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CORRIGENDA

to the

**Forty-Second Report of the Committee on the Welfare of
Scheduled Castes and Scheduled Tribes (5th L.S.)**

<u>Page</u>	<u>Para</u>	<u>Line</u>	<u>For</u>	<u>To</u>
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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

(1973—75)

Shri D. Basumatari—*Chairman.*

MEMBERS

Lok Sabha

2. Shri Pannalal Barupal
3. Shri Bhagirath Bhanwar
4. Shri B. S. Bhaura
- *5. Shri A. M. Chellachami
6. Shri B. S. Chowhan
7. Shri D. Deb
8. Shrimati Ganga Devi
9. Shri D. Kamakshaiah
10. Shri Z. M. Kahandole
11. Shri G. Y. Krishnan
12. Shri Gajadhar Majhi
13. Shri Yogesh Chandra Murmu
14. Shrimati Sahodrabai Rai
15. Shri Ramkanwar
16. Shri Sakti Kumar Sarkar
17. Shri Chandra Shailani
18. Shri Shambhu Nath
19. Shri V. Tulsiram
20. Shri R. P. Ulaganambi

*Elected on 7th March, 1975 *vice* Shri Partap Singh died.

Rajya Sabha

- **21. Shri M. C. Balan
- 22. Shri Todak Basar
- 23. Shri Jammalal Berwa
- **24. Shri N. P. Chaudhari
- **25. Shri Chandramani Lal Chowdhary
- 26. Shri Kalyan Chand
- 27. Shri N. H. Kumbhare
- 28. Shri Bhaiya Ram Munda
- ***29. Shri B. Rachaiah
- 30. Shri Shyam Lal Yadav

SECRETARIAT

Shri B. K. Mukherjee—*Chief Legislative Committee Officer*

Shri J. R. Kapur—*Senior Legislative Committee Officer.*

**Elected to the Committee w.e.f. 9th May, 1974 *vice* Sarvashri N. P. Chaudhari Sundarmani Patel and Smt. Saroj Khaparde retired from Rajya Sabha w.e.f. 2nd April, 1974.

***Elected to the Committee w.e.f. 9th May, 1974 *vice* Dr. Z. A. Ahmad resigned from the Committee w.e.f. 26th April, 1974.

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-second Report on the Ministry of Education, Social Welfare and Culture (Department of Education)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the University Grants Commission and admission and other facilities provided to Scheduled Castes and Scheduled Tribes by the Universities.

2. The Committee took the evidence of the representatives of the Ministry of Education, Social Welfare and Culture (Department of Education) and of the University Grants Commission on the 12th and 13th March, 1975. The Committee wish to express their thanks to the Officers of the Ministry of Education, Social Welfare and Culture (Department of Education) and of the University Grants Commission for placing before the Committee material and information they wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 4th September, 1975.

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

NEW DELHI;
September 26, 1975

Asvina 4, 1897 (S).

D. BASUMATARI,
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

CHAPTER I

INTRODUCTORY

A. Organisation

The University Grants Commission was established by an Act of Parliament, namely, the University Grants Commission Act, 1956. That Act confers upon the Central Government the powers to appoint Chairman and members of the Commission and to make rules relating to the working of the Commission. The University Grants Commission is wholly financed by the Central Government and gets grants-in-aid from the Ministry of Education, Social Welfare and Culture. Matters relating to the University Grants Commission are handled by one of the Sections in the University Division of the Ministry of Education, Social Welfare and Culture (Department of Education).

1.2. Section 20 of the University Grants Commission Act lays down that in the discharge of its functions under the Act, the Commission shall be guided by such directions on questions of policy relating to national purposes as may be given to it by the Central Government. Section 21 of the Act makes it obligatory on the Commission to furnish to the Central Government such returns or such other information with regard to its activities as the Central Government may require from time to time. In exercise of the powers conferred upon the Central Government by Section 25 of the University Grants Commission Act, 1956, the Ministry of Education promulgated the University Grants Commission (Terms and Conditions of Service of Employees) Rules in 1958. In Clause 4 of these rules, a provision has been made for reservation of vacancies for Scheduled Castes and Scheduled Tribes and other special categories of persons in pursuance of the orders issued by the Central Government from time to time. It has been stated by the Ministry that reservations for Scheduled Castes and Scheduled Tribes in services being a matter of national policy, the Central Government have the power to issue directions to the University Grants Commission in this regard.

1.3. The Committee have been informed that the University Grants Commission consists of a Chairman, a Vice-Chairman and

ten members. The Committee enquired about the number of members belonging to Scheduled Castes and Scheduled Tribes on the Commission. The Secretary, Ministry of Education, Social Welfare and Culture (Department of Education), has stated during evidence that there is no provision in the University Grants Commission Act to appoint members of these communities on the Commission, but the Commission has a member belonging to a Scheduled Caste, who was taken on his own merit of being a distinguished Scientist.

1.4. Section 5 of the University Grants Commission Act, 1956 provides for the appointment by the Central Government of a Chairman, a Vice-Chairman and ten other members of the Commission. The Committee are unhappy that there is no provision in the statute for nomination of a member belonging either to the Scheduled Castes or the Scheduled Tribes. The Committee desire that Government should take early action to amend the Act so as to provide that the Commission do have two members on it—one belonging to the Scheduled Castes and the other to the Scheduled Tribes.

B. Adoption/Implementation of Reservation Orders

1.5. In a note furnished to the Committee, it has been stated that the orders regarding reservations for Scheduled Castes and Scheduled Tribes in the University Grants Commission came into effect from the 1st July, 1958. The Ministry of Education, Social Welfare and Culture (Department of Education) have been endorsing copies of the orders/instructions issued by the Ministry of Home Affairs/Cabinet Secretariat (Department of Personnel and Administrative Reforms) from time to time regarding reservations for Scheduled Castes and Scheduled Tribes and the University Grants Commission has accepted *in toto* all such orders/instructions of the Government of India.

1.6. The reservations provided in favour of Scheduled Castes and Scheduled Tribes in the services of the University Grants Commission are as under:—

	SCs	STs
(i) Posts filled by direct recruitment on all-India basis	15%	7½%
(ii) Posts filled by promotion	15%	7½%
(iii) Posts filled by temporary appointments	15%	7½%

1.7. As regards posts filled by deputation, it has been stated that the Commission has so far been obtaining the services on deputation of officers only from the Office of the Comptroller and Auditor General of India to fill up one post of Finance Officer and two posts

of Accounts Officers. The responsibility for giving due representation to officers belonging to Scheduled Castes and Scheduled Tribes in cases of deputation is that of the lending Department *vide* the Government of India orders contained in the Ministry of Home Affairs O.M. No. 16|2|67-Est(SCT) dated the 27th September, 1967.

1.8. The Committee desired to know the categories of posts for which no reservations are made for Scheduled Castes and Scheduled Tribes in the services of the University Grants Commission. The Ministry of Education, Social Welfare and Culture (Department of Education) have stated in a note furnished to the Committee that at present there is no such category of posts for which reservations are not made for Scheduled Castes and Scheduled Tribes in the University Grants Commission. In the beginning, the posts requiring special qualifications were exempted from the reservations in terms of rules of the Commission, which were subsequently amended in August, 1972, to do away with the exemption. Reservations are now applicable to Class I posts also.

1.9. The Committee note that there is no category of posts in the University Grants Commission to which reservations for Scheduled Castes and Scheduled Tribes do not apply and that the posts requiring special qualifications, which were exempted from reservations earlier have also been brought within the purview of reservations since August, 1972.

1.10. In the case of appointment of the Finance Officer and Accounts Officers on deputation from the Office of the Comptroller and Auditor General of India also, the Committee recommend that the University Grants Commission, while making requests for loan of Officers from that Office should specifically ask for Scheduled Caste and Scheduled Tribe officers, keeping in view the reservations for these communities.

CHAPTER II

RECRUITMENT

A. Recruitment Rules

2.1. It has been stated in a note furnished to the Committee by the Ministry of Education, Social Welfare and Culture (Department of Education) that the Committee on Subordinate Legislation (Fifth Lok Sabha) in their Twelfth Report, which was presented to Lok Sabha on the 10th May, 1974, have referred to Clause 4 contained in the University Grants Commission (Terms and Conditions of Service of Employees) Rules, 1958 relating to reservation of posts for Scheduled Castes and Scheduled Tribes and other special categories of persons and recommended that the University Grants Commission should separate the rules of "recruitment" from those relating to "conditions of service". The Commission has accepted this recommendation and is doing the needful.

2.2. The Committee desired to know the reasons for delay in finalising separate rules of recruitment by the University Grants Commission. The Secretary, University Grants Commission, has stated during evidence that they have finalised such rules for Class I posts. They have provided for a certain element of outside induction in the draft rules for Class II, III and IV staff. There were some representations from the Staff Association in regard to these rules which are under consideration. So far as the University Grants Commission is concerned, the rules will be finalised in the next couple of months or so.

2.3. The Secretary of the Ministry of Education, Social Welfare and Culture (Department of Education) has further informed the Committee during evidence that as soon as the draft rules are finalised by the University Grants Commission and later approved by the Ministry of Education, Social Welfare and Culture (Department of Education) in consultation with the Ministry of Finance and the Cabinet Secretariat (Department of Personnel and Administrative Reforms), the Ministry will notify the rules. The representative of the Ministry of Education, Social Welfare and Culture (Department of Education), has added that he has personally requested the University Grants Commission to expedite the formulation of draft rules.

2.4. The Committee urge that the University Grants Commission should finalise the rules regulating the recruitment and also the rules relating to conditions of service of its employees expeditiously. The Committee hope that while framing the new rules of recruitment and of conditions of service of its employees, the University Grants Commission will provide for reservations for Scheduled Castes and Scheduled Tribes in the services of the Commission in the appropriate set of rules.

B. Recruitment Procedure

2.5. The Committee have been informed that Rule 4(1) of the University Grants Commission (Terms and Conditions of Service of Employees) Rules, 1958 lays down the mode of recruitment. The procedure for recruitment is as follows:—

- (i) In the case of direct recruitment, vacancies are notified to the Employment Exchanges or are advertised in newspapers and appointments are made on the basis of a test and/or interview by a duly constituted Selection Committee.
- (ii) In the case of promotion, appointments are made on the recommendations made by Departmental Promotion Committees.

2.6. It has been further stated that vacancies which are not to be filled through advertisements are notified to Employment Exchanges and four to five weeks' time is given to them to sponsor suitable candidates. Wherever it is possible to determine the exact number of vacancies, the number of reserved vacancies is indicated in the requisitions sent to the Employment Exchanges. In any case, the Employment Exchanges are requested to sponsor more candidates belonging to Scheduled Castes and Scheduled Tribes in order to draw the select lists for future requirements. In case the Employment Exchanges are unable to sponsor Scheduled Caste/Tribe candidates, non-availability certificate is obtained from them and the vacancies are advertised in newspapers. The representative of the University Grants Commission has informed the Committee during evidence that one such 'non-availability certificate' has been obtained in the case of Junior Stenographers as the Employment Exchange could not sponsor Scheduled Caste/Tribe candidates.

2.7. Asked whether reasons for rejection of Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges are communicated to them, the University Grants Commission has stated in

a note that only intimation of selection or non-selection of candidates, as the case may be, is sent to Employment Exchanges.

2.8. In reply to a question, it has been stated that the University Grants Commission does not send copies of advertisements for recruitment to Associations/Organisations of Scheduled Castes and Scheduled Tribes.

2.9. On being suggested by the Committee during evidence, the representative of the University Grants Commission agreed to send copies of advertisements/employment notifications to the members of this Committee and added '...But the number of vacancies with us is not very large'.

2.10. The Committee note that reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges are not communicated to them. The Committee need hardily stress that the Ministry of Home Affairs' orders on the subject are specific and these should be followed without any reservation. Communication of such reasons helps the Employment Exchanges to reorient their Vocational and Guidance Courses accordingly and to ensure that in future they sponsor the right type of candidates belonging to Scheduled Castes and Scheduled Tribes.

2.11. The Committee suggest that simultaneously with recruitment advertisements in the newspapers and requisitions to the Employment Exchanges, vacancies occurring in the University Grants Commission should also be notified to all the recognised Associations/Organisations of Scheduled Castes and Scheduled Tribes as per Government orders on the subject. Copies of such advertisements should also be sent to the members of this Committee so that they may also help in sponsoring candidates belonging to these communities for employment in the University Grants Commission. The Committee also desire that while sending out advertisements, for issue, the University Grants Commission should specify the actual number of posts reserved for Scheduled Castes and Scheduled Tribes.

C. Concessions/Relaxations

2.12. It has been stated in a note furnished to the Committee by the Ministry of Education, Social Welfare and Culture (Department of Education) that the University Grants Commission provides all concessions to Scheduled Caste|Tribe candidates at the time of re-

recruitment which are prescribed by Government in their orders issued from time to time.

2.13. The representative of the University Grants Commission has further stated during evidence that normally when the Commission recruits Lower Division Clerks, it expects the candidates to have certain typewriting speed. But in regard to Scheduled Caste/Scheduled Tribe candidates the Commission recruits such candidates without the requisite typewriting speed. The Commission takes it that within a specified period, the Scheduled Caste/Scheduled Tribe candidates will be able to attain the requisite typing speed. The Commission has also been providing training facilities to these candidates.

2.14. As regards relaxation of standards of suitability for Scheduled Caste and Scheduled Tribe candidates, the representative of the University Grants Commission has stated during evidence:

“When you refer to the relaxed standard, this is kept in mind when the Selection Committee is interviewing the candidates. But if you ask me the question, if there was any relaxation done while determining the qualifying marks, I regret, it has not been done so far. In future, since we will be doing recruitment separately for Scheduled Castes, the best of those will be selected. There will be no competition between Scheduled Castes and non-Scheduled Castes.”

2.15. Asked whether the Scheduled Caste and Scheduled Tribe candidates are interviewed in separate blocks and on separate dates in the University Grants Commission as per the Government of India orders on the subject, the Ministry of Education, Social Welfare and Culture (Department of Education) have stated in a note furnished to the Committee that the University Grants Commission does not make recruitment in large numbers. There are a few vacancies now and then for which a very limited number of candidates are called for interview. It has, therefore, not been considered necessary to fix separate dates of interviews for Scheduled Castes and Scheduled Tribes.

2.16. The representative of the Ministry of Education, Social Welfare and Culture (Department of Education) has further stated during evidence that as a matter of fact, they themselves were considering that in cases where a separate interview could not be held because the number of Scheduled Caste/Scheduled Tribe candidates

was small, the Commission could arrange the interview in such a manner that even that small number of Scheduled Caste/Scheduled Tribe candidates were interviewed in a bunch.

The representative of the Ministry of Education, Social Welfare and Culture (Department of Education) agreed during evidence to a suggestion made by the Committee that the Scheduled Caste/Scheduled Tribe candidates should be interviewed before the general candidates are interviewed so as to guard against any prejudice about the standards of Scheduled Caste/Tribe candidates.

2.17. The Committee are unhappy to note that the University Grants Commission does not give any relaxation or concession to candidates belonging to Scheduled Castes and Scheduled Tribes in the qualifying marks in direct recruitment by examination. The Committee would like the University Grants Commission to relax the selection standards for candidates belonging to Scheduled Castes and Scheduled Tribes in terms of the instructions issued by the Ministry of Home Affairs in their O.M. No. 1/1/70-Est(SCT) dated the 25th July, 1970.

2.18. The Committee regret to note that the University Grants Commission does not hold separate interviews for Scheduled Caste and Scheduled Tribe candidates as per Government orders on the subject on the plea that the number of candidates for recruitment in the Commission on each occasion is small. The Committee recommend that the University Grants Commission should arrange interviews of the Scheduled Caste and Scheduled Tribe candidates in a separate block and before the interviews for the general candidates are held by the Commission so that the Scheduled Caste/Tribe candidates are not judged in comparison with the standards of general candidates.

D. Recruitment/Promotion Committees

2.19. It has been stated in a written note furnished to the Committee by the Ministry of Education, Social Welfare and Culture (Department of Education) that the University Grants Commission has Selection Committees/Departmental Promotion Committees as approved by the Commission. Their composition is as under:

(I) *For the posts of Secretary and Additional Secretary*

The Commission as a whole.

(II) For other Class I posts

- (a) Chairman, University Grants Commission.
- (b) Vice-Chairman, University Grants Commission.
- (c) 2 Members of the Commission.
- (d) 1 outside expert to be nominated by the Chairman.
- (e) Secretary, University Grants Commission.

(III) For Class II Posts

- (a) Chairman, University Grants Commission.
- (b) Vice-Chairman, University Grants Commission.
- (c) 1 Member of the Commission.
- (d) 1 outside expert to be nominated by the Chairman.
- (e) Secretary, University Grants Commission.

(IV) For certain Class III Posts

- (a) 1 Member of the Commission.
- (b) Secretary, University Grants Commission.
- (c) 1 outside expert to be nominated by the Chairman.
- (d) An Officer of the Commission to be nominated by the Chairman.
- (e) Divisional Head Incharge of Administration.

(V) For other Class III posts

- (a) Secretary, University Grants Commission.
- (b) 1 outside expert to be nominated by the Chairman.
- (c) An officer of the Commission to be nominated by the Chairman.
- (d) Divisional Head Incharge of Administration.

(VI) For Class IV posts

- (a) Divisional Head Incharge of Administration.
- (b) Two Officers of the Commission to be nominated by the Chairman.

2.20. Asked whether any representative of the Scheduled Castes/Tribes is included in the various Selection Committees/Departmental Promotion Committees set up by the University Grants Commission as per the Government of India orders on the subject, the Ministry of Education, Social Welfare and Culture (Department of

Education) have stated in a written note furnished to the Committee that the Officers' cadre of the Commission, at present, has only one Officer belonging to the Scheduled Castes. Another Officer of the rank of Deputy Secretary from the Scheduled Tribes is likely to be appointed against a vacant post. Care will be taken, hereafter, to associate one of these Officers with the Selection Committees/Departmental Promotion Committees.

2.21. In this connection, the Secretary, University Grants Commission, has further stated during evidence:

“We have one of the members of the Commission, who is Scheduled Caste. We can request him to be the Chairman of the Committee sometimes. Secondly, we do appoint experts. While doing that, we can keep this in view that this aspect of the Constitution should not be left out.”

2.22. To a suggestion made by the Committee that Officers of different status and grade should be associated with the Selection Committees/Departmental Promotion Committees, the representative of the University Grants Commission has stated:

“There should be no difficulty. We have one Assistant Secretary from the Scheduled Castes. We can associate him. We will have a Deputy Secretary from the Scheduled Tribes very soon. If he joins, we would associate him also.”

2.23. The Committee urge that a representative of the Scheduled Castes/Tribes should invariably be appointed on each of the Selection/Promotion Committees set up by the University Grants Commission for recruitment/selection of staff.

E. Staff Strength and Shortfalls

2.24. The total staff strength in the University Grants Commission separately (i) on the date from which the reservation orders in favour of Scheduled Castes and Scheduled Tribes came into force in the Commission (i.e. 1st July, 1958) and (ii) on the 1st January, 1975, categorywise, and the number of Scheduled Caste and Scheduled Tribe employees among them and their respective

percentages to the total strength, as furnished by Ministry of Education, Social Welfare and Culture (Department of Education), is at Appendix I.

2.25. Asked about the reasons for shortfalls in the employment of Scheduled Castes and Scheduled Tribes in the University Grants Commission, it has been stated in a note furnished to the Committee that the University Grants Commission was constituted by an Act of Parliament in 1956. At the time of its constitution, the Commission badly needed the services of suitably qualified personnel with experience of educational administration. It had, therefore, to draw upon the Ministry of Education, the Universities and other educational sources to man its Class I posts. When the University Grants Commission (Terms and Conditions of Service of Employees) Rules 1958 were promulgated, the Government specifically provided that the Commission should observe, *except in the case of Officers requiring special qualifications*, rules relating to reservation of posts for Scheduled Castes and Scheduled Tribes and other backward classes as laid down by the Central Government from time to time. These rules were amended by the Central Government in August, 1972 and the clause exempting Officers requiring special qualifications from reservations was dropped. The Commission has thereafter been able to recruit one Class I Officer belonging to a Scheduled Caste. Another post of Deputy Secretary reserved for candidates belonging to Scheduled Tribes has been advertised. The Commission will also make efforts hereafter to obtain the services of qualified Scheduled Caste/Scheduled Tribe candidates in Class I posts as and when the vacancies reserved for them occur. To facilitate this, the Commission has grouped together Class I posts (*viz.* the posts of Deputy Secretary, Research Officer, Assistant Secretary, Education Officer and Publication Officer) with effect from the 1st April, 1973.

2.26. As regards shortfalls in other categories of posts, the Committee have been informed in a note furnished by the Ministry of Education, Social Welfare and Culture that most of the posts in Class II, Class III and Class IV in the University Grants Commission are filled by promotion. The orders of Government providing for reservations in the posts filled by promotion on the basis of seniority subject to fitness were issued in November, 1972, and are being followed thereafter. In the case of most of the Class III posts, the initial point of entry in the University Grants Commission service is that of Lower Division Clerk and the Commission tries to ensure that the representation to reserved categories is provided in this cadre. It has, however, not been possible to give full

representation to Scheduled Castes/Tribes in this cadre, as the local Employment Exchange does not always sponsor sufficient number of candidates belonging to Scheduled Castes and Scheduled Tribes and in some cases the candidates belonging to these communities could not clear the test/interview conducted for recruitment of Lower Division Clerks. The Commission, however, follows the Government of India orders for carrying forward the unfilled reserved vacancies to subsequent three recruitment years.

2.27. The Committee desired to know the posts which have been specifically classified by the University Grants Commission as requiring special qualifications, the representative of the University Grants Commission has stated during evidence:

“For instance, we advertised the post of Education Officer in 1960. We mentioned qualification and experience necessary for this post as first or high second class Post Graduate Degree in Arts or Science and five years’ teaching experience or some experience of educational administration.”

The witness has further stated:

“I would say that the posts of Deputy Secretary, earlier known as Development Officer, Education Officer and Publication Officer, which were recruited directly required special qualifications. Then, before 1972, we had the posts of Assistant Secretaries. We had two or three posts of Assistant Secretaries in the whole Organisation.”

2.28. In reply to a question, the representative of the University Grants Commission has stated that no post in the University Grants Commission has been classified as ‘Scientific’ or ‘Technical’ and exempted from the purview of reservation orders on this account.

2.29. The Committee desired to know the number of vacancies in the various categories of posts that occurred in the University Grants Commission during the years 1972, 1973 and 1974, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and the number of vacancies actually filled by Scheduled

Caste and Scheduled Tribe candidates. The information furnished by the Ministry is tabulated below:

Year	Category of post	No. of vacancies available subject to reservation during the year	Total appointments made	No. of Scheduled Castes appointed	No. of Scheduled Tribes appointed
I	2	3	4	5	6
<i>Class I posts (Grouped)</i>					
1972				..	
1973	
1974		4	4	1	..
<i>Class II posts</i>					
NIL					
<i>Class III posts</i>					
<i>Statistical Assistant</i>					
1972		5	5	..	
1973			
1974		..			
<i>Junior Stenographer</i>					
1972		1	1		
1973		2	2	..	
1974				..	
<i>Lower Division Clerks</i>					
1972		2	2		..
1973		16	16		2
1974		12	12		1
<i>Despatch Rider</i>					
1972		2	2	1	
1973					
1974					

1	2	3	4	5	6
<i>Class IV Posts</i>					
<i>Chowkidars</i>					
1972		..			
1973	.	1	1		
1974	.	1	1	1	
<i>Peons</i>					
1972
1973	.	2	2	1	1
1974	.	5	5	.	1

2.30. The Committee wanted to know the total number of applicants and the number of Scheduled Castes and Scheduled Tribes among them, the number of applicants called for test/interview and the number of candidates finally selected during the recruitments made in 1972, 1973 and 1974 by the University Grants Commission for Class I posts. The information furnished by the Ministry of Education, Social Welfare and Culture (Department of Education) is tabulated below:

	No. of applicants			Posts reserved for		Applicants called for test/interview			Candidates Selected			Candidates actually appointed		
	General	SC	ST	SC	ST	General	SC	ST	General	SC	ST	General	SC	ST
<i>1972</i>														
Education Officer	236	2				15	1		3				1	
<i>1973</i>														
Assistant Secretary	396	3				18	3		3	1		2	1	
<i>1974</i>														
Deputy Secretary	229	4			1									

2.31. In view of the small number of applications received from Scheduled Caste/Tribe candidates for Class I posts, the Committee suggested that prescription of high qualification and experience should be avoided in the case of Scheduled Caste and Scheduled Tribe candidates. The Secretary, Ministry of Education, Social Welfare and Culture (Department of Education) has stated in the course of evidence and in some of the senior posts, where the appointment is made direct, it would be difficult to avoid prescribing some experience. So far as the junior posts are concerned, it is possible that experience may not be necessary in their case.

Clarifying the position further, the witness has stated:—

“For example, take the post of a Deputy Secretary in the University Grants Commission. He is a fairly senior officer. His work requires some sort of supervision. Unless he has some experience, in such cases, it may be difficult. Of course, it can be considered by the Commission that the requirement of experience should not be so high or so long that it may not be possible to get candidates within a reasonable limit. I think for higher posts where direct recruitment is made, it may be difficult to avoid prescribing some experience; but it can be considered what may be the reasonable experience.”

2.32. The Committee further wanted to know why no Scheduled Caste and Scheduled Tribe candidates were recruited against the posts of Lower Division Clerks even though two vacancies of Lower Division Clerks were filled in 1972, sixteen vacancies were filled in 1973 and twelve vacancies were filled in 1974. The representative of the University Grants Commission, while explaining the procedure adopted by the Commission for recruitment of Lower Division Clerks, has stated during evidence that the vacancies are notified to the local Employment Exchange and appointments are made on the basis of a written test followed by an interview. In the year 1971-72, the Employment Exchange sponsored 24 Scheduled Caste candidates. All of them were asked to appear in a written test; only nine candidates appeared in the test and none of them qualified. In 1972-73, 17 Scheduled Caste candidates, sponsored by the Employment Exchange, were called for written test. Out of the 17 candidates called, nine took the test but none qualified. In 1973-74, 35 Scheduled Caste candidates were sponsored by the Employment Exchange and all of them were called for the written test. Eighteen Scheduled Caste candidates appeared in the written test, and out of them only six Scheduled Caste candidates qualified in the test who

were called for interview, but only four appeared for the interview and one Scheduled Caste candidate was selected.*

2.33. At the instance of the Committee, the Ministry of Education, Social Welfare and Culture (Department of Education) have furnished a statement showing the number of candidates sponsored by the Employment Exchange for different categories of posts during the year 1972, 1973 and 1974, the number of Scheduled Caste and Scheduled Tribe candidates among them, qualifications prescribed for each post, and the number of candidates selected by the University Grants Commission (See Appendix II).

2.34. The Committee enquired about the reasons for not advertising the reserved vacancies in newspapers when suitable candidates were not available through the Employment Exchange. The representative of the University Grants Commission has stated during evidence as follows:

“We have twelve vacancies of Lower Division Clerks. We have not dereserved any vacancy. If we do not get suitable candidates from the Employment Exchange, we will go to the Commission and after that we will advertise the posts. But the difficulty is that for six posts, we get 15,000 applications and it might get delayed.”

He has further stated:

“We were of the view that we could get candidates direct from the Union Public Service Commission including those of Scheduled Castes and Scheduled Tribes and I wish this could be agreed to. But unfortunately, this has not been agreed to so far.... If this is done, all these problems will be reduced to a considerable extent.”

He has added:

“...Now the Institute of Secretariat Training and Management do take examination and make the list of successful candidates. If they could include us in their list, we could pick up Scheduled Caste/Scheduled Tribe candidates from that list of successful candidates. If they can include us, that will be much better. They say because we are not participating agency, that is why, they do not like to include us.”

*At the factual verification stage, the Ministry of Education, Social Welfare & Culture (Department of Education) have stated that in the year 1973-74, 39 Scheduled Tribe candidates were sponsored by the Employment Exchange, who were all called for written test. Out of 24 candidates who took the test, nine qualified, who were called for interview. Seven appeared for interview, out of whom three were selected and appointed.

2.35. When asked about the special efforts made to get the reserved vacancies filled in by candidates belonging to Scheduled Castes and Scheduled Tribes, the Ministry of Education, Social Welfare and Culture (Department of Education) have stated in a written note furnished to the Committee that the post of Deputy Secretary advertised by the University Grants Commission is reserved for Scheduled Tribes. As no candidate belonging to this category applied for the post, advice was sought from the Commissioner for Scheduled Castes and Scheduled Tribes and from the recognised Associations engaged in the welfare of Scheduled Castes and Scheduled Tribes. While the Commissioner for Scheduled Castes and Scheduled Tribes has advised taking recourse to filling the post by 'dereservation' as per prevalent rules, no reply has so far been received from the recognised Associations. In spite of this, it has been decided to explore the possibility to see if services of a suitable candidate belonging to the Scheduled Tribes could be obtained by transfer or deputation, for which necessary action has been taken. It has also been decided by the University Grants Commission to hold *ad hoc* recruitment for Lower Division Clerks confined to Scheduled Caste and Scheduled Tribe candidates to fill the reserved vacancies.*

2.36. While admitting that there exists a large number of unfilled reserved vacancies in the University Grants Commission, the Secretary, Ministry of Education, Social Welfare and Culture (Department of Education) has stated during evidence that this position was recently considered by the University Grants Commission and the Vice-Chairman of the Commission has recently appointed a Committee to look into the matter and see how the situation can be brought to normal as quickly as possible.

2.37. The Committee desired to know the composition, powers and terms of reference of the Committee. The Ministry of Education have stated in their post-evidence note as follows:

- (i) "The Commission at its meeting held on the 10th March, 1975, desired a Committee to be appointed (a) to examine

*At the factual verification stage, the Ministry of Education, Social Welfare & Culture (Department of Education) have stated that the University Grants Commission held *ad hoc* recruitment limited to the candidates belonging to Scheduled Castes and Scheduled Tribes to fill up the nine posts of LDC (Typists). Out of 167 candidates sponsored by the Employment Exchange, etc. including five Departmental candidates who were all called for the written test, 67 candidates took the test conducted by the Institute of Secretariat Training and Management on behalf of the University Grants Commission, but only five could qualify. Four of them have since been appointed and the fifth could not be appointed as it turned out to be a case of impersonation. It is proposed to fill the remaining reserved vacancies by drawing upon the surplus qualified candidates from the Institute of Secretariat Training and Management. The Commission has since been allowed by the Institute to draw upon the surplus qualified candidates to the extent possible, after the Government have finalised operating upon the lists, to meet its requirements for the posts of LDC / Typists. Necessary action has been initiated to change the recruitment procedure to provide for this.

the circumstances leading to the inadequate employment of Scheduled Castes and Scheduled Tribes to the various posts in the Office of the University Grants Commission and (b) to recommend measures to remove this inadequacy and ensure regular induction to the various posts as per prescribed quotas within the framework of the orders of the Government of India.

(ii) The Committee appointed consists of:

- (1) Professor M. Santappa, Member, University Grants Commission,
- (2) Professor Rais Ahmed, Member, University Grants Commission.

The Committee is expected to undertake the examination and submit its report shortly. A copy of the Report submitted by the Committee would be made available to the Committee on the Welfare of Scheduled Castes and Scheduled Tribes in due course after it has been considered by the Commission."

2.38. The Committee are distressed to note that out of 56 categories of posts in the University Grants Commission, Scheduled Tribes are represented in only two lower categories of posts i.e. Lower Division Clerks and Peons). There is only one Scheduled Caste Officer in Class I and Class II (gazetted) posts. Out of 24 posts of Stenographers/Junior Stenographers there is not a single Scheduled Caste or Scheduled Tribe in these posts. In the posts of Lower Division Clerks also, the percentage of Scheduled Castes/Tribes is much below their reserved quota. The Committee are convinced that unless vigorous efforts are made by the University Grants Commission, these shortfalls cannot be wiped out. The Committee, therefore, urge, that the University Grants Commission should make special ad hoc recruitments exclusively for Scheduled Castes and Scheduled Tribes so that the shortfalls are wiped out without a period of three years.

2.39. The Committee suggest that if sufficient number of candidates from Scheduled Castes/Tribes are not forthcoming for Class I posts, the University Grants Commission should consider the feasibility of lowering academic qualifications and dispensing with the condition of experience of certain number of years in the case of Scheduled Caste/Tribe candidates, at least in Junior Class I posts.

2.40. The Committee are perturbed to find that the University Grants Commission was not able to recruit a single Scheduled Caste person in the recruitments for the post of even Lower Division

Clerks in the years 1971-72 and 1972-73. In 1973-74 also, the University Grants Commission was able to recruit only one Scheduled Caste as a Lower Division Clerk. The Committee are convinced that there is no dearth of Scheduled Caste candidates to fill the posts of Lower Division Clerks in the University Grants Commission. If the University Grants Commission is unable to recruit Lower Division Clerks from amongst the Scheduled Castes there must be something seriously wrong in the methodology of recruitment by University Grants Commission.

2.41. The Committee suggest that if the local Employment Exchange does not sponsor sufficient number of Scheduled Caste and Scheduled Tribe candidates in response to its requisitions to fill the reserved vacancies, the University Grants Commission should advertise the vacancies reserved for Scheduled Castes and Scheduled Tribes in newspapers in order to attract larger number of candidates belonging to these communities. The Commission should also approach the Central Employment Exchange and the Pre-examination Training-cum-Guidance Centres for sponsoring Scheduled Caste/Tribe candidates. ..

2.42. The Committee note that the University Grants Commission has appointed a committee to look into the inadequate representation of Scheduled Castes and Scheduled Tribes in the services of the University Grants Commission and to suggest measures to bring the representation of Scheduled Castes and Scheduled Tribes to normal as quickly as possible. The Committee desire that the report of that committee should be finalised on a priority basis and its recommendations implemented without any further loss of time. The Committee further desire that a copy of the report of that committee, together with the action taken on the recommendations of that committee, may be furnished to this Committee as soon as available.

F. In-Service Training

2.43. It has been stated in a note furnished to the Committee by the Ministry of Education, Social Welfare and Culture (Department of Education) that no special in-service training is being imparted by the University Grants Commission to Scheduled Caste/Scheduled Tribe employees. However, the general facility of in-service training for Lower Division Clerks and training in typewriting being imparted to employees through the agency of the Institute of Secretariat Training and Management is available to the Scheduled Caste and Scheduled Tribe employees also.

2.44. Asked whether the best among the available candidates belonging to Scheduled Castes and Scheduled Tribes are appointed

in non-technical and quasi-technical Class III and Class IV posts and given in-service training to make them proficient in work, the Ministry of Education, Social Welfare and Culture (Department of Education) have stated in a note furnished to the Committee that Class IV employees in the University Grants Commission do not require any special training. The recruitment to the Class III cadre of the Commission is done mostly at the level of Junior Stenographers and Lower Division Clerks. If candidates belonging to Scheduled Castes/Tribe recruited to the posts of Lower Division Clerks are found deficient in typewriting, the Commission provides them in-service training after appointment through the agency of the Institute of Secretariat Training and Management. The Committee have been informed that the number of such candidates belonging to Scheduled Castes/Tribes appointed during the year 1973 and 1974 was two and nil respectively.

2.45. In reply to a question, the representative of the University Grants Commission has stated during evidence:

“We have not resorted to in-service training for Scheduled Caste and Scheduled Tribe employees so far. We will have to consider modification of the rules. I will keep a note of it.”*

2.46. The Committee note that the University Grants Commission has agreed to consider modification of its rules in order to provide in-service training for such of the Scheduled Caste and Scheduled Tribe employees as are recruited with relaxed standards. The Committee hope that this will be done expeditiously and invariably observed in practice.

G. Promotions

2.47. The Committee have been informed in a written note furnished by the Ministry of Education, Social Welfare and Culture (Department of Education) that in accordance with the Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memoranda No. 27/2/71-Est (SCT) dated the 27th November, 1972 and No. 10/41/73-Est (SCT) dated the 20th July, 1974, reservations are provided for Scheduled Caste and Scheduled Tribe employees in the University Grants Commission in the matter of promotion by seniority subject to fitness as well as by selection.

*At the factual verification stage, the Ministry of Education, Social Welfare and Culture (Department of Education) have stated that in order to enable departmental class IV employees, including those belonging to reserved categories, to attain a standard which will help them to be recruited as LDC/Typist in the U.G.C., in-service training for three months was imparted to them in the Office of the Commission.

2.48. On being asked about the rules regarding promotion of employees in the University Grants Commission, it has been stated that there are no rules regarding promotion. The procedure in this regard is laid down in the orders issued by the University Grants Commission from time to time.

2.49. The Committee desired to know the number of posts reserved for Scheduled Castes and Scheduled Tribes in promotion in various categories of posts and the number of Scheduled Caste/Scheduled Tribe employees actually promoted by the University Grants Commission during the years 1972, 1973 and 1974. The information furnished by the Ministry of Education is at Appendix III. In this connection, the representative of the University Grants Commission has further explained during evidence that in 1973, the reservation made in the Assistant's posts for Scheduled Castes was five but actually three employees belonging to this community were promoted, in this category. As regards Upper Division Clerks, five and three posts were reserved for Scheduled Castes and Scheduled Tribes respectively. The number of employees actually promoted in this category was two belonging to Scheduled Castes. Regarding promotional vacancies amongst Class IV posts, it has been stated that there are Peons in the University Grants Commission who are promoted as Jamadars and Daftries. It was clarified that the category of Jamadar was not synonymous of the category of sweepers. In 1973, two posts—one each for Jamadar and Daftry—were reserved for Scheduled Castes, and two Scheduled Caste employees were promoted.

2.50. As regards Key Punch Operators, the Committee have been informed that one Scheduled Caste employee was among the Key Punch Operators, but he got promoted as Sorter Operator when one post was created.

2.51. The Committee desired to know the reaction of the Ministry of Education, Social Welfare and Culture to a suggestion that in case it was not possible for the University Grants Commission to fill up a promotional vacancy reserved for Scheduled Caste/Scheduled Tribe employee for want of departmental candidates, applications from outside might be entertained for appointment to fill up the reserved quota. The Secretary of the Ministry of Education, Social Welfare and Culture (Department of Education) has stated that appointing an outsider against a reserved promotional vacancy cannot be done under the existing rules. At present, there is provision only for promotion in certain categories of posts and if they are to made direct recruitment, the rules will have to be modified to that extent.

2.52. On being suggested by the Committee that in order to fill a promotional reserved vacancy, if no Scheduled Caste/Scheduled Tribe employee is within the zone of consideration for promotion, some relaxation may be made in the case of Scheduled Caste/Scheduled Tribe employees to bring them within the zone, if they otherwise satisfy the requisite qualifications and competence for the post. the representative of the University Grants Commission has stated during evidence that they will keep this suggestion in view while framing the rules.

2.53. The Committee desired to know whether the Chairman, University Grants Commission, has been vested with powers to review personally the cases of Scheduled Caste and Scheduled Tribe employees where they are not recommended for promotion by the Selection Boards to ensure that no injustice is done to those employees. The Ministry of Education, Social Welfare and Culture (Department of Education) have stated in a written note furnished to the Committee that the recommendations of the Departmental Promotion Committee for promotion to various Class II, Class III and Class IV posts are approved by the Chairman, University Grants Commission, and that of promotion to various Class I posts are approved by the Commission itself. This enables the Chairman/Commission to see that no injustice is done to the employees belonging to Scheduled Castes and Scheduled Tribes.

2.54. The Committee note that the University Grants Commission has provided for reservations for Scheduled Caste and Scheduled Tribe employees in the matter of promotion on the basis of seniority subject to fitness as well as by selection as per the Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memoranda No. 27/2/71-Est(SCT) dated the 27th November, 1972 and No. 10/41/73-Est(SCT) dated the 20th July, 1974, on the subject. The Committee hope that the whole-hearted implementation of these orders would enable the University Grants Commission to wipe out the shortfalls in the representation of Scheduled Castes and Scheduled Tribes in the promotional posts in the services of the University Grants Commission.

H. Liaison Officer and Maintenance of Rosters

2.55. It has been stated in a note furnished to the Committee by the Ministry of Education, Social Welfare and Culture (Department of Education) that the Assistant Secretary (Administration-I) has been appointed as the Liaison Officer in the University Grants Commission to ensure compliance of orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes and other benefits admissible to them. His duties have been prescribed as per orders of the Government of India on the subject.

2.56. In para 51 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (Third Edition, 1972) issued by the Cabinet Secretariat (Department of Personnel and Administrative Reforms), the duties of the Liaison Officer are specified as under:

“The Liaison Officer will be specifically responsible for:—

- (i) ensuring due compliance by the appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them;
- (ii) ensuring submission by the appointing authorities under the Ministry/Department to the Ministry/Department annual statements on prescribed proforma showing (a) total number of employees and numbers of Scheduled Castes and Scheduled Tribes amongst them as on 1st January and (b) particulars of recruitment made during the calendar year and the numbers of Scheduled Castes and Scheduled Tribes among the persons recruited;
- (iii) scrutiny and consolidation of the above statements;
- (iv) conducting annual inspection of rosters;
- (v) specially watching the cases of supersession;
- (vi) ensuring the extension of necessary assistance to the Commissioner for Scheduled Castes and Scheduled Tribes in the investigation of complaints received by the Commissioner in regard to service matters.”

2.57. The Committee desired to know the machinery set up in the Ministry of Education, Social Welfare and Culture (Department of Education) to ensure the implementation of Government orders on reservations for Scheduled Castes and Scheduled Tribes by the University Grants Commission. The Ministry of Education, Social Welfare and Culture have stated in a note furnished to the Committee that a Cell manned by an Assistant had been set up in the Ministry of Education, Social Welfare and Culture (Department of Education) during the year 1969-70. This Cell works under the direct control of the Director/Deputy Secretary (Administration), who is the Liaison Officer for ensuring due compliance of reservation orders for Scheduled Castes and Scheduled Tribes in the Ministry.

2.58. The Ministry of Education have further stated that as there are a number of statutory and other autonomous bodies fully

financed by the Ministry, the functions of the Cell are being discharged in regard to compliance of reservation orders for Scheduled Castes and Scheduled Tribes by the respective administrative divisions in the Ministry. So far as the University Grants Commission/Central Universities are concerned, this is being done by the concerned administrative Section in the University Division of the Ministry. The Director-in-charge of the University Division/Under Secretary (Universities) in the Ministry of Education oversees implementation of different orders/instructions issued by Government from time to time in favour of Scheduled Castes and Scheduled Tribes.

2.59. As regards the submission of annual statements by the University Grants Commission, the Ministry of Education, Social Welfare and Culture have stated in a note furnished to the Committee that they propose to ask the University Grants Commission to submit yearly returns on recruitment/promotion of Scheduled Castes and Scheduled Tribes hereafter. In this connection, the Secretary, Ministry of Education, Social Welfare and Culture (Department of Education) has further stated during evidence:

“We have informed the University Grants Commission that they should submit the returns for the period ending 31st December, 1974. We have asked them to send the returns immediately and from the next year to submit it by the 31st of January, following the end of each calendar year.”

2.60. Asked when the rosters were first and last inspected by the Liaison Officer in the University Grants Commission, the Ministry of Education have stated in a note that the rosters were first and last inspected by the Liaison Officer in the University Grants Commission in the month of January, 1973 and 1975 respectively.

2.61. When asked about the date from which the rosters are being maintained in the University Grants Commission, it has been stated that the University Grants Commission is maintaining the rosters from 1970 onwards in accordance with the orders contained in the Ministry of Home Affairs Office Memorandum No. 1/11/69-Estt (SCT) dated the 22nd April, 1970.

2.62. The Committee desired to know how the University Grants Commission was filling up vacancies in different categories of posts prior to 1970 without maintaining the rosters. The representative of the University Grants Commission has stated during evidence that only after the receipt of a copy of the recommendation on the subject made by the earlier Committee on the Welfare of Scheduled

Castes and Scheduled Tribes (1968-70) in their Fourteenth Report (Fourth Lok Sabha), they came to know that the rosters should be maintained in the prescribed form. Previously, they did not have detailed rosters, but had some files only. He has, however, assured the Committee that they will maintain the rosters regularly and adhere scrupulously to it.

2.63. The Committee regret to note that in spite of the fact that the Assistant Secretary (Administration I) has been appointed as Liaison Officer in the University Grants Commission and the Director in-charge, University Division/Under Secretary (Universities) in the Ministry of Education, Social Welfare and Culture oversees the implementation of Government orders on reservations for Scheduled Castes and Scheduled Tribes by the University Grants Commission, the orders relating to maintenance of rosters have not been followed by the University Grants Commission till 1970. It is distressing to note that the University Grants Commission became aware of the need for maintenance of rosters only after it received a copy of the recommendation made by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) in this regard. It is obvious that either there has been some laxity in the Ministry of Education, Social Welfare and Culture in sending copies of such orders to the University Grants Commission or the University Grants Commission has not ensured its proper collation at its end. Be that as it may, the co-ordination machinery, both in the Ministry of Education, Social Welfare and Culture and the University Grants Commission, requires to be streamlined and strengthened. The Committee would like that the Director in-charge, University Division, in the Ministry of Education, Social Welfare and Culture should be specifically designated as a Liaison Officer to ensure proper implementation by the University Grants Commission of all the orders issued from time to time for the reservations and other concessions for the Scheduled Castes and Scheduled Tribes. The Committee also desire that the Liaison Officer in the University Grants Commission should be made responsible for any lapse in the strict observance of the orders/instructions regarding reservations for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time.

2.64. The Committee further suggest that in view of the important role the Liaison Officer has to perform with regard to the effective implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes, it is essential that separate Cells with adequate staff should be set up in the University Division of the Ministry of Education, Social Welfare and Culture as well as in the

University Grants Commission to assist the Liaison Officers. A note on the activities of these Cells should be included in the Annual Reports of the respective Organisations.

2.65. The Committee are unhappy to learn that the University Grants Commission has not been submitting annual statements showing (i) the total number of employees and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1st January of each year, and (ii) the particulars of recruitment made during a calendar year and the numbers filled by Scheduled Castes and Scheduled Tribes. The Committee are all the more surprised to know that the Ministry of Education, Social Welfare and Culture have only now asked the University Grants Commission to submit such statements. The Committee fail to understand how the Ministry of Education, Social Welfare and Culture were keeping a watch over the representation of Scheduled Castes and Scheduled Tribes in the University Grants Commission in the absence of these statements. The Committee would urge that the Ministry of Education, Social Welfare and Culture should ensure that these annual statements are submitted to them on the prescribed proformae by the University Grants Commission as soon as possible after the 1st January of the following year and latest by the 31st March as laid down in the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 17/3/70-Estt(SCT) dated the 1st January, 1972. The Committee would also like the Ministry of Education, Social Welfare and Culture and the University Grants Commission to make a thorough and analytical study of the annual statements compiled by the University Grants Commission and take prompt and effective measures to remove the deficiencies noticed.

2.66. The Committee would further like the University Grants Commission to forward a copy of its annual statements regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Commission to the Commissioner for Scheduled Castes and Scheduled Tribes simultaneously when the Commission services of the Commission to the Commissioner for Scheduled and Culture (Department of Education).

I. Dereservation

2.67. With regard to dereservation, it has been stated that the practice followed by the University Grants Commission is that when suitable Scheduled Caste/Scheduled Tribe candidates are not available for a particular vacancy, the vacancy is filled by a candidate belonging to other communities. The reserved vacancy is, however, carried forward to subsequent three years of recruitment and all 1290 (aii) LS—3.

possible efforts are made to fill up the vacancy by suitable candidates belonging to Scheduled Castes|Scheduled Tribes. If even after the expiry of the period of three recruitment years, it is not possible to get a suitable candidate belonging to these communities, the vacancy is treated as dereserved. The position regarding carried-forward reserved vacancies in different categories of posts in the University Grants Commission as on 1st January, 1973, 1st January, 1974 and 1st January, 1975 is given at Appendix IV.

2.68. The Committee desired to know the efforts made by the University Grants Commission to secure the requisite number of Scheduled Caste|Tribe candidates before dereserving a reserved vacancy. The University Grants Commission has stated in a note furnished to the Committee that no special efforts are made by it for this purpose.

2.69. The Committee pointed out during evidence that the moment a reserved vacancy is filled by a general candidate, it becomes dereserved and not after three years as is being treated by the University Grants Commission. The Committee further explained that before appointing a general candidate in a reserved vacancy, special efforts should be made to get candidates belonging to Scheduled Castes|Scheduled Tribes through the Employment Exchange or otherwise. It is only after such efforts do not meet with success that the proposal for dereservation of reserved vacancy should be put up. The representative of the University Grants Commission, thereupon, has stated as follows:

“We discussed it with the Department of Personnel and they have also expressed the same view as you have expressed just now. Now we are going to follow the points which you have mentioned. Fortunately, we have not removed these posts from our rosters except in two cases.”

2.70. The Committee have been informed that the number of vacancies dereserved during the years 1972, 1973 and 1974, in the University Grants Commission was five. The University Grants Commission has further stated that it has been taking action earlier to de-reserve a vacancy after three years, but now it will be done every year. They have added that it will not affect the total number of cases. The Committee expressed an apprehension that if dereservation took place frequently there would be a bigger backlog of unfilled reserved vacancies in the University Grants Commission. The representative of the University Grants Commission has stated during evidence that they are trying to clear the backlog and they will be able to get out of it soon.

2.71. Asked whether any intimation prior to dereservation of a reserved vacancy is sent to the Ministry of Education, Social Welfare and Culture (Department of Education) and the Commissioner for Scheduled Castes and Scheduled Tribes, it has been stated as follows:

“The existing Central Government orders require a Ministry/ Department to seek prior approval of the Department of Personnel in respect of posts to be dereserved. Being an autonomous body, the University Grants Commission is not covered under these orders. It should suffice if each case of dereservation is brought to the notice of the Commission and an intimation of the same sent to the Ministry of Education for information.”

2.72. Asked whether Scheduled Castes are appointed in the vacancies reserved for Scheduled Tribes and *vice versa* after carrying forward a vacancy to three recruitment years, if suitable Scheduled Caste/Tribe candidates are not available, the Ministry of Education, Social Welfare and Culture (Department of Education) have stated in a note furnished to the Committee that generally the vacancies reserved for both Scheduled Castes as well as Scheduled Tribes have to be carried forward and, therefore, the question of exchange of vacancies has not arisen.

2.73. On being asked about the remedial steps proposed to be taken by the University Grants Commission to avoid dereservation of reserved vacancies, the representative of the University Grants Commission has stated that besides addressing the Employment Exchange and advertising the posts in newspapers, as the case may be, the Commission proposes hereafter to communicate the particulars of vacancies to the Commissioner for Scheduled Castes and Scheduled Tribes and to the recognised Associations of Scheduled Castes and Scheduled Tribes before filling up the vacancies by general candidates.

2.74. The Committee note with dissatisfaction that the University Grants Commission has not been following the orders regarding dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes as laid down in the orders issued from time to time by the Government of India, on the subject. The Committee are also sorry to note that the University Grants Commission does not make any special efforts to secure the requisite number of Scheduled Caste/Tribe candidates before dereserving a reserved vacancy. As a result, a number of reserved vacancies have been carried forward by the University Grants Commission every year which could have

gone to the Scheduled Castes and Scheduled Tribes if timely and proper efforts had been made by the University Grants Commission. The Committee would stress that the University Grants Commission should follow the correct procedure for dereserving a reserved vacancy, and should also take all the essential steps laid down in the Government of India orders issued from time to time on the subject, before dereserving a reserved vacancy.

2.75. The Committee recommend that even though the final decision in regard to dereservation of reserved vacancies may be taken by the University Grants Commission, precise reasons for dereservation of each vacancy should be recorded in writing and intimation thereof should invariably be sent to the Ministry of Education, Social Welfare and Culture (Department of Education) and to the Commissioner for Scheduled Castes and Scheduled Tribes. Statistics regarding vacancies dereserved during a year should also be included in the Annual Report of the University Grants Commission.

CHAPTER III

RESERVATIONS AND ADMISSION FACILITIES IN UNIVERSITIES

A. Reservations in Services of the Universities

3.1. The Committee have been informed that at present there are seven Central Universities, *namely*, the Aligarh Muslim University, the Banaras Hindu University, the Jawaharlal Nehru University, the University of Delhi, Visva-Bharati, the North-Eastern Hill University and the University of Hyderabad. The University of Hyderabad came into being on the 2nd October, 1974. In addition to Universities, there are nine institutions deemed to be Universities, *namely*, (i) Jamia Millia Islamia, New Delhi; (ii) Gurukul Kangri Vishwavidyalaya, Hardwar; (iii) Gujarat Vidya-pith, Ahmedabad and (iv) Tata Institute of Social Sciences, Bombay; (v) Birla Institute of Technology, Pilani; (vi) Indian Institute of Sciences; (vii) Indian School of Mines; (viii) Central Institute of English and Foreign Languages, Hyderabad, and (ix) Indian Agricultural Research Institute, New Delhi. These institutions receive their development grants from the University Grants Commission. Their maintenance grants are on cover-the-deficit basis and their matching share on development grants is paid by the Ministry of Education, Social Welfare and Culture.

(i) *Reservations in non-academic posts*

3.2. The Committee have been informed that the instructions issued by the Government of India, from time to time, regarding reservations in services for persons belonging to Scheduled Castes/Scheduled Tribes are endorsed by the Ministry of Education, Social Welfare and Culture to the University Grants Commission which in turn endorses the same to all the Universities. The Ministry also address the Central Universities direct for reservations in the non-academic posts in the Universities for candidates belonging to Scheduled Castes and Scheduled Tribes. The University of Delhi and the Banaras Hindu University have already agreed to make necessary reservations in the non-academic posts in those Universities while the other Central Universities are being persuaded to make necessary reservations.

3.3. The Committee desired to know whether the Universities had got discretionary powers to decide about the reservations in the non-academic posts, or whether they were bound by the direc-

tives of the Central Government to make reservations for Scheduled Castes and Scheduled Tribes in these posts. The Secretary, Ministry of Education, Social Welfare and Culture (Department of Education) has stated during evidence:

“As far as the directives go, in the case of University Grants Commission, the Government have a definite part to play to issue directives. As far as other Universities are concerned, I am not aware of any clear-cut provision of law under which a directive can be issued directly to them.”

3.4. In this connection, the Secretary, University Grants Commission, has stated:

“The case of Central Universities in a way does not fall with the Central Government. In the case of the Delhi University Act, it does not say anywhere that the Government will do this or the Government will not do this. Equally, you might say, it does not say that it will pay a grant or will not pay a grant.”

He has further stated:

“As far as Government is concerned, we have, in the past, tried to go into the legal aspect of the matter to ensure ourselves as to whether we have got some definite power in this respect. So far we have not been able to find any definite provision whereby we can assume that we have got a definite power to issue directives. But so far as the Government's policy is concerned, we have no doubt in our mind and that is why we are taking up this matter with the Universities and are trying to see that the Universities fall in line with the national policy in this respect.”

3.5. Section 12A of the University Grants Commission Act, 1956, provides that no grant shall be given by the Central Government, the Commission, or any other organisation receiving any funds from the Central Government, to a University which is established after the commencement of the University Grants Commission (Amendment) Act, 1972, unless the Commission has, after satisfying itself as to such matters as may be prescribed, declared such University to be fit for receiving such grants.

3.6. When asked how it is possible for the Universities getting grants-in-aid from Government not to respect the directives issued

by the Government from time to time when their very existence depends upon the grants-in-aid given by the Government, the Secretary, Ministry of Education, Social Welfare and Culture (Department of Education) has stated:

“We are writing to them and we have achieved some results. Although, as has been observed, the process has been slow, it is not as if results have not been achieved. As far as we are concerned, we deal with the Central Universities. And the State Universities which number about one hundred, we do not deal with them direct; but even there I think a large number of educational community in the States is covered by the Government Colleges.”

3.7. He has further explained that a letter was issued by the Ministry of Education on the 9th June, 1966 to all the Central Universities, except the University of Delhi, the Registrar, Simla Institute of Advance Studies, the Indian Institute of Technology, Delhi, etc. regarding reservations for Scheduled Castes and Scheduled Tribes in services in autonomous institutions, wholly or partly financed by Government. In that letter, among other things, it was stated as follows:

“I may add that it is not the intention of the Government of India to infringe in any way the institutions' autonomy and freedom to make their own rules and regulations, but as these reservation orders are in pursuance of constitutional safeguards, which it is the duty of all to honour, I have been directed to bring the Government of India's policy in the matter to your notice so that you may consider the desirability of amending the existing rules to provide for reservation referred to above. Government is aware that it may not be desirable from the point of view of maintenance of proper standards in educational institutions of higher education to institute any rules which will tend to deteriorate the quality of teachers, but there are certain other administrative, clerical and Class IV posts where reservation orders may apply without detriment to University standards.”

3.8. The Secretary, Ministry of Education, Social Welfare and Culture (Department of Education) has added that in regard to the Banaras Hindu University, the Executive Council of the University agreed as back as the 20th May, 1969 that there should be reserva-

tions in Class III and Class IV posts for Scheduled Caste and Scheduled Tribe candidates on the same lines as is done in the Government of India, subject to fulfilment of minimum qualifications. The University of Delhi is also following the procedure for reservations in Class III and Class IV posts for Scheduled Caste and Scheduled Tribe candidates on the same lines as in the Government of India. So far as the North-Eastern Hill University is concerned, it has intimated that due to larger population of Scheduled Tribes in that area, it has no difficulty in filling the posts reserved for Scheduled Tribes in its services but it is not able to get the required number of candidates belonging to Scheduled Castes.

(ii) *Reservations in academic posts*

3.9. The Committee desired to know the policy of the University Grants Commission with regard to reservations for Scheduled Castes and Scheduled Tribes in academic posts. The Secretary, University Grants Commission, has stated during evidence:

“The question of reservation for Scheduled Castes and Scheduled Tribes was considered by the Commission some time in 1969-70. The Commission was of the view that since teachers have a crucial role to play with regard to the quality of education, all efforts should be made to appoint the best available persons in the Universities and colleges. In this connection, the Commission felt that it would not be in the interest of Scheduled Castes and Scheduled Tribes themselves, if any considerations were brought in, as these would stand in the way of appointing most qualified and competent persons to the teaching posts. This was in 1969. There have been further representations and this matter was considered by the Commission recently. It was decided that we should discuss this matter with the Commissioner for Scheduled Castes and Scheduled Tribes.”

3.10. On being pointed out that the directives of the Government have not stated specifically that the teaching posts should be excluded from the purview of reservations, the Secretary, University Grants Commission, has stated during evidence that the question whether service in the Universities can be treated as Government service in view of the fact that the Universities were set up by an Act of Parliament is being considered.

3.11. The Committee wanted to know whether it was proper for the University Grants Commission not to require reservations for Scheduled Castes/Scheduled Tribes in the academic posts on the plea of maintaining higher academic standards in the Universities. The Secretary, Ministry of Education, Social Welfare and Culture (Department of Education), has stated:—

“It is not the idea of the Government that Scheduled Caste and Scheduled Tribe candidates are going to be of a lower standard. As a matter of fact the main duty which is cast upon the Central Ministry of Education by the Constitution is co-ordination and determination of standards in institutions of higher education and research. If broadly emanating from this the Government thinks that the highest possible standard should be maintained, the idea is not that the Scheduled Caste and Scheduled Tribe candidates must be of lower order. Further, it is not as if Scheduled Caste and Scheduled Tribe candidates of sufficient higher quality are not available. This is a matter on which I am not in a position immediately to make any definite suggestion because I can only state the present policy of the Government. The present policy has been that in the case of teaching jobs we should not have reservations but here also there had been certain amount of liberalisation. In some places, for example, in Delhi University they have definitely provided in the forms that the Scheduled Caste applicants can indicate that they belong to Scheduled Castes so that at the proper moment they are given due consideration.”

3.12. The Committee have noted the following observations made by the Minister of Education, Social Welfare and Culture (Prof. S. Nurul Hasan) in Lok Sabha on the 6th August, 1975, while replying to the debate on the motion for consideration of the Annual Report of the University Grants Commission for the year 1972-73:

“The House, I am sure, will be happy to know and will appreciate that the University Grants Commission has taken a decision that now that we have been able to raise the minimum qualifications for appointment as teachers it would be possible to make reservation even in the teaching posts for persons belonging to Scheduled Castes and Scheduled Tribes. Similarly, the University Grants Commission has recommended that seats should be reserved for

Scheduled Castes and Scheduled Tribes in educational institutions and particularly in the prestigious institutions of higher learning and that remedial courses should be provided.”

3.13. The Committee are unhappy to note that although the Ministry of Education had issued instructions to the Central Universities, as far back as the 9th June, 1966, to provide reservations for Scheduled Castes and Scheduled Tribes in the non-academic posts but so far the Government have been able to persuade only two Central Universities, viz., the Banaras Hindu University and the University of Delhi, to make such reservations. The Committee fail to understand why the remaining Central Universities are hesitant to fall in line with the national policy of reservations for Scheduled Castes and Scheduled Tribes even in non-academic posts.

3.14. The Committee note that the University Grants Commission has taken a decision that it would be possible to make reservation even in the teaching posts for persons belonging to Scheduled Castes and Scheduled Tribes and that the Commission has recommended that seats should be reserved for Scheduled Castes and Scheduled Tribes in all educational institutions, particularly in prestigious institutions of higher learning.

3.15. The Committee recommend that it should be made obligatory for all the Universities receiving grants from the Central Government or from the University Grants Commission to adopt, and implement, all the orders/instructions issued by the Government of India from time to time regarding reservations for Scheduled Castes and Scheduled Tribes. If any University does not comply with these directives, the powers under the provisions of Section 12A of the University Grants Commission Act, 1956 should be exercised and the grants of the University withheld, until that University provides for the prescribed reservations for Scheduled Castes and Scheduled Tribes in all its Services, both academic and non-academic.

B. Research Fellowships

3.16. The Committee have been informed that the University Grants Commission has decided to reserve ten per cent of the fellowships instituted by it in Universities or awarded by it directly. Accordingly, from the year 1974-75, ten per cent of fellowships have been reserved for candidates belonging to Scheduled Castes

and Scheduled Tribes, provided they fulfil the minimum qualifications laid down for the award. The Commission has also asked the Universities to make necessary provisions for this in their rules for award of Research Fellowships being implemented by them with the assistance from the Commission.

3.17. In reply to a question, it has been stated that the following Research Fellowships have been awarded by the University Grants Commission to candidates belonging to Scheduled Castes and Scheduled Tribes during the year 1974-75:—

	Total	No. of S.Cs.	No. of S.Ts.
(i) Junior Research Fellowships of Rs. 400/- p.m. plus Rs. 1500/- as contingent grant per annum	202	21	1
(ii) Senior Research Fellowships of Rs. 600/- p.m. plus Rs. 2000/- as contingent grant per annum	63	1	..

3.18. The Committee have been further informed that in addition to the above, the University Grants Commission has awarded 22 Post-Graduate Scholarships and five Junior Research Fellowships to the students belonging to hill areas of Assam, Arunachal, Manipur, Mizoram, Meghalaya and Ladakh.

3.19. Explaining the reasons for awarding Senior Fellowship to only one candidate belonging to Scheduled Caste, the Secretary, University Grants Commission, has stated during evidence that only four or five persons belonging to Scheduled Castes/Scheduled Tribes appeared for it and one person was awarded Senior Fellowship. He has added that the Commission has now made reservation in Fellowships for Scheduled Caste and Scheduled Tribe students. After the students join as the Junior Fellows, they will go for Ph.D. As soon as they finish Ph.D., they will be given Senior Fellowships also.

3.20. The witness has further stated that there are Research Associates who are doing post. Ph.D. research. They are given a salary of Rs. 700—1100 (fixed amount) per month plus Rs. 2000 per annum for authorised contingent expenditure. The Commission has decided on the 10th March, 1975, that ten per cent seats in Research Associates will be reserved for Scheduled Caste/Tribe candidates.

3.21. Asked about his reaction to the suggestion that there should be a reservation of 20 per cent instead of ten per cent in the Fellow-

ships for Scheduled Castes and Scheduled Tribes, the representative of the University Grants Commission has stated during evidence that he will convey the suggestion of the Committee to the Commission.

3.22. The Committee note that the University Grants Commission has decided to reserve ten per cent of the Fellowships instituted by it in the Universities or awarded by it directly, for candidates belonging to Scheduled Castes and Scheduled Tribes. The Committee further note that the Commission has also decided to reserve ten per cent seats in Research Associates for Scheduled Castes and Scheduled Tribes. The Committee desire that there should be a reservation of 22½ per cent seats for Scheduled Castes/Tribes in Junior/Senior Fellowships and Research Associates (15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes), so that sufficient number of candidates belonging to these communities become qualified to fill the various reserved academic posts in the Universities/colleges.

C. Admission facilities in Universities

3.23. In their Fourteenth Report (Fourth Lok Sabha), this Committee had observed as follows:

“The Committee regret to note that although reservation of 15 per cent seats for Scheduled Castes and 5 per cent seats for Scheduled Tribes for their admission to educational institutions was provided by the Ministry of Education as early as in 1954, no concerted efforts were made by the Ministry to see that reservation orders were actually implemented by the institutions concerned.

The Committee are unhappy to note from the statement furnished by the Ministry that even at present reservations for Scheduled Castes and Scheduled Tribes are not provided by a number of Universities and that the statistical information asked for by the Ministry of Education and Youth Services from the Universities and their colleges in this regard in 1969 has been furnished by only 23 Universities.

The Committee would like to stress that the statistics required to be compiled by the Ministry should immediately be collected and the causes or factors which are coming in the way of making the provisions for reservations/relaxations for Scheduled Castes and Scheduled

Tribes by these Universities/Colleges should be investigated and immediate effective remedial measures taken.

The Committee recommend that the University Grants Commission should be made responsible for collection and compilation of the statistics in regard to the number of Scheduled Caste and Scheduled Tribe students seeking admission in the various Universities and Colleges and the number actually admitted by them. The information and data thus compiled should be included in the Annual Reports of the University Grants Commission."

3.24. In reply to the above recommendation of the Committee, the Ministry of Education and Social Welfare (Department of Education) had given the following reply [*vide* Fifth Report of the Committee (Fifth Lok Sabha)]:

"Education is a State subject and Universities are autonomous organisations. Our circulars regarding reservations of seats in educational institutions cannot, therefore, be treated as orders. As for the compilation of data about the actual number of students of Scheduled Castes and Scheduled Tribes seeking admissions in the various Universities and colleges and the number actually admitted by them, the recommendations of the Committee are being brought to the notice of the University Grants Commission for necessary action along with the suggestions that the data thus compiled should be included in the Annual Reports of the University Grants Commission."

3.25. The Committee considered the above reply of Government and observed in their Fifth Report (Fifth Lok Sabha), as follows:

"The Committee are unhappy to note that the Ministry have taken the plea that the Universities are autonomous organisations in regard to the recommendations of the Committee for effective implementation of Government's orders providing for reservation of 15 per cent seats for Scheduled Castes and 5 per cent seats for Scheduled Tribes for admission to the educational institutions. It should have been the endeavour of the Ministry to persuade the State Governments to strictly adhere to the reservations laid down for Scheduled Castes and Scheduled Tribes. The University Grants Commission, which sanctions grants to the Universities, should have taken

concerted steps in this direction. That body should take up the matter with the Universities/Colleges and stipulate that the provision for reservations for Scheduled Castes and Scheduled Tribes is a condition precedent for sanction of grants by the Commission.

The Committee would urge that the University Grants Commission should include, in their Annual Reports, complete details about the reservations provided for Scheduled Castes and Scheduled Tribes in the matter of admission to the various courses in the Universities."

3.26. In January, 1973, the Ministry of Education, Social Welfare and Culture (Department of Education) have issued the following guidelines with regard to reservation of seats for Scheduled Caste and Scheduled Tribe students in Universities:

"According to the present arrangements, 20 per cent of seats are reserved for Scheduled Caste/Scheduled Tribe candidates and they are also given a concession of 5 per cent marks in the minimum percentage of marks required for admission to any course. The Ministry of Education have received representations from various quarters that even with these concessions some of the seats remain unfilled as Scheduled Caste/Tribe candidates with requisite marks are not available. It has, therefore, been suggested that in case 20 per cent seats earmarked for them remain unfilled, a further relaxation in the marks may be given to them, in order of merit *inter se* amongst themselves so that all the reserved seats are filled by candidates belonging to these categories.

This Ministry feel that in order to ameliorate the conditions of Scheduled Caste and Scheduled Tribe candidates and to bring them to the level of the more advanced sections of the community, it is essential to give them all possible concessions in the matter of admissions without seriously affecting the standards of education. It is, therefore, requested that the proposal for giving further relaxations be considered favourably by the University authorities."

3.27. These guidelines were circulated by the University Grants Commission to all the Universities *vide* its letter No. F.1-159/72 (CD) dated the 1st January, 1973.

3.28. When asked how far the Universities had implemented the guidelines issued by the Ministry of Education, Social Welfare and Culture (Department of Education), that Ministry have furnished to the Committee a statement showing implementation of those guidelines by various Universities, which is at Appendix V.

3.29. During evidence, the Committee have been informed that the Jawaharlal Nehru University, New Delhi, has also decided to provide the concessions to economically and socially backward people. That University is also following the reservation rules for Scheduled Castes and Scheduled Tribes in admission of students to its various courses.

3.30. The Committee desired to know why there existed no organisational set up in any University in the country to watch and ensure the implementation of the Government orders regarding facilities/concessions to be provided to Scheduled Caste/Tribe students in admission, education etc. The Ministry of Education, Social Welfare and Culture (Department of Education) have stated in a written note furnished to the Committee that the University Grants Commission brings to the notice of the Universities and, through them, to colleges all decisions taken by the Government of India regarding facilities and concessions to be provided for Scheduled Caste and Scheduled Tribe students in the matter of their admission, reservations etc. Several Universities have provided facilities for Scheduled Caste and Scheduled Tribe students on the lines indicated by the Government of India from time to time. The desirability of having a special organisational set-up in all the Universities to ensure implementation of the orders of the Government of India will be further examined by the Commission.

3.31. The Committee are distressed to note that the Ministry of Education, Social Welfare and Culture (Department of Education), in spite of the earlier recommendation of the Committee made in December, 1970, in their Fourteenth Report (Fourth Lok Sabha), have been able to collect information regarding implementation of reservation of seats for Scheduled Castes and Scheduled Tribes in admission to various courses in Universities from 57 Universities only. The Committee also note with dissatisfaction that the percentages of reservations for Scheduled Caste/Tribe students in these 57 Universities are not uniform and vary from two per cent to 20 per cent. Some of the Universities shown in the Statement have not so far adopted even the principle of reservation of seats for Scheduled Caste/Tribe students. The Committee would, therefore, like to reiterate their earlier recommendation that statistics regarding reservation of seats for Scheduled Caste/Tribe students should be

collected from all the Universities and compiled by the Ministry of Education, Social Welfare and Culture (Department of Education)/ University Grants Commission and the causes and factors coming in the way of making provisions for reservations/relaxations for Scheduled Caste/Tribe students in the Universities should be investigated and immediate effective remedial measures taken. The statistics thus collected should be published in the Annual Reports of the University Grants Commission with suitable notes with regard to the effective steps taken/proposed to be taken to have the reservation of seats for Scheduled Caste/Tribe students implemented.

3.32. The Committee suggest that the Ministry of Education, Social Welfare and Culture (Department of Education) should examine the feasibility of providing reservation of seats for Scheduled Caste/Tribe students for admission in Universities on a uniform pattern taking into consideration the population of the Scheduled Castes and Scheduled Tribes in the State/region where the University is situated.

3.33. The Committee commend the new guidelines issued by the Ministry of Education, Social Welfare and Culture (Department of Education) to give a further relaxation in the marks to Scheduled Caste/Tribe students in order of merit inter se amongst themselves so that all the reserved seats for admission in various courses in the Universities are filled by candidates belonging to these communities. The Committee would like the Ministry to ensure that all the Universities in the country follow these guidelines meticulously and fill all the seats reserved for Scheduled Caste and Scheduled Tribe students.

3.34. The Committee would like all the Universities in the country to set up within the Universities Special Cells to ensure implementation of the orders regarding reservations for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time. The University Grants Commission should keep a watch that all the Universities set up such Cells without any loss of time.

NEW DELHI;

September 26, 1975

Asvina 4, 1897 (Saka)

D. BASUMATARI,

Chairman,

Committee of the Welfare of
Scheduled Castes and Scheduled Tribes.

APPENDIX I

(Vide para 2.24 of Report)

Statements showing the staff strength, category-wise, the number of Scheduled Caste and Scheduled Tribe employees among them and their respective percentage to the total strength in the University Grants Commission.

STATEMENT I

Category of posts	Total No. of employees	No. of employees		Percentage	
		SC	ST	SC	ST
1	2	3	4	5	6
As on 1-7-1958					
1. Secretary	1				
2. Development Officer	2				
3. Assistant Secretary	1				
4. Education Officer	2				
5. Accounts Officer	1				
6. Superintendent	1				
7. Assistant Educational Officer	3				
8. Accountant	1				
9. P.A.	3	..		..
10. Assistant	8	1		12.5%	
11. Library Assistant	1				
12. Stenographer	6				
13. Steno-Typist	2				
14. Upper Division Clerk	10				
15. Lower Division Clerk	17				
16. Staff-car-Driver	1				
17. Roneo Operator	1				
18. Jamadar	1			..	
19. Daftri	2	1		50%	
20. Peon	13	5		38.46%	
21. Sweeper	2	2		100%	
	79	9			

STATEMENT II

1	2	3	4	5	6
As on 1-1-1975					
<i>Class I</i>					
1. Secretary . . .	1				..
2. Additional Secretary .	1				
3. Joint Secretary . .	2				..
4. Deputy Secretary . .	6				
5. Deputy Secretary(ER) .	1				..
6. Finance Officer . .	1				..
7. Assistant Secretary/ Education Officer .	17	1		5.88%	
8. Publication Officer .	1				
9. Accounts Officer . .	2	..	..	..	..
<i>Class II</i>					
10. Junior Statistical Officer .	1				..
11. Officer on Special Duty .	1				..
12. Section Officer (Grade-I) .	18	..	..		..
13. PS to Chairman and Vice- Chairman	2		..		..
14. Assistant Education Officer	..				..
15. Section Officer (Grade-II)	10	..		..	..
16. Section Officer (Grade-II) Stat.	1			..	..
17. Personal Assistant . .	9	..	..	..	..
<i>Class III</i>					
18. Senior Statistical Assistant	1				..
19. Assistant (including Cashier and Hospitality Assistant)	90	2		2.22%	..
20. Statistical Assistant .	5	1		20%	
21. Librarian . . . .	..			..
22. Library Assistant .	1				
23. Junior Library Assistant .	2	..		..
24. Technical Assistant .	1	1	..	100%	..

	1	2	3	4	5	6
25. Stenographer (including Hindi Stenographer)		13				
26. Junior Stenographer (including Hindi Junior Stenographer)		11				
27. Upper Division Clerk		72	11	..	15.28%	..
28. Lower Division Clerk		87	6	4	6.9%	4.6%
29. Receptionist		2		..		
30. Caretaker	
31. Artist		1				..
32. Supervisor Machine	
33. Proof Reader		1			..	..
34. Asst. Draftsman		1	..		..
35. Sorter Operator		1	1		100%	
36. Coder		2				..
37. Key Punch Operator		3				..
38. Copy Holder		1				..
39. Telephone Operator		1				..
40. Staff-car-driver		4	..		..
41. Despatch Rider		2	1		50%	
42. Roneo Supervisor		1	..	..	..	..
<i>Class IV</i>						
43. Record Sorter		1		..	..	..
44. Senior Library Attendant		1		..	..	..
45. Junior Library Attendant		1	1		100%	..
46. Hospitality Attendant		1	..	..	..	..
47. Junior Roneo Operator		2	1	..	50%	..
48. Lift Operator		2			..	..
49. Selection Grade Daftri		2	1	..	50%	
50. Jamadar		3	2	..	66.67%	..

1	2	3	4	5	6
51. Daftri	14	2	..	14.3%	..
52. Peon	37	9	5	24.32%	13.51%
53. Security Guard . .	1	..	..	..	..
54. Chowkidar	9	2	..	22.22%	..
55. Farash	6	1	..	16.67%	..
56. Sweeper	10	10	..	100%	..
467	53	9	..	..	..

APPENDIX II

Statement showing the total number of candidates sponsored by the Employment Exchange and selected and the number of Scheduled Caste/ Tribe Candidates amongst them

(Vide Para 2.33 of Report)

Post	Year	Candidates sponsored by the Employment Exchange				Candidates selected			Qualifications prescribed	Reasons for rejection of Scheduled Caste/ Tribe candidates	Remarks
		Total	SC	ST	ST	Total	SC	ST			
I	2	3	4	5	6	7	8	9	10	11	
Library Assistant	1972							{ (i) Degree of a recognised University; (ii) Degree in Library Science or equivalent qualification. }	The selection Committee have not indicated reasons for rejection as such in the minutes.	*No candidate was found suitable and recruitment is to be made afresh.	
	*1973	..									
	1974	81	2								
Caretaker	1972							{ (i) Matric (ii) Two years experience of maintenance including sanitation, upkeep and security of big buildings. }			
	1973	..									
	1974	16			3						
Jr. Steno.	1972	42	..		1			{ (i) Matric (ii) Shorthand speed—80 w.p.m. Typing—40 w.p.m. }			
	1973	35	5		2	*					
	1974	41	14		2	**					

*Out of 5 candidates sponsored by Employment Exchange and called for test only 2 took the test but could not qualify.

**Out of 13 candidates called for test, 3 took the test but none qualified.

APPENDIX III

(Vide Para 2.49 of Report)

Statement showing the number of posts reserved for Scheduled Castes and Scheduled Tribes for promotion and the number of Scheduled Castes and Scheduled Tribes employees actually promoted during the years 1972, 1973 and 1974

Category of post	1972			1973			1974		
	Reserved for			Reserved for			Reserved for		
	SC	ST	Employees actually promoted belonging to	SC	ST	Employees actually promoted belonging to	SC	ST	Employees actually promoted belonging to
No reservation was prescribed in the cases of promotion by seniority subject to fitness until the orders contained in the Ministry of Home Affairs O.M. No. 1/12/67-Est(C) dated the 11th July, 1968 were amended vide Cabinet Secretariat (Department of Personnel & Administrative Reforms) O.M. No. 27/2/71-Est (SCT) dated the 27th November, 1972.	5	2	3	5	3	2	—	1	1
Assistant U.D.C.	5	3	2	5	3	2	—	1	2
Jamadar	1	—	1	1	—	1	—	—	—
Daftry	1	1	1	1	1	1	—	—	—

NOTE : 1. The Select List for promotions is drawn up as per instructions contained in para 3 of the Cabinet Secretariat (Department of Personnel) O.M. No. 27/2/71-Est (SCT) dated the 27th November, 1972 regarding reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion on the basis of seniority subject to fitness.

2. As regards promotion to Class II posts it is stated that there being no employee belonging to the reserved categories available within the zone of consideration for promotion in these posts none has been promoted to Class II posts so far. Same is the position in respect of posts in the cadre of Stenographer and Junior Stenographer.

APPENDIX IV

(Vide para 2-67 of Report)

Statement showing the number of reserved vacancies carried forward for Scheduled Castes and Scheduled Tribes as on 1-1-1973, 1-1-1974 and 1-1-1975 in the University Grants Commission

		1-1-1973		1-1-1974		1-1-1975	
		SC	ST	SC	ST	SC	ST
L. D. C.	1970	1	1	1	..	1	..
	1971	5	2	5	1	5	..
	1972	..	1	..	1	..	1
		<u>6</u>	<u>4</u>	2	1	2	1
				<u>8</u>	<u>3</u>	2	1
					<u>10</u>	<u>3</u>	
Junior Stenographer	1970	1	..	1	..	..	..
	1971	..	1	..	1	..	1
	1972	..	..	..	..	..	..
		<u>1</u>	<u>1</u>	1	..	1	..
				<u>2</u>	<u>1</u>	..	..
					<u>1</u>	<u>1</u>	
U.D.C.	1970	2	2	..	..	..	..
	1971	1	..	1	..	..	..
	1972	1	1	1	1	..	1
		<u>4</u>	<u>3</u>	1	..	1	..
				<u>3</u>	<u>1</u>	..	..
					<u>1</u>	<u>1</u>	
Statistical Assistant	1970	..	..	..	..	..	..
	1971	..	..	..	..	..	..
	1972	..	1	..	1	..	1
		<u>..</u>	<u>1</u>	..	..	..	..
				<u>..</u>	<u>1</u>	..	..
					<u>..</u>	<u>1</u>	

APPENDIX V

(Vide para 3-28 of Report)

Statement showing the position regarding implementation by various Universities of the guidelines issued by the Ministry of Education, Social Welfare and Culture with regard to reservation of seats for Scheduled Castes and Scheduled Tribes.

Name of the State	Name of the University	Position as indicated by the University
1	2	3
Andhra Pradesh	1. Andhra	The University is observing reservation of 14% of seats to Scheduled Castes 4% to Scheduled Tribes. They are also given a concession of 5% marks in the matter of admission. The syndicate of the university has resolved that the quota of seats reserved for Scheduled Caste and Scheduled Tribe candidates in any of this university cases be filled in the order of merit among them as at present and that therefore no further relaxation of rules of admission be made.
	2. Osmania	Apart from the 18% seats reserved for Scheduled Castes/Tribes (i.e. 14% for Scheduled Castes and 4% for Scheduled Tribes) a relaxation to the extent of 10% of marks (as against 5% prescribed) is given to the above category of students for admission to professional courses. The following relaxation in the minimum eligibility of marks required for admission to post-graduate courses (i.e. M.A., M. Com., M. Sc., M.B.A., etc.) is also given to Scheduled Castes/Tribes at this university : (i) Where the minimum eligibility required is 45% or more marks in the optional subjects or on the aggregate it may be reduced to 40%. (ii) Where the minimum eligibility requirement is only 40% in optional subjects or on the aggregate, it may be reduced to "Pass percentage."

1	2	3
		No further relaxation in the minimum marks required for admission to professional faculties in respect of candidates belonging to Scheduled Castes/ Scheduled Tribes be given.
	3. Srivenkateswara	All the Government colleges and affiliated colleges of the University reserve 14% and 4% of the seats for the candidates of Scheduled Castes and Scheduled Tribes respectively, while in Srivenkateswara University College of Engineering 15% seats are reserved for Scheduled Caste/Tribe students.
Assam	4. Dibrugarh	According to the resolution of the University seats should be reserved for Scheduled Caste/Scheduled Tribe students upto 10% seats on the whole for admission in any of the post-graduate courses. In calculating this limit the number of those, if any, who are admitted in the usual course should be taken into account.
Bihar	5. Magadh	The University reserves 15% seats for Scheduled Caste and Scheduled Tribe students (7%+8%). Besides this 10% seats are also reserved for backward classes. If the 25% seats earmarked for the above categories remain unfilled, a further relaxation in the marks is given to the candidates belonging to these categories so that reserved seats may be filled by them.
Gujarat	6. Gujarat	This being an affiliating University the matter of admission in various colleges, recognised institutions etc., are under the control of the respective Heads of Colleges/Institutions concerned. The University, therefore, does not interfere in the matter of admission while in the university departments admissions to the students are given strictly in order of merits.
	7. M.S. University of Baroda	20% seats are reserved for Scheduled Caste/ Tribe students at the faculty of Arts, Science, Commerce, Law, Technology and Engineering, Polytechnic, Education and Physiology of the University. 7% are reserved for Scheduled Caste and 13% seats are reserved for Scheduled Tribes. Nomadic Tribes are denotified tribes. The students belonging to the Scheduled Caste/Tribe for the courses other than above courses are admitted against 20% seats reserved for them, on the basis of their having passed

1	2	3
		the qualifying recognised examinations irrespective of percentage of marks obtained by them at the said examination.
	8. Saurashtra	<p>The Syndicate of the University has noted the contents of the letter previously received from the Government.</p> <p>The admission to Scheduled Caste Scheduled Tribe students are given in the colleges in accordance with the policy laid down by the State Government.</p> <p>Some seats are kept reserved for admitting Scheduled Caste/Scheduled Tribe students in the Postgraduate department and Postgraduate centre, directly run by the university.</p>
	9. South Gujarat	All the colleges affiliated to the University admit the Scheduled Caste/Tribe students provided they produce B.C. cards and apply in time. Medical and Engineering colleges provide reservation of seats as per rules.
	10. Sardar Patel	The Syndicate at its meeting held on 26th February, 1972 considered the letter dated 11-10-1971 from the Government of India and has resolved to reserve 20% seats for Scheduled Castes and Scheduled Tribes subject to the condition that they fulfil the admission requirement laid down by the university. It was also decided that in case the 20% seats earmarked for them remain unfilled, the college may admit such of students as have obtained not less than 5% marks below the prescribed minimum for admission to a Preparatory course to make up the quota of 20% for the reserved seats. Necessary statutory provision for relaxation of requirements of minimum percentage of marks at the qualifying examination for admission is also made in respect of such students.
Haryana	11. Haryana Agriculture University	<p>(i) The University has already reserved 18% seats for the candidates belonging to Scheduled Castes/Tribes and backward classes for admission to various under-graduate courses.</p> <p>(ii) There is also relaxation of 5% marks to such candidates as regards the minimum qualifications for various under-graduate programmes and the</p>

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case regarding enhancement of percentage of reservation of seats for students belonging to these categories is under consideration of the University.

The figures for the years 1971-72 and 1972-73 are as follows: (The University came into existence on 2nd February, 1970)

Programme	Reserved seats		Candidates Actually admitted	
	1971-72	1972-73	1971-72	1972-73
B. Sc. 4 years.	9	7	3	4
B. Sc. 5 years	15	16	5	3
B. V. Sc.	9	15	1	2
B. Sc. An. Sc. 4 yr.	5	2	3	..
*B. Sc. An. Sc. 5 yr.			1	
*B. Sc. An. Sc. 6 yr.			1	..

12. Kurukshetra . . . 10% reservation of seats in the matter of admission to Scheduled Caste/Tribe students is being followed strictly by the university and no student who is eligible for admission to any course has been refused admission in this university.

The information regarding the number of students admitted during the last five years is as follows:

Year	No. of seats reserved	Students actually admitted
1968-69	140	20
1969-70	182	24
1970-71	246	22
1971-72	240	27
1972-73	249	29

* These programmes were started in 1972 for the first time.

1	2	3																														
Himachal Pradesh	13. Himachal Pradesh	The University provides 5% relaxation in the percentage of marks to the students belonging to Scheduled Caste/Tribe classes and 10% of the total seats are reserved for admission purpose for the students of above classes.																														
Jammu & Kashmir	14. Jammu	The University reserves 50% seats in each course for Scheduled Castes and Backward Classes as under : Scheduled Castes . . . 8% Backward Classes— 42% inclusive of 2% seats reserved for permanent residents of Ladakh Distt.																														
	15. Kashmir	8% seats are reserved for Scheduled Castes in the University for admission of students to various courses.																														
Kerala	16. Calicut	20% of the total number of students in each college under the educational Agency shall be reserved for the students belonging to Scheduled Caste/Tribe communities. In University departments 20% seats are reserved for Scheduled Caste/Tribe students.																														
	17. Cochin	The University has not intimated the percentage reserved for the students of Scheduled Castes/Tribes. The number of students admitted during the last 5 years in various courses is as follows :																														
		<table border="1"> <thead> <tr> <th data-bbox="602 1009 647 1025">Year</th> <th data-bbox="770 1009 826 1025">Course</th> <th data-bbox="871 1009 958 1050">Students admitted</th> </tr> </thead> <tbody> <tr> <td data-bbox="602 1087 673 1103">1968-69 . . .</td> <td data-bbox="770 1087 846 1103">M. Com.</td> <td data-bbox="927 1087 949 1103">—</td> </tr> <tr> <td data-bbox="602 1128 673 1144">1969-70 . . .</td> <td data-bbox="781 1128 815 1144">Do.</td> <td data-bbox="927 1128 949 1144">—</td> </tr> <tr> <td data-bbox="602 1169 673 1186">1970-71 . . .</td> <td data-bbox="781 1169 815 1186">Do.</td> <td data-bbox="944 1169 955 1186">1</td> </tr> <tr> <td data-bbox="602 1210 673 1227">1971-72 . . .</td> <td data-bbox="781 1210 815 1227">Do.</td> <td data-bbox="944 1210 955 1227">1</td> </tr> <tr> <td data-bbox="602 1252 673 1268">1972-73 . . .</td> <td data-bbox="781 1252 815 1268">Do.</td> <td data-bbox="927 1252 949 1268">—</td> </tr> <tr> <td data-bbox="602 1293 695 1334">1968-69 to 1970-71</td> <td data-bbox="759 1293 835 1334">(M.Sc. Physics)</td> <td data-bbox="927 1293 949 1310">—</td> </tr> <tr> <td data-bbox="602 1351 673 1367">1971-72 . . .</td> <td data-bbox="781 1351 815 1367">Do.</td> <td data-bbox="944 1351 955 1367">3</td> </tr> <tr> <td data-bbox="602 1392 673 1409">1972-73 . . .</td> <td data-bbox="781 1392 815 1409">Do.</td> <td data-bbox="927 1392 949 1409">—</td> </tr> <tr> <td data-bbox="602 1433 673 1458">1968-69 . . .</td> <td data-bbox="759 1433 824 1458">M.Sc. (MB)</td> <td data-bbox="944 1433 955 1450">1</td> </tr> </tbody> </table>	Year	Course	Students admitted	1968-69 . . .	M. Com.	—	1969-70 . . .	Do.	—	1970-71 . . .	Do.	1	1971-72 . . .	Do.	1	1972-73 . . .	Do.	—	1968-69 to 1970-71	(M.Sc. Physics)	—	1971-72 . . .	Do.	3	1972-73 . . .	Do.	—	1968-69 . . .	M.Sc. (MB)	1
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1	2	3	
		1969-70 . M.Sc. (MB) 2	
		1970-71 . Do. 2	
		1971-72 . Do. 2	
		1972-73 . Do. 1	
		1968-69 to 1971-72 . LL.M. —	
		1972-73 . Do. 4	
		1968-to 1972 . Diploma course in Labour Laws —	
		1972-73 . Do. 8	
18. Kerala Agricultural	The University has intimated the number of students admitted during the last 5 years against the reserved quota for Scheduled Caste/Tribe students which is as follows :		
	S. No. Name of course Number of students admitted during		
	1968 1969-1970-71-72 -69 -70 -71 -72-73		
	1. U.G. courses	3 2 1 4 4	
	2. B.V.Sc. Degree	— — — — —	
	3. P.G. Course M.Sc./Ph.D.	— — — — —	
	4. U.G. Courses B.sc.(Agri).	3 3 3 5 5	
	5. P.G. Courses M.Sc. (Agri).	— — — 1 —	
	6. U.G. Courses B.Sc. (Host.)	— — — — 2	
	(Principles issued by the State Government are being followed by the University with regard to reservation of seats for Scheduled Caste/Scheduled Tribes).		
Madhya Pradesh	19. Bhopal	The University having been established recently teaching departments are yet to be set up. Since no policy has been framed with regard to reservation of seats for Scheduled Caste/Tribe students, the suggestions of the Ministry of Education will be kept in view while formulating the rules for admission of students in this university.	

1	2	3																																																
20. Indore	Most colleges follow Government rules for reservation.																																																	
21. Jawaharlal Nehru Krishi	Reservation of 10 per cent seats for undergraduate programmes with 5 per cent relaxation of marks.																																																	
22. Saugar	The University has stated that no special rules have been framed in case of admission of students of Scheduled Caste/Tribe communities. The admission for all students is on merit basis. However, during the last five years the following have been admitted :																																																	
	S. Course No.	Year and the number of students admitted																																																
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8. B. Ed.	. 22	23	17	23	56																																													
Maharashtra	23. Bombay	<p>Two per cent of the total number of seats in constituent colleges in Arts, Science, Law and Commerce are reserved for students belonging to Scheduled Castes and Scheduled Tribes.</p> <p>The Directors/Heads of the University Departments at their discretion may admit students belonging to Scheduled Castes/Tribes upto 10 per cent of the total number of admissions.</p> <p>Eight per cent of the seats in M. Com. Degree Courses and 5 per cent of the seats in M. Sc. Degree Course are reserved for the above classes.</p>																																																

1	2	3										
24. Marathwada	In postgraduate courses the reservation of seats for backward classes is as follows :	<table border="0"> <tr> <td data-bbox="594 356 902 398">(i) Scheduled Castes and Nav Buddhas.</td> <td data-bbox="925 373 969 398">13%</td> </tr> <tr> <td data-bbox="594 414 902 455">(ii) Scheduled Tribes including those outside specified areas</td> <td data-bbox="936 431 969 455">7%</td> </tr> <tr> <td data-bbox="594 472 902 513">(iii) Denotified tribe and Nomedic tribes</td> <td data-bbox="936 497 969 522">4%</td> </tr> <tr> <td data-bbox="594 530 841 555">(iv) Other backward classes</td> <td data-bbox="925 530 969 555">10%</td> </tr> <tr> <td data-bbox="790 571 852 596" style="text-align: right;">TOTAL</td> <td data-bbox="936 571 969 596" style="border-top: 1px solid black;">34</td> </tr> </table>	(i) Scheduled Castes and Nav Buddhas.	13%	(ii) Scheduled Tribes including those outside specified areas	7%	(iii) Denotified tribe and Nomedic tribes	4%	(iv) Other backward classes	10%	TOTAL	34
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(ii) Scheduled Tribes including those outside specified areas		7%										
(iii) Denotified tribe and Nomedic tribes		4%										
(iv) Other backward classes		10%										
TOTAL	34											
25. Punjabrao Krishi Vidyapeeth	13 per cent are reserved for Scheduled caste and 7 per cent seats are reserved for Scheduled Tribe students.											
	Concession of 5 per cent marks is not given by the University to students for admission, because admissions are strictly made on the basis of merit.											
26. Poona	(1) 15 per cent of the seats both from the Central Pool and those available to the colleges be reserved for Scheduled/Backward class students.											
	(2) The applications of the Scheduled/ Backward class students who have obtained minimum 40 per cent marks at the B. Sc. Semester-III and IV examinations.											
	Any of the seats reserved for Scheduled/ Backward class students remain to be filled up, the said seats are offered to candidates from the open pool.											
27. S. N. D. T. Women's	The University has not framed any rules regarding reservation of seats for Scheduled Castes/Tribes at Colleges affiliated to this University. All the students belonging to the above classes who apply to any of these faculties of the university are generally admitted and are also assisted to obtain scholarship/freeship from the Government.											

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28. Shivaji

The University is observing the guidelines issued by the Government of Maharashtra with regard to reservation of percentage of seats for Scheduled Caste and Scheduled Tribe students in various courses as shown below :

13 per cent to Scheduled Caste and Nav Buddhas, 7 per cent to Scheduled Tribes including those outside specified areas.

4 per cent denotified tribes and Nomadic tribes. 10 per cent other backward classes.

Last five year's record is as follows :

Year	Course	No. of students admitted
1968-69	M.A.	1 Scheduled Tribe, 8 Scheduled Caste, 1 Nomadic Tribe. —
1969-70	M.A.	16 Scheduled Caste
1970-71	Do.	16 Scheduled Caste 1 NT
1971-72	Do.	32 Scheduled Caste 2 NT
1972-73	Do.	28 Scheduled Caste 2 Scheduled Tribe 1 NT
1968-69	M. Sc. B. Lib. Sc.	5 Scheduled Caste Nil
1969-70	M. Sc. B. Lib. Sc.	5 Scheduled Caste Nil
1970-71	M.Sc. 8 B. Lib. Sc.	Scheduled Caste 1 NT Nil
1971-72	M. Sc. 13 B. Lib. Sc.	Scheduled Caste and 2 NT 1 Scheduled Caste
1972-73	M. Sc. 19 B. Lib. Sc.	Scheduled Caste 3 Scheduled Tribe & 2 NT
	B. Lib. Sc.	3 Scheduled Caste

Mysore (Karnataka) 29. Bangalore

As stated by the University the percentage of reservation of seats to Scheduled Caste/Tribe students in postgraduate and graduate degree and engineering degree courses is 18 per cent, while courses of study in Education the reservation is 20 per cent. The position of students admitted during the last five years is as follows :

S. No.	Year	Courses and the students admitted				
1	2	3				
		M. A.	M. Com.	M. Sc.	B. A.	B. Ed. B. E. (incl. M. I.)
1.	1968-69	3	—	3	17	19 16
2.	1969-70	9	2	3	6	13 15
3.	1970-71	5	1	9	14	22 20
4.	1971-72	28	2	13	—	4 20
5.	1972-73	34	1	21	3	— 17
30.	University of Agricultural Sciences.	As per directions of the State Govt. 15 per cent and 3 per cent of the seats are reserved for Scheduled Caste/Tribe students respectively for admission to various courses in the University. If adequate number of students are not available the vacancies are filled from the general category.				
		For admission to under-graduate courses in the University, the minimum qualifications is a pass in P. U. C. in Science with 45 per cent marks in the aggregate. Thus minimum per centage is not applicable in the case of Scheduled Caste Scheduled Tribe students and they are required to obtain only pass marks.				
Orissa	31. Berhampur	In the post-graduate department 10 per cent seats are reserved for the Scheduled Caste/Scheduled Tribe candidates. Besides this, 5 per cent marks are given for minimum percentage of marks required to take admission in the post-graduate courses.				
		The Scheduled Caste/Scheduled Tribe students admitted during the years 1970-71 to 1973-74 are :				
		1970-71	.	.	.	2
		1971-72	.	.	.	3
		1972-73	.	.	.	6
		1973-74	.	.	.	3

1	2	3
32. Utkal	<p>The University has laid down that while considering the merit of candidates for admission into the post-graduate departments, 5 per cent additional marks should be given to the Scheduled Caste/Scheduled Tribe students while judging their merit</p>	
Punjab	33. Guru Nanak	<p>(1) 10 per cent seats are reserved for Scheduled Caste/Scheduled Tribe students for admission, in University teaching departments, provided they fulfil the required conditions.</p> <p>(2) In case of Medical Colleges the state Government has issued instruction that 20 per cent of 50 percent of seats in M.B.B.S. classes in State Medical Colleges be reserved for Scheduled caste/Scheduled Tribe students.</p> <p>(3) In case of Scheduled Caste/Scheduled Tribe students, the eligibility marks are reduced by 5 per cent and 15 percent for B.Ed. and M.B. B.S. Examinations.</p>
	34. Punjab	<p>According to the amended regulations duly approved and notified in the gazette of Government of India, the following relaxations are being given to the students belonging to Scheduled Castes/Tribes in all teaching departments/colleges of Punjab University:</p> <p>(a) 15% candidates of Scheduled Castes.</p> <p>(b) 5% candidates of Scheduled Tribes.</p> <p>(c) 2% candidates of Backward Classes.</p> <p>Reservation in (a) and (b) can be inter-changed. The above reservations are subject to the conditions as follows:</p> <p>(i) Students belonging to above class admitted on merit shall not be included in the number of seats reserved.</p> <p>(ii) Relaxation of the 5% marks for admission to the courses in which a certain percentage of marks have been prescribed is allowed.</p> <p>(iii) In case the 20% seats earmarked for categories (a & b) above remain unfilled, a further relaxation in the</p>

1	2	3																		
		marks be granted to them in order of merit <i>inter se</i> amongst themselves so that all the reserved seats are filled by candidates belonging to these categories.																		
		The information regarding the number of students actually admitted against the reserved seats for the last five years is not readily available.																		
		<table border="1"> <thead> <tr> <th data-bbox="613 497 658 513">Year</th> <th data-bbox="762 497 848 538">Scheduled Castes</th> <th data-bbox="893 497 960 538">Scheduled Tribes</th> </tr> </thead> <tbody> <tr> <td data-bbox="605 584 680 601">1968-69 . .</td> <td data-bbox="815 584 860 601">1355</td> <td data-bbox="941 584 964 601">65</td> </tr> <tr> <td data-bbox="605 624 680 640">1969-70 . .</td> <td data-bbox="815 624 860 640">1572</td> <td data-bbox="941 624 964 640">60</td> </tr> <tr> <td data-bbox="605 664 680 680">1970-71 . .</td> <td data-bbox="815 664 860 680">1737</td> <td data-bbox="941 664 964 680">50</td> </tr> <tr> <td data-bbox="605 703 680 720">1971-72 . .</td> <td data-bbox="815 703 860 720">2598</td> <td data-bbox="941 703 964 720">59</td> </tr> <tr> <td data-bbox="605 743 680 759">1972-73 . .</td> <td data-bbox="815 743 860 759">3319</td> <td data-bbox="941 743 964 759">96</td> </tr> </tbody> </table>	Year	Scheduled Castes	Scheduled Tribes	1968-69 . .	1355	65	1969-70 . .	1572	60	1970-71 . .	1737	50	1971-72 . .	2598	59	1972-73 . .	3319	96
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1970-71 . .	1737	50																		
1971-72 . .	2598	59																		
1972-73 . .	3319	96																		
	35. Punjab Agricultural	According to the admission rules of the University where admissions are restricted to candidates who obtain a certain minimum percentage of marks and not to all those who pass a certain examination in minimum prescribed marks are relaxed by 5% for candidates belonging to the Scheduled Caste/Tribe provided that the lowest percentage does not fall below the minimum requirement for passing the qualifying examination.																		
Rajasthan	36. Udaipur	The executive committee of the University has decided that 20% seats in each class be reserved for Scheduled Caste/Tribe students provided that they fulfil the minimum requirements of admission. Prior to the decision of the above committee, no seats were reserved for Scheduled Caste/Tribe students. However, the aforesaid classes were allowed a concession of 5% in the percentage aggregate calculating on the total marks obtained by students in I, II and III year degree examination.																		
Tamil Nadu	37. Annamalai	University is observing the guidelines issued by the Ministry of Education with regard to reservation of seats for Scheduled Caste/Scheduled Tribe students.																		

1	2	3																									
		Concessions in marks and age limit are allowed to Scheduled Caste/Scheduled Tribe students in the matter of admission to B.E., B.E. (Chem.) and B.Sc. (Ag.) Degree courses.																									
	38. Tamil Nadu Agri-cultural.	18% of seats reserved for Scheduled Caste/Scheduled Tribe students. 10% relaxation of marks for admission to the B.Sc. (Ag.) and B.Sc. (Hort.) courses in each of the science subjects in the Pre-University course.																									
Uttar Pradesh	39. Aligarh	15% seats are reserved for certain categories of students to be admitted by the V.C. at his own discretion for all the courses except M.B.B.S. out of which it has been decided that 5% seats be reserved for the Scheduled Caste/Tribe students. The students of Scheduled Caste/Tribe classes actually admitted during the last five years to various courses is as follows: <table data-bbox="624 789 964 971"> <tbody> <tr> <td>1968-69</td> <td>.</td> <td>.</td> <td>.</td> <td>39</td> </tr> <tr> <td>1969-70</td> <td>.</td> <td>.</td> <td>.</td> <td>32</td> </tr> <tr> <td>1970-71</td> <td>.</td> <td>.</td> <td>.</td> <td>40</td> </tr> <tr> <td>1971-72</td> <td>.</td> <td>.</td> <td>.</td> <td>48</td> </tr> <tr> <td>1972-73</td> <td>.</td> <td>.</td> <td>.</td> <td>46</td> </tr> </tbody> </table>	1968-69	.	.	.	39	1969-70	.	.	.	32	1970-71	.	.	.	40	1971-72	.	.	.	48	1972-73	.	.	.	46
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1971-72	.	.	.	48																							
1972-73	.	.	.	46																							
	40. Gorakhpur	Out of the six seats, one is reserved for the students belonging to Scheduled Castes/Tribes in respect of B.A., LL.B. (Ist Part), LL.M., B.Ed. (Ist Part), LL.M. and M.Ed. courses. In case such seats remain unfulfilled till 20th July, these are filled up from the candidates other than Scheduled Castes/Tribes. Regarding further relaxation of marks to Scheduled Caste/Tribe candidates the matter will be considered by the Academic Council at its next meeting.																									
	41. Meerut	Under rules of the University for admission, the university adopts the following reservation in respect of seats: For all admissions weightage of 5% should be given to students belonging to backward and Scheduled Castes categories.																									

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Weightage of 2% be given to the students participating in games and sports.

Weightage of 2% to the students having honours degree.

In no case, the total weightage of 7% be given to a student.

42. Roorkee

15% seats are reserved for the Scheduled Caste and 5% seats for Scheduled Tribe and denotified Tribe student for admission to undergraduate degree courses.

These students are admitted in preference to the others after they have qualified in the competitive entrance examination and for direct admission.

These students get 5% marks as concession and the number of students who have been admitted after availing of this concession during the last five years is as follows:

Year	On Com- petition basis	On merit basis
1968-69 . .	1	..
1969-70 . .	..	..
1970-71 . .	2	..
1971-72 . .	1	..
1972-73 . .	2	2

West Bengal

43. Burdwan

According to the Act & statutes of the University, the University shall not discriminate against any person on grounds only of religion, race, caste, sex, place of birth, language or any of them with regard to:

- (i) Admission as a teacher or students, or
- (ii) The holding of any office, or
- (iii) The acquisition of any degree, title, diploma, certificate or other academic distinction, or
- (iv) The experience or enjoyment of any power or privilege.

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44. Calcutta

For admission to the different teaching departments of the University Colleges of Arts, Commerce & Education no seat is kept reserved for the Scheduled Caste and Scheduled Tribe students. Such students, however, are given the benefit of 10 additional marks in the subject in which they seek admission over what they have actually obtained.

For admission to the different teaching departments of the university colleges of Science, Technology and Agriculture one seat is kept reserved for Scheduled Caste and Scheduled Tribe candidates when the number of students to be admitted in a teaching department is below 21, two seats are reserved when the same is below 61 and three seats are reserved when the same is above 61.

For admission to the different courses conducted by the university college of Medicine a benefit of 5% marks on the total marks obtained by the students is given to the Scheduled Caste and Scheduled Tribe students.

45. Jadavpur

The University is observing the guidelines issued by the Ministry of Education with regard to the reservation of seats for Scheduled Caste/ Tribe students. The number of students admitted during the last five years is as follows:

Subject/Course]	Students admitted				
	1968-69	1969-70	1970-71	1971-72	1972-73
Bachelor of Engineering . . .	9	4	4	4	12
Do. Technology]. . .	..	..	1	..	2
Do. Pharmacy . . .	..	..	1		4
Do. Lib. Sc. . . .	..	1		..	2
Do. Science . . .	1	6	2	3	2
Do. Arts	5	3	..	1	4
Master of Arts . . .	9	33	16	35	26
Master of Science . . .	2	4		3	2

1	2	3
46. Kalyani .	The University has not made any such arrangement on reservation of seats for Scheduled Caste/Tribe students.	
47. North Bengal	From the year 1972-73— 5% of marks be given as concession to candidates belonging to Scheduled Caste/Tribe students for admission to the post-graduate classes at the admission test. Such concession should not go beyond 20% of the total intake in a particular department.	
48. Visva-Bharati .	<p>(a) Reservation of 15% for Scheduled Castes and 5% for Scheduled Tribes.</p> <p>(b) The reservation as mentioned in sub-para (a) above can be interchangeable <i>i.e.</i> if a sufficient number of candidates is not available to fill up the seats reserved for Scheduled Tribe, they may be filled up by suitable candidates from Scheduled Castes and <i>vice-versa</i></p> <p>(c) 5% reduction of marks for such students, provided that the lower percentage prescribed does not fall below the minimum required to pass the qualifying examination.</p>	
Delhi	49. Delhi	The University provides the relaxation towards the admission purposes to 10% in all the cases of students belonging to Scheduled Castes/Tribes. The Academic Council of the University is not in favour of giving further relaxation.
Uttar Pradesh	50. Banaras Hindu	10% of the total number of seats in each course shall be reserved for candidates belonging to Scheduled Castes/Tribes. Such candidates shall, however, be required to fulfil the requirements of their examination passed as provided in the Ordinance governing respective courses of studies in the Departments of different faculties. If sufficient number of such candidates are not forthcoming, seats reserved for candidates belonging to Scheduled Castes/Tribes shall be filled by other candidates.
Orissa	51. Orissa Univ. of Agriculture & Technology	<p>In the first year of each course 10% and 6% of seats are reserved for students belonging to Scheduled Tribe and Scheduled Caste respectively.</p> <p>During the last five years the following reservations have been made for Scheduled Castes/Tribes:</p>

1	2	3			
Orissa (contd.)	Orissa Univ. of Agriculture & Technology (contd.)	Year	Name of Course	No. of candidates admitted	
				SCs	STs
		1968-69	B.Sc. Agri. (1st year)	..	3
		1969-70	Do.	3	7
		1970-71	Do.	1	3
		1971-72	Do.	..	3
		1972-73	Do.	1	7
		1968-69	B.V. Sc. & A.H. (1st year)	..	
		1969-70	Do.		1
		1970-71	Do.		
		1971-72	Do.	..	
		1972-73	Do.		1
		1968-69	B.Sc. (Ag. Engg. & Tech.) 1st year	2	1
		1969-70	Do.	2	3
		1970-71	Do.		2
		1971-72	Do.	..	4
		1972-73	Do.	1	1
		1968-69	P.U. Sc.	2	2
			P.P. Sc.	1	..
		1969-70	P.U. Sc.	3	5
			P.P. Sc.	..	..
		1970-71	P.U. Sc.	8	9
			P.P. Sc.	1	4
		1971-72	P.U. Sc.	16	9
			P.P. Sc.	..	1
		1972-73	P.U. Sc.	3	6
			P.P. Sc.	2	

1	2	3												
Bihar . . .	52. Indian School of Mines.	The University is observing the guidelines issued by the Ministry of Education with regard to the reservation of seats <i>i.e.</i> 20% seats are being reserved for Scheduled Caste/Tribe students. The position of students admitted during the last 5 years is as under:												
		<table border="1"> <thead> <tr> <th data-bbox="620 439 665 455">Year</th> <th data-bbox="748 439 916 455">Students admitted</th> </tr> </thead> <tbody> <tr> <td data-bbox="598 518 665 535">1968-69</td> <td data-bbox="698 518 732 535">Nil</td> </tr> <tr> <td data-bbox="598 560 665 576">1969-70</td> <td data-bbox="698 560 967 601">2 (one each in Pot. Engg. and Mining Engg.).</td> </tr> <tr> <td data-bbox="598 617 665 634">1970-71</td> <td data-bbox="698 617 732 634">Nil</td> </tr> <tr> <td data-bbox="598 659 665 675">1971-72</td> <td data-bbox="698 659 967 700">4 (2 in Ming., 1 Geophysics and 1 in Geology).</td> </tr> <tr> <td data-bbox="598 716 665 733">1972-73</td> <td data-bbox="698 716 967 758">2 (one in Ming., one in Geophysics).</td> </tr> </tbody> </table>	Year	Students admitted	1968-69	Nil	1969-70	2 (one each in Pot. Engg. and Mining Engg.).	1970-71	Nil	1971-72	4 (2 in Ming., 1 Geophysics and 1 in Geology).	1972-73	2 (one in Ming., one in Geophysics).
Year	Students admitted													
1968-69	Nil													
1969-70	2 (one each in Pot. Engg. and Mining Engg.).													
1970-71	Nil													
1971-72	4 (2 in Ming., 1 Geophysics and 1 in Geology).													
1972-73	2 (one in Ming., one in Geophysics).													
Maharashtra . . .	53. T.I.S.Sc.	This being a small institution with an annual intake capacity of about 78 to 80 students, there are about 4 to 8 students belonging to Scheduled Castes/Scheduled Tribes. The Institute has no special committee or procedure to admit students of this category and they are considered alongwith other students.												
Mysore (Karnataka)	54. Indian Institute of Science.	The Institute is also observing the guidelines of Ministry of Education <i>i.e.</i> 20% seats are reserved for the candidates of Scheduled Castes/Tribes												
Rajasthan . . .	55. B.I.T.S., Pilani	There is no provision for reservation of seats in respect of Scheduled Caste and Scheduled Tribe students and all candidates irrespective of castes etc. are admitted on merits. However, a concession of 5% in the aggregate percentage of marks below the last candidate admitted is allowed to the candidates belonging to Scheduled Castes/Tribes if otherwise qualified.												
Uttar Pradesh . . .	56. Gurukul Kangri	The University has not experienced any difficulty so far as admission to Scheduled Caste/Tribe students are concerned and as such no rules regarding reservation of seats for Scheduled Caste/Tribe candidates. However, the University is willing to do so, if necessity arises.												

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Delhi . . . 57. Indian Agricultural Research Institute.

(i) Besides the instructions, contained in the Government of India's letter dated 11-10-1971, the Institute also gives concession of 5% marks in the minimum eligibility requirement for admission to students belonging to Scheduled Castes/Tribes. The Institute has also adopted the practice of transferring the quota available for M.Sc. and Ph.D. and *vice versa*, if the number of Scheduled Caste/Scheduled Tribe candidates eligible for admission is more than the number of reserved seats.

(ii) The suggestion regarding further relaxation in the marks in case the 20% seats earmarked for Scheduled Castes/Tribes remain vacant is being placed before the Academic Council for consideration.

The statement regarding figures of the last six years:

Year	M.Sc.				Ph.D.			
	Reserved		Admitted		Reserved		Admitted	
	SC	ST	SC	ST	SC	ST	SC	ST
1967-68	5	1	5	1	7	..	7	..
1968-69	5	2	5	2	3	2	3	2
1969-70	4	..	4	..	4	..	4	..
1970-71	5	3	5	3	5	1	5	1
1971-72	16	6	8	6	8	1	4	
1972-73	8	3	11	3	11	4		..

APPENDIX VI

(Vide para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

Serial No.	Reference to Para number in the Report	Summary of Conclusions/Recommendations.
1	2	3
1	1.4	Section 5 of the University Grants Commission Act, 1956 provides for the appointment by the Central Government of a Chairman, a Vice-Chairman and ten other members of the Commission. The Committee are unhappy that there is no provision in the statute for nomination of a member belonging either to the Scheduled Castes or the Scheduled Tribes. The Committee desire that Government should take early action to amend the Act so as to provide that the Commission do have two members on it—one belonging to the Scheduled Castes and the other to the Scheduled Tribes.
2	1.9	The Committee note that there is no category of posts in the University Grants Commission to which reservations for Scheduled Castes and Scheduled Tribes do not apply and that the posts requiring special qualifications, which were exempted from reservations earlier, have also been brought within the purview of reservations since August, 1972.
3	1.10	In the case of appointment of the Finance Officer and Accounts Officers on deputation from the Office of the Comptroller and Auditor General of India also, the Committee recommend that the University Grants Commission, while

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making requests for loan of Officers from that Office should specifically ask for Scheduled Caste and Scheduled Tribe officers, keeping in view the reservations for these communities.

4**2.4**

The Committee urge that the University Grants Commission should finalise the rules regulating the recruitment and also the rules relating to conditions of service of its employees expeditiously. The Committee hope that while framing the new rules of recruitment and of conditions of service of its employees, the University Grants Commission will provide for reservations for Scheduled Castes and Scheduled Tribes in the services of the Commission in the appropriate set of rules.

5**2.10**

The Committee note that reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges are not communicated to them. The Committee need hardly stress that the Ministry of Home Affairs' orders on the subject are specific and those should be followed without any reservation. Communication of such reasons helps the Employment Exchanges to reorient their Vocational and Guidance Courses accordingly and to ensure that in future they sponsor the right type of candidates belonging to Scheduled Castes and Scheduled Tribes.

6**2.11**

The Committee suggest that simultaneously with recruitment advertisements in the newspapers and requisitions to the Employment Exchanges, vacancies occurring in the University Grants Commission should also be notified to all the recognised Associations/Organisations of Scheduled Castes and Scheduled Tribes as per Government orders on the subject. Copies of such advertisements should also be sent to the

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members of this Committee so that they may also help in sponsoring candidates belonging to these communities for employment in the University Grants Commission. The Committee also desire that while sending out advertisements for issue, the University Grants Commission should specify the actual number of posts reserved for Scheduled Castes and Scheduled Tribes.

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2.17

The Committee are unhappy to note that the University Grants Commission does not give any relaxation or concession to candidates belonging to Scheduled Castes and Scheduled Tribes in the qualifying marks in direct recruitment by examination. The Committee would like the University Grants Commission to relax the selection standards for candidates belonging to Scheduled Castes and Scheduled Tribes in terms of the instructions issued by the Ministry of Home Affairs in their O.M. No. 1|1|70-Est (SCT) dated the 25th July, 1970.

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2.18

The Committee regret to note that the University Grants Commission does not hold separate interviews for Scheduled Caste and Scheduled Tribe candidates as per Government orders on the subject on the plea that the number of candidates for recruitment in the Commission on each occasion is small. The Committee recommend that the University Grants Commission should arrange interviews of the Scheduled Caste and Scheduled Tribe candidates in a separate block and before the interviews for the general candidates are held by the Commission so that the Scheduled Caste/Tribe candidates are not judged in comparison with the standards of general candidates.

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2.23

The Committee urge that a representative of the Scheduled Castes|Tribes should invariably

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be appointed on each of the Selection|Promotion Committees set up by the University Grants Commission for recruitment/selection of staff.

10. 2.38 The Committee are distressed to note that out of 56 categories of posts in the University Grants Commission, Scheduled Tribes are represented in only two lower categories of posts (i.e. Lower Division Clerks and Peons). There is only one Scheduled Caste Officer in Class I and Class II (gazetted) posts. Out of 24 posts of Stenographers/Junior Stenographers there is not a single Scheduled Caste or Scheduled Tribe in these posts. In the posts of Lower Division Clerks also, the percentage of Scheduled Castes/Tribes is much below their reserved quota. The Committee are convinced that unless vigorous efforts are made by the University Grants Commission, these shortfalls cannot be wiped out. The Committee, therefore, urge, that the University Grants Commission should make special *ad hoc* recruitments exclusively for Scheduled Castes and Scheduled Tribes so that the shortfalls are wiped out within a period of three years.
11. 2.39 The Committee suggest that if sufficient number of candidates from Scheduled Castes/Tribes are not forthcoming for Class I posts, the University Grants Commission should consider the feasibility of lowering academic qualifications and dispensing with the condition of experience of certain number of years in the case of Scheduled Caste/Tribe candidates, at least in junior Class I posts.
12. 2.40 The Committee are perturbed to find that the University Grants Commission was not able to recruit a single Scheduled Caste person in the recruitments for the posts of even Lower Division Clerks in the years 1971-72 and 1972-73. In

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1973-74 also, the University Grants Commission was able to recruit only one Scheduled Caste as a Lower Division Clerk. The Committee are convinced that there is no dearth of Scheduled Caste candidates to fill the posts of Lower Division Clerks in the University Grants Commission. If the University Grants Commission is unable to recruit Lower Division Clerks from amongst the Scheduled Castes, there must be something seriously wrong in the methodology of recruitment by University Grants Commission.

13. 2.41 The Committee suggest that if the local Employment Exchange does not sponsor sufficient number of Scheduled Caste and Scheduled Tribe candidates in response to its requisitions to fill the reserved vacancies, the University Grants Commission should advertise the vacancies reserved for Scheduled Castes and Scheduled Tribes in newspapers in order to attract larger number of candidates belonging to these communities. The Commission should also approach the Central Employment Exchange and the Pre-examination Training-cum-Guidance Centres for sponsoring Scheduled Caste|Tribe candidates.
14. 2.42 The Committee note that the University Grants Commission has appointed a committee to look into the inadequate representation of Scheduled Castes and Scheduled Tribes in the services of the University Grants Commission and to suggest measures to bring the representation of Scheduled Castes and Scheduled Tribes to normal as quickly as possible. The Committee desire that the report of that committee should be finalised on a priority basis and its recommendations implemented without any further loss of time. The Committee further desire that a copy of the report of that committee, together with the action taken on the recom-
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		mendations of that committee, may be furnished to this Committee as soon as available.
15.	2.46	The Committee note that the University Grants Commission has agreed to consider modification of its rules in order to provide in-service training for such of the Scheduled Caste and Scheduled Tribe employees as are recruited with relaxed standards. The Committee hope that this will be done expeditiously and invariably observed in practice.
16.	2.54	The Committee note that the University Grants Commission has provided for reservations for Scheduled Caste and Scheduled Tribe employees in the matter of promotion on the basis of seniority subject to fitness as well as by selection as per the Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memoranda No. 27/2/71-Est(SCT) dated the 27th November, 1972 and No. 10/41/73-Est (SCT) dated the 20th July, 1974, on the subject. The Committee hope that the whole-hearted implementation of these orders would enable the University Grants Commission to wipe out the shortfalls in the representation of Scheduled Castes and Scheduled Tribes in the promotional posts in the services of the University Grants Commission.
17.	2.63	The Committee regret to note that in spite of the fact that the Assistant Secretary (Administration I) has been appointed as Liaison Officer in the University Grants Commission and the Director in-charge, University Division Under Secretary (Universities) in the Ministry of Education, Social Welfare and Culture oversees the implementation of Government orders on reservations for Scheduled Castes and Scheduled Tribes by the University Grants Commission, the orders relating to maintenance of rosters have not been

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followed by the University Grants Commission till 1970. It is distressing to note that the University Grants Commission became aware of the need for maintenance of rosters only after it received a copy of the recommendation made by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) in this regard. It is obvious that either there has been some laxity in the Ministry of Education, Social Welfare and Culture in sending copies of such orders to the University Grants Commission or the University Grants Commission has not ensured its proper collation at its end. Be that as it may, the co-ordination machinery, both in the Ministry of Education Social Welfare and Culture and the University Grants Commission, requires to be streamlined and strengthened. The Committee would like that the Director in-charge, University Division, in the Ministry of Education, Social Welfare and Cultural should be specifically designated as a Liaison Officer to ensure proper implementation by the University Grants Commission of all the orders issued from time to time for the reservations and other concessions for the Scheduled Castes and Scheduled Tribes. The Committee also desire that the Liaison Officer in the University Grants Commission should be made responsible for any lapse in the strict observance of the orders/instructions regarding reservations for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time.

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2.64

The Committee further suggest that in view of the important role the Liaison Officer has to perform with regard to the effective implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes, it is essential that separate Cells with adequate staff should be set up in the University Division of the Ministry of

Education Social Welfare and Culture as well as in the University Grants Commission to assist the Liaison Officers. A note on the activities of these Cells should be included in the Annual Reports of the respective Organisations.

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2.65

The Committee are unhappy to learn that the University Grants Commission has not been submitting annual statements showing (i) the total number of employees and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1st January of each year, and (ii) the particulars of recruitment made during a calendar year and the numbers filled by Scheduled Castes and Scheduled Tribes. The Committee are all the more surprised to know that the Ministry of Education, Social Welfare and Culture have only now asked the University Grants Commission to submit such statements. The Committee fail to understand how the Ministry of Education, Social Welfare and Culture were keeping a watch over the representation of Scheduled Castes and Scheduled Tribes in the University Grants Commission in the absence of these statements. The Committee would urge that the Ministry of Education, Social Welfare and Culture should ensure that these annual statements are submitted to them on the prescribed proformae by the University Grants Commission as soon as possible after the 1st January of the following year and latest by the 31st March as laid down in the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 17/3/70-Estt (SCT) dated the 1st January, 1972. The Committee would also like the Ministry of Education, Social Welfare and Culture and the University Grants Commission to make a thorough and analytical study of the annual statements compiled by the University Grants Commission and take prompt and effective measures to remove the deficiencies noticed.

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- 20** **2.66** The Committee would further like the University Grants Commission to forward a copy of its annual statements regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Commission to the Commissioner for Scheduled Castes and Scheduled Tribes simultaneously when the Commission sends these statements to the Ministry of Education, Social Welfare and Culture (Department of Education).
- 21** **2.74** The Committee note with dissatisfaction that the University Grants Commission has not been following the orders regarding dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes as laid down in the orders issued from time to time by the Government of India, on the subject. The Committee are also sorry to note that the University Grants Commission does not make any special efforts to secure the requisite number of Scheduled Caste/Tribe candidates before dereserving a reserved vacancy. As a result, a number of reserved vacancies have been carried forward by the University Grants Commission every year which could have gone to the Scheduled Castes and Scheduled Tribes if timely and proper efforts had been made by the University Grants Commission. The Committee would stress that the University Grants Commission should follow the correct procedure for dereserving a reserved vacancy, and should also take all the essential steps laid down in the Government of India orders issued from time to time on the subject, before dereserving a reserved vacancy.
- 22** **2.75** The Committee recommend that even though the final decision in regard to dereservation of reserved vacancies may be taken by the University Grants Commission, precise reasons for
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dereservation of each vacancy should be recorded in writing and intimation thereof should invariably be sent to the Ministry of Education, Social Welfare and Culture (Department of Education) and to the Commissioner for Scheduled Castes and Scheduled Tribes. Statistics regarding vacancies dereserved during a year should also be included in the Annual Report of the University Grants Commission.

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3.13

The Committee are unhappy to note that although the Ministry of Education had issued instructions to the Central Universities, as far back as the 9th June, 1966, to provide reservations for Scheduled Castes and Scheduled Tribes in the non-academic posts but so far the Government have been able to persuade only two Central Universities, viz., the Banaras Hindu University and the University of Delhi, to make such reservations. The Committee fail to understand why the remaining Central Universities are hesitant to fall in line with the national policy of reservations for Scheduled Castes and Scheduled Tribes even in non-academic posts.

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3.14

The Committee note that the University Grants Commission has taken a decision that it would be possible to make reservation even in the teaching posts for persons belonging to Scheduled Castes and Scheduled Tribes and that the Commission has recommended that seats should be reserved for Scheduled Castes and Scheduled Tribes in all educational institutions, particularly in prestigious institutions of higher learning.

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3.15

The Committee recommend that it should be made obligatory for all the Universities receiving grants from the Central Government or from the University Grants Commission to adopt, and implement, all the orders/instructions issued by the Government of India from time to

time regarding reservations for Scheduled Castes and Scheduled Tribes. If any University does not comply with these directives, the powers under the provisions of Section 12A of the University Grants Commission Act, 1956 should be exercised and the grants of the University withheld, until that University provides for the prescribed reservations for Scheduled Castes and Scheduled Tribes in all its Services, both academic and non-academic.

26. 3.22 The Committee note that the University Grants Commission has decided to reserve ten per cent of the Fellowships instituted by it in the Universities or awarded by it directly, for candidates belonging to Scheduled Castes and Scheduled Tribes. The Committee further note that the Commission has also decided to reserve ten per cent seats in Research Associates for Scheduled Castes and Scheduled Tribes. The Committee desire that there should be a reservation of 22½ per cent seats for Scheduled Castes/Tribes in Junior/Senior Fellowships and Research Associates (15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes), so that sufficient number of candidates belonging to these communities become qualified to fill the various reserved academic posts in the Universities/colleges.
27. 3.31. The Committee are distressed to note that the Ministry of Education, Social Welfare and Culture (Department of Education), in spite of the earlier recommendation of the Committee made in December, 1970, in their Fourteenth Report (Fourth Lok Sabha), have been able to collect information regarding implementation of reservation of seats for Scheduled Castes and Scheduled Tribes in admission to various courses in Universities from 57 Universities only. The
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Committee also note with dissatisfaction that the percentages of reservations for Scheduled Caste/Tribe students in these 57 Universities are not uniform and vary from two per cent to 20 per cent. Some of the Universities shown in the Statement have not so far adopted even the principle of reservation of seats for Scheduled/Caste/Tribe students. The Committee would, therefore, like to reiterate their earlier recommendation that statistics regarding reservation of seats for Scheduled Caste/Tribe students should be collected from all the Universities and compiled by the Ministry of Education, Social Welfare and Culture (Department of Education)/ University Grants Commission and the causes and factors coming in the way of making provisions for reservations/relaxations for Scheduled Caste/Tribe students in the Universities should be investigated and immediate effective remedial measures taken. The statistics thus collected should be published in the Annual Reports of the University Grants Commission with suitable notes with regard to the effective steps taken/proposed to be taken to have the reservation of seats for Scheduled Caste/Tribe students implemented.

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3.32

The Committee suggest that the Ministry of Education, Social Welfare and Culture (Department of Education) should examine the feasibility of providing reservation of seats for Scheduled Caste/Tribe students for admission in Universities on a uniform pattern taking into consideration the population of the Scheduled Castes and Scheduled Tribes in the State/region where the University is situated.

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3.33

The Committee commend the new guidelines issued by the Ministry of Education, Social Welfare and Culture (Department of Education) to give a further relaxation in the marks to

Scheduled Caste/Tribe students in order of merit *inter se* amongst themselves so that all the reserved seats for admission in various courses in the Universities are filled by candidates belonging to these communities. The Committee would like the Ministry to ensure that all the Universities in the country follow these guidelines meticulously and fill all the seats reserved for Scheduled Caste and Scheduled Tribe students.

30. 3.34 The Committee would like all the Universities in the country to set up within the Universities Special Cells to ensure implementation of the orders regarding reservations for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time. The University Grants Commission should keep a watch that all the Universities set up such Cells without any loss of time.
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