

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1983-84)**

(SEVENTH LOK SABHA)

FORTY-SIXTH REPORT

MINISTRY OF HOME AFFAIRS

**Reservations for, and Employment of Scheduled
Castes and Scheduled Tribes in Assam Rifles,
Border Security Force, Central Industrial Security
Force and Central Reserve Police Force.**

Presented to Lok Sabha on ... **6 APR 1984**
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CORRIGENDA
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| <u>Page</u> | <u>Para</u> | <u>Line</u> | <u>For</u> | <u>Read</u> |
|-------------|-------------|-------------|------------|-------------|
| 1 | 1.4 | 2 | Strenght | Strength |
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| 54 | 7.17 | 8 | facts | fact |

CONTENTS

| | PAGE |
|---|-------|
| COMPOSITION OF THE COMMITTEE. | (iii) |
| INTRODUCTION | (v) |
| CHAPTER I — CONSTITUTION AND FUNCTIONS OF CENTRAL POLICE FORCES | |
| A — Assam Rifles | 1 |
| B — Border Security Forces | 2 |
| C — Central Reserve Police Force | 2 |
| D — Central Industrial Security Force | 3 |
| CHAPTER II — ASSAM RIFLES | |
| A — Implementation of Reservation Orders | 5 |
| B — Representation in Services | 6 |
| CHAPTER III — BORDER SECURITY FORCE | |
| A — Implementation of Reservation Orders | 9 |
| B — Method of Recruitment | 10 |
| C — Relaxations/Concessions | 10 |
| D — Representation in Services | 11 |
| CHAPTER IV — CENTRAL RESERVE POLICE FORCE | |
| A — Implementation of Reservation Orders | 16 |
| B — Method of Recruitment | 17 |
| C — Relaxations/Concessions | 17 |
| D — Representation in Services | 17 |
| CHAPTER V — CENTRAL INDUSTRIAL SECURITY FORCE | |
| A — Implementation of Reservation Orders | 21 |
| B — Method of Recruitment | 21 |
| C — Relaxations/Concessions | 24 |
| D — Representation in Services | 24 |
| CHAPTER VI — Recruitment Boards/Selection Committees | |
| | 27 |
| CHAPTER VII— A — Liaison Officer and Scheduled Castes/ Scheduled Tribes Cell | |
| | 30 |

| | PAGE |
|---|------|
| B — Maintenance of Rosters | 31 |
| APPENDIX I — Ministry of Home Affairs (DG-BSF) letter No. 21/50/82-Rectt./BSF dated 30-3-1982 regarding application of rules regarding reservations for Scheduled Caste/Scheduled Tribe personnel in the matter of appointments/promotions in non-Gazetted ranks of Border Security Force | 35 |
| APPENDIX II — No. 14017/26/82-AD.L Cell.—Inspection of rosters maintained in Dte. General, CRPF. | 41 |
| APPENDIX III — Ministry of Home Affairs (SC/ST Cell)—Report regarding inspection of rosters maintained in Dte. General, BSF. | 43 |
| APPENDIX IV — Inspection of rosters maintained in Dte. General, CISF. | 45 |
| APPENDIX V — Summary of Conclusions/Recommendations. | 47 |

COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES

(1983-84)

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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 Forty-sixth Report on the Ministry of Home Affairs—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Assam Rifles, Border Security Force, Central Industrial Security Force and Central Reserve Police Force.

2. The Committee took the evidence of the representatives of the Ministry of Home Affairs on the 26th and 27th October, 1983. The Committee wish to express their thanks to officers of the Ministry of Home Affairs for placing before the Committee material and information the Committee wanted in connection with examination of the subject.

3. The Report was considered and adopted by the Committee on 14th February, 1984.

4. A summary of Conclusions/Recommendations contained in the Report is appended (Appendix-V).

NEW DELHI
February 27, 1984
Phalgun 8, 1905(S),

A. C. DAS,
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes

CHAPTER I

Introductory

CONSTITUTION AND FUNCTIONS OF CENTRAL POLICE FORCES

A. Assam Rifles

Origin

The Assam Rifles was originally raised in 1835, under the name "Cachar Levy" and the strength was only 750 men. The Force got the present name "Assam Rifles" after the First World War.

1.2. Prior to January, 1972, the Assam Rifles was being administered by the Central Government through NEFA Administration. The administration of the Force became to direct responsibility of the Ministry of Home Affairs since the creation of the Union Territory of Arunachal Pradesh in January, 1972.

1.3 At the beginning the Force was manned by Police Officers. Army Officers were taken on deputation from 1882 onwards and the Force was moulded on Army lines. The Force is now officered by Army Deputationists and only a small percentage of officers belong to the local cadre of Assam Rifles, who are ex-Emergency Commissioned Officers.

1.4. It has been stated in a note furnished to the Committee that the present strength of the Force is 21 battalions (accounting for around 30,000 men). Out of these, 19 battalions are under the operational control of the Army, while the remaining two are working in aid of civil administration.

Constitution

1.5. As regards the constitution of the Force, the Committee have been informed that the Force is headed by a Director General (an officer of the rank of Lt. Gen. of the Army), with its headquarters at Shillong. The Director General is assisted at headquarters by a Deputy Director General (of the rank of Brigadier) with necessary complement of staff. The Assam Rifles for operational purposes is divided into 5 Ranges each headed by a Deputy Inspector General (who supervises 3 to 5 Battalions). Each Battalion is commanded by a Commandant who is Lt. Colonel on deputation from the Army.

Functions

1.6. It has been stated that the following are the main functions of Assam Rifles:—

- (i) Security of international borders in certain sectors,
- (ii) Counter-Insurgency operations in some of the States in the North-Eastern Region; and
- (iii) Assisting the civil authorities in maintenance of law and order in times of need.

B. Border Security Force

Origin

1.7. The Border Security Force came into being on 1st December, 1965. Upto November, 1965 the policing of the international borders was entrusted to the Armed Police Battalions of the concerned State Governments maintained out of Central grants. After the creation of Border Security Force, a large number of State Armed Police Battalions were merged in the newly created Central Force. The existing strength of the Border Security Force comprises 82 Battalions.

Constitution

1.8. The Committee have been informed that the Force is headed by a Director General with Headquarters at New Delhi. For command and control purposes there are six Sector IGJs, each having 10 to 13 Battalions. In turn, the Sector IG is assisted by officers of the rank of DIG each supervising 4 to 5 operational Battalions. The Battalions is commanded by an officer of the rank of Commandant, equivalent to a senior Superintendent of Police.

Functions

1.9. It has been stated that the border Security Force has been constituted for ensuring the security of the borders of India. Rule 15 of the Border Security Force Rules, 1969 made under Border Security Force Act, 1968 lays down the following as the tasks of the Force:—

- (i) to promote a sense of security among the people living in the border areas;
- (ii) to prevent trans-border crimes, unauthorised entry into or exit from the territory of India;
- (iii) to prevent smuggling and any other illegal activity.

The Force is deployed along Indo-Pakistan, Indo-Bangladesh and Indo-Burma borders.

C. Central Reserve Police Force

Origin

1.10. This force was initially raised in 1939 as "the Crown's Representative Police Force" with a strength of one Battalion to assist

the then princely states in the maintenance of law and order. After independence, Parliament enacted the Central Reserve Police Force Act, 1949, for the constitution and regulation of an Armed Central Reserve Police Force. The total number of duty battalions now stands at 71. In addition there are 3 signal battalions which provide signal cover to the Force.

Constitution

1.11 The Central Reserve Police Force is headed by a Director General stationed at Delhi. He is assisted by a number of staff officers at the Headquarters. For the purpose of field command, there are four sector Inspectors General. Below the sector level, there are ranges headed by an officer of the rank of Deputy Inspector General of Police. On an average, the Deputy Inspector General supervises 4 to 6 Battalions. With a view to ensuring that the Commanding Officers of operational battalions devote their entire time and energy to operational matters, 18 Group Centres have been set up to cater to house keeping jobs with regard to all operational battalions. Each Group Centre is headed by an officer of the rank of Commandant (equivalent to a Superintendent of Police). All the 71 Operational Battalions and the 3 Signal Battalions are also commanded by officers of the rank of Commandant.

Functions

1.12 It has been stated in a note that the Central Reserve Police Force is an armed force of the Union kept in reserve for assisting the State Governments in maintenance of law and order whenever required. While performing these duties, the Central Reserve Police Force functions under the control of the civil authority.

D. Central Industrial Security Force

Origin

1.13 The Central Industrial Security Force was raised in 1969 under the Central Industrial Security Force Act, 1968. The present strength of the Force is over 30,000 men who are deployed in 120 public sector undertakings.

Constitution

1.14 The Force is headed by a Director General with headquarters in New Delhi. He is assisted by an Inspector General and a number of other staff officers below him. The force is organised on need-based pattern depending upon special requirement of manpower at

various undertakings. For operational control, the force is divided into four zones, each headed by a Deputy Inspector General. The units in certain big undertakings are also headed by Deputy Inspectors General. In majority of the undertakings, however, the units are headed by Commandants.

Functions

1.15 The Central Industrial Security Force has been raised for the better protection and security of public sector industrial undertakings.

CHAPTER II

ASSAM RIFLES

A. Implementation of Reservation Orders

2.1 The Committee have been informed that in the matter of recruitment promotion etc., the Assam Rifles follow the Army practice, according to which recruitment is made on the basis of a class composition prescribed for each battalion at the time of its raising and there has been no formal reservation for Scheduled Castes/Scheduled Tribes within this class composition.

2.2 In this connection, the Special Secretary, Ministry of Home Affairs explained the position during evidence as under:—

“Assam Rifles is one of the oldest units which was started in the country under the British regime as early as 1883 and all along, it has been following the procedures of the Indian Army. Even today, 19 out of the 21 battalions are directly under the operational control of the Indian Army. It is only in 1975 that these units came under the control of the Ministry of Home Affairs and now we know that Assam Rifles are being financed from civil expenditure.”

2.3 As the administration of Assam Rifles came under the direct control of the Ministry of Home Affairs in 1975, the Committee enquired why reservation orders were not followed in Assam Rifles from that year onwards. The Special Secretary, Ministry of Home Affairs, has stated during evidence:—

“We had the same misconception that the reservation order did not apply because the raising of the force was exactly on the lines of Army. When this august body pointed out to the Ministry, we rectified the mistake. It was an omission; I admit. As soon as this omission was pointed out, we rectified the mistake.”

2.4 The Committee have been informed that the matter has since been reviewed and orders issued on 23-9-1983 to the effect that instructions regarding reservation for Scheduled Castes/Scheduled Tribes are applicable to Assam Rifles Combatants also.

2.5 Asked whether the Cell in the Ministry or the Liaison Officer had at any time pointed out that there ought to be reservation in Assam Rifles, the representative of the Ministry of Home Affairs replied in the negative but explained that the Ministry itself was under

the misconception due to the fact that the Force was being administered all along on the Army lines.

2.6 The Committee note that in Assam Rifles bulk of the force is under Army's operational control and the personnel are governed by the Army Act. Even though there is reservation for Scheduled Castes/Scheduled Tribes in other Central Police Forces, namely, BSF, CRPF and CISF, the policy of reservation had not been applied to the Assam Rifles. The representative of the Ministry of Home Affairs has admitted during evidence that even though units of Assam Rifles came under the control of the Ministry of Home Affairs some time in 1975 the reservations were not made applicable to the Force. Only after this subject was taken up by the Committee for examination it was realised that the Force was being financed from civil expenditure and as such reservations for Scheduled Castes/Scheduled Tribes should apply. Accordingly orders to this effect were issued by Government on 23-9-1983.

The Committee feel surprised that Ministry of Home Affairs which issues all orders pertaining to reservations in services did not implement the same in Assam Rifles which is under their administrative control. The Committee hope that orders issued on 23-9-83 will not merely remain on paper but would be implemented in letter and spirit.

B. Representation in Services

2.7. In the Assam Rifles, 80 per cent posts in the Officers' ranks are filled by deputationists from the Army and 20 per cent by promotion from lower ranks. So far as the recruitment of staff is concerned, the combatant staff in Assam Rifles are recruited through various recruitment rallies arranged at various Assam Rifles Range Headquarters as also in the interior of the States of North-Eastern regions.

2.8. The total staff strength of the Assam Rifles during the last three years, the number of Scheduled Caste and Scheduled Tribe employees and their respective percentage to the total strength were as indicated below:—

| Year | Category of Posts | Total Strength | No. of Employees | | Percentage | |
|------|-------------------------|----------------|------------------|---------------------|------------|---------------------|
| | | | SC | ST (Hill Tribes) | SC | ST (Hill Tribes) |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | Group A | 398 | — | 4 | — | 1.0 |
| 1 | Group B | 23 | 2 | 3 | 8.7 | 13.0 |
| 9 | Group C | 6503 | 252 | 151 | 3.9 | 2.3 |
| 8 | Group D (Scavengers) | 560 | 402 | 158 | 71.8 | 28.2 |
| 0 | Group D | 24593 | 1276 | 1889 | 5.2 | 7.7 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|-------------------------|-------|------|------|------|------|
| | Group A | 399 | — | 4 | — | 1.0 |
| 1 | Group B | 23 | 2 | 4 | 8.7 | 17.4 |
| 9 | Group C | 6534 | 250 | 155 | 3.8 | 2.4 |
| 8 | Group D (Scavengers) | 570 | 397 | 173 | 69.6 | 30.3 |
| 1 | Group D | 25148 | 1384 | 1968 | 5.5 | 7.8 |
| | Group A | 411 | — | 3 | — | 0.7 |
| 1 | Group B | 23 | 1 | 2 | 4.4 | 8.7 |
| 9 | Group C | 6734 | 254 | 153 | 3.8 | 2.8 |
| 8 | Group D (Scavengers) | 590 | 442 | 148 | 74.9 | 25.1 |
| 2 | Group D | 24873 | 1387 | 2098 | 5.6 | 8.4 |

2.9 It is seen that as at the end of the year 1982, the strength of officers in Group 'A' posts was 411 out of whom only three belonged to Scheduled Tribes (Hill Tribes) and none to Scheduled Castes. Asked about the reasons for such low representation, the Director General of Assam Rifles during evidence has stated:—

“The Officers from the Indian Army come on deputation to the Assam Rifles. All Group 'A' officers are on deputation with the exception of 118 officers who were taken in from the retired or ex-Emergency Commissioned Officers as a one-time measure. Thereafter, there has been no recruitment to the Group 'A' cadre directly. As far as Army Officers on deputation are concerned no reservation is prescribed.”

2.10 When the Committee pointed out that if it was possible to have direct recruitment to Group 'A' posts in the Army, why the same practice could not be followed in the Assam Rifles, the Special Secretary, Ministry of Home Affairs has stated during evidence:—

“This is a very complicated issue. There is lot of weight in your Statement. It will be considered. The question is: this is paramilitary organisation which has been expanded after the Chinese aggression in this area and the incursion is going on day in and day out there. We have to consult the Ministry of Defence and other Ministries on these matters.”

2.11 The Government have accepted the principles that reservations for Scheduled Castes and Scheduled Tribes would apply to the Assam Rifles. The Committee feel that the policy of taking officers in Group 'A' posts from the Army on deputation should be reviewed by the Government. The Border Security Force, Central Reserve Police Force and Central Industrial Security Force have their own arrangements for direct recruitment to Group 'A' posts in their services. Reservations for Scheduled Castes/Scheduled Tribes has also been provided in Group 'A' posts in the matter of recruitment and promotion. The Committee would suggest adoption of similar procedure in Assam Rifles also.

2.12 It is seen that as at the end of the year 1982, out of a total strength of 6734 posts in Group 'C', the number of Scheduled Castes and Scheduled Tribes (Hill Tribes) was 254 (3.8%) and 153 (2.3%) respectively. In Group 'D' posts (other than scavengers), out of a total strength of 24,878, the number of Scheduled Castes and Scheduled Tribes (Hill Tribes) was 1387 (5.6%) and 2098 (8.4%) respectively. The representation of these communities is thus very low even in Group 'C' and 'D' posts. The Committee recommend that special efforts should be made to recruit a large number of Scheduled Castes and Scheduled Tribes in Group 'C' and 'D' posts in the services of Assam Rifles by resorting to special recruitment.

CHAPTER III

BORDER SECURITY FORCE

A. Implementation of reservation orders

3.1 The orders issued by the Ministry of Home Affairs (Department of Personnel and Administrative Reforms) regarding reservations for Scheduled Castes and Scheduled Tribes in the matter of recruitment/promotion etc. apply to the Border Security Force.

3.2 The following categories of posts are covered by the reservation orders:

| <i>Group</i> | <i>Category of Post</i> |
|--------------|---|
| A | Assistant Commandant Inspector Sub-Inspector Head Constable Naik Lance Naik Constable Follower |
| D | |

3.3 The following are the categories of posts which do not fall under the reservation orders:

1. Director General
2. Inspector General of Police
3. Deputy Inspector General of Police
4. Commandant
5. Deputy Commandant.

3.4 It has been stated that in BSF reservation orders have been followed in the matter of direct recruitment since 1966 when the force was raised. However, in the matter of promotions BSF was not following the reservation orders till 1982. When asked to state why there was delay in implementing the orders for reservation in promotion in BSF, the Special Secretary, Ministry of Home Affairs explained during evidence that according to a couple of court judgments it had been held that BSF personnel were not civil personnel and based on this misapprehension, the reservation orders for promotion were not implemented when the orders were issued. The reservation orders have now been made applicable since it was felt that wherever there was civil expenditure, the posts were civil. Ministry of Home Affairs (Directorate General, Border Security Force) letter No. 21/50/82-Rec/BSF dated 30th March, 1982 issued in this connection is at Appendix-I.

3.5 The Ministry of Home Affairs (Directorate General, Border Security Force) letter No. 21/50/82-Rect/BSF dated 30 March, 1982, issued to the various BSF authorities relates to application of rules regarding reservations in the matter of appointments/promotions in non-Gazetted ranks of the BSF. Para 4 of this letter is reproduced below:—

“The vacancies remaining unfilled through possible non-availability of SC/ST personnel on the approved list for promotion, should be carried forward for a period of three recruitment years, after which the matter regarding de-reservation of these vacancies should be taken up with FHQ, subject to the stipulation that fresh reservations alongwith the carry forward reservations should not exceed 50 per cent of the total vacancies available on a particular occasion.”

B. Method of Recruitment

3.6 The mode of recruitment in Border Security Force at various levels is as under:—

| | |
|---------------------------------------|---|
| Constable (Group C) | Direct recruitment |
| Lance Naik | } Through promotion |
| Naik (Group C) | |
| Head Constable | |
| Sub-inspector (Group C) | Direct recruitment and through promotion. |
| Inspector (Group C) | Through promotion |
| Assistant Commandant (Group A) | Direct recruitment and through promotion. |
| Deputy Commandant (Group A) and above | Through promotion. |

3.7 Recruitment to the posts of Constable, Sub-Inspector and Assistant Commandant is made through a written test.

C. Relaxations/Concessions

3.8 In Border Security Force relaxation in age upto 5 years is allowed to Scheduled Caste/Scheduled Tribe candidates as per Government orders. In promotion tests for the posts of Sub-Inspector and Inspector, relaxation of qualifying marks to the extent of 10 per cent of total marks is allowed in the case of Scheduled Caste, and

Scheduled Tribes candidates. Thus qualifying percentage is fixed at 45 per cent while for general category candidates it is 55 per cent. Besides the minimum educational qualification prescribed for the post of Constables which is Matric pass has been relaxed to 8th pass for Scheduled Caste/Scheduled Tribe candidates.

3.9 Minimum physical standards are same for Scheduled Castes/Scheduled Tribes and others.

D. Representation in Services

3.10 The following statement indicates the recruitment made during each of the last three years in the Border Security Force:—

| Year | Category of posts | No. of Persons recruited | No. of | | Percentage | |
|------|--------------------------|--------------------------|--------|-----|------------|------|
| | | | SC | ST | SC | ST |
| 1 | Group A. | 26 | — | — | — | — |
| | Group B | — | — | — | — | — |
| 9 | Group C. | 3513 | 630 | 313 | 17.92 | 8.90 |
| 8 | Group D. (Scavengers) | 61 | 51 | 1 | 83.60 | 1.60 |
| 0 | Group D. (Others) | 36 | 1 | — | 2.70 | — |
| 1 | Group A. | 13 | 3 | — | 23.07 | — |
| | Group B | 1 | — | — | — | — |
| 9 | Group C. | 2764 | 494 | 229 | 17.87 | 8.29 |
| 8 | Group D. (Scavengers) | 95 | 70 | 3 | 72.10 | 3.10 |
| 1 | Group D. (Others) | — | — | — | — | — |
| 1 | Group A. | 21 | 3 | 1 | 14.28 | 4.76 |
| | Group B | 4 | — | — | — | — |
| 9 | Group C. | 1089 | 278 | 39 | 24.58 | 3.49 |
| 8 | Group D. (Scavengers) | 57 | 39 | 1 | 68.40 | 1.70 |
| 2 | Group D. (Others) | 10 | — | — | — | — |

3.51 The following statement indicates the representation of Scheduled Castes and Scheduled Tribes in the Border Security Force, as on 1st January, 1983.

| Group/Class | Permanent/ Temporary | Total No. of employees | Scheduled Castes | Percentage to total employees | Scheduled Tribes | Percentage to total employees |
|---------------------------------------|-------------------------|---------------------------|---------------------|-------------------------------------|---------------------|----------------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Group A (Class I) | | | | | | |
| (i) Other than lowest rung of Class I | Permanent | 1055 | 18 | 1.75 | 14 | 1.35 |
| (ii) Lowest rung of Class I | | 178 | — | — | 7 | 3.93 |
| Group A (Class I) | | | | | | |
| (i) Other than lowest rung of Class I | Temporary | 145 | 2 | 1.38 | 1 | 0.68 |
| (ii) Lowest rung of Class I | | 68 | 13 | 19.12 | 3 | 4.41 |
| Total | | 1446 | 33 | 2.28 | 25 | 1.73 |
| Group B (Class II) | | | | | | |
| | Permanent | 58 | 1 | 1.73 | — | — |
| | Temporary | 17 | — | — | — | — |
| Group C (Class III) | | | | | | |
| | Permanent | 59140 | 5990 | 10.03 | 2297 | 3.88 |
| | Temporary | 17907 | 2082 | 12.31 | 1532 | 8.85 |

| | | | | | | |
|--|-----------|------|------|-------|-----|------|
| Group D (Class IV) (Excluding Sweepers) | Permanent | 4138 | 1142 | 25.18 | 297 | 7.18 |
| | Temporary | 1290 | 401 | 31.09 | 58 | 4.49 |
| Group D (Class IV) (Sweepers) | Permanent | 1034 | 745 | 72.06 | 9 | 0.88 |
| | Temporary | 489 | 305 | 62.38 | 6 | 1.23 |

3.12 The Committee note that the reservation orders have been followed in Border Security Force in the matter of direct recruitment since 1966 when the force was raised. But in the matter of promotions the reservations were not implemented in Border Security Force till 1982 under the misapprehension that Border Security Force personnel were not civil personnel. The Committee are constrained to observe that a misapprehension on the part of Ministry of Home Affairs that BSF Personnel were not civil personnel had caused irreparable loss to Scheduled Castes/Scheduled Tribes in as much as they were denied selection in promotional posts on the basis of reservation to which they were entitled under the standing instructions. The reservations in promotion had been made applicable with effect from 30th March, 1982. The Committee feel surprised that the Ministry of Home Affairs which is the nodal Ministry for all welfare measures relating to Scheduled Castes/Scheduled Tribes and which is also responsible for issuing orders relating to reservation in services have failed to implement the same in one of their own organisations viz. Border Security Force, which is under their administrative control.

3.13 The Committee find that as on 1st January, 1983 out of 1,446 officers in Group 'A' there were only 33 Scheduled Caste Officers (2.28%) and 25 Scheduled Tribe Officers (1.73%). These percentages are very low when compared to the prescribed reservation of 15% for Scheduled Castes and 7½% for Scheduled Tribes. During the years 1980, 1981 and 1982, out of 60 officers appointed to Group 'A' posts 6 belonged to Scheduled Castes and one to Scheduled Tribe. It is evident that unless the intake of Scheduled Caste/Scheduled Tribe officers in the lowest rung of Group 'A' posts by direct recruitment as also by promotion is considerably increased, the position is not likely to improve. The Committee desire that the Ministry of Home Affairs as also the Border Security Force authorities should take necessary steps including resort to special recruitment to increase the representation of these communities.

3.14 The Ministry of Home Affairs (Directorate General, Border Security Force) have, in their letter dated 30th March, 1982, issued instructions that the unfilled reserved vacancies in promotion should be carried forward for a period of three recruitment years, after which the matter regarding dereservation of such vacancies should be taken up with Field Headquarters. The Committee find that these instructions are not in consonance with the orders issued by the Department of Personnel and Administrative Reforms. In accordance with the instructions contained in the Department of Personnel OM No. 36011/3/76-Estt. (SCT), dated 22nd January, 1977, a vacancy reserved for

Scheduled Castes or Scheduled Tribes for which a candidate belonging to that community is not available even after taking all the prescribed steps has first to be dereserved with the approval of the Administrative Ministry/Department of Personnel before filling it by a general candidate. After a reserved vacancy is so dereserved, the reservation is to be carried forward to subsequent three years. The Committee desire that the letter dated 30th March, 1982 issued by the Directorate General, Border Security Force should be suitably amended and the concerned authorities informed accordingly.

CHAPTER IV

CENTRAL RESERVE POLICE FORCE

A. Implementation of Reservation Orders

4.1 It has been stated that CRPF has been following the reservation orders in the matter of direct recruitment as and when the orders were issued. For promotion, the orders are being followed since 1976 only.

4.2 In reply to a question whether instructions issued by the Ministry of Home Affairs (Department of Personnel) regarding reservations are communicated simultaneously for implementation in CRPF, the Committee have been informed that Department of Personnel and Administrative Reforms endorsed copies of instructions issued by them directly to all organisations under the Ministry of Home Affairs.

4.3 The reservation orders apply to the following categories of posts:

| Group | Category |
|-------|--|
| A | Dy. Supdt. of Police/Company Commander |
| C | Inspector Sub-Inspector Head Constable Naik |
| D | Constable Follower |

4.4 The following categories of posts do not fall under the reservation orders:

1. Director General
2. Inspector General of Police
3. Deputy Inspector General of Police
4. Commandant
5. Assistant Commandant.

B. Method of Recruitment

4.5 The method of recruitment followed in CRPF is as under:—

| | |
|---|--|
| Constable (Group C) | Hundred per cent vacancies are filled by direct recruitment. Recruitment is done in various parts of the country. Employment Exchanges and SC and ST organisations are also approached for sponsoring such candidates. |
| Head Constable (Group C) Naik | Five per cent by direct recruitment and remaining 95 per cent by local promotion. |
| Sub-Inspector (Group C) | Twenty-five per cent by direct recruitment and 75 per cent by local promotion. |
| Inspector (Group C) | Hundred per cent vacancies occurring in the Force are filled by promotion. |
| Dy. SP Asstt. Commandant/ Commandant (Group A) | By promotion/deputation/re-employment partly by direct recruitment in case of Dy. SPs only. |

4.6 Recruitment to the posts of Naik, Head Constable, Sub-Inspector and Dy. Supdt. of Police (Company Commander) is made through written test.

C. Relaxations/Concessions

4.7 In CRPF, age relaxation upto 5 years is allowed to Scheduled Caste/Scheduled Tribe candidates. Minimum physical standards are the same for Scheduled Caste/Scheduled Tribe candidates and others.

D. Representation in Services

4.8 The following table indicates the recruitment made in the years 1980, 1981 and 1982 in the Central Reserve Police Force:—

| Year | Category of posts | No. of persons recruited | Number of | | Percentage | |
|------|----------------------|--------------------------|-----------|-----|------------|-------|
| | | | SC | ST | SC | ST |
| 1980 | Group A | 19 | 8 | 3 | 42.10 | 15.79 |
| | Group B | — | — | — | — | — |
| | Group C | 6455 | 1024 | 396 | 15.86 | 6.14 |
| | Group D (Scavengers) | 125 | 81 | — | 64.80 | — |
| | Group D (Others) | 442 | 147 | 11 | 33.26 | 2.49 |
| 1981 | Group A | 96 | 15 | 1 | 41.67 | 2.78 |
| | Group B | — | — | — | — | — |
| | Group C | 6671 | 1147 | 487 | 17.19 | 7.30 |
| | Group D (Scavengers) | 100 | 70 | 1 | 70.00 | 1.00 |
| | Group D (Others) | 369 | 49 | 10 | 13.28 | 2.71 |
| 1982 | Group A | — | — | — | — | — |
| | Group B | — | — | — | — | — |
| | Group C | 3576 | 1325 | 786 | 37.05 | 21.98 |
| | Group D (Scavengers) | 54 | 45 | 1 | 83.33 | 1.85 |
| | Group D (Others) | 144 | 11 | 4 | 7.64 | 2.78 |

4.9 The Committee desired to know about the representation of Scheduled Castes and Scheduled Tribes in Central Reserve Police Force during the last three years. The following data has been furnished:—

| Year | Category of posts | Total Strength | No. of employees | | Percentage | |
|------|-----------------------|----------------|------------------|------|------------|------|
| | | | SC | ST | SC | ST |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1980 | Group A. | 1003 | 42 | 13 | 4.18 | 1.29 |
| | Group B | 13 | — | — | — | — |
| | Group C. | 68607 | 7575 | 3550 | 11.04 | 5.17 |
| | Group D. (Scavengers) | 1263 | 1113 | 33 | 88.12 | 2.77 |
| | Group D. (Others) | 4682 | 790 | 392 | 16.87 | 8.37 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|-------------------------|-------|------|------|-------|------|
| | 1981 | | | | | |
| | Group A | 1140 | 48 | 11 | 4.21 | 0.96 |
| | Group B | 13 | — | — | — | — |
| | Group C | 72892 | 7391 | 3526 | 10.00 | 4.83 |
| | Group D (Scavengers) | 1494 | 1138 | 45 | 76.17 | 3.01 |
| | Group D (Others) | 4782 | 617 | 384 | 12.90 | 8.03 |
| | 1982 | | | | | |
| | Group A | 1110 | 41 | 15 | 3.50 | 1.28 |
| | Group B | 13 | — | — | — | — |
| | Group C | 74050 | 9631 | 4264 | 13.00 | 5.75 |
| | Group D (Scavengers) | 1383 | 1167 | 48 | 84.38 | 3.47 |
| | Group D (Others) | 4937 | 985 | 303 | 19.95 | 6.13 |

4.10 Asked about the reasons for shortfalls in the representation of Scheduled Castes and Scheduled Tribes, the Special Secretary, Ministry of Home Affairs, stated during evidence:—

“In the Central Reserve Police Force, from the year 1965 onwards, it had to absorb 31 battalions of the States. That is one thing. Secondly, they had also to absorb Emergency Commissioned Officers into their ranks. So, to that extent, the percentage of Scheduled Castes and Scheduled Tribes had to suffer.”

4.11 Asked what steps have been taken to increase the intake of Scheduled Castes and Scheduled Tribes in Central Reserve Police Force, the Committee have been informed that the vacancies are advertised in all leading national and regional newspapers in accordance with the Government orders regarding advertisement while carrying out direct recruitment of Deputy Superintendent of Police, Sub-Inspectors, Head Constables, Naiks and Constables and reserved quota for Scheduled Castes/Scheduled Tribes candidates are duly notified accordingly. Moreover, Scheduled Castes/Scheduled Tribes organisations have also been approached to sponsor suitable candidates.

4.12 The Committee note that in Central Reserve Police Force the reservations orders for promotion were made applicable only from 1976 onwards while Ministry of Home Affairs O.M. No. 1/12/67-

Est. (C) dated 11th July, 1968 had prescribed reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion through limited departmental competitive examination and also by the method of selection. The prescribed reservations at that time were 12½% for Scheduled Caste and 5% for Scheduled Tribe. From March, 1970 these percentages were raised to 15 and 7½ respectively. Orders regarding reservations in promotion upto Group 'A' posts were issued in July, 1974 by the Department of Personnel. From the method of recruitment followed in Central Reserve Police Force it is noticed that 95% of the posts of Head Constable and Naik are filled by promotion. Similarly 75% of the posts of Sub-Inspectors and 100% of the posts of Inspectors are filled by promotion. Some posts in the rank of Deputy Superintendent of Police and Asstt. Commandant are also filled by promotion.

4.13 If reservation orders had been implemented from the year 1968 itself, a large number of these promotional posts would have been filled by Scheduled Caste/Scheduled Tribe personnel against the reserved vacancies. The Committee regret to observe that by delaying the implementation of reservation orders till the year 1976, grave injustice has been done to the Scheduled Caste/Scheduled Tribe personnel of the CRPF.

4.14 It is seen that in Group 'A' posts, as on 1-1-1983, out of 1110 officers, 41 (3.50%) belonged to Scheduled Castes and 15 (1.28%) to Scheduled Tribes as against the prescribed percentages of 15 and 7½ respectively. The Committee would like the Ministry of Home Affairs and the Central Reserve Police Force authorities to ensure that a larger number of persons belonging to these communities are recruited promoted to Group 'A' posts by holding special departmental examination and by relaxing the standards and service conditions.

CHAPTER V

CENTRAL INDUSTRIAL SECURITY FORCE

A. Implementation of Reservation Orders

5.1 The Committee have been informed that the orders issued by the Ministry of Home Affairs (Deptt. of Personnel and Administrative Reforms) regarding reservations for Scheduled Castes and Scheduled Tribes in the matter of recruitment are being followed in Central Industrial Security Force since December 1969 when the Force was raised.

5.2 The following categories of posts are covered by the reservation orders:

| <i>Group</i> | <i>Category of post</i> |
|--------------|---------------------------|
| A | Commandant/Dy. Commandant |
| B | Assistant Commandant |
| C | Inspector |
| | Sub-Inspector |
| | Assistant Sub-Inspector |
| | Head Constable |
| | Naik |
| | Constable |
| D | Follower |

5.3 The following categories of posts do not fall under the reservation orders:—

1. Director General
2. Inspector General of Police
3. Deputy Inspector General of Police

B. Method of recruitment

5.4 In the Central Industrial Security Force, the method of recruitment for different ranks is as under:—

| | | |
|-----------|-----------|---|
| Followers | (Group D) | By absorption of persons from industrial undertakings, failing which by direct recruitment or by re-employment-100%. |
| Constable | (Group C) | By absorption of persons from industrial undertakings, failing which by re-employment or direct recruitment or deputation or transfer-100%. |

| | | |
|--|-----------|--|
| Naik | (Group C) | (a) By absorption of persons from industrial undertakings, failing which by promotion-30%. |
| | | (b) By promotion, failing which by deputation or transfer or re-employment-70%. |
| Head Constable | (Group C) | (a) By absorption of persons from industrial undertakings failing which by promotion-10%. |
| | | (b) By promotion, failing which by re-employment or deputation-80%. |
| | | (c) By re-employment or deputation or transfer or direct recruitment 10%. |
| Assistant Sub-Inspector (Executive) | (Group C) | (a) By absorption of persons from industrial undertakings, failing which by promotion-20%. |
| | | (b) By promotion failing which by re-employment or direct recruitment or deputation or transfer-60%. |
| | | (c) By direct recruitment or deputation or transfer or re-employment-20%. |
| Sub-Inspector (Executive) | (Group C) | (a) By absorption of persons from industrial undertakings, failing which by promotion-25%. |
| | | (b) By promotion failing which by re-employment or direct recruitment or deputation or transfer — 50%. |
| | | (c) By re-employment or direct recruitment or deputation or transfer-25%. |
| Inspector | (Group C) | (a) By absorption of persons from the undertakings, failing which by promotion-25%. |
| | | (b) By promotion, failing which by direct recruitment of released ECOs/Short Service Regular Commissioned Officers of the Army or equivalent rank in the Navy or Air Force or by deputation or transfer—60%. |
| | | (c) By deputation or transfer failing which by direct recruitment or released ECOs/Short Service Regular Commissioned Officers of the Army or equivalent ranks in the Navy or Air Force or by promotion—15%. |
| Assistant Commandant | (Group B) | (a) By promotion failing which by transfer or deputation—50%. |
| | | (b) By transfer from the public sector undertakings failing which by promotion—20%. |
| | | (c) By transfer or deputation/transfer/re-employment—10%. |

- (d) Twenty per cent by direct recruitment through the Indian Administrative Service, etc. Examination conducted by the Union Public Service Commission for Category II services (viz. IPS etc.)
- Commandant (Group A)
- (a) Fifty per cent by promotion failing which by transfer on deputation.
- (b) Forty per cent by transfer on deputation/transfer.
- (c) Ten per cent by re-employment failing which by transfer on deputation.

5.5 Recruitment to the posts of Assistant Sub-Inspector, Sub-Inspector and Assistant Commandant is made through written test.

5.6 It is noticed that in the CISF, for recruitment to the post of Follower, method of recruitment is: 100% by absorption of persons from industrial undertakings, failing which by direct recruitment or by re-employment. For recruitment to the post of Constable, method of recruitment is: 100% by absorption of persons from industrial undertakings, failing which by re-employment or direct recruitment or deputation or transfer. The Committee pointed out that this method of recruitment reduced the intake of Scheduled Caste/Scheduled Tribe candidates by way of direct recruitment. In this connection, the Director General, CISF, stated as under:—

“This is not correct, Sir. Take, for example, the rank of Constable which constitutes the largest number of individuals in my Force. It is true that initially the first item mentioned is absorption.”

The Committee enquired whether this was not a lacuna. The Director General, CISF stated as under:—

“In reality the number that we have to absorb is not very large.”

5.7 The Committee pointed out that for recruitment to the post of Naik, 30% was by absorption of persons from industrial undertakings, failing which by promotion. Thus, the provision of 30% barred the chances of Constables in CISF for promotion as Naik. In this connection, the Director General, CISF, stated as under:—

“What I am submitting is that in reality the number of people coming from public undertakings into CISF is not large

because they do not wish to be governed by the strict discipline of the Force.”

5.8 The Director General, CISF, added that almost 90% of the posts of Naik were filled by promotion only.

C. Relaxations/Concessions

5.9 In CISF, relaxation in upper age limit by 5 years is admissible to Scheduled Caste/Scheduled Tribe candidates. In physical standard, relaxation is allowed in the case of Scheduled Tribes in the matter of height by 7 cms. as per recruitment rules. Concession in marks is given to Scheduled Caste/Scheduled Tribe candidates in cases where the required number of candidates from these communities have not passed the written examination in the normal course.

D. Representation in services

5.10 The following table indicates the recruitment made in CISF during the years 1980, 1981 and 1982:

| Year | Category of Posts | No. of Persons recruited | No. of | | Percentage | |
|------|--------------------------|--------------------------|--------|-----|------------|------|
| | | | SC | ST | SC | ST |
| 1 | Group A. | — | — | — | — | — |
| | Group B | 2 | — | — | — | — |
| 9 | Group C. | 3870 | 452 | 334 | 11.67 | 8.63 |
| 8 | Group D. (Scavengers) | 28 | 21 | 1 | 75.00 | 3.57 |
| 0 | Group D. (Others) | 187 | 43 | 3 | 23.00 | 1.60 |
| | Group A. | — | — | — | — | — |
| 1 | Group B | 1 | 1 | — | 100.00 | — |
| 9 | Group C. | 1978 | 349 | 91 | 17.64 | 4.60 |
| 8 | Group D. (Scavengers) | 40 | 25 | 1 | 62.50 | 2.50 |
| 1 | Group D. (Others) | 100 | 20 | 5 | 20.00 | 5.00 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|--------------------------|------|-----|-----|-------|-------|
| 1 | Group A. | — | — | — | — | — |
| | Group B | 2 | — | — | — | — |
| 9 | Group C. | 4306 | 612 | 473 | 14.21 | 11.00 |
| 8 | Group D. (Scavengers) | 43 | 29 | 1 | 67.44 | 2.33 |
| 2 | Group D. (Others) | 136 | 30 | 4 | 22.06 | 2.94 |

5.11. The total staff strength of the CISF during the last three years, the number of Scheduled Caste and Scheduled Tribe employees among them and their percentage to the total strength are indicated below:—

| Year | Category of Posts | Total strength | No. of | | Percentage | |
|------|--------------------------|----------------|--------|------|------------|------|
| | | | SC | ST | SC | ST |
| 1 | Group A. | 55 | 1 | — | 1.82 | — |
| | Group B | 193 | 5 | 1 | 2.60 | 0.50 |
| 9 | Group C. | 27333 | 4360 | 2207 | 15.95 | 8.08 |
| 8 | Group D. (Scavengers) | 380 | 318 | 17 | 83.68 | 4.47 |
| 0 | Group D. (Others) | 1701 | 439 | 62 | 25.81 | 3.64 |
| 1 | Group A. | 58 | 3 | — | 5.17 | — |
| | Group B | 224 | 6 | — | 2.70 | — |
| 9 | Group C | 28455 | 4694 | 2377 | 16.4 | 8.3 |
| 8 | Group D. (Scavengers) | 414 | 286 | 23 | 69.08 | 5.56 |
| 1 | Group D. (Others) | 1776 | 473 | 66 | 26.63 | 3.72 |
| | Group A. | 62 | 5 | — | 8.06 | — |
| 1 | Group B | 239 | 6 | 3 | 2.5 | 1.2 |
| 9 | Group C. | 31628 | 4968 | 2645 | 15.7 | 8.3 |
| 8 | Group D. (Scavengers) | 442 | 337 | 17 | 76.24 | 3.85 |
| 2 | Group D. (Others) | 1941 | 481 | 106 | 24.78 | 5.46 |

5.12 The Committee find that in the CISF the method of recruitment to the post of Follower is 100% by absorption of persons from industrial undertakings failing which by direct recruitment or by re-employment. For recruitment to the post of Constable, method of recruitment is 100% by absorption of persons from industrial undertakings failing which by re-employment or direct recruitment or deputation or transfer. The Committee feel that the provision of absorption of persons from industrial undertakings to these posts could reduce the intake of Scheduled Caste/Scheduled Tribe candidates. The Director General, CISF, informed the Committee during evidence that in reality the number of persons coming from public undertakings into CISF is not large. Even so, the Committee are of the view that there is a lacuna in the existing rules for recruitment/promotion to the posts of Follower, Constable and Nalk. This needs to be rectified so that the recruitment and promotion of Scheduled Caste/Scheduled Tribe candidates is improved.

5.13 The Committee find that in Group 'B' posts in CISF, as on 1-1-1983, out of 239 officers, only 6 (2.5%) belonged to Scheduled Castes and 3 (1.2%) to Scheduled Tribes. Thus, representation of these communities in Group 'B' posts is highly unsatisfactory. In Group 'A' posts, out of 62 officers, only 5 officers belong to Scheduled Castes and none to Scheduled Tribes. The Committee would like the Ministry of Home Affairs and the CISF authorities to look into the matter and take necessary steps including resort to special recruitment to make up the shortfalls in these categories.

CHAPTER VI

RECRUITMENT BOARDS/SELECTION COMMITTEES

6.1 The composition of Recruitment Boards/Selection Committee for selection of candidates for various categories of posts is as under:—

Border Security Force

| | | |
|--------------------------------|---|---|
| 1. For Constables (Group C) | Commandant Dy. Commandant Asst. Commandant Medical Officer Inspector | Presiding Officer Member Member Member |
|--------------------------------|---|---|

| | | |
|---|----------------------|------------------------------|
| 2. For Sub-Inspectors (Group C) ² | DIG 2 Commandants | Presiding Officer Members |
|---|----------------------|------------------------------|

| | | |
|--|-----------------------------|--|
| 3. For Assistant Commandants (Group A) | IG/DIG 2 Commandants | <i>Preliminary Selection</i> Chairman Member |
|--|-----------------------------|--|

| | |
|-----------------|------------------------|
| | <i>Final Selection</i> |
| DG BSF 3 IGs | Chairman Members |

(One each from BSF, CRPF and SBF)

Central Reserve Police Force

1. For Deputy Supdt. (Company Commander) (Group A)

Preliminary Selection

| | |
|-------------------------|---------------------|
| IG/DIG 2 Commandants | Chairman Members |
|-------------------------|---------------------|

Final Selection

| | |
|-----------------|--|
| DG BSF 3 IGs | Chairman Members (one each from BSF/CRP and SSB) |
|-----------------|--|

2. For Sub-Inspectors
(Group C)

| | | |
|-----------------|---|---------------------------------|
| Chairman | — | Inspector General of Police |
| Member—1 | — | Dy. Inspector General of Police |
| Member—2 | — | Dy. Inspector General of Police |
| Co-opted Member | — | Commandant |

3. For Head Constables/Naiks
(Group C)

| | | |
|----------|---|---------------------------------|
| Chairman | — | Dy. Inspector General of Police |
| Member—1 | — | Commandant |
| Member—2 | — | Commandant |

Central Industrial Security Force

*For Assistant Commandants
(Group B)*

Recruitment is made through UPSC

*For Inspectors
(Group C)*

| | | |
|-------------------|---|-------------------------------|
| Presiding Officer | — | Inspector General |
| Member | — | Two Deputy Inspectors General |

*For Sub-Inspectors
(Group C)*

| | | |
|-------------------|---|---|
| Presiding Officer | — | Deputy Inspector General |
| Members | — | Two Assistant Inspectors General Commandants |

*For Assistant Sub-Inspectors
(Group C)*

| | | |
|-------------------|---|---|
| Presiding Officer | — | Deputy Inspector General |
| Members | — | Two Assistant Inspectors General/ Commandants (one of whom may be a Dy. Commandant/Asstt. Commandant.) |

*For Head Constables and below
(Group C)*

| | | |
|-------------------|---|--|
| Presiding Officer | — | Assistant Inspector General/ Commandant |
| Members | — | Two Assistant Commandants |

6.2 When the Committee wanted to know whether a representative of Scheduled Caste/Scheduled Tribe was invariably included in

the Selection Boards of the Central Police Force, the special Secretary, Ministry of Home Affairs, replied during evidence as under:

“So far as the CISF is concerned, the DG tells me that on every Board there is a member of the Scheduled Caste. I am making a positive statement.”

The Director General, CISF, added as under:—

“Where we do not have an officer of Scheduled Caste in our organisation, we get the services of an officer from another office, or even the State Government.”

6.3 As regards Border Security Force, the Director General stated that in BSF, a Scheduled Caste/Scheduled Tribe officer was included in every selection Board.

6.4 In this connection, the Special Secretary, Ministry of Home Affairs added as under:—

“The instructions of Department of Personnel and Administrative Reforms are that whenever there is an officer belonging to Scheduled Caste/Scheduled Tribe within the organisation, he should be put on Board. Where there is no officer of this rank, then they can get the person from the sister organisation. The instructions are very clear. Now the only question is whether these instructions have been implemented or not.”

6.5 It is seen that the composition of Selection Boards for recruitment to various categories of posts is according to designations of officers. In such composition of Selection Boards, there is no clear indication that at least one of the members will be from Scheduled Castes/Scheduled Tribes. The Committee desire that the composition of the Selection Boards should clearly reflect that one of the members thereof will be from Scheduled Castes/Scheduled Tribes. It may also be indicated that if no Scheduled Caste/Scheduled Tribe of sufficiently high rank officer of an appropriate rank is available within the organisation, a Scheduled Caste/Scheduled Tribe officer from any other Government office/organisation should be appointed on the Selection Boards.

CHAPTER VII

A. *Liaison Officer and Scheduled Caste/Scheduled Tribe Cell*

7.1 A Deputy Secretary|Director incharge of Administration in the Ministry of Home Affairs acts as a Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in all establishments and services under the administrative control of the Ministry. A special cell known as Scheduled Caste/Scheduled Tribe Cell has been created in the Ministry to deal with these matters. The cell consists of one Assistant and one Lower Division Clerk under the charge of Section Officer (Vigilance). The cell assists the Director (Administration) who is the Liaison Officer, through an Under Secretary.

7.2 When the Committee pointed out that the cell in the Ministry of Home Affairs was not effective and should be strengthened further, the Special Secretary, Ministry of Home Affairs explained:—

“The job of reservation cell is to see whether rosters are maintained by the offices under a particular Ministry. I can assure you if the rosters are maintained properly, there is no necessity for a cell. The amount of time which is utilised for looking after the maintenance of rosters is never more than one hour per day, but unfortunately this work of looking after the reservation is not being taken seriously by various liaison cells as a normal part of the duty.”

7.3 The witness further added that the existing cell in the Ministry consisting of a part-time Director, a part-time Under Secretary, a part-time Section Officer and a full-time Assistant was adequate provided they did their work.

7.4 In the Central Reserve Police Force and Border Security Force an officer of the rank of Deputy Inspector-General of Police (pay scale Rs. 2000-2250) has been appointed as Liaison Officer for work relating to representation of Scheduled Castes and Scheduled Tribes. In the Central Industrial Security Force, an Assistant Inspector-General of Police/Commandant (pay scale Rs. 1200—1700 for IPS, Rs. 1100-1600 for non-IPS) is appointed as Liaison Officer.

7.5 According to para 15.2 of Chapter 15 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, which is based on the Ministry of Home Affairs O.M. No. 27/22/68-Est. (SCT) dated 19-4-1969. Ministries/Departments are required to set up a cell within the Ministry/Department under the direct control of the Liaison Officer. This cell is required to assist the Liaison Officer in the discharge of his duties effectively.

7.6. Special cells have not been set up in the Central Police Organisations. When asked about the reasons, the Committee have been informed that the existing instructions do not specifically provide for establishment of cells in the attached and subordinate offices. However, in order to facilitate the Liaison Officers in discharging their duties effectively, it is now proposed to set up cells in the Central Police Organisations.

B. Maintenance of Rosters

7.7 It has been stated that in Central Reserve Police Force, for direct recruitment, the rosters have been maintained from the date from which reservation orders became operative. In respect of promotion, the rosters are being maintained since 1976.

7.8 As regards Border Security Force, it has been stated that rosters have been maintained in respect of direct recruitment to the rank of Assistant Commandant and Sub-Inspector since 1966, when the Force was constituted. In the matter of recruitment to the rank of Constable, rosters had been introduced only in March, 1982.

7.9 It has been stated that in Central Industrial Security Force rosters for direct recruitment are being maintained since the raising of the Force in December, 1969. In the matter of promotion, rosters are being maintained with effect from 10.12.1980 in case of non-gazetted staff and with effect from 12.1.1982 in the case of gazetted posts after which date regular promotions are being made. Earlier to these dates, promotions were made on *ad hoc* basis in the absence of finalisation of principles for determination of seniority.

7.10 When the Committee desired to know the reasons for delay in the maintenance of rosters in Central Industrial Security Force, the Director General, Central Industrial Security Force stated:—

“The difficulty here was that the Central Industrial Security Force is the youngest force in the Home Ministry and we have lot of problems in the matter of cadre management. Our recruitment rules or the seniority rules were finalised

only on the dates which are mentioned here *i.e.* 10-12-1980 and 12.1.1982. Prior to that, all the promotions in this organisation were done in an *ad hoc* basis and the Government instructions are that the rules as such do not apply to *ad hoc* promotions."

7.11. It has been stated that the Liaison Officer in each organisation is expected to carry out inspection of the roster registers with a view to ensuring proper implementation of reservation orders. The Liaison Officer, Ministry of Home Affairs also inspects these rosters. During evidence, the Committee were informed that the Liaison Officers of the Central Police Forces inspected the rosters once a year.

7.12 The Committee wanted to have copies of the inspection notes submitted by the Liaison Officer of the Ministry of Home Affairs after inspection of the rosters maintained by the Central Police Forces. In response, the Ministry of Home Affairs have furnished inspection notes in respect of the following:—

- (i) No. 14017/26/82-AD. 1 Cell regarding inspection on 18.12.1982 of rosters maintained in Directorate General, Central Reserve Police Force, New Delhi (Appendix-II).
- (ii) Inspection on 27.7.1983 of rosters maintained in Directorate General, Border Security Force, New Delhi, (Appendix-III).
- (iii) Inspection on 13.9.1983 and 28.9.1983 of rosters maintained in Directorate General, Central Industrial Security Force, New Delhi (Appendix-IV).

7.13 A perusal of the inspection notes reveals several shortcomings in the maintenance of rosters. Some of the important observations made by the Liaison Officer are mentioned below:—

Central Reserve Police Force

- (i) In most of the cases general category candidates have been shown against the reserved points and it seems to be a seniority list.
- (ii) Reserved vacancies have been filled by the unreserved candidates without getting the vacancies first dereserved by the competent authority. No dereservation has taken effect since 1976.

Border Security Force

- (i) Rosters in respect of some of the categories are not complete.
- (ii) While making appointment/promotion, signatures of the competent authority are not appended in the roster registers.
- (iii) Date of appointment/promotion is not indicated in the roster registers.
- (iv) No dereservation has ever been obtained either before or after filling up the vacancies. Only vacancies are adjusted whenever candidates belonging to Scheduled Caste/Scheduled Tribe communities are available.

Central Industrial Security Force

- (i) Reserved vacancies have been filled by general category candidates. No dereservation has been sought.
- (ii) In the grade of Constable/Naik/Head Constable/Assistant Sub-Inspector/Sub-Inspector, reservation have not carried forward.

7.14 Special Cells have not been set up in the Central Police Organisations for looking after the work relating to representation of Scheduled Castes and Scheduled Tribes. However, it is now proposed to set up cells in the Central Police Organisations.

7.15 The Central Reserve Police Force, Border Security Force and Central Industrial Security Force are fairly large sized organisations with their units spread in different parts of the country. If Liaison Officers are nominated in these organisations and no staff is exclusively earmarked for work relating to representation of Scheduled Castes and Scheduled Tribes, the Committee feels that the interest of these classes would suffer. The Committee expect that the decision now taken to set up reservation cells in the Central Police Organisations will be implemented without further delay, within a specified time.

7.16 Under Ministry of Home Affairs O.M. No. 16117/67-Est. (c) dated 10.4.1968, instructions were issued that in offices under the control of each Head of Department, a Liaison Officer should be nominated for work relating to representation of Scheduled Castes and Scheduled Tribes in such offices. No specific instructions have been issued for setting up cells in attached and subordinate offices under the

Liaison Officers. If a Liaison Officer has to function effectively, it is necessary that staff is earmarked specifically to assist him in the discharge of his functions in the form of the cell.

7.17 The Committee have been informed that the roster registers maintained by the Central Police Organisations were inspected by the Liaison Officers annually. The Committee however, find that serious shortcomings have been pointed out by the Liaison Officer of the Ministry of Home Affairs in the maintenance of these rosters. In fact, the rosters maintained by the Border Security Force and the Central Industrial Security Force were inspected after the Committee took up the subject for examination during the current year. The Liaison Officer has pointed out that reserved vacancies have been filled by general category candidates without following the prescribed procedure of obtaining orders for dereservation. Other shortcomings are: incomplete rosters, errors in showing appointments against reserved points, absence of signature of competent authority, reserved vacancies not carried forward etc. From this, the conclusion is inescapable that the work relating to maintenance of rosters has been dealt with casually and the Liaison Officers in the Central Police Organisations have not cared to devote time for this work and to set right the records. The Ministry of Home Affairs cannot also absolve itself of the responsibility at this state of affairs in the Central Police Organisations which are offices under their administrative control. The Committee would like the heads of the Central Police Organisations to ensure that all the roster registers are regularly scrutinised, brought upto date, checked by the competent authority and inspected by the Liaison Officer. Any negligence noticed in this regard should be appropriately dealt with. The Ministry of Home Affairs should also exercise a check to ensure that all the orders regarding reservation in services are actually implemented by the offices under their administrative control.

NEW DELHI;

February 27, 1984

Phalgun 8, 1905 (S)

A. C. DAS,
Chairman,

Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes.

APPENDIX—I

(Vide para 3.4)

No. 21/50/82-Rectt./BSF

Government of India

Ministry of Home Affairs

Directorate General Border Security Force

Nirvachan Sadan, Ashoka Road, New Delhi-1,

Dated 30th March, 1982

To

All Inspectors General, BSF

All Deputy Inspectors General, BSF

All Heads of Training Institutions, BSF

All Commandants, BSF Battalions.

Subject:—Application of Rules regarding Reservations for Scheduled Castes/Scheduled Tribe personnel in the matter of Appointments/promotions in non-gazetted ranks of Border Security Force.

Sir,

It has been ruled by the Ministry of Home Affairs that notwithstanding the Border Security Force being an Armed Force of the Union as also that the posts/appointments in the BSF not constituting relevant civil appointments, following the pronouncements in certain High Court judgements, promotions and appointments in the non-gazetted ranks in the BSF, *shall not be* exempt from the purview of the orders in force issued by the Central Government in the above regard which stipulate reservations for Scheduled Caste/Scheduled Tribe personnel to the extent of 15 per cent for SC and 7 and half per cent for ST.

2. To ensure that these reservations are brought about effectively a 40 Point Roster is required to be maintained by all authorities who order appointments/promotions as this facilitates a ready check of

the implementation of the Government's orders in the above regard as also clearly indicates when the turn of SC|ST personnel has come up for promotion to the next rank. For facility of reference, a model Roster as in Appendix-I of Brochure on Reservation of Scheduled Castes and Scheduled Tribes, is forwarded as an Annexure to this Circular.

3. Thus, in future while making promotions out of List 'A' (for promotion of Constable to Lance Naik), List 'B' (for promotion of Lance Naik to Naik), List 'C' (for promotion of Head Constable to Sub Inspector) and List 'E' (for promotion of Sub Inspector|PI. Comdr. to Subedar), the stipulation regarding reservations for Scheduled Caste|Scheduled Tribe candidates must be strictly enforced at all levels.

4. The vacancies remaining unfilled through possible non-availability of SC|ST personnel on the approved list for promotion, should be carried forward for a period of three rectt. years, after which the matter regarding de-reservation of these vacancies should be taken up with FHQ, subject to the stipulation that fresh reservations along with the carry forward reservations should not exceed 50 per cent of the total vacancies available on a particular occasion. A copy of recent instructions issued by MHA, DP&AR in this behalf *vide* No. 36012|3|78-Estt(SCT) dated 9 Feb 82 is also enclosed.

5. Accordingly, in future, no promotions should be made out of the Lists 'A', 'B', 'C', 'D' and 'E' without fully complying with the above instructions on the subject regarding implementation of the 40 Point Roster and reservations of appointments|promotions for SC|ST personnel.

6. Separate instructions already exist with regard to relaxation to be granted in the matter of assessment of the suitability of SC/ST personnel while they are brought on the aforesaid promotion Lists. So long as SC|ST personnel duly qualified at appropriate Promotion Qualifying Tests are available for inclusion in the various promotion Lists, their position should be shown strictly in accordance with the 40 Point Roster in the matter of promotions against the available vacancies.

7. In the case of any doubt, the matter should be brought to the notice of FHQ for clarification. At any rate all future promotions

from Lists 'A' to 'E' MUST strictly conform to the above implementation of the 40 Point Roster and there should not be any deviation from the same.

8. Receipt of this circular may please be acknowledged.

Encl. As above.

Yours faithfully,
Sd|-

30 March 82

(S. N. GHOSH)

Deputy Director (ORG)

Copy to:—

IG(HQ)|IG(Comm.),

All DDs in FHQ.

CLO|CMO|Comdr. Arty|STS|Sig. Regt.

MHA File No. I-45021|9|81-Pers. II

ANNEXURE—I

Model Roster for posts filled by direct recruitment on All India basis by open competition (for reservation of 15 per cent for Scheduled Castes and 7 and half per cent for Scheduled Tribes)

[Para 4.1(i)(a)]

(A separate Roster on this pattern will be maintained for posts filled by promotion to which reservation orders apply [Para 4.1 (iii)]

| Point in the Roster | Whether Unreserved or reserved | Point in the roster | Whether unreserved or reserved |
|---------------------|--------------------------------|---------------------|--------------------------------|
| 1 | 2 | 1 | 2 |
| 1. | Scheduled Caste | 8. | Scheduled Caste |
| 2. | Unreserved | 9. | Unreserved |
| 3. | Unreserved | 10. | Unreserved |
| 4. | Scheduled Tribe | 11. | Unreserved |
| 5. | Unreserved | 12. | Unreserved |
| 6. | Unreserved | 13. | Unreserved |
| 7. | Unreserved | 14. | Scheduled Caste |

| 1 | 2 | 3 | 4 |
|-----|-----------------|-----|-----------------|
| | | 28. | Scheduled Caste |
| 15. | Unreserved | 29. | Unreserved |
| 16. | Unreserved | 30. | Unreserved |
| 17. | Scheduled Tribe | 31. | Scheduled Tribe |
| 18. | Unreserved | 32. | Unreserved |
| 19. | Unreserved | 33. | Unreserved |
| 20. | Unreserved | 34. | Unreserved |
| 21. | Unreserved | 35. | Unreserved |
| 22. | Scheduled Caste | 36. | Scheduled Caste |
| 23. | Unreserved | 37. | Unreserved |
| 24. | Unreserved | 38. | Unreserved |
| 25. | Unreserved | 39. | Unreserved |
| 26. | Unreserved | 40. | Unreserved |
| 27. | Unreserved | | |

Note:—If there be only one vacancy in a particular year which falls on a reserved point in the roster, it will be treated as unreserved in the first instance and filled accordingly but the reservation should be carried forward to subsequent year(s). In the subsequent year(s) of recruitment, the reservation should be applied by treating the vacancy arising in that year as reserved even though there might be only a single vacancy in that subsequent year(s).

No. 36012|3|78-Estt. (SCT)

Government of India|Bharat Sarkar

Ministry of Home Affairs/Grih Mantralaya

Department of Personnel and Administrative Reforms

(Karmik Aur Prashasanik Sudhar Vibhag)

New Delhi-110001, dated the 9 Feb. 1982

OFFICE MEMORANDUM

SUBJECT:—Reservation for SC/ST in services—stipulation of 50 per cent limit for fresh and carry forward reservation with reference to the total vacancies in a recruitment year.

The undersigned is directed to refer to the Department of Personnel and AR Office Memo. No. 16|3|73-Estt. (SCT) dated 27-12-77 in which it has been stated that the carried forward reserved vacancies

for utilization even where the total number of such reserved vacancies exceed 50 per cent of the vacancies filled in that year provided that the overall representation of SC and ST in the total strength of the concerned grade or cadre is found to be inadequate *i.e.*, the total number of Scheduled Caste/Scheduled Tribe candidates in that grade has not reached the prescribed percentages of reservation for SC/ST respectively in that grade, as a whole.

2. The validity of this Office Memo has been reconsidered in the light of the judgement delivered by the Supreme Court on 14-11-80 in Writ Petition No. 1041-1044 of 1977 (Akhil Bharatiya Soshit Karmachari Sangh Vs. Union of India). In this case, all the three Judges constituting the Division Bench have remarked that the total reservation on a particular occasion should not exceed 50 per cent of the total vacancies. It has now been decided in modification to the instructions contained in the Office Memo. dated 27-12-1977 that, in future fresh reservation alongwith CARRY forward reservation should not exceed 50 per cent of the total vacancies available on a particular occasion.

3. It may happen that due to this 50 per cent limit, it will not be possible to accommodate all the reservations which have accumulated due to the carry forward principle. Hence the surplus above 50 per cent shall be carried forward to the subsequent years of recruitment, subject, however, to the condition that they do not become 'three recruitment years old' which is the maximum period for carrying forward the reservations from year to year and lapse. Hence, to save the lapsing of the reservations, it will be proper to accommodate the oldest carrying forward reservations first.

For example, there are 5 carried forward reservations spreading over three preceding recruitment years in following manner:—

| | SC | ST |
|-------------|----|----|
| Third Year | 1 | — |
| Second Year | 1 | 1 |
| First Year | — | 2 |

Suppose 6 vacancies occur in the succeeding year, 3 should be reserved, taking into consideration the 50 per cent limit. As the oldest carried forward reservations have to be accommodated first,

one SC of third year and one SC and one ST of second year are to be reserved out of the 6 vacancies available. The two ST reservations of first year will be carried forward to next recruitment year and they will be considered as in the second year of carry forward in the next recruitment year.

4. This order, however, will not affect this Department's Office Memorandum No. 1|9|74-Estt (SCT) dated 29-4-75, which governs the procedure regarding filling up of single vacancy occurring in a recruitment year. Ministries|Departments should make the necessary modifications in the de-reservation proposals while sending them to the Department of Personnel and AR and to the Commissioner of SC|ST. It is further clarified that no de-reservation will be necessary for further carrying forward of reservations which could not be accommodated in any recruitment year due to the 50 per cent limit.

5. The above instructions take effect from the date of issue of these orders except where selection to posts to be filled by direct recruitment or promotion have already been finalised prior to the issue of these orders.

6. Ministry of Finance etc. are requested to bring the above instructions to the notice of all attached and subordinate offices under them for compliance.

Sd|- BATA K DEY
Deputy Secy. to the Govt. of India.

To

- (1) All Ministries and Departments etc.
- (2) All Offices, Sections and attached and subordinate offices of the MHA and DP and AR.
- (3) PRE.

Sd|-BATA K. DEY
Deputy Secy. to the Govt. of India.

APPENDIX II

(vide Para 7.12)

No. 14017/26/82-AD. 1 Cell

Government of India/Bharat Sarkar

Ministry of Home Affairs/Grih Mantralaya

Subject:—Inspection of rosters relating to the reservation of posts for SC/ST by the Liaison Officer, MHA-Dte. Genl. CRPF Organisation-Report regarding.

As per direction of DS(A) in his capacity as Liaison Officer, MHA the rosters relating to the representation of reservation posts for SC/ST maintained in the Dte. General, CRPF, New Delhi were checked on 18-12-1982 by me alongwith Shri Y. P. Kumra the dealing hand.

2. In accordance with the instructions contained in Chapter 4 of Brochure on Reservation for SC/STs, the rosters are being maintained in the Dte. General of CRPF in the prescribed form viz. Appendix 4 to the Brochure. While inspecting the rosters the following shortcomings have been noticed:—

- (i) Though the points have been earmarked in the rosters for SCs/STs correctly according to the prescribed model roster for the particular type of recruitment yet in most of the cases general category candidates have been shown against the reserved points and it seems to be a seniority list.
- (ii) The rosters so inspected reveal that reserved vacancies have been filled by the Un-reserved candidates without getting the vacancies first de-reserved by the competent authority. No dereservation has taken effect since 1976.

(3) As regards the first point it may be mentioned that the purpose of a roster is to count the number of vacancies to be reserved for SC and ST and to facilitate carry forward of unfilled reserved vacancies. It is not to be confused with a seniority list.

4. As regards (ii) it may be mentioned that de-reservation is to be proposed only when all the steps prescribed to secure SC/ST candidates for appointment against these reserved vacancies are taken and fully followed by the appointing authority concerned and that the claims of eligible candidates of these communities have been fully considered. De-reservation has to be resorted to only when SC/ST candidates are not available. DG, CRPF have not observed this procedure for de-reservation of various posts/vacancies.

APPENDIX III

(vide Para 7.12)

Ministry of Home Affairs
SC/ST Cell

Subject:—Inspection of rosters relating to the reservation of posts for SCs/STs-DG(BSF)—Report regarding.

As per directions of Director (Admn.) in his capacity as Liaison Officer, Ministry of Home Affairs, the rosters relating to the representation of reservation posts for SC&ST maintained in the Directorate General, Border Security Force were checked on 27-7-1983 by me alongwith Shri Ramesh Chand, dealing hand.

2. In accordance with the instruction contained in Chapter 4 of Brochure on Reservation for SCs/STs, the rosters are being maintained in the DG(BSF) in the prescribed form viz. Appendix 4* of the Brochure.

3. The following rosters pertaining to Ministerial and executive staff were checked at the time of inspection:—

- (i) LDCs, (ii) UDCs, (iii) Stenographer, Gr. D., (iv) Jr. Engineers, (v) Asstts., (vi) Auditors, (vii) Stenographers Gr. C, (viii) S. Mechanics, (ix) Staff Car Drivers, (x) Section Officers, (xi) Platoon Commandants, (xii) Asstt. Commandants, (xiii) Sub-Inspectors and (xiv) Head Clerks.

While inspecting the rosters the following short comings have been noticed:—

- (a) Rosters pertaining to Junior Engineers is not complete.
- (b) Rosters in respect of Head Clerks to Sub-Inspectors are not complete. These are not continuously maintained. Gaps have been found in rosters. According to instructions there should be no gap in the rosters. As candidates belonging to reserved communities are not available, the points reserved for them have been left blank without going in for de-reservation.

- (c) In all the rosters mentioned above, signatures of the competent authority are not appended while making appointment/promotion in the roster registers.
- (d) Date of appointment/promotion is not indicated in the roster registers.
- (e) The main draw back that came to notice was that DG (BSF) are not sending any proposal for de-reservation. In fact no de-reservation has ever been obtained either before or after filling up the vacancies.
- (f) They only adjust vacancies wherever candidates belonging to SC/ST communities are available. In posts of Platoon Commandants there is a backlog of 29 SCs and 25 STs posts. Vacancies from the year 1970 to 1982 are still pending for adjustment. As per instructions after getting the vacancies de-reserved they are to be carried forward only for 3 subsequent years. Instead of getting the vacancies de-reserved they have been kept pending.

Out of 25 posts of Assistant, there are only 2 candidates of SC community. There are only limited posts of Auditors, Stenographers Gr. B Senior Mechanic and on these posts, there is at present no candidate of reserved categories in these grades.

As regards special efforts made to fill up vacancies, the DG(BSF) has relaxed the educational qualifications for constables for filling up the posts reserved for SCs/STs.

APPENDIX IV

(Vide Para 7-12)

appendix

Proforma for conducting inspection of rosters maintained for providing reservations for Scheduled Castes and Scheduled Tribes in services.

| | |
|--|---|
| Name of office | DG (CISF) |
| Date of last inspection | ----- |
| Name of post/Group of posts | As per list attached Annexure-I. |
| Date of current inspection | 19-9-83 & 28-9-83 |
| 1. Whether separate rosters are being maintained for each grade or group of posts and within such grade/group, separately for (i) direct recruitment and (ii) for posts filled by promotion (where reservation is applicable in such posts filled by promotion) and whether all the appointments made during the period covered by the inspection are shown in the roster. | Yes |
| 2. Whether the appropriate model roster viz. the one prescribed for (1) direct recruitment on all India basis by open competition (2) direct recruitment on all India basis otherwise than by open competition (3) direct recruitment on a local or regional basis or (4) promotion as the case may be is being followed. | Yes |
| 3. Whether the rosters are being maintained separately for (1) permanent appointments and temporary appointments likely to become permanent or to continue indefinitely and (2) purely temporary appointments of 45 days or more duration. | No temporary appointments made in DG (CISF) |
| 4. Whether the rosters are being maintained in the form prescribed viz. Appendix 4 to the Brouchure. | Yes |
| 5. Whether the points have been earmarked in the roster for Scheduled Castes and Scheduled Tribes correctly according to the prescribed model roster for the particular type of recruitments. | Yes |
| 6. Whether immediately after an appointment has been made, the particulars of the person appointed are entered in the register in appropriate columns and the entry signed by the appointing authority or by the officer authorised to do so. | Yes |
| 7. Whether any gap is left in the roster. | Yes |
| 8. Whether the roster is being maintained in form of a running account from year to year. | Yes |

9. Whether before appointing a general candidate against reserved vacancy, (i) prior approval of the Department of Personnel for dereservation was obtained in the case, vacancies included in the roster for permanent appointment and temporary appointments likely to become permanent or to continue indefinitely, and (ii) whether the steps prescribed in para 26 of the Brochure to secure Scheduled Castes/Tribes candidates were taken in the case of vacancies included in the roster for purely temporary appointments.

No dereservation is sought in the case of Constable, Naik, Head Constable, Asstt., Steno (Gr. D) I.D.C., UDC, Asstt. Commandant (Direct) ASI and SI. Vacancies have been filled by general category candidates. We were told that as large scale recruitment is being made in the grades Constable, Naik and Head Constable, CISF have notified increased number of reserved vacancies. The points reserved for SC/ST candidates will be filled in the near future. This is irregular.

10. Whether reservation in confirmation in posts filled by direct recruitment has been correctly determined in accordance with the orders in MHA No. 31/10/63-SCT (1), dated 27-3-63 and 2-5-63.

11. Whether an abstract is given after the last entry in a recruitment year, showing the number of reservations carried forward to the following years separately for Scheduled Castes and Scheduled Tribes. Whether these reservations have been shown as brought forward at the beginning of the roster for the following year.

No.

12. Whether reservations have been carried forward to three subsequent recruitment years and exchange of reservations made between Scheduled Castes and Scheduled Tribes as provided in the Ministry of Home Affairs O.M. No. 27/25/68-Estt. (SCT), dated 25th March, 1970 before treating them lapsed.

In the grade of Constable/Naik/Head Constable/ASI/SI, reservations have not been carried forward.

13. Any other remarks.

14. Summing up.

Brief recapitulation of defects and short-comings noticed in the maintenance of rosters and any other suggestions which the Inspecting officer has to make, with particular reference to the remarks given during the last inspection.

Please see the enclosed list Annexure-II.

Sd/- B.M. Rao
Director (A)
15-10-83

(Signature of Inspecting Officer,
Designation and Date.)

Remarks of Head of
Department/Secretary of ---
the Ministry.

APPENDIX—V

(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 | 2.6 | <p>The Committee note that in Assam Rifles bulk of the force is under Army's operational control and the personnel are governed by the Army Act. Even though there is reservation for Scheduled Castes/Scheduled Tribes in other Central Police Forces, namely, BSF, CRPF and CISF, the policy of reservation had not been applied to the Assam Rifles. The representative of the Ministry of Home Affairs has admitted during evidence that even though units of Assam Rifles came under the control of the Ministry of Home Affairs some time in 1975, the reservations were not made applicable to the Force. Only after this subject was taken up by the Committee for examination, it was realised that the Force was being financed from civil expenditure and as such reservations for Scheduled Castes Scheduled Tribes should apply. Accordingly orders to this effect were issued by Government on 23-9-1983.</p> <p>The Committee feel surprised that Ministry of Home Affairs which issues all orders pertaining to reservations in services did not implement the same in Assam Rifles which is under their administrative control. The Committee hope that orders issued on 23-9-83 will not merely remain on paper but would be implemented in letter and spirit.</p> |

-
- | 1 | 2 | 3 |
|---|---|---|
|---|---|---|
-
- 2** **2.11** **The Government have accepted the principle that reservation for Scheduled Castes and Scheduled Tribes would apply to the Assam Rifles. The Committee feel that the policy of taking officers in Group 'A' posts from the Army on deputation should be reviewed by the Government. The Border Security Force, Central Reserve Police Force and Central Industrial Security Force have their own arrangements for direct recruitment to Group 'A' posts in their services. Reservations for Scheduled Castes|Scheduled Tribes has also been provided in Group 'A' posts in the matter of recruitment and promotion. The Committee would suggest the adoption of similar procedure in Assam Rifles also.**
- 3** **2.12** **It is seen that as at the end of the year 1982, out of a total strength of 6734 posts in Group 'C', the number of Scheduled Castes and Scheduled Tribes (Hill Tribes) was 254 (3.8 per cent) and 153 (2.3 per cent) respectively. In Group 'D' posts (other than scavengers), out of a total strength of 24,878, the number of Scheduled Castes and Scheduled Tribes (Hill Tribes) was 1387 (5.6 per cent) and 2098 (8.4 per cent) respectively. The representation of these communities is, thus, very low even in Group 'C' and 'D' posts. The Committee recommend that special efforts should be made to recruit a larger number of Scheduled Castes and Scheduled Tribes in Group 'C' and 'D' posts in the services of Assam Rifles by resorting to special recruitment.**
- 4** **3.12** **The Committee note that the reservation orders have been followed in Border Security Forces in the matter of direct recruitment since 1966 when the force was raised. But in the matter of promotions the reservations were not implemented in Border Security Force till 1982 under the misapprehension that Border Security**
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Force personnel were not civil personnel. The Committee are constrained to observe that a misapprehension on the part of Ministry of Home Affairs that BSF Personnel were not civil personnel had caused irreparable loss to Scheduled Castes/Scheduled Tribes in as much as they were denied selection in promotional posts on the basis of reservation to which they were entitled under the standing instructions. The reservations in promotion had been made applicable with effect from 30th March, 1982. The Committee feel surprised that the Ministry of Home Affairs which is the nodal Ministry for all welfare measures relating to Scheduled Castes/Scheduled Tribes and which is also responsible for issuing orders relating to reservation in services have failed to implement the same in one of their own organisations viz. Border Security Force, which is under their administrative control.

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3.13

The Committee find that as on 1st January, 1983 out of 1,446 officers in Group 'A' there were only 33 Scheduled Caste Officers (2.28 per cent) and 25 Scheduled Tribe Officers (1.73 per cent). These percentages are very low when compared to the prescribed reservation of 15 per cent for Scheduled Castes and 7-1/2 per cent for Scheduled Tribes. During the years 1980, 1981 and 1982, out of 60 officers appointed to Group 'A' posts, 6 belonged to Scheduled Castes and one to Scheduled Tribe. It is evident that unless the intake of Scheduled Caste/Scheduled Tribe officers in the lowest rung of Group 'A' posts by direct recruitment as also by promotion is considerably increased, the position is not likely to improve. The Committee desire that the Ministry of Home Affairs as also the Border Security Force authorities should take necessary steps including resort to special recruitment to increase the representation of these communities.

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3.14

The Ministry of Home Affairs (Directorate General, Border Security Force) have, in their letter dated 30th March, 1982, issued instructions that the unfilled reserved vacancies in promotion should be carried forward for a period of three recruitment years, after which the matter regarding dereservation of such vacancies should be taken up with Field Headquarters. The Committee find that these instructions are not in consonance with the orders issued by the Department of Personnel and Administrative Reforms. In accordance with the instructions contained in the Department of Personnel OM No. 36011|3|76-Estt. (SCT), dated 22nd January, 1977, a vacancy reserved for Scheduled Castes or Scheduled Tribes for which a candidate belonging to that community is not available even after taking all the prescribed steps has first to be dereserved with the approval of the Administrative Ministry/Department of Personnel before filling it by a general candidate. After a reserved vacancy is so dereserved, the reservation is to be carried forward to subsequent three years. The Committee desire that the letter dated 30th March, 1982 issued by the Directorate General, Border Security Force should be suitably amended and the concerned authorities informed accordingly.

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4.12

The Committee note that in Central Reserved Police Force the reservation orders, for promotion were made applicable only from 1976 onwards while Ministry of Home Affairs O.M. No. 1|12|67-Est. (C) dated 11th July, 1968 had prescribed reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion through limited departmental competitive examination and also by the method of selection. The prescribed reservations at that time were 12-1|2 per cent for Scheduled Caste and 5 per cent for Scheduled Tribe. From March, 1970 these percentages were raised to 15

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and 7-1/2 respectively. Orders regarding reservations in promotion upto Group 'A' posts were issued in July, 1974 by the Department of the Personnel. From the method of recruitment followed in Central Reserve Police Force it is noticed that 95 per cent of the posts of Head Constable and Naik are filled by promotion. Similarly 75 per cent of the posts of Sub-Inspectors and 100 per cent of the posts of Inspectors are filled by promotion. Some posts in the rank of Deputy Superintendent of Police and Asstt. Commandant are also filled by promotion.

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4.13

If reservation orders had been implemented from the year 1968 itself, a large number of these promotional posts would have been filled by Scheduled Castes/Scheduled Tribe personnel against the reserved vacancies. The Committee regret to observe that by delaying the implementation of reservation orders till the year 1976, grave injustice has been done to the Scheduled Caste/Scheduled Tribe personnel of the CRPF.

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4.14

It is seen that in Group 'A' posts, as on 1.1.1983, out of 1110 officers, 41 (3.50 per cent) belonged to Scheduled Castes and 15 (1.28 per cent) to Scheduled Tribes as against the prescribed percentages of 15 and 7-1/2 respectively. The Committee would like the Ministry of Home Affairs and the Central Reserve Police Force authorities to ensure that a large number of persons belonging to these communities are recruited/promoted to Group 'A' posts by holding special departmental examination and by relaxing the standards and service conditions.

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5.12

The Committee find that in the CISF the method of recruitment to the post of Follower is: 100 per cent by absorption of persons from industrial undertakings failing which by direct recruitment or by re-employment. For recruitment

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to the post of Constable, method of recruitment is 100 per cent by absorption of persons from industrial undertakings failing which by re-employment or direct recruitment or deputation or transfer. The Committee feel that the provision of absorption of persons from industrial undertakings to these posts could reduce the intake of Scheduled Caste/Scheduled Tribe candidates. The Director General, CISF, informed the Committee during evidence that in reality the number of persons coming from public undertakings into CISF is not large. Even so, the Committee are of the view that there is a lacuna in the existing rules for recruitment/promotion to the posts of Follower, Constable and Naik. This needs to be rectified so that the recruitment and promotion of Scheduled Caste/Scheduled Tribe candidates is improved.

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5.13

The Committee find that in Group 'B' posts in CISF, as on 1.1.1983, out of 239 officers, only 6 (2.5 per cent) belonged to Scheduled Castes and 3 (1.2 per cent) to Scheduled Tribes. Thus representation of these communities in Group 'B' posts is highly unsatisfactory. In Group 'A' posts, out of 62 officers, only 5 officers belong to Scheduled Castes and none to Scheduled Tribes. The Committee would like the Ministry of Home Affairs and the CISF authorities to look into the matter and take necessary steps including resort to special recruitment to make up the shortfalls in these categories.

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6.5

It is seen that the composition of Selection Boards for recruitment to various categories of posts is according to designations of officers. In such composition of Selection Boards, there is no clear indication that at least one of the members will be from Scheduled Castes/Scheduled Tribes. The Committee desire that the composition of the Selection Boards should clearly reflect that one of the members thereof will be from Scheduled

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Castes/Scheduled Tribes. It may also be indicated that if no Scheduled Caste/Scheduled Tribe of sufficiently high rank officer of an appropriate rank is available within the organisation, a Scheduled Caste/Scheduled Tribe officer from any other Government office/organisation should be appointed on the Selection Boards.

- 13 7.14 Special Cells have not been set up in the Central Police Organisations for looking after the work relating to representation of Scheduled Castes and Scheduled Tribes. However, it is now proposed to set up cells in the Central Police Organisations.
- 14 7.15 The Central Reserve Police Force, Border Security Force and Central Industrial Security Force are fairly large sized organisations with their units spread in different parts of the country. If Liaison Officers are nominated in these organisations and no staff is exclusively earmarked for work relating to representation of Scheduled Castes and Scheduled Tribes, the Committee feels that the interest of these classes would suffer. The Committee expect that the decision now taken to set up reservation cells in the Central Police Organisations will be implemented without further delay within a specified time.
- 15 7.16 Under Ministry of Home Affairs O.M. No. 16/17/67-Estt. (c) dated 10-4-1968, instructions were issued that in offices under the control of each Head of Department, a Liaison Officer should be nominated for work relating to representation of Scheduled Castes and Scheduled Tribes in such offices. No specific instructions have been issued for setting up cells in attached and subordinate offices under the Liaison Officers. If a Liaison Officer has to function effectively, it is necessary that staff is earmarked specifically to assist him in the discharge of his functions in the form of the Cell.
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The Committee have been informed that the roster registers maintained by the Central Police Organisations were inspected by the Liaison Officers annually. The Committee, however find that serious shortcomings have been pointed out by the Liaison Officer of the Ministry of Home Affairs in the maintenance of these rosters. In fact, the rosters maintained by the Border Security Force and the Central Industrial Security Force were inspected after the Committee took up the subject for examination during the current year. The Liaison Officer has pointed out that reserved vacancies have been filled by general category candidates without following the prescribed procedure of obtaining orders for dereservation. Other shortcomings are incomplete rosters, errors in showing appointments against reserved points, absence of signature of competent authority, reserved vacancies not carried forward etc. From this, the conclusion is inescapable that the work relating to maintenance of rosters has been dealt with casually and the Liaison Officers in the Central Police Organisations have not cared to devote time for this work and to set right the records. The Ministry of Home Affairs cannot also absolve itself of the responsibility at this state of affairs in the Central Police Organisations which are offices under their administrative control. The Committee would like the heads of the Central Police Organisations to ensure that all the roster registers are regularly scrutinised, brought upto date, checked by the competent authority and inspected by the Liaison Officer. Any negligence noticed in this regard should be appropriately dealt with. The Ministry of Home Affairs should also exercise a check to ensure that all the orders regarding reservation in services are actually implemented by the offices under their administrative control.