78	30	12	—	—
	2. Science including M.M.V.	895	382	1280	176	51	69	25	03	—	—
	3. Commerce	247	051	0152	067	—	03	01	—	—	—
	4. Others S.V.D.V.	99	012	—	—	—	—	—	—	—	—
	(b) Professional										
	5. Engg. & Tech.	598	032	—	031	03	—	01	01	—	—
	6. Medical Sciences	158	076	—	011	02	—	03	01	—	—
	7. Agril. Sciences	217	013	—	039	02	—	06	043	—	—
	8. Education	158	048	1329	026	06	332	17	01	—	—
	9. Law	248	027	0476	061	04	009	03	—	—	—
	10. Others										
	(i) Performing Arts	487	260	0008	028	03	—	10	03		
				(including ST)							
(ii) Visual Arts	8066	033	0014	011	03	04	01	—			
(iii) Management Studies	002	—	—	—	—	—	—	—	—	—	
<b>Total</b>	<b>5479</b>	<b>1870</b>	<b>804</b>	<b>154</b>	<b>97</b>	<b>25</b>					

Sl. No.	Name of the Institute/ Faculty 1996-97	Total number of students including SCST admitted		No. of SC students admitted		No. of students admitted		ST
		Boys	Girls	Boys	Girls	Boys	Girls	
1.	<b>Non-professional Arts including Social Sciences &amp; M.M.V.</b>	2339	956	296	74	15	04	
2.	Science including M.M.V.	909	361	155	48	19	01	
3.	Commerce	248	62	50	02	05	03	
4.	Others	67	8	—	—	—	—	
5.	<b>S.V.D.V. Professional Engineering &amp; Technology</b>	507	30	25	01	—	01	
6.	Medical Sciences	163	61	10	02	04	02	
7.	Agricultural Sciences	189	9	25	02	03	01	
8.	Education	166	59	31	03	15	—	
9.	Law	320	12	60	—	05	—	
10.	<b>Others</b>							
	(i) Performing Arts	189	135	06	03	—	—	
	(ii) Visual Arts	66	37	05	05	03	01	
	(iii) Management Studies	40	02	09	01	04	—	
	<b>Total</b>	<b>5203</b>	<b>1733</b>	<b>672</b>	<b>141</b>	<b>73</b>	<b>13</b>	

Point No. 3.20—No Comment.

(Ministry of Human Resource Development, Department of Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)



**Recommendation (Sl. No. 75, Para 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/STs among them during the years 1994 to 1999 in all the courses should be furnished to the Committee.

**Reply of the Government**

The information regarding total admission made and number of SC/ST during the year 1994—1999 in all the courses furnished by Hyderabad University is as Under:

Name of the University	Course/Year	Total fresh Admissions	No. of seats reserved		No. of candidates			
			SC	ST	Applied		Selected	
					SC	ST	SC	ST
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Univ. of Hyderabad	1995-96							
	P.G.	586	96	45	1242	149	93	33
	M.Phil./M.Tech.	227	40	20	460	63	31	12
	Ph.D.	65	30	11	63	7	12	1
	1996-97							
	P.G.	566	98	46	1142	141	91	31
	M.Phil./M.Tech.	185	37	21	423	50	35	21
	Ph.D.	80	25	10	90	3	15	1
	1997-98							
	P.G.	593	97	48	1009	111	88	31
	M.Phil./M.Tech.	184	37	20	425	82	31	9
	Ph.D.	62	28	10	59	4	8	1
1998-99								
P.G.	577	96	46	1128	183	98	28	
M.Phil./M.Tech.	206	36	18	475	101	81	6	
Ph.D.	95	25	9	99	5	16	3	
1999-2000								
P.G.	606	99	47	1280	198	95	34	
M.Phil./M.Tech.	199	23	14	486	79	34	10	
Ph.D.	98	25	9	70	13	12	4	

No. of Candidates Rejected		Brief reasons for Rejection	Percentage		Shortfall	
SC	ST		SC	ST	SC	ST
(10)	(11)	(12)	(13)	(14)	(15)	(16)
2	1	Not possessing Requisite qualification even after relaxation	15.87	5.6	—	1.9
38	1	-do-	13.65	5.28	1.34	2.02
8	—	-do-	18.46	1.53	—	5.96
13	1	-do-	16.07	5.47	—	2.02
44	7	-do-	18.09	11.35	—	—
13	—	-do-	18.75	1.25	—	6.25
5	—	-do-	14.83	5.22	0.16	2.27
32	6	-do-	16.84	4.89	—	2.60
5	1	-do-	12.09	1.61	2.01	5.88
6	80	-do-	16.98	4.85	—	2.61
52	13	-do-	39.32	2.09	—	4.58
7	—	-do-	16.84	1.45	—	6.05
38	19	-do-	15.67	5.61	—	1.88
1	—	-do-	17.08	5.0	—	2.05
1	—	-do-	12.24	4.08	2.78	3.41

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

**Comments of the Committee**

Please see para 1.113 of Chapter I

**Recommendation (Sl. No. 77, Para 3.53)**

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

**Action Taken Note**

Jamia Millia Islamia has informed that it has to follow reservation policy for SCs/STs in letter and spirit since 1997 onwards and hence representations was low. The Vice-Chancellor of Jamia Millia Islamia explained the position in this regard to the Parliamentary Committee at its meeting September, 1995.

Since 1997-98 onwards Jamia took every possible efforts to fill up the reserved seats for SCs/STs to achieve the prescribed percentage. Statement for year 1997-98 given below indicates that the representation of SCs/STs has gone up and it is ensured that the prescribed percentage will be achieved during coming up academic sessions/years.

Statement of presentation of SCST students in professional and Non-professional courses in the Jamia Millia Islamia during the year 1997-98.

	Professional Courses	Non Professional Courses
Total	2982	3156
SC	490	140
%	16.43	4.43
ST	100	38
%	3.35	1.20

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated 24 May, 2001)

**Comments of the Committee**

Please see para 1.119 of Chapter I

**Recommendation (Sl. No. 78, Para 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 for SCST students admitted declined by 0.46% whereas in 1996-97 the percentage increased by only 1.80% which has 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 of 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.

### Reply of the Government

The position of number of students admitted to various full-time programmes of study during 1997-98, 1998-99 and 1999-2000 in JNU is as under:—

Year	M.Phil./Ph.D. M. Tech.			MA, M.Sc. MCA			UNDER GRADUATE			TOTAL		
	SC	ST	T	SC	ST	T	SC	ST	T	SC	ST	T
1997-98	52	31	451	68	53	518	27	11	230	147	77	1199
1998-99	61	32	462	80	53	574	36	16	309	177	101	1345
1999-2000	68	40	510	74	46	479	26	11	188	168	97	1177

JNU is making sincere efforts to achieve the reservation quota and the percentage for the last year i.e. 1999-2000 are 14.27 for SC and 8.24 for ST students: which makes the total of 22.5%.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)

### Recommendation (Sl. No. 79, Para 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 related to admission made in professional & non-professional courses for the years 1996-97, 1997-98 and 1998-99.

### Reply of the Government

Nagaland University has informed that admission seekers from Scheduled Caste community are very few in numbers otherwise the University is ready to accommodate as many SC candidates as are available for admission.

The Information relating to admission made in professional and non-professional courses is provided below as desired.

**Admission**

	Professional			Non-Professional		
	1996-97	1997-98	1998-99	1996-97	1997-98	1998-99
SC	—	—	—	—	—	4
ST	45	104	122	85	309	467

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)

**Recommendation (Sl. No. 80, Para 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, recommend 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.

**Reply of the Government**

Tezpur University has informed that the number of students admitted to the professional and non-professional courses offered by the University is gradually increasing. As per statutory requirement a total of 22.5% seats are reserved for SCST candidates. These seats are filled-up from the available SCST candidates. SC & ST candidates also enjoy relaxation of 5% of marks in minimum eligibility criteria.

Special attention have been paid to the need of higher Education of SC & ST students.

The number of students belonging to SC & ST is given in the following statement:

Sl. No.	Year	Category	Total students admitted	No. of SC students admitted	Percentage	No. of ST students Admitted	Percentage
1.	1996-97	(a) Professional	78	5	6.4%	5	6.41%
		(b) Non-Professional	85	6	7.05%	9	10.58%
Total			163	11	6.75%	14	8.58%
2.	1997-98	(a) Professional	136	14	10.23%	112	8.82%
		(b) Non-Professional	100	7	7%	16	16%
Total			236	21	8.9%	28	11.86%
3.	1998-99	(a) Professional	83	8	9.63%	5	6.02%
		(b) Non-Professional	51	3	5.88%	3	5.88%
Total			134	11	8.2%	8	5.97%
4.	1999-2000	(a) Professional	83	11	13.25%	5	6.02%
		(b) Non-Professional	128	8	6.25%	9	7.28%
Total			211	19	9%	14	6.63%
5.	2000-01	(a) Professional	106	16	15.09%	8	7.55%
		(b) Non-Professional	107	13	12.14%	7	6.54%
Total			213	29	13.61%	15	7.04%

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)

**Recommendation (Sl. No. 81, Para 3.62)**

The Committee observed that the representation of SCs and STs in non-professional courses was 13% and 0.7% respectively and in fellowship 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.

**Reply of the Government**

Information given by the University is as under:—

Year of Adm.	Total No. of candidates admitted	No. of SC students	Percentage	No. of ST students	Percentage
1996-97	1246	153	12.27	11	0.88
1997-98	1257	149	11.85	17	1.35
1998-99	1311	182	13.83	20	1.52

In respect of students admission, the University is supplying the application form at free of cost to the SCST students. They are considered for admission for all the courses provided they fulfil the eligibility criteria prescribed by the regulations even though they possess a mere pass in their qualifying examination.

Pondicherry University is taking every effort to achieve the required percentage of reservation in respect of employment/promotion to the teaching/non-teaching employees belonging to SCST communities. It also takes every measure to safeguard their interests in University. The University also considers the applications of the SCST faculty and non-teaching employees while deputing them for various training programmes.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-12000-U. 5 dated May 24, 2001)

**Recommendation (Sl. No. 82, Para 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, 1997-98 and 1998-99 efforts made by the North-Eastern Hill Council to fill up SC seats in all the disciplines.



### Reply of the Government

As per NEHU, the position of admission figures of students to Graduate and Post-Graduate courses, including these from SC and ST Communities for the academic years of 1996-97, 1997-98 and 1998-99, course-wise as under:

#### NORTH-EASTERN HILL UNIVERSITY

STATES IN RESPECT OF SCHEDULED CASTES/SCHEDULED TRIBES IN ADMISSION TO VARIOUS COURSES OF STUDY DURING THE ACADEMIC YEAR 1996-97

Faculty	Total No. of Students including SCs & STs	No. of SC students	Percen- tage of SC	No. of ST Students	Percen- tage of ST
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#### NON-PROFESSIONAL

(i) Graduate -	19694	293	1.48%	16999	86.3%
(ii) Post Graduate -	1341	13	0.96%	1037	77.3%
<b>Total Non Professional</b>	<b>21035</b>	<b>306</b>	<b>1.45%</b>	<b>18036</b>	<b>87.74%</b>

#### PROFESSIONAL

Graduate	2274	24	1.05%	1600	70.3%
<b>Total Professional</b>	<b>2274</b>	<b>24</b>	<b>1.05%</b>	<b>1600</b>	<b>70.3%</b>

**NORTH-EASTERN HILL UNIVERSITY**

**STATES IN RESPECT OF SCHEDULED CASTES/SCHEDULED TRIBES IN ADMISSION TO VARIOUS COURSES OF STUDY DURING THE ACADEMIC YEAR 1996-97**

<b>Faculty</b>	<b>Total No. of Students including SCs &amp; STs</b>	<b>No. of SC students</b>	<b>Percentage of SC</b>	<b>No. of ST Students</b>	<b>Percentage of ST</b>
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**NON-PROFESSIONAL**

<b>(i) Graduate -</b>	21748	263	1.02%	18704	86.3%
<b>(ii) Post Graduate -</b>	1512	8	0.52%	1265	83.65%
<b>Total Non-Professional</b>	23260	271	1.16%	19969	85.85%

**PROFESSIONAL**

<b>Graduate</b>	1410	3	0.02%	1088	77.65%
<b>Total Professional</b>	1410	3	0.2%	1088	77.65%

**NORTH-EASTERN HILL UNIVERSITY**

**STATES IN RESPECT OF SCHEDULED CASTES/SCHEDULED TRIBES IN ADMISSION TO VARIOUS COURSES OF STUDY DURING THE ACADEMIC YEAR 1996-97**

<b>Faculty</b>	<b>Total No. of Students including SCs &amp; STs</b>	<b>No. of SC students</b>	<b>Percentage of SC</b>	<b>No. of ST Students</b>	<b>Percentage of ST</b>
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**NON-PROFESSIONAL**

<b>(i) Graduate -</b>	21819	456	2.08%	18332	84.01%
<b>(ii) Post Graduate -</b>	1470	10	0.68%	1256	85.04%
<b>Total Non-Professional</b>	23289	466	2%	19588	84.01%

**PROFESSIONAL**

<b>Graduate</b>	1608	17	1.05%	1260	78.3%
<b>Total Professional</b>	1608	17	1.05%	1260	78.3%

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Recommendation (Sl. No. 83 Para No. 3.66)**

The Committee note that in the Vishwa Bharati University during the year 1995-96 the representation of SCs and STs in Non-professional, Professional and Research Fellowships was 17.6% and 3.5%, 13.6% and 3.1% and 5.3% and 0.9% respectively. The Committee should be furnished with similar information for the years 1996-97, 1997-98 and 1998-99. The Committee hope that Vishwa Bharati University will make sincere and genuine efforts to give due representation to SCs and STs in all the courses of the University.

### Reply of the Government

A statement indicating the position as follows:—

In case of students admission generally reservation quota for SCST fulfilled. But due to non-availability of SC/ST students in certain courses like Research, the quota could not be filled up.

Year	Course	Total No. of Students professional & Non-professional Course	Total No. of SC students	% of SC students	Total No. of ST students	% of ST students
1996-97	(a) U.G.P.G., Pre-degree and school level	1565	225	16.29	58	3.71
	(b) Research	81	8	9.88	1	1.23
1997-98	(a) U.G.P.G., Pre-degree and school level	1674	275	16.43	83	4.96
	(b) Research	76	7	9.21	1	1.32
1998-99	(a) U.G.P.G., Pre-degree and school level	1667	283	16.98	71	4.26
	(b) Research	61	—	—	—	—

[Ministry of Human Resource Development (Department of Secondary & Higher Education) O.M. No. F.7-1/2000-U.5 dated May 24, 2001]

### **Comments of the Committee**

Please see para 1.123 of Chapter I

### **Recommendation (Sl. No. 84, Para No. 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 hopes that Assam University would make genuine efforts to fill up all the seats reserved for SC and ST students.

### **Reply of the Government**

As regards admission of SC/ST students in various courses being run by this University, inspite of our best efforts the University could not fulfil the laid down target. However, during the year 1999-2000, the representation of SC students was 11.51% and that of ST 3.31%. All out efforts are made to achieve the targets.

[Ministry of Human Resource Development (Department of Secondary & Higher Education) O.M. No. F.7-1/2000-U.5 dated May 24, 2001]

### **Comments of the Committee**

Please see para 1.126 of Chapter I

## CHAPTER IV

### RECOMMENDATIONS/OBSERVATIONS, REPLIES TO WHICH HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND NEED REITERATION

#### Recommendation (Sl. No. 2A, Para No. 2.17)

The Committee note the Ministry of human Resource Development (Deptt. of Secondary & Higher 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 except it from the constitutional provision of reservation of 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 issues 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 the 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 is 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/STs. The Committee also recommend that if AMU fails to implement the reservation orders the

status of Central Universities may be withdrawn from it and payment of grants, if any, may also be stopped.

### Reply of the Government

Vice-Chancellor Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic under development of the Muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The overwhelming body of opinion in the Executive Council, and in the Court of the University, subscribes to the view that the Government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps defeated altogether, if educational institutions with overwhelming minority representation are subjected to a mechanical implementation of the Parliamentary directive relating to SC/ST reservations. The validity of this viewpoint in terms of narrow legality is one aspect of the matter only; the other, and equally relevant, is its impact on Muslim opinion which does feel that the AMU occupies a central position in regard to its higher educational requirements and that a reduction in this University's capacity through full implementation of SC/ST reservation quota would in fact amount to abridging the existing educational facilities available to the Muslim community and thereby produce a result which would be the very opposite to what Parliament had intended under Section 5(2) (c) of the AMU Amendment Act, 1981.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please see para 1.9 of Chapter I.

### Recommendations (Sl. No. 3, Para No. 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 concession/relaxation as available to SC/ST candidates according to Government instruction 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 recommends that one



recommends that one SC/ST officer of comparable status should be included in the Recruitment Committee/Selection Boards.

### **Reply of the Government**

Vice-Chancellor, Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic under development of the Muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The overwhelming body of opinion in the Executive Council, and in the Court of the University, subscribes to the view that the Government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps defeated altogether, if educational institutions with overwhelming minority representation are subjected to a mechanical implementation of the Parliamentary directive relating to SC/ST reservations. The validity of this viewpoint in terms of narrow legality is one aspect of the matter only; the other, and equally relevant, is its impact on Muslim opinion which does feel that the AMU occupies a central position in regard to its higher educational requirements and that a reduction in this university's capacity through full implementation of SC/ST reservation quota would in fact amount to abridging the existing educational facilities available to the Muslim community and thereby produce a result which would be the very opposite to what Parliament had intended under Section 5(2)(c) of the AMU Amendment Act, 1981.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### **Comments of the Committee**

Please see para 1.12 of Chapter I.

### **Recommendation (Sl. No. 4, Para No. 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.

### **Reply of the Government**

Vice-Chancellor Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic under development of the Muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The overwhelming body of opinion in the Executive Council, and in the Court of the University, subscribes to the view that the Government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps defeated altogether, if educational institutions with overwhelming minority representation are subjected to a mechanical implementation of the Parliamentary directive relating to SC/ST reservations. The validity of this viewpoint in terms of narrow legality is one aspect of the matter only; the other, and equally relevant, is its impact on Muslim opinion which does feel that the AMU occupies a central position in regard to its higher educational requirements and that a reduction in this University's capacity through full implementation of SC/ST reservation quota would in fact amount to abridging the existing educational facilities available to the Muslim community and thereby produce a result which would be the very opposite to what Parliament had intended under Section 5 (2) (c) of the AMU Amendment Act, 1981.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### **Comments of the Committee**

Please see para 1.15 of Chapter I

### **Recommendations (Sl. No. 5, Para No. 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 noted 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 (Deptt. of Education) that all Central Universities are required to provide 15% and 7.5% reservation for SCs/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.

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

AMU has informed that in Group A posts, one Assistant Financial Officer, Shri Mishri Ram has been appointed by Promotion. The University will try to accommodate any available SC/ST candidate under departmental promotion quota.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

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

Please see para 1.18 of Chapter I

#### **Rcommendatlon (Sl. No. 7, Para No. 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.

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

AMU has informed that the matter regarding assigning the work of processing of appeals filed by SC/ST employees to the SC/ST Cell in AMU and inclusion of one SC/ST officer in the Cell and in the Grievance Committee will be looked into.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F: 7-1/2000-U.5 dated May 24, 2001)

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

Please see para 1.24 of Chapter I

**Recommendation (Sl. No. 9, Para No. 2.47)**

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1987-88) in their 38th Report (8th Lok Sabha) has recommended that all the Central Universities should maintain 40-points rosters for filling up of 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 inspite 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 Officers is not applicale 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.

**Reply of the Government**

AMU has informed that the roster will be maintained after a decision is taken by the University authorities to implement the Reservation Policy for SCs/STs.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

**Comments of the Committee**

Please see para 1.27 of Chapter I

**Recommendation (Sl. No. 34, Para No. 2.152)**

The Committee are dismayed to note that JMI has not furnished information of 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 deplored 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 furnishcd 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.

**Reply of the Government**

Jamia Millia Islamia has informed that it has been decided to associate members of SC/ST in the DPC hereafter.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

**Comments of the Committee**

Please see para 1.57 of Chapter I

**Recommendation (Sl. No. 58, Para No. 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.

**Reply of the Government**

As per NEHU, to total strength of the Teaching and Non-Teaching Staff in the University for the period of 1996 to 1999 and number of SCs/STs among them is as under:—

Sl. No.	Group of Post	Total Number of Teaching and Non-Teaching Staff including SCs & STs in the year				Number of Scheduled Castes in the year				Number of Scheduled Tribes in the year			
		1996	1997	1998	1999	1996	1997	1998	1999	1996	1997	1998	1999
	<b>TEACHING</b>												
(i)	Professors	76	79	69	69	—	—	—	—	16	16	9	9
(ii)	Readers	74	74	75	75	—	—	—	—	21	21	23	23
(iii)	Lecturers	63	70	70	70	—	—	—	—	36	38	38	38
	<b>NON-TEACHING</b>												
(i)	Group - A	55	61	63	63	—	—	—	—	32	33	34	34
(ii)	Group - B	147	154	106	109	1	1	1	1	62	65	52	53
(iii)	Group - C	495	495	535	535	2	2	4	4	334	334	359	359
	Group - D	407	412	384	400	3	4	5	5	206	308	244	257

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U. 5 dated May 24, 2001)

### Comments of the Committee

Please *see* para 1.83 of Chapter I

#### Recommendation (Sl. No. 67, Para No. 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, recommended 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.

### Reply of the Government

Vice-Chancellor, Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic underdevelopment of the Muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The Executive Council and the court of the University subscribes to the view that the government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps defeated altogether if education institutions with overwhelming minority representation are subjected to implementation of the Reservation Policy for SCs/STs.

(Ministry of Human Resource Development, Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please *see* para 1.95 of Chapter I

#### Recommendation (Sl. No. 68, Para No. 3.12)

The Committee are informed that during the year 1995-96 in various courses of AMU 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 seats 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.

### Reply of the Government

The University has informed that it has taken care of admission of students belonging to the weaker section of the society. The position regarding students admitted in 1999 was as under:

Total Admission	SC/ST
7012	97

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please see para 1.98 of Chapter I

### Recommendation (Sl. No. 69, Para No. 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.

### Reply of the Government

Vice-chancellor, Aligarh Muslim University has informed that the question of SCs/STs reservation in the University has been debated for several years in the context of the noticeable socio-economic under development of the muslim community which accounts for about 75% of the student body of Aligarh Muslim University. The Executive Council and the court of the University subscribes to the view that the government's commitment to the educational upliftment of the minorities would be seriously hampered, perhaps, defeated altogether if educational institutions with overwhelming minority representation are subjected to implementation of the Reservation Policy for SCs/STs.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please see para 1.101 of Chapter I



**Recommendation (Sl. No. 72, Para No. 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 year 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.

**Reply of the Government**

Delhi University has informed that they are following the UGC guidelines in respect of reservation in admission of SC/ST candidates. A statement showing the number of students admitted during the years 1995-96 to 1999-2000 at under-graduate/post-graduate level is furnished below:—

Year	Under-Graduate			Post Graduate		
	Total	SC	ST	Total	SC	ST
1995-96	41170	4150	785	10463	649	213
1996-97	41921	4221	697	10320	649	251
1997-98	41523	3882	843	10567	660	228
1998-99	42873	3789	869	11412	718	206
1999-2000	46302	4000	836	11893	655	246

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

**Comments of the Committee**

Please see para 1.104 of Chapter I

**Recommendation (Sl. No. 73, Para No. 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 inter-changeability may be applied, If even after these seats are not filled up, the concerned university should inform UGC, Special Commission 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.

### Reply of the Government

Delhi University has stated that the guidelines framed by UGC are being followed.

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please see para 1.107 of Chapter I

### Recommendation (Sl. No. 74, Para No. 3.37)

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

### Reply of the Government

A statement showing grants received by University of Delhi during the years 1994 to 1998-99 is given below:

1	2
1994-95	— Rs. 3301.96 Lakh
1995-96	— Rs. 4084.01 Lakh
1996-97	— Rs. 4382.66 Lakh
1997-98	— Rs. 5318.10 Lakh
1998-99	— Rs. 8912.27 Lakh

(Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F.7-1/2000-U.5 dated May 24, 2001)

### Comments of the Committee

Please *see* para 1.110 of Chapter I

#### Recommendation (Sl. No. 76, Para No. 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.

#### Reply of the Government

IGNOU is providing 15% and 7.5% reservation for SCs and STs candidates in admissions in all Programmes of the University G.O.I. Rules.

The Position of Total admission by IGNOU and No. of SCs/STs among them including since 1991—2000 is as under:—

Year	Total	SC	ST	%SC	%ST
1991	42971	2917	1156	6.79	2.69
1992	47720	2504	1272	5.25	2.67
1993	75666	3952	2311	5.22	3.05
1994	78693	3714	1841	4.72	2.34
1995	89023	3695	1908	4.15	2.14
1996	130228	5057	2046	3.88	1.57
1997	162540	7054	2759	4.34	1.70
1998	163394	6844	4962	4.19	3.04
1999	172548	6237	5429	3.61	3.15
2000	103549	4757	2800	4.59	2.70

The shortfall in admission for SC/ST, therefore is not because of the selection criteria of IGNOU but because of the lesser clientele.

[Ministry of Human Resource Development Department of Secondary & Higher Education O.M. No. F. 7-1/2000-U.5 dated May 24, 2001]

**Comments of the Committee**

**Please see para 1.116 of Chapter I**

**CHAPTER V**  
**RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH**  
**FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN**  
**RECEIVED**

**-NIL-**

**NEW DELHI;**  
**August, 2001**  

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**Bhadrapada, 1923 (Saka)**

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