

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1978-79)**

(SIXTH LOK SABHA)

TWENTY-FOURTH REPORT

**MINISTRY OF EDUCATION AND SOCIAL WELFARE
(DEPARTMENT OF EDUCATION)**

Action taken by Government on the recommendations contained in the Third Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Sixth Lok Sabha) on the Ministry of Education and Social Welfare (Department of Education)—Admission and other facilities for Scheduled Castes and Scheduled Tribes in the Indian Institutes of Management.

Presented to Lok Sabha on 11-8-1978

Laid in Rajya Sabha on 11-8-1978



सत्यमेव जयते

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Corrigenda

to

Twenty-fourth Report of the Committee on the
Welfare of Scheduled Castes and Scheduled Tribes
(Sixth Lok Sabha).

<u>Page</u>	<u>Line</u>	<u>Correction</u>
12	3	<u>After</u> the word 'near' <u>insert</u> .. 'Bangalore for field-testing some of the management'

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Twenty-fourth Report (Sixth Lok Sabha) on Action Taken by Government on the recommendations contained in their Third Report (Sixth Lok Sabha) on the Ministry of Education and Social Welfare (Department of Education)—Admission and other facilities for Scheduled Castes and Scheduled Tribes in the Indian Institutes of Management.

2. The draft Report was considered and adopted by the Committee on the 30th May, 1978.

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

I. Report.

II. Recommendations/Observations which have been accepted by Government.

III. Recommendations/Observations which the Committee do not desire to pursue in view of the Government replies.

IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

4. An analysis of the action taken by Government on the recommendations contained in the Third Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix. It would be observed therefrom that out of 18 recommendations made by the Committee in their Third Report, ten recommendations, i.e., 55.55 per cent have been accepted by Government;

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the Committee do not desire to pursue four recommendations, i.e. 22.23 per cent of their recommendations, in view of Government's replies; and four recommendations, i.e. 22.22 per cent, in respect of which replies of Government have not been accepted by the Committee and require reiteration.

NEW DELHI; ~

July 26, 1978

Shravana 4, 1900 (Saka)

RAM DHAN,

Chairman,

Committee on the Welfare of
Scheduled Castes and Scheduled
Tribes.

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(1978-79)**

Shri Ram Dhan—*Chairman*

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CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in their Third Report (Sixth Lok Sabha) on the Ministry of Education and Social Welfare (Department of Education)—Admission and other facilities for Scheduled Castes and Scheduled Tribes in the Indian Institutes of Management.

1.2. In para 4.10 of their Third Report (Sixth Lok Sabha) the Committee had recommended that the pre-examination Training Centres which run at Allahabad, Patiala, Chandigarh and Madras might hold special training courses for those Scheduled Caste and Scheduled Tribe candidates who desire to take up Business Management as their profession. In their reply dated the 8th May, 1978 the Ministry of Education and Social Welfare (Department of Education) have stated that a number of private institutions have started pre-admission coaching to the prospective candidates for admission to the Post-graduate diploma course in Management in the Indian Institutes of Management.

The Committee are not satisfied with Government's reply which is vague. The Committee would like the Government to ensure that the Pre-Examination Training Centres which run at Allahabad, Patiala, Chandigarh and Madras hold special training courses for those Scheduled Caste and Scheduled Tribe candidates who desire to take up business management as their profession.

1.3. In para 5.8 of the Report, the Committee had noted that the Indian Institute of Ahmedabad had decided to waive full tuition fees and room charges in respect of Scheduled Caste and Scheduled Tribe students and that the Institute at Calcutta was also considering to give similar concessions. The Committee had desired that the Indian Institute of Management, Bangalore should also fall in line with the other two Institutes.

1.4. In their reply, dated the 8th May, 1978, the Ministry of Education and Social Welfare (Department of Education) have stated that the Indian Institute of Management, Bangalore is taking steps to see that needy Scheduled Caste and Scheduled Tribe students get full tuition fee waiver.

The Committee are not satisfied with the Government's reply and reiterate their earlier recommendation that the Indian Institute of Management, Bangalore should fall in line with the other two Institutes at Ahmedabad and Calcutta.

15. In para 5.9 of their Report, the Committee had suggested that the quantum of post-matric scholarships of Rs. 110 per month for Scheduled Castes and Scheduled Tribes should be raised to at least Rs. 300 per month. The Committee had also desired that the Ministry of Education should also take up with the banks the question of scaling down of the rate of interest for loans advanced to needy Scheduled Caste and Scheduled Tribe students. In their reply dated the 8th May, 1978, the Ministry of Education and Social Welfare (Department of Education) have stated that the matter has been considered in consultation with the Ministry of Home Affairs, who have reacted as follows:—

“The Post-matric scholarship consists of two parts, viz. maintenance allowance and reimbursement of all compulsory fees. Rs. 100—110 p.m. is only the maintenance allowance which is given to students doing Business Management; all other compulsory fees are reimbursed to them. In view of the already high financial burden on the scheme, it will not be possible for Ministry of Home Affairs to enhance the rates for MBA students from Rs. 100—110 p.m. to Rs. 300 p.m. as suggested.”

As far as the question of scaling down the interest rate on loans is concerned, the Reserve Bank of India has examined the matter and their reply is as under:—

“In terms of RBI's circular dated 10th April, 1976 advances granted to indigent students or to their guardians, in case of minors, for the purpose of pursuing higher education in India upto College/University level leading to diplomas and degrees including post-graduate degrees, are exempted from the provision of minimum lending rate of 12.5 per cent and, therefore, banks are expected to charge concessional rate of interest from such borrowers, Banks have also been specifically advised to ensure that priority is accorded by them to loans given to Scheduled Castes/Tribes.”

Besides indigent students of merit going in for higher education, who do not get scholarships/maintenance grants

from Government or educational authority, are eligible for loans under D.R.I. Scheme at 4 per cent rate of interest provided they satisfy the requisite eligibility criteria.”

The Committee do not agree with the arguments advanced by Government and stress that either the amount of Post-Matric Scholarship should be increased to Rs. 300 or the whole expenditure incurred by the Scheduled Caste and Scheduled Tribe students should be re-imbursed. The rate of interest on loans advanced to Scheduled Caste and Tribe students should also be reduced to two per cent instead of four per cent to facilitate them to pursue their studies.

1.6. In Para 6.7 of the Report, the Committee had desired that the Ministry of Education/Institutes should implement the instructions contained in the Cabinet Secretariat Office Memorandum dated the 23rd June, 1975, which provides *inter-alia* for reservations of Scheduled Castes and Scheduled Tribes in the scientific and technical posts upto and including the lowest grade of Class I in the respective services wherever they have been hitherto exempt from the purview of the scheme of reservations.

In their reply dated the 8th May, 1978, the Ministry of Education and Social Welfare (Department of Education) have stated that Indian Institutes of Management have already been informed that a percentage of posts of lecturer which form the lowest category in the teaching cadre may be reserved for Scheduled Caste and Scheduled Tribe candidates and the mechanism finalised by the University Grants Commission in this regard would be followed for such reservation.

The Committee are not convinced with the reply of the Ministry of Education and Social Welfare and desire that they should follow in letter and spirit the instructions issued by the Ministry of Home Affairs with regard to reservations for Scheduled Castes and Scheduled Tribes in the scientific and technical posts.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 1, Para No. 2.4)

The Committee regret to note that there is no representative of the Scheduled Castes and Scheduled Tribes on the Board of Governors of any of the three Institutes of Management. The Committee recommend that the Memorandum and Articles of Association of each of these Institutes may be amended to provide for appointment of at least one Scheduled Caste and one Scheduled Tribe on the Board of Governors of each of these Institutes.

Reply of Government

Representation of the Scheduled Castes and Scheduled Tribes on the Board of Governors of the three Institutes of Management requires amendment of their Memorandum of Association and Rules. The Institutes have been asked to amend their Memorandum of Association and Rules to provide for appointment of one Scheduled Caste and one Scheduled Tribe on their Boards of Governors. Appointments will be made after the amendments are incorporated in the Memorandum of Association and Rules.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

The Committee would like to be apprised whether the Memorandum of Association and Rules have since been amended to provide for appointment of one Scheduled Caste and one Scheduled Tribe on their Boards of Governors and if so, when?

Recommendation (Sl. No. 4, Para No. 3.11)

The Committee would also like to emphasize that for the management programmes and research projects on the development of tribal and other backward regions, the Institute should select liberally the candidates belonging to Scheduled Castes and Scheduled Tribes who with their knowledge and background of those

regions will undoubtedly prove to be an ideal choice. In this connection the Committee regret to note that the Institutes have not been keeping separately the information about the number of Scheduled Caste and Scheduled Tribe participants in the various courses and programmes arranged by them. This in itself indicates lack of interest for persons belonging to weaker sections of the Society. The Committee would urge upon the Institutes to take necessary steps to keep this basic information with them, so that the interest of those persons are constantly well looked after.

Reply of Government

The recommendation has been brought to the notice of the Institutes and they have noted the suggestions for guidance and necessary action.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

The Committee would like to be informed whether separate statistics are now being maintained about the number of Scheduled Caste and Scheduled Tribe participants in the various courses and programmes arranged for them.

Recommendation (Sl. No. 5, Para No. 3.12)

The Committee note that the Institute of Management, Ahmedabad has not so far undertaken any project in collaboration with the Tribal Research Institute which is located at Ahmedabad. There does not appear to be any systematic collaboration with other universities and colleges with a view to initiate management development programmes for tribals. The Committee recommend that the Ahmedabad Institute should have a fruitful collaboration with the Tribal Research Institutes and such other Institutes working in similar fields.

Reply of Government

The Institute at Ahmedabad had conducted one programme in collaboration with the Tribal Research Institute. A Coordination Committee of institutions interested in research on tribal problems in Gujarat has been constituted. Gujarat Tribal Research Institute is represented in this Committee.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Recommendation (Sl. No. 7, Para No. 4.8)

The Committee further desire 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 in the matter of admissions are meticulously observed by all the Institutes of Management.

Reply of Government

The recommendation is accepted. The Institutes have been asked to ensure that all instructions issued by the Government regarding reservations and other concessions for Scheduled Castes and Scheduled Tribes in the matter of admissions are meticulously observed by the Institutes.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

A copy of the instructions issued by the Ministry of Education and Social Welfare to the Institutes of Management may be furnished to the Committee. The Committee may also be informed whether the instructions issued by Government on reservations are now being followed meticulously by them.

Recommendation (Sl. No. 8, Para No. 4.9)

The Committee consider that as an essential corollary to giving relaxations to Scheduled Caste and Scheduled Tribe candidates at the time of admission, the Institutes should devise suitable measures to make up at the earliest the deficiencies found in the Scheduled Caste and Scheduled Tribe candidates on various counts so that they may be at par with other candidates having full self-confidence in themselves after they come out of the Institutes. This objective can be achieved by giving them pre-admission training or arranging remedial courses for them immediately after admission. The Committee appreciate that the Ahmedabad Institute has started remedial courses in different subjects for the benefit of Scheduled Caste and Scheduled Tribe candidates. The Committee hope that the other Institutes would also provide remedial courses to Scheduled Caste and Scheduled Tribe students before the commencement of the Post-Graduate Programme Courses.

Reply of Government

Remedial Courses have already been introduced by the Institutes.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Recommendation (Sl. No. 10, Para No. 4.21)

The Committee note that although Government of India orders regarding reservation of 15 per cent seats for Scheduled Castes and 5 per cent for Scheduled Tribes for admission to the Indian Institutes of Management were issued as far back as 1964, the Institute of Management at Ahmedabad and Calcutta found it possible to introduce the reservations after the lapse of more than a decade. In fact from the material placed before the Committee, they find that the requisite percentages of admissions have been made only from the current year. The delay in the implementation of Government of India orders regarding reservations must have prevented a large number of eligible Scheduled Caste/Scheduled Tribe candidates from pursuing their studies in these Institutes. The Committee hope that Government would now see that the Institutes take necessary concrete steps to give effect to Government orders regarding admission of Scheduled Caste and Scheduled Tribe candidates in these Institutes. The Committee expect that the Institutes would see to it that there is a larger intake of Scheduled Caste and Scheduled Tribe candidates even beyond the stipulated percentages. The Institutes of Management should collect and maintain complete statistics in a proper form about the address of Scheduled Caste and Scheduled Tribe candidates, their economic background and social strata, their educational background, their placement after training etc.

Reply of Government

The recommendation is accepted and the Institutes are being requested to take necessary action in the matter.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

The Committee would like to be informed as to how far the intake of Scheduled Castes/Scheduled Tribes has improved after the admissions of the current year.

Recommendation (Sl. No. 11, Para No. 4.22)

The Liaison Officer in the Ministry should be made responsible for the collection and compilation of the desired statistics and for a general surveillance of the implementation of the reservation orders.

Reply of Government

The recommendation is accepted.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1973]

Recommendation (Sl. No. 12, Para No. 4.23)

The Committee further recommend that in order to attract more Scheduled Caste and Scheduled Tribe candidates, the recruitment advertisements in newspapers and communications addressed to the Directors of Technical Education and Directors of Education and Social Welfare in the States/Union Territories should contain in addition to number of seats reserved for those candidates a specific mention about the various special incentives by way of relaxation and concessions in age, etc. available to them. Copies of advertisements should also be sent to the Associations of Scheduled Castes and Scheduled Tribes and to the Members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes. The Advertisements should also be issued through the All India Radio and other news media of the Government.

Reply of Government

The Institutes have informed that the recommendation has been noted for compliance.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1973]

Recommendation (Sl. No. 13, Para No. 4.27)

The Committee note that the Institute of Management have under consideration proposals to further increase the quantum and scope of different concessions. The Committee, however, observe that no concession is at present being given in regard to mess expenses. The Committee, therefore, recommend that concession with regard to mess charges should be given to deserving Scheduled Caste and Scheduled Tribe students.

Reply of Government

The Institutes have accepted the recommendation in principle. Necessary provision is being made in the budgets of the Institutes to implement the recommendation.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Recommendation (Sl. No. 17, Para No. 6.6)

The Committee are constrained to observe that the representation of Scheduled Castes and Scheduled Tribes in the services of the three Indian Institutes of Management is deplorably low. The Committee fail to understand why it should not be possible for the three Institutes of Management to appointment Scheduled Caste and Scheduled Tribe candidates even for Class III posts for which reservation orders were and are applicable. The Committee are not impressed by the argument advanced by the Ministry that it is difficult to find candidates belonging to Scheduled Castes and Scheduled Tribes who pass the minimum requirements of the Institutes. The Committee trust that the Ministry of Education would take up with the Directorate General of Employment and Training the question of locating suitable Scheduled Caste/Tribe candidates so that the reservation quotas existing for them in the three Institutes of Management could be fulfilled. In case the Employment Exchanges are not able to sponsor the suitable Scheduled Caste/Tribe candidates, the Institutes should resort to advertisements. Advertisements should also be issued through the All India Radio.

Reply of Government

The recommendation has been brought to the notice of the Institutes. It is understood, that they are making efforts to recruit more Scheduled Castes/Tribes.

[Ministry of Education and Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

The details about the efforts made and the results achieved may be intimated to the Committee.

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF GOVERNMENT'S REPLIES

Recommendation (Sl. No. 2, Para No. 3.9)

From the objectives laid down for the Institutes, the Committee find that these are too general and there is no particular mention about the special efforts required to be made by them to select and train persons belonging to the weaker sections of the Society, such as Scheduled Castes and Scheduled Tribes, for careers in management or to organise research into such matters concerning use of management techniques as may be particularly needed for the industrial development of the tribal and other backward areas. The Committee feel that in order to keep the Institutes constantly conscious of their special responsibilities in the matter and to provide them a direction for their future activities, it is necessary that the objectives laid down for them should explicitly provide for the aforesaid matters. The Committee, therefore, recommend that a review of the list of the objectives of the Institutes may be made to amplify them suitably.

Reply of Government

The recommendation has been brought to the notice of the Institutes. Even though the objectives are broad-based, it is observed that special efforts are being made to select and train persons belonging to the weaker sections of the Society and to undertake projects of rural and tribal relevance.

[Ministry of Education & Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

The Committee would like to know the details of efforts so far made to select and train persons belonging to Scheduled Castes and Scheduled Tribes and with what results.

Recommendation (Sl. No. 3, Para No. 3.10)

The Committee note that the Indian Institute of Management, Ahmedabad, has made a beginning in undertaking rural develop-

ment management programmes. The Committee further note that the Institute has also undertaken a major research project on planning and development for which the region selected for studies is the backward tribal area in Gujarat. However, looking to the enormity of the problem of manning the various schemes and projects undertaken by the Central and State Governments in pursuance of their policy of bringing about speedy development of the tribal and other backward regions, with the personnel having suitable managerial skill, the Committee feel that there is a lot of scope for starting many more such management programme and research projects. The Committee are surprised to note that the Institutes of Management at Calcutta and Bangalore have not so far undertaken any such programmes. In the opinion of the Committee, the nominees of the Central Government on the Board of Governors of these Institutes cannot escape their share of responsibility in this regard as in fact they are there to see that the programmes and activities of the Institutes are chalked out in a manner which help the implementation of the policies of the Government. The Committee, therefore, recommend that Government should take suitable steps to ensure that the Institutes at Calcutta and Bangalore also undertake without delay suitable management programmes and research projects, as has been undertaken by the Ahmedabad Institute, in cooperation with the State Governments and other concerned agencies. The Committee hope that the Ahmedabad Institute will also step up their endeavours in this regard.

Reply of Government

The recommendation is accepted.

As part of its perspectives, IIM Bangalore has taken to development aspects of management in such highly socially relevant areas like agriculture and rural development, transportation, water resources, health services, education etc. In the post-graduate programme, the curriculum has since been revised to include a compulsory socially relevant project of approximately two months duration to be done by all the students of the post-graduate programme. The projects would be of such a type that the students may be required to go into the fields in the rural areas and in the localities of depressed classes living in urban areas etc. It has also undertaken research in such areas relevant to the rural and backward people such as agricultural development policy, cropping patterns and land use, water management, rural development, health as well as animal husbandry. A very significant project undertaken by the

Institute which will benefit the backward and weaker sections of society is the modernisation of bullock-cart system. Further, the Institute has adopted a village near principles in rural development.

The Institute at Calcutta has also initiated action in these directions. A Seminar on Management Problems of Rural Development was held at Durgapur in December, 1977 in cooperation with various agencies.

[Ministry of Education & Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

The Committee may be apprised of the projects undertaken for the benefit of Scheduled Castes and Scheduled Tribes.

Recommendation (Sl. No. 6, Para No, 4.7)

The Committee note that the Institutes of Management do not follow uniform standards of relaxations which may be due to their holding admission tests separately. The Committee feel that if a combined recruitment system with a uniform standard of relaxations is introduced by the Institutes, it would be possible to admit a larger number of Scheduled Caste and Scheduled Tribe candidates. Besides, it would be administratively convenient and ensure better coordination. The Committee, therefore, recommend that a system of combined recruitment with a common Selection Board consisting of the representatives of all the Institutes be introduced and a uniform standard of relaxations for admission of Scheduled Caste and Scheduled Tribe candidates be evolved. The Selection Board should have a member from the Scheduled Castes/Tribes so as to instil confidence in the Scheduled Caste/Scheduled Tribe students appearing before it.

Reply of Government

A joint admission test for admission to the two year Post-graduate diploma course in Management in all the three Institutes has already been introduced. The question of uniform standards of relaxation for the SC/ST candidates and also inclusion of SC/ST member in the Selection Board will be examined by the Institutes in a Joint Meeting.

[Ministry of Education & Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

The final outcome may be intimated to the Committee.

Recommendation (Sl. No. 16, Para No. 5.10)

The Committee would also like the Ministry of Home Affairs to examine the question of giving post-matric scholarships to those Scheduled Caste/Tribes students who, after completing one professional course, take up another professional course.

Reply of Government

The Ministry of Home Affairs has examined the question and their reply is as under:—

“It may be stated that the purpose of giving post-matric scholarship to students is to enable them to take up suitable employment. If a candidate has completed one professional course after availing of State assistance for 4-5 years, it is expected that he should take up some suitable employment. It may be added that the Post-matric scholarships rules allow a candidate to take up a professional course after he has finished a non-professional course. It is, therefore, not possible to accept the suggestion.”

[Ministry of Education & Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION.

Recommendation (Sl. No. 9, Para No. 4, 10)

The Committee agree with the views of the Director of Indian Institute of Management, Ahmedabad that coaching classes might be started at some selected Centres in the country for the benefit of those Scheduled Caste/Scheduled Tribe candidates who desire to sit for competitive examinations for admission to Post-Graduate Programme Courses of the Institutes of Management. The pre-examination Training Centres which run at Allahabad, Patiala, Chandigarh and Madras might hold special training Courses for those Scheduled Caste/Scheduled Tribe candidates who desire to take up Business Management as their profession.

Reply of Government

The recommendation has been brought to the notice of the Institutes. It is, however, understood that a number of private institutions have started pre-admission coaching to the prospective candidates for admission to the Post-graduate diploma course in Management in the IIMs.

[Ministry of Education & Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

Please see Chapter I, Para 1.2.

Recommendation (Sl. No. 14, Para No. 5.8)

The Committee are glad to note that the Indian Institute of Ahmedabad has decided to waive full tuition fees and room charges in respect of Scheduled Caste/Tribe students and that the Institute at Calcutta is also considering to give similar concessions. The Committee hope that the Indian Institute of Management, Bangalore would also fall in line with the other two Institutes. The Committee

are happy to note that more and more Scheduled Caste/Tribe students belonging to lower income groups are coming up for the Business Management. The Committee hope that this trend will be maintained.

Reply of Government

IIM Bangalore is taking steps to see that needy Scheduled Caste/Scheduled Tribe students get full tuition fee waiver.

[Ministry of Education & Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

Please see Chapter I, Para 1.4.

Recommendation (Sl. No. 15, Para No. 5.9)

The Committee feel that the quantum of post-matric scholarships of Rs. 110 per month for Scheduled Castes and Scheduled Tribes is extremely meagre. In view of the fact that the tuition, boarding and lodging charges at the three Institutes of Management are beyond the reach of an average Scheduled Caste/Tribe student, the Committee would like that the quantum of post-matric scholarships should be raised to at least Rs. 300 per month. The Committee trust that the Ministry of Home Affairs/Education would examine the matter and take an early decision on it. The Ministry of Education should also take up with the banks the question of scaling down of the rate of interest for loans advanced to needy Scheduled Caste/Tribe students.

Reply of Government

The matter has been considered in consultation with the Ministry of Home Affairs, who have reacted as follows:—

“The post-matric scholarship consists of two parts, viz. maintenance allowance and reimbursement of all compulsory fees. Rs. 100-110/- p.m. is only the maintenance allowance which is given to students doing Business Management; all other compulsory fees are reimbursed to them. In view of the already high financial burden on the Scheme, it will not be possible for Ministry of Home Affairs to enhance the rates for MBA students from Rs. 100-110/- p.m. to Rs. 300/- p.m. as suggested.”

As far as the question of scaling down the interest rate on loans is concerned, the Reserve Bank of India has examined the matter and their reply is as under:—

“In terms of RBI’s circular dated 10th April, 1976 advances granted to indigent students or to their guardians, in case of minors, for the purpose of pursuing higher education in India upto College/University level leading to diplomas and degrees including post-graduate degrees, are exempted from the provision of minimum lending rate of 12.5 per cent and, therefore, banks are expected to charge concessional rate of interest from such borrowers. Banks have also been specifically advised to ensure that priority is accorded by them to loans given to Scheduled Castes/Tribes.

Besides indigent students of merit going in for higher education, who do not get scholarships/maintenance grants from Government or educational authority, are eligible for loans under D.R.I. Scheme at 4 per cent rate of interest provided they satisfy the requisite eligibility criteria.”

[Ministry of Education & Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

Please see Chapter I, Para 1.5.

Recommendation (Sl. No. 18, Para No. 6.7)

As regards the recruitment of Scheduled Castes and Scheduled Tribes in the scientific and technical posts, the Committee hope that the Ministry of Education/Institutes would implement in letter and spirit the instructions contained in the Cabinet Secretariat Office Memorandum dated the 23rd June, 1975, which provides *inter alia* for reservations of Scheduled Castes and Scheduled Tribes in the scientific and technical posts upto and including the lowest grade of Class I in the respective services wherever they have been hitherto exempt from the purview of the scheme of reservations.

Reply of Government

, As an off shoot of the O.M. referred to in the recommendation, IIMs have already been informed that a percentage of posts of lecturer which form the lowest category in the teaching cadre may

be reserved for Scheduled Caste/Scheduled Tribe candidates. They have also been informed of the following mechanism finalised by the U.G.C. to be followed for such reservation:

- (1) Before the beginning of each year, the Institute should determine the number of vacancies that are likely to occur during the year of recruitment. The percentage of vacancies to be reserved out of the total so determined will be the same as for equivalent posts in Central Government.
- (2) The number of posts to be filled under the reserved category may be determined faculty-wise, although no individual post may be designated as reserved. The advertisement for these posts should also indicate that preference would be given to Scheduled Caste/Scheduled Tribe candidates who are considered fit. On receipt of applications, the Institute may invite for interview all Scheduled Caste/Scheduled Tribe candidates who fulfil the minimum qualification prescribed for recruitment.
- (3) The candidates belonging to Scheduled Caste/Scheduled Tribe may be interviewed separately in the first instance. If the Selection Committee after this interview is not able to locate suitable candidates from Scheduled Caste/Scheduled Tribe, the vacancy should be treated as dereserved. The candidates belonging to the general category may then be interviewed separately keeping in view the recommendations made by the Selection Committee in respect of Scheduled Caste/Scheduled Tribe candidates.
- (4) The reservation for the post of Lecturer need not be operated on roster system nor the dereserved vacancies carried forward from year to year.

[Ministry of Education & Social Welfare (Department of Education) O.M. No. F. 5-7/77-T. 1, dated 8-5-1978]

Comments of the Committee

Please see Chapter I, Para 1.6.

NEW DELHI;

July 26, 1978

Sravana 4, 1900 (Saka).

RAM DHAN,

Chairman,

*Committee on Welfare of Scheduled Castes and
Scheduled Tribes.*

APPENDIX

(Vide Introduction)

Analysis of the Action Taken by the Government on the recommendations contained in the Third Report (Sixth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

I.—Total number of recommendations	18
II.—Recommendations/Observations that have been accepted by Government [<i>Vide</i> Recommendations at S. Nos. 1(Para 2·4), 4(Para 3·11), 5(Para 3·12), 7(Para 4·8), 8(Para 4·9), 10(Para 4·21), 11(Para 4·22), 12(Para 4·23), 13(Para 4·27) and 17(Para 6·6)].	
Number	10
Percentage to total	55·55
III.—Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies [<i>Vide</i> Recommendations at Sl. Nos. 2 (Para 3·9), 3 (Para 3·10), 6(Para 4·7) and 16(Para 5·10)]	
Number	4
Percentage to total	22·23
IV.—Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration [<i>Vide</i> Recommendations at Sl. Nos. 9(Para 4·10), 14 (Para 5·8), 15 (Para 5·9) and 18(Para 6·7)]	
Number	4
Percentage to total	22·22

GMGIPMRND—LS II—1671 LS—9-8-78—875.