

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

(SEVENTH LOK SABHA)

**FIFTY-FOURTH REPORT**

**MINISTRY OF DEFENCE  
RESERVATIONS FOR, AND EMPLOYMENT OF  
SCHEDULED CASTES AND SCHEDULED  
TRIBES IN DEFENCE SERVICES**

*Presented to Lok Sabha on* \_\_\_\_\_

5.10.1984

*Laid in Rajya Sabha on* \_\_\_\_\_

5.10.1984



**LOK SABHA SECRETARIAT  
NEW DELHI**

April 1984/Chaitra 1906 (s)

Price : Re. 1.00

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P.A.C. No. 9899

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PUBLISHED UNDER RULE 382 OF THE RULES OF PROCEDURE AND CONDUCT OF  
BUSINESS IN LOK SABHA (SIXTH EDITION) AND PRINTED BY THE GENERAL  
MANAGER, GOVERNMENT OF INDIA PRESS, MINTO ROAD, NEW DELHI.

CORRIGENDA  
to the

Fifty-Fourth Report of the Committee on the  
Welfare of Scheduled Castes/Scheduled Tribes  
(Seventh Lok Sabha)

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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES**

(1983-84)

**Shri A. C. Dass—Chairman**

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\*Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 9th April, 1984.

\*\*Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 12th April, 1984.

\*\*\*Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 2nd April, 1984.

## 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 Fifty-Fourth Report on the Ministry of Defence—Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Defence Services.

2. The Committee took the evidence of the representatives of the Ministry of Defence on 1st February, 1984. The Committee wish to express their thanks to the officers of the Ministry of Defence for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on April 4, 1984.

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

NEW DELHI;  
April 5, 1984.  

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Chaitra 16, 1906 (Saka)

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



## CHAPTER I

### INTRODUCTORY

1.1 For the last two decades, it has been repeatedly highlighted in the annual reports of the Commissioner for Scheduled Castes and Scheduled Tribes that reservation in favour of Scheduled Castes and Scheduled Tribes has not been introduced in the Armed Forces and the representation of these communities therein continues to be poor. It has also been emphasised that exclusion of the Defence Services from the purview of the reservation for Scheduled Castes and Scheduled Tribes is contrary to the letter and spirit of the Constitution. The Ministry of Defence is however of the view that on account of the special features of the Defence Services, the methodology in recruitment adopted is somewhat different and they feel that the objective can be effectively achieved by executive instructions and other suitable measures.

1.2 The Commissioner for Scheduled Castes and Scheduled Tribes in his 25th Report for the year 1977-78 (*vide* para 3.7) has felt that unless there is an element of compulsion that a specified number of Scheduled Castes and Scheduled Tribes has to be recruited, no improvement is expected in the representation of Scheduled Castes and Scheduled Tribes in the Defence Services.

1.3 As the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes share the concern expressed by the Commissioner for Scheduled Castes and Scheduled Tribes about the non-implementation of reservation policy in the Armed Forces, they decided to examine this subject in detail.

## CHAPTER II

### RECRUITMENT AND RESERVATIONS

#### *A. Recruitment Procedure*

2.1 Asked about the procedure of recruitment of officers in the Defence Services, the Committee have been informed in a written reply as follows:—

**ARMY:—**Recruitment of officers in the Army, except for Military Farms, Medical and Remount and Veterinary Corps is carried out through Union Public Service Commission and Services Selection Boards.

For Technical Graduates Entry, there is no Union Public Service Commission but they are taken through Services Selection Board.

For Military Farms and Remount and Veterinary Corps (RVC), recruitment is through interview and selection by the Directorate concerned. Officers are selected on the basis of merit.

**NAVY:—**The available vacancies in the Officers cadre are advertised in the newspapers and through other publicity material like pamphlets, brochures, calendars, etc. issued by Naval Headquarters.

Those who apply and are found eligible are subjected to interviews by the Services Selection Board which are mandatory in all cases. However, for certain entries they have to appear in written examination conducted by Union Public Service Commission in addition to the interview, except for technical candidates applying under Navy sponsorship scheme.

Those who qualify in the written examination by Union Public Service Commission, if applicable, as well as the Services Selection Board interviews, are subjected to medical examination and/or Services Selection Board interviews and medical examination.

Fully qualified candidates on merit list are appointed to Training Establishments/Ships for training depending upon the number of vacancies and their position on the merit list.

**AIR FORCE—**Recruitment of officers in the Indian Air Force is open to all Indian Nationals through open competition on all India basis. It is not based on any caste, creed, religion or whether the boy is from higher strata of society or otherwise but mainly on individual's merit.

Selection System of officers in Indian Air Force is a psychologically based technique for assessing the suitability of the applicant for the Air Force in the officer cadre.

2.2 Asked whether there is any reservation for Scheduled Castes and Scheduled Tribes in direct recruitment through U.P.S.C. or otherwise, the Committee have been informed in a written reply as under:—

ARMY	NAVY	AIR FORCE
There is at present no provision for reservation for Scheduled Castes and Scheduled Tribes in direct recruitment through Union Public Service Commission.	There is no provision for reservation for Scheduled Caste and Scheduled Tribe candidates in recruitment through Union Public Service Commission or otherwise.	No.

2.3 Asked about the policy being followed regarding reservation in recruitment/promotion for Scheduled Castes and Scheduled Tribes in the Defence Services, the Committee have been informed in a written reply as follows:—

ARMY	NAVY	AIR-FORCE
In order to ensure the highest standard of efficiency in the fighting arms, strict standards of physical fitness, minimum educational, professional qualifications and psychological aptitude tests have been prescribed commensurate with the job requirements. Within these parameters recruitment is done purely on merit. Any relaxation of standards would be detrimental to the fighting efficiency of the Army.	The induction of personnel in the Navy is based purely on merit and number of vacancies as stated above. However, it is ensured that there is absolutely no discrimination whatsoever against the personnel belonging to Scheduled Castes and Scheduled Tribes in the recruitment.	There is no separate policy for reservations/appointments and promotions of Scheduled Castes and Scheduled Tribes in the IAF.

2.4 Asked whether there is any reservation for Scheduled Castes and Scheduled Tribes in direct recruitment to other ranks, the Committee have been informed in a written reply as follows:—

**ARMY:**

No. In order to ensure the highest standard of efficiency in the fighting arms, strict standards of physical fitness, minimum educational, professional qualifications and Psychological aptitude tests have been prescribed, commensurate with the job requirements. Within these parameters recruitments is done purely on merit. Any relaxation of standards would be detrimental to the fighting efficiency of the forces.

**NAVY:**

There is no reservation of vacancies for any caste/tribe in recruitment of other ranks as candidates are required to be inducted on the basis of merit and medical fitness irrespective of class, creed, religion, community or area of residence.

**AIR FORCE:**

No, Air Force is an important fighting arm of the Nation. The airmen in the Air Force comprise of combatants who are required to be physically fit and possess basic academic qualifications. The minimum educational qualification prescribed for enrolment as airmen is Matriculation. In order to ensure the highest standard of efficiency of this fighting arm in the best interest of the Nation, strict standard of physical fitness, professional qualifications and psychological aptitude tests have been prescribed commensurate to the job requirement in each trade. It would be appreciated that any relaxation in the prescribed standard would be detrimental to the fighting capacity of the nation. With this objective in view recruitment of airmen in the Air Force is done purely on the basis of merit and no other consideration of caste and creed are allowed to creep in, so that the security and integrity of the country is not jeopardised.

2.5 The percentage of Scheduled Caste/Scheduled Tribe officers recruited through UPSC in the Army, Navy and Air Force during the years 1980 to 1982 are indicated below:—

Year	ARMY		Year	NAVY		Year	AIR FORCE	
	Percentage of			Percentage of			Percentage of	
	SC	ST		SC	ST		SC	ST
1980	0.26		No records maintained		1980	..	.9%	
1981	0.11				1981			
1982	0.20	0.05			1982	2.8	..	

The percentages of Scheduled Castes|Scheduled Tribes personnel recruited in other ranks in the Army, Navy and Air Force during year, 1980 to 1982 are indicated below:—

Year	ARMY		Year	NAVY		Year	AIR FORCE	
	Percentage of			Percentage of			Percentage of	
	SC	ST		SC	ST		SC	ST
1980	6.77	2.30	1980	4.6	2.4	1980	6.7	0.7
1981	8.66	1.60	1981	4.8	1.17	1981	5.8	0.5
1982	6.52	1.76	1982	2.00	0.2	1982	4.8	0.5

#### B. Adoption/implementation of reservation orders

2.7 The Committee have been informed in a written reply that orders regarding reservation for Scheduled Castes and Scheduled Tribes in services issued by the Ministry of Home Affairs (Deptt. of Personnel) apply *in toto* to the Ordnance Factories and to the Defence Research and Development Organisation. In so far as the Public Sector undertakings under the administrative control of the Ministry of Defence are concerned, the orders/instructions received from the Bureau of Public Enterprises from time to time in this regard are circulated to them for necessary action.

2.8 The Ministry of Defence have also stated in a written reply that reservation orders are applicable to the Civilian employees in the 24 organisations under the Ministry of Defence which primarily employ civilian employees (Appendix—I).

2.9 When asked about the reasons for making two statements for the implementation of reservation orders, the Secretary, Ministry of Defence has stated during evidence as follows:—

“We have made only one statement. As far as R&D and the Ordnance Factory are concerned, the Ministry of Home Affairs instructions are followed. So far as public sector undertakings are concerned, the instructions from Bureau of Public Enterprises are followed. Both are followed *in toto*.”

The witness further added:—

“Under the Bureau of Public Enterprises directive, the posts of group ‘A’ and group ‘B’ are to be de-reserved. The authority to decide dereservation is the Board. As far as groups ‘C’ and ‘D’ are concerned, it is decided by the CMD. In 1973, a directive was issued from our Ministry that dereservation of group ‘A’ and ‘B’ posts should be done by the government instead of by the Board, while groups ‘C’ and ‘D’ were left

with the CMD. Now this practice worked for some time. Then some study team went into it. The final decision is that the procedure which was laid down by the BPE should be followed. It was found, by taking this function to the government, that there was a lot of arrears which had accumulated; a large number of vacancies was not being filled. Therefore, the position now is that it is necessary that we should fall in line with the practice of the BPE."

2.10 The Committee pointed out that in the Central Assembly the following resolution was moved by Shri Piare Lall Kureel, on 19th November, 1943:—

"That this Assembly recommends to the Governor General in Council that the key service of the Army should be thrown open to the Members of all the Scheduled Castes and that the military service should not be monopoly of a few privileged classes."

2.11 While moving the above resolution Shri Kureel pointed out that many Scheduled Castes of his province had applied for emergency commission but they were not called for interview. They were rejected on the made up excuse of incompetence and physical unfitness. He also desired that the Government of India should issue mandatory directions to the provincial Governments that there should not be any bar to the Scheduled Castes to enter military services and that special consideration should be given to their cases.

2.12 The mover of the resolution stated that it was a wrong conclusion that Scheduled Castes did not belong to a martial race. In support of his argument he contended that the army of the East India Company mostly consisted of Mahars, Chamars and persons of humble origin who had many deeds of un-challengable valour and courage to their credit. Hindus never liked to go abroad. It was a part of their religion not to cross the seas as had been made clear by many old scripts and religious books, but the depressed classes never hesitated to go abroad.

2.13 The then Secretary, War Department while accepting the resolution said that the position which the mover sought to obtain by the resolution already existed. The army was not the monopoly of a few privileged classes. Military service was open to every class in the country and there were few, if any, of these classes who were not represented in the fighting services. He gave the categorical assurance that there would not be any discrimination against the Scheduled Classes.

"2.13A After the resolution was adopted in the Central Assembly, a large number of Scheduled Castes were recruited as Commissioned Officers both in Senior and Junior Grades. During the war time, two regiments viz. Chamar Regiment and Mahar Regiment were raised and they performed commendable service on the Burma Front. While the Chamar Regiment had been disbanded, the Mahar Regiment is still in existence.

When the Committee enquired during evidence why the Chamar Regiment had been disbanded, the Secretary, Ministry of Defence stated as follows:

"If it is a specific question how it was disbanded, we can go into it and give the answer but I do not have all the facts before me."

2.14 In the context of the resolution passed in the Central Assembly that there would be no discrimination against the Scheduled Castes for recruitment to the armed forces, the Secretary, Ministry of Defence stated during evidence as follows:—

"Sir, I would like to submit in all humility that we are following exactly the principles which have been enunciated by you. The principles as suggested by you are being followed in toto. Principle number one is, as you have very rightly said, that there cannot be any distinction between a so-called martial or a non-martial community. Such distinctions are not made. The Indian Army, as you are aware, is a voluntary army. Therefore, in the recruitment to the Indian Army, there is no question of any preference to any caste, any class or any community."

2.15 When the Committee enquired whether the claim that there is no caste consideration in the matter of recruitment to the defence forces is in theory or in practice also Secretary, Ministry of Defence has stated during evidence as follows:—

"It is both in theory and in practice. In theory it is a national army and, therefore, the defence services are open to all Indian irrespective of geography, irrespective of communal affiliations, irrespective of class affiliations irrespective of caste affiliations. The second point I would like to make is we did recognise the right of an Indian to die for his country as we do recognise the right of an Indian to work for his country. Therefore, the principle which is being followed is as all

Indians have a right to die for the country, it is absolutely necessary that the Indian fighting forces represented by the armed forces of the three Services maintain fighting skills and battle worthiness and combat competitiveness at a level which will guard against foreign aggression from any quarter at any point of time. The Government of India have decided that as far as the Defence Services are concerned, these must be open to all on sheer grounds of merit."

2.16 Asked if in the class composition of the Defence Services, there are units which are wholly or almost wholly manned by Scheduled Castes and Scheduled Tribes, the following information has been furnished to the Committee:—

**ARMY:**

It has been the policy of the Government to broad-base the recruitment to the Army. As such, no Unit is raised on the basis of Class alone. However, as a legacy of the pre-Independence period, certain units based on class composition still exist. However, there are units which are wholly or partially manned by Scheduled Castes/Scheduled Tribes, viz. Sikh LI. Mahar Regiment, Ladakh Scouts etc.

**NAVY:**

Not applicable.

**AIR FORCE:**

There are no such units in the Indian Air Force.

2.17 During evidence when the Committee pointed out that there are regiments in the army on caste basis e.g. Jat regiment, Rajput regiment and Sikh regiment, etc., the Secretary, Ministry of Defence has stated:

"The Constitution says that all ranks of the army must necessarily be open to all. That is the principle on which the Government functions. There is no dispute about that at all. The question is that traditionally there were some Class I regiments, there were some fixed class regiments, there were some mixed class regiments. As far as this Government is concerned, since 1970s all the new raisings are of all-class regiments. As far as the fixed class regiments are concerned, that is where a certain part of the regiment used to be from a particular region. It is not a question of Class it is a question of region, that is, if you have the Bihar Regiment.



50 per cent must come from Bihar and if you have a Punjab regiment, 50 per cent must come from Punjab.”

2.18 Asked whether the efficiency of the Defence Forces applied only to those who fight on the ground and is not dependent on the efficiency of the Research and Development organisation and Directorate of Technical Development and Production, Secretary, Ministry of Defence has stated during evidence as follows:—

“I will give you a very straight answer. As far as the fighting efficiency in terms of fighting capabilities is concerned, one thing is that you prepare the framework, you prepare the systems which help fighting. It is different from fighting *per se*.”

2.19 Asked whether Defence capability has suffered in the country on account of providing reservation in Research and Development Organisations, the Secretary, Ministry of Defence has replied in the negative.

2.20 Asked whether the defence of the country is dependent on the efficiency of Assam Rifles and Border Security Forces (which are under Ministry of Home Affairs and to whom reservations apply) the Secretary, Ministry of Defence has stated during evidence as follows:

“The defence of the country is not dependent on the Border Security Force or the Assam Rifles which are para-military forces who have got specific functions in terms of borders, in terms of countering insurgency. The defence of the country means basically defence against external aggression.”

2.21 Asked if it makes any difference whether an organisation like Assam Rifles to which reservations apply is under the Ministry of Home Affairs or the Ministry of Defence, the Secretary, Ministry of Defence had stated during evidence as follows:—

“If you allow me to answer this question, I would say that whether the reservation should apply to the defence forces is not contingent on the fact whether a particular formation is under the Ministry of Defence or under the Ministry of Home Affairs. You would have noticed yourself that in defence R&D we have applied this reservation. We have applied the reservation in our ordnance factories, we have applied the reservation in our research organisation, in our public sector undertakings and also in the civilian employees organisations under the Ministry of Defence.”

2.22 Asked why reservation is not followed in Defence Services while reservation is being followed in Assam Rifles and Border Security

Force under the Ministry of Home Affairs, the Secretary, Ministry of Defence, has stated during evidence as follows:—

“On the contrary the fact that it has not been applied to the defence forces underscores two very important points. One is the commitment of the Ministry of Defence to apply the reservation to the maximum extent. The second is that the Defence Ministry makes a distinction between organisations contributing to defence preparedness and the defence forces *per se*. As far as defence forces *per se* are concerned, Ministry of Defence strongly feel—and this I would like to be very categorically recorded—that any reservation or any distinction made in the induction into the Defence Forces except on consideration of sheer merit is going to affect the integrity and efficiency of the defence forces and in the long run endanger the basic defence performance of the country.”

2.23 When the Committee pointed out that the Scheduled Castes had been deprived of their due share in the Indian Army and it was a bitter reality that the defence organisation was dominated by higher castes and they did not want others to enter it, the Secretary, Ministry of Defence has stated during evidence as under :—

“The question of domination of a particular community or caste does not arise because the induction into the Defence Forces is irrespective of any caste.”

The witness added:—

“I would like to submit that it is not the policy of the Government to apply reservation to the Defence Forces.”

2.24 When the Committee pointed out that they wanted reservation in Defence Services without any relaxation, the Secretary, Ministry of Defence stated during evidence as follows:—

“If you do not want any relaxation, when what is the rationale of reservation? Why should we accept reservation?”

2.25 Asked about the difficulty to introduce concept of reservation without relaxation of standard, the Secretary Ministry of Defence has stated during evidence as follows:—

“The point is that there is no bar today for the Scheduled Caste and Scheduled Tribe candidates to enter the Armed Forces. Where is the question of reservation? If they complete on the grounds which are laid down in the rules and in the Constitution, there is no question of any

minimum reservation or maximum reservation. The question of reservation does not arise at all. It is open to them to come—in any number and compete.”

2.26 Asked whether there is no relaxation in matters of height and weight for Scheduled Castes and Scheduled Tribes for recruitment to defence services, the Secretary, Ministry of Defence has stated during evidence as follows:—

“The orders which have been issued recently by Government contain certain relaxation on regional basis.”

The witness added:—

“The relaxations which have been given in physical characteristics had been found to be necessary in terms of height, the chest measurements and weight in view of the commonality of physical measurements obtaining in the people residing in that particular region.

As far as relaxation to Scheduled Caste and Scheduled Tribe candidates is concerned, as they are resident all over the country, these relaxations apply to them also in the same manner as they apply to others in that particular region.”

2.27 The Committee note that orders regarding reservation for Scheduled Castes/Scheduled Tribes in services have been made applicable to the Ordnance Factories, Defence Research and Development Organisation, Public Sector Undertakings under the administrative control of the Ministry of Defence and also to a large number of Organisations under the Ministry of Defence which primarily employ civilian employees. As regards reservations for recruitment to the three wings of the Armed Forces, it has been stated that it is not the policy of the Government to apply reservation to the Defence Forces as “In the recruitment to the Indian Army, there is no question of any preference to any caste, any class or any community.” It is further argued that as far as Defence Services are concerned, these must be open to all on sheer grounds of merit.

2.28 The Committee find that during 1982 the percentage of recruitment of Scheduled Caste Officers in the army is 0.20 and of Scheduled Tribes it is 0.05. It is also observed that no records are maintained in the Navy regarding the percentage of Scheduled Caste and Scheduled Tribe Officers, who have been recruited. In the Air Force, the percentage of Scheduled Caste Officers re-

recruited during 1982 is only 2.8 and for Scheduled Tribes it is Zero. Similarly, regarding recruitment of Scheduled Castes and Scheduled Tribes in other ranks, it is noticed that in the Army the percentage of Scheduled Caste is only 6.52 during 1982 and 1.67 for Scheduled Tribes during the same year. In the Navy during 1982, only 2 percent of the personnel recruited to order ranks belonged to Scheduled Castes and 0.2 percent belonged to Scheduled Tribes. In the Air Force also during 1982, the percentage of Scheduled Castes recruited in other ranks is 4.8 and of Scheduled Tribes it is 0.5. These figures are revealing inasmuch as the recruitment of Scheduled Castes and Scheduled Tribes in the Armed Forces is quite negligible as compared to their population in the country.

2.29 The Committee feel that Government's policy that entry into the Defence Services should be based "on sheer grounds of merit" is not disputed. The Committee made it absolutely clear during the course of evidence that they are not in favour of any relaxation of standards but they only wanted that there should be a reserved quota for Scheduled Castes and Scheduled Tribes in the Armed Forces. The Committee need hardly stress that in India the Caste prejudices still exist in the society. It is a historical fact that Scheduled Castes and Scheduled Tribes have remained socially and economically backward on account of various factors. The Committee desire to place on record that had there been no reservation in civil services, there would not have been even 1 per cent of Scheduled Castes and Scheduled Tribes in civil services. The Committee, therefore, recommend that in order to create a sense of involvement and participation among Scheduled Castes and Scheduled Tribes in defence of their Motherland, the principle of reservation should apply without any relaxation in the standards.

2.30 The Secretary, Ministry of Defence had admitted during evidence that Defence capability had not suffered on account of the principle of reservation being made applicable to Research and Development Organisation. The Committee also pointed out that the application of reservations to the Assam Rifles and to the Border Security Force, which are efficient organisations under the administrative control of Ministry of Home Affairs, provides ample proof that the principle of reservation can be applied without affecting the Defence capability of the country. It is thus highly presumptuous to contend that the Principle of reservation if applied to the Armed Forces will affect the standard of efficiency.

2.31 The Committee are convinced that unless reservations for Scheduled Castes and Scheduled Tribes are introduced in the

Defence Services, no perceptible improvement in the representation of Scheduled Castes and Scheduled Tribes in those services can be expected. Moreover, when the Constitution provides for reservations for Scheduled Castes and Scheduled Tribes, "in the making of appointment to services and posts in connection with the affairs of the Union or of a State", there is no reason why the Defence Services should be excluded from the purview of those reservations. The Committee, therefore, recommend that reservations for Scheduled Castes and Scheduled Tribes should be introduced in the Defence services immediately as exclusion of Defence Services from the purview of reservations for Scheduled Castes and Scheduled Tribes is contrary to the letter and spirit of the Constitution.

2.32 The Committee are at a loss to understand that when Scheduled Caste/Scheduled Tribes people are found capable even to run the most sophisticated jobs which they have filled up through reservations, how their entry into the fighting forces will affect the integrity and efficiency of the Defence Forces and in long run endanger the basic defence performance of the country as contended by Defence Secretary.

2.33 The Committee are constrained to note the touch me-not policy of Defence Ministry in following reservations in Defence Forces. This attitude will create an unhappy situation and also suspects the bonafides of these classes who were once very good fighters and had two regiments in British Army viz., **ahar** and **Chambar** Regiments including number of commissioned officers. The attitude of the Defence Ministry will create ill-feeling and separatism among not only Scheduled Castes/Scheduled Tribes but tends to create prejudicial mentality in the remaining classes. The Committee also recommend that **Chambar Regiment** should be restored. The Committee would like to be informed about the reasons for disbanding the **Chambar Regiment**.

A. C. DAS

Chairman.

Committee on the Welfare of Scheduled  
Castes and Scheduled Tribes

NEW DELHI,

April 5, 1984

Chitra 16, 1906(S)

## **APPENDIX I**

(Vide para 2.8 of Report)

1. Army Headquarters and its lower formations.
2. Naval Headquarters and its lower formations.
3. Air Headquarters and its lower formations
4. Directorate General of Inspection.
5. Defence Research & Development Organisation.
6. Dte. of Planning & Coordination.
7. Dte. of Standardisation.
8. Central Monitoring Organisation.
9. Dte. of Technical Development & Production (Air).
10. Armed Forces Film & Photo Division.
11. AFHQ Security Office.
12. Dte. General Defence Lands & Cantonments.
13. Dte. General Armed Forces Medical Services.
14. School of Foreign Languages.
15. Defence Procurement Liaison Cell.
16. Defence Disposal Liaison Cell.
17. Joint Cipher Bureau.
18. Dte. General National Cadet Corps.
19. Dte. of Public Relations.
20. Historical Section.
21. Directorate General Resettlement.
22. National Defence College.
23. Radar & Communication Project Office.
24. Office of the Chief Administrative Officer.

## APPENDIX II

(Vide para 4 of Introduction)

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

S. No.	Reference Para number in the Report..	Summary of Conclusions Recommendations.
1	2	3
1	2.27	The Committee note that orders regarding reservation for Scheduled Castes/Scheduled Tribes in services have been made applicable to the Ordnance Factories, Defence Research and Development Organisation, Public Sector Undertakings under the administrative control of the Ministry of Defence and also to a large number of Organisations under the Ministry of Defence which primarily employ civilian employees. As regards reservations for recruitment to the three wings of the Armed Forces, it has been stated that it is not the policy of the Government to apply reservation to the Defence Forces as "in the recruitment to the Indian Army, there is no question of any preference to any caste, any class or any community." It is further argued that as far as Defence Services are concerned, these must be open to all on sheer grounds of merit.
2	2.28	The Committee find that during 1982 the percentage of recruitment of Scheduled Caste Officers in the army is 0.20 and of Scheduled Tribes it is 0.05. It is also observed that no records are maintained in the Navy regarding the percentages of Scheduled Caste and Scheduled Tribe Officers, who have been recruited. In the Air Force, the percentage of Scheduled Caste Officers recruited during 1982 is only 2.8

1	2	3
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and for Scheduled Tribes it is Zero. Similarly, regarding recruitment of Scheduled Castes and Scheduled Tribes in other ranks, it is noticed that in the Army the percentage of Scheduled Castes is only 6.52 during 1982 and 1.67 for Scheduled Tribes during the same year. In the Navy during 1982, only 2 percent of the personnel recruited to other ranks belonged to Scheduled Castes and 0.2 percent belonged to Scheduled Tribes. In the Air Force also during 1982, the percentage of Scheduled Castes recruited in other ranks is 4.8 and of Scheduled Tribes it is 0.5. These figures are revealing in as much as the recruitment of Scheduled Castes and Scheduled Tribes in the Armed Forces is quite negligible as compared to their population in the country.

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The Committee feel that Government's policy that entry into the Defence Services should be based "on sheer grounds of merit" is not disputed. The Committee made it absolutely clear during the course of evidence that they are not in favour of any relaxation of standards but they only wanted that there should be a reserved quota for Scheduled Castes and Scheduled Tribes in the Armed Forces. The Committee need hardly stress that in India the Caste prejudices still exist in the society. It is a historical fact that Scheduled Castes and Scheduled Tribes have remained socially and economically backward on account of various factors. The Committee desire to place on record that had there been no reservation in civil services, there would not have been even 1 per cent of Scheduled Castes and Scheduled Tribes in civil services. The Committee, therefore, recommend that in order to create a sense of involvement and participation among Scheduled Castes and Scheduled Tribes in defence of their Motherland, the principle of reservation should apply without any relaxation in the standards.



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The Secretary, Ministry of Defence had admitted during evidence that Defence capability had not suffered on account of the principle of reservation being made applicable to Research and Development Organisation. The Committee also pointed out that the application of reservations to the Assam Rifles and to the Border Security Force, which are efficient organisations under the administrative control of Ministry of Home Affairs, provides ample proof that the principle of reservation can be applied without affecting the Defence capability of the country. It is thus highly presumptuous to contend that the principle of reservation if applied to the Armed Forces will affect the standard of efficiency.

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The Committee are convinced that "unless reservations for Scheduled Castes and Scheduled Tribes are introduced in the Defence Services, no perceptible improvement in the representation of Scheduled Castes and Scheduled Tribes in those services can be expected. Moreover, when the Constitution provides for reservations for Scheduled Castes and Scheduled Tribes, "in the making of appointment to services and posts in connection with the affairs of the Union or of a State", there is no reason why the Defence Services should be excluded from the purview of those reservations. The Committee, therefore, recommend that reservations for Scheduled Castes and Scheduled Tribes should be introduced in the Defence services immediately as exclusion of Defence Services from the purview of reservations for Scheduled Castes and Scheduled Tribes is contrary to the letter and spirit of the Constitution.

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The Committee are at a loss to understand that when Scheduled Caste/Scheduled Tribe people are found capable even to run the most

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sophisticated jobs which they have filled up through reservations, how their entry into the fighting forces will affect the integrity and efficiency of the Defence Forces and in the long run endanger the basic defence performance of the country as contended by Defence Secretary.

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The Committee are constrained to note the touch-me-not policy of Defence Ministry in following reservations in Defence Forces. This attitude will create an unhappy situation and also suspects the *bonafides* of these classes who were once very good fighters and had two regiments in British Army viz. Mahar and Chamar Regiments including number of commissioned officers. The attitude of the Defence Ministry will create ill-feeling and separatism among not only Scheduled Castes/Scheduled Tribes but tends to create prejudicial mentality in the remaining classes. The Committee also recommend that Chamar Regiment should be restored. The Committee would like to be informed about the reasons for disbanding the Chamar Regiment.