

# COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

**TWENTY-FIRST REPORT**

**MINISTRY OF EDUCATION & SOCIAL WELFARE**

(DEPARTMENT OF EDUCATION)

**Admission and other facilities for Scheduled Castes  
and Scheduled Tribes in Indian Institutes of Tech-  
nology and Indian Institute of Science, Bangalore.**

[Presented on 31st July, 1973]



**LOK SABHA SECRETARIAT  
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# CONTENTS

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	PAGE
CONSTITUTION OF COMMITTEE .	(iii)
INTRODUCTION	(v)
CHAPTER I—Introductory :	
A. Historical Background .	1
B. Organisational Set-up .	2
CHAPTER II—Reservations :	
A. Reservation of seats . . . . .	7
B. Powers of Government to enforce reservations .	12
CHAPTER III—Admission Facilities :	
A. Admissions—	
(i) First-Degree Courses . . . . .	15
(ii) Post-graduate Courses . . . . .	29
(iii) Training for serving teachers . . . . .	
B. Cases of securing admissions by producing false certificates	33
C. Publicity . . . . .	35
D. Scholarships . . . . .	36
CHAPTER IV—Other Facilities :	
A. General Concessions—	
(i) Physical Requirements . . . . .	42
(ii) Registration Fee . . . . .	43
(iii) Railway fare . . . . .	43
B. National Saving Scheme . . . . .	44
C. Placement Office . . . . .	47
CHAPTER V—Reservation in Services . . . . .	
	50
APPENDICES—	
I—Ministry of Scientific and Cultural Affairs O. M. No. F. 30-36/63-T. 5 dt. 8-8-1963. . . . .	56
II—Advertisement for admission for 1973 . . . . .	58
899 LS—1.	

(ii)

	PAGE
III—Supplementary advertisement for admission for 1973	60
IV—Statement showing staff position in I.I.Ts. Bombay, Kharegpur and I.I.S., Bangalore as reported to study groups of the Committee. . . . .	61
V—Statements showing staff position in the Indian Institutes of Technology and Indian Institute of Science, Bangalore as furnished by the Ministry of Education and Social welfare, Department of Education. . . . .	64
VI—Statement showing the number of vacancies filled by I.I.S. Bangalore after 1970 as reported to study group of the Committee. . . . .	86
VII—Statements showing the number of Vacancies filled by the Indian Institute of Technology and Indian Institute of Science, Bangalore, as furnished by the Ministry of Education and social welfare, Deptt. of Education. . . . .	88
VIII—Summary of Conclusions/Recommendations contained in the Report . . . . .	93



COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES

( 1971—73 )

Sardar Buta Singh—*Chairman.*

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## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Twenty-first Report on the Ministry of Education and Social Welfare (Department of Education)—Admission and other facilities for Scheduled Castes and Scheduled Tribes in Indian Institutes of Technology and Indian Institute of Science, Bangalore.

2. The Committee took the evidence of the representatives of the Ministry of Education and Social Welfare and of the Indian Institutes of Technology and Indian Institute of Science, Bangalore, on the 19th and 20th January, 1973. The Committee wish to express their thanks to the representatives of the Ministry of Education and Social Welfare and of the Institutes for placing before the Committee material and information they wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 11th July, 1973.

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

NEW DELHI;  
July 12, 1973.  

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Asadha 21. 1895 (S).

BUTA SINGH,  
Chairman,  
Committee on the Welfare of  
Scheduled Castes and Scheduled  
Tribes

## CHAPTER I

### INTRODUCTORY

#### A. Historical Background

Under the Constitution of India, the Central Government has been specifically vested (*vide* entries 63 to 66 in List I—Union List in the Seventh Schedule to the Constitution) with the responsibility for higher education, scientific and technical, and research.

1.2. The Government of India set up a Committee prior to 1948, known as the Sarkar Committee, to consider whether it was desirable to have (a) a Central institution, possibly on the lines of the Massachusetts Institute of Technology, with a number of sub-ordinate institutions affiliated to it, or (b) several higher institutions on a regional basis, or (c) any other organisation to ensure an adequate supply of technical personnel.

1.3. The Sarkar Committee in their Report (1948) *inter alia* made the following recommendations:

- (i) Not less than four Higher Technical Institutions, one in the North, one in the East, one in the South and one in the West will be necessary to satisfy the post-war requirements.
- (ii) The one in the East should be set up in or near Calcutta at an early date.
- (iii) Establishment of the Western Institution which should be in or near Bombay should be taken in hand concurrently with the Eastern Institution or failing that as soon after as possible.
- (iv) To satisfy the immediate needs for engineers generally and for those with specialised training in Hydraulics in particular, the engineering nucleus or the Northern Institution should be set up without delay.
- (v) To ensure the proper planning or building, equipment and courses of study, the Principal and Heads of the Main Departments of these institutions should be appointed and the services of an architect with experience in the planning of technical institution secured at a sufficiently early stages.

1.4. In pursuance of the recommendations of the Sarkar Committee, the Government of India decided to set up an Institute of Technology at Kharagpur. That Institute came into being in 1951. The next Institute was started at Bombay in 1958, followed by the Madras Institute in 1959, the Kanpur Institute in 1960 and the Delhi Institute as College of Engineering and Technology, Delhi, in 1961. These Institutes of Technology offer Courses of five years' duration in a number of Engineering, Technological disciplines, Architecture and Science. These Institutes of Technology have been incorporated as institutions of national importance by an Act of Parliament, namely the Institutes of Technology Act, 1961 as amended by Institutes of Technology (Amendment) Act, 1963.

1.5. The Indian Institute of Science, Bangalore, came into being in the year 1909. It is the oldest and a leading centre for post-graduate studies and research in Science and Engineering. The special fields of work in this Institute include Electronics and Communication Engineering, Aeronautical Engineering, Heat Power Engineering, Higher Voltage Engineering, Power Engineering, Bio-Chemistry, Chemistry, Physics and Mathematics. It is an autonomous body set up under the Charitable Endowments Act, 1890 and is administered according to a Scheme of Regulations and Bye laws approved by the Central Government. This Institute has been declared as 'Deemed University' under the University Grants Commission Act, 1965.

1.6. It has been stated that the basic objective in setting up the different Indian Institutes of Technology was to make available in the country facilities for higher education, research and training in various fields of Engineering and Technology, which would be comparable to international standards in quality and content. The special role that Science, Humanities and Social Sciences play in making technological effort and education more meaningful was recognised from the outset. The fact that the Indian Institutes of Technology were planned to be fully residential is very significant in this context.

1.7. It must be emphasized that the basic expectation regarding the Indian Institutes of Technology is that they would contribute in a significant way towards the industrial development and economic growth of the country.

### **B. Organisational set-up**

1.8. The Committee asked about the organisational set-up of the Cell in the Ministry of Education and Social Welfare (Department of Education), which is primarily concerned with the admission and

other facilities for Scheduled Castes and Scheduled Tribes in the Indian Institutes of Technology and the Indian Institute of Science, Bangalore. The representative of the Ministry of Education and Social Welfare has stated during evidence that in the Ministry there is a special Section which is dealing with all administrative matters concerning the Indian Institutes of Technology and the Indian Institute of Science, Bangalore. That Section also deals with the coordination and implementation of all decisions regarding the Scheduled Castes and Scheduled Tribes in respect of reservations provided for them. The work of that Section is looked after by a Branch Officer at the level of an Assistant Educational Adviser who works directly under a Divisional Head at the level of a Deputy Educational Adviser. This Section is a part of the Bureau of Technical Education in the Ministry, of which the Educational Adviser (Technical) is the Head.

1.9. About the role of the University Grants Commission in regard to the admission and other facilities for Scheduled Castes and Scheduled Tribes in the Institutes of Technology, it has been stated that the University Grants Commission has no special role as the Indian Institutes of Technology function under the relevant Acts enacted by Parliament. The Ministry of Education and Social Welfare keep liaison with the University Grants Commission as regards the functioning of the Indian Institutes of Technology in the sense that at the apex of the Indian Institutes of Technology, there is a Council of the Indian Institutes of Technology and the Chairman of the University Grants Commission is among the members of this Council. This Council meets from time to time, reviews the performance and progress, gives policy directives to the Indian Institutes of Technology, about management and administration etc.

1.10. The functions of the Council of the Indian Institutes of Technology are as follows:

- (a) To advise on matters relating to the duration of the courses, the degrees and other academic distinctions to be conferred by the Institutes, admission standards and other academic matters;
- (b) to lay down policy regarding cadres, methods of recruitment and conditions of service of employees, institution of scholarships and freeships, levying of fees and other matters of common interest;
- (c) to examine the development plans of each Institute and to approve such of them as are considered necessary and

also to indicate broadly the financial implications of such approved plans;

- (d) to examine the annual budget estimates of each Institute and to recommend to the Central Government the allocation of funds for that purposes;
- (e) to advise the Visitor, if so required, in respect of any function to be performed by him under this Act; and
- (f) to perform such other functions as are assigned to it by or under this Act.

1.11. According to the provisions of the Institutes of Technology Act, 1961, all policy matters concerning reservation of seats for Scheduled Castes and Scheduled Tribes and the concessions to be given to such students are decided by the Council. The decisions/recommendations of the Central Government in respect of the Scheduled Castes and Scheduled Tribes are also implemented through the Council of the Institutes of Technology.

1.12. Asked about the machinery in the administration of the Indian Institutes of Technology to enquire into, and enforce, standards of education in the Indian Institutes of Technology, the representative of the Ministry of Education and Social Welfare has stated during evidence that the machinery in the Indian Institutes of Technology for the enforcement of standards is well-defined under the Indian Institutes of Technology Act, 1961 and Statutes of the Indian Institutes of Technology. Each Institute is governed by a Board of Governors whose constitution is very clearly laid down and it includes representatives of Industry and also eminent persons in the field of Science and Technology. The Indian Institutes of Technology Act, 1961 and the Statutes stipulate formation of a Senate at each Institute. It comprises of the members of the Faculties of each Institute and expert from outside. The overall coordination of policies, including maintenance of academic standards for all the five Institutes, is looked after by the Council of the Institutes of Technology of which the Minister of Education is the Chairman.

1.13. In a note furnished to the Committee by the Minister of Education and Social Welfare, it has been stated that the Institutes of Technology Act, 1961 lays down that the Board of Governors of an Institute shall consist of the following persons, namely;

- (a) the Chairman, to be nominated by the Visitor;

- (b) the Director, *ex officio*;
- (c) one person to be nominated by the Government of each of the States comprising the Zone in which the Institute is situated from among persons who, in the opinion of that Government, are technologists or industrialists of repute;
- (d) four persons having special knowledge or practical experience in respect of education, engineering or science to be nominated by the Council; and
- (e) two professors of the Institute, to be nominated by the Senate.

1.14. In reply to a question whether the Ministry of Education and Social Welfare have considered the desirability of issuing any directive to the Council for selecting a Scheduled Caste or Scheduled Tribe nominee on the Board of Governors of each Institute, the representative of the Ministry of Education and Social Welfare has stated that according to the Indian Institutes of Technology Act, 1961 and the Statutes, the Minister of Education is the Chairman of the Council of the Institutes of Technology. He can ensure as far as possible that a Scheduled Caste/Scheduled Tribe nominee possessing the requisite qualifications, if available, is appointed on the Board of Governors. In the circumstances, the question of the Central Government issuing any special directive in this behalf does not arise.

1.15. Asked whether any panel of such eminent persons having specialisation in education or engineering, as laid down in the said Act, has been prepared, the representative of the Ministry has informed the Committee during evidence that the Government have already lists of people eminent in their respective fields in relation to academic institutions, other institutions of learning and so on. He has further stated that whenever Government make any selection, not only for the Board of Governors of an Institute but for other purposes also, Government make use of these lists. These lists are revised from time to time.

1.16. The Committee pointed out that during their visits to the various Institutes of Technology, the Study Groups of the Committee had noticed that there was no Cell or separate Section in the Institutes to deal with the cases of Scheduled Castes and Scheduled Tribes. Asked whether Government proposed to advise the Institutes to set up separate Cells in each of the Institutes to deal with



the cases of Scheduled Castes and Scheduled Tribes, the representative of the Ministry of Education and Social Welfare has stated during evidence:

“Special facilities for giving advice to every single candidate indeed exist in all the I.I.Ts. This includes also special advice.....particular and appropriate.....to Scheduled Caste and Scheduled Tribe students. There is no separate arrangement yet exclusively for Scheduled Caste and Scheduled Tribe students. But there will be no difficulty in providing a separate Cell for this.”

1.17. Continuing, he has stated that the Directors of the Institutes of Technology have assured the Government that if it becomes necessary to have a separate Cell in each of the Institutes, especially for the Scheduled Caste and Scheduled Tribe students, there will be no difficulty in setting up of such Cells.

**1.18. The Committee recommend that each Indian Institute of Technology should set up a separate Cell to deal with all matters relating to admission of Scheduled Castes and Scheduled Tribes as also representation of Scheduled Castes and Scheduled Tribes in the services of the Institute. The Ministry of Education and Social Welfare should also consider the setting up of a separate cell under their Liaison Officer for dealing with coordination and implementation of decisions pertaining to Scheduled Castes and Scheduled Tribes in so far as the Institutes are concerned. A note about the activities of the Cell should be included in the Annual Report of the Ministry as per the orders of the Ministry of Home Affairs vide their O.M No. 27/4(i)/70-Est(SCT), dated the 3rd September, 1970.**

**1.19. The Committee note that under the Institutes of Technology Act, 1961, each Institute is governed by a Board of Governors which consists of eminent persons in the field of Industry, Science, and Technology. The Committee would like that in order to protect the interests of the Scheduled Castes and Scheduled Tribes and to actively promote their technical education, qualified and eminent persons from among the Scheduled Castes and Scheduled Tribes are also appointed on the Board of Governors of each of these Institutes.**

## CHAPTER II

### ADMISSION FACILITIES

#### A. Reservation of Seats

2.1. In a note furnished by the Ministry of Education and Social Welfare (Department of Education) to the Committee, it has been stated that at each of the Institutes of Technology, 20 per cent seats are reserved for Scheduled Castes and Scheduled Tribes (15 per cent for Scheduled Castes and 5 per cent for Scheduled Tribes) in all the first degree courses. In the post-graduate courses, at the Master's degree level, 5 per cent of the seats are reserved for Scheduled Castes and Scheduled Tribes.

2.2. Asked since when these reservations have been made applicable to each of the Institutes, the representative of the Ministry of Education and Social Welfare has stated during evidence that these reservations have in operation practically from the beginning at all the Institutes of Technology. The first Institute of Technology was started at Kharagpur in 1951 and that was followed by the Bombay Institute in 1958. The Madras Institute came into being in 1959, followed by the Kanpur Institute in 1960, and the Delhi Institute in 1961. Practically from the beginning, all these Institutes have had this reservation of 15 per cent of Scheduled Castes and 5 per cent for Scheduled Tribes for the first degree courses.

2.3. The Ministry of Education and Social Welfare have furnished a copy of their Circular letter No. F. 30-2/60-T. 5., dated the 15th April, 1964 issued to all State Governments and all Universities. The letter reads as follows:—

- (i) 20 per cent of seats in all technical institutions should be reserved for Scheduled Castes and Scheduled Tribes with a distinct reservation of 15 per cent for Scheduled Castes and 5 per cent for Scheduled Tribes. This reservation can be interchangeable i.e. if a sufficient number of candidates is not available to fill the seats reserved for Scheduled Tribes they may be filled up by suitable candidates from Scheduled Castes and *vice versa*.

If the requisite number of students are not available for filling the quota of vacancies reserved for both these categories, the unutilised seats should be added to the general pool of vacancies to be filled exclusively on merit.

- (ii) A minimum qualifying standard should be prescribed for admission to any technical institution. Students belonging to Scheduled Castes and Scheduled Tribes should be eligible for admission to the reserved seats if they attain this minimum standard without any reference to the gap between their marks and the marks of the last person admitted to the open seats.
- (iii) Where admissions are restricted to candidates who obtain a certain minimum percentage of marks and not merely the passing of a certain examination, there may be a 5 per cent reduction for the Scheduled Castes and Scheduled Tribes provided that the lower percentage prescribed does not fall below the minimum required to pass the qualifying examination.
- (iv) If there is a maximum age limit, it may be raised by three years in the case of such candidates.

2.4. It is not known whether any circulars were issued to the Institutes of Technology prior to 15th April, 1964, and the Ministry also could not provide copies of any earlier circulars.

2.5. As regards post-graduate courses, it has been stated in a note furnished to the Committee that since for post-graduate courses, facilities were extremely limited throughout the country till recently no specific reservation had been made for Scheduled Castes and Scheduled Tribes at the Institutes of Technology. At the Indian Institute of Science, Bangalore, Scheduled Caste and Scheduled Tribe students are given admission, if they possess the minimum prescribed qualifications even if they do not come in the merit list and the seats so allotted to them are regarded as extra seats. The matter has since been examined by the All India Council for Technical Education and the Central Government and 5 per cent reservation has been made for Scheduled Castes and Scheduled Tribes in all Indian Institutes of Technology. At the Indian Institute of Science, Bangalore, 20 per cent reservation for Scheduled Castes and Scheduled Tribes has been agreed to in all courses including post-graduate courses.

2.6. Asked to state the reasons why, while in the undergraduate courses 20 per cent of seats have been reserved for Scheduled Caste and Scheduled Tribe students, for post-graduate courses only 5 per cent reservation has been made for Scheduled Castes and Scheduled Tribes, the Ministry of Education and Social Welfare, in a written note, have stated:

“Prior to 1963-64, facilities for post-graduate courses in engineering and technology were extremely limited in our country. In fact, it is only after the Institutes of Technology were established and developed that such facilities were created between 1960 and 1965. Therefore, till about 1963 the question of reserving seats in post-graduate courses for Scheduled Castes and Scheduled Tribes did not arise. In 1963, the All India Council for Technical Education examined the matter and decided that 5 per cent seats be reserved for Scheduled Castes and Scheduled Tribes in all post-graduate courses, provided that those candidates have passed the qualifying examination (Bachelor of Engineering or its equivalent) in the first division or secured at least 60 per cent marks. This decision has been communicated to all the Institutes of Technology.”

2.7. A copy of the letter No. E. 30-36/63-T.5, dated the 8th August, 1963, issued by the then Ministry of Scientific Research and Cultural Affairs may be seen at Appendix I.

2.8. The Committee pointed out that during the visit of one of their Study Groups to the Indian Institute of Technology, Kharagpur, the Study Group was informed that there was no reservation in admission to post-graduate courses in the Indian Institute of Technology at Kharagpur and that the admission to those courses was made on the basis of academic attainment followed by examination and test. On being asked to state the reasons for not providing reservation for Scheduled Castes and Scheduled Tribes in admission to post-graduate courses, by the Indian Institute of Technology, Kharagpur, the representative of the Ministry of Education and Social Welfare has stated before the Committee:

“At the Kharagpur Institute, according to the report received, a special difficulty was experienced in making 5 per cent reservation because the admission to each branch of specialisation was about 7 or 8 students and the Institute found it difficult to reserve 5 per cent on that basis. We

have not accepted that position. We have told the Institute that they should reserve 5 per cent possibly on an overall basis for all the post-graduate seats available and distribute it in any manner which is most convenient or alternatively to reserve at least one seat in each of the major disciplines or specialisation at the Institute. We have the assurance of the Institute that they will follow this procedure."

2.9. The Committee also pointed out that during the visit of one of their Study Groups to the Indian Institute of Science, Banagalore, it was stated that the Institute, being an all-India Institution, made no reservation of seats based on religion, caste, community or place. It endeavoured to get the best students from Universities all over the country. Asked whether after the issue of instructions to the Indian Institute of Science, Bangalore for providing reservations for Scheduled Castes and Scheduled Tribes, the Ministry had taken steps to see that those instructions had been actually given effect to by that Institute, the representative of the Ministry of Education and Social Welfare has stated during evidence:

"The Institute of Science, Bangalore has made the decision that from 1973 session onwards 20 per cent of the seats will be reserved for Scheduled Castes and Scheduled Tribes for all the courses. Previously, there were no specific reservations of seats for the Scheduled Castes and Scheduled Tribes. But what they did, was that any Scheduled Caste or Scheduled Tribe student who fulfilled the minimum requirements for admission was called for interview and if he was found fit he was admitted without taking into consideration the merit list. So, there was a sort of reservation though it was not expressed in clear terms."

2.10. When asked about the steps taken to rectify the damage done to those communities by not providing the reservations for Scheduled Castes and Scheduled Tribes in the Indian Institute of Science, Bangalore, all these years, the representative of the Ministry of Education and Social Welfare has stated before the Committee that fortunately not much damage has been done, because the Institute admits students mostly for post-graduate courses. He has explained the position thus:

"In 1971, 10 candidates belonging to Scheduled Tribes were admitted to the M. Tech. Courses, 8 of them being outside the quota, that is, additional seats were given to them,

because they did not come in the merit list. But they were admitted on the basis of minimum requirements prescribed for admission. In 1972, 14 candidates were admitted to the post-graduate courses again 12 were outside the normal quota, that is, they were additional seats, because the students were admitted on the basis of the minimum requirements. That in 1971, only 2 came by merit on their own and the rest 8 came on the basis of the minimum requirements prescribed."

2.11. As for under-Graduate courses, the representative of the Ministry of Education and Social Welfare has stated that the total admissions in the first degree or under-graduate courses in the limited number of field are about 90 each year. In 1971, one Scheduled Caste was admitted; in 1972, another was admitted. The Scheduled Caste candidate admitted in 1972 was by relaxed standards.

2.12. The Committee regret to note that the Indian Institute of Technology at Kharagpur, though it was started in 1951, has not so far provided for reservations for Scheduled Castes and Scheduled Tribes in the post-graduate courses. The Committee recommend that it should be done immediately and that the Ministry of Education and Social Welfare should ensure that all the instructions issued by the Government of India providing for reservations and other concessions for Scheduled Castes and Scheduled Tribes are meticulously observed by all the Institutes of Technology.

2.13. The Committee are distressed to learn that although the Ministry of Education and Social Welfare have prescribed reservation of 20 per cent seats for Scheduled Castes and Scheduled Tribes in all the Universities and Institutions of higher learning, the Indian Institute of Science, Bangalore, even though an all-India Institution, did not adopt the reservation orders for admission of Scheduled Caste and Scheduled Tribe students. It is only now from the 1973 Session onwards, that the Indian Institute of Science, Banagalore, has agreed to provide reservation of 20 per cent seats for Scheduled Castes and Scheduled Tribes in all the courses, both under-graduate and post-graduate. The Committee hope that the Indian Institute of Science, Bangalore, will now strictly observe these reservations for Scheduled Caste and Scheduled Tribe Students.

2.14. The Committee recommend that in post-graduate courses in the Indian Institutes of Technology also, there should be reservation for Scheduled Castes and Scheduled Tribes to the extent of 20 per cent seats, as is the case in under-graduate courses, and not a mere

**5 per cent reservation for students belonging to these communities as it obtains at present.**

### **B. Powers of Government to enforce reservation**

2.15. The Committee enquired about the nature of machinery checks devised by the Ministry of Education and Social Welfare to ensure that the instructions regarding reservations and concessions for Scheduled Castes and Scheduled Tribes issued by the Ministry to the Indian Institutes of Technology were implemented by the letter, and also whether it was open to an Institute to accept or to reject the instructions issued by the Ministry in this regard. The representative of the Ministry of Education and Social Welfare has stated during evidence that all the five Indian Institutes of Technology are governed by the Institutes of Technology Act, 1961 and in that Act there are provisions which relate to the powers of the Council of the Institutes of Technology and powers of the Boards of Governors of the Institutes. He has further stated that Government have no powers to give any directive to the Institutes and has added:

“Parliament has laid down confines within which the organs relating to this institution are functioning. There are two sets of communications which can occur. One is direction. It is a well-understood term. It means, it flows with the full backing of legal statutory authority. On the other hand, there may be the recommendation and advice. There may be the convention that the advice will always be acted upon, but if it is not and it is not also backed by the constitutional authority, then the only other option can be, very well, we gave you the advice and in your autonomy you did not act upon it. In that situation we may have to consider whether the advice should be backed not so much constitutionally as financially. That is a larger issue.”

2.16. The Committee drew the attention of the representative of the Ministry of Education and Social Welfare to Section 9 of the Indian Institutes of Technology Act, 1961, which reads as follows:

“9(1) The President of India shall be the Visitor of every Institute.

- (2) The Visitor may appoint one or more persons to review the work and progress of any Institute and to hold inquiries into the affairs thereof and to report thereon in such manner as the Visitor may direct.

- (3) Upon receipt of any such report, the Visitor may take such action and issue such directions as he considers necessary in respect of any of the matters dealt with in the report and the Institute shall be bound to comply with such directions."

2.17. Keeping in view the poor intake of Scheduled Caste and Scheduled Tribe students in these Institutes of Technology, the Committee enquired why the Ministry did not think it advisable to make use of these provisions and to appoint a Reviewing Officer under the authority of the President of India to have these safeguards for Scheduled Castes and Scheduled Tribes fulfilled by these Institutes. The representative of the Ministry of Education and Social Welfare has stated before the Committee that functions regarding policy-making in respect of these Institutes are performed by the Council of the Institutes headed by the Minister incharge of Education. He has added:

"This is an apex body which makes policy formulation for these institutions. This apex body is seized of this issue currently. It lays down certain policy, guidelines and these are implemented. If the Ministry itself is conditioned by the formulations as they flow down from the Council headed by the Minister, what is the position that you have? We are ourselves very much seized of the problem. On the one hand, there is the question of full satisfaction in regard to Scheduled Castes and Scheduled Tribes admission which everybody appreciates, recognises and acknowledges. As against that, there is also the equally cogent factor, that apart from others who come to these institutions, those admitted to reserved seats should also be able to get the maximum benefits which these institutions are designed to confer in terms of instructions. It may be a matter of opinion. My opinion would be that the stage where the Ministry should recommend to the Visitor to take recourse to these powers has not yet been reached."

2.18. The representative of the Ministry of Education and Social Welfare has also stated that the Council of the Institutes has not been sitting completely unconcerned about the matter. There is a dearth of Scheduled Caste and Scheduled Tribe candidates, that has to be recognised. This is not only confined to these Indian Institutes of Technology but it is so throughout the country. There are about 130 institutions and in none of them the reservation has been fully covered. The standards for reservation have also to be based on



some norms. The exercise of power under Section 9 of the Indian Institutes of Technology Act, 1961 will arise only if a stage has reached when the Council has no process or procedure for review and recommends action in the light of experience. As it is, the Institutes have been given various policy guidelines all the time by the Council. Even without the authority of the Visitor, the Council is fully in a position to give authoritative decisions which have to be implemented by these Institutes.

**2.19. The Committee note that the Council constituted under the Indian Institutes of Technology Act, 1961, presided over by the Minister incharge of Education, is fully competent to lay down policy guidelines for the Institutes of Technology and the Institutes are bound to follow the instructions issued by the said Council. The Committee hope that the Council will keep a strict watch to ensure that all the orders of the Government of India relating to reservations and concessions for Scheduled Castes and Scheduled Tribes are not only adopted by these Institutes but are in fact implemented in full.**

## CHAPTER III

### ADMISSION FACILITIES

#### A. Admissions

##### (i) *First Degree Courses*

3.1. It has been stated that for the open general seats, admissions to the Indian Institutes of Technology are made on an all-India basis through a Joint Entrance Examination held each year. Candidates who have passed the Higher Secondary or Pre-University or equivalent examination are permitted to sit in the Joint Entrance Examination. The examination consists of four papers, Physics, Chemistry, Mathematics and English, each carrying 100 marks. The minimum qualifying marks prescribed at present are 30 per cent in each of the papers in Physics, Chemistry and Mathematics and 25 per cent in English, i.e., a total of 115 out of 400 marks. All candidates who qualify at the Entrance Examination are listed in merit list according to the marks secured by them and the admissions are offered to them on the basis of merit list. Since the number of candidates qualifying at the Joint Entrance Examination is larger than the number of seats available, the last candidate in the merit list admitted to an Institute would have secured between 40 per cent and 45 per cent marks at the Entrance Examination. In fact, the cut off point for admission from the merit list is between 40 per cent and 45 per cent marks in the aggregate.

3.2. As for the reserved seats for Scheduled Castes and Scheduled Tribes, a separate merit list is prepared on the same basis i.e. all Scheduled Caste and Scheduled Tribe candidates who have secured the minimum qualifying marks are listed in the order of their marks till 1968, a concession of 10 per cent marks was given to Scheduled Castes and Scheduled Tribes *vis-a-vis* the rest of the candidates, i.e. all Scheduled Caste and Scheduled Tribe candidates whose marks were not less than the marks of the last candidates admitted from the general merit list by not more than 10 per cent were given admission. In fact, there was a linking of the performance of Scheduled Caste and Scheduled Tribe candidates with that of the rest of candidates. The linking implied that the difference in the marks between the last candidate admitted from the general merit and a

Scheduled Caste or Scheduled Tribe candidate should not be more than 10 per cent.

3.3. Since this 10 per cent concession in the admission requirements did not result in a sufficient number of Scheduled Caste and Scheduled Tribe students joining the Institutes, the Council of the Indian Institutes of Technology decided in 1968 that the admission of Scheduled Caste and Scheduled Tribe candidates should be considered on the basis of their performance at the Joint Entrance Examination and not be linked with the performance of the other candidates, i.e. all Scheduled Caste and Scheduled Tribe candidates should be admitted if they obtained the minimum qualifying marks.

3.4. The Council of the Institutes of Technology reviewed this position again in 1969 and went a step further. It decided that all Scheduled Caste and Scheduled Tribe candidates, who have secured the minimum qualifying marks in the aggregate of the subjects (viz. 115 out of 400) at the Joint Entrance Examination, even if they have failed in not more than one subject by not more than 5 per cent marks should be considered for admission. This revised reduction in the admission requirements has been in force since 1970. The Council also decided in 1970 that the upper age limit of 21 years may be relaxed upto three years in favour of the Scheduled Caste and Scheduled Tribe candidates.

3.5. The information in respect of general, as well as Scheduled Caste and Scheduled Tribe candidates, who had applied for admission, appeared in the Joint Entrance Examination and were finally given admission in the Indian Institutes of Technology during the last three years is given below:

(i) Total number of candidates who applied for admission

Year	Kharagpur Zone	Bombay Zone	Madras Zone	Kanpur Zone	Delhi Zone
1970	2888	4117	2767	2655	2724
1971	3019	3945	2773	2381	2196
1972	4964	4186	2972	3304	2614

(ii) *Number of Scheduled Caste/Scheduled Tribe candidates who applied for admission*

Year	Kharagpur Zone	Bombay Zone	Madras Zone	Kanpur Zone	Delhi Zone
1970	52	29	33	28	30
1971	78	23	20	35	19
1972	169	41	33	79	32

(iii) *Total number of candidates found eligible for examination*

Year	Kharagpur Zone	Bombay Zone	Madras Zone	Kanpur Zone	Delhi Zone
1970	2803	4080	2716	2645	2394
1971	3019	3944	2721	2377	1841
1972	4856	4129	2887	3304	2095

(iv) *Total number of Scheduled Caste/Scheduled Tribe candidates found eligible for examination*

Year	Kharagpur Zone	Bombay Zone	Madras Zone	Kanpur Zone	Delhi Zone
1970	52	21	33	28	30
1971	78	21	19	35	19
1972	169	39	31	79	32

(v) *Number of seats reserved for Scheduled Castes/Scheduled Tribes*

Year	Kharagpur Zone	Bombay Zone	Madras Zone	Kanpur Zone	Delhi Zone
1970	58	48	42	50	49
1971	60	47	42	50	49
1972	62	52	42	50	49

(vi) Number of Scheduled Caste/Scheduled Tribe candidates who qualified for admission

Year	Kharagpur Zone	Bombay Zone	Madras Zone	Kanpur Zone	Delhi Zone
1970	2	3		4	2
1971	5	3		1	1
1972	5		1	1	1

(vii) Number of Scheduled Caste/Scheduled Tribe candidates who qualified after giving relaxation

Year	Kharagpur Zone	Bombay Zone	Madras Zone	Kanpur Zone	Delhi Zone
1970	2	3	1	2	
1971	10	4	1	1	
1972	5	4	1	1	1

(viii) Number of Scheduled Caste/Scheduled Tribe candidates selected and given admission

Year	Kharagpur Zone	Bombay Zone	Madras Zone	Kanpur Zone	Delhi Zone
1970	4	5 (one candidate was found not to be SC/ST)	1	6	2
1971	13 (The other two joined some other Institutions)	4 (One was absent for interview, one did not belong to SC/ST and one joined some other institution)	1	1 (One did not appear for interview)	1
1972	8 (The other two joined some other institutions)	1 (Two did not belong to SC/ST and one joined some other institution)	2	1 (One did not appear for interview)	1 (One joined some other institution)

(ix) Number of Scheduled Caste/Scheduled Tribe candidates who found Place in the All India Merit List

Year	I.I.T. Kharagpur	I.I.T. Bombay	I.I.T. Madras	I.I.T. Kanpur	I.I.T. Delhi
1970	2	3		4	2
1971	5	3		1	1
1972	5	..	1	1	

The total student enrolments in the five Indian Institutes of Technology all over India for the under-graduate courses during 1971-72 has been as follows:—

I.I.T., Kharagpur	.	.	1812
I.I.T., Bombay	.	.	1520
I.I.T., Madras	.	.	1235
I.I.T., Kanpur	.	.	1328
I.I.T., Delhi	.	.	1190
	TOTAL	.	7085

3.7. As regards admission to the under-graduate courses by the Indian Institute of Science, Bangalore, a Study Group of the Committee, during its visit to that Institute, has been informed that normally only candidates who are high-up in the merit list are called for interview. In so far as Scheduled Caste and Scheduled Tribe candidates are concerned, every candidate who has the minimum qualification is called for interview. When Scheduled Caste and Scheduled Tribe candidates are selected, if they do not come within the merit list of selection, their seats are treated as additional seats to the normal intake of students. The Committee wanted to know the number of such additional seats given to the Scheduled Caste and Scheduled Tribe students respectively during the last three years. The Department of Education in a written note has stated that during 1970—73 only two seats, one in 1971 and the other in 1972, were given to Scheduled Caste and Scheduled Tribe candidates. The seat given in 1972 was by relaxed standard.

3.8. When asked to state the minimum requirements for taking the joint entrance examination, the representative of the Ministry of Education and Social Welfare has stated during evidence that in order to be eligible to apply for admission at all, there is a general norm laid down that either one has passed his higher secondary examination and is within the age limits or one has appeared for the higher secondary and is awaiting the result. If a candidate says "I am within those age limits; I have passed my higher secondary 'or' I have appeared for it and am awaiting the results", then, subject to the result being successful, he is admitted to the entrance examination.

3.9. In reply to a question, the representative of the Ministry of Education and Social Welfare has further stated that 115 is the minimum marks for qualification in the Entrance Examination for I.I.Ts. in the case of every candidate. In fact, the minimum qualifying marks for the general seats (non-reserved seats), because of the competition on account of the higher number, is 40 per cent to 45 per cent. But in the case of Scheduled Caste and Scheduled Tribe candidates it is only 115 on 400, i.e. about 28 per cent.

3.10. When asked whether it was possible to relax the age concession for Scheduled Caste and Scheduled Tribe candidates from three years to five years so that students belonging to these communities who had started their education late, could also apply, the representative of the Ministry of Education and Social Welfare has informed the Committee that there is only one case, where relaxation even by three years has had to be given. He has, however, agreed to consider the suggestion of the Committee.

3.11. The Committee pointed out that a Study Group of the Committee, which visited the Indian Institute of Technology, Madras was informed that for Southern Zone in 1971, 19 Scheduled Caste students applied for admission for under-graduate courses, 16 took the examination and only one qualified, who was taken. The Committee wanted to know the percentage of marks obtained by the one who qualified and was taken and the percentages of marks obtained by others who took the examination and whether they were judged by relaxed standards. The Ministry of Education and Social Welfare, in a note furnished to the Committee have stated that the percentage of marks obtained by the only successful candidate for the Joint Entrance Examination 1971 was 45. The remaining 15 candidates were below even the relaxed standard for admission through Joint Entrance Examination viz. less than 115 marks out of 400 with failure upto 5 per cent marks in any one subject with

regard to the percentages of marks obtained by these candidates, it has been stated that in the system of working out of the results of Joint Entrance Examination by Computer, the decoding and preparation of Merit List is done only in respect of all those candidates who obtain qualifying marks even by relaxed standards. With regard to the other candidates who were unsuccessful, decoding is not done and that percentages of marks obtained by individuals are not available in the records.

3.12. From the enrolment statistics furnished by the Ministry of Education and Social Welfare, the Committee have observed that there is a wide gap between the number of seats reserved for Scheduled Castes and Scheduled Tribes in the Institutes and the number of seats actually filled. The Committee desired to know the reasons therefor. The representative of the Ministry of Education and Social Welfare has informed the Committee during evidence that there is paucity of candidates belonging to Scheduled Castes and Scheduled Tribes. He has further stated that it has been found that the standards laid down from time to time, have failed to enable the Scheduled Caste and Scheduled Tribe candidates to avail themselves of these opportunities. The standards have proved to be a little on the strict side. Continuing he has stated:

“We are ourselves thoroughly dissatisfied with the end results of these relaxations. I expect that the total number of seats reserved in the first degree course in the Indian Institutes of Technology taken together would be 256. We are very much concerned and we have instituted a committee to review the present position and make further suggestions as to how the reserved seats could be fully utilised. If they are not filled in by the Scheduled Caste and Scheduled Tribe candidates, they are thrown open to others. That is not because the idea is to somehow preclude the Scheduled Caste and Scheduled Tribe candidates, but to see that the facilities are utilised to the fullest extent possible but the intention all along also is that the Scheduled Caste and Scheduled Tribe candidates should be forthcoming to the fullest extent to take advantage of all the reserved seats.”

3.13. The Committee enquired whether the concession in marks available to the Scheduled Caste and Scheduled Tribe candidates at the Joint Entrance Examination namely, that every Scheduled Caste and Scheduled Tribe candidate getting an aggregate of 115 marks



and failing in not more than one subject by not more than 5 per cent marks at the Joint Entrance Examination will be given admission in the Indian Institutes of Technology is mentioned in the advertisements for admissions or application forms or in the Information Bulletin for the candidates or in the Prospectuses of the Institute, the Committee were informed that although this concession was not published this was kept in view at the time of preparation of list of students for admission.

3.14. The Committee enquired whether the Scheduled Caste and Scheduled Tribe students seeking admission to the Institutes are interviewed separately from other students as per the orders of the Ministry of Home Affairs, applicable in the case of recruitment of Scheduled Castes and Scheduled Tribes against reserved vacancies. The representative of the Ministry of Education and Social Welfare has explained to the Committee that all the Scheduled Caste and Scheduled Tribe candidates who have qualified at the Joint Entrance Examination are called for interview on the very first day before the general candidates are called for interview, and offered seats, disciplines or subjects of their choice and in the Institutes of their choice.

3.15. Asked whether any one from the Scheduled Castes or Scheduled Tribes is represented on the Interview Board, the representative of the Ministry of Education and Social Welfare has informed the Committee that as no Scheduled Caste or Scheduled Tribe candidate called for interview has been refused admission, the question of having a member of the Scheduled Castes or Scheduled Tribes on the Interview Board does not arise. He has further stated that every qualified Scheduled Caste and Scheduled Tribe candidate has been offered admission. The interview is only to see whether he is physically all right. Elucidating his point further, he has stated that at the Indian Institute of Technology, Kharagpur, in 1970, 39 Scheduled Caste and Scheduled Tribe candidates appeared for the Joint Entrance Examination but only four qualified. All the four candidates were called for interview and offered admission; none was rejected. In 1971, 61 Scheduled Caste and Scheduled Tribe candidates appeared in the Joint Entrance Examination, 15 qualified and all the 15 were offered admission and none rejected. In 1972, 108 Scheduled Caste and Scheduled Tribe candidates appeared in the entrance examination but only ten qualified; all the ten were offered admission. No Scheduled Caste or Scheduled Tribe student, who qualified at the Joint Entrance Examination, was denied admission.

3.16. When asked to state the reasons for a large number of Scheduled Caste and Scheduled Tribe students failing in the Joint Entrance Examination, although they had already passed the Intermediate or Higher Secondary Examinations, the representative of the Ministry of Education and Social Welfare has stated during evidence that the matter is being examined by a Committee, set up for the purpose.

3.17. The Commissioner for Scheduled Castes and Scheduled Tribes, in para 13.6 of his 17th Report (1967-68), has observed that experience has shown that not all the reserved seats in the Indian Institutes of Technology, for candidates belonging to Scheduled Castes and Scheduled Tribes are actually filled by the candidates of those communities. The Commissioner for Scheduled Castes and Scheduled Tribes in that report has suggested to the Ministry of Education and Social Welfare that the Scheduled Caste/Tribe students should not be asked to compete in the Joint Entrance Examination so long as the number of students applying for admission is less than the number of reserved seats and a separate competitive examination might be held for the Scheduled Caste and Scheduled Tribe students if the number of candidates applying for admission to the Indian Institutes of Technology exceeds the number of reserved seats.

3.18. When asked about the views of the Government in the matter, the representative of the Ministry of Education and Social Welfare has stated during evidence that the entrance examination has to be viewed on its merits. For the general run of students for the non-reserved seats, where usually the Indian Institutes of Technology attract a large number of applicants than there are seats, some kind of a screening is necessary. For the general seats, therefore, the entrance examination stands on a somewhat different footing. It is for the reserved seats that authorities have to consider very carefully whether an entrance examination need be held at all so long such seats go abegging. The Committee inquired whether it could be advisable to set up pre-examination coaching centres, for Scheduled Caste and Scheduled Tribe candidates intending to appear at Joint Entrance Examination for admission to Indian Institutes of Technology. The representative of the Ministry of Education and Social Welfare welcomed the suggestion but pointed out the practical difficulties in implementing it. Till the Higher Secondary Examination results were available, he said, it was not known who were the students who were qualified to be given the pre-admission coaching. The results of Higher Secondary Examinations were announced usually by the middle of June and the admissions to the

Indian Institutes of Technology also began simultaneously. Unless Government took a kind of assorted or ill-assorted or unassorted group of students and started coaching them without being sure whether they would become qualified, it might lead to much expectation and subsequent disappointment. He has further stated:

"The only answer to my mind would be that you make a judgment of who are the people who would be eligible for admission on the most liberal standards...standards there will have to be, I do not think even the learned Commissioner for Scheduled Castes and Scheduled Tribes had it in his mind that there should be no standards because if you have no standards, then it is difficult to ensure that the admitted candidates will profit by these instructions. The only thing worth considering is whether in addition to the special coaching facilities provided we should have further extra classes to make up for any individual deficiency in their basic equipment as to the coaching for the current courses. But, if either because of the relaxed standards or due to any other thing, they stand in need-attaining the requisite standard finally has to be *sine qua non* of any further coaching, there may be special classes for them in these institutions, especially in Physics, Chemistry and those faculties could be strengthened, if necessary, for the purpose. That may be considered. But to arrange for pre-admission coaching will come up against the difficulty that I have mentioned."

3.20. The Committee pointed out that the Education Commission in their Report (1964—66) had recommended that the scope of the scholarships programme should be exempted to include, not only the provision of funds but also the provision of such additional coaching facilities as might be required, watching of progress, planning ahead of careers and ensuring placement in appropriate institutions, or in other words, to provide for a personal follow-up. The staff necessary for this purpose should be made available. Asked whether necessary funds, in addition to the scholarships, were being placed at the disposal of the respective Institutions for providing additional coaching facilities, watching of progress, etc., the representative of the Ministry of Education and Social Welfare has stated during evidence that at these Institutes there were academic counselling services provided for all students and if the Scheduled Caste and Scheduled Tribe students increased in number, the Institutes would be able to provide additional services for them and there would be no difficulty in providing funds to the Institutes for this purpose. At present, there was no such difficulty.

3.21. In a written note furnished by the Ministry of Education and Social Welfare, the Committee have been informed that the Council of the Institutes at its 11th meeting held on the 23rd of December, 1972, expressed serious concern about the poor representation of the students belonging to Scheduled Castes and Scheduled Tribes in the admissions made to the Institutes of Technology, and decided that special efforts must be made to attract larger number of these students and to give them special facilities at the Institutes to come up the level of other students. For this purpose, the Council set up a Special Committee to examine the matter in detail including the modifications needed to be made in the scheme of the Joint Entrance Examination. The Special Committee consisted of the following persons, namely:

- (1) Shri K. T. Chandy,  
Chairman,  
Indian Institute of Technology,  
MADRAS
- (2) Dr. P. K. Kelkar,  
Director,  
Indian Institute of Technology,  
BOMBAY
- (3) Dr. A. Ramachandran,  
Director,  
Indian Institute of Technology,  
MADRAS
- (4) Dr. M. S. Muthana,  
Director,  
Indian Institute of Technology,  
KANPUR
- (5) Dr. N. M. Swani,  
Director,  
Indian Institute of Technology,  
DELHI

3.22. The Committee have been informed further that the Special Committee discussed at length the question of admission of students belonging to Scheduled Castes and Scheduled Tribes in the Indian Institutes of Technology. In order to attract larger number of Scheduled Caste and Scheduled Tribe students, that Committee considered various suggestions put forward by the members. It also discussed what special facilities and support should be given to the

Scheduled Caste and Scheduled Tribe students so that they might be in a position to complete their courses. The following possibilities were discussed:

- (1) Admission of Scheduled Caste|Scheduled Tribe students to the Central Schools located in the campuses of Indian Institutes of Technology after completing their High School so as to enable them to complete the Higher Secondary Examination conducted by the All India Board of Secondary Education. On passing that examination, they will be directly admitted into the respective Indian Institutes of Technology without any further test|inter-view. The Indian Institute of Technology faculties will help and advise the Central Schools in course work and laboratory.
- (2) The Scheduled Caste|Scheduled Tribe candidates, who have completed their Higher Secondary Examination or equivalent thereof, be admitted for preparatory 2-3 months course prior to the commencement of the Indian Institutes of Technology sessions.
- (3) The Scheduled Caste|Scheduled Tribe candidates who have passed the Higher Secondary Examination or equivalent and who appear in the Joint Entrance Examination be admitted against the quota reserved for Scheduled Caste and Scheduled Tribe candidates on the basis of their performance in the Joint Entrance Examination.
- (4) In order to provide special facilities and support, several suggestions were made by the members and they are listed below:
  - (a) Free Tuition
  - (b) Exemption of hostel seat rent
  - (c) Book grant of Rs. 300|- per year
  - (d) In addition to the scholarship entitled to them they should be given an additional amount to cover boarding and other incidental expenditure amounting to Rs. 50|- p.m. (total amount will be Rs. 150|- p.m.).
- (5) Scholarship rules for Scheduled Castes/Scheduled Tribes be different from the general scholarship rules at present prevalent.

- (6) In order to enable weaker students to prosecute their studies successfully in the Indian Institutes of Technology, suggestions were made that a summer session be organised in the Indian Institutes of Technology and, where necessary, parallel semester instruction in various subjects be arranged.
- (7) Financial incentives be given to faculty members who offer special instructions during summer session. Additional faculty may be required to arrange special instructional programmes to cater to the needs of the weaker students.

3.23. The Committee have also been informed that the special Committee of the Council, after considering the above, recommended that the following be implemented during the coming academic session 1973-74:

- (i) All Scheduled Caste/Scheduled Tribe candidates who have passed the Higher Secondary Examination or equivalent be admitted against the quota reserved for them on the basis of their performance in the Joint Entrance Examination. Their performance should, in no way, be related to the minimum standards prescribed for the general candidates for qualifying at the Joint Entrance Examination.
- (ii) All Scheduled Caste/Scheduled Tribe candidates given free tuition, exemption of hostel seat rent and a scholarship of Rs. 150 p.m. to cover board expenses and a book grant of Rs. 300/- per year.
- (iii) In order to enable such of the Scheduled Caste/Scheduled Tribe students who need special instruction as also other weaker students, summer sessions and, where necessary, parallel semester instruction in various subjects be arranged by the Indian Institutes of Technology. Additional funds be made available for additional faculty for the above purpose.
- (iv) A systematic evaluation of the performance of these students be made and a report submitted to the Council at the end of each year.

3.24. The Committee are glad to note that the Council of the Indian Institutes of Technology set up in December, 1972 a Special Committee to consider the steps to be taken to augment the intake

of Scheduled Caste and Scheduled Tribe students in the Indian Institutes of Technology and to meet the difficulties faced by the students belonging to these communities. While welcoming the suggestions so far made by this Special Committee, the Committee feel that the measures suggested are not enough to improve the position substantially.

3.25. The Committee recommend that the Scheduled Caste and Scheduled Tribe students who have passed the Higher Secondary, or equivalent examination with the prescribed subjects, should be admitted in the Indian Institutes of Technology without having to take the Joint Entrance Examination so long as the number of such students applying for admission is less than the number of seats reserved for them. Where the number of Scheduled Caste and Scheduled Tribe students applying for admission in the Indian Institutes of Technology is more than the number of seats reserved for them, their merit at the Joint Entrance Examinations should be judged only among themselves and not along with the general students. Any Scheduled Caste or Scheduled Tribe student who secures more marks at the Joint Entrance Examination than the marks secured by the last general student admitted on the result of that examination should be deemed to have been admitted according to the general merit list and not counted in the quota of seats reserved for Scheduled Caste and Scheduled Tribe students.

3.26. As many Scheduled Caste and Scheduled Tribe students start their educational career late in life, the Committee recommend that the period of age relaxation for Scheduled Caste and Scheduled Tribe students seeking admission to the Indian Institutes of Technology should be raised from the present three years to five years.

3.27. The Committee commend the new scheme recommended by the Special Committee of the Council of the Indian Institutes of Technology for starting summer sessions and, where necessary, parallel semester instructions in various subjects for Scheduled Caste and Scheduled Tribe students who need special coaching. The Committee hope that this scheme will be given effect to immediately.

3.28. The Committee would also like the Ministry of Education and Social Welfare to examine, in coordination with the organisation of the Director General of Backward Classes Welfare of the Ministry of Home Affairs, the feasibility of conducting psychological or other tests to assess the interest, aptitude, intelligence and predilection of Scheduled Caste and Scheduled Tribe students at the

**Higher Secondary stage with a view to pick up such students as may have the aptitude for higher technical training. Such selected students should then be given additional coaching facilities as may be required by them to ensure their admission in the Indian Institutes of Technology and other institutions of higher technical learning.**

(ii) *Post-graduate courses*

3.29. The Committee have been informed that the number of Scheduled Caste and Scheduled Tribe students admitted against the reserved seats in each of the Institutes during the last three years for post-graduate courses is as follows:—

Name of the Institute	Year	Seats reserved for SC/ST in Post-graduate courses	Admission against number of reserved seats
I.I.T., Delhi	1970	Nil	Nil
	1971	12	Nil
	1972	10	3
I.I.T., Bombay	1970	15	Nil
	1971	15	Nil
	1972	15	3
I.I.T., Kanpur	1970	Nil	Nil
	1971	22	4
	1972	16	2
I.I.T., Kharagpur	1970	Nil	1
	1971	Nil	5
	1972	Nil	5
I.I.T., Madras	1970	9	3
	1971	11	2
	1972	14	1
I.I.Sc., Bangalore	1970	Nil 5 (2 on merit)	
	1971	Nil 10 (2 on merit)	
	1972	Nil 14 (2 on merit)	

I.I.T., Kharagpur and I.I.Sc., Bangalore did not have explicit reservation of seats for Scheduled Castes and Scheduled Tribes.



3.30. The total student enrolments for post-graduate courses for the year 1971-72 are as given below:—

Indian Institutes of Technology at	Enrolment in 1971-72	
	Post-Graduate Courses	Research
Kharagpur	384	117
Bombay	487	223
Madras	502	361
Kanpur	403	297
Delhi	432	290
	2,288	1,288

3.31. The Committee pointed out that one of their Study Groups, which visited the Indian Institute of Science, Bangalore, was informed that for the purpose of admission for research in that Institute, there was uniform standard of interview for all the candidates and no concession was given to the Scheduled Caste and Scheduled Tribe candidates. When asked to state the reasons for not judging the Scheduled Caste and Scheduled Tribe candidates with relaxed standards, the representative of the Indian Institute of Science, Bangalore, has informed the Committee during evidence that all Scheduled Caste and Scheduled Tribe candidates, who possessed the minimum qualifications, which the Institute is now contemplating to lower by 5 per cent in relation to Scheduled Castes and Scheduled Tribes, are called for interview. The purpose of the interview is primarily to explain to the candidates the scope of research at the Institute and also the facilities that are available and to suggest to the candidates any special coaching for the preparatory course. He has further informed the Committee that that Institute has never said 'no' to a suitable candidate of Scheduled Castes and Scheduled Tribes for want of a seat so far. The Indian Institute of Science Bangalore, has in 1972-73 taken 15 Scheduled Caste/Scheduled Tribe M.E./M. Tech. courses out of a total of 225 which is better than the intake at any Indian Institute of Technology.

3.32. In so far as admissions to the post-graduate courses by the

Indian Institute of Technology, Kanpur is concerned, the Committee have been given the following information:

	1969	1970	1971
(a) No. of Scheduled Castes and Scheduled Tribes who applied for admission			15
(b) No. of Scheduled Castes and Scheduled Tribes who were offered admission	1	1	4
(c) No. of Scheduled Castes and Scheduled Tribes who actually took admission.	1	1	4

3.33. The Committee find that in the year 1971, for the post-graduate courses, the number of Scheduled Caste and Scheduled Tribe students who had applied for admission was 15 and the number offered admission was only four. Asked to state the reasons for not offering admission to all the Scheduled Caste and Scheduled Tribe students who had applied for the same, the representative of the Ministry of Education and Social Welfare has stated during evidence that for the three combined semesters, 27 candidates had applied for M. Tech. and Ph.D. courses. Out of the 18, who were called for interview, ten came and six were admitted. The rest were found even below the relaxed qualifications.

3.34. When asked whether there was any competitive examination held for the purpose before the interview, the representative of the Ministry of Education and Social Welfare has informed the Committee during evidence that B.Tech. degree is generally enough for an interview. The Director of the Indian Institute of Technology, Kanpur, has explained to the Committee that there is a written test but it is not in the sense of an entrance examination. It is a small test followed by an interview. He has further stated that first the Scheduled Caste and Scheduled Tribe students are taken, and they are given all the relaxations. If the Selection Committee feel that a Scheduled Caste or Scheduled Tribe candidate can, with a little extra care, carry on with the course, he is taken, while others are interviewed by the Selection Committee more thoroughly and then a merit list is made.

3.35. The Committee desired to know the total number of applications received from Scheduled Castes and Scheduled Tribes as well as general candidates for admission to the Post Graduate courses,

semester-wise, by the Indian Institute of Technology, Kanpur, since 1969 and the number of those admitted and the number of candidates who failed to get admission together with the percentage of marks obtained by them. The Ministry of Education and Social Welfare, in a written note furnished to the Committee, have stated that the reservations for the Scheduled Caste/Scheduled Tribe candidates at the Indian Institute of Technology, Kanpur, were started from the 1971-72 semester and separate statistics in respect of such candidates have been kept. The information for the years 1971-72 and 1972-73 is as follows:—

Years	Semester	No. applied	No. selected
1971-72	1st	2576 (12 SC/ST)	314 (4 SC/ST)
	2nd	1295 (2 SC/ST)	123 (nil SC/ST)
1972-73	1st	3187 (13 SC/ST)	324 (2 SC/ST)

3.36. As regards the question of percentage of marks obtained by those who failed to get admission, it has been stated that the admission is not granted purely on the basis of the percentage of marks obtained in the previous qualifying examination. It involves a written test followed by an interview, and various departments use their criteria for calling the candidates for interview. As such, it is not possible to give the percentage of marks secured by the candidates who failed to get admission. It has further been stated that henceforth all the Scheduled Caste/Tribe candidates who possess the minimum qualifications for admission will be called for interview.

3.37. The Committee regret to note that the admission of Scheduled Caste and Scheduled Tribe students for the Post-graduate courses against their reserved seats, which is already as low as 5 per cent at present, is negligible.

3.38. The Committee desire that the Ministry of Education and Social Welfare should review the present admission procedure followed by the Indian Institutes of Technology and the Indian Institute of Science, Bangalore for admission to post-graduate courses with a view to evolve a uniform standard for admission prescribing reasonable relaxations/concessions for Scheduled Caste and Scheduled Tribe candidates.

**(iii) Training of serving teachers**

3.39. The Ministry of Education, Government of India, in their letter No. F. 30|36|63-T. 5 dated the 16th June, 1964 have directed that in the case of teachers belonging to Scheduled Caste and Scheduled Tribe communities, a more liberal policy be adopted by the Institutes in making admissions to post-graduate courses. The Committee desired to know the number of Scheduled Caste and Scheduled Tribe teachers admitted to post-graduate courses by each of the Institutes since these directions were issued by the Ministry of Education. The Ministry of Education and Social Welfare, in a written reply, have given the following information:

I.I.T. Kharagpur	I.I.T. Madras	I.I.T. Bombay	I.I.T. Kanpur	I.I.T. Delhi
No record is maintained	1	1	—	—

3.40. The Committee are not aware of the present total number of Scheduled Caste and Scheduled Tribe teachers serving in educational and technical institutions desirous of equipping themselves with higher academic competence. The Committee are unhappy to note that since 1964, when the instructions to adopt more liberal policy for their admission to post-graduate courses were issued by the Ministry of Education, only two teachers, one each at the Institutes at Madras and Bombay have so far availed of the opportunity. The Committee would like the Ministry of Education and Social Welfare to find out the reasons for such a poor admission figure of Scheduled Caste and Scheduled Tribe teachers to the post-graduate courses and take suitable corrective measures.

**B. Cases of securing admission by producing false certificates**

3.41. Asked whether there had been any case of a general student seeking admission in the Indian Institute of Technology or in the Indian Institute of Science, Bangalore, by producing a false certificate of being a Scheduled Caste or Scheduled Tribe, the representative of the Ministry of Education and Social Welfare has stated during evidence that in 1970, in the Institute of Technology, Bombay, out of the six Scheduled Caste and Scheduled Tribe candidates who qualified, at the time of interview, one was found to be

not belonging to a Scheduled Caste or Scheduled Tribe and he was not offered admission. In 1971, seven Scheduled Caste and Scheduled Tribe candidates qualified, one was detected as not belonging to a Scheduled Caste or Scheduled Tribe. Again in 1972, out of four Scheduled Caste and Scheduled Tribe candidates who qualified, two were found to be not belonging to the Scheduled Castes or Scheduled Tribes.

3.42. In reply to a question, the representative of the Ministry of Education and Social Welfare has stated that at the time of the interview, candidates belonging to Scheduled Castes and Scheduled Tribes are expected to bring the requisite certificate from one of the prescribed competent authorities. If they fail to produce such a certificate, their cases are not considered. He has further stated that the Institutes also examine the authenticity of the certificates and the candidates are given every opportunity to prove their cases.

3.43. On a suggestion made by the Committee that the application form for admission to the Institutes should be suitably amended to include a sort of warning that any one producing a false certificate of being a Scheduled Caste or Scheduled Tribe will be severely dealt with, so that such cases do not occur, the Director Indian Institute of Technology, Bombay, has stated during evidence that a general warning about use of any false certificates is always there in the application forms. A specific warning about false certificate of being a Scheduled Caste or Scheduled Tribe is not incorporated.

3.44. When asked whether production of a false certificate is not a penal offence, the representative of the Ministry of Education and Social Welfare has informed the Committee that it is a juridical issue which can be examined. What type of penal provisions can be made and how they can be enforced must be looked into in consultation with the Ministry of Law and Justice.

3.45. The Committee had, in their Fourteenth Report (Fourth Lok Sabha) on admission and other facilities for Scheduled Castes and Scheduled Tribes in educational institutions, after taking note of the tendency of some students getting admission to medical colleges against reserved seats by producing false certificates, recommended that this practice could not be curbed unless some exemplary punishment was given to persons found guilty. The Committee had also suggested that all the State Governments/ Union Territory Administrations should be asked to initiate criminal proceedings against the concerned persons whenever such

cases come to their notice, besides cancellation of their admission etc.

3.46. The Ministry of Health, Family Planning and Works and Housing and Urban Development in their action taken reply had stated as follows:—

“Normally the punishment for admissions against seats reserved for Scheduled Castes and Scheduled Tribes on the basis of false certificates is that on detection the students concerned are expelled from the college and their admissions are cancelled. Fees paid by them are also confiscated. However, in order to prevent the tendency of securing admissions on the basis of false certificate, the State Governments, etc. have been requested to favourably consider this recommendation.”

3.47. The Committee are concerned to find that there is a tendency among some of the general students to seek admissions to institutions of higher learning by producing a false certificate of being a Scheduled Caste or Scheduled Tribe. This is a serious offence and the Committee recommend that besides cancellation of admission to such a student and forfeiture of his fees etc., criminal proceedings should be instituted against him for cheating/attempt to cheat, as the case may be.

### C. Publicity for concessions for Scheduled Caste and Scheduled Tribe students

3.48. Asked what amount was being spent by the Ministry of Education and Social Welfare on publicity in the schools and colleges to inform the Scheduled Caste and Scheduled Tribe students about the facilities and concessions available to them for their admission in the Indian Institutes of Technology and other Institutions of higher technical learning. The representative of the Ministry of Education and Social Welfare has stated during evidence that a poster is sent to the institutions, which the latter bring to the attention of the Scheduled Caste and Scheduled Tribe students. This is being done once a year, a little ahead of the admission time, but the information is in the nature of standing information which is available with the institutions every year.

3.49. The representative of the Indian Institute of Technology, Madras, had informed the Committee that information about the entrance examination for the Indian Institutes of Technology is

published in 20 newspapers, both in English and the regional languages. He has further informed the Committee that as the students studying in the High Schools do not read newspapers, these posters are sent to the Head of Institutions asking them to display the posters on their notice boards.

3.50. When asked to forward a copy of the instructions issued to the Indian Institutes of Technology for giving publicity to the facilities and concessions to the Scheduled Caste and Scheduled Tribe candidates for taking the entrance examination, the Ministry of Education and Social Welfare, in a written reply, has stated that instructions have been issued to the Indian Institutes of Technology by the Government. No special advertisement material has been issued to publicise the concessions available to the Scheduled Castes/Scheduled Tribes except with regard to the age. However, for 1973 academic year the material containing instructions to candidates clearly spells out various concessions available to the Scheduled Caste/Scheduled Tribe candidates except for relaxation available in respect of marks in the Joint Entrance Examination. A supplementary advertisement for 1973 admission issued in all the approved newspapers clearly mentions the 20 per cent reservation of seats in the total number of seats in the Institutes of Technology for the B. Tech. programme through the Joint Entrance Examination.

3.51. Copies of the advertisement and the supplementary advertisement issued for 1973 admission may be seen at Appendices II and III respectively.

3.52. The Committee suggest that specific number of seats reserved for Scheduled Castes and Scheduled Tribes in each of the Institutes for all the first degree courses and other concessions viz., age concession, Scholarships, concessions in marks, etc. available to them in the matter of admission should also be mentioned in the advertisements for admission.

3.53. The Committee also desire that comprehensive information about the various concessions/facilities available to the Scheduled Castes and Scheduled Tribes for admission in the Indian Institutes of Technology/Indian Institute of Science, Bangalore, should be published in the Information Brochure—Scope and availability of Courses' brought out by these Institutes.

#### D. Scholarships

3.54. The Committee enquired about the scholarships available to the Scheduled Caste and Scheduled Tribe students seeking admission/studying in these Institutes and the details of those scholarships.

The representative of the Ministry of Education and Social Welfare have stated during evidence that there are two categories of scholarships available for Scheduled Caste/Tribe students at these Institutes. One category is of scholarships for Scheduled Caste and Scheduled Tribe students awarded by the State Governments under the Central Scheme of Post-Matric Scholarships for Scheduled Castes and Scheduled Tribes. The second category consists of scholarships awarded by the Institutes themselves from their own funds. The value of the scholarships awarded by the Institutes is uniformly the same for all the Institutes. Formerly, it was Rs. 75/- p.m.

3.55. In a written note furnished to the Committee, it has been stated that scholarships, available under the Government of India Post-matric Scholarships scheme to Scheduled Caste and Scheduled Tribe students, are paid to Scheduled Caste students according to the following Means Test:

*Full Scholarships:*

If parent's|guardian's income does not exceed  
Rs. 300|- per month.

*Two-thirds maintenance charges and full fees:*

If parent's|guardian's income exceeds Rs. 300/- but  
does not exceed Rs. 400|- per month.

*Half maintenance charges and full fees:*

If parent's|guardian's income exceeds Rs. 400|- but  
does not exceed Rs. 500/- per month.

*No scholarship:*

If parent's|guardian's income exceeds Rs. 500/- per  
month.

3.56. It has been further stated that all Scheduled Caste and Scheduled Tribe candidates admitted to Post-Graduate courses are awarded scholarship on par with other students admitted to such courses i.e., Rs. 250|- for M. Tech.|M.E.|Ph.D. in Science and Rs. 400|- for Ph.D. Engineering after completion of M.E.

3.57. Study tour charges upto a maximum of Rs. 100|- per year limited to the actual expenditure incurred by the student on train/bus fares are also paid to the scholars.



3.58. Some scholarships are available also through the Education Directorates of the State Governments concerned. The value of such scholarships is Rs. 75|- per month plus free tuition plus book allowance of Rs. 200|- per year. These are paid subject to satisfactory progress of the candidates.

3.59. When asked whether scholarships are given to the Scheduled Caste and Scheduled Tribe students for the second year if they fail in a class, the representative of the Ministry of Education and Social Welfare has stated during evidence that as he understood from the Directors of the Institutes, the scholarships are continued for the Scheduled Caste and Scheduled Tribe students even if they have to repeat a year or semester because of poor performance.

3.60. Asked whether any additional facilities, like free books, etc. are given to the Scheduled Caste and Scheduled Tribe students, the representative of the Indian Institute of Technology, Bombay, has stated during evidence that there is no special provision for additional funds. He has further informed the Committee that there is a Students' Welfare Fund and assistance is rendered from that fund to the needy students. There is also a Book Bank for needy students. Books are given on loan for the whole year. Students can also avail of some financial assistance by doing some part-time work, which is limited to six hours or so.

3.61. In reply to a question, it has been stated that the Institutes at Bombay, Delhi, Kanpur and Madras have an arrangement to help needy students with part-time employment. When asked about the nature of part-time employment given to under-graduate students, it has been stated that it is mostly part-time job in the library and laboratory to help the readers, supervising staff etc.

3.62. The Committee noted from the Information Bulletin issued by the Indian Institute of Technology, Kanpur, that a fund established by the voluntary contributions of the students and staff of the institute assists students of merit and need who do not receive scholarships from any other sources. Deserving students are given long-term loans of Honour to be repaid after they graduate and start earning. Asked to give the number of students given such assistance by each of the Institutes during the last three years and the number of Scheduled Castes and Scheduled Tribes respectively

among them, the Ministry of Education and Social Welfare in a written note has given the following information:

Name of the Institute	Year	Total No. of students given loans	No. of SC/ST students given loans.
Indian Institute of Science, Bangalore	1970	26	No application
	1971	24	Do.
	1972	21	2
I.I.T., Bombay	1970	90	11
	1971	100	12
	1972	105	11
I.I.T., Delhi	1970	36	1
	1971	38	Nil
	1972	29	1
I.I.T., Kanpur	1970	27	No application
	1971	41	Do.
	1972	22	Do.
I.I.T., Madras	1970	43	2
	1971	55	2
	1972	71	1
I.I.T., Kharagpur	1970	89	No record
	1971	82	is maintained.
	1972	Not yet finalised.	

3.63. It has further been stated that the assistance to Scheduled Caste/Tribe students is in addition to the scholarships that they are receiving. In some cases, the amounts given are repayable after graduation|starting service by these students but in a number of cases the assistance is in the form of out-right grant.

3.64. Asked to state the expenditure per resident student in the hostel per month and whether the amount of maintenance grant given by Government to a Scheduled Caste or Scheduled Tribe student per month is sufficient to meet his monthly hostel expenses, the Ministry of Education and Social Welfare in a written reply has stated that the boarding and lodging expenditure per student in the Institute hostel amounts to an average between Rs. 125/- to Rs. 150/- per month. Since the value of the scholarships awarded for the first degree course does not exceed Rs. 75/- per month, it does not cover the full lodging, board and other personal expenses of a student. This is also the position in respect of all other categories of scholarship holders. At the post-graduate stage, the value of the scholarship being Rs. 250/- per month, it meets the full expenditure that a student has to incur.

3.65. The Committee enquired whether Government had made any assessment of the minimum requirements of the students residing in a hostel so that they could be free from financial worries. The representative of the Ministry of Education and Social Welfare has stated:

“We did examine a couple of months back. We are still collecting some more information. Expenses on boarding and lodging vary from Rs. 120 to Rs. 150. This excludes tuition fee. The Scheduled Caste|Tribe students get free tuition, they are not to pay any tuition fees. The Council has decided to increase the value of the merit-cum-means scholarships to Rs. 100|-. There is one other aspect. If we increase the value of the scholarships here, there will be some repercussions, elsewhere, because there are other institutions like medical colleges, etc. Decisions on the value of the scholarships have to be taken *vis-a-vis* the different categories of institutions. This matter is under the active consideration of the Government.”

3.66. When asked about the steps taken to reduce the mess expenditure to Rs. 100|- or so p.m., the representative of the Ministry of Education and Social Welfare has stated during evidence that at the Indian Institutes of Technology, messes are run by the students themselves. The students have their own mess committees. They decide the menu. The Institutes help the students in bringing down the cost as far as possible. Expenses are kept to a minimum for majority of the messes.

3.67. In reply to a question, it has been stated that cooks, bearers and other services are all paid for by the students. Each Institute provides for a mess supervisor and some clerical assistance for maintaining accounts. The students pay for cutlery etc. It has been added:

“Any further modification that need to be made in the hostel arrangement at the Institutes of Technology in the light of the UGC scheme for the Central Universities, a special committee of the Council of Institutes of Technology was examining the matter.”

3.68. As stated earlier in this Report, the Special Committee of the Council of Institutes after considering the matter, has recommended that all Scheduled Caste and Scheduled Tribe candidates be given free tuition, exemption of hostel seat rent and a scholarship of Rs. 150|- per month to cover board expenses and a book grant of Rs. 300|- per year.

3.69. The Committee note that the Special Committee of the Council of the Institutes of Technology has recommended that all Scheduled Caste/Tribe candidates be given free tuition, exemption of hostel seat rent and a scholarship of Rs. 150/- p.m. to cover board expenses and a book grant of Rs. 300/- per year.

3.70. The Committee hope that the above recommendation of the Special Committee will be implemented from the academic session 1973-74.

3.71. The Committee also hope that the above benefits will be continued for the Scheduled Caste and Scheduled Tribe students even if they have to repeat a year or semester because of poor performance in studies or some other unavoidable circumstances.

## CHAPTER IV

### OTHER FACILITIES

#### A. General Concessions

##### (i) Physical Requirements

4.1. The Committee have been informed that admission to any of the six Indian Institutes of Technology/Science is granted subject to physical fitness as certified by the Medical Board constituted by each Institute.

4.2. Regarding physical fitness, it has been stated that as engineering profession demands good physique and stamina, a candidate who suffers from any organic defect or does not have a sound general health so as to bear the strain of the course which may be heightened in his/her professional life would be well advised not to take up the engineering profession. Candidates are, therefore, advised to get themselves examined by a Registered Medical Practitioner before applying for admission to the Institute to ensure that they are up to the medical standards prescribed for admission, which are given below:—

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Height . . . . .	. . . . .	1.5 m (approx.)	
Weight . . . . .	. . . . .	41 kg. (approx.)	
Chest Measurements . . . . .	. . . . .	69 cm (approx.)	with satisfactory limits of expansion and contraction
Heart and Lungs . . . . .			No. abnormality
Hernia, Hydrocele, Piles, etc.			Presence of any of these is a temporary qualification to be rectified before joining.
Vision	Better eye	Worse	Corrected with glasses
	6/9	6/9	
	6/6	6/12	
Eyes should be free from congenital or other diseases			
Hearing . . . . .			Normal

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4.3. The Committee enquired whether in view of the Social background of the Scheduled Caste and Scheduled Tribe candidates, there is any scope for relaxing these conditions of physical requirements suitably to enable them to qualify in the Entrance Examination. The representative of the Ministry of Education and Social Welfare has stated during evidence that these standards have been laid down on the basis of the physical standards required for the Engineering Services Examination. To what extent the standards laid down by the Union Public Service Commission need to be relaxed in favour of Scheduled Castes and Scheduled Tribes can be gone into.

4.4. The Committee suggest that a review may be made of the medical standards prescribed for admission to Indian Institutes of Technology with a view to see to what extent they can be relaxed in favour of Scheduled Caste and Scheduled Tribe candidates.

4.5. The Committee further suggest that if any Scheduled Caste/Tribe student has to undergo any operation or medical treatment for such diseases as Hernia, Hydrocele, Piles, etc. which are temporary disqualifications for admission, the expenditure on such operation or medical treatment, if any, should be borne either by the Institute or Government.

(ii) *Registration Fee*

4.6. Asked whether any concession is given to the Scheduled Caste and Scheduled Tribe candidates in the matter of registration fee of Rs. 15/- to be sent with the application form for admission to the Indian Institutes of Technology, the representative of the Ministry of Education and Social Welfare who appeared before the Committee for oral evidence has replied in the negative. He, However, informed the Committee that the Institutes would be prepared to consider the question of waiving the registration fee in the case of the Scheduled Caste and Scheduled Tribe candidates.

4.7. The Committee recommend that the Scheduled Caste and Scheduled Tribe candidates should be exempted from payment of the registration fee of Rs. 15/- required to be sent along with the application for admission in the Indian Institutes of Technology.

(iii) *Railway fare to and from the place of residence*

4.8. Asked whether the Scheduled Caste and Scheduled Tribe candidates selected and called for interview are given railway fare to and from the place of their residence for interview, the representative of the Ministry of Education and Social Welfare has informed

the Committee during evidence that for the under-graduate courses no railway fares are paid either way. For the post-graduate courses, the Indian Institute of Technology, Kanpur, pays railway fares and for Ph. D. degree courses all the Institutes pay railway fares.

On a suggestion made by the Committee that the Institutes should offer the railway fare concession on an all-India basis, the representative of the Ministry of Education and Social Welfare has agreed to consider the suggestion.

**4.9. The Committee recommend that railway fare, both ways, should be paid to all the Scheduled Caste and Scheduled Tribe candidates who are selected for admission to the first degree or post graduate courses and called for interview as is presently being done in the case of Ph.D. Degree courses.**

### B. National Service Scheme

4.10. The Committee asked about the details of the National Service Scheme recently introduced in the Indian Institutes of Technology and also enquired whether any special benefits accrued therefrom to the Scheduled Castes and Scheduled Tribes. The representative of the Ministry of Education and Social Welfare has informed the Committee during evidence that Indian Institute of Technology, Kharagpur, is one of the three all-India Institutes which is coordinating the National Service Scheme. The Indian Institute of Technology, Kharagpur, is providing guidelines to the Universities and Colleges for organising National Service Scheme programme. It is involved in the task of producing literature on worthwhile programmes. The literature published by the Kharagpur unit contains useful hints on low cost housing, rural sanitation, agricultural techniques etc., which, if implemented, would benefit the Scheduled Castes and Scheduled Tribes and Backward communities in general. The programme activity of the unit is being organised in villages inhabited by such people, and it includes making of roads, wells, schools and club houses, location of sources of underground water, etc.

4.11. In a written note furnished to the Committee by the Ministry of Education and Social Welfare it has been stated that the Social services rendered by the University students covers many aspects like adoption of a village by a University for intensive social uplift work, carrying out of social-medical surveys, setting

up of medical centres, imparting training to rural women in sewing, embroidery and knitting etc. Work in the urban areas ranged from social service to slum dweller, mass immunization and sanitation drives, running of welfare centres, adult education programmes for the poorer sections of the community, blood donations and campaign work in slum areas. Social service under this scheme is also rendered in the form of help to patients in hospitals, inmates of the orphanages, Cheshire Homes and Welfare institutions for the Physically handicapped. Work projects were also carried out. The most important social service rendered during the year 1971-72 was in Central refugee camps set up for refugees from Bangla Desh. Batches of National Service Scheme students from various Universities served in those camps for 10 to 15 days at a time by rotation. While proceeding to the refugee camps, the National Service Scheme students also collected donations in cash and kind for the refugees.

4.12. It has been further stated that the National Service Scheme acts as a catalytic agent for promotion of various programmes for the benefit of the community. The main emphasis will be to focus attention on eradication of adult illiteracy, provision of drinking water supply in the villages, rural electrification, minor developmental projects in the rural areas and improvement of the conditions in the slum areas. The service of National Service Scheme volunteers will be utilised mainly for the adult literacy programme in the Nehru Yuvak Kendras being set up in each district. The Government has also sanctioned a scheme for the establishment of 16 Sri Aurobindo Bal Kendras in the slum areas in the cities of Calcutta, Bombay, Delhi, Madras, Hyderabad, Bangalore and Ahmedabad. The programme for education and recreation in each Bal Kendra will be developed and executed by the students enrolled in the National Service Scheme assisted by the teachers of nearby colleges.

4.13. The representative of the Ministry of Education and Social Welfare has further stated during evidence that a recent week-long camp organised by the Unit near Kashiari, about 30 Kms from the Kharagpur unit, was devoted primarily to building of dwelling houses made of angled iron structures, prefabricated houses for the Adivasis. Members of the Scheduled Castes and Scheduled Tribes were almost exclusively the beneficiaries of the Unit's activities.

4.14. When asked whether there was any proposals to introduce this scheme in all the I. I. Ts, the representative of the Ministry of



Education and Social Welfare has stated that the National Service Scheme is not a compulsory scheme; it is a voluntary scheme. Not only in Indian Institutes of Technology but all over the country, the National Service Schemes has generally good response. The intention is to develop the scheme on a voluntary basis in a big way by involving as many institutions as possible, and also consistently with resources. He added: 'I do not think all the I.I.Ts have opted for it yet.'

4.15. He has further informed the Committee that Government have been thinking in the context of the Fifth Five Year Plan of mobilising students for eradication of illiteracy as part of their education career. There is a proposal that the national service concept and the youth development concept should be harmonised with the academic performance also so that there is greater motivation for youth to adopt this strategy, under-take programme and produce results. Government are also thinking whether it can be made compulsory and what are to be the constitutional parameters within which compulsion can be brought about.

4.16. Asked to state whether any incentive or financial assistance is given by the Central Government to the Institutions to start this scheme, the representative of the Ministry of Education and Social Welfare has stated during evidence that for every project that is undertaken under the scheme the cost of the material used and expenditure incurred thereon is met by the Central Government.

4.17. In a note furnished to the Committee by the Ministry of Education and Social Welfare it has been stated that owing to constraint of resources the Ministry has been asked to implement the National Service Scheme|National Sports Organisation Scheme on a selective and voluntary basis, at a cost of Rs. 6.5 crores during the Fourth Plan. Of this, Rs. 5 crores are meant for the National Service Scheme programme and the balance of Rs. 1.50 crores for National Sports Organisation. The *per capita* cost has been estimated at Rs. 150 per year, the Central share being Rs. 100 and the States' Rs. 50. The Universities have been allowed to utilise Rs. 120 (Rs. 70 of the Centre's share and Rs. 50 being the State's share) per student per year for the promotion of the programme. This grant of Rs. 120 per National Service Scheme student per year is to be spent by the University mainly as under:

- Rs. 20—for organisational and overhead expenses.
- Rs. 60—for camp expenditure @ Rs. 4 per day for 15 days, and
- Rs. 40—for procurement of assets like tents, utensils, implements, vehicles etc.

The balance of Rs. 30 is to be spent by the Union Government towards grants to various schools of Social work which have attached to various Universities to give orientation training to National Service Scheme teachers, develop the programme and organise all India camps and also for grants to three designated Institutes, viz. the Tata Institute of Social Sciences, Bombay, The Delhi School of Social Work, Delhi, and the Indian Institute of Technology, Kharagpur, for research and evaluation, for producing literature, necessary for the National Service Scheme programme.

4.18. The amount spent on this scheme during 1971-72 and provision made for the years 1972-73 and 1973-74 is as follows:—

Actual expenditure in 1971-72 . . . . .	Rs. 57.88 lakhs
Provision for 1972-73 . . . . .	Rs. 89.87 lakhs
Proposed provision for 1973-74 . . . . .	Rs. 76.54 lakhs.

4.19. The Committee commend the National Service Scheme and hope that the programmes will be so arranged that areas predominantly inhabited by the weaker sections of the society are benefited. To avoid duplication of schemes, the Committee would like that the programmes, under the scheme, should be planned in consultation with the State Social Welfare Boards.

### C. Placement Offices

4.20. A Study Group of the Committee during its visit to the Indian Institute of Technology, Madras, has been informed that there is a Placement Office in that Institute. It is headed by a senior Professor and serves as an Employment Assistance Bureau and also maintains liaison with various industrial undertakings, both in the Public and Private Sectors. Every year the Officers of the Defence Services visit the Institute by arrangement with the Placement Office for addressing pre-final and final year students, explaining to them the job opportunities in the Defence forces followed by an interview of candidates who wish to be considered for employment. In addition, every year leading Organisations like the Delhi Cloth Mill, Tata Electric Locomotive Company, Larson & Toubro, Voltas, Associated Cement Company, Union Carbide, Metal Box, S.K.F., Guest Keen Williams, MICO etc. conduct interviews under arrangement with the Placement Office for selection of trainees in their organisations for suitable employment later. On an average, over 100 organisations, both in the Private and Public Sectors, send to the Institute information regarding job opportunities in their organisations

for recommending suitable qualified candidates for selection. In addition over 30 to 40 organisations arrange to visit the Institute for conducting interviews in the campus, particularly, during the period January to May, every year. The Placement Office keeps in touch with as many industries and other organisations as may require technically qualified personnel and furnishes them with information as to the courses offered with specialisations in the various branches to enable them to have a detailed view of the potential talent available from among the graduates of the Institute. Several Organisations requiring specially qualified candidates contact the Placement Office for recommending candidates with specialised training. The services of the Institute Placement Office are open to all graduates passing out of the Institute.

4.21. In addition, the Placement Office also arranges for the practical training of students in various industries during the winter and summer vacations which, while enabling the students to acquire practical experience, also serves to help the industries in making use of their services and assessing their potential.

4.22. Asked whether the other Institutes also have similar Placement Offices to help qualified students to get employment, the representative of the Indian Institute of Technology, Bombay, has stated during evidence that there is a Placement Office in the Institute at Bombay where special efforts are made to get employment to qualified students. This process continues throughout February and March; and, generally, almost all students get employed. Some of the students go abroad, or find employment before December, at the latest. A few students do not find employment because they have their own preferences. He has further stated that there has not been any unemployment so far.

4.23. Asked whether any track was kept of the students who had passed out to see that they had been gainfully employed, the representative of the Institute of Technology, Bombay, has informed the Committee that the Institute has an alumni association. The Institute also maintain a list of their names and a record pertaining to every year, of the employment obtained for them through the Placement Office and the opportunities for getting employment in various places. The Institute also gets information from those of the alumni who have set up their own industries.

4.24. The Committee in their Seventh Report (Fifth Lok Sabha) on the Ministry of Defence (Department of Defence Production) had recommended that for purposes of recruitment, the Defence,

Public Sector Undertaking should notify their requirements to the Placement Officers in the various Institutes of Technology so that students passing out from those Institutes could offer themselves for employment in Defence Undertakings. The Government of India, while accepting this recommendation of the Committee, had requested the Defence Undertakings to take necessary action to reflect their requirements annually to the Placement Officers in the various Institutes of Technology and take full advantage of their services in order to see that the reservations in regard to Scheduled Castes/Tribes are complied with, as far as possible.

**4.25. The Committee recommend that all the Indian Institutes of Technology/Science should maintain complete record of the Scheduled Caste and Scheduled Tribe students receiving education in their respective Institutes and also about their placement after completion of their education.**

**4.26. The Committee would urge that all the employing agencies, both in the Public and Private Sectors, should be asked to identify the categories of technical posts, that they require to be filled up by Scheduled Castes/Scheduled Tribe candidates, the type of professional skills and knowledge they need and feed this information back to the Indian Institutes of Technology/Science.**

## CHAPTER V

### RESERVATIONS IN SERVICES

5.1. Regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Institutes, The Committee have been informed during evidence that the Institutes are governed by their own Acts and statutes.

5.2. Section 25 of the Institutes of Technology Act, 1961 lays down the following procedure in this respect:

“All appointments on the staff of any Institute, except that of the Director, shall be made in accordance with the procedure laid down in the Statutes, by—

(a) The Board, if the appointment is made on the academic staff in the post of Lecturer or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds six hundred rupees per month;

(b) by the Director, in any other case.”

5.3. Statute 12(2) of the Institutes of Technology provides as under:

“While making appointments, the appointing authority shall take into consideration the claims of the members of Scheduled Castes and Scheduled Tribes consistently with the maintenance of efficiency of administration and the teaching at the Institute.”

5.4. The Council of the Institutes had decided in 1964 that the directives of the Ministry of Home Affairs in regard to reservation of posts for Scheduled Castes and Scheduled Tribes should be adopted in all the Institutes with the proviso that such a reservation would not apply to academic and research posts. The Council reiterated its decision at its subsequent meeting held in October, 1965. This decision was in line with the Ministry of Home Affairs' decision of 1964.\* The Ministry of Education and Social Welfare have issued, in December, 1970, instructions to all the Institutes of Technology and the Indian Institute of Science, Bangalore, for reservation of posts, other than academic and research, for the Scheduled Castes and Scheduled Tribes in the manner prescribed by the Ministry of Home Affairs. The Ministry of Education and Social Welfare have further clarified

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\**Vide* Ministry of Home Affairs O.M. No. 9/2/63 SCT (1), dt. 17th July, 1964 regarding reservation in services for Scheduled Castes and Scheduled Tribes Exemption of scientific and technical posts.

to the Institutes of Technology that instructions issued by the Ministry in December, 1970 regarding reservation of posts will apply to all posts in Class III and Class IV, and even in Class II, where a post could not be described or defined as academic or research.\*

5.5. When asked about the reservation in Class I and II categories of posts, the representative of the Ministry of Education and Social Welfare has stated during evidence that under the specific provision of Statute, while making appointments, the appointing authority takes into consideration the claims of the members of the Scheduled Castes and Scheduled Tribes and added "the present practice in the Institutes is that if there are two candidates of equal merit, preference is given to the candidate belonging to the Scheduled Castes and Scheduled Tribes community." Clarifying the point further, the Director of the Indian Institute of Technology, Bombay, has stated:

"For every post for which we appoint a selection committee, we bifurcate the applications into two categories; while calling for interview we make very little distinction so far as the Scheduled Caste candidates are concerned. In other cases, we call a much smaller number. But wherever it is possible we try to give these candidates a little extra consideration, we have given them a chance. We are processing it like this in almost every case."

5.6. The procedure followed by the Indian Institutes of Technology and Indian Institute of Science, Bangalore in regard to reservations for Scheduled Castes and Scheduled Tribes in the services of the Institutes, as explained to the Study Groups of the Committee during their visits to these institutions during June-July, 1972, is given below:

*"I.I.T., Madras*

As prescribed by the Government of India the orders of reservation of Scheduled Castes and Scheduled Tribes in the appointments are followed. In all advertisements for posts, where reservation orders apply, this fact is clearly mentioned. For other posts also where even though reservation does not apply it is mentioned that preference will be given to Scheduled Caste|Tribe

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\*At the stage of factual verification, the Ministry of Education and Social Welfare (Department of Education) have stated as follows:

*"Indian Institute of Science, Bangalore*

Since 1956 Government of India orders were being forwarded to them to consider the advisability of following the rules for reservation as applicable to Central Government employees.

The orders issued by the Ministry of Education and Social Welfare in 1970 are based on Ministry of Home Affairs O.M. No. 17-4/69—EST(SCT), dated 3-2-1970 and O.M.No. 38/3/70-EST.(SCT), dated 16-4-1970."

candidates subject to other things being equal. In the case of posts where reservation does not apply, Scheduled Caste|Tribe candidates are given preference in being called for interview even though others having only minimum qualifications are not called for interview."

(ii) *"I.I.T., Bombay*

The procedure adopted is that all posts are to be filled by advertisement through the process of selection. In order to implement orders regarding reservation of posts for Scheduled Caste|Tribe candidates, in every advertisement and every requisition to the Employment Exchange for posts other than faculty appointments, a specific indication is given that certain number of posts are reserved for candidates belonging to Scheduled Caste|Tribe. In addition, copies of the advertisement are also sent to the organisations connected with the welfare of Scheduled Caste|Tribes."

(iii) *"I.I.T., Kharagpur*

So far as teaching posts are concerned, there is no reservation. So far as non-teaching posts are concerned, the Institute follows the directives of the Government of India as far as practicable.

In respect of Class IV staff, over the last three years the entire recruitment is restricted to those who are already working as casual labour.

In respect of Class III staff, the posts as and when fall vacant are filled by departmental promotion as per policy of the Board of Governors.

In respect of Class II posts, 50 per cent of the posts falling vacant are filled on the basis of departmental promotion and the remaining from outside and in respect of these appointments only there is scope for following the Government of India rules."

(iv) *"I.I.S., Bangalore*

From September, 1956, other things being equal, the Institute was giving preference to members of Scheduled Castes|Tribes in the matter of recruitment.

From April, 1971, the Institute is following the reservation of posts in accordance with the Government of India communication No. F. 14-45/70.T.6 dated the 22nd December, 1970 and has drawn up rosters following this. The reservation is made applicable to the following categories of staff;

- (1) Administrative Staff
- (2) Medical Staff
- (3) Technical Staff
- (4) Maintenance Staff

The reservation is not applicable to posts for conducting research or for organising, guiding and directing research. Accordingly, it is not being applied to the Academic staff which consists of:

- (1) Director
- (2) Professors
- (3) Associate Professors
- (4) Assistant Professors
- (5) Librarian
- (6) Lecturers
- (7) Senior Scientific Officers
- (8) Scientific Officers
- (9) Flight Instructor
- (10) Senior Research Assistant/Senior Scientific Assistants.'

5.7. The staff strength of the Institutes and the number of Scheduled Castes and Scheduled Tribes among them as furnished\* to the Study Groups of the Committee by the Indian Institutes of Technology Bombay, Kharagpur, and the Indian Institutes of Science, Bangalore, is given in *Appendix IV*.

5.8. The total number of vacancies which arose in the services of the Indian Institute of Science, Bangalore, after 1970 and the number of Scheduled Castes and Scheduled Tribes recruited against the

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\*At the stage of factual verification, the Ministry of Education and Social Welfare (Department of Education) have on 18-1973 furnished statements showing the staff position in the Indian Institutes of Technology and the Indian Institute of Science, Bangalore. These have been reproduced at *Appendix V*.



reserved vacancies as furnished\* by the Institute to one of the Study Groups of the Committee during its visit to that Institute is given in Appendix VI.

5.9. From the recruitment figures furnished by the Indian Institute of Science, Bangalore to one of the Study Groups of the Committee, the Committee notice that since 1st April, 1971 out of 165 vacancies which arose in the Institute, 29 posts for Scheduled Castes and 12 posts of Scheduled Tribes were reserved and against those reserved posts only 9 Scheduled Castes and nine from Scheduled Tribes were recruited. These filled posts, except two, belonged to the categories of Helpers, Attendants and Cleaners. The Committee enquired about the poor representation of the Scheduled Castes and Scheduled Tribes against the reserved posts and wanted to know the steps taken to augment the intake of the Scheduled Caste and Scheduled Tribe candidates in all categories of posts reserved for them.

5.10. The Ministry of Education and Social Welfare in a written note furnished to the Committee have stated that posts reserved for Scheduled Caste and Scheduled Tribe candidates, for which Scheduled Caste and Scheduled Tribe candidates are not available, have been de-reserved under orders of the Director and temporary appointments have been made for one year. Such posts are re-advertised by the end of one year only for Scheduled Caste and Scheduled Tribe candidates. If, however, suitable Scheduled Caste and Scheduled Tribe candidates are not again available, they are de-reserved once again and temporary appointments made for one more year. This procedure is repeated for 3 years before the vacancies are finally filled up by the general candidates.

5.11. For augmenting the intake of Scheduled Castes and Scheduled Tribes in various categories of posts for which reservations are effective, the Ministry have stated that the matter regarding relaxation of qualification standards followed with in-service training is under consideration.

5.12. Asked about the machinery or checks devised to ensure that the reservations made in favour of the Scheduled Castes and Scheduled Tribes are actually fulfilled, the representative of the Ministry of Education and Social Welfare has stated during evidence that each Institute of Technology, the Director the Registrar and the Administration in charge keep complete track of the reservations made and how these reservations are being filled. It has been further stated that the Directors themselves are in-charge of this

\*At the stage of factual verification, the Ministry of Education and Social Welfare (Department of Education) have on 18-7-1973 furnished statements showing recruitments made and the intake of Scheduled Castes and Scheduled Tribes in the services of the Indian Institutes of Technology and the Indian Institute of Science, Bangalore, every since the reservation orders were adopted by these Institutes. These have been reproduced at Appendix VII.

and they will like to ensure that these instructions are strictly followed.

5.13. When asked whether Rosters, as required under the Ministry of Home Affairs' instructions, are being maintained at the Institutes, the representative of the Ministry of Education and Social Welfare has replied in the affirmative.\*

5.14. The Committee regret to find that although the Council of the Institute of Technology had decided, as early as in 1965, that directives of the Ministry of Home Affairs (now Cabinet Secretariat-Department of Personnel and Administrative Reforms) in regard to reservation of posts for Scheduled Castes and Scheduled Tribes should be adopted by all the Institutes, the instructions by the Ministry of Education and Social Welfare in the matter were actually issued to the Indian Institutes of Technology and the Indian Institutes of Science, Bangalore, in December 1970. The Committee are not satisfied with the casual manner in which the matter regarding reservations for Scheduled Castes and Scheduled Tribes has been dealt with by the Ministry of Education and Social Welfare.

5.15. The Committee are distressed to note that the representation of the Scheduled Castes and Scheduled Tribes in the services of the Indian Institutes of Technology and the Indian Institute of Science, Bangalore is negligible. The Committee would like the Council of the Institutes to take note of the poor representation of the Scheduled Castes and Scheduled Tribes in the services of the Institutes against the quota reserved for them and adopt speedy and effective measures to ensure their due representation in the services of the Institutes, both academic and administrative.

5.16. The Committee regret to note that even the basic fundamental step of maintaining Roster which is the only mechanism to gauge the representation of Scheduled Castes and Scheduled Tribes in the services of the Institutes against the reserved vacancies, has not been taken by the Institutes. The Committee hope that this will now be done.

NEW DELHI:  
July 12, 1973

Asudha 21, 1895 (Saka)

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

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\*At the stage of factual verification, the Ministry of Education and Social Welfare (Department of Education) have stated 'the Institutes are maintaining registers not the rosters..'

## APPENDIX I

(Vide para 2.7 of the Report)

No. F.30-36|63-T.5

GOVERNMENT OF INDIA

MINISTRY OF SCIENTIFIC RESEARCH & CULTURAL AFFAIRS

New Delhi, the 8th August, 1963.

To

1. All the Universities conducting Post-Graduate Courses.
2. All the Institutions conducting Post-Graduate Courses and Research.
3. All State Governments.

SUBJECT:—*Reservation of seats for Scheduled Castes and Scheduled Tribes in Post-Graduate Courses in Engineering and Technology.*

Sir,

As you may be aware, there is at present no reservations of seats for admission to various post graduate courses in Engineering and Technology for Scheduled Castes and Scheduled Tribes candidates. Some seats are, however reserved for Scheduled Castes and Scheduled Tribes for admission to Degree and Diploma Courses in Engineering and Technology.

2. The question whether any such reservation be made for admission to post graduate courses also, has been considered by the Central Government in all its aspects and the Central Government is of the view that in order to give encouragement and incentives to Scheduled Castes and Scheduled Tribes for advance studies, a small number of seats—say about 5 per cent may be reserved for them in each post graduate course subject to the condition that the Scheduled Caste/Scheduled Tribe candidates should have passed the

qualifying examination (i.e., Bachelor of Engineering or its equivalent in the appropriate field) in the First Division or Secured at least 60 per cent of marks.

3. I am, therefore, to request that the above suggestion of the Central Government may kindly be kept in view while regulating admissions to post graduate courses in Engineering and Technology.

4. I am also to request that the action taken by the State Government|University|Technical Institutions on the above suggestion of the Central Government may kindly be communicated to this Ministry in due course.

The receipt of this letter may kindly be acknowledged.

Yours faithfully,

Sd/-

(M. V. D. NAIR),

*Assistant Education Adviser (Tech.)*

## APPENDIX II

(Vide para 3.51 of the Report)

Advertisement

### INDIAN INSTITUTES OF TECHNOLOGY

BOMBAY, DELHI, KANPUR, KHARAGPUR AND MADRAS AND B.H.U.  
INSTITUTE OF TECHNOLOGY, VARANASI

#### ADMISSION NOTICE—1973

Admission to the first year classes of the following courses will be made on the basis of the Joint Entrance Examination to be held on 3rd and 4th May, 1973.

- (i) 5 year Degree course in Aeronautical, Agricultural, Chemical, Ceramic, Civil, Electrical, Electronics and Electrical Communications, Mechanical, Metallurgical and Mining Engineering, Architecture, Naval Architecture and Textile Technology.
- (ii) 3½ years integrated B.Sc. (Hons.) M.Sc. courses in Chemistry, Mathematics, Physics, Applied Geology and Exploration Geophysics,
- (iii) 4 years B. Pharm, course in Pharmacy.

Candidates who have passed or are due to appear at the Pre-University examination with Chemistry, Mathematics and Physics, or any other examination recognised by the Institutes as equivalent thereto, are eligible to appear for the Joint Entrance Examination.

Candidates must not be more than 21 years of age on the 1st October, 1973 (relaxed by 3 years for those belonging to the Scheduled Castes/Tribes, repatriates, new migrants, and foreign students).

LAST DATE FOR ISSUE OF APPLICATION FORMS	21-2-1973
LAST DATE FOR RECEIPT OF COMPLETED APPLICATION FORMS	28-2-1973

Detailed instructions regarding availability of courses in each Institute and application forms can be had from the following address either in person or by sending a self-addressed envelope of at least 28X13 cms. bearing 50 p. stamps (plus 5 p. Refugee Relief).

Assistant Registrar (Academic), IIT, New Delhi-110029.

## APPENDIX III

(Vide para 3.51 of the Report)

Supplementary Advt. 1973.

### INDIAN INSTITUTES OF TECHNOLOGY

Bombay, Delhi, Kanpur, Kharagpur and Madras.

#### ADMISSIONS TO THE SESSION 1973-74

##### *Reservation of seats for Scheduled Castes/Tribes candidates*

1. Twenty per cent of the seats in the Institutes are reserved for candidates belonging to Scheduled Castes/Tribes, who have passed the Pre-University Examination or an equivalent examination. They should have taken Mathematics, Physics and Chemistry as separate subjects.

2. Scheduled Caste/Tribe candidates interested in joining the Institutes should appear at the Joint Entrance Examination to be conducted on May 3 and 4, 1973. They will be admitted on the basis of their performance in the J.E.E., upto the limit of the reserved seats.

3. The normal upper age limit of 21 years on October, 1973, will be relaxed for the Scheduled Caste/Tribe candidates.

4. Scheduled Caste/Tribe candidates who are due to appear or have appeared at the qualifying examination are also eligible to sit for the Joint Entrance Examination.

5. The last date for receipt of completed application forms is March 10, 1973.

For details and application forms, apply to:

1. Assistant Registrar (Academic), IIT New Delhi—110029.

## APPENDIX IV

(Vide para 5.7 of the Report)

*Staff in Position and the number of Scheduled Castes and Scheduled Tribes in the Institutes, as reported to the Study Groups of the Committee during their tours in June-July, 1972.*

(i) *I.I.T., Bombay*

S. No.	Category	Staff in position	No. belonging to S. C.	No. belonging to S.T.	Remarks
I.	Director	1			
II. <i>Academic Staff (Vacation)</i>					
	Professor	34	..	..	Excluded from the purview of reservation orders.
	Assistant Professor	86	..	..	
	Lecturers (including Asso. Lecturers)	155	..	..	
III. <i>Academic Staff (Non-Vacation)</i>					
	W/Shop Supdt., Librarian, S.R.A./J.T.A.	47			
IV. <i>Technical Staff</i>					
	I. <i>Supervisory</i>				
	Asstt. W/S Supdt, Foreman, W/S Supervisor etc.	32	..	..	..



S. No.	Category	Staff in position	No. belonging to S. C.	No. belonging to S. T.	Remarks
	2. Others : S.T.A./J.T.A. Draughtsman, P.T. Instructors etc.	197	5	1	
V.	Skilled Workers Mechanics etc.	334	17	1	
VI.	Administrative Staff	15	..	..	..
	1. Officers : Registrar, A.R. etc.				
	2. Supervisory Staff : Supdts., Office Assnts., Accountants, Security Officers etc.	43	1	..	..
	3. Clerical & allied cadres UDCs, LDCs, Storekeeper etc.	314	18	..	..
VII.	Class IV staff	313	79	2	
	Attendants, Helpers Laskars, Labourers etc.	62	18		
	Persons etc.	20	6	..	..
	Malis	146	5	..	..
	Watchman/Darwan				

(ii) *I.I.T. Kharagpur*  
Staff as on 1-1-1972.

Class of posts	Total No. of staff	No. of Scheduled Castes	No. of Scheduled Tribes.
I . . . . .	458	4	3
II . . . . .	11	3	..
III . . . . .	833	45	6
IV . . . . .	565	166	14

(iii) *Indian Institution of Science, Bangalore.*

S.No.	Category	Total in position	In position	
			Scheduled Caste	Scheduled Tribe
1.	Academic . . . . .	317	I (Exempted)	..
2.	Group I . . . . .	109	..	..
3.	Group II . . . . .	58	..	..
4.	Group III . . . . .	80	1	..
5.	Group IV . . . . .	74	6	..
6.	Group V . . . . .	77	..	—
7.	Group VI . . . . .	92	1	..
8.	Group VII . . . . .	122	3	..
9.	Group VIII . . . . .	128	7	..
10.	Group IX . . . . .	38	2	..
11.	Group X . . . . .	359	89	..
	TOTAL . . . . .	1454	110	..

APPENDIX V

(Vide foot note to para 5.7 of the Report)

Statement showing the staff strength in the Institute

I. Staff position of Indian Institute of Technology: Kanazogpur as on 1-4-1912.

Grade	Category of posts	Total No. of employees		Percentage		Shortfall		
		SC	ST	SC	ST	SC	ST (Percentage)	
I	2	3	4	5	6	7	8	9
I	Academic Administrative	(Academic posts are exempted from reservation)						
		14	1		7.1%	0%	7.1%	7.5%
II,III	Technical Clerical and Other supporting Staff.	775	49	7	6.3%	9%	8.7%	6.6%
IV	Class IV staff	621	177	15	28%	2.3%	No short fall but % is in excess by 13	5.2%

INDIAN INSTITUTE OF TECHNOLOGY BOMBAY

Class I & II Not furnished]

Class -III

Rs. 325-575 Jr. Supdt. . . . . 9

Rs. 325-575 Security Officer . . . . . 1

Rs. 270—575	Accountant . . . . .	5
Rs. 270—435	Cashier . . . . .	3
Rs. 210—530	Assistant . . . . .	19
Rs. 210—425	Stenographer . . . . .	11
Rs. 210—425	Chief-Store-Keeper . . . . .	2
Rs. 210—425	Assistant Security Officer . . . . .	2
Rs. 180—440	Assistant Acctt. . . . .	10
Rs. 200—500	Physical Trg. Inst. . . . .	3
Rs. 175—375	Chief Machine . . . . .	1
Rs. 180—320	Mech. Gr. 'A' . . . . .	58
Rs. 180—380	Overseer . . . . .	8
Rs. 180—320	Draftsman Gr. I . . . . .	1
Rs. 150—320	Store-Keeper . . . . .	22
Rs. 150—320	Stock Verifier . . . . .	1
Rs. 150—380	Care-taker . . . . .	2
Rs. 150—320	Jr. Cashier . . . . .	4
Rs. 325—575	Asstt. Librarian . . . . .	6
Rs. 150—320	Lib. Assistant . . . . .	9
Rs. 325—575	Sr. Tech. Asstt. . . . .	46
Rs. 210—425	Tech Asstt. . . . .	70

	1	2	3	4	5	6	7	8	9
Rs. 150—320	Sr. Lab. Asstt.	.	.	.	.	.	.	.	7
Rs. 150—205	Mech. Gr. 'B'	.	55	1					
Rs. 150—280	Nurses	.	6						
Rs. 150—205	Computer Operator (Mech. Gr. 'B')	.	1						
Rs. 110—155	Computer Opr.	.	10						
Rs. 130—300	U.D.C.	.	28						
Rs. 130—300	Asstts. Care-taker	.	1						
Rs. 130—300	Acctts. Clerk	.	18	2					
Rs. 130—300	Jr. Stenographer	.	20						
Rs. 130—240	Compounder	.	5						
Rs. 130—300	Tele-Operator (Sr. Grade)	.	1						
Rs. 110—180	Steward	.	2						
Rs. 110—180	Steno-typist	.	1						
Rs. 110—180	L. D. C.	.	95						
Rs. 110—200	Lab. Assistant	.	21	1					
Rs. 110—180	Tele. Operator	.	5						
Rs. 110—155	Head Chowkidar	.	6						
Rs. 110—155	Mech. Gr. 'C'	.	152	17					

Rs. 110—200	Tracer/Estimator	3	..	..	..
Rs. 110—139	Driver	29	1	..	..
Rs. 110—131	Work Asstt.	15			
Ps. 110—125	Gestetner Opr. Gr. I	1			
Rs. 110—180	Mid-wife	3		..	
Rs. 125—155	Electrician	11	..	..	..
Rs. 85—128	Engine Driver	29	3	1	..
TOTAL		818	26	1	3.1% .12% —11.9% —7.38%
<hr/>					
Class IV					
80—110	Gestetner opr. Gr. II	4	..	..	..
80—110	Dresser	2	..	..	..
75—95	Lift Operator	3	1		..
75—95	Daftri	12	1		
75—95	Cleaner	7			
75—95	Jamadar	2			
75—95	Cook	5		..	..
70—85	Store Attendant	2	..		
75—95	Lab.Attendant	67	2		
80—110	Lib. Attendant	24	1	..	..

1 2 3 4 5 6 7 8 9

75-95	Binder	1							
75-95	Compositor .	2							
70-85	Sweeper	145							
70-85	Ward boy .	9							
70-85	Ayah .	5							
70-85	Mazdoor	47							
75-95	Bearer	4							..
70-85	Labour/Lashkar .	4							
70-85	Sotre Attendent Gr. II .	2		..					..
70-85	Hostel Attendent .	2							
70-85	Attendant .	5							
70-85	Peon	106							
	Chowkidar	120							
	Mali	95					249	3	..
	Helper	199							

TOTAL . 874 254 3 29% +14% -7.16%

### III. INDIAN INSTITUTE OF TECHNOLOGY : MADRAS

As on 1-1-1972

Category of post	Grade Rs.	Total No. of employees		No. of employees		Percentage		Short-fall	
		SC	ST	SC	ST	SC	ST	SC	ST
I	2	3	4	5	7	8	9		
<i>Excluded Posts</i>									
Director	2000-2500	1							
Dy. Director	1600-1900	1							
Professor Sr. Sc.	1600-1800								
Ordinary	1600-1600	38							
Associate Prof.	1100-1300								
Assistant Prof. (including Workshop Supt.)	700-1250	66							
Lecturer (including Scientific Officers/Research Assistant)	400-950	120		1					
Associate Lecturer	375-650	65							
<b>TOTAL</b>		<b>291</b>		<b>1</b>					
<i>Others A: Not employed</i>									
Librarian	1100-1600	1							
S. T. A.	325-575	75							



I

	2	3	4	5	6	7	8	9
Tech. Assistant	210-425	33						
Registrar .	1100-1500	1	..			..		..
Dy. Registrar	700-1250	..	..			..		..
Asstt. Registrar	400-950	2						
Stores Officer .	400-950	1						
Sr. Asst. Librarian	400-950	..						
Audit Officer .	400-950	1				..		
Account Officer	590-900	1	..	..		..		
Medical Officer	325-800	4				..		..
Superintendent	350-650	3						
Sr. P. T. I. .	375-650	..						
Asst. Engineer	350-900	6						
Horticultural Superintendent .	350-900	1						
Jr. Superintendent .	325-575	2				..		
Security Officer .	325-575	1	..			..		..
Accountant	270-575	5	..			..		..
Auditor .	270-575	2	..		..	..		..
Cashier .	270-435	1	..	..	..	..	..	..

Liaison Officer	.	.	.	325—575	..	..	..	..	..	..
Chief Storekeeper	.	.	.	270—425	1	..	..	..	..	..
Stenographers	.	.	.	210—425	5	..	..	..	..	..
Asst. Librarian	.	.	.	325—575	4	..	..	..	..	..
P. T. I.	.	.	.	200—500	4	..	..	..	..	..
Foreman	.	.	.	370—575	26	..	..	..	..	..
Workshop Supervisor	.	.	.	250—470	12	..	..	..	..	..
Mechanic A	.	.	.	180—320	77	5	..	6.5	..	..
Head Electrician	.	.	.	15—205	2	..	..	..	..	..
Mechanic C	.	.	.	110—155	76	8	..	10.5	..	..
Punch Operator	.	.	.	110—155	..	..	..	..	..	..
Reprography Asst.	.	.	.	110—155	1	..	..	..	..	..
Fitter-cum-Plumber	.	.	.	110—155	2	1	..	50	..	..
Lab. Assistant	.	.	.	150—300	..	..	..	..	..	..
Lab. Technician	.	.	.	150—300	..	..	..	..	..	..
Draughtsman Gr. I	.	.	.	180—380	35	4	..	11.5	..	..
II	.	.	.	150—240	..	..	..	..	..	..
Tracer	.	.	.	110—200	1	..	..	..	..	..
Storekeeper	.	.	.	150—320	22	..	..	..	..	..
Junior Cashier	.	.	.	150—320	4	..	..	..	..	..

I 2 3 4 5 6 7 8 9

Library Assistant	150-320	3				..		
Stock Verifier	150-320	1						
Asst. Security Officer	210-425	..				..		
Assistant	210-530	10						
Asst. Accountant	180-440	5						
Caretaker	150-380	1						..
Overseer	180-380	17			..			..
Horticultural Supervisor	180-380	1	..		..			..
Driver	110-139	15	3		20			..
Gestentner Opr. I	110-125	..				..		..
Library Attdt. 1	110-143	7				..		..
Book Binder	110-143	3						..
Head Chowidar	110-155	2						..
Receptionist	130-300	1						..
L. D. C.	110-180	43						..
Telephone Operator	110-180	4						..
Steward	110-180	..			..			..
Pharmacist	130-240	3	..		..			..

Nurse	150—280	2	..	..	..	..
Electrician	125—155	..	..	..	..	..
Gestetner Opr. II	80—110	4	..	..	..	..
Dresser	80—110	1	..	..	..	..
Worksubordinate	180—380	1	..	..	..	..
Maistries Gr. I	125—155	8	1	12.5	..	..
Maistries Gr. II	110—131	5	..	..	..	..
Health Inspector	125—155	1	..	..	..	..
Pump Driver	85—128	1	..	..	..	..

TOTAL . . . Nil

551 22

*B Grouped :*

Group No. I	150—105	..	..	..	..	..
Mechanic B		70	3	3.8	..	..
Binder		..	..	..	..	..
Photo Assistant		..	..	..	..	..
Carpenter		..	..	..	..	..

TOTAL

79 3

Group II

U.D.C.

130—300

91

..

	1	2	3	4	5	6	7	8	9
Junior Steno . . . . .			18		..				
Jr. Library Assistant . . . . .					..				

Junior Steno . . . . . 18 ..

Jr. Library Assistant . . . . . ..

-----

TOTAL 109

85-110

Group III

Lab. Attendant	76	11							
Store Attendant	29	3							
Lib. Attendant II	10								
Daftry .	5					..			
Conductor	..	..				..			
Lift Operator .	6	3							
Painter .	1	..							
Masn .	2	1				..			
Wireman . . . . .						..			..
Plumber Grade I	..					..	..		
Carpenter II .				..		..			
Painter II.						..			..



	1	2	3	4	5	6	7	8	9
Group No. V. . . . .									
					75-95				
Time keeper } . . . . .		..							
Cook . . . . .		2						..	
Beldar . . . . .									
Khalasies . . . . .									
Sewerman . . . . .									
Wireman III. . . . .		..	..	..	..	..	..	..	
Carpenter III. . . . .		..	..	..	..	..	..	..	
Helper I . . . . .		..	..	..	..	..	..	..	
Typist II . . . . .		..	..	..	..	..	..	..	
Lab. Attendant II . . . . .		..	..	..	..	..	..	..	
Conductor . . . . .									
Plumber II . . . . .		..	..	..	..	..	..	..	..

TOTAL . . . . . 2

IV. STATEMENT SHOWING THE INDIAN INSTITUTE OF TECHNOLOGY, KANPUR STAFF  
STRENGTH AS ON 1-4-1972

Grade	Category of Post	Total No. of employees					Percentage			Shortfall		
		SC	ST	SC	ST	ST	SC	ST	SC	ST	ST	
1	2	3	4	5	6	7	8	9.				
<b>ACADEMIC STAFF</b>												
Class I	(a) Teaching Staff	277										
	(b) Other than Teaching											
	(i) Workshop Supervisor	1		..	..							
	(ii) Librarian	1		..	..							
Class II Sr. Research Asstt. :		27		..	..				1	2		
Class III Jr. Research Asstt. :		18		..	..				3	1		
<b>TECHNICAL STAFF</b>												
Class I		9	..	..	..				2	1		
Class II		94	2		2%				44	7		
Class III		425	20		5%				51	32		



Grade	Category of post	Total No. of employees	No. of Employees		Percentage		Shortfall		
			SC	ST	SC	ST	SC	ST	
<b>ADMINISTRATIVE &amp; OTHER STAFF</b>									
Class I	Dy. Registrar	2							
	Sr. Medical Officer	1							One on deputation from A. G. Maharashtra.
	Instt. Engineer	1	..	..	..	..	..	..	..
Class II		29	1	..	3%		3	2	
Class III	..	363	24	1	6.5%		36	26	
Class IV	(Excluding Sweepers)	594	108	2	18%		No Shortfall	43	
	Sweepers	94	94	..	100%		9 Excess	..	

V. STATEMENT SHOWING THE CATEGORIES OF POSTS AND PAY SCALES AT THE INDIAN INSTITUTE OF TECHNOLOGY, DELHI.

1. 2000—2500	Director	1			
2. 1600—1800	Prof. (Sr. Scale)	13			
3. 1100—1600	Professor	20		..	..
1100—1300					
4. 700—1250	Asstt. Prof.	102	1		1%

5. 700—1250	. Systems Programmer	.	.	.	2	..	..	..	..
6. 700—1250	. Supdt. Workshop	.	.	.	1	..	..	..	..
7. 400—950	. Lecturer	.	.	.	80	..	..	..	..
8. 400—950	. Asstt. Supdt. Workshop	.	.	.	1	..	..	..	..
9. 400—950	. Computer Programmer (Sr.)	.	.	.	1	..	..	..	..
10. 400—950	. Design Engr.	.	.	.	1	..	..	..	..
11. 375—650	. Assoc. Lecturer	.	.	.	16	..	..	..	..
12. 375—650	. Computer Programmer (Junior)	.	.	.	2	..	..	..	..
13. 375—650	. Assoc. Design Engg.	.	.	.	1	..	..	..	..
14. 1100—1500	. Registrar	.	.	.	1	..	..	..	..
15. 700—1250	. Dy. Registrar	.	.	.	2	..	..	..	..
16. 400—950	. Asstt. Registrar	.	.	.	3	..	..	..	..
17. 700—1250	. Supdt. S. A.	.	.	.	1	..	..	..	..
18. 400—950	. S.P.O.	.	.	.	1	..	..	..	..
19. 400—550	. P. R. O.	.	.	.	1	..	..	..	..
20. 590—560	. Acctts. Audit Officer	.	.	.	2	..	..	..	..
21. 350—650	. Supdts.	.	.	.	1	..	..	..	..
22. 375—650	. Asstt. Editor	.	.	.		..	..	..	..
23. 1600—2000	. Supdt. Engr.	.	.	.	1	..	..	..	..
24. 700—1250	. Xen	.	.	.	..	..	..	..	..
25. 350—900	. A.R.E.	.	.	.	8	..	..	..	..

	1	2	3	4	5	6	7	8	9
26. 1100—1600	.	Librarian	1						
27. 400—950	.	Sr. Asstt. Librarian							
28.		Reprography Officer							
29. 700—1250	.	Asstt. Supdt. T. & P.	1						
30. 450—1250+N.P.A.	.	Medical Officer	1						
31. 350—900	.	Asstt. Medical Officer	2						
NON-TEACHING POSTS (Class III)									
32. 370—575	.	Foreman	5						
33. 250 470	.	Asstt. : Foreman	13	..		..	..		
34. 180—320	.	Mechanic 'A'	45	1		2.2%	..		
35. 150—205	.	Mechanic 'B'	29	1		3.4%			
36. 110—155	.	Mechanic 'C'	47	2		4.3%	..		
37. 325—575	.	SSA/STA/SRA	21	..		..	..		
38. 210—425	.	JTA/JRA/JSA	35	1		2.8%	..		
39. 150—300	.	Sr. Lab. Asstt.	37	1		2.7%			
40. 110—200	.	Lab. Assistant	30	1		3.3%			
41. 450—575	.	Chief Draftsman	1			..	..		
42. 180—380	.	Draftsman Gd. 1	3			..	..		

43. 150—240	Draftsman Gd. II	.	.	.	.	10	..	..	..	..
44. 110—200	Tracer	.	.	.	.	7	..	..	..	..
45. 110—155	Ferropainter	.	.	.	.	2	..	..	..	..
46. 325—575	Asstt. Librarian	.	.	.	.	6	..	..	..	..
47. 150—320	Library Asstt.	.	.	.	.	8	..	..	..	..
48. 110—143	Library Attendant	.	.	.	.	7	..	..	..	..
49. 110—180	Counter Asstt. :	.	.	.	.	3	..	..	..	..
50. 110—155	Book Binder	.	.	.	.	1	..	..	..	..
51. 110—143	Asstt. Book Binder	.	.	.	.	1	..	..	..	..
52. 150—205	Dark Room Asstt.	.	.	.	.	1	..	..	..	..
53. 150—205	Film Projectionist	.	.	.	.	1	..	..	..	..
54. 150 380	Caretaker-cum-Manager	.	.	.	.	8	..	..	..	..
55. 130—300	Mess Supervisor	.	.	.	.	6	..	..	..	..
56. 110—180	Asstt. Mess Supr.	.	.	.	.	2	..	..	..	..
57. 110—180	Steward	.	.	.	.	7	..	..	..	..
58. 210—530	Mess Assistant	.	.	.	.	..	..	..	..	..
59. 200—500	Physical Training Instructor	.	.	.	.	2	..	..	..	..
60. 180—320	Gymnastic Instructor	.	.	.	.	..	..	..	..	..
61. 180—320	Hobby Instructor	.	.	.	.	1	..	..	..	..
62. 110—180	Marker	.	.	.	.	3	1	..	..	33.3%

	1	2	3	4	5	6	7	8	9
63. 110—180		Swimming Attendant	1		..	..	..		
64. 350—575		Supdt./Jr. Supdt.	7		..	..	..		
65. 210—530		Assistant	21	2	..	9.5%	..	1	1
66. 210—425		Sr. Stenographer	26		..	..	..		
67. 130—300		Jr. Stenographer	38		..	..	..	..	..
68. 130—300		Upper Divn. Clerk	65	4	6.1%	..	..	6	5
69. 110—180		Lower Divn. Clerk.	57	3	5.3%	..	..	5	4
70. 270—575		Accountant/Auditor	6	..	..	..	..	..	..
71. 180—440		Asstt. Acctt/Hostel Asstt.	12	..	..	..	..	..	..
72. 270—435		Cashier	1	..	..	..	..	..	..
73. 150—320		Jr. Cashier	3	..	..	..	..	..	..
74. 130—300		Receptionist	1		..	..	..	..	..
75. 130—300		Input Output Receptionist			..	..	..	..	..
76. 130—300		Card Punch Operator	..		..	..	..	..	..
77. 130—300		Flexewriter Operator	4		..	..	..	..	..
78. 110—180		Telephone Operator	5		..	..	..	..	..
79. 210—530		Assistant (Pub.)	1	..	..	..	..	..	..
80. 110—155		Copy Holder	..	..	..	..	..	..	..

81. 150—320	Stock Verifier	3	..	..	..	..
82. 130—300	Dock Assistant	2	..	..	..	..
83. 210—425	Chief Storekeeper	2	..	..	..	..
84. 110—155	Gest. Operator	2	..	..	..	..
85. 150—320	Storekeeper	23	..	..	..	..
86. 325—575	Security Officer	1	..	..	..	..
87. 210—485	Asstt. Security Officer	1	..	..	..	..
88. 110—139	Driver	13	..	..	..	..
89. 130—300	Guard Commdr.	1	..	..	..	..
90. 110—143	Cook	..	..	..	..	..
91. 110—155	Butler	1	..	..	..	..
92. 210—320	Nursing Sister	1	..	..	..	..
93. 150—320	Staff Nurse	4	..	..	..	..
94. 150—300	Radiographer	1	..	..	..	..
95. 130—240	Compounder	4	..	..	..	..
96. 110—155	Operator Theatre Assistant	1	..	..	..	..
97. 150—300	Lab. Technician	1	..	..	..	..
98. 210—425	Dental Hygienist	1	..	..	..	..
150—205						
99. 210—380	Sanitary Inspector	2	..	..	..	..

I

	2	3	4	5	6	7	8	9
100. 110—139	.	.	.	.	.	.	.	.
101. 205—380	.	..	..	..	..	..	..	..
102. 180—380		10						
103. 180—380		3						
104. 110—143		6			..			..
105. 110—155		2	1		50%			..
106. 110—155		5			..			..
107. 125—155		6	1		16.6%			..
108. 110—155		10	..	..	..			..
109. 450—575		1		..	..			..
110. 110—155		13	1	..	7.7%			..
111. 180—380		6		..	..			..
112. 110—155				..	..			..
113. 110—155				..	..			..
114. 110—155				..	..			..
115. 110—155				..	..			..
116. 110—139		1		..	..			..
117. 110—200		..		..	..			..
		722	20	..	..	..	..	..

## Non-Teaching Posts (Class IV)

118. 75—95	Class IV (HS)	428	146	33.3%	31	32
		(includes 112 cleaners)				
	TOTAL (CLASS IV)	428	146			

VI. INDIAN INSTITUTE OF SCIENCE, BANGALORE-560012

As on 1st April, 1972

Sl. No.	Grade	Category of Post	Total No. of employees			Percentage			Shortfall			Remarks
			SC	ST	Total	SC	ST	Total	SC	ST	Total	
1.	Please see the list enclosed	Academic Staff Group—I			109	EXEMPTED						
2.		Group—II			58			..				
3.		Group—III		1	85			1.17				
4.		Group—IV		6	72			8.33				
5.		Group—V			84			..				
6.		Group—VI		2	104			1.92				
7.		Group—VII		4	118			3.38				
8.		Group—VIII		7	129			5.42				
9.		Group—IX		2	39			5.13				
10.		Group—X		93	370			25.13				
11.		TOTAL		115	1,168			9.83				

Shortfall is due to implementation of these reservations to SC/ST candidates from 1-4-1971.





11. Laboratory Assistant	14	8	3	2	1	1	..	1	..	1	..	..	..
12. Library Asstt. (Gr. III)	1	1	1					1	..				..
13. Mess Supervisor	1												..
14. Mechanic 'C'	3	1	1										..
15. Laboratory Helper (skilled)	1	1	1										..
16. Head Watchman	1												..
17. Head Cook	1				..								..
18. Library Asstt. (Gr. IV)	1				1								..
19. Literate Attender	1		..	..	..	..	..	..	..	..	..	..	..
20. Helpers	13	7	2	1	1	1	2	1	1	1	1	1	..
21. Laboratory Attender	1				..								..
22. Watchman	6				1								..
23. Animal House Attender	3	4	1	1			1	1	1	1	1	1	..
24. Cooks/Servers/Cleaners	8		1					1					..
25. Mess Attenders	3							..					..
26. Laboratory Technician		4		..				1			..		..
27. Clerks		33	5	5	2	2	1	1	1	1	1	1	..
<b>TOTAL :</b>	<b>105</b>	<b>60</b>	<b>18</b>	<b>11</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>..</b>

## APPENDIX VII

(Vide footnote to para 5.8 of the Report)

Statements showing the total number of recruitments made and the intake of Scheduled Caste and Scheduled Tribes in the services against the quota reserved for them every year since the reservation orders were adopted by these institutes separately for each Institute.

### I. INDIAN INSTITUTE OF TECHNOLOGY : KHARAGPUR

(Period from 15-7-71 to 1-1-72)

Category of Posts	Total No. of appo- intment	Quota		Intake of SC/ST during the period	
		SC	ST	SC	ST
		(%)			
Administrative . . . . .	1	15	7.5	..	..
Technical . . . . .	15	15	7.5	1	..
Clerical & Other . . . . .	62	15	7.5	..	..
Class IV (Period from 2-1-1972 to 1-1-1973)	75	15	7.5	35	1
Administrative . . . . .	2	15	7.5	..	..
Technical . . . . .	41	15	7.5	1	3
Clerical & Other . . . . .	51	15	7.5	2	3
Class IV . . . . .	22	15	7.5	9	2

### II. INDIAN INSTITUTE OF TECHNOLOGY: BOMBAY

Total Number of Vacancies filled (recruitment made) during the period from  
1967 to 1969 Yearwise

Category	Total No. of vacancies filled	No. of S.C. candidates appointed	No. of S.T candidates appointed
1	2	3	4
1967			
Teaching and Officers staff . . . . .	43	..	..
Research and Technical Staff . . . . .	105	3	..
Administrative Staff . . . . .	37	7	..
Class IV . . . . .	72	9	..
1968			
Teaching and Officers Staff . . . . .	51	..	..
Research and Technical Staff . . . . .	54	2	..
Administrative Staff . . . . .	29	5	..
Class IV . . . . .	29	5	..
1969			
Teaching and Officers Staff . . . . .	37	..	..

I	2	3	4
Research and Technical Staff .	84	..	
Administrative Staff	19	2	
Class IV . . . . .	63	16	..

N.B. The reservation orders are not applicable to Teaching Staff.

Total Number of Vacancies filled (Recruitment made) during the period from  
1967 to 1972 Yearwise

1970			
Teaching and Officers Staff	35		
Research and Technical Staff .	103	3	0
Administrative Staff	26	2	0
Class IV . . . . .	14	1	0
1971			
Teaching and Officers Staff .	16	..	..
Research and Technical Staff .	61	2	0
Administrative Staff	40	4	0
Class IV . . . . .	23	5	1
1972			
Teaching and Officers Staff .	12		
Research and Technical Staff . . . . .	102	7	0
Administrative Staff . . . . .	105	13	0
Class IV . . . . .	47	13	00

N.B. The reservation orders are not applicable to Teaching Staff.

III. INDIAN INSTITUTE OF TECHNOLOGY: MADRAS

	Total No. of posts filled	No. of posts reserved for		Total posts filled non-reserved		Reserved posts filled	
		SC	ST	SC	ST	SC	ST
1-4-1970 to 31-12-1970							
Academic	31	..	..	..			..
Tech. supporting . . . . .	32	6	4	..			..

1	2	3	4	5
Administrative	..			
Clerical	1 .. ..			..
Class IV	33			..
1-1-1971 to 31-12-1971				
Academic	57			..
Tech. supporting	66	14	4	5 ..
Administrative	6	1	..	.. ..
Clerical	26	5	2	.. ..
Class IV	34	9	4	13 ..
		29	10	
	132			
1-1-1972 to 31-12-1972				
Academic	52	..	..	.. ..
Tech. supporting	32	5	1	2
Administrative	6	2		.. ..
Clerical	35	8	2	1
Class IV	524	99	25	184 1
	597	114	28	

IV. Up-to-date category-wise position of employees in the Indian Institute of Technology, Kar pur

Category	Total Strength	Sch. Caste	Sch. Tribe
Technical Supporting	511	26	1
Administrative & Clerical	321	4	..
Class IV	729 +145*	116 +145*	5
*Sweepers			

NOTE :As regards the academic posts no data regarding incumbents belonging to Scheduled Caste/Scheduled Tribe is collected.

Since no specific reservation has been made, the institute has no information in regard to intake figures of SC/ST candidates against the reserved quota.

V. INDIAN INSTITUTE OF TECHNOLOGY ; DELHI HAUZ KHAS,  
NEW DELHI-29

Staff position as on 1-1-1973.

Category	Total No. of posts filled	Posts filled by	
		SC	ST
Faculty Staff	232	1	..
Officers	33	..	..
Technical (Supporting)	296	8	..
Maintenance & Works	111	3	..
Administrative	288	11	
Class IV	425	139 (includes 104 Cleaners)	1

Since no specific reservation is made, the institute has no information to furnish in regard to intake in respect of SC/ST candidate against reserved quota.

VI. INDIAN INSTITUTE OF SCIENCE : BANGALORE

Statement showing the No. of Appointments made and the intake of SC/ST candidates during the Calendar Year—1971 and 1972

Category*	No. of Appts. Made						Reserved for SC/ST						Intake of SC/ST						Remarks
	1971		1972		1971		1972		1971		1972		1971		1972				
	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST			
GROUP I	Nil	6	Nil	Nil	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Dereserved . 1		
GROUP II	2	13	Nil	Nil	1	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Dereserved . 3		
GROUP III	5	7	1	Nil	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Dereserved . 3		
GROUP IV	Nil	7	Nil	Nil	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Dereserved . 1		
GROUP V	1	19	1	Nil	2	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Dereserved . 4		
GROUP VI	10	21	2	4	4	1	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Dereserved 6		
GROUP VII	1	2	1	Nil	Nil	Nil	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil			
GROUP VIII	1	6	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Dereserved . 1		
GROUP IX	Nil	4	Nil	Nil	1	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Dereserved . 2		
GROUP X	12	40	3	Nil	4	2	3	Nil	3	Nil	6	Nil	6	Nil	Nil	Nil	Dereserved 2		

## APPENDIX VIII

(Vide para 4 of Introduction)

### Summary of Conclusions|Recommendations contained in the Report

S.No.	Reference to Para Number in the Report	Summary of conclusions Recommendations
1	2	3
1	1.18	The Committee recommend that each Indian Institute of Technology should set up a separate Cell to deal with all matters relating to admission of Scheduled Castes and Scheduled Tribes as also representation of Scheduled Castes and Scheduled Tribes in the services of the Institute. The Ministry of Education and Social Welfare should also consider the setting up of a separate cell under their Liaison Officer for dealing with coordination and implementation of decisions pertaining to Scheduled Castes and Scheduled Tribes in so far as the Institutes are concerned. A note about the activities of the Cell should be included in the Annual Report of the Ministry as per the orders of the Ministry of Home Affairs vide their O.M. No. 27 4(i) 70-Est(SCT), dated the 3rd September, 1970.
2	1.19	The Committee note that under the Institutes of Technology Act, 1961, each Institute is governed by a Board of Governors which consists of eminent persons in the field of Industry, Science, and Technology. The Committee would like that in order to protect the interests of the Scheduled Castes and Scheduled Tribes and to actively



1

2

3

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promote their technical education, qualified and eminent persons from among the Scheduled Castes and Scheduled Tribes are also appointed on the Board of Governors of each of these Institutes.

3

2.12

The Committee regret to note that the Indian Institute of Technology at Kharagpur, though it was started in 1951, has not so far provided for reservations for Scheduled Castes and Scheduled Tribes in the post-graduate courses. The Committee recommend that it should be done immediately and that the Ministry of Education and Social Welfare should ensure that all the instructions issued by the Government of India providing for reservations and other concessions for Scheduled Castes and Scheduled Tribes are meticulously observed by all the Institutes of Technology.

4

2.13

The Committee are distressed to learn that although the Ministry of Education and Social Welfare have prescribed reservation of 20 per cent seats for Scheduled Castes and Scheduled Tribes in all the Universities and Institutions of higher learning, the Indian Institute of Science, Bangalore, even though an all-India Institution, did not adopt the reservation orders for admission of Scheduled Caste and Scheduled Tribe students. It is only now from the 1973 Session onwards, that the Indian Institute of Science, Bangalore, has agreed to provide reservation of 20 per cent seats for Scheduled Castes and Scheduled Tribes in all the courses, both under-graduate and post-graduate. The Committee hope that the Indian Institute of Science, Bangalore, will now strictly observe these reservations for Scheduled Caste and Scheduled Tribe students.

5

2.14

The Committee recommend that in post-graduate courses in the Indian Institutes of

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1	2	3
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Technology also, there should be reservation for Scheduled Castes and Scheduled Tribes to the extent of 20 per cent seats, as is the case in under-graduate courses, and not a mere 5 per cent reservation for students belonging to these communities as it obtains at present.

6            2.19            The Committee note that the Council constituted under the Indian Institutes of Technology Act, 1961, presided over by the Minister incharge of Education, is fully competent to lay down policy guidelines for the Institutes of Technology and the Institutes are bound to follow the instructions issued by the said Council. The Committee hope that the Council will keep a strict watch to ensure that all the orders of the Government of India relating to reservation and concessions for Scheduled Castes and Scheduled Tribes are not only adopted by these Institutes but are in fact implemented in full.

7            3.24            The Committee are glad to note that the Council of the Indian Institutes of Technology set up in December, 1972 a Special Committee to consider the steps to be taken to augment the intake of Scheduled Caste and Scheduled Tribe students in the Indian Institutes of Technology and to meet the difficulties faced by the students belonging to these communities. While welcoming the suggestions so far made by this Special Committee, the Committee feel that the measures suggested are not enough to improve the position substantially.

8            3.25            The Committee recommend that the Scheduled Caste and Scheduled Tribe students who have passed the Higher Secondary, or equivalent examination with the prescribed subjects, should be admitted in the Indian Institutes of Technology without having to take the Joint Entrance Examination so long as the number of such students

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1	2	3
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applying for admission is less than the number of seats, reserved for them. Where the number of Scheduled Caste and Scheduled Tribe students applying for admission in the Indian Institutes of Technology is more than the number of seats reserved for them, their merit at the Joint Entrance Examinations should be judged only among themselves and not along with the general students. Any Scheduled Caste or Scheduled Tribe student who secures more marks at the Joint Entrance Examination than the marks secured by the last general student admitted on the result of that examination should be deemed to have been admitted according to the general merit list and not counted in the quota of seats reserved for Scheduled Caste and Scheduled Tribe students.

9            3.26        As many Scheduled Caste and Scheduled Tribe students start their educational career late in life, the Committee recommend that the period of age relaxation for Scheduled Caste and Scheduled Tribe students seeking admission to the Indian Institutes of Technology should be raised from the present three years to five years.

10           3.27        The Committee commend the new scheme recommended by the Special Committee of the Council of the Indian Institutes of Technology for starting summer sessions and, where necessary, parallel semester instructions in various subjects for Scheduled Caste and Scheduled Tribe students who need special coaching. The Committee hope that this scheme will be given effect to immediately.

11           3.28        The Committee would also like the Ministry of Education and Social Welfare to examine, in co-ordination with the organisation of the Director General of Backward Classes Welfare of the

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Ministry of Home Affairs, the feasibility of conducting psychological or other tests to assess the interest, aptitude, intelligence and predilection of Scheduled Caste and Scheduled Tribe students at the Higher Secondary stage with a view to pick up such students as may have the aptitude for higher technical training. Such selected students should then be given additional coaching facilities as may be required by them to ensure their admission in the Indian Institutes of Technology and other institutions of higher technical learning.

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The Committee regret to note that the admission of Scheduled Caste and Scheduled Tribe students for the post-graduate courses against their reserved seats, which is already as low as 5 per cent at present, is negligible.

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The Committee desire that the Ministry of Education and Social Welfare should review the present admission procedure followed by the Indian Institutes of Technology and the Indian Institute of Science, Bangalore for admission to post-graduate courses with a view to evolve a uniform standard for admission prescribing reasonable relaxations|concessions for Scheduled Caste and Scheduled Tribe candidates.

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The Committee are not aware of the present total number of Scheduled Caste and Scheduled Tribe teachers serving in educational and technical institutions desirous of equipping themselves with higher academic competence. The Committee are unhappy to note that since 1964 when the instructions to adopt more liberal policy for their admission to post-graduate courses were issued by the Ministry of Education, only four teachers, one each at the Institutes at Madras, Bombay, Kanpur and Delhi, have so far availed of the opportunity. The Committee would

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		like the Ministry of Education and Social Welfare to find out the reasons for such a poor admission figures of Scheduled Caste and Scheduled Tribe teachers to the post-graduate courses and take suitable corrective measures.
15	3.47	The Committee are concerned to find that there is a tendency among some of the general students to seek admissions to institutions of higher learning by producing a false certificate of being a Scheduled Caste or Scheduled Tribe. This is a serious offence and the Committee recommend that besides cancellation of admission to such a student and forfeiture of his fees etc., criminal proceedings should be instituted against him for cheating attempt to cheat, as the case may be.
16	3.52	The Committee suggest that specific number of seats reserved for Scheduled Castes and Scheduled Tribes in each of the Institutes for all the first degree courses and other concessions viz., age concession, Scholarships, concessions in marks, etc. available to them in the matter of admission should also be mentioned in the advertisement for admission.
17	3.53	The Committee also desire that comprehensive information about the various concessions/facilities available to the Scheduled Castes and Scheduled Tribes for admission in the Indian Institutes of Technology Indian Institute of Science, Bangalore, should be published in the Information Brochure—Scope and availability of Courses' brought out by these Institutes.
18	3.69	The Committee note that the Special Committee of the Council of the Institutes of Technology has recommended that all Scheduled Caste Tribe candidates be given free tuition, exemption of hostel seat rent and a scholarship of Rs. 150 -p.m. to cover board expenses and a book grant of Rs. 300 - per year.

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19	3.70	The Committee hope that the above recommendation of the Special Committee will be implemented from the academic session 1973-74.
20	3.71	The Committee also hope that the above benefits will be continued for the Scheduled Caste and Scheduled Tribe students even if they have to repeat a year or semester because of poor performance in studies or some other unavoidable circumstances.
21	4.4	The Committee suggest that a review may be made of the medical standards prescribed for admission to Indian Institutes of Technology with a view to see to what extent they can be relaxed in favour of Scheduled Caste and Scheduled Tribe candidates.
22	4.5	The Committee further suggest that if prior to admission any Scheduled Caste Tribe student has to undergo any operation for such diseases as Hernia, Hydrocele, Piles, etc. which are temporary disqualifications for admission, the expenditure on such operational if any, should be borne either by the Institute or Government.
23	4.7	The Committee recommend that the Scheduled Caste and Scheduled Tribe candidates should be exempted from payment of the registration fee of Rs. 15 - required to be sent along with the application for admission in the Indian Institutes of Technology.
24	4.9	The Committee recommend that railway fare, both ways, should be paid to all the Scheduled Caste and Scheduled Tribe candidates who are selected for admission to the first degree or post-graduate courses and called for interview as is presently being done in the case of Ph.D. Degree courses.

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25	4.19	The Committee commend the National Service Scheme and hope that the programme will be so arranged that areas predominantly inhabited by the weaker sections of the society are benefited. To avoid duplication of schemes, the Committee would like that the programmes, under the scheme, should be planned in consultation with the State Social Welfare Boards.
26	4.25	The Committee recommend that all the Indian Institutes of Technology Science should maintain complete record of the Scheduled Caste and Scheduled Tribe students receiving education in their respective Institutes and also about their placement after completion of their education.
27	4.26	The Committee would urge that all the employing agencies, both in the Public and Private Sectors, should be asked to identify the categories of technical posts that they require to be filled up by Scheduled Caste Scheduled Tribe candidates, the type of professional skills and knowledge they need and feed this information back to the Indian Institutes of Technology Science.
28	5.14	The Committee regret to find that although the Council of the Institutes of Technology had decided, as early as in 1965, that directives of the Ministry of Home Affairs (now Cabinet Secretariat-Department of Personnel and Administrative Reforms) in regard to reservation of posts for Scheduled Castes and Scheduled Tribes should be adopted by all the Institutes, the instructions by the Ministry of Education and Social Welfare in the matter were actually issued to the Indian Institutes of Technology and the Indian Institutes of Science, Bangalore, in December, 1970. The Committee are not satisfied with the casual manner in which the matter regarding reservations for Scheduled Castes and Scheduled Tribes has

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		been dealt with by the Ministry of Education and Social Welfare.
29	5.15	The Committee are distressed to note that the representation of the Scheduled Castes and Scheduled Tribes in the services of the Indian Institutes of Technology and the Indian Institute of Science, Bangalore is negligible. The Committee would like the Council of the Institutes to take note of the poor representation of the Scheduled Castes and Scheduled Tribes in the services of the Institutes against the quota reserved for them and adopt speedy and effective measures to ensure their due representation in the services of the Institutes, both academic and administrative.
30	5.16	The Committee regret to note that even the basic fundamental step of maintaining Roster which is the only mechanism to gauge the representation of Scheduled Castes and Scheduled Tribes in the services of the Institutes against the reserved vacancies, has not been taken by the Institutes. The Committee hope that this will now be done.