

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

(1985-86)

(EIGHTH LOK SABHA)

SIXTH REPORT

MINISTRY OF HOME AFFAIRS

[Action Taken by Government on the Recommendations contained in the Forty-Sixth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Seventh Lok Sabha) on the Ministry of Home Affairs—Reservations for, and Employment of) Scheduled Castes and Scheduled Tribes in Assam Rifles, BSF, GISF and CRPF.]

Presented to Lok Sabha on 18-12-85

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**LOK SABHA SECRETARIAT
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Corrigenda to
The 6th Report of SCT Committee of Ministry
of Home Affairs.

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COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES

(1985-86)

Shri Krishan Datt Sultanpuri—

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3. Shri Kuldip Sahai—*Senior Legislative Committee Officer*

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 Sixth Report (Eighth Lok Sabha) on Action Taken by Government on the recommendations contained in the Forty-sixth Report (Seventh Lok Sabha) on the Ministry of Home Affairs—Reservations for, and employment of Scheduled Castes and Scheduled Tribes in Assam Rifles, BSF, CISF and CRPF.

2. The Draft Report was considered and adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes at their sitting held on the 29th November, 1985.

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

I. Report

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

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

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

4. An analysis of the action taken by Government on the recommendations contained in the Forty-sixth Report (Seventh Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of 16 recommendations made in the Report, 12 recommendations i.e. 75 per cent have been accepted by the Government; the Committee do not desire to pursue one recommendation i.e. 6.25 per cent of their recommendations in view of Government's replies; 3 recommendations i.e. 18.75 per cent, in respect of which replies of Government have not been accepted by the Committee and require reiteration.

NEW DELHI;

December 6, 1985

Agrahayana 15, 1907 (S)

K. D. SULTANPURI,

Chairman,

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

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Forty-sixth Report (7th Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Home Affairs—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Assam Rifles, BSF, CISF and CRPF.

1.2 In para 3.13 of the Report, the Committee had expressed their concern that as on 1st January, 1983, out of 1446 officers in Group 'A', there were only 33 Scheduled Castes officers (2.28 per cent) and 25 Scheduled Tribes officers (1.73 per cent) in BSF. The Committee also noted that during the years 1980, 1981 and 1982, out of 60 officers appointed to Group 'A' posts, only 6 belonged to Scheduled Castes and one to Scheduled Tribe. The Committee had, therefore, recommended 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 in BSF.

1.3 In their reply dated 22nd August, 1984, the Ministry of Home Affairs have stated that in the latest direct recruitment made in 1983-84 for the post of Assistant Commandant (Group 'A') in BSP, as many as 16 belonged to Scheduled Castes while 1 belonged to Scheduled Tribe as against 21 vacancies reserved for Scheduled Castes and 15 reserved for Scheduled Tribes. This left a shortfall of 5 for Scheduled Castes and 14 for Scheduled Tribes. This recruitment was made after giving the widest possible publicity and standards were also suitably relaxed in favour of candidates from Scheduled Castes/Scheduled Tribes. Thus maximum efforts have already been made to take as many candidates as possible from Scheduled Caste/Scheduled Tribe communities. The vacancies will, however, be carried forward in accordance with the general instructions on the subject.

In the matter of promotion, the position at the time of the last DPCs was as under:—

	SC	ST
No. of posts reserved	5	2
No. actually recruited	2	1
Shortfall	3	1

The shortfall is due to non-availability of adequate number of candidates belonging to Scheduled Castes|Scheduled Tribes even in the extended eligibility field i.e. 5 times the number of vacancies. Holding of a special recruitment for promotion is not considered necessary in view of the small number of vacancies which have remained unfilled, and absence of eligible candidates belonging to these communities in the field.

1.4 The Committee are not satisfied with the reply of the Government and do not agree that it is not necessary to resort to special recruitment since the number of vacancies which have remained unfilled is small. After the last direct recruitment made in 1983-84 for the post of Assistant Commandant (Group 'A'), the shortfall is 5 for Scheduled Castes and 14 for Scheduled Tribes. This is not a small number which does not warrant special recruitment. The Committee also feel that intake by way of promotion to fill up the shortfall should be increased. The Committee, therefore, reiterate their earlier recommendation.

1.5 In para 4.14 of the Report the Committee had noted that in Central Reserve Police Force, 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 percentage of 15 and 7½ respectively. The Committee had recommended that Ministry of Home Affairs and the Central Reserve Police Force authorities should 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.

1.6 In their reply dated the 22nd August 1984 the Ministry of Home Affairs have stated that in the latest direct recruitment made in 1983-84 for the post of Company Commander (Group A), 8 posts were reserved for Scheduled Castes and 4 for Scheduled Tribes. As against this, 5 candidates belonging to Scheduled Castes and 1 Scheduled Tribes had been selected after giving the widest possible publicity and standards were also suitably relaxed in favour of Scheduled Caste|Scheduled Tribe candidates. This left a shortfall of 3 each for Scheduled Caste and Scheduled Tribe categories. Maximum efforts had already been made to take the largest number of candidates from Scheduled Caste|Scheduled Tribe communities. In the matter of promotion, the Ministry have stated that at the time of last DPC, 9 posts were reserved for Scheduled Castes and 4 for Scheduled Tribes. As against this 5 Scheduled Caste candidates have been promoted while no candidate from the Scheduled Tribe category could be promoted. This left a shortfall of 4 Scheduled Castes and 4 Scheduled

Tribes. The Ministry have further stated that adequate number of Scheduled Caste/Scheduled Tribe candidates were not available even in the extended zone *i.e.* 5 times the number of vacancies. As such, holding a special recruitment or Departmental examination limited to Scheduled Caste/Scheduled Tribe candidates is not considered necessary in view of the small number of vacancies which have remained unfilled.

1.7 The Committee do not accept the reply of Government. In the case of promotions, the existing shortfall is 4 for Scheduled Castes and 4 for Scheduled Tribes. This is not a small number for which no special departmental examination limited to Scheduled Caste/Scheduled Tribe candidates could not be held. The Committee, therefore, reiterate their earlier recommendation that special departmental examination should be held to recruit/promote more Scheduled Caste/Scheduled Tribe candidates in Group 'A' against the reserved vacancies.

1.8 In para 5.13 of the Report the Committee had noted 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 Caste and 3 (1.2 per cent) to Scheduled Tribe. Thus representation of these communities in Group 'B' posts was highly unsatisfactory. Similarly in Group 'A' out of 62 officers, only 5 belonged to Scheduled Castes and none to Scheduled Tribe. The Committee had therefore recommended that necessary steps including resort to special recruitment should be taken to make up the shortfalls.

1.9 In their reply dated 22nd August, 1984 the Ministry of Home Affairs have stated that the shortfall in the number of Scheduled Caste and Scheduled Tribe officers in Group 'B' posts is due to the appointment of a large number of ex-Emergency Commissioned officers as inspectors and absorption of personnel of various industrial undertakings as inspectors (Group 'C')/Asstt. Commandant (Group 'B'). Direct recruitment was not made in the Force at Group 'B' level since 1975.

1.10 The Committee are not satisfied with the reply of Government. No precise reasons have been given as to why direct recruitment was not made at Group 'B' level in CISF since 1975. The Committee recommend that special recruitment should be made at Group 'B' level to clear the backlog of reserved vacancies from 1975 onwards.

CHAPTER II

RECOMMENDATIONS|OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

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

Reply of Government

Observations of the Committee have been noted for compliance. [M.H.A. O.M. No. I-11013/6/84-DO (PERS. II) dated 22-8-84].

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

Reply of Government

As the Committee are already aware, the reservation orders have been made applicable in Assam Rifles w.e.f. 23-9-83. Every effort, including undertaking of special drives will now be made to make recruitment/promotions from SC|ST categories within the frame work of the reservation orders.

[M.H.A. O.M. No. I-11013|6|84-DO (PERS. II) dated 22-8-84].

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

Reply of Government

Observations of the Committee have been noted for future guidance.

[M.H.A. O.M. No. I-11013|6|84-DO (PERS. II) dated 22-8-84].

Recommendation (Sl. No. 6, Para No. 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 orders issued by 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 Personne| 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.

Reply of Government

The letter dated 30-3-82 issued by Directorate General, B.S.F. has been suitably amended as advised by the Committee. A copy of the amendment letter dated 5-6-84 is enclosed for information of the Committee.

[M.H.A. O.M. No. I-11013|6|84-DO (PERS. II) dated 22-8-84].

Recommendation (Sl. No. 7, Para No. 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 OM 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 and 7-1|2 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 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 Assistant Commandant are also filled by promotion.

Reply of Government

Observations of the Committee have been noted.

[M.H.A. O.M. No. I-11013|6|84-DO (PERS. II) dated 22-8-84].

Recommendation (Sl. No. 8, Para No. 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 Tribes 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 Castes/Scheduled Tribe personnel of the CRPF.

Reply of Government

Observations of the Committee have been respectfully noted.

[M.H.A. O.M. No. I-11013|6|84-DO (PERS. II) dated 22-8-84].

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

Reply of Government

The recommendations of the Committee has been accepted. Necessary action is being taken to amend the Recruitment Rules to

prescribe definite percentages for absorption of persons from industrial undertakings.

[M.H.A. O.M. No. I-11013|6|84-DO (PERS. II) dated 22-8-84].

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

Reply of Government

General instructions in this regard have already been issued by the Department of Personnel & A.R. and those are being scrupulously followed by all the organisations.

[M.H.A. O.M. No. I-11013|6|84-DO (PERS. II) dated 22-8-84].

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

Reply of Government

According to Para 15.2 of Chapter 15 of the Brochure on Reservation for Scheduled Castes & Scheduled Tribes in Services, the Ministries/Departments should set up a Cell within the Ministry/Department under the control of the Liaison Officer and the functions of the Cell will mainly be to assist the Liaison Officer. These existing instructions do not specifically provide for establishment of Cells in the attached and subordinate offices. However, in order to facilitate the Liaison Officers of the attached and subordinate offices in discharging their duties effectively, instructions have already been issued to all the Central Police Organisations to set up Special Cells in their organisations.

Recommendation (Sl. No. 14, Para No. 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".

Reply of Government

Instructions have already been issued to all the Central Police Organisations for setting up Special Cells for work relating to representation of Scheduled Castes and Scheduled Tribes. Special Cells have already been set up in the Headquarters of Directorate General, Central Reserve Police Force, and Directorate General, Central Industrial Security Force. A Special Cells is also proposed to be set up in the Headquarters of Directorate General, Border Security Force.

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

Reply of Government

The aforesaid recommendation of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes has since been accepted and necessary orders have been issued in this regard *vide* Department of Personnel and A.R.O.M. No. 36011/2/84-Estt. (SCT) dated 18th January, 1985 M. P&T A.R. and PG&P D.O. No. 36022/2/84-Estt. (SCT) dt. 25-9-85).

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

Reply of Government

A special Cell known as "SC|ST Cell" was created on 5-8-83 in Ministry of Home Affairs to ensure due implementation of reservation orders relating to representation of reservation of Scheduled Castes and Scheduled Tribes in services/posts. The recommendation of the Parliamentary Committee has been brought to the notice of Heads of Central Police Organisations with a request to ensure that the instructions relating to representation of Scheduled Castes and Scheduled Tribes are strictly followed and rosters maintained properly, brought upto date, checked by the competent authority and inspected by the Liaison Officer. Similar instructions have also been issued to other attached and subordinate offices

of Ministry of Home Affairs. The rosters in the attached and subordinate offices under the administrative control of the Ministry will as usual be inspected by the Liaison Officer of the Ministry to ensure proper implementation of reservation orders.

CHAPTER III

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

Recommendation (Sl. No. 2, Para No. 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' post 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.

Reply of Government

Assam Rifles are mostly deployed under Army operational control. Because its role is akin to that of the Army, the Force has been structured on Army pattern and is traditionally officered by Army officers. The practice of drawing officers from the Army has stood the test of time and is also in keeping with the role and the structure of the Force. It is, therefore, not considered advisable to discontinue this practice in favour of raising a separate cadre of Assam Rifles officers. In these circumstances, question of having direct recruitment at Group 'A' level in the Force does not arise.

[M.H.A. O.M. No. I-11013/6/84-DO (Pers. II) dated: 22/8/84]

CHAPTER IV

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

Recommendation (Sl. No. 5, Para No. 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 percent for Scheduled Castes and 7½ 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.

Reply of Government

In the latest direct recruitment made in 1983-84 for the post of Assistant Commandant (Group 'A') in BSF, as many as 16 belonged to Scheduled Castes while 1 belonged to Scheduled Tribes as against 21 vacancies reserved for SC and 15 reserved for ST. This left a shortfall of 5 for SC and 14 for ST. It may be mentioned that this recruitment was made after giving the widest possible publicity and standards were also suitably relaxed in favour of candidates from SC/ST. Thus, maximum efforts have already been made to take as many candidates as possible from SC/ST communities. The vacancies will, however, be carried forward in accordance with the general instructions on the subject.

In the matter of promotion, the position at the time of the latest D. P. Cs. was as under:—

	SC	ST
No. of posts reserved	5	2
No. actually recruited	2	1
Shortfall	3	1

The shortfall is due to non-availability of adequate number of candidates belonging to SC/ST even in the extended eligibility field i.e. 5 times the number of vacancies. Holding of a special recruitment for promotion is not considered necessary in view of the small number of vacancies which have remained unfilled, and absence of eligible candidates belonging to these communities in the field.

[M.H.A. O.M. No. I-11013/6/84-DO(PERS-II) Dated: 22-8-84
Comments of the Committee. Please see Chapter I para 1.4]

Recommendation (Sl. No. 9, Para No. 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 7½ 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 releasing the standards and service conditions.

Reply of Government

The main reason for the shortfall in the representation of SC/ST in CRPF was that for obvious reasons preference could not be given to SC/ST communities at the time of absorption of a number of ECOs after their release from the Army.

2. In the latest direct recruitment made in 1983-84 for the post of Coy. Comdr. (Group 'A') 8 posts were reserved for SC and 4 for ST. As against this 5 candidates belonging to SC and 1 belong to ST have been selected. This left a short fall of 3 each for SC and ST categories. It may be mentioned that this rectt. was made after giving the widest possible publicity and standards were also suitably relaxed in favour of SC/ST candidates. Thus, maximum efforts have already been made to take the largest number of candidates from SC/ST communities. In view of this position, the suggestion for holding a special recruitment is not likely to serve any useful purpose. The vacancies will, however, be carried forward in accordance with the general instructions on the subject.

3. In the matter of promotion, the position is that at the time of the latest D.P.C. 9 posts were reserved for SC and 4 for ST. As against this 5 S. C. candidates have been promoted. No candidates from S. T.

category could be promoted. The reason for the shortfall is that adequate number of candidates belonging to SC/ST were not available even in the extended zone i.e. 5 times the number of vacancies. Holding of a special departmental examination limited to SC/ST candidates is not considered necessary in view of the small number of vacancies which have remained unfilled and absence of adequate number of candidates from these communities fulfilling the eligibility requirements.

[M.H.A. O.M. No. I-11013/6/84-DO (Pers. II) Dated: 22-8 84]

Comments of the Committee

Please see Chapter I Para 1.7

(Recommendation S. No. 11, Para No. 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 shortfall in these categories.

Reply of Government

The shortfall in the number of SC and ST officers in Group 'B' posts is due to the appointment of a large number of ex-ECOs as Inspectors and absorption of personnel of various industrial undertakings as Inspectors (Group 'C') Asstt. Comdt. (Group 'B'). For obvious reasons, preference could not be given to SC/ST candidates while appointing persons of the above categories.

2. Direct Recmt. was not made in the Force at Group 'B' level since 1975. 12 officers are now being recruited through the U.P.S.C. Reservation orders will be strictly followed while making this recruitment. It is proposed to hold the direct recruitment more regularly in future. With strict application of the reservation orders, the overall representation for SC/ST should also improve.

[M.H.A. O.M. No. I-11013/6/84-DO (Pers. II) Dated: 22-8-84]

Comments of the Committee

Please see Chapter I Para 1.10.

NEW DELHI;
December 6, 1985

K. D. SULTANPURI,
Chairman,

Agrahayana 15, 1907 (S)

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

APPENDIX

*Analysis of the Action Taken by Government on the recommendations contained in the Forty-sixth Report (Seventh Lok Sabha) of the Committee.
(Vide Para 4 of introduction)*

I.	Total number of Recommendations	16
II.	Recommendations which have been accepted by Government (vide Recommendations Sl. Nos. 1, 3, 4, 6, 7, 8, 10, 12, 13, 14, 15 & 16)	
	Number	12
	Percentage to total	75.0
III.	Recommendations which the Committee do not desire to pursue in view of Government reply (vide Recommendations Sl. No. 2).	
	Number	1
	Percentage to total	6.2
IV.	Recommendations in respect of which replies of Government have not been accepted and which require reiteration (vide Sl. Nos. 5, 9 and 11).	
	Number	3
	Percentage to total	18.75