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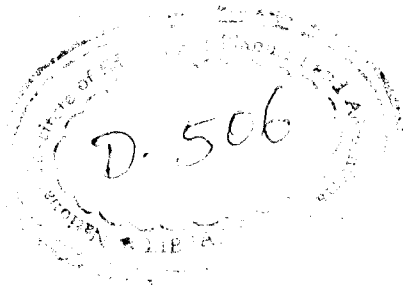


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REPORT
OF
THE COMMISSIONER
FOR
SCHEDULED CASTES
AND
SCHEDULED TRIBES

1978-79

(Appendices)



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APPENDIX I.

(Reference para No. 2.11)

Statement showing the working of Legal aid schemes in various States/Union Territories for the Scheduled Castes and Scheduled Tribes

1. Andhra Pradesh

The district Collectors have been authorised to grant legal aid to the members of the Scheduled Castes/Tribes who are victims of atrocities and harassment on caste considerations by other communities. Legal aid is given to such members of these communities whose annual income does not exceed Rs. 2,000 within the twin cities of Hyderabad and Secunderabad and not exceeding Rs. 1,500 at other places. The district Collectors are required to inform the State Government in case of appeals to higher courts so that at the State level also legal aid could be given to these persons. The cost of attendance in the Court filing documents, moving applications, payment of fees of lawyers are all covered under the scheme.

2. Bihar

Legal aid is given to the members of Scheduled Castes/Tribes for cases connected with land reforms, laws, and all revenue, civil and criminal cases. Persons covered under the scheme should not have annual income exceeding Rs. 3,600.

3. Gujarat

Legal aid and advice for instituting and defending proceedings in civil, criminal, revenue, labour and other courts or tribunals at taluka, district and State levels is given to persons who have an income less than Rs. 2,400 per annum and immovable property worth less than Rs. 5,000. So far as *bhangis* and scavengers are concerned, they are given legal aid irrespective of their income and value of their property. The concept of legal aid scheme includes payment of court fee, process fee, copying charges and witnesses allowances, which are to be incurred in connection with the institution or defence of proceeding.

4. Haryana

In Haryana, the Legal Aid to Scheduled Castes (Punjab) Rules, 1960 governs the legal aid schemes for grant of legal-aid to the members of the Scheduled Castes whose annual income does not exceed Rs. 2,400. Under the scheme eligible Scheduled Caste persons are provided with the aid provided they have a *prima facie* case. The local Member of Legislative Assembly and the local Block Development and Panchayat Officers have been empowered to issue necessary income certificates. The legal aid is confined to judicial matters and the District Legal Aid Committee which meets under the Chairmanship of the Deputy Commissioner has been empowered to decide whether legal aid should be given, or not in any particular case.

5. Himachal Pradesh

The State Welfare Department is implementing the scheme of grant of legal aid to the members of Scheduled Castes/Tribes to vindicate and protect their rights. The scheme which is confined to court cases only is being run through the respective Deputy Commissioners of the districts. Under the scheme, persons whose annual income does not exceed Rs. 3,000 or who own or cultivate land not exceeding 10 acres are eligible for the grant of legal aid.

6. Jammu and Kashmir

The Scheduled Caste persons whose monthly income does not exceed Rs. 250/- are given legal aid under the Jammu and Kashmir Scheduled Castes (Grant of Legal Aid) Revised Rules, 1971 for the vindication of their rights over the property etc. In cases where both the parties belong to Scheduled Castes, no legal-aid is given to either of them. The legal aid is confined

to counsel fee, witness expenses, court fee, process fee and charges for the scribe. The Deputy Commissioner of the District who is a competent authority for granting legal-aid is authorised to pay counsel fee upto Rs. 400.

7. Kerala

Legal aid is given to the poor under the Legal Aid (to the poor) Rules, 1958. Poor person has been defined as a person certified by the court or such officer as the Government may define, as not having an average monthly income exceeding Rs. 100. The rules provide for giving legal aid to poor persons (whether accused or complainant) in trial before the High Court and the court of Sessions. It is also granted in criminal appeals, original petitions or revision petitions before the High Court, courts of Sessions, courts of the District Magistrate and also in appeals before courts of First Class Magistrate. A member of Scheduled Castes and Scheduled Tribes is eligible for legal aid in all proceedings before the civil and criminal courts of the State.

8. Karnataka

Every citizen whose annual income does not exceed Rs. 5,000/- is eligible for free legal aid. The State Government have since issued notifications making orders for grant of legal aid to persons belonging to Scheduled Castes and Scheduled Tribes and framing the Karnataka Land Reforms (Legal Assistance to poor tenants) Rules 1968, for giving legal aid to the poor tenants.

9. Madhya Pradesh

The Madhya Pradesh Samaj Ke Kamjorevargon Ke Iye Vidhik Sahayata Tatha Vidhik, Salah adhiniyam, 1976, envisaged the constitution of the Madhya Pradesh Legal Aid and Legal Aid Board at the State level. At the district level and tehsil levels, there are separate Committees which grant legal aid and advice to (i) landless agricultural labourers and rural artisans irrespective of income, and (ii) persons who are members of a family which has income of Rs. 200/- or less per month or which has not more than one hectare of irrigated land or equivalent and has no other source of income. The Act also provides for grant of legal aid or legal advice in relation to certain matters, namely (i) in matters of great public importance, (ii) in test cases, and (iii) in such special cases which, in the opinion of the district legal aid and legal advice committee deserve such aid. However, prior approval of the Board is to be taken in respect of this category.

10. Maharashtra

Legal aid is given to every person whose annual income does not exceed Rs. 3,600. The scheme is confined to civil courts, criminal courts and Mamlatdar courts.

11. Orissa

In Orissa under the Orissa Legal Aid to the Poor Rules, 1975 and Legal Aid to the Scheduled Castes and Scheduled Tribes, legal aid is given to economically and socially backward members of the society whose annual income does not exceed Rs. 2,500/-. Scheduled Tribes transferors in cases under the Orissa (Scheduled Areas) Transfer of Immovable Property (by Scheduled Tribes) Regulation, 1956 and Scheduled Tribes/Scheduled Castes debtors in cases under the Orissa (Scheduled Areas) Money Lenders Regulation, 1967 and complainants belonging to a Scheduled Caste in cases under the Protection of Civil Rights Act are also eligible for the grant of legal aid.

12. Punjab

Scheduled Caste persons are benefitted under the Legal Aid to the Scheduled Castes (Punjab) Rules, 1960 for defending and instituting certain classes of proceedings (which include criminal and civil). Landless agricultural labour, rural artisans and Scheduled Caste persons whose monthly income does not exceed Rs. 500 are eligible for grant of legal aid. The legal aid granted under the Rules includes, apart from the fee paid to the counsel, court fee, process fee and the expenses of witnesses. The Sub-Divisional Officer (Civil) or the Deputy Commissioner is the competent authority for granting legal aid.

13. Rajasthan

Every bonafide resident of the State whose annual income from all sources does not exceed Rs. 3600/- per annum is deemed to be an eligible person for grant of legal aid for proceedings in civil, criminal, revenue, labour or other courts or tribunals. Where an application is allowed, a certificate of eligibility is granted and the Committee assigns a suitable lawyer who is willing to render free of charge services. Every person who gets an eligibility certificate is entitled to the court-fee, process fee and fee paid in respect of copying and witness expenses.

14. Tamil Nadu

Under the Tamil Nadu Legal Aid (to poor Scheduled Castes and Scheduled Tribes) Rules, 1975, legal assistance is provided to the members of Scheduled Castes/Tribes who are poor in relation to certain classes in cases namely, ejection and eviction cases, cases of accidents, service matters and cases relating to social and economic rights under the Protection of Civil Rights Act, 1955—persons whose annual income does not exceed Rs. 2500 are eligible under the scheme. Legal-aid is permissible even in appeal or revision in certain circumstances.

15. Tripura

The State Government have since modified the Tripura Scheduled Castes and Scheduled Tribes (Legal Assistance) Rules, 1978 to incorporate in Clause 3 that any person subjected to any disability due to untouchability as provided for in the Protection of Civil Rights Act will also be entitled to legal assistance and that there should not be any limit as to the number of times this assistance can be availed of within a year.

16. Uttar Pradesh

The scheme of legal aid is operating under the Uttar Pradesh Legal Aid to the poor (Scheduled Castes, Scheduled Tribes, Denotified Tribes and Scheduled Debtors) Scheme 1975. District Legal Aid Committees have been constituted with the District Judge as its Chairman. In the case of the claimants for legal aid, belonging to Scheduled Castes, Scheduled Tribes or Denotified Tribes, the Committee may, in case of doubt, ask the claimant to produce a certificate from the District Magistrate testifying that the claimant belongs to such caste or tribe.

The following categories of persons are not eligible under the scheme :—

- (1) persons paying or liable to pay income-tax,
- (2) registered dealers under the Uttar Pradesh Sales Tax Act, 1948,
- (3) persons assessed to any tax on professions, trades or callings,
- (4) persons holding land more than one acre unless that land itself is subject-matter of dispute for which legal aid is sought,
- (5) persons holding urban immovable property of annual letting value of Rs. 120/- or more unless such property is itself a subject-matter of dispute for which legal aid is sought,
- (6) Gazetted officers of Government, officers of Corporation, companies or local authorities and all other employees whose total monthly salary and allowance exceed Rs. 300/-.
- (7) even in the case of others, if the committee is of the opinion that they are possessed of sufficient means to institute or defend cases, legal aid will be declined.

17. West Bengal

Under the Legal Aid to the Poor (West Bengal) Rules, 1974 persons having an average annual income not exceeding Rs. 2400/- are eligible for legal aid. The Government is given the power to relax the upper limit in suitable cases. Legal aid is given for civil cases, criminal cases (where the offence is punishable with death or imprisonment for five years or more) and in maintenance cases. This aid covers payment of court-fee, process fee, expenses of witnesses and all other charges payable or incurred in connection with proceeding in any court etc.

18. Dadra and Nagar Haveli

Free legal aid is given to the members of Scheduled Castes and Scheduled Tribes in tenancy cases and civil cases. Free legal aid is given for criminal cases also to the persons whose average annual income does not exceed Rs. 1800/-.

19. Goa, Daman & Diu

In the Union Territory, the scheme of 'Legal Aid' which is given in all deserving cases, is restricted to the Sessions Court and where an accused comes up for trial before the court and he is not in a position to engage and advocate, he is assigned a lawyer. There is no other programme for legal aid in the Union Territory.

20. Pondicherry

Rules were framed under Legal Aid to the poor Scheduled Castes. The poor among the Scheduled Castes are given legal aid in all proceedings before the civil and criminal courts in the Union Territory in order to enable them to protect and preserve their property rights. Apart from assigning a counsel cost of court-fee is also covered under legal-aid.

APPENDIX II

(Reference para No. 2.15)

Statement showing setting up of Committees at various appropriate levels to assist the State Government in formulating or implementing the measures provided for, in the Protection of Civil Rights Act, 1955.

1. Andhra Pradesh

A State Level Committee of officials and non-officials has been set-up for effective implementation of the measures provided for in the Protection of Civil Rights Act, 1955. Its main functions are :—

- (i) Review of registration, investigation and prosecution of cases registered under the Protection of Civil Rights Act, and
- (ii) Review of the results of the measures adopted towards removal of untouchability.

Review Committees comprising of officials and non-officials have also been set-up at district levels to

review the cases of untouchability offences, harassment and atrocities.

2. Bihar

A State Level Committee to review the implementation of the Protection of Civil Rights Act had been functioning. The work of the State Level Harijan Cell is also regularly reviewed under the Chairmanship of the Chief Minister.

3. Gujarat

A High Level State Committee with Chief Minister as its Chairman has been set-up for the effective enforcement of the provisions of the Protection of Civil

Rights Act. To watch the progress of implementation of various recommendations and resolutions made by the High Level State Committee, a sub-Committee under the Chairmanship of the Minister for Harijan Welfare has also been constituted. Besides, a committee consisting of five Harijan Members of the State Legislative Assembly has also been constituted which visits the site of incident involving harassment of Harijans to ascertain the facts and to recommend appropriate action to be taken by the authorities. At district level, District level Vigilance Committees and at taluka level, Taluka Level Committees are also functioning under the Chairmanship of the concerned Collector and Mamlatdar respectively. A House Committee for the Welfare of Scheduled Castes/Tribes, Nomadic and De-notified tribes consisting of 15 Members of Legislative Assembly is also functioning to watch proper implementation of the Protection of Civil Rights Act as one of its terms of reference.

4. Haryana

In view of small number of cases registered under the Act, the State Government of Haryana do not feel any justification for setting up any such committee.

5. Himachal Pradesh

To look into the complaints of Harijans and others relating to untouchability and other offences, a High Level Committee under the Chairmanship of the Chief Minister has been set-up. At district level, District Level Committees under the charge of a Minister have also been constituted for the purpose.

6. Karnataka

State Level High Power Committee which meets under the Chairmanship of the Minister for Law, Social Welfare and Backward Classes has been set-up to review the working of the Civil Rights Enforcement Cell and to discuss the delay regarding the disposal of the cases by the Courts and the inadequacy of punishment given to the offenders under the Protection of Civil Rights Act. Advisory Committees at State, district and sub-divisional/taluka levels, have also been set-up to provide protection and necessary safeguards to the Scheduled Castes/Tribes to redress their grievances and to discuss other schemes to ameliorate their conditions.

7. Kerala

For reviewing the cases reported under the Protection of Civil Rights Act and for proper implementation of its provisions, a committee for the Protection of Civil Rights Act has been constituted with Sub-Collector, Kasargode as its Chairman and local prominent citizens as its members.

8. Madhya Pradesh

At State level, State Level Committee consisting of thirty Scheduled Caste/Tribe members and the Director, Tribal Welfare as its Secretary has been constituted. In the districts, District Level Committees of officials and non-officials with the Collector as its Chairman and District Publicity Officer as its Secretary, have been constituted.

9. Maharashtra

There is a State Level Committee functioning under the Chairmanship of the Minister for Social Welfare which meets quarterly to discuss special measures relating to the implementation of the Protection of Civil

Rights Act. It also ensures that the offences under the Act are promptly investigated and put up to the Courts without any delay. There are also District level Vigilance Committees functioning at district level under the Chairmanship of the concerned District Magistrate. The members of the Committee who are from the officials and non-officials have to visit the sensitive villages and submit quarterly report jointly on behalf of the Committee to the State Government.

10. Orissa

An Untouchability Sub-Committee with officials and non-officials as its members is functioning at State level. At Sub-Divisional level, Harijan Welfare Boards have been constituted with officials and non-officials as members. One of the main functions of these Boards is to review the measures taken for effective implementation of the provisions of the Protection of Civil Rights Act and also to take proper steps to intensify the publicity campaign for the removal of untouchability. These Boards function as branches of the District Welfare Committees.

11. Punjab

In view of the small number of cases under the Act, the State Government have not constituted any such committee.

12. Rajasthan

To give policy directions in the matters relating to effective implementation of the Protection of Civil Rights Act, the State Government have constituted a State Level Committee under the Chairmanship of the Chief Minister. At district level, District Vigilance Committees with Scheduled Caste/Scheduled Tribe members of the State Legislature as members have been set-up to make suitable suggestions/recommendations in the matter.

13. Tamil-Nadu

The latest position relating to the re-constitution of the State Level Committee consisting of officials and non-officials for the Protection of Civil Rights Act, 1955 is still awaited from the State Government, sometime back during the Governor's rule in the State there existed a State Level Committee consisting of officials and non-officials.

14. Uttar Pradesh

The State, District and Tehsil level committees under the Chairmanship of Minister of Harijan and Social Welfare, District Magistrate concerned and concerned Sub-Divisional Magistrate respectively have been set-up to consider the suggestions and difficulties in regard to the effective implementation of the provisions of Protection of Civil Rights Act.

15. West Bengal

A State Level Committee under the Chairmanship of Minister of State incharge of Scheduled Castes and Scheduled Tribes Welfare Department and some members of Parliament and State Legislature as members has been set-up. The Director and ex-officio Deputy Secretary, Scheduled Castes and Tribes Welfare Department acts as Secretary to the Committee.

16. Pondicherry

To review *inter-alia* the incidents involving offences against the Scheduled Castes, a committee for the Welfare of Scheduled Castes has been constituted under the Chairmanship of the Home Minister.

APPENDIX III

(Reference para No. 2.38)

Centrally Sponsored Scheme for the Rehabilitation of Bonded Labour 1978-79—(a) Guidelines for preparation of Schemes by the State Governments and (b) for regulating grant of Central Financial Assistance to the States/Union Territories under the Scheme.

(a) GUIDELINES FOR PREPARING SCHEMES FOR THE REHABILITATION OF BONDED LABOUR :

1. Background Information

1. There should be a short description of physical and socio-economic conditions including tenurial con-

ditions wage level and cash composition of areas where the bonded labourers have been identified and released.

2. Name, place of residence, village, Mohalla, Thana, Taluk, District, person under whom they were bonded, date of identification/release and short write-up on

the asset endowment of the released bonded labourer may be given in a statement form to every rehabilitation scheme. This information will be necessary for the evaluating teams to identify the beneficiaries when they go for appraisal of the rehabilitation schemes.

3. Details of the immediate minimum relief necessary, person-wise/family wise, for each released bonded labourer should be given. Nature and the kind of relief should be mentioned, possibility of repeating relief does in a diminished way in future should also be indicated. Administrative support to prevent lapsing back into bondage should be mentioned.

II. Rehabilitation Scheme

(a) Land Based

- (i) Identification of land—Government land/ceiling surplus land
- (ii) Allotment, preferably in the village where the bonded labour ordinarily resides or is liberated to prevent parting from the social milieu or prevent antagonism from other villages;
- (iii) Identification of the delivery system of inputs credit facilities, seeds, water supply, agricultural implements, draught animals, fertilisers;
- (iv) Need, if any of reclamation and development of the assigned lands.

(b) Non-land

- (i) Milch cattle, cows, buffaloes—suitable for the area.
- (ii) Pigs, goats, sheep, dependent upon the social sensibilities of the bonded labour-released and the physical environment.
- (iii) Ensure minimum veterinary cover from the existing/extension of veterinary services.
- (iv) Institutional linking up for marketing.

(c) Skill/Craft Based Occupations

- (i) Identification of skill/craft;
- (ii) Supply of raw materials, implements, working capital, work shed;
- (iii) Linking with market through cooperatives or other State-aided institutions to eliminate exploitation by private middlemen.

4. Detailed financial implication and in respect of each of the item mentioned in paragraphs 4 in the three alternative schemes in form of a statement-names of the beneficiaries and allotments should be clearly shown in order to enable the evaluation team to carry out further follow-up action.

III. Selection of area

5. The rehabilitation schemes, under the Centrally Sponsored Scheme, with matching grant from the concerned State Government, may initially be drawn for areas where there is concentration of bonded labour and which would have been left out otherwise under various approved Plan-schemes or where these plan

schemes are inadequate for providing rehabilitation to the released bonded labour.

B. GUIDELINES FOR REGULATING GRANT OF CENTRAL FINANCIAL ASSISTANCE TO THE STATE UNDER THE SCHEME

6. The schemes of rehabilitation received from the State Governments for availing of financial assistance under the Centrally Sponsored Scheme shall conform to the 'guidelines' drawn for the purpose and shall be formulated for areas where either there is no on-going scheme or where these are inadequate to take care of the rehabilitation of the released bonded labour in that area.

7. The schemes received from the State Governments shall be examined, scrutinised and approved by a Committee of Officers at the Centre, having representatives from the Ministry of Labour, Department of Rural Development and the Planning Commission. The Committee shall also specify the amount of Centre's share in respect of each scheme approved by it. The Committee may visit the area of the Scheme being implemented with Centre's assistance so as to have a mid-term review of the progress of implementation of the schemes.

8. The schemes approved for Central Assistance would be financed on a matching-grant basis, i.e. 50% by the State and 50% by the Centre of the total outlay of the approved Scheme. The over-head cost on providing the execution machinery for the scheme shall be borne by the State Government. The execution-machinery responsible for the implementation of the scheme shall be stipulated in the scheme by the State Government.

9. Twenty-five per cent (25%) of the Centre's share in respect of each Scheme shall be released immediately after the approval of the Scheme. The balance of Centre's share shall be released in 3 equal instalments in August, 1978; November, 1978 and February, 1979.

10. The States shall be responsible for the submission of quarterly progress reports, on the prescribed proforma (will follow) on the implementation of the Scheme along with a detailed account of item-wise expenditure during the preceding quarter. For this purpose, the States shall nominate a Liaison Officer, in respect of each Scheme, who shall be responsible for the submission of these reports in time.

11. The schemes drawn would be such as would be capable of implementation and completion by March, 1979.

12. The State Governments shall be responsible for submission, within three months of the expiry of the financial year 1978-79, an audited account of the expenditure in respect of each of the rehabilitation Scheme financed with Central Assistance. It shall be the responsibility of the State Governments to decide the form and procedure to keep proper accounts and to get them audited in time.

APPENDIX IV

(Reference para No. 2.39)

Statement showing state-wise allocations approved and the number of bonded labour to be benefitted under the Centrally Sponsored Scheme during 1978-79.

S. No.	State	District to be Covered	Central Allocation approved for 1978-79	No. of Bonded Labourers likely to be benefitted
1	2	3	4	5
1.	Andhra Pradesh	1. Medak 2. Mehbubnagar 3. Hyderabad	Rs. 20.00 lakhs*	1.670

1	2	3	4	5
2.	Bihar	1. Santhal Parganas 2. Nalanda 3. Bhagalpur 4. Monghyr	Rs. 14.28 lakhs	934
3.	Karnataka	1. Chitradurga 2. Kolar	Rs. 8.00 lakhs Rs. 2.28 lakhs	441 114
4.	Kerala	Kozhikode	Rs. 2.20 lakhs	110
5.	Madhya Pradesh	1. Betul 2. Bastar 3. Jabalpur 4. Raigarh	Rs. 17.00 lakhs	859
6.	Orissa	1. Ganjam 2. Phulbani 3. Koraput 4. Kalahandi 5. Mayurbhanj	Rs. 5.11 lakhs	315
7.	Rajasthan	Kota	Rs. 14.00 lakhs	700
8.	Tamilnadu	1. Coimbatore 2. Nilgiri	Rs. 5.32 lakhs	268
9.	Uttar Pradesh	Tehri Garhwal	Rs. 10.00 lakhs	495
	TOTAL		Rs. 98.19 lakhs	5,906

APPENDIX V

(Reference para No. 2-49)

Number of seats in Lok Sabha/Legislative Assemblies

S. No.	Name of State/Union Territory	Lok Sabha			Legislative Assembly		
		Total	SC	ST	Total	SC	ST
	1	2	3	4	5	6	7
STATES							
1.	Andhra Pradesh	42	6	2	294	39	11
2.	Assam	14	1	2	126	8	16
3.	Bihar	54	8	5	324	46	28
4.	Gujarat	26	2	4	182	12	25
5.	Haryana	10	2	..	90	17	..
6.	Himachal Pradesh	4	1	..	68	15	3
7.	Jammu & Kashmir	6	..	..	76*	6	..
8.	Karnataka	28	4	..	224	29	2
9.	Kerala	20	2	..	140	12	2
10.	Madhya Pradesh	40	5	8	320	42	64
11.	Maharashtra	48	3	3	288	17	17
12.	Manipur	2	..	1	60	1	19
13.	Meghalaya	2	..	..	60	..	..
14.	Nagaland	1	..	..	60	..	..
15.	Orissa	21	3	5	147	22	34
16.	Punjab	13	3	..	117	29	..
17.	Rajasthan	25	4	3	200	32	24
18.	Sikkim	1	..	..	32	2	12
19.	Tamil Nadu	39	7	..	234	42	2
20.	Tripura	2	..	1	60	7	17
21.	Uttar Pradesh	85	18	..	425	89	1
22.	West Bengal	42	3	2	294	59	17
	TOTAL	525	77	36	3,821	5,216	294

*Excldue 24 seats for the Pakistan occupied territory.

1	2	3	4	5	6	7
UNION TERRITORIES						
23. Andaman & Nicobar Islands	1	..	..	..	..	..
24. Arunachal Pradesh	2	..	..	30	..	..
25. Chandigarh	1	..	..	..	..	..
26. Dadra & Nagar Haveli	1	..	1	..	..	..
27. Delhi	7	1	..	56*	9	..
28. Goa, Daman & Diu	2	..	..	30	1	..
29. Lakshadweep	1	..	1	..	..	..
30. Mizoram	1	..	..	30	..	..
31. Pondicherry	1	..	..	30	5	..
TOTAL	17	1	2	176	15	..
GRAND TOTAL	542	78	38	3,997	541	294

*Metropolitan Council Constituencies.

APPENDIX VI

(Reference para No. 2.81)

Statement showing Scheduled Areas under the Fifth Schedule the Constitution

S.No.	State	Whole State				Scheduled Area			
		Area (in sq. Kms.) of State	Total population of State	Sch. Tribe population in State	% of Scheduled Tribe population to total population	Area (in Sq. Kms.)	Total population of Sch. Area	Sch. Tribe population in Area	% of Sch. Tribe population to total population
1	2	3	4	5	6	7	8	9	10
1.	Andhra Pradesh	276754	435.03	16.58	3.81	29683	15.02	7.52	50.07
2.	Bihar	173876	563.53	49.33	8.75	45696	74.93	37.86	50.50
3.	Gujarat	195984	266.97	37.34	13.98	23938	39.00	26.82	68.80
4.	Himachal Pradesh	55673	34.60	1.42	4.09	23954	1.14	0.84	73.90
5.	Madhya Pradesh	442841	416.54	33.87	20.13	137612	88.20	54.69	62.00
6.	Maharashtra	307762	504.12	29.54	5.86	24291	17.31	10.75	62.12
7.	Orissa	155842	219.45	50.72	23.11	69407	62.23	34.71	56.76
8.	Rajasthan	342214	257.66	31.26	12.30	9976	12.17	8.04	66.08
	GRAND TOTAL	1950946	2697.90	250.06	9.27	364557	310.00	181.23	58.46

APPENDIX VII

(Reference para No. 2.83)

Statement showing the area, total and Scheduled Tribes population in the existing as well as revised Scheduled Areas in Bihar, Gujarat, Madhya Pradesh and Orissa

S. No.	States	Revised Scheduled Area (Approx)			Existing Scheduled Area (Approx)			Increase in Scheduled Area (Approx)		
		Area (Sq.Km.)	Total population (in lakhs)	Sch. Tribes Population (in lakhs)	Area (Sq. Km.)	Total population (in lakhs)	Sch. Tribes population (in lakhs)	Area (Sq. Km.)	Total population (in lakhs)	Sch. Tribes population (in lakhs)
1	2	3	4	5	6	7	8	9	10	11
1.	Bihar	45696	74.93	37.86	40134	61.71	33.38	5562 (12.16%)	13.22 (17.64%)	4.48 (11.83%)

1	2	3	4	5	6	7	8	9	10	11
2. Gujarat	.	23948	39.00	26.82	18879	25.99	17.55	5059	13.01	9.27
								(21.13%)	(33.36%)	(34.56%)
3. Madhya Pradesh	.	137612	88.20	54.65	66540	43.38	26.95	71072	44.82	27.74
								(53.10%)	(50.70%)	(57.22%)
4. Orissa	.	69407	62.23	34.71	56553	49.92	28.37	12854	12.31	6.34
								(18.52%)	(19.78%)	(18.26%)
TOTAL	.	276653	264.36	154.08	182106	181.00	106.25	94547	83.36	47.83
								(34.18%)	(31.52%)	(31.03%)

Source : (1) State Governments Annual Reports on the Administration of Scheduled Areas.

(2) Population of Sub-Plan areas as per 1971 census.

APPENDIX VIII

(Reference para No. 2.86)

Brief review of Governors' reports for 1976-77 in respect of Andhra Pradesh, Gujarat & Rajasthan

Andhra Pradesh

Under land assignment scheme an area of 6,104,74 acres was assigned to landless tribals in five districts during the year. Survey operations in the Scheduled areas were completed and the settlement operations were commenced. Survey operations covered 1.25 lakh sq. miles distributed over 2,849 villages in Srikakulam, Visakhapatnam, East and West Godavary and Khamman districts, while settlement operations were completed in 258 villages covering 212,32 sq. miles area in Srikakulam district. Special enforcement machinery was established at the district level for effective implementation of the Protective Regulations in the Scheduled areas. Instructions were also issued to the special staff to effect expeditious restoration of land to the tribal transferer as soon as the ejection orders are passed. Under the Andhra Pradesh (Scheduled Area) Land Transfer (Amendment) Regulation, 1970, out of 12,877 cases pending under this Regulation, 7,966 cases were disposed of and the land measuring 37,070 acres was restored to tribals during the year.

Gujarat

The development of the Scheduled Areas is mainly looked after by the District Panchayats as most of the educational and economic welfare schemes have been transferred to them for implementation. The schemes regarding health and sanitation are also implemented by the District Panchayats. The other Government

Departments are also taking active part in the development of these areas. A provision exists under the Land Revenue Code of the State whereby no tribal can alienate his occupancy in favour of a non-tribal within the scheduled Areas. However, the scope of this provision being limited a bill had been drafted to cover other areas also to secure the same objective. Within the limited scope of the present provision, 4700 cases of unauthorised alienation of land had been instituted of which 2,676 cases had been disposed of and had been decided in favour of tribals and the possession of land had actually been restored and the cases covering an area of 2,572 hectares of agricultural land. 6 special teams had been appointed to detect cases of alienation and for handing over possession to the original tribal holders.

Rajasthan

One of the important scheme in the Scheduled Areas is the reimbursement of interest on loans for the construction of irrigation wells by the small farmers belonging to Scheduled Castes and Scheduled Tribes. During 1976-77 421 Scheduled Castes and 64 Scheduled Tribes persons were benefited under the scheme. Unemployed graduates and post-graduates belonging to Scheduled Castes and Scheduled Tribes are given stipends at the rate of Rs. 150/- and Rs. 250/- per month respectively. During the year under report 31 Scheduled Castes and 2 Scheduled Tribes were benefited under the scheme.

APPENDIX IX

(Reference para No. 2.104)

State-wise Outlay provided by the Seventh Finance Commission for upgradation of tribal administration during 1979-84

S. No.	State	Items		Rs. in Lakhs
		Compensatory Allowance	Residential buildings	Total
1	2	3	4	5
1.	Andhra Pradesh	165	56	221
2.	Assam	146	152	298
3.	Bihar	621	112	733
4.	Himachal Pradesh	20	24	44
5.	Kerala	20	40	60
6.	Madhya Pradesh	1056	336	1392
7.	Manipur	74	40	114
8.	Orissa	603	184	787
9.	Rajasthan	150	40	190
10.	Tamil Nadu	22	72	94

1	2	3	4	5
11. Tripura		95	24	119
12. Uttar Pradesh		1	16	17
13. West Bengal		98	96	194
TOTAL		3,071	1,192	4,263

APPENDIX-X

(Reference para No. 3-13)

STATEMENT NO. I

Statement showing the work performed by the Employment Exchanges in respect of Scheduled Castes applicants during the year 1978

Sl. No. and name of State/Union Territory	Registrations made	Placements effected	No. of reserved vacancies notified	No. of reserved vacancies filled	No. on the live register at the end of year
1	2	3	4	5	6
State					
1. Andhra Pradesh	51,955	6,508	6,914	4,191	1,11,611
2. Assam	8,701	296	132	82	15,013
3. Bihar	73,965	2,234	2,089	498	1,25,353
4. Gujarat	22,527	2,345	721	294	59,579
5. Haryana	41,956	6,779	7,284	4,520	51,031
6. Himachal Pradesh	11,978	1,493	1,641	638	18,848
7. Jammu & Kashmir	2,724	409	174	123	4,671
8. Karnataka	17,881	2,868	4,657	2,491	53,683
9. Kerala	22,786	1,315	1,770	961	80,906
10. Madhya Pradesh	53,496	5,329	4,146	2,163	88,916
11. Maharashtra	66,209	5,010	3,475	1,521	1,77,380
12. Manipur	316	3	79	3	809
13. Meghalaya	52	11	11	4	122
14. Nagaland	7	2	14	1	22
15. Orissa	13,004	1,996	1,654	819	28,955
16. Punjab	43,412	5,697	8,667	4,588	55,568
17. Rajasthan	26,295	2,946	2,414	1,336	41,104
18. Sikkim*	..	..	..	..	..
19. Tamil Nadu	49,416	5,782	4,333	2,241	1,46,161
20. Tripura	503	47	160	51	3,601
21. Uttar Pradesh	1,55,621	12,528	4,346	2,604	2,22,162
22. West Bengal	35,353	1,003	1,773	632	1,43,100
Union Territories					
1. Andaman & Nicobar Islands	..	..	..	..	..
2. Arunachal Pradesh*	..	..	..	..	..
3. Chandigarh	5,373	790	534	149	11,162
4. Dadra & Nagar Haveli*	..	..	..	..	..
5. Delhi	21,699	2,622	4,907	2,409	36,684
6. Goa, Daman & Diu	240	71	134	71	472
7. Lakshadweep	..	..	..	..	6
8. Mizoram	..	..	..	..	..
9. Pondicherry	564	103	292	103	2,116
10. Central Employment Exchange	..	..	1,698	172	..
ALL INDIA TOTAL	7,26,033	68,187	64,019	32,665	14,79,035

*No employment Exchange is functioning in these States/Union Territories:

Note :

1. All the job seekers on the Live Register of Employment Exchanges are not necessarily unemployed.
2. Excludes information in respect of University Employment Information Guidance Bureau except for Delhi and Maharashtra.

STATEMENT NO. II

Statement showing the work performed by the Employment Exchanges in respect of Scheduled Tribes applicants during the year 1978

Sl. No. and Name of State/Union Territory	Registrations made	Placements effected	No. of reserved vacancies notified	No. of reserved vacancies filled	No. on the live register at the end of year
1	2	3	4	5	6
STATE					
1. Andhra Pradesh	9,280	1,836	2,951	1,163	14,390
2. Assam	9,578	349	182	112	16,422
3. Bihar	48,669	5,732	1,702	175	76,454
4. Gujarat	11,903	2,114	1,519	470	23,241
5. Haryana	18	7	232	34	24
6. Himachal Pradesh	1,805	520	558	139	2,420
7. Jammu & Kashmir	1	..	61	7	1
8. Karnataka	2,664	465	1,214	426	4,382
9. Kerala	976	100	508	111	3,443
10. Madhya Pradesh	38,225	6,565	4,954	2,391	52,706
11. Maharashtra	12,907	1,898	3,551	1,232	29,163
12. Manipur	2,901	108	496	91	14,846
13. Meghalaya	3,472	324	114	103	5,546
14. Nagaland	2,021	272	864	449	3,367
15. Orissa	12,800	1,765	2,187	655	26,900
16. Punjab	..	..	337	..	2
17. Rajasthan	12,298	1,568	1,335	678	17,530
18. Sikkim*	..	..	..	..	..
19. Tamil Nadu	2,484	365	589	209	3,447
20. Tripura	1,119	110	343	110	5,621
21. Uttar Pradesh	1,079	192	918	370	1,325
22. West Bengal	6,760	227	687	197	25,077
Union Territories					
1. Andaman & Nicobar Islands	20	17	..	4	21
2. Arunachal Pradesh*	..	..	..	..	..
3. Chandigarh	60	45	228	41	64
4. Dadra & Nagar Haveli*	..	..	..	..	..
5. Delhi	517	182	1,730	143	1,038
6. Goa, Daman & Diu	1	..	203	..	2
7. Lakshadweep	..	..	..	..	1,908
8. Mizoram	5,539	240	987	64	10,531
9. Pondicherry	10	..	89	..	13
10. Central Employment Exchange	..	..	1,383	44	..
ALL INDIA TOTAL	1,871,07	25,001	29,922	9,418	3,39,884

*No Employment Exchange is functioning in these States/Union Territories.

Note :

1. All the job-seekers on the Live Register of Employment Exchanges are not necessarily unemployed.
2. Excludes information in respect of University Employment Information Guidance Bureaux except for Maharashtra and Delhi

STATEMENT No. III

Number of Educated Scheduled Castes and Tribes job-seekers (Matriculates and above) on the Live Register of Employment Exchanges as on 31st December, 1978 classified by educational levels

Sl. No.	Educational levels	Number on Live Register as on 31-12-1978		1	2	3	4
		Sch. Castes	Sch. Tribes				
1	2	3	4				
1.	Below Matriculate (including illiterates),	894,710	237,543				
2.	Matriculates	354,710	65,187				
3.	Persons who passed Higher Secondary (including Intermediates/Under-graduates),	153,821	26,195				
4.	Graduates (including Post-Graduates) in :-						
	(i) Arts	49,997	7,590				
				(ii) Science		8,882	919
				(iii) Commerce		9,047	1,206
				(iv) Engineering		366	87
				(v) Medicine		687	69
				(vi) Agriculture		667	103
				(vii) Law		202	38
				(viii) Education		5,281	765
				(ix) Others		665	183
				TOTAL		75,794	10,959
				GRAND TOTAL		1,479,035	339,884

Note.—Exclude figures for University Employment Information and Guidance Bureaux except for Delhi and Maharashtra.

STATEMENT No. IV

Statement showing the number of Job-seekers at the end of December, 1978 classified by broad occupational Group in respect of Scheduled Caste and Scheduled Tribe applicants

Sl. No.	Occupation Groups	No. on Live Register at the end of the year 1978		1	2	3	4
		Sch. Castes	Sch. Tribes				
1	2	3	4				
1.	Professional, technical and related workers:	49,371	8,178				
2.	Administrative, executive and managerial workers	344	63				
3.	Clerical and related workers	48,919	8,409				
4.	Sales workers	137	30				
5.	Service workers	1,800,65	10,942				
6.	Farmers, Fishermen, hunters, loggers and related workers	4,168	791				
				7.		1,19,708	43,625
						transport equipment operators and labourers.	
				8.		Work-Seekers not classified by occupations:	
				(a)		Below Matric including illiterates and others	5,88,860 1,84,644
				(b)		Matric and above but below Graduates.	4,27,806 74,240
				(c)		Graduates and above	59,657 9002
						TOTAL	14,79,035 3,39,384

Note.—The distribution of Live Register by broad occupational groups as shown above is estimated on the basis of date relating to the year 1977.

APPENDIX XI

(Reference para No. 3.29)

STATEMENT I

Statement showing the number of vacancies proposed for dereservation during the year 1976 by mode of recruitment

Class of Post	Direct Recruitment			Promotion			Confirmation			Grand Total		
	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Group 'A'	55	52	107	55	41	96	13	5	18	123	98	221
Group 'B'	31	72	103	424	333	757	64	32	96	519	437	956
Group 'C'	262	557	819	724	890	1,614	74	91	165	1,060	1,538	2,598
Group 'D'	2	20	22	17	27	44	2	3	5	21	50	71
ALL GROUPS TOTAL	350	701	1,051	1,220	1,291	2,511	153	131	284	1,723	2,123	3,846

STATEMENT X II

Statement showing the details of dereservation of reserved vacancies during the year 1976

	Class I			Class II			Class III			Class IV		
	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total
Total number of vacancies proposed for dereservation.	123	98	221	519	437	956	1,060	1,538	2,598	21	50	71
I SC/ST candidates not available	119	95	214	508	436	944	1,054	1,527	2,581	20	49	69
II SC/ST candidates available but not found suitable.	4	3	7	11	1	12	6	11	17	41	1	2
III No. for which Deptt. of Personnel and A. R. agreed.	116	95	211	462	410	872	1,045	1,524	2,569	19	44	63
IV No. for which Deptt. of Personnel and A. R. did not agree.	7	3	10	57	27	84	15	14	29	2	6	8
V Number for which ex-post-facto approval sought.	12	5	17	3	2	5	29	39	68	7	5	12

APPENDIX XII

(Reference para No. 3.29)

STATEMENT NO. I

Statement showing the number of vacancies proposed for dereservation during the year 1974 by mode of recruitment

Class/Group of Post	Direct Recruitment			Promotion			Confirmation			Grand Total		
	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Class I (Group A)	107	87	194	62	35	97	19	13	32	188	135	323
Class II (Group B)	15	32	47	443	336	779	24	11	35	482	379	861
Class III (Group C)	389	359	748	730	959	1,689	34	88	122	1,153	1,406	2,559
Class IV (Group D)	..	3	3	26	49	75	4	2	6	30	54	84
ALL CLASSES (GROUP) TOTAL	511	481	992	1,261	1,379	2,640	81	114	195	1,853	1,974	3,827

STATEMENT NO. II

Statement showing the details of dereservation of reserved vacancies during the year 1977

	Class I			Class II			Class III			Class IV		
	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total	Sch. Castes	Sch. Tribes	Total
Total number of vacancies proposed for dereservation.	188	135	323	482	379	861	1,153	1,406	2,559	30	54	84
I SC/ST candidates not available.	187	135	322	479	379	858	1,150	1,405	2,555	30	54	84
II SC/ST candidates available but not found suitable.	1	..	1	3	..	3	3	1	4	..	..	..
III No. for which Deptt. of Personnel and A. R. agreed.	174	126	300	451	362	813	1,059	1,276	2,335	26	46	72
IV No. for which Deptt. of Personnel and A. R. did not agree.	14	9	23	31	17	48	94	130	224	4	8	12
V Number for which ex-post-facto approval sought.	10	7	17	6	5	11	48	82	130	..	3	3

APPENDIX XIII

(Reference para No. 3.29)

STATEMENT NO. I

Statement showing the number of vacancies proposed for dereservation during the year 1978 by mode of recruitment

Class/Group of post	Direct Recruitment			Promotion			Confirmation			Grand Total		
	Sch. Cas-tes	Sch. Tri-bes	Total	Sch. Cas-tes	Sch. Tri-bes	Total	Sch. Cas-tes	Sch. Tri-bes	Total	Sch. Cas-tes	Sch. Tri-bes	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Class I (Group A)	96	73	169	146	114	260	12	5	17	254	192	446
Class II (Group B)	58	61	119	550	429	979	7	3	10	615	493	1,108
Class III (Group C)	121	271	392	1,171	1,424	2,595	44	61	105	1,336	1,756	3,092
Class IV (Group D)	..	10	10	44	107	151	2	4	6	46	121	167
TOTAL	275	415	690	1,911	2,074	3,985	65	73	138	2,251	2,562	4,813

STATEMENT NO. II

Statement showing the details of dereservation of reserved vacancies during the year 1978

	Class I			Class II			Class III			Class IV		
	Sch. Cas-tes	Sch. Tri-bes	Total	Sch. Cas-tes	Sch. Tri-bes	Total	Sch. Cas-tes	Sch. Tri-bes	Total	Sch. Cas-tes	Sch. Tri-bes	Total
	1	2	3	4	5	6	7	8	9	10	11	12
Total number of vacancies proposed for dereservation.	254	192	446	615	493	1,108	1,336	1,756	3,092	46	121	167
I SC/ST candidates not available.	251	192	443	611	493	1,104	1,335	1,753	3,088	46	121	167
II SC/ST candidates available but not found suitable.	3	..	3	4	..	4	1	3	4	..	..	..
III No. for which Deptt. of Personnel and A. R. agreed.	254	190	444	604	487	1,091	1,305	1,696	3,001	46	120	166
IV No. for which Deptt. of Personnel and A. R. did not agree.	..	2	2	11	6	17	31	60	91	..	1	1
V Number for which ex-post-facto approval sought.	..	..	..	..	..	..	13	25	38	..	..	..

APPENDIX XIV

(Reference para No. 3.48)

Statement showing the action taken or proposed to be taken by Universities with regard to reservation of seats in Universities for Scheduled Castes and Scheduled Tribes for the posts of Lecturers in Universities. (Source : Ministry of Education and Social Welfare)

Name of the University	Action taken/proposed to be taken on the guide lines issued by University Grants Commission
1	2

(a) Central Universities

1. Aligarh Muslim University

The Executive Council of the University has decided to adopt the guidelines prevailing at the University of Delhi with the addition of the following :—

“In the case of Scheduled Caste/Scheduled Tribe candidates interviewed by the Committee, if suitable candidates are not available for appointment

2. Banaras Hindu University

to the post of Lecturers, the Selection Committee may recommend appointment of suitable candidates as Research Associates in the scale of Rs. 700-1300 for a period upto three years and these persons could later compete for the post of Lecturers as and when vacancies occur. The recommendations made by the Selection Committee in this regard for appointment as Research Associates may be sent to the Commission for consideration".

The University has also adopted the guidelines keeping in view of various factors which are not prevalent in other Universities.

The Academic Council of the university at its meeting held on 11th August, 1977 passed the following resolution. This has also been approved by the Executive Council :—

"Resolved that it be recommended to the Executive Council that reservation of seats for Scheduled castes and Scheduled Tribes in the teaching posts be approved and the mechanics suggested by the University Grants Commission in their letter dated September, 8/10, 1976 be observed to ensure reservation for Scheduled Castes and Scheduled Tribes. It be further resolved that necessary Ordinances be framed for the purpose".

The University has also ensured that in future, the guidelines suggested by the University Grants Commission in this regard will be observed and the advertisements of the teaching posts will contain the number of reserved posts for such candidates.

3. Delhi University

For appointment to teaching posts in the University, a Committee has been appointed by the University under the Chairmanship of Prof. M. V. Mathur to go into the question. Report of the Committee is awaited. However, the existing notes circulated to colleges concerning Scheduled Caste/Scheduled Tribe candidates as indicated by the University are as under :—

1. That in the Application form, a Column namely "whether belonging to Scheduled Castes/Tribes be added;
2. Other things being equal, preference should be given to the candidates belonging to the Scheduled Castes/Tribes in the matter of appointment as teachers;
3. In case a Selection Committee does not consider a candidate of Scheduled Castes/Tribes fulfilling eligibility requirements suitable for appointment to an academic post, it should record the reasons thereof.

4. Hyderabad University

The guidelines regarding reservation for Scheduled Castes/Scheduled Tribes in the matter of appointments to teaching posts in the universities were considered by the Executive Council at its meeting held on 26-4-1978. The Council resolved "that the guidelines suggested by the University Grants Commission to ensure reservation for Scheduled Castes/Scheduled Tribes in the matter of appointments to teaching posts in the university be adopted and that the Commission be informed accordingly".

5. Jawahar Lal Nehru University

The Executive Council of the university at its 50th meeting held on 3rd September, 1976 has accepted the following recommendations of a committee which had been appointed by the Academic Council of the University regarding the reservation of posts for candidates belonging to Scheduled Castes/Scheduled Tribes for appointment to the posts of Assistance Professor/Associate Fellow in the University :—

RECOMMENDATIONS OF THE COMMITTEE :

The Committee after careful consideration of all aspects endorses and welcomes the principle enunciated by the University Grants Commission for providing some reservation for Scheduled Caste/Scheduled Tribe candidates in matter of

appointments to teaching positions at the level of Assistant Professor/Associate Fellow in the Jawaharlal Nehru University.

The Committee further notes that the Commission while referring the above suggestion has stated that the teaching posts may not remain vacant for long period and that the above reservations need not be operated on a roster system nor should the reserved posts be carried forward from year to year

The Committee further recommends that at the time of advertisement particular mention may be made that due consideration will be given to the candidates belonging to the Scheduled Caste/Scheduled Tribe communities for faculty positions at the level of Assistant Professor/Associate Fellow.

MECHANICS FOR MAKING RESERVATION (as suggested by the University Grants Commission) :

1. Before the beginning of each academic year, the University should determine the likely vacancies that may occur during the year for recruitment to the post of Lecturer.
2. The number of posts to be filled under the reserved category may be determined faculty-wise, although no individual post may be designated as "reserved post". The advertisement for these posts should indicate the preference would be given to Scheduled Caste/Scheduled Tribe candidates who are considered fit. On receipt of applications the university may invite for interview all Scheduled Castes/Scheduled Tribe candidates who fulfil the minimum qualifications prescribed for recruitment for the post of Assistant Professor/Associate Fellow.
3. The candidates belonging to the Scheduled Castes and Scheduled Tribes may be interviewed separately in the first instance. The candidates belonging to the general category may then be interviewed separately keeping in view the recommendations made by the Selection Committee in respect of Scheduled Caste/Scheduled Tribe candidates.
4. In case of Scheduled Caste/Scheduled Tribe candidates interviewed by the committee, if suitable candidates are not available for appointment to the posts of lecturer, the Selection Committee may recommend appointment of suitable candidates as Research Associates in the scale of Rs 700-1300 for a period upto three years and these persons could later compete for the post of Assistant Professor/Associate Fellow, as and when vacancies occur. The recommendations made by the Selection Committee in this regard for appointment as Research Associates may be sent to the Commission for consideration.

6. North Eastern Hill University

The University has intimated that it has not left out any qualified Scheduled Caste candidate of the region while filling up their vacancies of teaching posts and as per the procedure laid down by the Commission they interview them separately to assess their suitability. Well qualified tribal candidates have had no difficulty to find an appointment in the University so far.

7. Visva Bharati

The Executive Council of the University at its meeting held on August, 13, 1977 had accepted the mechanics which are recommended by the University Grants Commission to ensure reservation for Scheduled Caste/Scheduled Tribe candidates in the appointment to lecturership in the university. But in trying to implement the formula, the university has been experiencing the following difficulties :—

- (i) It is not possible to determine at the beginning of each academic year the likely vacancies that may occur in any Faculty during the year. We may take note of the Lecturers who are due to

retire, but other vacancies also occur occasionally. Besides, new posts are also sanctioned, as in the case of the Fifth Five Year Development Programme. Naturally, it is not possible to forecast with any degree of precision how many lecturers may have to be recruited in any Faculty during a particular year.

- (ii) The directive that the University may call for interview all Scheduled Caste and Scheduled Tribe candidates who fulfil the minimum qualifications prescribed for lecturership presents no problem. In fact, that is actually being done. But it is really difficult, if not impossible in the present circumstances, to arrange for two sets of interviews for a particular post—one for the Scheduled Caste and Scheduled Tribe candidates and then again for the others.
- (iii) It is really difficult to get an agreed date from the external expert and the Visitor's nominee for convening a meeting of the Selection Committee and very often the University is compelled to hold the Selection Committee meeting with the external expert only. And when the external expert comes, it is just for interviewing the candidates. It is very doubtful if he will agree to prolong his stay in Santiniketan to permit us to hold two separate meetings for one post.

(b) *State Universities*

1. Andhra University, Waltair.

The posts of Lecturers are reserved for Scheduled Castes/Scheduled Tribes at 14% and 4% and for Backward Classes at 25% basis respectively. There is no roster system for the reserved posts to be carried forward from year to year.

2. Annamalai University

The University agreed to follow the mechanics for recruitment of Lecturers belonging to Scheduled Castes/Scheduled Tribes. No percentage indicated.

3. Berhampur University

The Syndicate of the University resolved to follow the mechanics suggested by the University Grants Commission and this be incorporated in the service condition Rules to be framed in future.

4. Bihar University

There is reservation for Scheduled Castes/Scheduled Tribes at 14% and 10% basis respectively.

5. Bundel Khand University

The affiliated colleges have been directed to strictly follow the mechanics suggested by the University Grants Commission for recruitment of Scheduled Castes/Scheduled Tribes candidates as Lecturers.

6. North Eastern Hill University

The mechanics prescribed for recruitment of Scheduled Caste/Scheduled Tribe candidates to the teaching posts accepted by the Executive Council of the University.

7. Bhopal University

The action on the lines suggested by the University Grants Commission will be taken at the time of filling up the posts.

8. Burdwan University

The Executive Council of the University has taken note of the recommendations made by the University Grants Commission in order to ensure reservation for Scheduled Castes/Scheduled Tribes.

9. Calicut University

The University is following the rules framed by the State Government.

10. Dibrugarh University

The University has accepted in principle the proposal for reservation of posts of Lecturers for Scheduled Caste and Scheduled Tribe candidates but the mechanics of reservation has not yet been worked out. The matter is to be placed before the Executive Council for the purpose.

11. Gauhati University

The Executive Council considered the report of the Committee appointed by it to go into the question of reservation of teaching and non-teaching posts of the University both in direct recruitment and promotion for Scheduled Caste and Scheduled Tribe candidates and decided that the appropriate number of teaching and non-teaching posts shall be reserved for Scheduled

12. Indore University

Castes and Scheduled Tribes in accordance with the policy of Government of Assam adopted in this behalf and the same be filled up by appointment of such persons only who may satisfy the minimum qualification laid down for the posts. In case of non-teaching posts where recruitment is made through the recruitment tests, a relaxation of 5% of the marks will be allowed to Scheduled Castes and Scheduled Tribes candidates.

The directives given under the University Grants Commission's letter No. F. 1-46/75(CP) dated 8th/10th September, 1976 are generally followed by the University. The candidates belonging to Scheduled Castes/Scheduled Tribes and who fulfil the minimum requirements of the post, are called for interview in relaxation of the criteria fixed for inviting the candidates for interview. Preferential treatment to the candidates belonging to Scheduled Castes/Scheduled Tribes in the matter of recruitment to teaching posts is given.

13. Jawahar Lal Nehru Technological University

In pursuance of the resolution the Vice-Chancellor is pleased to issue the following procedure to ensure reservation to Scheduled Castes and Scheduled Tribes in the university teaching posts.

- (i) Before the beginning of each academic year, the University should determine the likely vacancies that may occur during the year for recruitment to the posts of Lecturers.
- (ii) The number of posts to be filled under the reserved category may be determined faculty-wise, although no individual post may be designated as "reserved post". The advertisement for these posts should indicate that preference would be given to Scheduled Castes/Scheduled Tribes candidates who are considered fit. On receipt of applications, the University may invite for interview all Scheduled Caste/Scheduled tribe candidates who fulfil the minimum qualifications prescribed for recruitment for the post of Lecturer.
- (iii) The candidates belonging to Scheduled Castes/Scheduled Tribes may be interviewed separately in the first instance. The candidates belonging to the general category may then be interviewed separately keeping in view the recommendations made by the selection committee in respect of Scheduled Caste/Scheduled Tribe candidates.
- (iv) In the case of Scheduled Caste/Scheduled Tribe candidates interviewed by the Committee, if suitable candidates are not available for appointment to the post of Lecturers, the Selection Committee may recommend appointment of suitable candidates as Research Associates in the scale of Rs. 700-1300 for a period upto three years and these persons could later compete for the post of Lecturers as and when vacancies occur. The recommendations made by the selection committee in this regard for appointment as Research Associates may be sent to the Commission for consideration.

While making recruitment to teaching posts of Lecturers in the University service the guidelines indicated by the University Grants Commission will be borne in mind.

14. Jivaji University

The University has decided to give preference to the Scheduled Caste/Scheduled Tribe candidates for teachers' posts if otherwise found suitable. No percentage indicated.

15. Jawahar Lal Nehru Krishi Vishwavidyalaya, Krishi Nagar.

The Vishwavidyalaya has referred the matter to the Administrative Council for consideration.

16. Kerala University

Provision in the Kerala University Act for communal reservation is being followed.

17. Kerala Agricultural University

The mechanics as recommended by the University Grants Commission for recruitment of Scheduled Caste/Scheduled Tribe candidates to the post of Lecturers is not being followed. The University is following the rules for the reservation of appointment to posts under Government in favour of the Scheduled

18. Kumaon University

Castes/Scheduled Tribes and other backward classes in the case of appointment of teachers and other categories of staff according to which 10% of the vacancies are reserved for Scheduled Caste and Scheduled Tribe candidates.

1. There will be 18% reservation for Scheduled Caste and 2% for Scheduled Tribe candidates among the posts of Lecturers subject to the condition that they fulfil the statutory qualifications as laid down by the University Grants Commission from time to time.

2. The reservation will not be carried forward from year to year.

3. Every year when the post will be advertised, the reservation according to the above quota will be indicated therein.

4. The reservation will be done in the total strength of the post of Lecturers in the University and not Department-wise.

19. Kashmir University

The matter regarding reservation for Scheduled Castes and Scheduled Tribes in the matter of appointment to teaching posts in the University was considered by the Syndicate of the University and it was resolved that the suggestions of the Commission be referred to the State Government in order to obtain information in respect of the mechanism adopted by the Government.

20. Kashi Vidyapith

The Executive Council resolved to give preference to candidates belonging to Scheduled Castes and Scheduled Tribes in the matter of appointments provided they are able to compete with other candidates in respect of academic qualifications.

21. Karnataka University

The reservation for Scheduled Castes/Scheduled Tribes in the appointments to the teaching posts are made on the basis of the directions of the State Government from time to time. They have reserved posts for Scheduled Castes and Scheduled Tribes and backward tribals and other backward classes to the extent of 15%, 3%, 5% and 28% respectively.

22. Lucknow University

The mechanics recommended by the University Grants Commission is being followed by the University in the matter regarding recruitment of teachers belonging to Scheduled Castes and Scheduled Tribes.

23. Madras University

The University has decided to reserve or give preference to candidates from the Scheduled Castes/Scheduled Tribes for 13 posts of lecturers, out of 38 vacant posts in the University.

24. Marathwada Agricultural University

Noted the contents of the University Grants Commission's letter No. F. 1/46/75(CP) dated 26-2-1977.

25. Marathwada University

The Executive Council considered the issue of reservation of teaching posts for Scheduled Castes/Scheduled Tribes and decided that the reservation upto Lecturers posts be made faculty-wise in accordance with the University Grants Commission letter No. F. 1-46/75 (CP) dated 8/10th September, 1976.

26. Meerut University

The University is generally following the mechanics recommended by the University Grants Commission for recruitment of Scheduled Caste/Scheduled Tribe candidates to the posts of Teacher/Research Associates.

27. Mysore University

According to the provisions of the Karnataka State Universities Act of 1976, the University has to follow the orders issued by the State Government from time to time in the matter of reservation of posts for Scheduled Castes, Scheduled Tribes and Backward classes.

The State Government's order will be followed for purposes of appointments to the teaching posts in the University.

28. Nagarjuna University

The University will adopt the guidelines issued by the University Grants Commission. This will be placed before the Syndicate at its next meeting.

1	2
29. Narendra Deo University of Agriculture & Tech., Faizabad	The University has not started teaching courses as yet as such it is not possible to send the information regarding reservation for Scheduled Castes and Scheduled Tribes.
30. Orissa University of Agriculture & Technology	According to the provision of the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes/Scheduled Tribes) Act, 1975 (Orissa Act of 1975) reservations are to be made for posts under the State. The Board of Management has taken a decision to follow the provision of the Act and the rules made thereunder in the University. The University has, however, requested Indian Council of Agricultural Research to send guidelines for the mechanics for reservation of posts for the members of Scheduled Castes/Scheduled Tribes for recruitment to the scientific posts.
31. Punjab University	The decision of the Syndicate of the Punjab University taken at its meeting held on 29th January, 1977 which is subject to rectification by the Senate will be followed.
32. Punjab Agricultural University	The matter regarding reservation for Scheduled Castes and Scheduled Tribes in the matter of appointment to teaching posts in the University was taken up with the Indian Council of Agricultural Research who has stated that the matter is still under consideration of the Council in consultation with the Government of India and the University Grants Commission and is likely to be discussed at the next Vice-Chancellor's Conference. A decision in the matter will be taken on receipt of guidelines from the Indian Council of Agricultural Research.
33. Poona University	The Executive Council of the University has referred the letter issued by the University Grants Commission regarding reservation of teaching posts in the University to a Committee. The Committee has not submitted its report.
34. Punjabrao Krishi Vidyapeeth.	The decision of the Commission conveyed vide letter No. F. 1-46/75(CP) dated 8-9-76 has already been considered and implemented by the university. The university has been reserving the posts for the candidates belonging to Scheduled Castes/Scheduled Tribes/Nomadic Tribes and Vimukta Jatties as per resolutions of Government of Maharashtra issued from time to time.
35. Ravishankar University	The University has set up a special cell. The recommendations of the Special Cell regarding the mechanics of reservation of posts for members of Scheduled Castes and Scheduled Tribes for appointments to the teaching posts in the university are still awaited.
36. Rabindra Bharati University	The Advisory Committee of the University was of the consensus that it is not possible to reserve posts for Scheduled Castes and Scheduled Tribes in the matter of appointments to teaching posts in the university in academic interest. The University Grants Commission may consider the sanctioning of some posts of research associates reserved for Scheduled Castes and Scheduled Tribes in the scale of Rs. 700-1300 for a period of three years. The matter will be placed before the Advisory Committee where there are 2 State Government representatives.
37. Ranchi University	According to the procedure followed in the university, vacancies to the posts of Lecturers are filled up in the first instance by making temporary appointments for a period of six months by direct recruitment. According to the Statute of the University, during this period such vacancies are referred to the Bihar Public Service Commission in case of teachers of Post-graduate departments and constituent colleges and to Bihar State University Service Commission in case of teachers of the affiliated colleges for their recommendations after advertisement of the posts. Thereafter posts are filled up on permanent basis on receipts of their recommendation. In many cases it is found that the incumbents who have worked for six months or so

1	2
	are not recommended by the Commission with the result that the services of such persons are terminated causing great hardship to them specially in the cases of Scheduled Castes and Scheduled Tribes candidates. The University whole heartedly welcomes this Scheme of the University Grants Commission as it will go a long way to relieve Scheduled Caste and Scheduled Tribe candidates of their hardships.
38. Sardar Patel University	Accepted to follow the mechanics as suggested by the University Grants Commission.
39. Shivaji University	Executive Council of the University has noted the mechanics suggested by the University Grants Commission for Scheduled Caste/Scheduled Tribes Lecturers.
40. SNDT Women's University	Mechanics suggested by the University Grants Commission for recruitment of Scheduled Caste/Scheduled Tribe candidates for the posts of Lecturers accepted.
41. South Gujarat University	The mechanics suggested for Scheduled Castes and Scheduled Tribe candidates for recruitment as Lecturers to be followed in the University Post-graduate Departments.
42. Sri Venkateswara University	The Syndicate of the University has resolved to follow the guidelines suggested by the Commission as clarified by the State Government of Andhra Pradesh.
43. Sampurnanand Sanskrit Vishwavidyalaya	There is no reservation for the posts of Lecturers for Scheduled Caste and Scheduled Tribe candidates. No Scheduled Caste candidates appeared for the posts in the Vishwavidyalaya.
44. Tamil Nadu Agricultural University	18% posts for Scheduled Caste/Scheduled Tribe candidates reserved at the first level of entrance to all technical and non-technical posts in the university.
45. University of Agricultural Sciences, Bangalore	The University has recently adopted addition to the existing Statutes providing for reservation of posts of Teachers in favour of Scheduled Caste and Scheduled Tribe candidates. Statute 30(1)(a): In making appointments to the posts of teachers in the grades of Instructor and Assistant Professor, reservation of posts to persons belonging to Scheduled Caste, Scheduled Tribe, Backward Tribe and other Backward classes, shall be made to the extent of 15%, 3%, 3% and 28% respectively or at such percentages as the State Government may determine from time to time. Provided the reservation for other Backward Classes shall be made applicable only in respect of the first appointment to the University Service either as Instructor or as Assistant Professor. The mechanics and operational procedure to be followed in implementing this reservation shall be as determined by the Board. The above additions have been submitted to the Chancellor for approval. As soon as the approval of the Chancellor is received, the University would implement the reservations.
46. Magadh University	The University is giving facilities to Scheduled Castes and Scheduled Tribes for recruitment to the posts of Lecturers and has referred a copy of the University Grants Commission letter to the Bihar Public Service Commission for necessary action.
47. Jadhavpur University	The matter regarding reservation for Scheduled Castes and Scheduled Tribes in teaching posts was discussed in the meeting of the university and it has been decided that the following measures will be taken in regard to appointment of Scheduled Castes/Scheduled Tribes. 1. Other things being equal, the Scheduled Caste and Scheduled Tribe candidates will be given preference for appointment to the posts of Lecturer. 2. In the absence of suitable candidate for lecturer-ship, on the recommendation of the Appointment Board, the suitable candidates from

1	2
	amongst Scheduled Castes/Tribes will be appointed to the post of Research Associate in the scale of Rs. 700-1300, the expenditure whereof will be borne by the University Grants Commission.
48. K. S. Darbhanga Sanskrit University	The University generally agrees with the suggestions contained in the Commission's letter No. F. 1-46/75 (CP) dated 8/10th September, 1976. The matter regarding appointment in the universities and colleges has also been referred to the Bihar Service Commission and Bihar State University Service Commission for their guidance.
49. Jabalpur University	Noted the contents of the letter No. F. 1-46/75(CP) dated 21-7-1977 and will follow the same in regard to the future recruitments.
50. Guru Nanak Dev University	This University is following the rules regarding reservation of seats for members of the Scheduled Caste/Scheduled Tribe in the matter of recruitment and promotion to posts in teaching and non-teaching Departments of the University as framed by the State Government.
51. Indira Kala Sangit Vishwavidyalaya	The matter was considered by the Executive Council of the University which has decided that instead of holding separate meetings of Selection Committees, first for Scheduled Caste/Scheduled Tribe candidates and then for others, the Selection Committee may first interview the Scheduled Castes/Scheduled Tribes candidates one after another and the others at the same meeting and in doing so, the instructions would be kept in view in making final appointments.
52. Patna University	Subject to the provisions of Section 34(5) of the Patna University 2nd Ordinance, 1976, the Syndicate shall make such rules as are necessary to ensure reservation for the members of Scheduled Caste/Scheduled Tribe for appointments in all the posts of teachers and officers of the University to the extent of 14% for Scheduled Castes and 10% for Scheduled Tribes population. For appointment to the post of other servants, the percentage of reservations shall be the same as percentage of Scheduled Castes and Scheduled Tribes population within the territorial jurisdiction of the University.
53. L. N. Mithila University	The University has formed statutes regarding the mechanism suggested for the reservation for Scheduled Castes and Scheduled Tribes in the matter of appointments to the post of lecturers in the University and Colleges in pursuance to Commission's D.O. letter No. F. 1-46/75(CP) dated the 8/10th September, 1976.
54. Utkal University	The authorities of the University have recorded the recommendations of the University Grants Commission in this connection.
55. Mahatma Phule Krishi Vidyapeeth	The University is maintaining the recruitment percentage for reserved categories. Whenever the suitable candidates are available the vacancies are being filled in by Scheduled Caste/Scheduled Tribe candidates as per their ratio and hence it is not considered necessary to conduct the separate interviews. The posts of research Associates are also not in existence under the University.
56. Cochin University	As per the provisions of the University Act the University cannot limit the benefit of reservation in appointments to Scheduled Caste/Scheduled Tribe communities but provision for communal reservation is being followed.
57. Bangalore University	This University is following State Government's orders regarding reservation of posts for the members of the Scheduled Castes/Scheduled Tribes and backward classes etc.
58. Rohilkhand University.	The affiliated colleges of the University have been directed to follow the mechanics suggested by the University Grants Commission for recruitment of Scheduled Caste/Scheduled Tribe candidates as lecturers.

1	2
59. Osmania University	The Syndicate of the University has adopted the recommendations of the University Grants Commission with regard to the reservation for Scheduled Castes/Scheduled Tribes in the matter of appointment of Lecturers and is implemented in the University.
60. Calcutta University	The University has no such provision.
61. M. S. University of Baroda	The Syndicate of the University resolved to follow the mechanics suggested by the Commission vide D.O. letter No. F. 1-46/75(CP) dated 8/10-9-1976.
62. Gorakhpur University	No reservation for appointment of Scheduled Castes/Scheduled Tribes in the University but consideration is given at the time of interview.
63. Himachal Pradesh University	The University agreed to follow the mechanics for recruitment of lecturers belonging to Scheduled Castes/Scheduled Tribes in principle and will follow henceforth.
64. Roorkee University	The University agreed to follow the mechanics for recruitment of Lecturers belonging to Scheduled Castes/Scheduled Tribes.

(C) Institutions Deemed to be Universities

1. Gujarat Vidyapeeth	Agreed to follow the mechanics in principle.
2. Indian School of Mines	The matter regarding reservation for Scheduled Castes and Scheduled Tribes in the matter of appointment to teaching posts in the school was considered by the Executive Board. The Board approved adoption of the mechanics laid down by the University Grants Commission in the matter of reservation for Scheduled Castes and Scheduled Tribes for recruitment of teachers.
3. Tata Institute of Social Sciences.	Agreed to follow the mechanics for recruitment of Scheduled Castes/Scheduled Tribe candidates to the posts of Lecturers.
4. Gandhigram Rural Institute	The procedure suggested by the Commission vide letter No. F. 1-46/75(CP) dated 8/10th September, 1976 will be kept in view by the Institute while selecting candidates for appointments.
5. Central Institute of English & Foreign Languages.	The mechanics suggested by the Commission regarding reservation of the posts of Lecturers for candidates belonging to Scheduled Castes and Scheduled Tribes being followed by the Institute
6. Indian Institute of Sciences	The Council of the Institute considered the guidelines of the University Grants Commission and decided that they be kept in view while filling up the posts of lecturers at the Institute.
7. Indian Agricultural Research Institute	Being a constituent Unit of the Indian Council of Agricultural Research, New Delhi, no provision for recruitment is made by this Institute for candidates belonging to Scheduled Caste/Scheduled Tribe communities.

APPENDIX XV

(Reference para No. 3.56)

Statement showing the representation of Scheduled Castes and Scheduled Tribes in voluntary agencies/ aided institutions receiving grant-in-aid from various Ministries/Departments of Government of India during the years 1976-77, 1977-78 and 1978-79

Sl. No.	Name of the Ministries/ Departments	Representation of Scheduled Castes and Scheduled Tribes at the end of the year											
		1976-77				1977-78				1978-79			
		No. of voluntary agencies	Total	SC	ST	No. of voluntary agencies	Total	SC	ST	No. of voluntary agencies	Total	SC	ST
1	Min. of Law, Justice & Company Affairs (Deptt. of Legal Affairs).	2	79	11	..	N.A.	N.A.	N.A.	N.A.	2	79	11	..
2	Deptt. of Atomic Energy	2	2,795	237	20	2	2,960	265	23	3	3,299	265	24
3	Ministry of External Affairs	1	151	17	..	1	156	16	..	N.A.	N.A.	N.A.	N.A.
4	Ministry of Shipping & Transport (Road Wing).	1	33	1	..	1	34	1	..	1	34	1	..
5	Deptt. of Food	11	518	99	..	10	500	84	..	14	638	102	1
6	Ministry of Tourism & Civil Aviation	5	223	40	4	4	233	49	..	N.A.	N.A.	N.A.	N.A.
7	Ministry of Labour	1	657	44	8	2	706	50	9	2	745	58	12
8	Deptt. of Economic Affairs	2	368	25	2	2	378	25	2	2	387	24	2
9	Min. of Information and Broadcasting	3	396	59	2	2	110	13	2	3	420	65	3
10	Ministry of Health & Family Welfare	2	598	243	11	3	755	180	17	N.A.	N.A.	N.A.	N.A.
11	Planning Commission	N.A.	N.A.	N.A.	N.A.	1	131	6	1	N.A.	N.A.	N.A.	N.A.
12	Deptt. of Rural Development	N.A.	N.A.	N.A.	N.A.	8	200	9	62	N.A.	N.A.	N.A.	N.A.
13	Deptt. of Agriculture	N.A.	N.A.	N.A.	N.A.	10	452	24	21	N.A.	N.A.	N.A.	N.A.
14	Deptt. of Statistics	N.A.	N.A.	N.A.	N.A.	1	1,378	57	21	1	1,452	65	23
15	Deptt. of Science & Technology	N.A.	N.A.	N.A.	N.A.	9	1,099	77	5	N.A.	N.A.	N.A.	N.A.
16	Deptt. of Electronics	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	3	101	4	..
17	Deptt. of Revenue	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	1	26	..	..
18	Min. of Works & Housing	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	2	60	13	..
19	Deptt. of Culture	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	6	597	77	7
20	Deptt. of Social Welfare	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	25	751	95	7
21	Deptt. of Civil Supplies and Co-operation.	N.A.	N.A.	N.A.	N.A.	7	4,106	340	30	5	3764	284	26

APPENDIX XVI

(Reference para No. 3.108)

Statement showing the factual position regarding employment of Scheduled Castes and Scheduled Tribes in the Judicial Services and Services under the High Courts

Name of the High Courts	State Higher Services		State Lower Judicial Services		Ministerial posts under the High Courts				Class IV posts under the High Courts			
	No. of persons at present working	No. of persons belonging to	No. of persons at present working	No. of persons belonging to	No. of persons at present working	No. of persons belonging to	No. of persons at present working	No. of persons belonging to	No. of persons at present working	No. of persons belonging to	No. of persons at present working	No. of persons belonging to
	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13
1. Allahabad	289	21	Nil	720	115	1	994	30	Nil	382	73	Nil
2. Andhra Pradesh	58	4	1	338	3	Nil	4,191	286	48	3,175	336	65
3. Bombay	171	4	Nil	462	43	6	6,627	674	171	2,609	594	154
4. Calcutta	146	Nil	Nil	322	8	Nil	478	9	Nil	409	Nil	Nil

APPENDIX XVI—Contd.

1	2	3	4	5	6	7	8	9	10	11	12	13
5. Delhi	30	1	Nil	79	17	1	982	89	2	529	127	Nil
6. Gauhati	8	Nil	Nil	118	4	5	115	13	4	134	10	7
7. Gujarat	59	Nil	Nil	238	5	Nil	3,850	391	174	1,255	190	244
8. Himachal Pradesh	11	1	Nil	33	4	2	295	42	1	447	80	4
9. Jammu & Kashmir	19	Nil	Nil	77	2	Nil	565	12	Nil	590	31	Nil
10. Karnataka	329	7	1	(There is only one Jdl. Service in Karnataka).			497	51	19	277	34	6
11. Kerala	24	1	Nil	215	10	Nil	3,050	208	13	2,375	236	35
12. Madhya Pradesh . .	171	Nil	Nil	323	42	28	489	4	Nil	225	8	Nil
13. Orissa	94	Nil	Nil	162	Nil	Nil	187	5	Nil	106	20	Nil
14. Madras	42	1	Nil	396	34	Nil	728	37	Nil	239	40	Nil
15. Patna	103	Nil	Nil	636	Nil	Nil	555	23	7	236	47	21
16. Punjab & Haryana												
P.	46	3	Nil	154	25	Nil	504	21	Nil	250	70	Nil
H.	30	1	Nil	68	4	Nil						
17. Rajasthan	78	1	Nil	270	26	4	1,696	106	9	1,307	142	58
18. Sikkim	Nil	Nil	Nil	4	Nil	2	36	3	19	25	5	9

APPENDIX XVII

(Reference para No. 3.109)

Statement showing the representation of Scheduled Castes and Scheduled Tribes in the State/Union Territories Services as on 1st January, 1979 on earlier information which has become available now

S. No.	Name of the State/U.T.	Class I					Class II					Remarks
		Total	SC	%age	ST	%age	Total	SC	%age	ST	%age	
1	2	3	4	5	6	7	8	9	10	11	12	13
<i>States</i>												
1	Andhra Pradesh						Information not available.					
2	Assam						Information not available.					
3	Bihar						Information not available.					
4	Gujarat	755	31	4.1	12	1.6	7,374	249	3.38	95	1.28	As on 1-1-78
5	Haryana	813	21	2.6	..	..	3,578	116	3.2	..	..	As on 1-1-78
6	Himachal Pradesh.						Information not available.					
7	Jammu & Kashmir						Information not available.					
8	Karnataka						Information not available.					
9	Kerala	875	15	1.71	..	..	9,701	337	3.47	34	0.35	As on 1-1-78
10	Madhya Pradesh . . .	2,942	57	1.95	17	0.6	16,310	368	2.25	172	1.05	As on 1-1-78
11	Maharashtra	3,419	215	6.28	45	1.30	7,404	506	6.83	154	2.07	As on 1-1-79
12	Meghalaya						Information not available.					
13	Manipur						Information not available.					
14	Nagaland						Information not available.					
15	Orissa	1,676	11	0.65	7	0.41	8,216	86	1.03	42	0.51	As on 1-4-77
16	Punjab	1,549	175	8.07	..	..	6,533	523	8.00	..	..	As on 1-1-79
17	Rajasthan						Information not available.					
18	Tamil Nadu						Information not available.					
19	Tripura	264	6	2.27	11	4.16	1,452	61	4.20	74	5.09	As on 1-1-79
20	Uttar Pradesh						Information not available.					
21	West Bengal	5,297	96	1.81	20	0.38	26,084	650	2.65	150	0.58	As on 31-3-74

APPENDIX XVII—Contd.

1	2	3	4	5	6	7	8	9	10	11	12	13
<i>Union Territories</i>												
1	Andaman/Nicobar	118	..	..	..	..	196	..	..	..	..	As on 1-1-79
2	Arunachal Pradesh	215	3	1·39	28	13·02	874	54	6·18	106	12·13	As on 1-1-79
3	Chandigarh	Information not available.										
4	Dadara & Nagar Haveli	8	1	12·50	..	..	23	1	4·35	1	4·35	As on 1-1-79
5	Delhi	Information not available.										
6	Goa, Daman & Diu	Information not available.										
7	Lakshdweep	18	..	..	5	27·77	70	..	..	28	40·00	As on 1-1-79
8	Mizoram	201	9	4·47	139	69·15	529	25	4·72	376	71·07	As on 1-4-78
9	Pondicherry	159	3	1·88	..	..	488	46	9·42	1	0·20	As on 1-1-79

Sl. No.	Name of the State/U.Ts.	Class III					Class IV (excluding Sweepers)					Remarks
		Total	SC	%age	ST	%age	Total	SC	%age	ST	%age	
<i>States</i>												
1	Andhra Pradesh	Information not available.										
2	Assam	Information not available.										
3	Bihar	Information not available.										
4	Gujarat	1,66,898	17,908	10·7	14,883	8·9	23,175	8,005	34·5	2,791	12·0	As on 1-1-78
5	Haryana	1,08,480	8,639	8·0	..	..	26,302	7,892	30·0	..	..	As on 1-1-78
6	Himachal Pradesh	Information not available.										
7	Jammu & Kashmir	Information not available.										
8	Karnataka	Information not available.										
9	Kerala	1,46,695	5,791	3·95	404	0·28	23,513	2,409	10·24	249	1·05	As on 1-1-78
10	Madhya Pradesh	3,73,829	24,300	7·03	21,001	5·61	74,343	6,302	8·50	5,313	7·14	As on 1-1-78
11	Meghalaya	Information not available.										
12	Manipur	Information not available.										
13	Nagaland	Information not available.										
14	Orissa	1,16,432	9,200	7·90	7,164	6·15	40,531	6,922	17·08	3,293	8·12	As on 1-4-77
15	Punjab	1,83,431	24,791	13·50	..	..	43,495	16,417	35·00	..	..	As on 1-1-79
16	Rajasthan	Information not available.										
17	Tamil Nadu	Information not available.										
18	Maharashtra	4,05,273	44,801	10·80	17,039	4·17	51,516	10,843	21·00	3,595	6·80	As on 1-1-79 (Excluding three Departments)
19	Tripura	30,765	1,058	3·43	3,895	12·66	7,395	1,240	16·76	1,259	17·02	As on 1-1-79
20	Uttar Pradesh	Information not available.										
21	West Bengal	2,41,840	15,905	6·58	4,584	1·89	17,908	1,277	7·13	180	1·01	As on 31-3-74
<i>Union Territories</i>												
1	Andaman & Nicobar	6,780	..	..	162	2·40	3,784	..	..	89	2·35	As on 1-1-79
2	Arunachal Pradesh	9,591	288	3·00	1,963	2·047	6,059	431	7·11	2,417	39·89	As on 1-1-79
3	Chandigarh	Information not available.										
4	Dadra & Nagar Haveli	1,122	50	4·45	288	25·66	232	29	12·50	164	70·70	As on 1-1-79
5	Delhi	Information not available.										
6	Goa, Daman & Diu	Information not available.										
7	Lakshdweep	1,386	..	..	768	55·41	516	..	..	418	81·00	As on 1-1-79
8	Mizoram	7,968	119	1·49	7,288	91·46	5,521	226	4·09	4,592	83·17	As on 1-4-78
9	Pondicherry	10,706	932	6·84	18	0·17	4,742	677	14·28	24	0·51	As on 1-1-79

APPENDIX XVIII

(Reference para No. 3.120)

Statement showing the representation of Scheduled Castes and Scheduled Tribes in Central Government Services as on 1-1-1974, 1-1-1975, 1-1-1976, 1-1-1977 1-1-1978 and 1-1-1979

Class/Group of posts	Total number	No. of Sch. Castes	Percentage of Sch. Castes	No. of Sch. Tribes	Percentage of Sch. Tribes
(1)	(2)	(3)	(4)	(5)	(6)
As on 1-1-1974					
A (Cl. I)	33,672	1,094	3.25	192	0.57
B (Cl. II)	52,343	2,401	4.59	258	0.49
C (Cl. III)	15,66,796	1,61,775	10.33	33,383	2.13
D (Cl. IV) (Excluding Sweepers)	12,42,548	2,30,203	18.53	47,679	3.84
TOTAL	28,95,359	3,95,473	13.66	81,512	2.82
As on 1-1-1975					
A (Cl. I)	35,061	1,201	3.43	218	0.62
B (Cl. II)	54,129	2,695	4.98	322	0.59
C (Cl. III)	16,25,826	1,74,119	10.71	36,893	2.27
D (Cl. IV) (Excluding Sweepers)	12,38,818	2,30,864	18.64	49,464	3.99
TOTAL	29,53,834	4,08,879	13.84	86,897	2.94
As on 1-1-1976					
A (Cl. I)	37,151	1,287	3.46	253	0.68
B (Cl. II)	54,593	2,956	5.41	402	0.74
C (Cl. III)	16,50,911	1,86,719	11.31	41,405	2.51
D (Cl. IV) (Excluding Sweepers)	12,30,597	2,30,723	18.75	48,332	3.93
TOTAL	29,73,252	4,21,685	14.18	90,392	3.04
As on 1-1-1977					
A (Cl. I)	39,908	1,662	4.16	309	0.77
B (Cl. II)	56,322	3,421	6.07	434	0.77
C (Cl. III)	16,77,256	1,98,662	11.84	46,603	2.78
D (Cl. IV) (Excluding Sweepers)	12,46,464	2,37,718	19.07	54,206	4.35
TOTAL	30,19,950	4,41,463	14.62	1,01,552	3.36
As on 1-1-1978					
A (Cl. I)	43,193	1,940	4.50	366	0.85
B (Cl. II)	56,095	3,618	6.44	495	0.88
C (Cl. III)	17,03,726	2,08,192	12.22	48,731	2.86
D (Cl. IV) (Excluding Sweepers)	12,54,172	2,39,963	19.13	58,461	4.66
TOTAL	30,57,186	4,53,713	14.84	1,08,053	3.53
As on 1-1-1979					
A (Cl. I)	46,434	2,204	4.75	435	0.94
B (Cl. II)	56,287	4,150	7.37	579	1.03
C (Cl. III)	17,18,576	2,15,762	12.55	53,460	3.11
D (Cl. IV)	12,71,254	2,45,596	19.32	65,975	5.19
TOTAL	30,92,551	4,67,712	15.12	1,20,449	3.89

APPENDIX XIX

(Reference para No. 3.120)

Statement showing the representation of Scheduled Castes and Scheduled Tribes in Central Government Services as on 1-1-1979 (Ministry-wise)

Name of Ministries	Class I				Class II				Class III				Class IV							
	Total No. of Empls.	SC	% to total	ST	% to total	Total No. of Empls.	SC	% to total	ST	% to total	Total No. of Empls.	SC	% to total	ST	% to total	Total No. of Empls.	SC	% to total	ST	% to total
1. Cab. Secretariat .	11	..	..	..	..	62	6	9.68	4	6.45	60	8	13.33	..	..	54	10	18.52	4	6.78
2. Parliamentary Affairs.	7	..	..	..	..	40	7	17.50	..	..	43	4	9.30	1	2.33	26	4	15.38	3	11.54
3. Deptt. of Food .	189	19	10.05	1	0.53	425	35	8.25	7	1.65	1,053	138	13.11	15	1.42	589	118	20.03	32	5.43
4. DOP&AR (Adm. Wing).	28	1	3.57	..	..	42	4	9.52	..	..	63	4	6.35	..	0.00	31	4	12.90	4	12.90
5. D/O Electronics .	131	1	0.76	..	..	113	6	5.31	1	0.88	263	49	18.63	11	4.18	63	22	34.92	4	6.35
6. P.M. Office .	15	1	6.67	..	..	63	3	4.76	1	1.59	73	8	10.96	..	..	58	10	17.24	4	6.90
7. Min. of Works & Housing.	951	50	5.26	5	0.53	2,339	129	5.52	9	0.38	19,268	2,420	12.56	415	2.15	8,506	1,569	18.45	303	3.56
8. Min. of Commerce	172	16	9.30	3	1.74	583	59	10.12	12	2.06	2,448	318	12.99	54	2.21	686	136	19.83	43	6.27
9. D/O Legal Affairs	143	16	11.19	2	1.40	182	17	9.34	3	1.65	543	71	13.08	21	3.87	293	60	20.48	10	3.41
10. D/O Finance Defence	191	14	7.33	5	2.62	1,241	61	4.92	3	0.24	27,164	3,972	14.62	786	2.89	1,971	432	21.92	88	4.46
11. President Sectt. .	16	1	6.25	..	0.00	90	9	10.00	2	2.22	103	18	17.48	..	..	95	47	17.89	..	..
12. D/O Com. Affairs	180	15	8.33	2	1.11	177	16	9.04	2	1.13	1,020	119	11.67	35	3.43	275	41	14.91	9	3.27
13. D/O Expenditure .	186	10	5.38	2	1.08	635	43	6.77	..	..	659	75	11.38	6	0.91	178	33	18.54	5	2.81
14. Deptt. of Coal .	40	2	5.00	..	..	74	9	12.16	..	..	297	37	12.46	6	2.02	108	24	22.22	4	3.70
15. D/O Sc. & Technology.	489	15	3.07	..	..	543	58	10.68	17	3.13	8,300	1,289	15.53	368	4.43	6,698	1,567	23.40	218	3.25
16. U.P.S.C. .	64	3	4.69	..	..	323	33	10.22	1	0.31	482	79	16.39	3	0.62	217	55	25.35	13	5.99
17. Deptt. of Supply .	340	29	8.53	..	..	856	72	8.41	4	0.47	3,971	569	14.33	138	3.48	1,134	210	18.52	61	5.38
18. D/O Heavy Industry.	28	1	3.57	..	..	81	4	4.94	..	..	100	9	9.00	..	..	55	8	14.55	1	1.82
19. Legislative Deptt.	53	6	11.32	2	3.77	115	11	9.57	2	1.74	232	29	12.50	3	1.29	100	15	15.00	8	8.00
20. Election Commission.	8	..	0.00	..	..	74	6	8.11	2	2.70	82	13	15.85	..	..	51	15	29.41	..	..
21. Deptt. of Space .	1,871	4	0.21	..	..	1,239	8	0.65	1	0.08	5,103	287	5.62	59	1.16	1,141	200	17.53	74	6.49
22. D/Rural Develop.	105	5	4.76	1	0.95	364	29	7.97	6	1.65	772	89	11.53	..	..	427	65	15.22	2	0.47
23. D/O Education .	189	12	6.35	2	1.06	464	34	7.33	3	0.65	757	89	11.76	7	0.92	267	54	20.22	12	4.49
24. D/O Statistics .	244	14	5.74	..	..	148	15	10.14	3	2.03	1,066	79	7.41	13	1.22	405	39	9.63	11	2.72

25. D/O Social Welfare	44	3	6.82	..	..	134	16	11.94	..	..	297	30	10.10	4	1.35	163	44	26.99	3	1.84
26. D/O Atomic Energy	4,853	28	0.58	2	0.04	2,462	25	1.02	1	0.04	15,400	1,441	9.36	161	1.05	4,858	1,056	21.74	184	3.79
27. Deptt. of Mines	1,792	64	3.57	8	0.45	667	30	4.50	10	1.50	7,437	1,040	13.98	213	2.86	2,547	545	21.40	110	4.32
28. D/O Petroleum	29	1	3.45	..	..	92	7	7.61	1	1.09	97	9	9.28	..	0.00	34	13	38.24	1	2.94
29. Vice President Office.	1	..	..	..	..	5	..	0.00	..	..	16	1	6.25	..	0.00	10	2	20.00	..	0.00
30. D/O Rehabilitation	83	4	4.82	..	..	290	13	4.48	1	0.34	4,565	615	13.47	57	1.25	1,870	309	16.52	116	6.20
31. C. & A.G. of India	486	31	6.38	10	2.06	2,753	126	4.58	14	0.51	46,806	5,943	12.70	1,879	4.01	5,834	1,138	19.51	412	7.06
32. B.P.E.	47	4	8.51	1	2.13	77	4	5.19	..	..	71	11	15.49	1	1.41	59	13	22.03	3	5.08
33. D/O Civil Supply & Cooperation.	75	6	8.00	2	2.67	145	15	10.34	4	2.76	245	44	17.96	5	2.04	116	19	16.38	6	5.17
34. D/O Tourism & Civil Aviation.	805	60	7.45	10	1.24	1,530	134	8.75	26	1.70	7,754	1,086	14.01	187	2.54	3,827	882	23.05	250	6.53
35. D/O Revenue	4,056	228	5.62	75	1.85	6,195	580	9.36	73	1.18	62,224	7,748	12.45	1,744	2.80	20,853	3,638	17.45	1,029	4.93
36. M/O Communication.	152	9	5.92	..	..	496	36	7.26	1	0.20	2,126	423	19.90	111	5.22	844	242	28.67	56	6.64
37. M.E.A.	631	46	7.29	25	3.96	1,672	94	5.62	11	0.66	1,488	161	10.82	38	2.55	626	66	10.54	4	0.64
38. D/O Industrial Dev.	899	62	6.90	12	1.33	1,269	82	6.46	6	0.47	4,462	566	12.68	93	2.08	1,949	394	20.22	98	5.03
39. Deptt. of Steel	51	5	9.80	1	1.96	91	6	6.59	..	..	315	48	15.24	1	0.32	136	26	19.12	9	6.62
40. D/O Chemical & Fertilizers	38	3	7.89	..	..	80	5	6.25	..	..	97	7	7.22	..	0.00	28	5	17.86	1	3.57
41. D/O Culture	225	18	8.00	2	0.89	366	54	14.75	10	2.73	2,326	282	12.12	55	2.36	4,717	695	14.73	152	3.22
42. Shipping & Transport.	468	27	5.76	4	0.85	473	38	8.03	5	1.06	3,357	357	10.62	36	1.07	1,783	272	15.26	72	4.04
43. Agr. Research & Education.	7	..	..	..	..	..	..	..	..	..	..	..	0.00	..	0.00	5	..	0.00	..	0.00
44. Economic Affairs	269	16	5.95	3	1.12	523	36	6.88	5	0.96	3,348	525	15.68	176	5.26	1,495	382	25.55	89	5.95
45. Planning Comm.	354	12	3.39	..	..	346	16	4.62	1	0.29	505	71	14.06	9	1.78	272	54	19.85	7	2.57
46. M/O Railways	4,920	385	7.83	48	0.98	4,298	450	10.47	81	1.88	6,52,584	73,583	11.28	15,215	2.33	7,67,612	1,38,579	18.05	40,795	5.31
47. M.H.A.	3,445	132	3.83	54	1.57	2,505	163	6.51	33	1.32	1,89,371	22,272	11.76	11,971	6.32	47,886	7,094	14.81	3,876	8.09
48. Inf. & Broadcasting	1,743	73	4.19	26	1.49	3,423	294	8.59	92	2.69	11,231	1,589	14.15	498	4.43	4,767	1,143	23.98	364	7.64
49. D.P. & A.R.	274	14	5.11	1	0.36	609	44	7.22	3	0.49	2,204	222	10.07	41	1.86	1,410	175	12.41	26	1.84
50. Min. of Labour	734	93	12.67	11	1.50	614	59	9.61	6	0.98	4,883	551	11.28	207	4.24	2,985	596	19.97	160	5.36
51. Deptt. of Power	634	29	4.57	2	0.32	382	30	7.85	2	0.52	1,164	106	9.11	8	0.69	314	75	23.89	3	0.96
52. M/O Health & F.W.	4,555	202	4.43	52	1.14	1,545	111	7.18	14	0.91	9,181	1,074	11.70	218	2.37	6,659	1,780	26.73	373	5.60
53. Min. of Defence	5,585	195	3.49	28	0.50	5,652	352	6.23	21	0.37	2,06,185	24,832	12.04	2,902	1.41	2,76,087	63,584	23.03	12,074	4.37
54. D/O Agriculture	1,024	82	8.01	18	1.76	1,422	102	7.17	17	1.20	8,357	1,065	12.74	171	2.05	4,599	1,112	24.18	148	3.22
55. Irrigation	558	23	4.12	1	0.18	531	32	6.03	2	0.38	3,914	409	10.45	39	1.00	1,267	231	18.23	75	5.92
56. D.G. P. & T.	1,945	114	5.86	14	0.72	5,367	522	9.73	56	1.04	3,92,644	59,878	15.25	15,399	3.92	82,209	16,724	20.34	4,566	5.55
TOTAL	64,434	2,204	4.75	435	0.94	56,287	4,150	7.37	579	1.03	17,18,576	2,15,762	12.55	53,460	3.11	12,71,254	2,45,596	19.32	65,975	5.19

APPENDIX XX

(Reference para No. 3.123)

Representation of Scheduled Castes and Scheduled Tribes in All India Services and other Central Services as on 1-1-1979

Sl. No. and Name of Post	Total No. of officers in position	No. of Sch. Castes	Percentage	No. of Sch. Tribes	Percentage
1	2	3	4	5	6
1 Indian Administrative Service	3,765	363	9.69	191	5.08
2 Indian Police Service	2,180	201	9.22	71	3.25
3 Indian Audit & Accounts Service	486	31	6.39	10	2.06
4 Military Engineers Service (Buildings & Roads)	325	7	2.15	..	..
(Electrical & Mechanical)	123	5	4.06	1	0.81
5 A. F. H. Q. Civil Service	655	21	3.20	2	0.30
6 Indian Foreign Service	275	34	12.32	17	6.16
7 Indian Statistical Service (Grade I to IV)	248	9	3.62	1	0.40
8 Indian Economic Service (Grade I to IV)	432	25	5.79	5	1.13
9 Indian Inspection Service (Group 'A')	103	14	13.59	..	..
10 Indian Supply Service	127	9	7.09	..	..
11 Central Information Service	813	64	7.87	11	1.35
12 Central Engineering Service (Roads) Group 'A'	204	9	4.41	1	0.49
13 Assistant Development Officers	37	3	8.10	..	..
14 Assistant Managers (Factories) Group 'A'	15	..	..	..	..
15 Assistant Drilling Engineer Group 'A'	58	3	5.17	1	1.72
16 Indian Naval Armament Service Group 'A'	42	..	..	..	..
17 Defence Lands & Cantonments Service Group 'A'	71	7	9.86	3	4.23
Group 'B'	66	3	4.55	..	..
18 Telegraph Engineering Service	1,020	72	7.06	3	0.29
<i>P & T Civil Engineering Service</i>					
19 (i) Assistant Executive Engineers (C)	38	3	7.89	..	..
(ii) Assistant Executive Engineers (E)	5	..	..	..	..
20 (i) Assistant Engineers (C)	258	35	13.06	7	2.61
(ii) Assistant Engineers (E)	49	6	12.24	1	2.04

Note.—Information as on 1-1-1979 in respect of remaining Services is not available even by February, 1980.

APPENDIX XXI

(Reference para No. 3.126)

Statement showing the representation of Scheduled Castes and Scheduled Tribes in the Public Sector and Nationalised Banks as on 31-12-1978

	Total No. of Employees			No. of Sch. Castes			No. of Sch. Tribes		
	Officers	Clerks	Sub-staff	Officers	Clerks	Sub-staff	Officers	Clerks	Sub-staff
	No. Percentage	No. Percentage	No. Percentage	No. Percentage	No. Percentage	No. Percentage	No. Percentage	No. Percentage	No. Percentage
1. Nationalised Banks	63,832	1,51,925	62,684	1,558 (2.44)	17,489 (11.51)	12,195 (19.45)	268 (0.42)	2,815 (1.85)	1,753 (2.80)
2. State Bank of India & its subsidiaries	37,210	92,584	45,425	517 (1.39)	11,212 (12.11)	9,301 (20.48)	91 (0.25)	1,952 (2.11)	946 (2.08)
3. Reserve Bank of India	5,245	16,457	6,856	148 (2.82)	1,772 (10.76)	1,350 (19.69)	17 (0.32)	647 (3.93)	234 (3.41)
4. Industrial Dev. Bank of India	415	742	293	7 (1.69)	100 (13.48)	71 (24.23)	.. (—)	21 (2.82)	15 (5.12)
5. Industrial Finance Corporation of India	262	355	147	8 (3.05)	35 (9.85)	37 (25.17)	.. (—)	3 (0.85)	2 (1.36)
6. Industrial Reconstruction Corp. of India	5,996	17,603	7,331	163 (2.72)	2,074 (11.78)	1,467 (20.01)	17 (0.28)	671 (3.81)	252 (3.44)

APPENDIX XXII

(Reference para No. 3.130)

Statement showing the number of Scheduled Caste/Scheduled Tribe candidates who underwent training and who were finally selected for appointment to various All India Services during 1978-79 (1978 Examination)

Sl. No. & Name of the Training Centre	No. of candidates who underwent Training		No. of candidates who appeared the examination		No. of Trainees who were finally selected for appointment to						Sanctioned strength	Remarks
	SC	ST	SC	ST	I.A.S.		I.P.S.		Allied Services			
					SC	ST	SC	ST	SC	ST		
1	2	3	4	5	6	7	8	9	10	11	12	13
1 SC/ST All India Services Pre-examination Training Centre Allahabad.	47	18	37	16	1	..	..	..	3	..	80	
2 All India Pre-examination Training Centre, Madras.	37	2	35	2	4*	1	..	..	..	..	60	*3 candidates for I.A.S. and 2 for I.P.S./ Allied services selected. Final result awaited (4 SC, 1 ST).
3 Pre-examination Training Centre Punjabi University, Patiala.	44	7	34	6	..	..	..	2	..	..	50	
4 Pre-entry Coaching Institute for SC/ST University of Rajasthan, Jaipur.	22	16	20	15	..	..	..	..	..	..	40	Three students qualified the I.A.S. & other services from Previous batches.
5 All India Pre-examination Training Centre, Shillong.	6	29	4	17	..	Not available	..	..	..	..	50	
6 Rau's I.A.S. Study Circle, New Delhi.	22	7	22	7	2	1	1	1	2	2	30	
7 Pre-examination Training Centre for SC/ST Moti Lal Regional Engineering College Allahabad.	12	..	12	..	2*	..	..	..	..	..	40	*Combined Engineering Service Examination.
8 Pre-examination Training Centre for SC/ST Regional Engineering College, Trichirapally.	12	5	10	5	7*	2*	..	..	..	..	40	

APPENDIX XXIII

(Reference para No. 3,134)

Study into the working of service safeguards provided for Scheduled Castes/Scheduled Tribes in the Central Water Commission, New Delhi

As a part of programme of studies into the working of service safeguards provided for Scheduled Castes/Scheduled Tribes under the Constitution, a study team consisting of Shri B. M. Masand, Research Officer and Miss Bina Rai, Investigator, visited various administration sections of the Central Water Commission to study the maintenance of rosters and other records in connection with the implementation of orders and instructions issued by the Government of India from time to time for giving effect to reservation and other concessions/relaxations provided for Scheduled Castes/Scheduled Tribes. The team met the following officers :—

1. Shri J. K. Saha . . . Under Secretary
2. Shri Jaswant Singh . . . Under Secretary
3. Shri Ram Narain . . . Adm. Section VIII (S.O. being on leave)
4. Shri Radhey Sham . . . Adm. VI Section (S.O. being on leave)
5. Shri M. S. Khurana . . . Section Officer Admn. VII
6. Shri K. L. Madhok . . . Section Officer Admn. IV
7. Shri G. C. Bhalla . . . Section Officer Admn. V
8. Shri K. K. Mirechia . . . Section Officer Admn. II
9. Shri K. L. Sharma . . . Section Officer, Cordn. & Welfare.

2. There are as many as 14 circle offices of the Commission located in various parts of the country. These circle offices are responsible for making direct recruitment to various Class III and Class IV posts, rosters for which are also reported to be maintained by them. After initial recruitment the seniority lists in various posts are maintained by the Commission at the Headquarters, seniority lists being combined for various circle offices as well as the Headquarters. The matters regarding promotions are dealt with by the Commission in various administrative sections of the Commission. Even the confirmation are also being made in the Headquarters. Since the rosters for many posts in Class III and Class IV cadres are maintained in the circle offices, these cannot be referred to again at the time of confirmation by the Administrative Sections in the Headquarters. Therefore, for giving effect to the reservations at the time of confirmation in posts which are initially filled by direct recruitment, separate rosters have been maintained for giving due share of reservation at the stage of confirmation. Though the recruitment made in the regions, on a local or regional basis has to be shown in the 100 point roster, on enquiries made from various administrative sections it could not be ascertained whether a 100 point roster was being maintained by the circle offices or 40 point roster. The administrative sections in the Commission had, however, adopted a model 40 point roster as in Appendix II of the Brochure for giving effect to reservation at the time of confirmation.

In the Headquarter, Administrative IV Section Coordinates the activities of other sections with regard to the representation of Scheduled Castes/Scheduled Tribes. There is only one Assistant who deals with this work in addition to other work and he assists the Secretary of the Commission who is the Ex-Officio Liaison Officer for work relating to representation of Scheduled Castes/Scheduled Tribes. It is felt that this arrangement is extremely inadequate to watch the implementation of reservation orders. Besides the

Liaison Officer must also watch the implementation of reservation orders in the circle offices as well. It is, therefore, necessary that the Liaison Officer should have the inspection of the rosters and other records maintained in the circle offices, made through concerned administrative Sections in the Commission, under his supervision.

Inspection of Rosters by the Liaison Officers

3. It was learnt that the Secretary of the Commission is Ex-officio Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes in the Commission. He is required to conduct inspection of rosters maintained by various administrative sections at the Headquarters as well as various Offices in the field. It was understood that inspection of rosters for the years 1976 and 1977 had been conducted by this Section but copies of inspection reports could not be made available to the team for one of the other reasons inspite of verbal and written reminders. It is necessary that copies of the inspection reports of the Liaison Officer should be made available in order to examine the discrepancies pointed out by the Liaison Officer in the maintenance of rosters etc. and corrective measures taken by various sections on the discrepancies pointed out by the Liaison Officer. It is also suggested that in the light of the guidance given to various administrative Sections at the Headquarters of the Central Water Commission on the staff in the Sections controlling various field offices should conduct similar inspection of the field offices so that staff in the field offices are also made aware of the implications of various orders/instructions issued by the Government of India from time to time for giving effect to the reservation for Scheduled Castes and Scheduled Tribes while making recruitment to posts and services under them.

Dereservation of Reserved Vacancies

4. From the discussions held with officers in various Sections it was learnt that the procedure regarding dereservation of reserved vacancies before appointing general candidates against them was not followed at all, as almost all concerned with the recruitment and promotions thought that it was necessary only to carry the vacancies forward and adjust them in future recruitment years. According to the view held by some of the Section Officers, procedure for dereservation is to be followed only in the last year of carry forward whereby dereservation is assumed to be the permission to lapse the unfilled reserved vacancies. In fact there was no awareness on the part of the officials about the procedure for seeking prior approval of the Department of Personnel and Administrative Reforms before appointing general candidates against reserved vacancies. This was inspite of the instructions regarding dereservation of reserved vacancies having been reiterated by the Department of Personnel and Administrative Reforms from time to time. Attention of officers concerned was also drawn to the instructions for sending proposals for dereservation of reserved vacancies on the prescribed proforma as contained in the Department of Personnel O.M. dated 12-7-76. It is strongly recommended that the procedure regarding dereservation of reserved vacancies must be followed invariably in each year whenever it becomes necessary to appoint general candidates against the vacancies reserved for Scheduled Castes/Scheduled Tribes due to their non-availability or non-eligibility for promotion to higher grades, and even at the stage of confirmation.

Complaints

5. It was learnt from Adm. II Section that the O&M Section in the Central Water Commission is

having a Complaint Cell for dealing with the grievances of employees in general. But this Cell does not specifically deal with complaints from the employees belonging to Scheduled Castes and Scheduled Tribes. It would be appropriate if the Complaint Cell maintains statistics regarding the receipt and disposal of complaints received from the employees belonging to Scheduled Castes and Scheduled Tribes.

Training Programmes

6. The statement at Annexure I would indicate the number of persons sent by the Central Water Commission in delegations abroad, for training programmes abroad, on foreign assignment, deputation for long term/short term courses and refresher courses as also the persons trained under apprenticeship scheme. The team sought to procure information regarding participation of Scheduled Castes and Scheduled Tribes in the above programmes from the Deputy Director of Training (Shri C. S. Jain). He told the team that he would be able to furnish information only when asked by the Secretary of the Central Water Commission. In any case, the information given in the statement has been drawn from the Annual Report of the Central Water Commission for the years 1975-76 and 1976-77. As there was no mention of caste/tribe against the names of the persons sent on various training programmes in the Annual Reports for these years, the information regarding participation of Scheduled Castes and Scheduled Tribes Officers in these programmes could not be ascertained. The Commission is requested to furnish the relevant information regarding the participation of Scheduled Castes and Scheduled Tribes in the above statement. The information for the years 1977-78 and 1978-79 may also kindly be incorporated in the statement.

Annual Report

7. The team met Shri K. L. Sharma, Section Officer (Coordination and Welfare) and sought to know from him whether in the Annual Report of the Central Water Commission any information regarding representation of Scheduled Castes and Scheduled Tribes is included or not. The Section Officer concerned informed the team that as far as he knew this information was not being included in the Annual Report of the Commission. He pointed out that Adm. IV Section of the Commission which is the Coordination Section for the purpose of reservation orders for Scheduled Castes and Scheduled Tribes is primarily concerned in the matter and if that Section sent the information to the Coordination and Welfare Section responsible for the Annual Report, the information furnished could be included in the report of the Commission. In this connection attention of the Central Water Commission is invited to instructions contained in para 15.2 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, according to which each Ministry/Department is required to set up a Cell under the direct control of the Liaison Officer and the function of the Cell will mainly be to assist the Liaison Officer to discharge his duties effectively. Further in accordance with the instructions contained in para 17.18 of the Brochure, a note has to be included in the Annual Report of the Ministry/Department about the activities of the Cell set up in the Ministry under the control of the Liaison Officer in regard to matters relating to representation of Scheduled Castes and Scheduled Tribes. The team, therefore, suggests that in accordance with the above instructions, a note indicating the representation of Scheduled Castes and Scheduled Tribes in various classes of posts under the Commission as well as the recruitments made against various posts during the year under report as also the activities of the Cell in the matters relating to the representation of Scheduled Castes and Scheduled Tribes should be included in the Annual Report of the Commission.

8. Rosters and other records maintained in various sections were scrutinised by the team and the observations of the team are given below section-wise:—

ADMINISTRATIVE II SECTION

This Section is maintaining rosters for the following posts:—

S.No.	Name of the post	Direct recruitment	Promotion
1	2	3	4
1	Tracers & Ferro-printers	100%	..
2	Junior Draftsman	75%	25%
		(earlier these posts were filled 50% by promotion)	
3	Senior Draftsman	..	100%
4	(i) Research Assistant (Scientific)	100%	..
	(ii) Design Assistant	100%	..
	(iii) Professional Assistant	50%	50%
	(iv) Research Assistant (Engineering)	100%	..
	(v) Statistical Assistant	50%	50%
5	(i) Senior Computer	50%	50%
	(ii) Junior Computer	100%	..
	(iii) Lab. Assistant	100%	..
	(iv) Assistant Silt Analyst	100%	..
6	Punch-cum-veryfire Offset Machine Operator PA (Hindi) Asstt. Machine Operator IMB Operator and other isolated posts	100%	..
7	Head Draftsman	..	100%
8	Senior Professional Asstt. (H)	..	100%
9	Senior Statistical Asstt.	..	100%

Of the above rosters with the exception of rosters for promotion quota in respect of the post of Professional Assistant and Statistical Assistant filled by promotion which was stated to be under submission to the Departmental Promotion Committee, were seen and the observations of the study team are as under:—

(A) Direct Recruitments

(i) All the direct recruitment rosters were maintained from the year 1963 onwards, it was noticed that in all these rosters the reservation brought forward from the years earlier to 1963 was shown at the beginning of the year 1963 which means that the rosters for the earlier period, were also being maintained. On enquiries it was learnt that the earlier rosters were not available.

(ii) It was noticed that the Scheduled Caste/Scheduled Tribe candidates wherever appointed were not strictly shown against the points reserved for them. In this connection it may be pointed out that appointments of reserved category candidates are to be shown against their respective reserved point and if it is not possible for them to do so, the note of adjustments should be indicated against the points both where the vacancies were reserved in accordance with the roster and where the reserved category candidates were shown.

(iii) Though the procedure regarding utilization of the earlier vacancies was being followed the vacancies remaining un-filled were being carried-forward from year to year without lapsing at the end of the prescribed period of carry-forward.

(iv) The procedure regarding exchange of reserved vacancies between Scheduled Castes and Scheduled Tribes in the last year of carry-forward as provided in the Ministry of Home Affairs OM No. 27/25/68-Est (SCT), dated 25th March, 1970 was also not followed.

(v) The procedure regarding dereservation of reserved vacancies and appointment of the general candidates against the reserved vacancies only after obtaining prior approval of the Department of Personnel and Administrative Reforms was not followed.

(vi) In accordance with the instruction No. 3 in Appendix V of the Brochure each entry in the roster has to be signed by the appointing authority. This was not done. Only the abstract at the end of the year was signed.

The discrepancies pointed out above need to be rectified and correct procedure should be followed in all future recruitments. The procedure regarding lapsing of vacancies in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates even in the last year of carry-forward, may be followed after duly following the prescribed procedure for dereservation of reserved vacancies. Whenever Scheduled Caste/Scheduled Tribe candidates become available for appointment it should be ensured that they are first adjusted against the earlier vacancy available. In this process it may be necessary to adjust the Scheduled Castes candidates against the Scheduled Tribe vacancies which could not be filled even up to the last year of carry-forward, and *vice-versa*. There is no objection to lapsing of such of the vacancy which could not be filled even in the last year of carry forward after applying the principle of exchange of vacancies between Scheduled Castes and Scheduled Tribes but this could be done after following the prescribed procedure for dereservation of reserved vacancies in each year, i.e., in the year of initial occurrence of the vacancy as well as in each year of carry-forward. In the light of these observations the correct position of carried forward and lapsing of vacancies should be reviewed and the abstract shown at the end of each year should be revised accordingly.

(B) Promotions

(i) In the case of promotions rosters also, appointment of Scheduled Caste/Scheduled Tribe candidates were not shown against the points reserved for them. They were shown in the order of seniority. As stated earlier in the case of roster for direct recruitment posts, if it is not possible to show the Scheduled Caste/Scheduled Tribe candidates against points reserved for them, necessary note regarding adjustment of vacancies should be shown in the remark column of the rosters.

(ii) Shortcomings in regard to the utilizations of earlier vacancies first, exchange of reservation between Scheduled Castes and Scheduled Tribes in the last year of carry-forward, lapsing of vacancies and dereservation of reserved vacancies, as pointed out in the case of direct recruitment rosters, were also observed in the case of promotion rosters. These discrepancies also need to be rectified and corrective action as explained to the staff during the course of study as also in the preceding paragraph should be taken, and statement of the correct position of carry-forward and adjustment/lapsing of vacancies should be revised accordingly. A specimen of the corrections required to be made in respect of posts of Junior Draftsman filled by promotion up to 31-12-76 is attached (Annexure II), and it is suggested that corrective action in respect of other rosters may be taken on these lines.

(C) General Observation

(i) It was learnt that the last checking of the roster was done by the Admn. IV Section in the Central Water Commission in September, 1977. Thereafter the rosters were not checked by the Admn. IV Section because it was stated that the recruitment figures from various regions for the year 1978 had not been received.

(ii) Some of the requisitions sent to the Employment Exchange and the advertisements put out for the news papers were also seen. In one of the requisitions it was noticed that the relaxation in the upper age limit to the extent of exact 5 years was not indicated. It was also observed that the mention regarding payment of travelling allowance was made in the letters for interview which were issued to the Scheduled Caste/

Scheduled Tribe candidates. It may be pointed out that a clear mention of grant of Travelling Allowance has to be made in the advertisement/requisition so that the Scheduled Caste/Scheduled Tribe candidates are aware that the re-imbusement of the expenditure made by them for attending the interview/test is being made to them.

(iii) According to the information furnished in Proforma IX it was noticed that except in the case of Departmental Promotion Committee meeting for group 'B' post held in 1977 an officer belonging to Scheduled Cast or Scheduled Tribe was not associated in most of the meetings of the Departmental Promotion Committee held during the years 1976 and 1977. It was learnt that no meeting of the Departmental Promotion Committee was held in the year 1978. It is suggested that instructions issued by the Department of Personnel and Administrative Reforms for associating Scheduled Caste/Scheduled Tribe members in the meetings of the Departmental Promotion Committees/Selection Boards should be kept in view while holding such meetings.

(iv) As a test check one file regarding promotion to the post of Senior Computer/Computer 'A', from the post of Junior Computer/Computer 'B' was seen. It was observed that at the time of promotion in August, 1976 the position regarding reserved vacancies was correctly brought out in the note. Although the reserved vacancies, one each for Scheduled Castes and Scheduled Tribes which were brought forward from earlier years were duly filled, the team was happy to note that in the case of a Scheduled Caste candidate even though there was a remark in his Confidential Report regarding "not yet fit for promotion" this was not allowed to come in his way as he was otherwise eligible for promotion on the basis of seniority subject to fitness.

(v) In File No. A-31016/13/75-Adm. II regarding the confirmation of Research Assistants, it was noticed that there was due mention of the reservation for Scheduled Castes/Scheduled Tribes at the stage of confirmation but it was not clear as to how the quota of reservation was determined. In fact according to the instructions contained in the Ministry of Home Affairs O.M. No. 31/10/63-SCT(i), dated 27th March, 1963 and 2nd May, 1963, the vacancies at the time of confirmation are to be treated as reserved on unreserved according to the points on which they fell at the time of initial recruitment. Thus the reservation has to be determined at the time of confirmation by making a reference to the rosters maintained at the time of initial recruitment. In this file it was noticed that Scheduled Caste persons who were otherwise junior in the seniority list were confirmed earlier in accordance with the availability of permanent vacancies reserved for Scheduled Castes and Scheduled Tribes. As in the case of posts filled by direct recruitment and promotions the procedure regarding dereservation of reserved vacancies in the case of confirmation was also not followed. In another F. No. 31016/8/74-Adm. II regarding confirmation in the post of Senior Computers/Computers 'A' there was a clear mention about reservation only in such of the posts which were filled initially by direct recruitment. In this file also there was no mention of the manner in which two vacancies out of 9 falling in the direct recruitment quota were reserved for Scheduled Caste/Scheduled Tribe candidates. In any case only two Scheduled Caste candidates were available and both were confirmed but it was noticed that they were confirmed strictly in the order of their *inter-se* seniority and not according to the points in the rosters at the time of initial recruitment or according to the availability of the permanent vacancies.

ADMINISTRATION V SECTION

I. This Section deals with recruitment to the posts of Extra Assistant Directors/Assistant Engineers which are filled 100% by promotion and the posts of Assistant Research Officer Engineering (which are filled 75% by promotion and 25% by direct recruitment) and Assistant Research Officer (Scientific post in the discipline of Physics, Chemistry and Mathematics).

II. There is one common roster for the posts filled by promotion in the post of Extra Assistant Director/Assistant Engineers and Assistant Research Officer (Engineering); the first two posts are in fact two different names for the same post — the persons working in the headquarters are known as Extra Assistant Director and those working in the field offices are known as Assistant Engineers. These posts are filled entirely by promotion on the basis of selection. To these posts, promotion component of the post of Assistant Research Officer (Engineering) has also been added as all these posts put together are filled from the cadres of Design Assistant (Engineering), Research Assistant (Engineering), Supervisors and Head Draftsman. Up till 11th July, 1978, 66% post of this cadre were filled from among the Degree holders, 33% from among Diploma holders and 1% from the Head D/Man. After the notification dated 11th July, 1978 this quota system has been removed. According to the present recruitment rules graduates having three years service in the lower grade and Diploma holders having 7 years service in the lower grade are eligible for promotion. The roster for these posts was studied and following observations are made :—

- (i) This roster was maintained from the year 1977. In fact the posts in the category being filled by promotion by the method of Selection became subject to reservation orders from 20th July, 1974. After this date a large number of promotions were made but all of them were made on *ad-hoc* basis due to administrative reasons. The Departmental Promotion Committee met in 1977 and considered the regularisation of as many as 169 *ad-hoc* promotions made in the years from 1973 to June, 1977. It was learnt that at the time of *ad-hoc* promotions the element of reservation was not brought into play and all promotions were made strictly according to seniority. At the time of regularisation, however, the vacancies were brought on the roster. Out of 169 vacancies regularised in that year, 26 were reserved for Scheduled Castes and 13 were reserved for Scheduled Tribes. According to the information furnished by Adm. V Section only 10 candidates belonging to Scheduled Castes fulfilled the conditions for eligibility for promotion and all these 10 Scheduled Caste persons were promoted. No Scheduled Tribe person was available.
- (ii) Unfilled 29 posts (16 for Scheduled Castes and 13 for Scheduled Tribes) were allowed to lapse as there is no provision of carry-forward in such posts filled by promotion on the basis of selection in accordance with the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 10/41/73-Estt (SCT), dated 20th July, 1974. It was learnt that a proposal for dereservation of these vacancies was sent to the Ministry of Agriculture and Irrigation who instead of sending a formal proposal to the Department of Personnel on the prescribed form referred their file to the Department of Personnel (SCT Section). The latter advised them that unfilled reserved vacancies have to be got dereserved and carried forward to subsequent recruitment year. The Ministry of Agriculture and Irrigation pointed out that there was no provision of carry-forward in this post and referred the file again to the Department of Personnel and Administrative Reforms. The latter agreed that these posts were not subject to carry-forward. The matter was allowed to end there and the posts were not formally dereserved. It is suggested that the formal approval of the Department of Personnel and Administrative Reforms for dereservation of the vacancies in question should be obtained even now and in future prior approval of the Department of Personnel and Administrative Reforms should be obtained before filling the reserved vacancies by the general candidates even though these posts are not subject to carry-forward to subsequent recruitment years.

- (iii) The reserved points in this roster were earmarked correctly but the Scheduled Caste candidates were not shown in the roster against the reserved points but were shown in the order of their seniority in the general seniority list. However, on the advice of the study team, note regarding adjustments of the reserved category candidates against points reserved for them was recorded against each such point.
- (iv) The entries in this roster were not signed individually by the appointing authority. However, the abstract of recruitment made during the year which was shown at the end of each recruitment year was signed by the Under Secretary.
- (v) During the year 1978 only 8 vacancies were filled out of which one was reserved for Scheduled Caste but no Scheduled Caste candidate was reported to be eligible for promotion.

III. The roster for the post of Assistant Research Officer (Engineering) (Direct Recruitment component of 75% up to October, 1974 which was later reduced to 25% w.e.f. 4-10-74) and the post of Assistant Research Officer (Physics, Chemistry and Mathematics etc.) was available from the year 1967. Though 3 vacancies reserved for Scheduled Castes and 2 vacancies reserved for Scheduled Tribes were shown as brought forward in the beginning of the year 1967, the roster maintained prior to the year 1967 was not available. Even this roster during the years 1967 to 1974 seems to have been copied from some other rosters, the original of which were not available. However, the observations of the study team in respect of this roster are as under :—

- (i) The roster was maintained in proper form and the correct model roster as prescribed in Annexure I was followed and the reserved points were correctly earmarked.
- (ii) As all the reserved vacancies available for Scheduled Castes and Scheduled Tribes in a year could not be fully utilised these were shown as carried forward to the next recruitment year.
- (iii) The procedure regarding dereservation of reserved vacancies was not followed before filling the reserved vacancies by general category candidates.
- (iv) Principle of exchange of reservation between Scheduled Castes and Scheduled Tribes which is to be applied in the last year of carry-forward was not correctly followed. In one case the vacancy reserved for Scheduled Tribe in 1976 was allowed to be filled by a Scheduled Caste candidate in 1978 which was actually the second year of carry-forward.
- (v) The reserved category candidates appointed in this cadre were not shown against the points reserved for them. There was also no mention about the adjustment for these persons against the earlier points and it was, therefore, not possible to know whether earlier reserved vacancies were utilised first or not.
- (vi) The entries in this roster were also not signed.
- (vii) In the year 1974 when the recruitment rules were revised the direct recruitments component of this post was reduced from 75% to 25% with consequent increase in the promotion component. The earlier roster was closed after the revision of the recruitment rules though there was no need to do so. The earlier roster could have continued. Carried forward vacancies available at the time of the revision of the recruitment rules (2 for Scheduled Castes and 4 for Scheduled Tribes) were not shown in the new roster. It is, therefore, suggested that the roster from 4-10-74 should be recast so as to be in continuation of the earlier roster and carry-forward of reserved vacancies should be shown properly.
- (viii) In the year 1977 out of 5 vacancies falling on points 9 to 13, none was reserved for Scheduled

Castes or Scheduled Tribes but 1 Scheduled Caste candidate was actually appointed and this appointment was shown as excess reservation carried forward to be adjusted in subsequent year. In this connection a copy of Department of Personnel and Administrative Reforms note No. 3605/77-Est (SCT), dated 25th October, 1977 in which the position regarding excess appointment of reserved category candidates was explained to the Ministry of Finance (Department of Revenue) is enclosed. (Annexure III). It would be noticed that the Department of Personnel and Administrative Reforms have advised that such recruitments of Scheduled Caste/Scheduled Tribe candidates over and above the reserved quota is not required to be adjusted by reducing the reservation quota in subsequent recruitment. In any case, since the carry-forward position has not been correctly indicated in the earlier years also, the roster may be recast indicating the correct position of vacancies carried forward to the subsequent recruitment year. While recasting the roster, the correct position about the carry-forward of unfilled reserved vacancies and lapsing of such vacancies which could not be filled by the respective category candidates even after applying the principle of exchange of reserved vacancies in the last year of carry-forward, should be recorded in the roster after obtaining *ex-post-facto* approval for dereservation of the reserved vacancies even at this stage.

IV. No file regarding confirmation of persons initially appointed through direct recruitment could be produced and as such it was not possible to see as to how the benefit of reservation at the stage of confirmation was given to the Scheduled Caste and Scheduled Tribe employees. Only one file regarding regularisation of the EAD/AE/ARO (Engineering) was shown to the study team but this file pertained to the confirmation of promotees to which the reservation orders are not applicable.

V. According to the information furnished to the study team though some meetings of the Departmental Promotion Committee were held during the years 1976 and 1977, an officer belonging to Scheduled Caste and Scheduled Tribe was not associated in these meetings. However, in the year 1978 it was stated that only one meeting of the Departmental Promotion Committee was held in which a member belonging to Scheduled Tribe was associated. It is suggested that this aspect may be kept in view while convening Departmental Promotion Committee meetings in future and an officer belonging to Scheduled Caste or Scheduled Tribe should be associated in such meetings.

VI. It was learnt that all the gazetted posts, recruitment to which is handled by Adm. V Section, carry the liability of transfer any where in India. However, in order to help deserving cases on compassionate grounds, requests for transfer are entertained. A register of transfer requests has been maintained. Though there was no column in that register about a person belonging to Scheduled Caste or Scheduled Tribe, it was learnt that the requests of a few Scheduled Caste/Scheduled Tribe officers for transfer were also acceded to.

VII. Orders containing the approval of the Department of Personnel and Administrative Reforms for grouping of isolated posts and small cadres with similar other posts filled by direct recruitment, also could not be produced.

ADMINISTRATION VI SECTION

1. Administration VI Section is concerned with a recruitment to the post of Supervisors and Design Assistants. While for the posts of Supervisors the rosters are maintained by this Section, the posts of Design Assistant are grouped together with the post of Research Assistant. The roster for combined group

is maintained by Administration II Section, however, recruitment action is taken by the Administration VI Section.

II. Up to the year 1972 two separate rosters were being maintained for the post of Supervisors i.e., group IX for temporary appointments and Group II for permanent appointment. As most of the temporary appointments were continuing one year to year basis and ultimately converted into permanent ones, the two rosters were combined in the year 1972 although instructions for this were issued on 27th March, 1963. The Under Secretary (Shri K.P.B. Menon), made a very critical assessment on checking of rosters and pointed out a number of discrepancies in the maintenance of rosters for the post of supervisors in the month of October, 1974. According to follow up action on the relevant file it was observed that discrepancies pointed out by the Admn. IV Section were rectified. It is suggested that inspection of rosters in other sections should be made in the same critical manner as made in the case of post of supervisors in the Admn. VI Section.

III. The procedure regarding dereservation of vacancies was not followed at all.

IV. Reserved category persons even though appointed during the year against the reserved quota were not shown against the points earmarked for them in the roster. The appointments were shown in the roster strictly according to the date of joining of the persons concerned. Although the roster has nothing to do with the seniority of the employees concerned, there is no objection to show the reserved category persons against unreserved points and vice-versa but a note regarding the adjustment should be made in the roster against the relevant points.

V. Each individual entry in the roster was not signed by the appointing authority or any other person authorised for the purpose as required under the rules.

VI. It was stated that entire recruitment to the post of supervisors was being made by the Superintending Engineer in the circle office and therefore, requisitions that are sent to the employment exchange were not available in Admn. VI Section. However, in the case of Design Assistants when sufficient candidates were not available with the employment exchange, the post was advertised by the Central Employment Exchange. It was understood that in this advertisement while relaxation regarding upper age limit was duly mentioned, the total number of vacancies and the number out of them reserved for Scheduled Castes/Scheduled Tribes were not indicated.

VII. While the requirement of payment of Travelling Allowance was not mentioned in the advertisement for the posts of Design Assistant, this requirement was indicated in the interview letters sent to Scheduled Caste/Scheduled Tribe candidates coming from the distant areas and Travelling Allowance was paid to them in accordance with the rules.

VIII. The principle of exchange of vacancies between Scheduled Castes/Scheduled Tribes was not followed.

ADMINISTRATION VII SECTION

This Section deals with the recruitment to the following posts :—

S.No.	Name of the post	D.R.	Promotion
1	2	3	4
1	Circle Superintendent	..	100% by selection from Head Clerks.
2	Head Clerk	..	95% by seniority of UD/Accounts Clerks.

1	2	3	4
3	Upper Division Clerks/ Accounts Clerks.	..	75% by seniority of LDC, 20% by limited competi- ve examination, 5% by deputa- tion of Steno. in subordinate offi- ces of CW&PC (WW/PW)
4	Lower Division Clerks	100%	..
5	Stenographer . .	100%	..
6	Head Storekeeper . .	..	100%
7	Store Keeper . .	33- $\frac{1}{3}$ %	66- $\frac{2}{3}$ %
8	Assistant Store Keeper	100%	..

2. Rosters (Promotions)

Out of the above posts, rosters were available for the posts of UDCs and Head Clerks only. These rosters were seen and the observations of the study team are as under:—

- Rosters were maintained with effect from 1973. Rosters for the post of UDC and Head Clerk were in proper form; points were earmarked correctly; abstract was shown at the end of each year, and carry forward was also shown correctly. However, brought forward reservation was not shown at the beginning of each year. Each entry in the rosters was not signed by the appointing authority or any other person authorised for the purpose as required under the rules. Dereservation procedure was also not followed.
- Roster for the post of circle Superintendent was not maintained on the plea that there is no eligible Head Clerk belonging to Scheduled Caste/Scheduled Tribe community. It was stated that rosters will be maintained from 1978 onwards when 2-3 Head Clerks who were appointed in 1975 become eligible for promotion to the post of Circle Superintendent. The Section Officer/dealing Assistant was advised to prepare roster with retrospective effect from 11-7-1968 and determine reservation accordingly keeping in view the brought forward vacancies.

3. Rosters (Direct Recruitment)

(a) Since the initial recruitment to the posts of Stenographers and Lower Division Clerks was made in the circle offices, the rosters were also maintained by them. However, a separate roster for the posts filled by confirmation was being maintained at Head Office.

(b) Rosters for the posts of Head Store Keepers, Store Keepers and Assistant Store Keeper were not made available to the team.

(c) The procedure regarding dereservation of reserved vacancies was not followed at all.

(d) It was stated that copies of Advertisements/Requisitions sent to Employment Exchange are available in the circle offices since the direct recruitment is made in the circle offices.

4. Promotion Policy

According to Recruitment Rules there is a provision of promotion of LDC (75% by seniority) 20% Departmental Competitive Examinations and 5% by deputation but it was learnt that procedure for holding Departmental Examinations was not finalised and no examination was conducted so far. The team was told that the promotion by Departmental Examination is now being entrusted to Staff Selection Commission. For promotion from LDC to UDC a separate Departmental Promotion Committee was held for considering the cases of Scheduled Castes/Scheduled Tribes

only. Due to certain administrative reasons, Departmental Promotion Committee for general category candidates could not be held. The Scheduled Caste/Scheduled Tribe candidates were, however, promoted in excess. Authorities were under the impression that excess could be adjusted against the future vacancies. It was made clear to them that excess of Scheduled Caste/Scheduled Tribe candidates could not be adjusted against the future reserved vacancies, though there was no objection to such an adjustment during the same year.

ADMINISTRATION SECTION VIII

1. According to Government instructions isolated posts and small cadres having a strength of 20 or less which are filled by direct recruitment are required to be grouped with other posts in the same class keeping in view the qualification scale of pay and status etc. It is further learnt that a number of Class IV posts such as Jamadar, Daftri and Warehouseman etc. which are filled by promotion were grouped together for the purpose of reservation orders. This was done on the plea that the feeder cadre for all those posts is the cadre of peons and there is a common seniority list of peons who are promoted to the above post strictly according to seniority. There are senior class IV posts such as Gestetner Operator, Record Sorter etc. which are in/turn filled from out of the persons working as Jamadar, Daftri and Warehouseman. Although according to Government instructions the reservation orders are to be applied to each grade or post separately, but in view of the position stated above there should be no objection to continue the system of grouping as mentioned above.

2. The rosters were maintained from the year 1968. Earlier rosters were reported to be not available. However, the carry forward of the previous years was duly indicated in the beginning of the year 1968.

3. The procedure regarding dereservation of reserved vacancies was not followed at all.

4. Reserved category persons even though appointed during the year against the reserved quota were not shown against the points earmarked for them in the roster. The appointments were shown in the roster strictly according to the date of joining of the persons concerned. Although the roster has nothing to do with the seniority of the employees concerned there is no objection to show the reserved category persons against unreserved points and vice-versa but a note regarding the adjustment should be made in the roster against the reserved points.

5. In the requisition sent to the employment exchange the relaxation in the upper age limit allowed to the Scheduled Castes/Scheduled Tribes was not indicated.

6. In one case it was noticed that a vacancy reserved for Scheduled Tribe was exchanged with a Scheduled Caste candidate in the year 1976 even before the third (3rd) year of carry-forward as required under the instructions.

7. At the end of each year an abstract was shown indicating the number of Scheduled Caste/Scheduled Tribe candidates appointed and the number of reserved vacancies carried forward to the next year. The Section Officer was advised to make this abstract more elaborate indicating the total number of vacancies filled during the year, current reservation, brought forward reservation, total reservation, the number of Scheduled Castes and Scheduled Tribes appointed or promoted and the number of vacancies exchanged between Scheduled Castes/Scheduled Tribes and the number finally carried forward indicating their age i.e. the year to which they pertained.

8. The Scheduled Tribe certificate furnished by one Shri Hulas Mehto was incidentally seen and it was found that although he belonged to District Chhapra in Bihar a certificate was issued by the Delhi authorities. For this particular case the section concerned was advised to send an official communication and get the verification done from the District Magistrate of

the area concerned. They should, however, scrutinise the certificate in future with particular reference to the issuing authority. The prescribed form of certifi-

cate and caste and tribes having been scheduled in the Lists Modification Order, 1956 as amended from time to time.

ANNEXURE I

Statement showing the officers sent in delegation, training, foreign assignments and other training programmes by the Central Water Commission during the years 1975-76 and 76-77

Nature of Delegation/ assignment/training	Total	Schedu- led Castes	Schedu- led Tribes				
				1	2	3	4
1. Delegations abroad	1975-76 29*	..	..		
	1976-77 10	..	..		
2. Training Program- mes abroad	1975-76 5	..	..		
	1976-77 ..	..	..		
3. Foreign assignment	1975-76 51	..	..		
	1976-77 77	..	..		
4. Deputed for long term/short term courses.	1975-76 43	..	..		
	1976-77 39	..	..		

	1	2	3	4
5. Refresher courses (in Design and Ins- tallation of Hydro- tic Govts. for control)	..	1975-76 44 1976-77 141	..	..
6. Graduate Appren- tices Diploma Hol- ders	..	1975-76 40 1976-77 40	..	..

* This includes same persons sent more than once in different delegations.

ANNEXURE II

Illustration showing how the vacancies reserved for Scheduled Castes and Scheduled Tribes but not so filled should be carried forward/lapsed (In the case of promotion to the post of Junior D/Man filled by promotion)

Reservation b/f from the previous year	Year of Reckt.	Total No. of vacancies filled (points in the roster)	No. of vacancies reserved for		No. of vacancies filled by		No. of vacancies shown as c/f in the roster		Correct position of C/f and adjustment/lap- sing of vacancies		
			Sch. Caste	Sch. Tribe	Sch. Caste	Sch. Tribe	Sch. Caste	Sch. Tribe	Sch.Caste	Sch. Tribe	
1	2	3	4	5	6	7	8	9	10	11	12
..	..	1973 29(1-29)	5	2	5	..	..	2	..	2 of 1973	
..	2	1974 17(30-40) (1-6)	2	2	3	..	+1	4	(not to be adjusted in future)	4 (2 of 1973) (2 of 1974)	
..	4	1975 10(7-16)	2	..	1	..	..	4	1 of 1975	4 (2 of 1973) (2 of 1974)	
1	4	1976 13(17-29)	2	1	1	..	1	5	3 (1 of 1975) (2 of 1976)	3 (2 of 1974) (2 of 1977)	(1 of 73 adjusted by SC being in the III year of c/f of 73 lapsed)
3	3	1977 22(30-40) (1-11)	3	2	3	..	1	7	5 (2 of 1976) (3 of 1977)	3 (1 of 1976) (2 of 1977)	
5	3	1978 No regular promotion					made in 1978				(2 of 74 adjusted by 2 SC being in the III year of c/f)

ANNEXURE III

Copy of U. O. No. 3605/77-Est(SCT) dated 25-10-77 from Department of Personnel and Administrative Reforms-Est (SCT) Section addressed to Ministry of Finance, Department of Revenue

SUB: Recruitment of Scheduled Caste/Scheduled Tribe candidates over and above the reserved quota not to be adjusted in subsequent years.

Reference Ministry of Finance (Department of Revenue) U.O. Note dated 7-6-77 at p. 13-14 ante.

2. We had already explained that if the number of Scheduled Caste/Scheduled Tribe candidates selected on their own merit is more than the number of vacancies reserved for them, there is no objection to appoint-

ment of all such candidates first against reserved and then against unreserved vacancies. Such recruitment of Scheduled Castes/Scheduled Tribes over and above their reserved quota is not required to be adjusted by reducing the reservation quota in subsequent recruitment. In view of the position stated in para 8 of the Ministry of Finance (Department of Revenue)'s note at p. 13-14 ante, we agree that no reduction may be made in the reservation quota in subsequent years on account of the Scheduled Caste candidates appointed in excess of their quota in 1977.

APPENDIX XXIV

(Reference para No. 3,134)

The report of the study team into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Hindustan Paper Corporation Limited, Calcutta (Study conducted on 10th & 11th September, 79)

The Team consisting of Shri R. Zakhuma, Deputy Commissioner for Scheduled Castes and Scheduled Tribes, Shri B. M. Masand, Research Officer and Shri V. S. Nair, Stenographer, visited Calcutta between 10th and 15th September, 1979 to undertake study of rosters and other relevant records maintained by Hindustan Paper Corporation Limited, Central Inland Water Transport Corporation Limited and National Instruments Limited for giving effect to orders regarding reservation for Scheduled Castes and Scheduled Tribes in their services. On the 10th September, 79, the Team had some discussions with representatives of these 3 organisations which were to be studied during the course of the present visit. In this meeting the following officers were present.

Hindustan Paper Corporation Limited.

Shri M. L. Gupta, Manager (Personnel and Admn.)
Shri P. N. Tripathi, Personnel Officer

Central Inland Water Transport Corporation Limited.

Shri S. S. Mitra, Deputy Manager (Personnel)
Shri Amol Mukherjee, U.D.C.

National Instruments Limited.

Shri N. K. Basu, Manager (Personnel)

Shri M. L. Gupta of the Hindustan Paper Corporation raised a point that the orders and instructions regarding reservation for Scheduled Castes/Scheduled Tribes should be issued seriatum so that it is possible to know if any order/instruction is missing in between any other orders. Shri Zakhuma explained the position that these orders were issued by the Department of Personnel and Administrative Reforms and most of them were subject-wise and therefore, perhaps, it is not possible for the Department of Personnel and Administrative Reforms to put these orders at seriatum in a calendar year.

Later in the day and on the following day i.e. 10th and 11th September, 79 the Team undertook the special study of rosters and other records maintained by the Hindustan Paper Corporation for giving effect to the orders regarding reservation for Scheduled Castes and Scheduled Tribes in that Corporation. The observations of the study team are summarised in the following paragraphs.

1. Introduction

It was learnt that Hindustan Paper Corporation Limited has 3 Projects viz. Kerala Newsprint Project, Nowgong Paper Project and Cachar Paper Project. In addition to these projects, the Corporation has two Subsidiary Units viz. Mandya National Paper Mills Limited and Nagaland Pulp and Paper Company Limited. It was learnt that the Kerala Newsprint Project was in advanced stage of constructions while the Nowgong and Cachar Projects were in the early stages of construction. Nagaland Pulp and Paper Company Limited was also under construction stage. Mandya National Paper Mills Limited was the only running Mill at present. This was a sick mill taken over by Hindustan Paper Corporation Limited in early 1974.

The Team was told that the Presidential directive in regard to reservation for Scheduled Castes/Scheduled Tribes was issued to the Hindustan Paper Corporation in the year 1971. In the case of Nagaland Pulp and Paper Company Limited this was issued on 15th July, 1976 and for the Mandya National Paper Mills Limited this directive was issued with effect from 4th March,

1977. The Head Office of the Corporation comprising of Project Implementation Cell, Central Purchase Department, Marketing Department, Personnel and Finance Department, is located at Calcutta.

2. Preliminary Information

It is regretted that enough time could not be given to the Hindustan Paper Corporation for furnishing the requisite preliminary information on the prescribed proforma. However, the Hindustan Paper Corporation got this information ready and handed it over to the Team at the time of the visit. But on scrutiny of this information, it was found that most of the information included in various proforma was inaccurate and it had to be revised in the light of discussions with the Team.

(i) Representation of Scheduled Castes and Scheduled Tribes

According to information on Proforma I, the representation of Scheduled Castes/Scheduled Tribes for the Hindustan Paper Corporation including the Kerala Newsprint Project, Nowgong Paper Project and Cachar Paper Project, Calcutta Head Office, Delhi and Area Sales Offices in various classes of posts was as under: (The figures in brackets represent the position in Calcutta office).

Class/Group	Total including Sch. Castes and Sch. Tribes	Scheduled Castes	Scheduled Tribes
1	2	3	4
I (Group A)	289(144)	8(6)	1(1)
II (Group B)	65(19)	4(1)	..
III (Group C)	550(164)	57(18)	7(1)
IV (Group D) (excluding Sweepers)	395(64)	49(19)	16(1)
Sweepers	25(9)	18(9)	..

Considering that the reservation is applicable to the vacancies filled during the past about 3 years, the representation of Scheduled Castes in the Hindustan Paper Corporation was not very unsatisfactory though that of Scheduled Tribe was much below the mark. It was also explained by the Manager (Personnel & Admn.) that the low representation of Scheduled Castes/Scheduled Tribes in the Corporation was due to the non-availability of Scheduled Caste/Scheduled Tribe candidates for highly technical posts, embracing the fields of Physics, Chemistry and sophisticated paper technology. It was stated that the Hindustan Paper Corporation had started a project known as the Kerala Newsprint Project where new technology was being developed for the first time in the world and that there was dearth of Scheduled Caste/Scheduled Tribe candidates possessing the requisite experience and expertise in the field of paper technology.

If we compare the above information with that contained in their annual return for Hindustan Paper Corporation at Appendix VII, we find that the position indicated therein is different from the one given above. The statement showing the total number of employees

and the number of Scheduled Castes/Scheduled Tribes amongst them as on 1-1-79 as included in the annual return is given below :—

Group	Total No. of employees	Sch. Castes	Percentage to total employees	Sch. Tribes	Percentage to total employees
1	2	3	4	5	6
Group 'A'	388	7	1.8	10	2.6
Group 'B'	131	3	2.3	5	3.8
Group 'C'	1,179	75	6.3	96	8.1

	1	2	3	4	5	6
Group 'D'	1,128	172	15.2	92	8.1	
Sweepers	35	30	85.7	..	..

It would be seen that while the position of representation of Scheduled Tribes in the above statement is better, the position of representation of Scheduled Castes is not quite satisfactory, particularly in Group A and B posts and even in Group 'C' posts. The deteriorating position as obtaining on 30th June, 79 as compared to the position as on 1-1-1979 is therefore to be explained.

(ii) Recruitment during 1977-79

Following statement would reveal the position of recruitment during the years 1977, 1978 and 1979 (upto 31-7-1979).

Year	Group A			Group B			Group C			Group D (Excl.) Sweepers		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13
1977	74	1	1	10	2	..	205	15	8	137	12	184
1978	112	4	4	20	1	1	252	20	33	200	22	34
1979	17	..	..	4	1	..	32	3	..	16	5	1

It would be seen from the above that out of the 7 Class I officers belonging to Scheduled Castes in position as on 1-1-1979, 5 were recruited in 1977 and 1978. Similarly all the 3 Class II officers belonging to Scheduled Castes were appointed in these two years. In the case of Group C posts also as good as half the strength of Scheduled Caste officers as on 1-1-1979, were recruited in 1977 and 1978. The same can be

said in the case of representation of Scheduled Tribes. Thus efforts seem to have been made to increase the representation of Scheduled Castes/Scheduled Tribes in the Hindustan Paper Corporation in the last 2-3 years. It is hoped that if more vigorous efforts are continued it would be possible to clear the backlog and increase the representation of Scheduled Castes and Scheduled Tribes in this Corporation.

(iii) Promotion during 1977-79

(a) Seniority-cum-fitness

Year	Group A			Group B			Group C			Group D		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13
1977	T 9	..	..	3	..	..	3	..	..	..	..	..
	NT ..	..	..	3	1	..	..	..	..	..	..	..
1978	T 1	..	..	..	..	..	..	..	..	..	..	..
	NT 6	1	..	4	..	..	2	..	..	..	..	..
1979	T ..	..	..	..	..	..	..	..	..	9	2	1
	NT 2	..	..	5	1	..	21	4	..	..	..	..
TOTAL (both T & NT)	18	1	..	15	2	..	26	4	..	9	2	1

(b) Selection

Year	Group A			Group B			Group C			Group D		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13
1977	2	..	..	6	1	..	3	..	..	..	..	..
1978	..	..	..	4	..	..	2	..	..	..	..	..
1979	..	..	..	5	1	..	20	4	..	..	..	..
TOTAL	2	..	..	15	2	..	25	4	..	..	..	..

It would be seen that the same amount of enthusiasm was not there in the case of posts filled by promotion. The reason for not filling the full quota of reserved vacancies in the posts filled by promotion was stated to be the non-availability of eligible Scheduled Caste/Scheduled Tribe candidates. It may be true that the Scheduled Caste/Scheduled Tribe candidates possessing requisite eligibility condition such as the required length of qualifying service might not have been available in the past, but with the increased efforts in the past 3 years to recruit more and more Scheduled Caste/Scheduled Tribe persons at the lower induction levels, it should be possible to afford chances of promotion to these persons in the higher categories of posts in future. During the course of study, however, no file could be produced to the team in order to know how the cases of promotion vis-a-vis reservation for Scheduled Castes and Scheduled Tribes were processed and whether due mention was made about the points reserved for Scheduled Castes and Scheduled Tribes in accordance with rosters in the case of various posts filled by promotion.

3. Advertisements

A look at some of the advertisements put out by the Hindustan Paper Corporation revealed that the following requirements were not mentioned therein.

1. Total number of posts and the number reserved for Scheduled Castes and Scheduled Tribes were not indicated in some advertisements, the vacancies reserved for Scheduled Castes/Scheduled Tribes were shown as combined and not separately for each category. In fact reservation should be shown against each post advertised and not against a number of posts of different nature. In case, there is only one vacancy in any particular post, it should be indicated whether the same is reserved or unreserved and if there are more vacancies then their total number together with the number reserved for Scheduled Castes and Scheduled Tribes should be indicated separately. This reservation should be determined strictly in accordance with the points in the roster. It is incorrect merely to say that 15% (or 16 2/3%) of vacancies are reserved for Scheduled Castes and 7 1/2% for Scheduled Tribes.
2. There was no mention about the relaxation of experience qualification in favour of Scheduled Caste/Scheduled Tribe candidates in terms of the instructions contained in the Department of Personnel and Administrative Reforms OM No. 27/10/71-Est (SCT), dated 5-9-75.
3. In the Employment Notice No. 10/1/77 for the posts of Senior Stenographers, provision regarding grant of Travelling Allowance to Scheduled Caste/Scheduled Tribe candidates was not mentioned. The exact relaxation in upper age limit for Scheduled Caste/Scheduled Tribe was also not indicated.
4. In the case of certain posts where blind and physically handicapped candidates may also be eligible, there is a provision of relaxation of age to the extent of 5 years in their case also. In case such candidates also happen to belong Scheduled Caste/Scheduled Tribe, the age relaxation for physically handicapped candidates will be available to Scheduled Caste/Scheduled Tribe candidates over and above the relaxation allowed to them as Scheduled Caste/Scheduled Tribe candidates.

4. Liaison Officer and Special Cells

According to the instructions issued by the Bureau of Public Enterprises, in each undertaking the officer-in-charge of a administration (or any other officer designated for the purpose) is required to be nominated as Liaison Officer in respect of matters relating to the representation of Scheduled Castes/Scheduled Tribes. A cell consisting of a suitable number of assistants is also required to be constituted in each undertaking under the discharge of his duties and also

to ensure prompt disposal of grievances of employees belonging to Scheduled Castes/Scheduled Tribes.

In the Hindustan Paper Corporation, Shri R. P. Gupta, Manager (Personnel and Industrial Relations) was appointed as Liaison Officer soon after his appointment in the Corporation in November, 1976. Shri Gupta resigned with effect from 18th May, 1979 and the work relating to the representation of Scheduled Castes/Scheduled Tribes is now being looked after by the Manager (Personnel and Admn.) Shri M. L. Gupta. There is a proposal to transfer this work of the Liaison Officer to the new incumbent after his appointment. It is, however, felt that there is no reason why the present Manager (Personnel and Admn.) should not continue to look after this work even after appointment of the regular incumbent to the vacant post of Manager (Personnel & Industrial Relations). And this would be in accordance with the instructions of the Bureau of Public Enterprises referred to above that officer-in-charge of administration should act as Liaison Officer. It has been stated that the previous Liaison Officer could not give his inspection report on the prescribed proforma as required under the rules. According to the records as seen by the study team, it is felt that the previous Liaison Officer not only did not submit the inspection report but did not even inspect the rosters, as there was no such indication in the rosters having been inspected by the Liaison Officer. In this connection, it may be pointed out that inspection of rosters and submission of inspection reports on the prescribed proforma as in Appendix 7 of the Brochure is the most important duty of the Liaison Officer. It is, therefore, suggested that management of the Hindustan Paper Corporation should ensure that such inspection reports are submitted on the prescribed proforma within 3 months of the close of the calendar year.

It was understood that in the Cell set up in the Corporation under the control of the Liaison Officer, there was one Superintendent and one Junior Assistant whose work was supervised by the Personnel Officer. All these persons were looking after the work in the Cell in addition to their other responsibilities. It is suggested that the Superintendent assisted by at least two Jr. Assistants as against the present one post should be put on the job of representation of Scheduled Castes/Scheduled Tribes exclusively and placed directly under the Liaison Officer. It would then be possible for the Liaison Officer to keep a watch over the implementation of reservation orders in the Corporation more effectively. This Cell should maintain complete statistics about the representation of Scheduled Castes/Scheduled Tribes as also about the recruitment and promotions but should not be associated with the maintenance of rosters. The Liaison Officer should inspect the rosters with the help of the staff in the Cell only at the close of the year. The complaints of the employees belonging to Scheduled Castes/Scheduled Tribes regarding denial of promotion, seniority etc. and other concessions and relaxations allowed to them should also be examined by this Cell. During the course of the visit 3 representations were handed over to the Team which are discussed separately at the end of the report.

5. Dereservation and Carry-forward of reserved vacancies

It was observed that the procedure for dereservation of reserved vacancies was not followed and perhaps even not understood properly by the officers responsible for this work in the Hindustan Paper Corporation. The officers in the Personnel Department thought that it was necessary to follow this procedure when the reserved vacancies are about to lapse only after the expiry of the last year of carry-forward and in between it is necessary only to show the vacancies as carried forward from year to year. It seems that nobody has cared to go through the procedure as clearly explained in Chapter 10 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. Though the procedure explained in the Brochure is not exactly applicable in

the case of public sector undertakings, the Bureau of Public Enterprises have since prescribed a simpler procedure to be followed in the case of public enterprises. According to this procedure, whenever a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of a suitable Scheduled Caste/Scheduled Tribe candidate not becoming available prior approval of the Chairman or the Managing Director must be obtained in the case of Group 'C' and Group 'D' posts and that of the Board of Directors in the case of Group A and Group B posts. But before the Chairman/Managing Director or the Board of Directors is approached, it has to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in Chapter 8 or 9, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to approach the Chairman/Managing Director or the Board of Directors for dereservation of reserved vacancies, the whole sequence of events necessitating filling up of reserved vacancies by general candidates must be explained to the competent authority. In the case of posts filled by promotion also it has to be explained that the adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadre. It may also be pointed out that this procedure of dereservation of reserved vacancies has to be followed in every year in which recruitment/promotions take place. For instance in the year 1979, 10 vacancies are required to be filled out of which 2 are reserved for Scheduled Castes and 1 for Scheduled Tribes and in case even after following all the prescribed steps for recruitment, the Scheduled Caste/Scheduled Tribe candidates are not available at all or are not found suitable for appointment, the reserved vacancies should be got dereserved and carried forward to the subsequent 3 years of recruitment. In the year 1980, suppose there are again 8 more vacancies to be filled out of which one vacancy each is reserved for Scheduled Castes/Scheduled Tribes, the unfilled reserved vacancies brought forward from the previous year 1979 would be added to the current reserved vacancies. Thus the total reservation would be 3 vacancies for

Scheduled Castes and 2 for Scheduled Tribes. The whole process of recruitment as prescribed in Chapter 9 or 10 of the Brochure, as the case may be, would again be gone through. If, in this process, it has become possible to select and appoint 2 Scheduled Caste candidates in the year, 1980, these persons should be adjusted against the 2 Scheduled Caste vacancies of 1979. (Necessary note of adjustment should also be made against the relevant points in the roster). The remaining one vacancy for Scheduled Caste (of 1980) and 2 for Scheduled Tribes (one each of 1979 and 1980) would then be got dereserved from the competent authority and carried-forward to the subsequent recruitment years. In the next year i.e. 1981 if there are 12 more vacancies to be filled them out of these, according to the points in the roster, two vacancies are to be reserved for Scheduled Castes and none for Scheduled Tribes. Then the total reservation would be 3 for Scheduled Castes (one of 1980 and 2 for 1981) and 2 for Scheduled Tribes (one each of 1979 and 1980). Suppose in the year 1981 only one Scheduled Caste candidate has become available for appointment, after following the procedure for recruitment again, the general candidates can be appointed against the remaining reserved vacancies i.e. 2 for Scheduled Castes and 2 for Scheduled Tribes, the available Scheduled Caste candidate being adjusted against the Scheduled Caste vacancy of 1980. Now in 1982 suppose there are 15 more vacancies, then the total reservation would be 4 for Scheduled Castes (2 of 1981 and 2 of 1982) and 4 for Scheduled Tribes (1 of 1979, 1 of 1980 and 2 of 1982). Suppose 3 Scheduled Caste candidates become available in 1982, one of them would have to be exchanged with 1 Scheduled Tribe vacancy of 1979 being in the third year of carry-forward and the other two Scheduled Caste candidates being adjusted against 2 vacancies of 1981. Thus the net carry-forward position would be 2 for Scheduled Castes (both of 1982) and 3 for Scheduled Tribes (1 of 1980 and 2 of 1982). If there is no recruitment at all in any particular year, that year would not be counted as a recruitment year for the purpose of carry-forward. The above position is summarised in the following statement.

Recht. Year	Total vacancies filled also indicating the points in the roster	No. of reserved vacancies for the current year		Total No. of reserved vacancies including carried forward		No. of Sch. Caste/Sch. Tribe appointed		No. of vacancies carried forward		Remarks about C/F position	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12
1979	. (1-10) 10	2	1	2	1	..	..	2	1	Both of 1979	One of 1979
1980	. (11-18) 18	1	1	3	2	2	..	1	2	1 of 1980	1 of 1979, 1 of 1980
1981	. (19-30) 12	2	..	3	2	1	..	2	2	Both of 1981	1 of 1979, 1 of 1980
1982	. (31-40) 1-5 of next Cycle). 15 and so on	2	2	4	4	3	..	1	3	1 of 1982	1 of 1980, 2 of 1982

6. Scheduled Caste/Tribe Certificates

A number of Scheduled Caste/Tribe certificates were seen. In the case of one Shri M.V.P. Bob (Adi-Andhra Caste), it was noticed that though the certificate was issued by the appropriate authority, the certificate itself was not on the proper form as prescribed in Appendix 14 of the Brochure. This discrepancy was also noticed in the case of Shri S. Y. Nandanwar (Halba Caste). While the intention of this observation is not to cause any harassment to the concerned Scheduled Caste employees the Management may either advise the concerned employees to produce the

certificate on the proper form for the appropriate authority, or write to the District Magistrate concerned direct to issue revised certificates in favour of the employees in place of those issued earlier. For future also, the certificates should be carefully examined in accordance with the instructions contained in Chapter 13 and 14 of the Brochure.

7. Departmental Promotion Committees/Selection Boards

According to the information furnished in Proforma 9 of the preliminary information, a total of 14

meetings of the Departmental Promotion Committee/ Selection Board were held during the year 1978 and 1979. Out of these only one meeting was held to consider Scheduled Caste/Scheduled Tribe candidates, but an officer belonging to Scheduled Caste/ Scheduled Tribe was not associated in that meeting. However, 4 meetings were held to consider both reserved as well as unreserved vacancies and out of these, in 3 such meetings an officer belonging to Scheduled Caste/ Scheduled Tribe was associated. It is rather strange that in the only meeting held to consider Scheduled Caste/Scheduled Tribe candidates, it was not possible for the Management to associate a Member belonging to Scheduled Caste/Scheduled Tribe. In the remaining 9 meetings, perhaps, no Scheduled Caste/Scheduled Tribe candidate was required to be interviewed in the field of consideration and therefore no Scheduled Caste/Scheduled Tribe member was associated. In this connection, it is suggested that the Management should make all possible efforts to associate a member belonging to Scheduled Caste/Tribe in all the meetings of the Departmental Promotion Committee/Selection Board.

8. Training

According to instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 1/9/69-Est (SCT), dated 15-11-1971, in order to improve the chances of selection of Scheduled Caste/ Scheduled Tribe officers to the higher categories of posts in Class I, their immediate superior officers were made responsible to give them guidance for improving the quality of their work. It was also provided that Class I (Group A) officers belonging to Scheduled Castes and Scheduled Tribes recruited directly should be given more intensive training alongwith other officers needing such help, and where some officers are proposed to be nominated for training, a considerably large number of officers belonging to Scheduled Castes/ Scheduled Tribes (to the extent of 25 per cent) should be nominated for such training. These instructions are also to be kept in view while deputing Class I (Group A) officers for training abroad or for attending seminars/symposia or conferences as these opportunities enable Scheduled Caste/Scheduled Tribe officers to broaden their outlook and also help them to build up specialised knowledge. From the information made available to the team it is noticed that during the year 1977 as many as 17 officers were sent for training in outside institutions and 7 officers were sent abroad for training but no officer belonging to Scheduled Castes/ Scheduled Tribes was sent for such training. In 1978, out of the 5 officers sent for training in outside institutions one belonged to the Scheduled Castes, but out of the 7 officers sent for attending seminars etc. (including one abroad) none belonged to Scheduled Castes/Scheduled Tribes. However in 1979 (Upto 31-7-1979) out of the 6 officers sent for training one each belonged to Scheduled Castes and Scheduled Tribes. Also among the 4 officers sent for training abroad, there were two officers one each belonging to Scheduled Castes and Scheduled Tribes. It is hoped that the Management would try to sent more officers belonging to these categories for training and for deputing to attend seminars etc. to enable them to expand the horizons of their knowledge and be fit to shoulder higher responsibilities.

9. Grouping of Posts

According to instructions contained in Chapter 6 of the Brochure, isolated posts and small cadres filled by direct recruitment can only be grouped together for the purpose of reservation orders. In the Hindustan Paper Corporation, however, the posts were bifurcated into two categories viz. Technical and Non-technical and within these broad categories, all posts in a particular Group (Class) were grouped together without keeping in view the instructions about the justification of maintenance of separate rosters in respect of cadres consisting of 20 or more posts. Following information has been compiled from the statement given in Proforma II of the preliminary information.

Sl.No.	Scale of pay	No. of posts	
		Technical	Non-technical
1	2	3	4
1	2,500—3,000 . . .	3	1
2	2,250—2,750 . . .	..	3
3	2,000—2,500 . . .	11	..
4	1,800—2,250 . . .	14	7
5	1,500—2,000 . . .	59	8
6	1,300—1,700 . . .	12	23
7	1,100—1,600 . . .	35	23
8	700—1,300 . . .	7	46
9	650—1,200 . . .	..	15
10	500—900 . . .	5	..
11	425—800 . . .	..	104
12	330—560 . . .	72	9
13	260—400 . . .	2	1
14	260—350 . . .	2	5
15	210—270 . . .	6	..
16	196—232 . . .	..	68

Leaving aside the posts filled by promotion, the Hindustan Paper Corporation is advised to submit the proposals for grouping of posts as under :—

Group I	. . . S. Nos. 1 to 4 (Technical)
Group II.	. . . S. Nos. 1 to 6 (Non-Tech.)
Group III	. . . S. Nos. 5 to 6 (Technical)
Group IV	. . . S. Nos. 7 to 8 (Technical)
Group V.	. . . S. No. 7 (Non-Tech.)
Group VI	. . . S. No. 8 (Non Tech.)
Group VII	. . . S. No.9 (Non-Tech.) and S. No. 10 (Technical)
Group VIII	. . . S. Nos. 12 to 14 (Technical)
Group IX	. . . S. Nos. 11 to 14 (Non-Tech.)
Group X.	. . . S. No. 15 (Technical) and S. No. 16 (Non-Tech.)

10. Training and Absorption of Apprentices

According to the information made available to the Team, in the year 1978 out of 9 candidates belonging to Scheduled Castes and Scheduled Tribes sponsored by the Employment Exchange only one Scheduled Caste candidate was selected who also resigned later. In 1979 out of 12 Scheduled Caste candidates sponsored by the Employment Exchange only one turned up for interview and he was also found unsuitable. It is rather strange that while a large number of Scheduled Caste/Scheduled Tribe persons remained on the live registers of the Employment Exchange, the Management is not in a position to engage enough apprentices belonging to Scheduled Castes/ Scheduled Tribes. It is suggested that wide publicity should be given for the seats reserved for Scheduled Castes/ Scheduled Tribes under the Apprenticeship Act through local newspapers so that all the seats reserved for Scheduled Castes/Scheduled Tribes are fully utilised. In view of the existing backlog of reserved vacancies in the Hindustan Paper Corporation, it is also suggested that, the Scheduled Caste/Scheduled Tribe candidates trained under the Apprenticeship are also absorbed by the Corporation on successful completion of the apprenticeship training.

11. Special Scheme of Diversion of Sweepers and Farashes

It was understood that the Hindustan Paper Corporation had not implemented the scheme for providing

alternate avenues of employment and promotion to the Sweepers and Farashes who are engaged on the job of cleaning etc. It has been the intention of the Government while issuing instructions vide Department of Personnel and Administrative Reforms O.M. No. 42015/3/75-Estt (C), dated 16-1-1976 that the persons who are working as Sweepers and Farashes are generally from Scheduled Castes and they should not be condemned to do this job throughout their career. According to Government instructions 25% of the vacancies occurring in the cadre of Peons and other Class IV posts are required to be filled on transfer basis from amongst Sweepers and Farashes etc. who may not even possess the qualifications prescribed for direct recruitment to such posts but may possess elementary literacy and be able to give proof of ability to read Hindi, or English or any other regional language and have put in at least 5 years service in the parent cadre. It is suggested that the Hindustan Paper Corporation should implement the above scheme immediately so that the Sweepers and Farashes who are made to do the job of cleaning etc. are diverted from this caste-based occupation to other posts in Class IV.

12. Rosters

As already pointed out in the para on grouping of posts, the Hindustan Paper Corporation Limited have erroneously maintained only two rosters, one for technical and the other for non-technical posts in each category of posts viz. Class I, Class II, Class III and Class IV (Group A, Group B, Group C and Group D). These rosters are therefore, to be recast on the lines suggested in that paragraph. Following further discrepancies were observed during the course of study of rosters.

- (a) The rosters were maintained on loose sheets and not in properly bound registers. It was also noted that these rosters had been prepared recently from the recruitment records. This was evident from the fact that all the entries were in the same handwriting and there was no evidence of these rosters having been signed or inspected by any higher authority.
- (b) The rosters for Group A and Group B posts were maintained in the 40-point model roster as prescribed in Appendix 2 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes. In fact, for Group A and B posts where the primary source of recruitment is through advertisement and recruitment is made on all-India basis by open competition, a 40 point roster, as prescribed in Appendix 1 (reservation for Scheduled Castes @15% and for Scheduled Tribes @7½%) is to be followed.
- (c) While the carry-forward position was shown correctly from year to year, but abstract of the recruitment made during the year was not included at the end of the year. The break-up of the brought-forward vacancies was not shown correctly. For instance, in the case of rosters for Class I posts (Technical), at the end of the year 1977, carry-forward position was shown as 6 for Scheduled Castes but the break-up was given as 2 of 1976 and 4 of 1977, but it should have been 1 of 1976 and 5 of 1977, the only available Scheduled Caste candidate being adjusted against one of the two brought forward reserved vacancies (Scheduled Caste) of 1976. Similarly the two reserved category candidates (1 Scheduled Caste and 1 Scheduled Tribe) who became available for appointment in 1978 should have been adjusted against the respective earlier reserved vacancies of 1976 and, therefore, the correct carry-forward position should be 9 for Scheduled Caste (5 of 1977 and 4 of 1978) and 4 for Scheduled Tribe (2 of 1977 and 2 of 1978).
- (d) The entries in the rosters were not signed by the appointing authority or any other officer authorised for the purpose, nor was there any indica-

tion of the rosters having been inspected by the Liaison Officer at any time.

- (e) Since recruitment in Calcutta office began in 1976 the reserved vacancies pertaining to that year which could not be filled even in the years 1977 and 1978 have become exchangeable during the year 1979. As the Calendar year 1979 has not yet ended no indication was forthcoming in the roster about the exchange of reservation between Scheduled Castes and Scheduled Tribes. However, in the roster for Group C (Technical) posts filled by direct recruitment it was noticed that in the year 1977 only 5 vacancies were filled out of which one each was reserved for Scheduled Castes and Scheduled Tribes. As only one Scheduled Caste candidate became available in 1977, reserved vacancy for Scheduled Tribe was shown as carried-forward. In the year 1978, another 5 vacancies were filled out of which one vacancy was reserved for Scheduled Castes. In this year, two Scheduled Caste candidates become available for appointment and one of them was shown as adjusted against the one Scheduled Tribe vacancy of 1977. This is not permissible. The exchange between Scheduled Castes and Scheduled Tribes in this category of posts filled by direct recruitment is permissible only in the third year of carry-forward, whereas in this case this exchange rule was applied in the first year of carry-forward. The extra Scheduled Caste candidate who became available in the year 1978 could be shown against an unreserved vacancy and the reservation of one vacancy for Scheduled Tribe should be carried-forward further.
- (f) In the roster for Group 'C' (Non-Technical) posts, the 7 Scheduled Caste candidates who became available in 1977 should have been adjusted against the 7 reserved (Scheduled Castes) vacancies brought forward from the year 1976. Similarly, one Scheduled Tribe candidate should have been adjusted against one of the 4 vacancies reserved for Scheduled Tribe brought forward from the year 1976. Thus at the end of the year 1977, the break up of the reserved carried-forward should be 12 for Scheduled Castes pertaining to the year 1977 and 7 for Scheduled Tribes (3 pertaining to the year 1976 and 4 for the year 1977).
- (g) In the roster for Group D posts filed by direct recruitment, during the year 1976 one vacancy reserved for Scheduled Tribes has been shown as adjusted by the appointment of Scheduled Caste candidate and this vacancy was not shown as carried-forward. As already explained the exchange of reservation between Scheduled Castes and Scheduled Tribes is permissible only in the last year of carry-forward. Therefore, the excess appointment of Scheduled Caste candidates in this category should not have been shown as adjusted against the vacancy reserved for Scheduled Tribes. Similarly in the year 1977, two of the ten Scheduled Caste candidates were shown as adjusted against the Scheduled Tribe vacancies at point Nos. 23 and 38. Again in the year 1978, one vacancy at point No. 54 reserved for Scheduled Tribes was also shown as adjusted by the appointment of a Scheduled Caste candidate. However, it was noticed that out of the 6 appointments made in the year 1979 (upto 8-3-79) one appointment was made of a candidate belonging to Scheduled Castes. Following the principle of utilising the earliest vacancy first, the appointment of this Scheduled Caste candidate could be shown against the one vacancy reserved for Scheduled Tribe against point number 4 of the year 1976, this vacancy being in the last year of carry-forward is now exchangeable with the appointment of a Scheduled Caste candidate. Thus the carry-forward position of vacancies reserved for Scheduled Tribe should have been shown as 1 at the end of 1976, three at the end of 1977 (1 of 1976 and

2 of 1977), four at the end of the year 1979, if no Scheduled Tribe candidate still becomes available, the carry-forward position would be three vacancies for Scheduled Tribes (2 of 1977 and 1 of 1978) besides one Scheduled Caste vacancy of 1979 since the only Scheduled Caste candidate appointed in this year has to be exchanged with the Scheduled Tribes vacancy of 1976.

As already stated three complaints were received by the Study Team during the course of its visit to the Hindustan Paper Corporation Limited. These three complaints are dealt with in the following paragraphs:

(a) *Case of Shri S. S. Biswas*

It was contended by Shri S. S. Biswas that he applied for the post of Draftsman Grade II in the scale of Rs. 425 to 800. He claimed that he possess necessary qualifications for the post. He was called for interview for the post of Draftsman Grade II. According to the position stated by the management the Selection Committee consisting of the Manager (detailed Engineering), Chief Draftsman and two officers belonging to Scheduled Castes did not find Shri Biswas suitable for the Grade II of the Draftsman. He was, therefore, offered the post of Junior Draftsman in the Grade of Rs. 330-560. Though Shri Biswas accepted this post and did not raise any objection during the period of his probation, he claimed that he had not been selected for the post for Grade II as the management had selected some persons who were recommended by some officers in the Corporation. According to Shri Biswas he accepted the lower post under certain circumstances because he wanted to be posted at Calcutta.

It is true that after his appointment in the lower grade of Junior Draftsman Shri Biswas has to complete the eligibility condition for promotion to the next grade i.e. Draftsman Grade II before being considered for promotion. Since he had not yet completed the eligibility condition he could not be promoted to Grade II. The only point in his case is the circumstances under which he was not selected for the post of Draftsman Grade II in the scale of Rs. 425-800, when he had the necessary qualification and same experience required for the post. The management is advised to furnish the details of all the candidates who applied for the post and including the details of those selected who is to see in what way Shri Biswas was not found suitable as compared to the other candidates.

(b) *Case of Smt. Sobita Pal Chowdhury*

It has been represented by Smt. Sobita Pal that though she was eligible for promotion for the post of Junior Assistant she was not promoted and her juniors were promoted. On enquiries from the management it was learnt that during first year of her service Smt. Chowdhury earned a good report, and therefore, confirmed as Lower Division Clerk/Typist. In the second year of her service she was described as average almost all the columns of the Confidential Report. On the basis of this Departmental Promotion Committee did not approve her for promo-

tion to the post of Junior Assistant. In this connection, it may be stated that promotion from the post of Lower Division Clerk to that of Junior Assistant being on the basis of seniority subject to fitness an employee can be ignored in the matter of promotion only when he or she have been declared unfit for promotion. According to the record as seen by the team there was nothing on record under which Smt. Chowdhury was declared unfit for promotion specifically. Therefore, the supersession of Smt. Chowdhury was based on the average report earned by her. In this respect attention of the management is invited to the Department of Personnel and Administrative Reforms O.M. No. 21011/1/76-Est (A), dated 30th March, 1976 wherein that Department have clarified that average report is not to be treated as adverse. Therefore, the action of the management considering the average report as adverse and not promoting Smt. Chowdhury is not justified. Further, Smt. Chowdhury was informed in May, 1979 that her Confidential Report for the year 1978 was not favourable. This action also should have been taken immediately after the report was submitted by her immediate superior officers or in any case before the meeting of the Departmental Promotion Committee which was held in February, 1979.

In view of the circumstances stated above the team is of the view that the case of Smt. Chowdhury should be reviewed and her promotion orders may be issued from the date her juniors were promoted.

(c) *Case of Shri M. R. Das*

Shri M. R. Das represented that he was selected for the post of Junior Assistant for appointment at the Head Office at Calcutta, but on joining he was asked to work in the Mill Office of India Paper Pulp Company Limited, at Haji Nagar about 60 Km. away from Calcutta. He claimed that the company in which he was made to work did not have any connection with Hindustan Paper Corporation and, therefore, he failed to understand as to why he was posted in the Mill office when he was specifically appointed for the Head Office at Calcutta. As he was not happy with the posting in the Mill Office he represented to the management for his posting in the Head Office. He even got two offers from outside and requested to be relieved so as to join in the Ministry of Finance. He is reported to have been called by the General Manager (P & A) who, assured him that if he withdrew his resignation he will be transferred from the Mill Office to the Head Office but this assurance has not been fulfilled.

The management is advised to intimate full facts of the case leading to the posting of Shri Das in the Mill office instead of in the Head Office. It may be also be clarified whether the Mill known as India Paper Pulp Co. Limited at Haji Nagar and the staff working in that mill are a part of the Hindustan Paper Corporation. If so, the management may intimate the date on which this mill was taken over by the corporation and terms under which the staff of that mill has been transferred to the Corporation.

APPENDIX XXV

(Reference para No. 3.134)

Report of the Study Team on the review study into the working of service safeguards provided for Scheduled Castes/Scheduled Tribes in the National Instruments Ltd., Calcutta. (Review study made on 14th September, 1979)

It would be recalled that a study team of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes headed by Dr. Biswajit Sen, Research Officer visited National Instruments, Ltd.,

on 23rd and 24th April, 1978. Report of that study team was sent to the management of the National Instruments Ltd., on 3-6-78 for follow-up action. Follow-up action report on most of the points was

received in this office on 29-8-78. Since another study team was visiting Calcutta to undertake study of rosters etc. in two other organisations namely Hindustan Paper Corporation and Central Inland Water Transport Corporation, the Commissioner desired that a review study of National Instruments Ltd., be made in order to assess the extent of follow-up action taken by the management on the findings of the earlier study team.

The present team headed by Shri R. Zakhuma, Deputy Commissioner, and assisted by Shri B. M. Masand, Research Officer, visited National Instruments Ltd., on 14th September, 1979. The team had discussions with Shri S. R. Das, Deputy General Manager, at present acting as the Managing Director and Shri N. K. Basu, Personnel Manager, and it was also shown relevant records wherever needed. As a result of the discussions with the management and study of the rosters and other records following observations are made :—

(1) It was noticed that an attempt was made by the Personnel Department for maintaining the rosters on correct lines showing the position of carry-forward of unfilled reserved vacancies and adjustment of appointment of Scheduled Castes and Scheduled Tribes candidates against the earlier reserved vacancies as

also showing the remarks about dereservation of reserved vacancies. The management had not yet maintained separate rosters for different cadres and posts having working strength of 20 or more justifying the maintenance of separate rosters. It was stated by the management that their proposals for grouping of posts had not yet been approved by the administrative Ministry. However, on going through the scheme of grouping of posts a copy of which was received with the follow-up action report of the management of the earlier study, it was observed that management had identified 7 categories in group 'C' which were having a strength of 20 or more posts. In that scheme there was no mention as to with which particular category the remaining isolated posts and small cadres were proposed to be grouped. Similarly, there was no mention of any identification of categories in Group 'A' and Group 'B' posts, presumably, none of the individual posts or category had a strength of 20 or more on its own. However, the team felt that, there was no justification for grouping of all the Class I (Group 'A') posts for the purpose of reservation orders right from the lowest rung of class I (Rs. 700 to 1300) to the highest posts of the Chairman-cum-Managing Director in the scale of Rs. 2500 to 3000. The management was, therefore, advised to make revised proposals for grouping of posts as under :—

Name of the Post	Scales of pay	Total No. of posts	Category No grouping
1	2	3	4
(a) Posts from S. No. 1 to 21 of the statement	Rs. 2,500 to 3,000 Rs. 1,800 to 2,250 Rs. 1,500 to 1,800 Rs. 1,300 to 1,700 Rs. 1,100 to 1,600	1 3 4 5 13	I I I I I
(b) Posts from S. No. 22 to 29	Rs. 700 to 1,300	25	II
(c) Posts from S. No. 1 to 10 under group 'B'	All scales between Rs. 550 to 900 Rs. 650 to 1,200	48	III
(d) Posts from S. No. 1 to 8 under group 'C'	Rs. 425 to 700 Rs. 550 to 750	75	IV
(e) Posts from S. No. 9 to 13 under group 'C'	Rs. 380 to 560 Rs. 330 to 560	67	V
(f) Posts from S. No. 14 to 17 under group 'C'	Rs. 425 to 700	39	VI
(g) Posts from S. No. 18 to 30 of group 'C'	Rs. 320 to 400 Rs. 330 to 480 Rs. 330 to 560	118	VII
(h) Posts from S. No. 31 to 39 of group 'C'	Rs. 225 to 308 Rs. 260 to 350 Rs. 260 to 400	68	VIII
(i) Posts from S. No. 1 to 8 of group 'D'	Rs. 196 to 232 Rs. 210 to 250 Rs. 210 to 270 Rs. 210 to 290	48	IX
(j) Highly skilled/Skilled workers and semi-skilled workers.	Rs. 210 to 290 Rs. 260 to 350 Rs. 320 to 400 Rs. 380 to 560 Rs. 425 to 650	817	X
(k) Un-skilled workers	Rs. 196 to 232	134	XI

While making proposals for grouping of posts on the above lines the management is advised to ensure that posts filled by promotion are not included in the above scheme of grouping, for which separate rosters are

required to be maintained for giving effect to reservation orders for each post. While sending the proposals on the above lines a copy thereof may also be furnished to this office. The management is also

advised to get the approval of the Ministry concerned to the above scheme of grouping of posts as expeditiously as possible so that the rosters on revised lines can be started at least from the new year 1980. However previous rosters may be recast on the lines suggested by the earlier team.

Reservation in posts filled by promotion in the Industrial category

(2) In pursuance of the recommendation made by the earlier Study Team, the management had taken up the matter with the Mathematical Instruments Office Employees' Union, Jadavpur, Calcutta. This union after initial hesitation ultimately agreed to the principle of reservation in these posts but felt that since the study team's recommendation was made known to them in July, 1978, the promotions due in industrial category w.e.f. 1-4-1978 in terms of the Tripartite Memorandum of Settlement of August, 1969, should not be subjected to the reservation orders as recommended by the Study Team. Though this demand of the Union is rather unreasonable, the Management decided to give effect to the scheme of reservation in the industrial category due from 1-4-1979. The Management is advised to furnish the statistics regarding the total promotions made in this category from 1-4-1979 the number of vacancies which were reserved for Scheduled Castes and Scheduled Tribes separately, the number of Scheduled Caste/Scheduled Tribe employees actually promoted and the reason for shortfall, if any, in the utilization of the full quota reserved for Scheduled Castes and Scheduled Tribes and the steps proposed to clear the backlog. It was learnt from the representatives of the National Instruments Scheduled Castes and Scheduled Tribes Employees Council that according to Factory Order No. 9 dated 7-4-79 as many as 55 workers were upgraded and that reservation orders were not applied to these upgraded posts. The Management is also advised to intimate whether the recruitment rules have been amended to include a provision of qualifying service for promotion to the industrial category of workers where there was no such provision previously.

It may also please be intimated whether rosters have since been maintained in respect of those posts filled by promotion to which reservation orders were not applied earlier inadvertently assuming that there was no reservation in such posts where the component of direct recruitment exceeded 50%. Since this figure has been raised to 66.2/3%, reservation is required to be made in respect of the component of posts filled by promotion in which the component of direct recruitment is now upto 66.2/3%.

Recognition of Scheduled Caste/Scheduled Tribe Employees Association

(3) The Commissioner's views on the need for recognition of at least one association of Scheduled Caste/Scheduled Tribe employees in each establishment have already been made known to the Management. The team, therefore, suggests that the National Instruments Scheduled Castes and Scheduled Tribes Employees Council or any other more representative association of Scheduled Caste/Scheduled Tribe employees may be formally recognised for the specific purpose of the problems relating to the representation of Scheduled Castes and Scheduled Tribes in the National Instruments Ltd.

Trade Apprentices

(4) It has been reported that in 1978 no apprentices were engaged. However, in 1979, thirteen Commercial Trade Apprentices were engaged out of whom three belonged to Scheduled Castes. The reason as to why no candidate belonging to Scheduled Tribes could be engaged as apprentice may be indicated. It may also be intimated whether the management proposes to absorb the Scheduled Castes apprentices after completion of their training in view of the backlog of Scheduled Castes and Scheduled Tribes in various trades.

Upgradation of unskilled categories

(5) The reason for keeping the upgradation of unskilled categories in abeyance in the year 1977, 1978

and 1979 may be indicated. It is suggested that this scheme should be reviewed early so that the sweepers and shop cleaners can get an opportunity of changing to other non-caste based occupations as also getting some promotional avenues. Statistics about the benefit derived by the Sweepers/Shop cleaners belonging to Scheduled Castes and Scheduled Tribes on revival of the scheme may be furnished to the office of the Commissioner for Scheduled Castes and Scheduled Tribes.

Recruitment

(6) The position about the recruitment during the past three years particularly during the years 1978 and 1979 is quite encouraging. However, it appears no recruitment was made to Group 'B' posts. The overall position of the intake of Scheduled Castes and Scheduled Tribes in various groups of posts as obtaining on 13-9-1979 and compared to the position on 1-1-1975 is also quite satisfactory but continued and concerted efforts are still required to be made to improve the representation of Scheduled Castes and Scheduled Tribes in Group 'A' and 'B' posts. It has been brought to the notice of the team that figures of the representatives of Scheduled Castes and Scheduled Tribes in the National Instruments Ltd., as given to the team are not correct and the management seems to have counted some of these employees who had not even submitted the Scheduled Caste/Scheduled Tribe certificates. It is suggested that the management look into this matter and ensure that all those whom they treat as Scheduled Castes or Scheduled Tribes for the purpose of representatives in services actually belong to the reserved categories. The management should also enquire into the doubtful cases but all this need be done in such a way so as not to cause any harassment to the employees who may eventually prove to belong to Scheduled Castes or Scheduled Tribes.

Lapsing of reservation

(7) In the follow-up action report on the observation of the earlier study team it was stated that team's observations had been noted for compliance. This is not enough. In fact while recasting the rosters action should be taken on observations of the team and after adjustment/exchange of the Scheduled Caste/Scheduled Tribe candidates in the manner suggested by the team, the revised position of the carry-forward should be calculated and shown in the rosters. This revised carry-forward position may be suitably distributed in various rosters, which are now required to be maintained after approval of the scheme of grouping of posts.

Liaison Officer

(8) It has been represented that the work relating to the representation of Scheduled Castes and Scheduled Tribes should be entrusted to an officer belonging to Scheduled Castes or Scheduled Tribes. In this connection, attention is invited to the instructions issued by the Bureau of Public Enterprise according to which officer in charge of administration (or any other officer designated for the purpose) is required to be nominated as Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes. Thus an officer who is well conversant with administrative matters and has also thorough knowledge of instructions regarding reservation etc. is fit to be nominated as the Liaison Officer. Our experience has been that even an officer belonging to Scheduled Castes or Scheduled Tribes himself cannot do justice to the job unless he possesses thorough knowledge of administration and reservation orders. As regards the complaint about the present Personnel Manager being caste-biased, nothing cause to the notice of the team to substantiate this. But the management and the present Personnel Manager may please ensure that the Liaison Officer should not only be without caste-biased but he should also appear as such.

Short-fall in the representation of Scheduled Castes/Scheduled Tribes

(9) Attention of the Management is drawn to the instruction contained in the Department of Personnel & Administrative Reforms OM No. 16/3/73-Estt(SCT),

dated 27-12-1977. Now the reservation for Scheduled Castes and Scheduled Tribes can exceed the earlier limit by 50% of the available vacancies and make the total reservation including the backlog even beyond this limit. The Management can also resort to special recruitment drive in order to clear the backlog in various classes of posts.

Recruitment to the post of Medical Officer

(10) Full facts about the delay in filling up of the post of Medical Officer in scale of Rs. 1100-1600 said to be lying vacant for over a year may also please be intimated.

APPENDIX XXVI

(Reference para No. 3,134)

Report of the study team on the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Central Inland Water Transport Corporation, Calcutta—Study conducted on 12th and 13th September, 1979

After preliminary discussions on 10th September, 1979 with the representatives of the three organisations to be studied in Calcutta, where Shri S. S. Mitra, Deputy Personnel Manager of the Central Inland Water Transport Corporation Limited was also present, the team consisting of Shri R. Zakhuma, Deputy Commissioner for Scheduled Castes and Scheduled Tribes, Shri B. M. Masand, Research Officer, Shri V. S. Nair, Stenographer undertook the specific study of rosters and other records in this Corporation on 12th and 13th September, 1979. The team met Shri Pakrashi, the Personnel Manager, Shri S. S. Mitra, Deputy Personnel Manager and Shri H. K. Mondal, Welfare Officer, who is also the Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes in this Corporation, Shri R. Zakhuma, Deputy Commissioner for Scheduled Castes and Scheduled Tribes, also called on Shri H. C. Malhotra, the Chairman and Managing Director.

Introduction

The Central Inland Water Transport Corporation, an undertaking under the Ministry of Shipping and Transport of the Government of India, started functioning with the ex-employees of the erstwhile River Steam Navigation Company. According to an agreement reached between the employees and the management, it was envisaged that "The new Company will employ such of the workers and staff of the existing Company as are considered by it suitable and necessary for its business on appropriate terms and conditions to be decided by the new Company. The employees of the existing Company who are not absorbed by the new Company will be paid by the existing Company compensation due and payable to them under the law. If as a result of growth of business, the new Company requires additional hands, the employees of the existing Company who are not absorbed now, will, if they are willing and otherwise found suitable, be considered preferentially". This scheme of agreement was modified by the Calcutta High Court as under :—

- (a) That the new Company shall take as many of the existing staff or labour as possible and as can be reasonably taken over by the said transferee Company subject to any valid objection to any individual employee or employees.
- (b) That as to exactly how many can be employed it is left to the said transferee Company's bona-fide discretion.
- (c) That those employees who cannot be taken over shall be paid by the transferor Company all moneys due to them under the law and all legitimate and legal compensations payable to them either under Industrial Disputes Act or otherwise legally admissible and that such moneys shall be provided by the Government of India to the existing transferor Company who will pay these dues.

Now the above agreement took place some time in May, 1967 but the management continued to take shelter under this agreement till now. It is difficult to comprehend as to why it has not been possible to absorb the employees of the defunct company so far or as to how the employees rendered surplus in the

year 1966 or 1967 are still continuing to remain unemployed so as to invoke the terms of the said agreement for absorption in this Corporation. For this purpose, it would be necessary to furnish the exact figures of the employees rendered surplus in various grades at the time of the setting up of this Corporation and the actual recruitment that was made in each year thereafter in each grade indicating the number of ex-employees absorbed in each grade in each year. Then only it would be possible to be satisfied about the inability of the management to achieve the adequacy of representation of Scheduled Castes and Scheduled Tribes in various groups of posts in the Central Inland Water Transport Corporation. Were not these who could not be absorbed, paid due compensation? This question also needs to be answered.

Another reason advanced for the low representation of Scheduled Castes and Scheduled Tribes in the Corporation was that the Corporation was also obliged to employ on compassionate grounds the sons/daughters and near relations of employees who die in harness. Well, this phenomenon is not peculiar to this Corporation and nowhere this has been stated to be the reason for non-implementation of the reservation orders. In this connection, attention of the Management is drawn to the instructions issued by the Government of India that not more than 3% of the vacancies in any calendar year could be filled on compassionate grounds from among the sons/daughters or near relatives of the employees who died in harness. Thus the reservation for Scheduled Castes and Scheduled Tribes could not be affected by such appointments. Though this limit of 3% has been revised as per the Government orders dated 25-11-78 but it is clearly stipulated therein that the number of posts to be earmarked for this category should not exceed substantially and significantly 50% of the vacancies in any calendar year after allowing for the reservation for Scheduled Castes and Scheduled Tribes and some other categories. Thus at no time the reservation for Scheduled Castes and Scheduled Tribes could be bypassed on account of such appointments on compassionate grounds. Further in accordance with the clarification received from the Department of Personnel and Administrative Reforms if on any occasion a vacancy required to be filled on compassionate grounds falls on a point in the roster reserved for Scheduled Castes or Scheduled Tribes, the reservation has to be shifted to the next point and the next available vacancy is to be filled up by the appointment of the reserved category candidate.

In view of what is stated in the preceding paragraphs, the study team is not in a position to accept the plea or alibi of the management for low representation of Scheduled Castes and Scheduled Tribes in the Corporation.

2. Preliminary Information

Representation of Scheduled Castes/Scheduled Tribes as on 1-7-1979

In view of the position stated above, it appears that necessary efforts were not made to increase the intake of Scheduled Castes and Scheduled Tribes in the service of the Corporation on the plea of Court judgement and appointments on compassionate grounds. As a result, the representation of Scheduled Castes in this

Corporation as on 1-7-79 was as low as 2.44%, 1.89% and 2.69% in Class I, Class II and Class III respectively. As regards the Scheduled Tribes, it was insignificant (even below one per cent) in all classes of

posts. Even the recruitment position in the last three years as indicated below has not made any substantial improvement in the representation of Scheduled Castes and Scheduled Tribes.

During the year	Vacancies filled in											
	Group A			Group B			Group C			Group D		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13
1977	12	1	1	3	..	..	28	3	1	23	1	2
1978	6	..	..	..	..	..	9	1	..	64	8	..
1979	6	1	..	..	..	..	8	..	..	53	3	..

It is, therefore, imperative that the Central Inland Water Transport Corporation now should make special efforts to increase the representation of Scheduled Castes and Scheduled Tribes in its services even by resorting to special recruitment and by reserving all the existing vacancies for Scheduled Castes and Scheduled Tribes. This is permissible in accordance with the instructions contained in the Department of Personnel and Administrative Reforms OM No. 16/3/73-Estt (SCT), dated 27-12-1977.

It is true that enough time could not be given to the Corporation to furnish the requisite preliminary information on various proformae for the purpose of study but the Corporation authorities promised to send the information on some of the proformae (Proformae II, IV, V and IX) by post. It is regretted that this information has not been received even after two months of the visit of the study team to that organisation. As such no comments can be offered by the study team.

3. Liaison Officer and Special Cells

According to the instructions issued by the Bureau of Public Enterprises, in each undertaking the officer-in-charge of administration (or any other officer designated for the purpose) is required to be nominated as Liaison Officer in respect of matters relating to the representation of Scheduled Castes/Scheduled Tribes. A cell consisting of a suitable number of assistants is also required to be constituted in each undertaking under the control of the Liaison Officer to assist him in the discharge of his duties and also to ensure prompt disposal of grievances of employees belonging to Scheduled Caste/Scheduled Tribe.

It was understood that Shri H. K. Mondal is the Liaison Officer for work relating to the representation of Scheduled Castes and Scheduled Tribes in the Corporation. He is actually working as Welfare Officer in Raja Bagan Dockyard and he is also required to look after the duties of Chief Welfare Officer and Security Officer, whenever necessary. Thus he is saddled with responsibilities of other nature which hardly leave any scope for him to look into the matters relating to the representation of Scheduled Castes/Scheduled Tribes for which purpose he was nominated.

It seems that inspection reports that he has submitted were also prepared by the Personnel Division and simply signed by him as Liaison Officer. This is evident from the fact that in his inspection reports he did not point out the discrepancies that have come to the notice of the study team and included in this report. In order to ensure that the Liaison Officer performs the duties that are assigned to him under the Government of India instructions, it is desirable that he should not be burdened with other heavy responsibilities in case he is not a senior officer, specially, in a big organisation like Central Inland Water Transport Corporation. If the Liaison Officer is to command any respect from the Personnel Department or from any senior officer, he should also himself be of an officer of a senior status. In this particular case Shri Mondal

is quite junior in the scale of Rs. 650-1200 and it seems quite obvious that senior officers would not pay any heed to any suggestion made by him and would not care for the discrepancies pointed out by him in the maintenance of rosters and other records. It is, therefore, recommended that the Personnel Manager in charge of administration himself should be the Liaison Officer in accordance with the existing instructions.

It is also recommended that the cell for work relating to the representation of Scheduled Castes and Scheduled Tribes should be suitably strengthened and the staff in that cell should be exclusively put on this work. The Liaison Officer and the staff in the cell need not be associated with the maintenance of rosters so that they are able to inspect the rosters at the close of the year in an independent manner. This cell should also deal with the complaints from Scheduled Castes/Scheduled Tribes employees in the Corporation.

4. Training

According to instructions contained in the Department of Personnel and Administrative Reforms OM No. 1/9/69-Estt(SCT), dated 15-11-1971, in order to improve the chances of selection of Scheduled Caste/Scheduled Tribe officers to the higher categories of posts in Class I, their immediate superior officers were made responsible to give them guidance for improving the quality of their work. It was also provided that Class I (Group A) officers belonging to Scheduled Castes and Scheduled Tribes recruited directly should be given more intensive training alongwith other officers needing such help, and where some officers are proposed to be nominated for training, a considerably large number of officers belonging to Scheduled Castes/Scheduled Tribes (to the extent of 25%) should be nominated for such training. These instructions are also to be kept in view while deputing Class I (Group A) officers for training abroad or for attending seminars/symposia or conference as these opportunities enable Scheduled Caste/Scheduled Tribe officers to broaden their outlook and also help them to build up specialised knowledge.

According to information made available to the study team, there is no arrangement for training of Class I (Group A) officers belonging to Scheduled Castes and Scheduled Tribes within the Corporation. In the year 1977-78 only two Group 'A' officers were deputed for training to outside institutions but none of them belonged to Scheduled Castes or Scheduled Tribes. However, in 1978-79 one officer belonging to Scheduled Caste was deputed for such training. In the year 1978-79, two Group 'A' officers were sent abroad for training but none of them belonged to Scheduled Castes or Scheduled Tribes. However five officers were deputed to attend seminars, conference or symposia (3 in 1977-78 and two in 1978-79) and only one of these officers belonged to Scheduled Tribes during the year 1977-78. The Central Inland Water Transport Corporation is advised to keep the above instructions in view and arrange to send

more and more Scheduled Caste/Scheduled Tribe officers for training within and outside India for attending seminars etc. so that they acquire more knowledge to enable them to shoulder higher responsibilities.

5. Grouping of Posts

According to instructions contained in Chapter 6 of the Brochure, isolated posts and small cadres filled by direct recruitment only can be grouped together for the purpose of reservation orders. In the Central Inland Water Transport Corporation, however, all posts in a particular Group (Class) were grouped together without keeping in view the instructions about the justification of maintenance of separate rosters in respect of cadres consisting of 20 or more posts. It was also noticed that in the roster in respect of permanent appointments to Class III posts filled by direct recruitment, appointments to some Class IV posts like those of Cook (Bhandari), Lascar (Khalasi), Coal Trimmer, Hand Labour etc. etc. were also entered although there was another roster for permanent Class IV posts also (on page 70 of the register). The dealing hand could not explain the reasons for existence of these separate rosters. It is wrong to maintain combined roster for different groups of posts i.e. Group C and Group D and also in respect of such of the posts having a cadre strength of 20 or more justifying the maintenance of separate rosters. Maintenance of combined rosters for different groups or classes of posts often leads to the appointment of Scheduled Caste/Scheduled Tribe candidates to the lowest posts. For example, it was noticed that in the year 1972 out of the total 502 vacancies in the roster for permanent Class III and Class IV posts 101 were required to be filled by Scheduled Castes and 30 by Scheduled Tribe candidates. Actually, 79 Scheduled Castes and 5 Scheduled Tribe candidates were appointed. Out of the 79 Scheduled Caste candidates only 5 were appointed against Group 'C' posts and the rest were appointed to Group 'D' posts which also included Sweepers. According to the existing instructions Sweepers should not be included among other Group 'D' posts.

Further, the question of proper grouping of posts in accordance with the instructions issued by the Government was discussed with the Deputy Personnel Manager and the Liaison Officer and they were advised to submit concrete proposal for grouping of posts in the light of clear-cut guidelines given by the study team. But it must be ensured that the posts filled by promotion are not grouped for this purpose with other posts filled by direct recruitment or promotion. In the case of posts filled by promotion, separate rosters are required to be maintained irrespective of the number of posts in any cadre or service.

6. Dereservation and Carry-forward of Reserved Vacancies

It was observed that the procedure for dereservation of reserved vacancies was not followed and perhaps even not understood properly by the officers responsible for this work in the Central Inland Water Transport Corporation. The officers in the Personnel Department thought that it was necessary to follow this procedure when the reserved vacancies are about to lapse only after the expiry of the last year of carry-forward and in between it is necessary only to show the vacancies as carried forward from year to year. It seems that nobody was cared to go through the procedure as clearly explained in chapter 10 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. Though the procedure explained in the Brochure is not exactly applicable in the case of public sector undertakings, the Bureau of Public Enterprises have since prescribed a simpler procedure to be followed in the case of public enterprises. According to this procedure, whenever a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of a suitable Scheduled Caste/

Scheduled Tribe candidate not becoming available, prior approval of the Chairman or the Managing Director must be obtained in the case of Group C and Group 'D' posts and that of the Board of Directors in the case of Group 'A' and Group 'B' posts. But before the Chairman/Managing Director or the Board of Directors is approached, it has to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in Chapter 8 or 9, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to approach the Chairman/Managing Director or the Board of Directors for dereservation of reserved vacancies, the whole sequence of events necessitating filling up of reserved vacancies by general candidates must be explained to the competent authority. In the case of posts filled by promotion also it has to be explained that the adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadre. It may also be pointed out that this procedure of dereservation of reserved vacancies has to be followed in every year in which recruitment/promotions take place. For instance in the year 1979, 10 vacancies are required to be filled out of which 2 are reserved for Scheduled Castes and 1 for Scheduled Tribe and in case even after following all the prescribed steps for recruitment, the Scheduled Caste/Scheduled Tribe candidates are not available at all or are not found suitable for appointment, the reserved vacancies should be got dereserved and filled by general candidates and reservation carried forward to the subsequent 3 years of recruitment. In the year 1980, suppose there are again 8 more vacancies to be filled out of which one vacancy each is reserved for Scheduled Castes/Scheduled Tribes, the unfilled reserved vacancies brought forward from the previous year 1979 would be added to the current reserved vacancies. Thus the total reservation would be 3 vacancies for Scheduled Castes and 2 for Scheduled Tribes. The whole process of recruitment as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, would again be gone through. If, in this process, it has become possible to select and appoint 2 Scheduled Caste candidates in the year 1980, these persons should be adjusted against the 2 Scheduled Caste vacancies of 1979 (Necessary note of adjustment should also be made against the relevant points in the roster). The remaining one vacancy for Scheduled Caste (of 1980) and 2 for Scheduled Tribes (one each of 1979 and 1980) would then be got dereserved from the competent authority and carried forward to the subsequent recruitment years. In the next year i.e. 1981 if there are 12 more vacancies to be filled then out of these, according to the points in the roster, two vacancies are to be reserved for Scheduled Castes and none for Scheduled Tribes. Then the total reservation would be 3 for Scheduled Castes (one of 1980 and 2 for 1981) and 2 for Scheduled Tribes, (one each of 1979 and 1980). Suppose in the year 1981 only one Scheduled Caste candidate has become available for appointment, after following the procedure for recruitment again, the general candidates can be appointed against the remaining reserved vacancies after obtaining the approval for dereservation, i.e. 2 for Scheduled Castes and 2 for Scheduled Tribes, the available Scheduled Caste candidate being adjusted against the Scheduled Caste vacancy of 1980. Now in 1982 suppose there are 15 more vacancies, then the total reservation would be 4 for Scheduled Castes (2 of 1981 and 2 of 1982) and 4 for Scheduled Tribes (1 of 1979, 1 of 1980 and 2 of 1982). Suppose 3 Scheduled Caste candidates become available in 1982, one of them would have to be exchanged with 1 Scheduled Tribe vacancy of 1979 being in the third year of carry-forward and the other two Scheduled Caste candidates being adjusted against 2 vacancies of 1981. Thus the net carry-forward position would be 2 for Scheduled Castes (both of 1982) and 3 for Scheduled Tribes (1 of 1980 and 2 of 1982). If there is no recruitment at all in any particular year that year would not be counted as a recruitment year for the purpose of carry-forward. The above position can also be summarised in the following statement :—

Recruitment year	Total vacancies filled also indicating the points in roster	Number of vacancies reserved for		Total reservation b/f vacancies		No. of SG/ ST appointed		No. of vacancies carried forward		Remarks about C/F position	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12
1979	(1-10) 10	2	1	2	1	..	..	2	1	Bog'h of 1979	1 of 1979
1980	(11-18) 8	1	1	3	2	2	..	1	2	1 of 1980	1 of 1979 and 1 of 1980
1981	(19-30) 12	2	..	3	2	1	..	2	2	Both of 1981	1 of 1979 and 1 of 1980
1982	(31-40) (1-5) 15	2	2	4	4	3*	..	2	3	both of 1982	1 of 1980 and 2 of 1982

* One of the three Scheduled Caste candidates to be adjusted against one Scheduled Tribe vacancy of 1979.and so on.

7. Apprenticeship Training

Following information was supplied to the study

team regarding the apprentices trained by the Central Inland Water Transport Corporation in various trade during the period from January, 1978 to June, 1979.

Quarter ending	No. of apprentices on roll	No. of Graduate and Diploma holders	No. of Marine and other Apprentices not covered by the Act	No. of Apprentices belonging to		Remarks
				Sch. Castes	Sch. Tribes	
1	2	3	4	5	6	7
31-3-78	233	30	18	48	2	
30-6-78	233	44	30	40	1	
30-9-78	232	47	30	40	1	
31-12-78	300	45	29	54	2	
31-3-79	278	43	28	49	2	
30-6-79	263	47	26	48	2	
Total	1539	258	161	279	10	

It would be seen from the above statement that the break-up of Scheduled Caste/Scheduled Tribe candidates in various trades is not given. On enquiries, the team was informed that the figures of Scheduled Caste/Scheduled Tribe apprentices given in columns 5 and 6 pertain to Trade and Commercial apprentices corresponding to the figures given under column 2. It is, therefore, not understood as to why it has not been possible to enrol apprentices belonging to these categories in the Graduate and Diploma holders category and among the Marine and other apprentices. The Corporation would do well to make efforts to include Scheduled Castes/Scheduled Tribes in these categories in accordance with percentages prescribed for them under the Apprenticeship Act. It is also recommended that in view of the large backlog in the representation of Scheduled Castes/Scheduled Tribes in the service of the Corporation, the Scheduled Caste/Scheduled Tribe apprentices trained by them should be given appointment in the corporation in adjustment of the backlog against the future vacancies.

8. Special Scheme of Diversion of Sweepers and Farashes

It was understood that the Central Inland Water Transport Corporation had not implemented the scheme for providing alternate avenues of employment and promotion to the Sweepers and Farashes who are engaged on the job of cleaning etc. It has been the intention of the Government while issuing instructions vide Department of Personnel and Administrative Reforms OM No. 42015/3/75-Estt (C) dated 16-1-1976 that the persons who are working as Sweepers and Farashes are generally from Scheduled Castes and they

should not be condemned to do this job throughout their career. According to Government instructions 25% of the vacancies occurring in the cadre of Peons and other Class IV posts are required to be filled on transfer basis from amongst Sweepers and Farashes etc. who may not even possess the qualifications prescribed for direct recruitment to such posts but may possess elementary literacy and be able to give proof of ability to read Hindi or English or any other regional language and have put in at least 5 years service in the parent cadre. It is suggested that the Central Inland Water Transport Corporation should implement the above scheme immediately so that the Sweepers and Farashes who are made to do the job of cleaning etc. are diverted from this caste-based occupation to other posts in Class IV.

9. Annual Report

The Annual Report of the Corporation could not be furnished to the study team. It is, however, recommended that statistics regarding the representation of Scheduled Castes and Scheduled Tribes as on first January each year, the position regarding posts filled by direct recruitment and promotions and the number of Scheduled Castes/Scheduled Tribes among them, nature of complaints and their disposal as dealt with by the Special Cell etc. etc. should be mentioned in the annual reports of the Corporation.

10. Advertisement/Requisitions to Employment Exchanges for Reserved Vacancies.

It was noticed from some of the advertisements/requisitions sent to the Employment Exchanges that the provision regarding grant of Travelling Allowance

admissible to Scheduled Caste/Scheduled Tribe candidates was not indicated. In the case of posts requiring experience as an essential qualification, there is a provision for relaxation of experience criterion in favour of Scheduled Caste/Scheduled Tribe candidates and such a provision is required to be clearly mentioned in the advertisements etc. This was also not being followed by the Central Inland Water Transport Corporation. In certain cases, it was stated in the advertisements that "everything being equal, preference will be given to SC/ST". Even in regard to relaxation in upper age limit, instead of indicating the exact relaxation in favour of Scheduled Castes/Scheduled Tribes, it was stated that "usual relaxation in respect of age is permissible". The management is, therefore, advised to follow these instructions strictly and make a clear mention of all these requirements in the advertisements/requisitions to Employment Exchange, as in the absence of the mention of these concessions and relaxations, the response of the Scheduled Caste/Scheduled Tribe candidates is likely to be poor.

11. Scheduled Caste/Tribe Certificates

Only four Scheduled Caste/Scheduled Tribe certificates could be produced before the study team in spite of insistence that the team wanted to see some more. In one of these certificates in favour of Mrs. Anita Mistry belonging to Namasudra community working as Peon, in the certificate it was indicated that "Smt. Anita Mistry, W/O Shri". In this connection, it may be stated that in the case of women not belonging to Scheduled Castes/Scheduled Tribes, their marriage to Scheduled Caste persons does not alter their position and the Scheduled Caste/Scheduled Tribe certificate is given to only those persons who belong to these categories by birth. It is therefore, necessary to ensure that in the case of women candidates certificates should indicate them as "D/O" and not "W/O.....". In the particular case of Mrs. Anita Mistry, it was ascertained from the management that her husband who was an employee of this Corporation also belonged to Scheduled Caste. The remaining 3 certificates were found to be in order. The management is however, advised to check up Scheduled Caste/Scheduled Tribe certificates at the time of initial appointment with particular reference to, the competent authority issuing the certificate, the proper forms on which the certificates are issued and that any person has not submitted certificates on the basis of change of religion or by virtue of marriage or adoption. In this connection, detailed instructions as contained in Chapters 13 and 14 of the Brochure as also Appendix 16 thereof may be referred for deciding such cases in regard to verification of claims of Scheduled Castes/Scheduled Tribes. But it must also be ensured that at the time of direct recruitment whatever *prima facie* evidence is produced by the Scheduled Caste/Scheduled Tribe candidates should be accepted provisionally, subject to furnishing of the prescribed certificate by the candidate concerned within a reasonable time. And in case of genuine difficulty in the candidates' obtaining a certificate, the management can itself verify his claim through the District Magistrate concerned, as provided in the Brochure (p. 55, Fifth Edition).

12. Rosters

The rosters maintained by Central Inland Water Transport Corporation were checked and the team made the following observations:—

- (i) While the rosters were maintained on proper form of register the points reserved for Scheduled Castes and Scheduled Tribes were not correctly earmarked in some of the cases. For instance, in the roster for Class III and Class IV permanent posts point No. 83 was shown as reserved for Scheduled Castes whereas in the regional rosters it is an unreserved point. Likewise point No. 86 which is reserved for Scheduled Castes was shown as unreserved.

- (ii) After the close of a cycle the next cycle should be numbered and shown accordingly under Col. 4 of the roster register.
- (iii) Posts of Sweepers were also shown in the roster for Class III and Class IV appointments. According to the instructions issued by the Government of India the posts of Sweepers are not to be shown along with other Class IV posts but separate roster is to be maintained for this post.
- (iv) While there was a separate roster for Class III and Class IV temporary appointments, there are no such roster in respect of Class I and Class II appointments.
- (v) In the case of Class I and Class II appointments recruitment to which is made by open competition on all-India basis i.e., the primary source of recruitment being through advertisement, model roster as prescribed in Annexure I of the Department of Personnel Office Memorandum dated 22nd April, 1970 is to be followed. In Central Inland Water Transport Corporation the model rosters as prescribed in Annexure II was being followed.
- (vi) Combined rosters were being maintained for all posts in a group whereas according to Government instructions separate rosters are to be maintained in respect of cadres which have a regular strength of 20 or more. Grouping has to be resorted to only in the case of isolated posts and small cadres having strength of less than 20. In the case of Class III and Class IV posts (Group 'C' and Group 'D' posts) a combined roster was maintained. Necessary advice to this effect is being given in the paragraph on grouping of posts in this report.
- (vii) Gaps were left in some of the rosters. For example in the roster for Class I posts filled by direct recruitment point No. 23 was left blank.
- (viii) The principle of utilisation of earlier vacancies first and carrying forward the comparatively recent vacancies was not being followed and the vacancies were being carried forward from year to year without following the procedure for dereservation and lapsing of vacancies which could not be utilised even by the last year of carry-forward.
- (ix) The procedure regarding dereservation of reserved vacancy was not being followed.
- (x) The principle of exchange of reservation between Scheduled Castes and Scheduled Tribes in the last year of carry-forward was also not being followed.
- (xi) According to the instructions for maintenance of rosters, as soon as an appointment is made the name of person so appointed is to be entered in the roster and this entry is to be signed by the appointing authority or any other officer authorised for the purpose. It was noticed that the entries were not signed by any officer not even at the close of the year. In some of the rosters even the Liaison Officer's signature was not found in token of his having inspected those rosters.
- (xii) At the end of the year an abstract of the vacancies filled, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes including those brought forward from previous years, the number of vacancies filled by Scheduled Caste/Scheduled Tribe candidates, the number of vacancies exchanged between Scheduled Castes and Scheduled Tribes and the number of vacancies carried forward to the subsequent year indicating the year to which they pertain has to be maintained.
- (xiii) In the case of posts filled by promotion no rosters were maintained prior to 1978. In promotion posts also the rosters were being maintained for a group as a whole. There are

clear instructions that in posts filled by promotion, grouping has not to be recorded to and the rosters are to be maintained for each post irrespective of cadre strength or the number of posts. If the posts are filled by two different modes of the promotion viz., seniority-cum-fitness and selection, then rosters are to be maintained separately for each mode of promotion.

- (xiv) It was noticed that entries of recruitment made during the year 1979 had not been made in the register even though a large number of appointments were made right from January, 1979 in various classes of posts. A statement of such recruitment was given to the team but it is not understood as to why entries has not been made in the relevant rosters so far. In the case of Group 'B' posts filled by direct recruitment, even the appointments made in 1978 had not been shown.

General

During the course of discussions with the Personnel Manager of the Central Inland Water Transport Corporation, the question of no response whatsoever to the communications sent from the office of the Commissioner for Scheduled Castes and Scheduled Tribes was also raised. It was pointed out by the study team that the representation from the General Secretary, Central Inland Water Transport Corporation Scheduled Castes and Scheduled Tribes Employees' Council, Calcutta was sent to the Corporation on 29th August, 1978 which was followed by reminders dated 25th October, 1978, 24th November, 1978 and 17th April, 1979. But no reply whatsoever had

been received from the corporation. The Personnel Manager stated that they had discussed the matter with the General Secretary Shri B. K. Paik of the Employees' Council who also is a responsible officer in the corporation and the matter was explained to him. In view of this the management did not consider it necessary to send a reply to the office of the Commissioner for Scheduled Castes and Scheduled Tribes. It was pointed out by the study team that once the matter was taken up by the Commissioner's office the corporation was under obligations to send a reply to the Commissioner for Scheduled Castes and Scheduled Tribes indicating full facts and comments of the corporation. There was no objection to discuss the matter and settle the same with the Employees' Council but it was also necessary to inform the Commissioner accordingly. In this connection a reference is invited to the Department of Personnel and Administrative Reforms OM No. 36024/1/78-Est (SCT), dated 27th June, 1978 in which the Ministries/Departments etc. have been requested to extend necessary assistance to the Commissioner for Scheduled Castes and Scheduled Tribes and ensure that whenever any representation relating to the service matters is referred by the Commissioner for Scheduled Castes and Scheduled Tribes to them calling for facts and comments etc. necessary action is taken to send a reply/report to the Commissioner for Scheduled Castes and Scheduled Tribes as expeditiously as possible. It is, therefore, felt that the Corporation should take a special note of this matter and ensure that communications received from the Commissioner's office are responded to as early as possible. In this particular case the management is advised to indicate the full facts and their comments with reference to the points raised in the representation of the Employees' Council dated 29th July, 1978, as promised by the Personnel Manager.

APPENDIX XXVII

(REFERENCE PARA 3.134)

A report of the study into the working of the service safeguards provided for Scheduled Castes and Scheduled Tribes in the services in the Directorate of Education, Himachal Pradesh, Simla

1. Introduction

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Central and State Government offices located in the North Zone, the Commissioner desired that a Study Team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri B. M. Masand, Research Officer and Shri K. R. Gupta, P.A. should visit the Directorate of Education, Simla on 14th and 15th November, 1979 and examine the rosters and other records maintained by them for giving effect to the orders/instructions regarding reservation and other concessions/relaxations provided for Scheduled Castes and Scheduled Tribes. The Team met Shri Kuldeep Singh, Registrar and Shri R. S. Thakur, Statistical Officer, Shri Thakur is also the Liaison Officer in respect of work connected with the representation of Scheduled Castes and Scheduled Tribes. The Team also called on Shri B. L. Handa, Director of Education and had discussions with him regarding the implementation of reservation orders in the Directorate of Education and other allied matters. The Team would like to place on record with thanks that during the course of their study work, they received full assistance and cooperation from the officers of the Directorate of Education.

2. The Directorate of Education being a Government Department was required to give effect to the reservation orders right from the beginning. It, however, appears from letter dated 1st February, 1974 from the Joint Secretary (Personnel) of the Government of Himachal Pradesh addressed to all the Secretaries, Joint Secretaries, Deputy Secretaries etc. and all

the Heads of Departments in Himachal Pradesh that it was only after the visit of the Committee of Vidhan Sabha on the Welfare of Scheduled Castes and Scheduled Tribes which examined certain Departments in its meetings held on 21st, 22nd and 23rd January, 1974 the process of implementation of reservation orders started in right earnest. As pointed out in para 1 of the above letter it was at the instance of the Committee that the information pertaining to previous years commencing from 1st November, 1966 upto the end of the year 1973, showing calendar year-wise break-up was sought to be built up by all the Departments of the Government of Himachal Pradesh.

3. The Vidhan Sabha Committee had pointed out that some of the Departments had maintained rosters only for the last 2 or 3 years which was not satisfactory. It was stated that the instructions/orders issued by the Government of India in the matter of reservation and concessions for Scheduled Castes and Scheduled Tribes in services were applicable in Himachal Pradesh till the attainment of State-hood on 25-1-1971 and later on these instructions were allowed to continue even after the formation of the full fledged State of Himachal Pradesh. Therefore, the rosters were required to be maintained since coming into force of the Constitution but in order to have the uniformity, the Committee advised the Government that all the Departments should maintain rosters from 1st November, 1966 onwards if not from an earlier date. In pursuance of this direction from the Vidhan Sabha Committee on Welfare of Scheduled Castes and Scheduled Tribes, the Government in the Personnel Department advised all the Departments to maintain rosters from 1-11-1966. In the Directorate of Education also the rosters were, therefore, available from that date.

As a result of efforts made by the Director of Education, Shri B. L. Handa and his officers, particularly the Liaison Officer, the rosters maintained in the Directorate of Education were by and large on proper lines.

4. According to the instructions issued by the Liaison Officer in the Directorate of Education O.M. No. 1-30/74-Edu. (SIS), dated 25th November, 1974 the Department was required to maintain rosters according to the following models:—

Nature of recruitment and period	Scheduled Castes		Scheduled Tribes	
	Percentage of reservation	Points to be reserved in the 40/100 Point roster	Percentage of reservation	Post to be reserved in the 40/100 points roster
1	2	3	4	5
(A) Promotion :				
(i) 40-Point roster from 1-11-66 to 24-3-1970 .	12½	1,9,17, 25, 33	5	4, 21
(ii) 40-Point Roster from 25-3-70 to onwards	15	1, 8, 14, 22, 28, 36	7½	4, 17, 31
(B) Direct Recruitment :				
(i) 40-Point Roster from 1-11-66 to 27-9-70 .	22½	1, 7, 10, 14, 18, 24, 27, 31, 36.	5	4, 21
(ii) 100-Point Roster from 28-9-70 to 31-3-73	23	1, 6, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85, 89	5	4,23,43, 63, 83
(iii) 100-Point Roster from 1-4-1973 onwards .	22	1, 6, 10, 14, 18, 22, 27, 31, 35, 40, 45, 49, 53, 57, 61, 65, 70, 75, 79, 83, 87, 92.	5	4, 24, 43, 63, 85

Note.—In the roster for direct recruitment for Class III and IV posts, the point No. 1 reserved for Scheduled Castes has been earmarked for Antodaya candidates as part of the Scheme of reservation of 6 per cent vacancies) and in its place point No. 3 has been treated as reserved for Scheduled Castes.

5. It would be seen from the above model rosters that in the case of posts filled by promotion the roster as prescribed by the Government of India for promotional posts have been adopted in the State of Himachal Pradesh. In this connection, it may be pointed out that the Government of India instructions relate to the Central Government offices located in various States but in those offices the promotions are governed on all India basis and, therefore, the roster as prescribed in Appendix 1 of the Brochure giving reservation at the rate of 15% for Scheduled Castes and 7½% for Scheduled Tribes is all right. Here in the State of Himachal Pradesh the promotions to higher categories of posts except those attracting officers from Indian Administrative Service cadres, etc. are made from the officers from the State Cadres. The State cadres are obviously governed by the percentage of reservation which is proportionate to the population of Scheduled Castes and Scheduled Tribes in the State. Thus promotions to higher grades are made from feeder cadres, recruitment to which was made at the rate of 22% for Scheduled Castes and 5% for Scheduled Tribes. Therefore, there is apparently an anomaly at the level of promotions where only 15% of vacancies are reserved for Scheduled Castes and 7½% for Scheduled Tribes. The persons belonging to Scheduled Castes who are recruited at the rate of 22 out of every 100 are able to avail reservation at promotional level at the rate of 15 per every 100. There is, therefore, a clear loss of 7 vacancies out of every 100 to the Scheduled Caste employees of the State Government. It is, therefore, recommended to the State Government to consider this matter and bring the reservation percentage in posts filled by promotion at par with the percentages prescribed for direct recruitments. (a copy of this report is also being sent to the Department of Personnel of the Government of Himachal Pradesh).

II. Rosters

6. As already stated above, the rosters maintained by the Directorate of Education in Himachal Pradesh were by and large on correct lines. However, some of the observations which are in the form of technical nature are given in the following paragraphs for necessary action:—

- (i) For the purpose of carry-forward of unfilled reserved posts and lapsing them at the end of the carry-forward period, the year in which no recruitment takes place is not to be counted as a recruitment year. But in the case of roster for the posts of Clerks, the year 1967 was counted as a recruitment year though no recruitment took place in that year and a vacancy reserved for Scheduled Caste pertaining to the year 1966 was allowed to lapse at the end of the year 1968, whereas it could be allowed to lapse only at the end of the year 1969 i.e. after two recruitment years as per rules at that time. Further, lapsing could be done only if the procedure regarding filling up of the posts and dereservation of the reserved vacancies is followed in each year of the carry-forward. Lapsing was also done in the case of posts of Head-Clerks/Assistants at the end of the year 1977.
- (ii) Carry-forward position was not indicated in some of the rosters, for example in the roster for the posts of Assistants/Accountants filled by promotion.
- (iii) In the case of roster for the post of Superintendants (by promotion) after the posts were upgraded to the gazetted rank, the roster was closed and a new roster was started without showing the carry-forward position from the previous roster. In fact, the roster should have been continued from point No. 11, as mere change of mode of promotion from selection to seniority does not alter the position.
- (iv) In the roster for the posts of Superintendents — non-gazetted in the scale of Rs. 400-650, in the District/Regional Offices, it was observed that entries up to point No. 6 were made during the year 1975. It was also noticed from the remarks column that 2 out of these 6 appointments were made against gazetted posts in the Directorate. Later on when these 2 posts were upgraded to gazetted rank, the entries were deleted from this roster and the entries were re-numbered from point 1 to point No. 4. This again

appears to be incorrect as the initial promotions were to the non-gazetted ranks and the upgradation to the gazetted rank should not alter the position in the roster and the roster should have been correctly shown as from point No. 1 to point No. 6. Since out of 6 promotions only one was reserved for Scheduled Caste and one for Scheduled Tribe, but 2 Scheduled Caste candidates were promoted, with a remark that one Scheduled Caste candidate promoted in excess should be adjusted against the future promotion. This action is also not correct as the provision of the carry-forward applies to only backlog and not to excess appointments. The excess reserved category candidate should have been shown against unreserved point, his appointment being in accordance with the position in the seniority list. In the light of this, the carry-forward position in the roster for the years 1977, 1978, 1979 will need to be revised.

- (v) In most of the rosters, Scheduled Caste and Scheduled Tribe candidates who became available were not necessarily shown against the points reserved for them. In this connection, it may be stated that in a year the appointments of Scheduled Caste and Scheduled Tribe candidates are required to be shown against their respective reserved points. But where it becomes necessary to show them otherwise, cross referencing regarding adjustment of the Scheduled Caste and Scheduled Tribe candidates against the earlier reserved points has to be indicated. This was not done in all the rosters.
- (vi) The procedure regarding de-reservation of reserved vacancies was not followed at all except in the case of posts of Superintendent (Gazetted) where ex-post-facto approval was sought in the year 1978 for vacancies filled in 1975.
- (vii) The principle of exchange of reservation between Scheduled Castes and Scheduled Tribes in the last year of the carry-forward was also not followed.
- (viii) In the roster for the posts of lecturers (College Cadre) new cycle of the model roster was started in each year. In this connection, it may be pointed out that roster has to be maintained in the form of a running account from year to year. For example, if the recruitment ended at point No. 72 in the year 1967, the first entry in the year 1968 should have continued from point No. 73 onwards. In this roster, the position regarding carry-forward of the reserved vacancies was not calculated at all. This roster, will, therefore, have to be re-cast completely also indicating the carry-forward position from year to year.
- (ix) In the case of the roster for the Trained Graduate Teachers, though the brought-forward position was shown at the beginning of the year 1974 but previous rosters were not available. In the year 1975, 30 vacancies reserved for Scheduled Castes pertaining to the year 1972 were exchangeable. Therefore, 17 Scheduled Caste candidates should have been adjusted against 17 of these 30 vacancies and 13 of the 15 Scheduled Tribe candidates should have been adjusted against the remaining 13 Scheduled Caste vacancies of 1972 in exchange. This way there was no occasion for lapsing of 13 Scheduled Caste vacancies of 1972 as shown in the roster. Keeping this position in view, the net carry-forward position at the end of the year 1975 should have been as under:—

Scheduled Castes	Scheduled Tribes
23 of 1973	18 of 1974
91 of 1974	12 of 1975
53 of 1975	

In the year 1975, de-reservation was sought (ex-post facto) of 40 vacancies reserved for Scheduled Castes and 4 vacancies for Scheduled Tribes. In fact, in that year as many as 119 vacancies in all could be reserved and since 32 (17 Scheduled Castes and 15 Scheduled Tribes) candidates became available for appointments, de-reservation was involved for 87 vacancies (119 — 32 — 87) and not for 49 vacancies as indicated.

Similarly, at the end of the year 1976 after adjusting 8 Scheduled Caste and 5 Scheduled Tribe candidates against 13 of 23 Scheduled Caste vacancies of 1973 and lapsing the remaining 10 vacancies, the carry-forward position should have been shown as under:—

Scheduled Castes	Scheduled Tribes
91 of 1974	18 of 1974
53 of 1975	12 of 1975
14 of 1976	3 of 1976

In the year 1977, 87 Scheduled Caste candidates and 31 Scheduled Tribe candidates became available for appointments. They should have been adjusted in the following manner:—

- 87 Scheduled Caste candidates against 87 of the 91 Scheduled Caste vacancies of 1974.
- 4 Scheduled Tribe candidates against the remaining 4 Scheduled Caste vacancies of 1974 in exchange.
- 18 Scheduled Tribe candidates to be adjusted against 18 Scheduled Tribe vacancies of 1974.
- Remaining 9 Scheduled Tribe candidates were to be adjusted against 9 of the 12 Scheduled Tribe vacancies of 1975.

After adjustment in the above manner the net carry-forward position at the end of the year 1977 should be shown as under:—

Scheduled Castes	Scheduled Tribes
53 of 1975	3 of 1975
14 of 1976	3 of 1976
62 of 1977	14 of 1977

In the year 1978, 3 Scheduled Caste candidates who became available should have been adjusted against 3 of the 53 Scheduled Caste vacancies of 1975 and remaining 50 could be lapsed. Since no Scheduled Tribe candidate was available, the 3 Scheduled Tribe vacancies of 1975 could also lapse. After doing this, the net carry-forward position at the end of the year 1978 should be as under:—

Scheduled Castes	Scheduled Tribes
14 of 1976	3 of 1976
62 of 1977	14 of 1977
4 of 1978	1 of 1978

Though the year 1979 had not yet closed, 9 Scheduled Caste candidates so far appointed should be adjusted against 9 of the 14 Scheduled Caste vacancies of 1976. If any more Scheduled Caste candidates are appointed in the remaining period of 1979 they should first be adjusted against the remaining 5 Scheduled Caste vacancies of 1976. Similarly, if some Scheduled Tribe candidates become available they should first be adjusted against 3 Scheduled Tribe vacancies of 1976 and then against the vacancies of 1977.

It was also observed that no de-reservation of reserved vacancies was sought in the years 1976, 1977 and 1978. While recasting the rosters in the above manner, cross referencing regarding adjustment of the vacancies should also be done.

- (x) In the case of posts of Librarians, it was learnt that 75 per cent of the vacancies were filled by promotion and remaining 25 per cent by direct recruitment. It was observed that a note was given in this roster saying that "no reservation is required as the quota fixed for direct recruitment is less than 66.2/3%". This interpretation of the Government policy is wrong. In fact this rule is to be applied where the direct recruitment component exceeds 66.2/3%. In this case, the direct recruitment component is only 25% and, therefore, reservation was to be given both in the case of promotion as well as in direct recruitment components.
- (xi) In the case of roster for the posts of Assistant Librarians, the carry-forward position at the end of the year 1972 was shown as 4 for Scheduled Castes whereas it should be 5 for Scheduled Castes. After changing the carry-forward position at the end of the year 1972 in this manner the position at the end of the years 1973 and 1974 will have to be changed accordingly.
- (xii) The pattern of adjustment of vacancies against the earlier reserved points, the carry-forward and exchange of reservation as shown in the roster for the post of Trained-Graduate Teachers should be followed in the case of other rosters.
- (xiii) It was noticed that separate rosters were maintained for a number of posts which were isolated viz. the post of Senior Technical Assistants (1), Photo-grapher (1), Artist (1), Instructor/Projectionists (1), Driver-cum-Projectionist (2), Aero Modelling Mechanic (2), Ship Modelling Mechanic (1), etc. Since most of these posts are filled by direct recruitment and all are Class III posts, these could be grouped together for the purpose of reservation orders. It is, therefore, suggested that proposal for grouping of these and other such posts keeping in view instructions contained in Chapter 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition — 1978) should be made and got approved from the Department of Personnel.
- (xiv) On the request of the Directorate of Education, the team also saw some of the rosters from the District Education Office, Simla. After going through the rosters, the discrepancies were pointed out to the concerned dealing Assistant of that office. He was also given general guidance regarding implementation of reservation orders, de-reservation and carry-forward of unfilled reserved vacancies and lapsing of vacancies. He was also advised to have each entry in the roster signed by the appointing authority or any other officer authorised for the purpose. He was also advised to give an abstract of the recruitment at the end of the year and form of the abstract was explained to him.

III. Liaison Officer and Special Cell

7. The Education Directorate have 70 appointing authorities under its control spread over the whole State. The Liaison Officer was first nominated in April 1974. According to the records seen by the study team, till the appointment of the Liaison Officer in 1974, efforts regarding implementation of reservation orders for Scheduled Castes and Scheduled Tribes were not of the order as required under the rules. During discussions it was understood that the Liaison Officer, besides his functioning as such has been saddled with other duties of the State Survey Officer and Statistical Officer. These duties, as would be seen, are of painstaking nature. There is also no proper

Cell to assist the Liaison Officer. In view of the large number of orders/instructions for implementation of reservation orders and enormity of appointments (1400 on Clerical and 35,000 on teaching sides) it is necessary that the Liaison Officer should devote full time for the inspection of the records, locating gaps and the reasons for non-filling of reserved vacancies by the Scheduled Caste and Scheduled Tribe persons and in case of backlog, to suggest the steps to be taken to clear the gaps keeping in view the availability of the candidates etc. To discharge his duties and responsibilities as required under the Government of India instructions which have been adopted by the Government, the Liaison Officer should be free from other duties as well as he should have sufficient staff for watching the implementation of the various orders. It is hoped that in the interest of Scheduled Caste and Scheduled Tribe persons, the Liaison Officer would be allowed to function as suggested and it would further improve the implementation of the Government orders for their welfare and help to clear the backlog as far as possible.

8. There is no proper Cell for work relating to the representation of Scheduled Castes and Scheduled Tribes in the Directorate of Education. Only the Liaison Officer is looking after the work with the help of a Clerk who is doing other job as well. It was understood that procedure for de-reservation of reserved vacancies was not followed. According to the instructions issued by the Government of India whenever any Department approaches the Department of Personnel for de-reservation of reserved vacancies, the proposal should be shown to the Liaison Officer for his concurrence. This would ensure that all the prescribed steps/special efforts required for recruitment have been made by the appointing authority. It is also for consideration that Liaison Officer who is upto date with the information regarding the reservation policy of the Government should be associated with the Departmental Promotion Committees where Scheduled Caste certificates are to be seen and their cases relating to appointments, confirmation, promotions, finalised.

9. It was also noticed that the Liaison Officer had not been able to inspect the rosters etc. during the years 1978 and 1979 relating to the appointments made at the District level and submit reports on the prescribed form. He did, however, inspect the rosters in some offices in 1976 and 1977 and had also signed on them in token thereof and submitted the inspection reports. It is necessary that such inspections should be conducted regularly at the end of each calendar year in accordance with the instructions, and an inspection report submitted on the prescribed form not only in the case of the Directorate of Education but also in the case of District Education Offices.

10. During the course of discussions with the Liaison Officer with reference to his inspection made of the District Cadre of the office of the District Education Officer, Bilaspur in March, 1976, a doubt was raised whether the candidates recruited initially as contingent paid employees, were to be treated as promotees or direct recruits at the time of their regularisation. It was clarified that such appointments after an specified period as contingent employees are to be treated as direct recruitment and reservation orders applied at the time of regular appointments. It may also be pointed that the Government of India have since issued orders for application of reservation orders even to work-charged establishments and daily rated posts which include the contingent paid employees. It would be possible to give due reservation to these Scheduled Castes/Scheduled Tribes in such appointments only when due care is taken to provide proper reservation at the time of appointment as contingent paid employees.

IV. Scheduled Caste/Tribe Certificates

11. On going through the relevant files, the position regarding Scheduled Caste/Tribe certificates, it was found that the certificates were not on prescribed form

though the fact remains that the Government of Himachal Pradesh has brought it to the notice of all the concerned District Magistrates that the Scheduled Caste/Scheduled Tribe certificates should be issued on prescribed forms.

12. It came to the notice of the study team during the discussion with the representative of the District Education Office that the Scheduled Caste and Scheduled Tribes certificates submitted by the Scheduled Caste and Scheduled Tribe candidates were neither on proper form prescribed by the Government of India nor checked by the appointing authorities at the initial stage. The Caste/Tribe certificates issued on a simple piece of papers even by authorities not competent have been taken as valid proof of a candidate's belonging to their Scheduled Caste/Scheduled Tribe. It was noticed that the Directorate of Education had circulated instructions of the Government of India to all their subordinate offices enclosing the prescribed proforma, for the purpose of obtaining or accepting Scheduled Caste/Scheduled Tribe certificate for their guidance and strict compliance. In spite of this, the District Education authorities also have been accepting certificates not on the prescribed proforma. It was impressed upon the representatives that in the case of appointment of Scheduled Caste/Scheduled Tribe candidates/persons, they must invariably insist for the Scheduled Caste/Scheduled Tribe certificate on the prescribed proforma issued by the competent authority so as to avoid mis-use of reserved quota provided for Scheduled Caste and Scheduled Tribe candidates.

13. The file relating to the appointment of Trained-Graduate Teachers was gone through to see whether the Scheduled Caste/Scheduled Tribe certificates in the case of the candidates who applied for the posts were in order and on the prescribed form. It was noticed that in spite of the issue of O.M. No. 1/37/74-Edu (SIS), dated 23rd January, 1978 to all the appointing authorities and the Directorate of Education reiterating Government of India instruction, which were conveyed through Joint Secretary, Personnel, Government of Himachal Pradesh impressing that the Caste/Tribe certificates should be on the prescribed forms, the issuing authorities have failed to issue certificates on the prescribed form and the appointing authorities have also not cared at the time of checking these certificates whether the certificates were on the prescribed form or not.

14. On the basis of a cursory glance through the files, the following cases may be cited :—

1. Shri Norata Ram S/O Shri Sadhu Ram—Scheduled Tribe certificate issued by S.D.M.
2. Smt. Laxmi Devi D/O Shri Dulchi Ram—Scheduled Caste certificate issued by M.L.A.
3. Smt. Durga Suman W/O Shri Dinesh Raj Suman,—Scheduled Caste certificate issued by Magistrate Ist Class.

4. Shri Billa Ram S/O Shri Ram Singh—S.D.M. certified on the verification of the Pradhan, Gram Panchayat.
5. Shri Sita Ram Kalwal S/O Shri Kanshi Ram—Scheduled Caste certificate issued by Pradhan, Gram Panchayat and counter-signed by S.D.M.
6. Shri Narottam Dutt Dhiman S/O Shri Raino Ram Dhiman — Scheduled Caste certificate issued by M.L.C. Sadar.
7. Shri Basant Ram S/O Shri Jindu Ram — Scheduled Caste certificate issued by Tehsildar.
8. Shri Kanhaya Ram S/O Shri Khema Ram — Scheduled Caste certificate issued by M.L.A.
9. Shri Amar Nath S/O Shri Karam Singh — Scheduled Caste certificate issued by Pradhan, Gram Panchayat and signed by Tehsildar.
10. Shri Dhani Ram S/O Shri Nikru Ram — Scheduled Caste certificate issued by Secretary, Municipal Corporation and Counter-signed by Tehsildar.
11. Shri Rattan Pal Singh, S/O Shri Amir Singh — Scheduled Caste certificate issued by Tehsildar, Dist. Bilaspur.
12. Shri Kali Das S/O Shri Chowdhury Ram—Scheduled Caste certificate issued by S.D.M. Hamirpur not on prescribed form for the post of Lecturer, College.

In the case of the following persons, the Scheduled Caste/Scheduled Tribe certificates were not available on records :—

1. Miss Pushpa Devi Chhuni D/O Tandup — Scheduled Tribe.
2. Chhatari Devi D/O Ram Das — Scheduled Tribe.
3. Mrs. Gomti Devi D/O Shri Chhotay Lal — Scheduled Caste.
4. Shri Bhim Singh S/O Beli Ram — Scheduled Tribe.
5. Shri Vimal Kashap S/O Vishwa Ram Kashap — Scheduled Caste.
6. Sunita Kumari D/O Lachman Das — Scheduled Tribe.
7. Ganga Negi S/O K. R. Negi — Scheduled Tribe, etc.

V. Representation as on 1-1-1979

15. According to a copy of the statement on Appendix 8 of the Brochure showing the total number of Government servants and the number belonging to Scheduled Castes and Scheduled Tribes as on 1-1-1979 in respect of the Headquarters, it is observed that in spite of the special efforts made by the Directorate of Education, the position of representation of Scheduled Castes/ Scheduled Tribes as on 1-1-1979 was not quite satisfactory particularly in the case of Scheduled Tribes as would be seen from the following summary statement in respect of Class III posts :—

Total No. of employees				Number of Scheduled Castes				No. of Scheduled Tribes			
Head Masters	Lecturers	TGTs.	Other Class III Posts	Head Masters	Lecturers	TGTs.	Other Class III Posts	Head Masters	Lecturers	TGTs.	Other Class III Posts
1	2	3	4	5	6	7	8	9	10	11	12
512	270	4991	1391	24	9	318	157	12	3	125	28
				(4.7)	(3.3)	(6.4)	(11.3)	(2.35)	(1.1)	(2.5)	(2.0)

16. However, the performance of the Directorate of Education seems to be comparatively better in view of the special steps taken by the Directorate as pointed out by the Advisory Committee on Minorities, Himachal Pradesh in 1976.

VI. Departmental Promotion Committee/Selection Board Meetings

17. Though the statistics regarding the association of Scheduled Caste/Scheduled Tribe members in the

meetings of the Departmental Promotion Committees/ Selection Boards could not be furnished, it may be pointed out that according to the instructions contained in the Department of Personnel O.M. No. 27/4(iii)/70-Estt., dated 2nd September, 1970, the Ministries/ Departments are required to endeavour to the maximum extent possible to nominate a Scheduled Caste/ Scheduled Tribe officer while constituting Departmental Promotional Committee/ Selection Board, etc. for recruitment/promotion to posts in services under them. According to further instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 16/1/74-Est.(SCT), dated 23rd May, 1975, no effort has to be spared in finding a Scheduled Caste or Scheduled Tribe officer for inclusion in the meeting of the Selection Boards/ Departmental Promotion Committees particularly, where such Committees have to make bulk selections for a large number of vacancies say for 30 or more at a time. It is, therefore, suggested that these instructions may be kept in view while constituting D.P.Cs./ Selection Boards in future.

VII. Training

18. The information regarding training of Class I Officers belonging to Scheduled Caste and Scheduled Tribes as also other employees of Scheduled Caste and Scheduled Tribe was not readily available. Attention of the Directorate of Education is, however, drawn to the instructions contained in paragraphs 17.5 to 17.9 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. It is felt that these instructions may be kept in view in order to equip the Scheduled Caste/Scheduled Tribe candidates with better knowledge and to enable them to shoulder higher responsibilities.

VIII. Advertisement/Requisitions to the Employment Exchanges

19. The authorities were asked to submit a few requisitions sent by them to Employment Exchange and advertisements given in the press. The team was informed that there was hardly any occasion for giving advertisement in the press. However, the position was explained to them that in case of non-availability of Scheduled Caste/Scheduled Tribe candidates from the Employment Exchange they should give advertisement in the newspapers with a copy to the recognised associations of the Scheduled Castes and Scheduled Tribes as also to the Director of Social Welfare and to the All India Radio Station.

A few requisitions sent to the Employment Exchange were seen and it was noticed that there was no specific mention of age relaxation and other concessions allowed to Scheduled Caste and Scheduled Tribe candidate. They were also informed that in case of condition of experience there were orders of the Government of India according to which that condition is relaxable in the case of Scheduled Caste/Scheduled Tribe candidates provided the requisite number of such candidates with prescribed experience were not available.

20. It was further noticed that the specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes out of the total number was not indicated except in some of the requisitions.

IX. Promotional Avenues for Sweepers/Farashes/Chowkidars

21. On enquiries from the concerned Officers, it was learnt that the scheme for diversion of sweepers etc. to other clean occupations and for providing them promotional avenues was not implemented in the Directorate of Education. However, it was learnt that the posts of Restorers (Class III) in the scale of Rs. 100-160 were filled 75% by promotion from amongst Class IV posts including those of Sweepers. In this connection, attention of the Directorate of Education is drawn to the instructions contained in the Department of Personnel & Administrative Reforms O.M. No. 42015/3/75-Est(C), dated 16-1-1976 read with O.M. No. 42015/1/76-Est(C), dated 2-2-1977 ac-

ording to which 25% of the vacancies in the posts of Peon, etc., which are otherwise filled by direct recruitment, are to be reserved to be filled from among the Sweepers, Farashes and Chowkidars already working in the office who have put a minimum of 5 years' service. It is not necessary for such candidates to possess the qualifications prescribed for direct recruitment to the posts of Peon but they should possess elementary literacy and given proof of ability to read Hindi, English or any other regional language as the case may be. It is necessary to implement this scheme in order to divert the Sweepers etc., who mostly belong to the lowest category amongst the Scheduled Castes away from caste-based occupation of sweeping and also to provide promotional avenues to such employees.

X. Dereservation of Reserved Vacancies

22. As pointed out earlier in this report, the procedure of obtaining prior approval of the Personnel Department or the competent authority before appointing general candidates against reserved vacancies was not followed generally except in one case and that too *ex-post-facto*. However, for the guidance of Education Directorate, the procedure for carry-forward and dereservation of reserved vacancies is explained in the following paragraphs :—

23. The detailed procedure is explained in Chapter 10 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. According to this procedure, whenever a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of non-availability of a suitable Scheduled Caste/Scheduled Tribe candidate, prior approval of the Personnel Department must be obtained. But before that Department is approached, it has to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in Chapter 8 or 9, of the Brochure, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to approach the Personnel Department for dereservation of reserved vacancies, the whole sequence of events necessitating filling up of reserved vacancies by a general candidates must be explained to the competent authority. In the case of posts filled by promotion also, it has to be explained that the adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadre.

24. It may also be pointed out that this procedure of dereservation of reserved vacancies has to be followed every year in which recruitment/promotion takes place. For instance in the year 1979, 10 vacancies are required to be filled out of which 2 are reserved for Scheduled Castes and 1 for Scheduled Tribe and even after following all the prescribed steps for recruitment, the Scheduled Caste/Scheduled Tribe candidates are not available at all or are not found suitable for appointment, the reserved vacancies should be got dereserved and filled by general candidates and reservation carried forward to the subsequent 3 years of recruitment. In the year 1980, suppose there are again 8 more vacancies to be filled out of which one vacancy each is reserved for Scheduled Castes/Scheduled Tribes, the unfilled reserved vacancies brought forward from the previous year 1979 would be added to the current reserved vacancies. Thus the total reservation would be 3 vacancies for Scheduled Castes and 2 for Scheduled Tribes. The whole process of recruitment as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, would again be gone through. If, in this process, it has become possible to select and appoint 2 Scheduled Caste candidates in the year 1980, they should be adjusted against the 2 Scheduled Caste vacancies of 1979. Necessary note of adjustment should also be made against the relevant points in the roster. The remaining one vacancy for Scheduled Caste (of 1980) and 2 for Scheduled Tribes (one each of 1979 and 1980) would then be got dereserved from the competent authority and carried forward to the subsequent recruitment years. In the next year i.e. 1981 if there are 12 more vacancies to be

filled then out of these, according to the points in the roster, two vacancies are to be reserved for Scheduled Castes and none for Scheduled Tribes. Then the total reservation would be 3 for Scheduled Castes (one of 1980 and 2 for 1981) and 2 for Scheduled Tribes, (one each of 1979 and 1980). Suppose in the year 1981 only one Scheduled Caste candidate has become available for appointment, after following the procedure for recruitment again, the general candidates can be appointed against the remaining reserved vacancies after obtaining the approval for dereservation, i.e. 2 for Scheduled Castes and 2 for Scheduled Tribes, the available Scheduled Caste candidate being adjusted against the Scheduled Caste vacancy of 1980. Now in 1982 suppose there are 15 more vacancies,

then the total reservation would be 4 for Scheduled Castes (2 of 1981 and 2 of 1982) and 4 for Scheduled Tribes (1 of 1979, 1 of 1980 and 2 of 1982). Suppose 3 Scheduled Caste candidates become available in 1982, one of them would have to be exchanged with 1 Scheduled Tribe vacancy of 1979 being in the third year of carry-forward and the other two Scheduled Caste candidates being adjusted against 2 vacancies of 1981. Thus the net carry-forward position would be 2 for Scheduled Castes (both of 1982) and 3 for Scheduled Tribes (1 of 1980 and 2 of 1982). If there is no recruitment at all in any particular year, that year would not be counted as a recruitment year for the purpose of carry-forward. The above position can also be summarised in the following statement :—

Recruitment year	Total vacancies filled and indicating the points in the roster	No. of vacancies reserved for		Total reservation including brought forward vacancies		No. of SC/ST appointed		No. of vacancies C/F		Remarks about C/F Position	
		SC	ST	SC ₁	ST	SC	ST	SC	ST	SC	ST
1979	(1—10) 10	2	1	2	1	..	..	2	1	Both of 1979	Both of 1979
1980	(11—18) 8	1	1	3	2	2	1	1	2	1 of 1980	1 of 1979 1 of 1980
1981	(19—30) 12	2	..	3	2	1	..	2	2	Both of 1981	1 of 1979 1 of 1980
1982	(31—40) 15 (1—5) and so on	2	2	4	4	3	..	2	3	Both of 1982	1 of 1980 2 of 1982

APPENDIX XXVIII

(Reference Para 3.134)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Himachal Road Transport Corporation, Simla

1. Introduction

1. As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Central, and State Government Offices, Commissioner desired that a Study Team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri B. M. Masand, Research Officer and Shri K. R. Gupta, P.A. should inspect Himachal Road Transport Corporation, Simla on 12th and 13th November, 1979. The team met Shri B. L. Vaidya, Manager (Administration) and Shri J. L. Kaul, Superintendent, both concerned with the work relating to the representation of the Scheduled Castes and Scheduled Tribes. Shri Vaidya is also the Liaison Officer in respect of work connected with the representation of Scheduled Castes and Scheduled Tribes. The Team saw the rosters and other records maintained by the Corporation for giving effect to the orders/instructions regarding reservations and other concessions/relaxations provided for Scheduled Castes and Scheduled Tribes. The Team also called on Shri Kehar Singh, General Manager and apprised him about some of the important findings during the course of its study. It is recorded with thanks that the Study Team got full cooperation and assistance from the Manager (Administration) and his Superintendent, during their work in the Corporation.

2. The Himachal Road Transport Corporation was formed by re-naming the erstwhile Mandi — Kulu Road Transport Corporation *vide* Government Notification dated 24th September, 1974. By another Notification, dated 30th September, 1974, the Management of the then existing Himachal Pradesh Government Transport was also placed at the disposal of the Himachal Road Transport Corporation.

3. According to the Notification dated 30th September, 1974, the services of all Government employees

in the Himachal Government Transport holding whole time or part time posts were temporarily placed at the disposal of the said Corporation on deputation for a period of 3 months which might be extended from time to time by the Government on the terms and conditions governing them till the Corporation formed its own rules/regulations in respect of services of their own employees. It was provided in these instructions that the revised service conditions shall not be less advantageous than the terms and conditions applicable to them in the Himachal Government Transport, including a provision for absorption in the services of the Corporation of all Government employees of Himachal Government Transport. This order took effect from 2nd October, 1974. In another Notification, dated 1st October, 1974 of the Transport Department it was also provided that Corporation will regularise the services of the daily waged employees of the Himachal Government Transport w.e.f. 2-10-1974 subject to their fulfilling pre-requisites for entry into services.

4. In compliance of the provisions contained in Article 335 and 16(4) of the Constitution, the Himachal Road Transport Corporation provided for reservation for Scheduled Castes and Scheduled Tribes in its services to the extent of 22% for Scheduled Castes and 5% for Scheduled Tribes. The model rosters for giving effect to these percentages were adopted from 2-10-1974 as prescribed by the Government of India in its O.M. dated 12-3-1973. The Corporation also provided for reservation at the rate of 15% for Scheduled Castes and 7½% for Scheduled Tribes in respect of posts filled by promotion. For this purpose the model roster as prescribed in Appendix I of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition — 1978) was adopted. Here it is pertinent to note that the Corporation have adopted the reservation orders and rosters as prevalent in the Central Government Offices in the

matter of promotion. Since promotions to higher grades are made from the feeder cadres recruitment to which was made at the rate of 22% for Scheduled Castes and 5% for Scheduled Tribes, there appears to be an apparent anomaly at the level of promotion where only 15% of vacancies are reserved for Scheduled Castes and 7½% for Scheduled Tribes. In the State of Himachal Pradesh almost all the employees of this Corporation belong to the State cadres and, therefore, the reservation ought to be based on the population of Scheduled Castes and Scheduled Tribes in this State. This is being done at the direct recruitment stage but the policy of reservation of posts filled by promotion at the rate of 15% for Scheduled Castes apparently leads to a loss of 7% to the Scheduled Caste communities. They are recruited at the rate of 22% but reservation in promotion has been provided only at the rate of 15%. It is, therefore, recommended that Himachal Road Transport Corporation may try to remove this anomaly in consultation with Himachal Pradesh Government. A general reference is also proposed to be made by the Office of the Commissioner for Scheduled Castes and Scheduled Tribes to the Government of Himachal Pradesh for removing in this regard.

II. Grouping of Posts

5. There are Government of India orders that in the case of small cadres and isolated posts, grouping should be resorted to in order to ensure that due representation is given to the Scheduled Castes and Scheduled Tribes in such small cadres and isolated posts. However, the Himachal Road Transport Corporation issued orders regarding grouping of posts without keeping in view the principles laid down by the Government of India for grouping of posts. The Corporation divided the staff into 4 major groups and in each group it has several sub-groups. It was noticed that even in the sub-groups there were a number of posts which had a cadre strength of 20 or more justifying the maintenance of separate rosters for those cadres. Therefore, the system of grouping of posts as adopted by the Himachal Road Transport Corporation is not correct and needs to be revised in accordance with the instructions contained in Chapter 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition—1978). The revised grouping would need the approval of the Personnel Department of the Government of Himachal Pradesh. After getting the revised system of grouping approved from the Government, the existing rosters may be re-cast into different rosters and in the process allocating the backlog suitably in various rosters. It was also noticed that even the posts filled by promotion have been grouped together for the purpose of reservation order, which is not correct. In this connection, attention of the Corporation is invited to the instructions contained in Chapter 6 of the Brochure read with clarificatory instructions issued by the Department of Personnel of the Government of India in their O.M. No. 8/1/74-Est (SCT), dated 20th December, 1974. According to these instructions the system of grouping of posts is not to be applied in the case of posts filled by promotion. In promotional posts reservation orders are to be made applicable to each post separately irrespective of the number of posts in each cadre and rosters are also to be maintained separately for each post. Therefore, the rosters in respect of promotional posts will have to be re-cast and maintained separately. While doing so the backlog now existing in various groups may be bifurcated into individual posts proportionately.

6. Though the reservation orders were made applicable to the Corporation right from the date of its inception, it was revealed from the Corporation letter, dated 30th June, 1978 that on a review of the reservation provisions, it was found that various Divisional Managers had not taken care to fill the reserved posts according to the instructions issued by the Government. The Corporation reviewed the position of representation of the Scheduled Castes and Scheduled Tribes as on 31-3-1978 and calculated the backlog in

the representation of the Scheduled Castes and Scheduled Tribes in various posts. The Corporation advised all the Divisional Managers that all future appointments including daily waged should be banned till the backlog of the posts of Scheduled Castes, Scheduled Tribes and Backward Classes was cleared. It was made the personal responsibility of the Divisional Managers to ensure compliance of these orders.

7. In the very first paragraph of the letter, dated 30th June, 1978 it was pointed out that the rosters of reservation to various communities as per prescribed quotas in respect of Class III posts had been prepared in the Head Office of all appointments made in the Organisation from 2-10-1974 to 31-3-1978. And in the last paragraph of the said Circular, the Divisional Managers were advised that rosters in respect of Class IV employees in respect of appointments made after 2-10-1974 may be prepared in their offices and no further appointments may be made of general category candidates till the backlog in respect of Scheduled Castes and Scheduled Tribes was cleared. It is, therefore, apparent that no rosters were maintained till 31-3-1978 thereby implying that reservation orders were not sincerely followed from October, 1974 to 31-3-1978. This is a very serious lapse on the part of Corporation management. However, it is worth-while to note that the Corporation resorted in 1978 to special recruitment of Scheduled Caste and Scheduled Tribe candidates to clear the backlog in a number of categories particularly the Conductors and Drivers. The Team was informed that as a result of this special drive, as many as 48 Drivers and 253 Conductors belonging to Scheduled Castes were appointed. So far as the Scheduled Tribes were concerned, only 5 were appointed as Drivers and 19 as Conductors. During the course of verbal discussions, an impression was given that the entire backlog had been wiped out. But if we compare these figures with the backlog calculated for various units *vide* Corporation letter dated 29-11-1978, it would be seen that as against the backlog of 75 vacancies for Scheduled Castes and 22 for Scheduled Tribes in the posts of Drivers, only 48 and 5 candidates were appointed from among the Scheduled Castes and Scheduled Tribes respectively. However, in the cadre of Conductors, as against the backlog of 135 vacancies for Scheduled Castes as many as 195 were reported to have been appointed but in so far as Scheduled Tribes are concerned, there was a huge backlog of 137 vacancies and against this only 19 Scheduled Tribe candidates were appointed as Conductors. It is also interesting to note that in the category of Drivers though 60 Scheduled Caste candidates were selected, only 48 were appointed. Similarly in the category of Conductors, though 21 Scheduled Tribe candidates were selected 19 were actually appointed. The position needs to be clarified. It is recommended that similar special recruitment drive may be conducted once again and the backlog cleared as early as possible not only in the case of Drivers and Conductors but also in the case of other categories of posts where the backlog is substantial.

III. Liaison Officer

8. In the Corporation which has got three Divisions, the Manager Administration has been appointed as Liaison Officer. There were also instructions issued to the Divisional Managers and all Heads of Offices in the Transport Corporation drawing their attention to the earlier letter to ensure that the 100/40 point rosters should be kept upto date and ready for inspection. These instructions were again reiterated by the Liaison Officer and it appeared that general efforts were being made in this direction. It was, however, noticed that the duties of the Liaison Officer as prescribed by the Government of India were not assigned to the Liaison Officer in the Corporation. To ensure proper and timely implementation of the reservation orders, it is but desirable that the duties as defined in the Government of India O.M. No. 27/22/68-Estt (SCT), dated 19-4-1969 read with Chapter 15 of the Brochure are adopted by the Liaison Officer in the Corporation. These duties, *inter-alia*, include inspection of rosters

and submission of inspection report on the prescribed form after the close of each calendar year, ensuring compliance of reservation and other orders by the appointing authorities, extension of assistance to the Commissioner for Scheduled Castes and Scheduled Tribes etc. Since the Corporation has its various offices spread out in the State under the charge of Divisional/Regional Managers, it would also be appropriate to designate an officer for each region as Liaison Officer who would work under the control of the Liaison Officer at Head Office and would be required to inspect the rosters and report to him about the implementation of the reservation orders in his region/division. The Liaison Officer at Headquarters can also visit once a year Divisional and Regional Offices for the purpose of inspection. It was observed that no such inspection was conducted by the Liaison Officer. It is, therefore, recommended that in the light of the observations made in this report, the Liaison Officer should have the inspection conducted in various Divisions/Regions and get the records straightened up on proper lines. For assisting the Liaison Officer a Cell should be set up with suitable staff exclusively for work relating to the representations of Scheduled Castes and Scheduled Tribes. The Cell should be responsible for maintaining of all the statistics regarding representation of Scheduled Castes/Scheduled Tribes as on 1st January each year, position of recruitment and promotions made each year and ensure compliance of reservation orders at all levels. The Cell should also go into complaints from Scheduled Caste/Scheduled Tribe employees and their associations and ensure justice to them in the matter of appointments against the reserved quota including promotions, seniority and grant of other concessions and relaxations to Scheduled Castes and Scheduled Tribes in service matters. A paragraph about performance of the Cell including the statistics regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Corporation should also be incorporated in the annual report of the Corporation.

IV. Scheduled Caste/Scheduled Tribe Certificates

9. The study team was shown specimens of the Scheduled Caste/Scheduled Tribe certificates by the Management wherefrom it appeared that it was not on the form prescribed for the purpose though it was admitted by the Management and was signed by the District Magistrate concerned. More certificates were not available to be shown to the Study Team and, therefore, the Team suggested that the Management should review all the cases of the employees belonging to the Scheduled Castes/Scheduled Tribes under the Corporation and if the certificates are not on prescribed form, take steps to obtain now to complete the records. This must be done without causing any uncalculated hardship to the Scheduled Caste/Scheduled Tribe employees. In cases where an employee may not be able to have the certificate in the prescribed form, the verification may be got done by making direct reference to the District Magistrates concerned. It may further be pointed out that the Caste/Tribe certificates issued on a mere piece of paper and not on the proper form and by the competent authorities in spite of repeated instructions issued by the Government of India and reiterated by the State Government and the Transport Corporation, are not to be entertained as it can result in the benefits going to wrong quarters.

V. Rosters

10. The rosters as maintained by the Himachal Road Transport Corporation for various groups and categories of posts as referred to in the paragraph on 'Grouping of Posts' were seen and the observations of the Study Team are as under:—

(a) The rosters were not maintained on the form as prescribed in Appendix 4 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. There were only following columns in the rosters:—

(i) points in the roster,

- (ii) whether reserved or un-reserved,
 - (iii) name of the candidate appointed,
 - (iv) the date of appointment,
 - (v) Remarks.
- (b) The entries were not made in the rosters year-wise. In fact the roster was a mere record of appointments made.
- (c) The position regarding carry-forward of vacancies was not indicated at the end of the year nor at the beginning of the next year. It was seen that in all the rosters the backlog was indicated as on 31-3-1978. In some cases even the backlog was not shown correctly.
- (d) Full abstract of the position of recruitment made during the year was not indicated at the end of the year. This abstract should indicate the following position:—
- (1) Total number of vacancies filled during the year.
 - (2) Number of vacancies reserved during the year. (SC — ST)
 - (3) Number of reserved vacancies brought forward from previous years. (SC — ST)
 - (4) Total reservation during the year. (SC — ST)
 - (5) Number of Scheduled Caste and Scheduled Tribe candidates appointed. (SC — ST)
 - (6) Number of vacancies exchanged between Scheduled Castes and Scheduled Tribes being in the third year of carry-forward.
 - (7) Number of vacancies lapsed during the year after following the process of dereservation in the preceding three years. (SC — ST)
 - (8) The number of vacancies carried forward during the year also indicating the year to which the brought-forward vacancies pertain. (SC — ST)
- (e) The dates of appointments were not shown against the entries made in the roster.
- (f) In maintaining the rosters the general practice that was followed by the Himachal Road Transport Corporation Management was that if the Scheduled Caste and Scheduled Tribe candidates did not become available, the entries were left blank. These blank entries were filled as and when the candidates became available in subsequent years at times two to three years later. In some cases when the Scheduled Caste candidates became available their names were shown against the comparatively later vacancies reserved for Scheduled Caste candidates and not against the earlier reserved vacancies.
- (g) The fact that a person belonged to Scheduled Caste or Scheduled Tribe or neither of these communities was not indicated in the relevant columns. It was pointed out by the Management that wherever names against the reserved vacancies have been inserted, those persons belonged to Scheduled Caste or Scheduled Tribe, and the rest belong to neither of these categories.
- (h) Each entry in the roster was not signed by the appointing authority or by any other officer authorised for the purpose. In fact the entries in the roster were not signed even at the close of the year nor the rosters were inspected by the Liaison Officer at any time.
- (i) In the roster for category (vi) of Group 1 for the post of Personnel & Training Officers, Regional Managers, etc. etc. some of the posts were stated to be Class I and others Class II. This roster was maintained for these posts combined. In fact the posts in different classes should not be grouped together.
- (j) In the roster for Category 2 (group V) it was noticed that after the entry at point No. 17, the

next entry was at S. No. 24 showing the appointment of a Scheduled Tribe candidate. The reason for leaving the blank entries in between was not clear. It seems that the appointment of Scheduled Tribe candidate at point No. 24 was an excess appointment over and above the quota reserved for Scheduled Tribes and therefore the intention for showing this appointment against point No. 24 was to adjust the same against a future vacancy reserved for Scheduled Tribes. This is not permissible.

- (k) There were a large number of cuttings and over writings in the rosters.

11. In view of the discrepancies pointed out above, following guidelines are given for the maintenance of rosters :—

- (1) The roster should be maintained on proper form as prescribed in Appendix 4 of the Brochure.
- (2) Separate rosters should be maintained (i) for permanent appointments and temporary appointments likely to continue indefinitely and (ii) for purely temporary appointments which have no chance whatsoever of continuing.
- (3) For posts filled by direct recruitments if in a cadre the number of posts is 20 or more these posts should not be grouped together with any other post and the roster should be maintained separately. However, small cadres and isolated posts can be grouped with other posts keeping in view the class of post, qualifications, scale of pay in accordance with the instructions contained in Chapter 6 of the Brochure.
- (4) In the case of posts filled by promotion the roster ought to be maintained separately for each post irrespective of the cadre strength. In case a particular post is filled by promotion on the basis of selection as well as on the basis of seniority subject to fitness and if separate quota has been fixed for these two modes of promotion, then separate rosters are required to be maintained for each mode of promotion.
- (5) While maintaining the rosters the detailed instructions as contained in Appendix 5 of the Brochure with reference to para 4.4 thereof must be studied thoroughly.
- (6) In the case of posts filled by direct recruitment the procedure as prescribed in Chapters 8 and 9 of the Brochure should be strictly followed. In the case of posts filled through Employment Exchange, after receipt of non-availability certificate from the Employment Exchange the vacancies should be advertised only once and also simultaneously notified to the recognised associations of Scheduled Castes and Scheduled Tribes, and the State Director of Welfare. The vacancies should also be notified to the nearest Station of All India Radio. Where the primary source of recruitment is through advertisement, the vacancies are required to be advertised twice. On the first occasion the vacancies shall be exclusively reserved for Scheduled Caste or Scheduled Tribe candidates, as the case may be, and the general candidates will not be allowed to apply. If Scheduled Caste/Scheduled Tribe candidates do not become available on the second occasion also then these can be filled by general candidates after obtaining prior approval of the competent authority for dereservation of the reserved vacancies.
- (7) The procedure for dereservation of reserved vacancies has to be followed every year not only in respect of the current reserved vacancies but also for the brought-forward reserved vacancies as well.
- (8) After following the procedure of dereservation, the vacancies should be carried-forward to subsequent 3 years of recruitment.
- (9) Whenever Scheduled Caste/Scheduled Tribe candidates become available they must be adjusted against the earlier reserved vacancies of

the respective categories. In case the candidates of any particular category (say Scheduled Tribes) do not become available persistently for 3 years, then in the last year of carry-forward i.e. the 4th year (including the first year in which the vacancy occurred) the vacancy in question can be exchanged with the other category candidate (Scheduled Castes and vice-versa).

- (10) A reserved vacancy can be lapsed only if the same could not be filled even after applying the principle of exchange of vacancies due to non-availability of the reserved category candidates by the last year of the carry-forward.

12. The procedure regarding the carry-forward of the reserved vacancies, exchange of reserved vacancies in the last year of the carry-forward and that of obtaining prior approval for dereservation of the competent authority, is explained in great detail in the following paragraphs on dereservation of reserved vacancies.

VI. Dereservation and Carry-forward of Reserved Vacancies

13. It was observed that the procedure for dereservation of reserved vacancies was not followed at all by the officers responsible for this work in the Corporation. It seems that due importance has not been attached to the procedure which has been clearly explained in Chapter 10 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. Though the procedure explained in the Brochure is not exactly applicable in the case of public sector undertakings, the Bureau of Public Enterprises have since prescribed a simpler procedure to be followed in the case of public enterprises. According to this procedure, whenever a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of non-availability of a suitable Scheduled Caste/Scheduled Tribe candidate, prior approval of the Chairman or the Managing Director must be obtained in the case of Group 'C' and Group 'D' posts and that of the Board of Directors in the case of Group A and Group B posts. But before the Chairman/Managing Director or the Board of Directors is approached, it has to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in Chapter 8 or 9, of the Brochure, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to approach the Chairman/Managing Director or the Board of Directors for dereservation of reserved vacancies, the whole sequence of events necessitating filling up of reserved vacancies by general candidates must be explained to the competent authority. In the case of posts filled by promotion also, it has to be explained that the adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadre.

14. It may also be pointed out that this procedure of dereservation of reserved vacancies has to be followed every year in which recruitment/promotion takes place. For instance in the year 1979, 10 vacancies are required to be filled out of which 2 are reserved for Scheduled Castes and 1 for Scheduled Tribes and even after following all the prescribed steps for recruitment, the Scheduled Caste/Scheduled Tribe candidates are not available at all or are not found suitable for appointment, the reserved vacancies should be got dereserved and filled by general candidates and reservation carried forward to the subsequent 3 years of recruitment. In the year 1980, suppose there are again 8 more vacancies to be filled out of which one vacancy each is reserved for Scheduled Castes/Scheduled Tribes, the unfilled reserved vacancies brought forward from the previous year 1979 would be added to the current reserved vacancies. Thus the total reservation would be 3 vacancies for Scheduled Castes and 2 for Scheduled Tribes. The whole process of recruitment as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, would again be gone through. If, in this process, it has become possible to select and appoint

2 Scheduled Caste candidates in the year 1980, they should be adjusted against the 2 Scheduled Caste vacancies of 1979. Necessary note of adjustment should also be made against the relevant points in the roster. The remaining one vacancy for Scheduled Caste (of 1980) and 2 for Scheduled Tribes (one each of 1979 and 1980) would then be got dereserved from the competent authority and carried forward to the subsequent recruitment years. In the next year i.e. 1981 if there are 12 more vacancies to be filled then out of these, according to the points in the roster, two vacancies are to be reserved for Scheduled Castes and none for Scheduled Tribes. Then the total reservation would be 3 for Scheduled Castes (one of 1980 and 2 for 1981) and 2 for Scheduled Tribes (one each of 1979 and 1980). Suppose in the year 1981 only one Scheduled Caste candidate has become available for appointment, after following the procedure for recruitment again, the general candidates can be appointed against the remaining reserved vacancies after obtain-

ing the approval for dereservation, i.e. 2 for Scheduled Castes and 2 for Scheduled Tribes, the available Scheduled Caste candidate being adjusted against the Scheduled Caste vacancy of 1980. Now in 1982 suppose there are 15 more vacancies, then the total reservation would be 4 for Scheduled Castes (2 of 1981 and 2 of 1982) and 4 for Scheduled Tribes (1 of 1979, 1 of 1980 and 2 of 1982). Suppose 3 Scheduled Caste candidates become available in 1982, one of them would have to be exchanged with 1 Scheduled Tribe vacancy of 1979 being in the third year of carry-forward and the other two Scheduled Caste candidates being adjusted against 2 vacancies of 1981. Thus the net carry-forward position would be 2 for Scheduled Castes (both of 1982) and 3 for Scheduled Tribes (1 of 1980 and 2 of 1982). If there is no recruitment at all in any particular year, that year would not be counted as a recruitment year for the purpose of carry-forward. The above position can also be summarised in the following statement.

Recruitment year	Total vacancies filled also indicating the points in the roster	No. of vacancies reserved for		Total reservation including brought forward vacancies		No. of SC/ST appointed		No. of vacancies carry forward		Remarks about C/F position	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1979	(1-10) 10	2	1	2	1	..	..	2	1	Both of 1979	Both of 1979
1980	(11-18) 8	1	1	3	2	2	..	1	2	1 of 1980	1 of 1979 1 of 1980
1981	(19-30) 12	2	..	3	2	1	..	2	2	2 Both of 1981	1 of 1979 1 of 1980
1982	(31-40) 15 (1-5) and so on.	2	2	4	4	3	..	2	3	Both of 1982	1 of 1980 2 of 1982

VII. Advertisements/Requisitions to Employment Exchange

15. In the advertisements/requisitions sent to the Employment Exchange, though the number of vacancies reserved for Scheduled Castes and Scheduled Tribes was indicated, relaxation in the upper age limit as allowed to Scheduled Caste/Scheduled Tribe candidates was mentioned "as per rules", whereas according to the requirements, the exact relaxation of 5 years in the upper age-limit has to be mentioned. In this connection, it may also be stated that where physically handicapped persons are eligible for certain posts there is additional relaxation in the upper age limit for such candidates. If the physically handicapped persons happen to belong to Scheduled Castes/Scheduled Tribes, this relaxation in upper age limit is given to them in addition to the normal relaxation.

16. The provision regarding grant of Travelling Allowance to Scheduled Caste and Scheduled Tribe candidates called for interview/test was not mentioned in the advertisements. However, in some of the requisitions sent to the Employment Exchange it was indicated that Travelling Allowance would be provided to reserved category candidates. It is necessary to make a clear mention of the grant of Travelling Allowance to Scheduled Caste/Scheduled Tribe candidates called for interview/test as other-wise response from these candidates is likely to be poor.

17. Where fee is prescribed for any test to be conducted for selection of candidates, the Scheduled Caste/Scheduled Tribe candidates are to be charged one fourth of the prescribed fees. This provision was also not mentioned in some of the advertisements. It should be ensured that this provision is invariably indicated in all the advertisements.

18. The experience in a particular field where it is prescribed as an essential qualification is relaxable in the case of Scheduled Caste/Scheduled Tribe candidates at the discretion of the appointing authority, where it is noticed that sufficient number of Scheduled

Caste/Scheduled Tribe candidates fulfilling the prescribed experience have not become available. This provision was not indicated in most of the advertisements except in one advertisement which was issued exclusively for Scheduled Castes for the post of Service Manager vide letter No. HO-66/76-II.A., dated 18-6-1979. It is also necessary to make a mention of this provision in the advertisements so that Scheduled Caste/Scheduled Tribe candidates having less experience would also be promoted to submit their applications.

VIII. Promotion/Selection Proceedings

19. Proceedings of the Departmental Promotion Committee meetings for the post of Head Mechanics in file No. HO-9E-15/77 were seen. In these proceedings, it was mentioned that 13 vacancies were to be filled out of which 2 were reserved for Scheduled Castes and one for Scheduled Tribes. A trade test was held on 31-10-1977 in which the qualifying standard was fixed at 33% marks. There was no mention in the proceedings whether the Scheduled Caste/Scheduled Tribe candidates were adjudged by relaxed standard. In this connection, it may be pointed out that where any test or examination is held to consider the suitability of a candidate for promotion, the candidates belonging to Scheduled Castes and Scheduled Tribes have to be provided relaxation in the qualifying marks. It was observed from proceedings that no Scheduled Tribe candidate was available for the reserved vacancy and, therefore, the post was filled by general category candidate. This could be done only after taking prior approval for dereservation from the competent authority. In the Selection Committee meeting held on 14th and 15th May, 1979 for the post of Conductors, it was also observed that relaxation in the qualifying marks was not provided to Scheduled Caste and Scheduled Tribe candidates. In both the meetings no member belonging to Scheduled Caste or Scheduled Tribe was associated. On enquiry, it was learnt that Departmental Promotion Committees/Selection Boards were constituted in accordance with

the relevant rules keeping in view the persons having experience in Technical and Operational field. However, according to the information made available to the Team, out of the 2 meetings of Departmental Promotion Committee held during 1978, one Scheduled Caste and one Scheduled Tribe member was associated in one of the two meetings. In the year 1979 out of the 13 meetings of the Departmental Promotion Committee held, a member belonging to Scheduled Caste was associated in one meeting and in another meeting a member belonging to Scheduled Tribe participated. In this connection, attention of the Management is drawn to the instructions issued by the Government of India according to which each office/organisation has to endeavour to associate a member belonging to Scheduled Caste or Scheduled Tribe in all the meetings of Departmental Promotion Committees/Selection Boards to the maximum extent possible and where an officer of appropriate rank and experience is not available in the Organisation itself, such an officer can be drawn from another Government office or Undertakings. This is necessary particularly when a number of Scheduled Caste and Scheduled Tribe candidates are considered by the Departmental Promotion Committee/Selection Board so that the members in these committees are adequately aware that they are going to consider the cases of Scheduled Caste and Scheduled Tribe candidates by relaxed standard, when necessary. Besides, the presence of the members belonging to Scheduled Castes or Scheduled Tribes in such meetings inspire the confidence of the Scheduled Caste and Scheduled Tribe candidates.

IX. Confirmation

20. In this Corporation the question of granting permanent status and pensionary benefits was applicable only in the case of employees taken from erstwhile Himachal Government Transport. In the case of persons directly recruited by the Corporation the employees' service was subject to satisfactory completion of the probation period. Though no formal orders were issued indicating the satisfactory completion of the probation period, the employees were deemed to be on regular basis after the two-year period, unless the period of probation was extended.

X. Premature Retirement

21. The relevant file regarding premature retirement of 19 persons during the period of emergency was seen. It was found that 14 persons appealed against the premature retirement and orders were revoked in the case of 2 persons and they were reinstated. The orders were confirmed in the case of remaining 12 employees. Five persons did not prefer any appeal against the orders of premature retirement. On enquiries the Management could not furnish any information whether any one of these 19 persons belonged to Scheduled Castes or Scheduled Tribes. The Management is advised to furnish this information after collecting the same from Divisions/Regions, if necessary.

APPENDIX XXIX

(Reference para 3-134)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the services under the Himachal Pradesh Tourism Development Corporation, Simla (A Government of Himachal Pradesh Undertaking)

I. Introduction

The Commissioner for Scheduled Castes and Scheduled Tribes desired that a team should visit North Zone and conduct study of rosters and other records maintained by some of the Central/State Government Offices and Undertakings located in that Zone. In the first instance the programme approved by the Commissioner for the study of rosters etc., the Himachal Pradesh Tourism Development Corporation was not in the programme of the study team. However,

XI. Supersession

22. It was learnt that there was no case of supersession in the Corporation except in a recent case in which 6 persons were superseded in 3 categories. It was confirmed by the Management that none of them belonged to Scheduled Caste or Scheduled Tribe. It may be pointed out for the information of the Management that whenever Scheduled Caste/Scheduled Tribe employees happen to be superseded in any post by their juniors the cases of their supersession should be brought to the notice of the Board of Directors.

XII. Government Accommodation

23. Attention of the Management was drawn to the orders regarding reservation of accommodation for Scheduled Caste/Scheduled Tribe employees where it is available for the employees under the Government or any Undertaking. It was learnt that in this Corporation no special consideration was given in the allotment of the quarters to Scheduled Caste and Scheduled Tribe candidates but they were allowed the accommodations in accordance with the normal procedure in due course. There are orders of the Government to reserve 10% of the Government quarters for Scheduled Castes and Scheduled Tribes in the lowest two categories and 5% in the case of next two higher categories. Since in Himachal Pradesh, Scheduled Caste persons have a population of 22% and Scheduled Tribes 5%, it is suggested that suitable quota should be fixed for allotment of quarters to Scheduled Caste/Scheduled Tribe employees.

XIII. C. R. Forms

24. According to the recent instructions issued by the Government of India, (Department of Personnel & Administrative Reforms O.M. No. 21011/1/77-Estt. (A), dated 4-3-1978 and O.M. No. 21011/3/79-Estt. (A) dated 25-7-79) the forms required to be filled by the Reporting Officer on the performance of his subordinates contain a special column to be filled by the Reviewing Officer commenting on the attitude of the Reporting Officer towards the employees belonging to Scheduled Castes and Scheduled Tribes. It is suggested that the Management may also introduce such a provision in the C.R. Forms prescribed by them.

XIV. Promotional Avenues for Sweepers/Farashes/Chowkidars

25. According to a scheme formulated by the Government at the instance of the Commissioner for Scheduled Castes and Scheduled Tribes, 25% of posts in the cadre of Peons and other Class IV categories filled by direct recruitment are required to be filled from amongst the Sweepers, Farashes/Chowkidars. The intention behind this scheme is to divert the Sweepers etc. away from their caste-based occupation and also to provide promotional avenues to them so that they are not condemned to job of sweeping and cleaning throughout their life. The Government instructions to this effect are in the Department of Personnel and Administrative Reforms O.M. No. 42015/3/75-Est (C), dated 16-1-1976 read with that Department O.M. No. 42015/1/76-Estt (C), dated 2-2-1977.

on coming to Simla, the study team found that it could spare a couple of days out of the settled programme for the study in the Tourism Development Corporation. As already stated without any prior notice from Delhi, personal attempt was made to have the study of rosters etc. maintained in the Himachal Pradesh Tourism Development Corporation. The Divisional Manager of the Corporation who is also Incharge of the Administration, when contacted personally, readily agreed to show all the papers concerning the implementation of the reservation orders

to the study team. As a result two days viz. 16th/17th November, 1979 were fixed for the purpose of study. The team thanks the Divisional Manager and other officers for their spontaneous response and full co-operation extended during the course of study.

2. The team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri B. M. Masand, Research Officer and Shri K. R. Gupta, Personal Assistant had preliminary discussions with Shri R. M. Ramaul, Divisional Manager (Admn.) and Shri Shiv Charan Sharma, Secretary, who deputed Shri Sant Ram Sharma, Deputy Tourism Development Officer to assist the team and give all cooperation in the matter of production of records, discussions, etc.

3. From the inception of the State of Himachal Pradesh the activities about the development of the tourism was being carried on by the Department of Tourism. At that time the activities were limited to an area not having a good number of places of tourist interest. At the time of formation of Haryana out of Punjab State, all the tourist resorts in the hills of the then Punjab State came over to the State of Himachal Pradesh and as a result thereof all the places of tourist interest in northern India fell in the territory of the enlarged State of Himachal Pradesh which needed careful and systematic exploitation for the benefit of all the tourists. There is no other State in India other than Jammu and Kashmir and some parts of West Bengal which can compete in the development of tourism in so far as the hill resorts with snow bound areas are concerned.

4. It was perhaps from this point of view that the Government of Himachal Pradesh created Himachal Pradesh Tourism Development Corporation which by virtue of its nature could do better in the field than a State controlled department. Thus the Himachal Pradesh Tourism Development Corporation came into being in September, 1972 and gradually increased in its strength. It has presently a strength of 337 personnel in various cadres against the sanctioned strength of 544.

II. Rosters

5. As already stated, the Corporation was formed in 1972. Initially the Corporation was doubtful whether reservation orders in favour of Scheduled Castes/ Scheduled Tribes were applicable to the various categories of posts under it. On receipt of necessary clarification from the Government on 29-8-1974, the Corporation decided to give effect to these orders. It was learnt that the staff of the Tourism Department was allowed to be kept on deputation till 30-4-1974 and they were absorbed w.e.f. 1-5-1974. Hence, the rosters for all categories of posts in the matter of direct recruitment and promotions were thereafter built up in 1975 out of the recruitment records. Though the rosters for each category were started in accordance with the instructions about their maintenance, for some reasons these were not continued and completed though a number of appointments/promotions were made after preparing these rosters in 1975. In view of this it was not possible to come to final conclusion about the actual implementation of reservation orders through the system of maintenance of rosters. However, it was observed that :—

- (a) Most of the rosters were maintained for isolated posts and small cadres. For the purpose of reservation orders, posts could be grouped together in accordance with the instructions contained in Chapter 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services. (5th Edition—1978).
- (b) In most of the rosters very few appointments had been shown. In fact, certain appointments had been made between 1975 and 1979 but these had not been entered in the rosters.
- (c) In some of the rosters, e.g. that of (i) Bearers, Pantry-men, Barmen, Cleaner-cum-Room Waiter and (ii) Mali, the vacancies reserved for Sche-

duled Tribes were shown as filled in exchange by Scheduled Caste candidates whereas such an exchange is permissible only in the third year of carry-forward.

- (d) In one roster (Bearers etc.) in 1973, 3 Scheduled Caste candidates were appointed against only one vacancy reserved for them. The two excess Scheduled Caste candidates were adjusted one against Scheduled Tribe in exchange in that year itself and the other against the reserved vacancy in 1975. It may be pointed out that neither exchange is permissible in the same year nor it is permissible to carry-forward the excess appointment. Therefore, the appointment of two excess Scheduled Caste candidates in 1973 should have been shown and adjusted against un-reserved points in that year.

III. Scheduled Caste/Scheduled Tribe Certificates

6. All the appointments are made in the Himachal Pradesh Tourism Development Corporation at the Headquarters itself and, therefore, the rosters are also maintained there. From a few certificates, it appeared that the instructions circulated by the Himachal Pradesh Department of Personnel about the Scheduled Caste/Scheduled Tribe certificates to be issued by the competent authorities on the prescribed form were not being followed. Firstly, the District Magistrates who were aware of the instructions on the subject, are not following the instructions properly, and secondly the appointing authorities also do not insist on production of a Scheduled Caste/Scheduled Tribe certificate on the prescribed form. It is, therefore, felt that these instructions should be taken seriously by all concerned so as to avoid any misuse of the benefit meant for the Scheduled Castes and Scheduled Tribes.

IV. Departmental Promotion Committees/Selection Boards

7. The instructions as issued by the Government of India relating to the association of a Scheduled Caste/Scheduled Tribe member on the Departmental Promotion Committees/Selection Board have been circulated with clear directive to all concerned but here also it was observed that these have not been followed and, therefore, the purpose behind these instructions has not been fulfilled. In this connection, the attention of the Management of the Corporation is drawn to the instructions on the subject as contained in para 17.4 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition—1978). It is hoped that the Management would take note of all the instructions and start implementing these even now.

V. Liaison Officer

8. The instructions of the Government of India as circulated by the Department of Personnel of the State Government in this regard have been followed by the Management from the inception, the present Liaison Officer being the third officer. As already stated, since there was no continued effort, on the part of the Management to maintain the rosters, etc., there has not been usual prescribed checks/inspections by the Liaison Officer and in the absence of such checks the study team could not come across any report of the Liaison Officer. It may be emphasised here that the role of the Liaison Officer is very important in the matter of implementation of reservation orders as he is the officer on the spot who can guide and plug loop holes about any violation of reservation orders. From this point of view, it is but necessary that the Liaison Officer takes active part in the working of the day to day administration so far as the interests of the Scheduled Caste/Scheduled Tribe employees are concerned. There is also no Cell for the purpose under the Liaison Officer and the complaints received from the Scheduled Caste/Scheduled Tribe employees are dealt with in usual course. Of course, they are to be routed through the Liaison Officer who is Incharge of the General Administration. It is suggested that there should be a Cell in the Corporation which should assist the Liaison Officer regarding the implementation

of the reservation orders, collection of data about the employment/appointments, confirmations, promotions, etc., of Scheduled Caste and Scheduled Tribe persons in accordance with the rules and the duties of the Liaison Officer as prescribed in Chapter 15 of the Brochure.

VI. Confidential Report Forms

9. The instructions of the Government of India contained in their O.M. No. 21011/1/77-Estt. (A), dated 4-3-1978 and O.M. No. 21011/3/79-Estt. (A), dated 25-7-1979 have not percolated down to the Himachal Pradesh Tourism Development Corporation. Procedurely, the instructions of the Government of India are first received in the Secretariat and thereafter if these are adopted by the Government, they are circulated by the Department of Personnel to all concerned for compliance. It is suggested that the instructions contained in the above O.Ms. may be adopted by the Tourism Development Corporation in so far as the Confidential Report Forms relating to 1979 are concerned, if necessary in consultation with the Department of Personnel.

VII. Training

10. In accordance with the instructions of the Government of India (Chapter 17 — Paragraphs 17.5 to 17.9 of the Brochure) it has been emphasised that while deputing its employees for training, the Corporation should also keep in view that the employees belonging to Scheduled Castes/ Scheduled Tribes are also considered along with others. Like-wise there are instructions that while deputing officers to attend Seminars, Conferences etc. in India and abroad, the Officers belonging to these two communities are also sponsored. The participation of employees belonging to Scheduled Castes and Scheduled Tribes in training and in the Conferences, Seminars etc. would equip them with the necessary background of work and confidence. The Tourism Development Corporation has also been sending its employees as trainees for Receptionists, Accountants, in Hotel Management, Catering, Book-Keeping, etc. It appears that so far the instructions referred to above have not been kept in view. It is, therefore, suggested that while sponsoring the employees for the training programme in future the Scheduled Caste/Scheduled Tribe employees should also be included for training.

VIII. Grouping of Posts

11. In accordance with the instructions contained in Chapter 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, isolated posts and small cadres having the strength of less than 20 are to be grouped with posts in the same class having identical pay-scales for the purpose of giving reservations for Scheduled Caste and Scheduled Tribe employees. The Tourism Development Corporation has under its control some isolated posts and small cadres which can be easily grouped together. It has been noticed that no grouping has been done in such posts so far. It is suggested that the Corporation should make an attempt in accordance with the instructions referred to above and start rosters for such grouped posts.

IX. Dereservation

12. In Chapter 10 of the Brochure, the procedure for filling up reserved vacancies by general candidates has been clearly explained. It has also been pointed out therein that in the case of vacancies required to be filled by direct recruitment/promotion not being filled by the Scheduled Caste/Scheduled Tribe candidates on account of their non-availability, such vacancies can be filled by general candidates after obtaining prior approval of the competent authority which in the case of public undertakings is the Board of Directors for Group A & B posts and Managing Director for Group C & D posts. For this purpose the proforma have been prescribed which have been recently revised by Department of Personnel and Administrative Reforms O.M. No. 36011/20/79-Estt (SCT), dated 2-11-1979. As already stated, the rosters

were started by the Management in right earnest from 1975, but there has not been continuity in following them and the procedure to be followed for dereservation has also been over-looked. The study team took pains to guide the officer concerned with the necessary instructions for maintenance of the rosters and the procedure to be followed for dereservation and carry-forward of reserved vacancies, and it is hoped that while re-casting and completing the rosters all these instructions would be scrupulously followed.

X. Daily Rated Staff, Sweepers

13. The Government of India have issued instructions vide their O.M. No. 36021/9/76-Estt (SCT), dated 10-2-1977 that there should be reservation for Scheduled Castes and Scheduled Tribes in work-charged establishments and daily rated posts except those required for emergencies like flood relief work, accident restoration and relief etc. There are also instructions in para 7.12 of the Brochure that there should be 25% reservation in the posts of Peons for Sweepers, Farashes and Chowkidars. The Management is requested that the instructions referred to above should be kept in view while engaging persons on daily wages and recruiting the candidates to the post of Peons.

XI. Requisitions/Advertisements

14. The study team saw two requisitions sent by the Management to the Employment Exchange about the filling up of the two posts of Junior Engineers (Civil) and 5 posts of Accountants on 20th June, 1977 for which interviews were held on 28th August, 1978. It was seen that there was no mention about the posts reserved for Scheduled Castes/Scheduled Tribes. The relaxation in favour of Scheduled Caste and Scheduled Tribe candidates were not indicated in the requisitions in respect of upper-age limit as well as the admissibility of Travelling Allowance to Scheduled Caste/Scheduled Tribe employees called for interview/test. In fact, there was a column in the form that no Travelling Allowance was admissible for interviews for coming and going back. Likewise relaxation of the condition of experience was not shown. The matter may please be looked into to find out whether some posts were reserved for Scheduled Caste/Scheduled Tribe candidates according to the roster and if so, remedial measures taken accordingly.

15. It can be that there may be some more requisitions of this type where there has not been any mention about the relaxation referred to above. The Management is, therefore, advised to look into this aspect in so far as the requisitions that are sent to the Employment Exchange and they should invariably ensure that in the requisitions hence-forth sent to Employment Exchange all these requirements are invariably indicated.

16. The study team came across an advertisement issued by the Corporation to different newspapers regarding the filling up of posts of Tourism Development Officer and Deputy Tourism Development Officer, Grade-I. Discrepancies pointed out in regard to the requisitions to the Employment Exchange were also found in the case of this advertisement. There was also no mention whether the post advertised fell on the reserved points, and about the total number of posts in the two cases as also the number reserved for Scheduled Castes/Scheduled Tribes out of them. It would, therefore, be desirable to indicate the correct position of these posts in case the posts fell on reserved points and the remedial measures proposed to be taken to set right the wrong done to Scheduled Caste/Scheduled Tribe persons. For future guidance, it is stressed that the advertisements in the papers or the requisitions to the Employment Exchange should spell out very clearly the total number of vacancies to be filled and the number reserved for Scheduled Castes and Scheduled Tribes with all the requirements regarding relaxations in upper age limit, grant of Travelling Allowance etc. to the candidates belonging to these communities. To that extent, the columns in the requisition form to the Employment Exchange should be revised.

XII. Dereservation and Carry-forward of Reserved Vacancies

17. Though the correct procedure regarding carry-forward of unfilled reserved vacancies and that of obtaining prior approval of the competent authority for dereservation of reserved vacancies was explained to the concerned Deputy Tourism Development Officer, an exercise is given here explaining the position.

18. Since the procedure explained in Chapter 10 of the Brochure is not exactly applicable in the case of public sector undertakings, the Bureau of Public Enterprises have since prescribed a simpler procedure to be followed in the case of public enterprises. According to this procedure, whenever a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of a suitable Scheduled Caste/Scheduled Tribe candidate not becoming available, prior approval of the Chairman or the Managing Director must be obtained in the case of Group 'C' and Group 'D' posts and that of the Board of Directors in the case of Group A and Group B posts. But before the Chairman/Managing Director or the Board of Directors is approached, it has to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in Chapter 8 or 9, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to approach the Chairman/Managing Director or the Board of Directors for dereservation of reserved vacancies, the whole sequence of events necessitating filling up of reserved vacancies by general candidates must be explained to the competent authority. In the case of posts filled by promotion also it has to be explained that the adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadre.

19. It may also be pointed out that this procedure of dereservation of reserved vacancies has to be followed in every year in which recruitment/promotion take place. For instance in the year 1979, 10 vacancies are required to be filled out of which 2 are reserved for Scheduled Castes and 1 for Scheduled Tribes and in case even after following all the prescribed steps for recruitment, the Scheduled Caste/Scheduled Tribe candidates are not available at all or are not found suitable for appointment, the reserved vacancies should be got dereserved and filled by general candidates and reservation carried forward to the subsequent 3 years of recruitment. In the year

1980, suppose there are again 8 more vacancies to be filled out of which one vacancy each is reserved for Scheduled Castes/Scheduled Tribes, the unfilled reserved vacancies brought forward from the previous year 1979 would be added to the current reserved vacancies. Thus the total reservation would be 3 vacancies for Scheduled Castes and 2 for Scheduled Tribes. The whole process of recruitment as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, would again be gone through. If, in this process, it has become possible to select and appoint 2 Scheduled Caste candidates in the year 1980, these persons should be adjusted against the 2 Scheduled Caste vacancies of 1979. (Necessary note of adjustment should also be made against the relevant points in the roster). The remaining one vacancy for Scheduled Caste (of 1980) and 2 for Scheduled Tribes (one each of 1979 and 1980) would then be got dereserved from the competent authority and carried forward to the subsequent recruitment years. In the next year i.e. 1981 if there are 12 more vacancies to be filled then out of these, according to the points in the roster, two vacancies are to be reserved for Scheduled Castes and none for Scheduled Tribes. Then the total reservation would be 3 for Scheduled Castes (one of 1980 and 2 for 1981) and 2 for Scheduled Tribes, (one each of 1979 and 1980). Suppose in the year 1981 only one Scheduled Caste candidate has become available for appointments, after following the procedure for recruitment again, the general candidates can be appointed against the remaining reserved vacancies after obtaining the approval for dereservation i.e. 2 for Scheduled Castes and 2 for Scheduled Tribes, the available Scheduled Caste candidate being adjusted against the Scheduled Caste vacancy of 1980. Now in 1982 suppose there are 15 more vacancies, then the total reservation would be 4 for Scheduled Castes (2 of 1981 and 2 of 1982) and 4 for Scheduled Tribes (1 of 1979), 1 of 1980 and 2 of 1982). Suppose 3 Scheduled Caste candidates become available in 1982, one of them would have to be exchanged with 1 Scheduled Tribe vacancy of 1979 being in the third year of carry-forward and the other two Scheduled Caste candidates being adjusted against 2 vacancies of 1981. Thus the net carry-forward position would be 2 for Scheduled Castes (both of 1982) and 3 for Scheduled Tribes (1 of 1980 and 2 of 1982). If there is no recruitment at all in any particular year, that year would not be counted as a recruitment year for the purpose of carry-forward.

20. The above position can also be summarised in the following statement.

Recruit- ment year	Total vacancies filled also indicat- ing the points in the roster	Number of vacancies re- served for		Total reservation including brought forward reserved vacancies		No. of SC/ST appointed		No. of vacancies C/F		Remarks about carry- forward position	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12
1979	(1-10) 10	2	1	2	1	..	..	2	1	Both of 1979	one of 1979
1980	(11-18) 8	1	1	3	2	2	..	1	2	1 of 1980	1 of 1979
1981	(19-30) 12	2	..	3	2	1	..	2	2	Both of 1981	1 of 1979
1982	(31-40) 15	2	2	4	4	3*	..	2	3	Both of 1982	1 of 1980
											2 of 1982

and so on.

*One of the three Scheduled Castes candidates to be adjusted against one Scheduled Tribe vacancy of 1979 and remaining two against the two Scheduled Caste vacancies of 1981.

APPENDIX XXX

(Reference para 3.134)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Directorate of Public Instructions, Punjab Government, Chandigarh

As part of the programme of studies into the service safeguards provided for Scheduled Castes and Scheduled Tribes a study team consisting of Shri Waryam Singh, Research Officer and Shri H. S. Ahluwalia, Assistant was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit the Directorate of Public Instructions, Education Department, Punjab, Chandigarh on 28th November and 3rd December, 1979 to study the maintenance of rosters and other relevant records in connection with the implementation of orders and instructions issued by the Punjab Government from time to time giving effect to reservations and other concessions/relaxations for Scheduled Castes in services. During the course of the study, the team met the following officers:—

- (i) Shri Ujjal Deedar Singh, Dy. Director
- (ii) Mrs. Kamla Prash, Assistant Director
- (iii) Shri Prithipal Singh Sodhi, Under Secretary (Welfare Department)

The question of providing reservation for Scheduled Castes in services under the schools aided by Punjab Government, was discussed with Shri Man Mohan Singh, Deputy Director (Books). For the purpose of the study, roster registers, requisition sent to the Employment Exchange, Employment notices and other relevant record were examined. The study was confined to the teaching posts only where bulk recruitment is made in this department. Following are some of the important observations:—

Maintenance of Rosters

In January, 1978 the Punjab Government issued instructions to all the Head of Department inviting their attention to the requirement of maintenance of rosters to give effect to the reservation for Scheduled Castes in posts and services under them. Necessary guidelines were given in the orders and it was impressed upon the authorities to maintain the reservation rosters on proper lines. During the course of our discussion with the Under-Secretary of Social Welfare Department the team was informed that there were three roster checking units in that Department with one Deputy Superintendent and two Assistant in each unit with other lower staff with the main object of checking the rosters maintained by various Departments. It was further reported that one of the units had recently during the month of November, 1979 visited the Directorate of Public Instructions in that connection. Moreover, it was learnt that the State Legislative Committee on the Welfare of Scheduled Castes was scheduled to visit that Directorate on 20-11-1979 for oral examination of the representation of Scheduled Castes in State Services. But the visit could not materialise on account of the inability of the Secretary to be present on that day.

It can, therefore, be safely presumed that it was due to the projected visit of the Committee, that the Directorate of Public Instructions, Punjab started preparing the reservation rosters from 1949, but they were yet to be completed at the time of the visit of the study team on 28th November, 1979. A look at the rosters indicated that seniority lists had been copied in the proper form of roster without actually realising the purpose behind the maintenance of rosters. As it is not always possible to determine the exact number of vacancies to be reserved for Scheduled Castes simply on the basis of percentage of reservation prescribed for them, the roster system was devised to achieve that object. Rather than completing a formula, the rosters are required to be maintained as an effective instrument of the implementation of reservation orders and as such are to be consulted before sending a requisition to the employment exchange or an advertisement to the press, to determine the actual number of vacancies to be reserved for Scheduled

Castes on the basis of the reserved points in the roster, alongwith brought forward points from earlier recruitments. It was, however, noticed that the rosters had not been consulted in the past to determine the number of vacancies required to be reserved for Scheduled Castes. In fact the roster system was not at all being followed in the past. While going through the rosters and other records, following observations were made:—

- (i) In majority of the cases the rosters have been prepared recently but retrospectively and are yet to be completed. Entries made therein are on the basis of the available record of recruitment/promotions made in the past without consulting roster of reservation. Leaving aside a few cases, the carry forward has yet to be calculated. In some cases carry forward had been calculated at the end of each page but the cumulative brought forward vacancies required to be shown in the beginning of the roster for each year, had not been done. The rosters had not been checked and signed by any authority.
- (ii) In the case of recruitment to the post of Headmasters, a roster had been prepared on proper form from 1966 to date, showing carry forward correctly from year to year. A summary at the end indicated a shortfall of 5 vacancies reserved for Scheduled Castes. A requisition for recruitment of 58 Headmasters, sent to the Punjab Public Service Commission, indicated correctly the 12 vacancies required to be reserved for Scheduled Castes including the brought forward vacancies. The Public Service Commission recommended 58 candidates including 11 from Scheduled Castes and the shortfall of one point was shown as carried over. As required, the prior approval of the Welfare of Scheduled Castes and Backward Classes Department had however, not been obtained to de-reserve the unfilled reserved points before carry over.
- (iii) A separate roster for recruitment to the posts of lady teachers for 75% quota of direct recruitment, has been prepared from 1971 in consultation with the Welfare Department but the entries beyond 1977 had not been made at the time of the visit. It was reported that efforts are being made to complete the same shortly. It was, however, noticed that all the reserved points for Scheduled Castes had been shown vacant. It appeared that no reservation had been allowed to Scheduled Castes in this category. Moreover the column showing "whether Scheduled Caste or otherwise" was left blank.
- (iv) In the case of rosters for Lecturers (separate for males and females) also entries had been made on the basis of the old record available and necessary information showing whether Scheduled Caste or otherwise was being collected. It appeared that at no stage any effort had been made to recruit Lecturers from Scheduled Castes to allow due reservation to them.
- (v) The roster for the posts of Headmasters being filled by promotion was also incomplete and based on the promotions made in the past upto 1976. No efforts appear to have been made in the past to clear the backlog of unfilled reservations. During the course of study, it was reported that due to a writ in the High Court, no regular promotions had been made after 1976. The authorities, however, reported that due reservation, including the backlog is being given to Scheduled Castes even in ad-hoc promotions made on "own pay grade" now. Out of 222 promotions made on "own pay grade" during 1977, 84 Scheduled Castes were

included on the basis of the current reservation as also the backlog. According to the calculations made in the file, the authorities hoped to clear the backlog of 34 Scheduled Caste vacancies as at the end of 1977, in the future promotions.

- (vi) In so far as promotion quota of 25% in the grade of Masters/Mistresses filled from JBT's is concerned, it was reported that no rosters had been prepared as all the promotions are made from B.A.B.T's working against the posts of JBT's. It was further, reported that according to Government instructions all such J.B.T's who complete their graduation are promoted to the next grade of B.A.B.T. The orders regarding reservation in promotion in teachers categories have rendered in effective. Reservation, however, will have to be given in the event of the number of graduates having increased than the number of posts of senior teachers under the 25% quota to be filled by promotion.
- (vii) Regarding rosters for ministerial staff a roster for the posts of clerks filled on the basis of direct recruitment has been prepared in the same manner as in the case of other categories. The roster started from 1949 has been completed upto 1977 only. It was noticed that in this case, instead of starting new cycle after 100 points, the roster points had been continued beyond 100 i.e. 101 onwards. The authorities were advised accordingly to correct the same. It appeared from the office record that necessary backlog has been calculated and reservation is being allowed to the extent of 50% in this category. It was seen from a requisition for 280 posts sent to the Subordinate Service Selection Board in May, 1978, that 50% of the vacancies had been reserved to make up the short fall. Final allocations are, however, awaited. No rosters have been prepared for the post of Assistant being filled by promotion. It was further reported that due to a writ petition promotions are being made on ad-hoc basis only but due reservation is being allowed to Scheduled Castes. It may be true that due percentage is being allowed to Scheduled Castes but the brought forward reservations are likely to be lost to Scheduled Castes in the absence of roster.

It would be seen from the points raised above that position is not very satisfactory and unless the procedure, to maintain the rosters on proper lines to serve as an effective instrument of reservation, is strictly followed, the principle of reservation is likely to be ignored. In order to improve the position in this regard, following measures are suggested :—

- (i) Rosters should be completed as early as possible showing the carried forward/brought forward correctly according to the Punjab Government instructions. Each entry in the roster should be checked and signed by the competent authority for its correct projection.
- (ii) A Liaison Officer, preferably of the rank of a Deputy Secretary to the Government may be nominated as Liaison Officer and made personally responsible for proper implementation of the Government directives as also the proper maintenance of records. He should be asked to submit periodical reports on the functioning of the reservation orders in D.P.I.
- (iii) After calculating the backlog on the basis of the roster points in each category, efforts should be made to cover up the short-fall in future recruitments.
- (iv) Special recruitment/tests should be arranged exclusively for Scheduled Castes in the categories where the short fall is heavy.
- (v) All the future requisitions to the employment exchange/SSSB/PSC and employment notices to the press, should be based on the current points in the reservation rosters as also the brought

forward reservations from earlier recruitments. Number of vacancies reserved for Scheduled Castes alongwith the concessions/relaxations allowed to them should be indicated clearly.

- (vi) As far as possible, a Scheduled Caste officer should be associated with the Selection Boards/DPC's to create a sense of confidence among the candidates from Scheduled Castes.
- (vii) In the event of non-availability of Scheduled Caste candidates to fill up the vacancies reserved for them, such vacancies should be filled up by others only after seeking prior approval of the competent authority.

2. Backlog in Teaching jobs

According to the Punjab Government instructions of reservations has been provided for various classes to the extent of 50% of the posts under the Government i.e. 25% for Scheduled Castes, 20% for Ex-Servicemen and 5% for Backward Classes. During the course of study, a point had been raised that since the normal reservation in a recruitment year cannot exceed the 50% of the vacancies, it may not be possible for them to clear the backlog in different cadres. In this connection it may be pointed out that reservation for Scheduled Castes is a statutory obligation and can not be avoided. Moreover, according to the Government instructions, the reservation together with the carried forward reservations for Scheduled Castes/Scheduled Tribes can exceed the limit of 50% provided the over all representation of Scheduled Castes/Scheduled Tribes in the total strength of the grade or cadre is found to be inadequate, i.e. the total of Scheduled Castes/Scheduled Tribes in that grade has not reached the prescribed percentage of reservation in the grade as a whole. In view of the above, there can be no objection to the reservation of vacancies beyond the limit of 50%.

During the course of study it was also noticed that in certain categories of teaching posts, particularly in Science, Mathematics, Agriculture and Home Science, due to dearth of Scheduled Caste trained graduates, the authorities could not fill up the required number of reserved vacancies from those categories. It was further reported that they are trying to make up in other fields where Scheduled Caste candidates are available. In this connection it may be suggested that in the event of non-availability of trained graduates in particular subjects, the reserved vacancies can be filled up from the suitable graduates from amongst the Scheduled Caste who can be given short duration training and appointed against reserved vacancies. They can be regularised in due course after getting necessary experience in teaching. This will help to reduce the backlog in those categories of teaching posts.

3. Reservation in services under aided Schools

Statistical information showing representation of Scheduled Castes in teaching jobs in various categories under the aided schools was not available in the D.P.I. As already pointed out above, the question of applying orders regarding reservation for Scheduled Castes in services under the aided schools was discussed with the concerned Deputy Director (Books) in the Directorate of Public Instructions, who reported that the Government is committed not to interfere in the affairs of the Managements of aided schools in Punjab. The authorities further reported that there was no proposal at present to introduce reservation to those posts. This question was also discussed in the Department of Social Welfare and the concerned officers were inclined to consider this question. It was impressed upon the authorities that since the Government is paying huge amounts of grant-in-aid to the aided schools, a directive on the lines of the instructions to public sector bodies, should have been issued long back, asking the school managements to ad-hoc to the Government policy on reservation. This needs to be looked into expeditiously as there is wide scope for the Scheduled Castes to claim their share of several thousand posts of teachers under the aided institutions.

APPENDIX XXXI

(Reference para No. 3,134)

Study into the working service safeguards provided for Scheduled Castes and Scheduled Tribes, in Directorate of Public Instructions, Haryana, Chandigarh

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution, a study team consisting of Shri Varyam Singh, Research Officer and Shri H. S. Ahluwalia, Assistant deputed by the Commissioner for Scheduled Castes and Scheduled Tribes visited the office of the Director of Public Instructions, Haryana on 27th and 28th November, 1979 to study the maintenance of rosters and other relevant records in connection with implementation of orders and instructions issued by the Haryana Government from time to time. During the course of the study, the team met the following officers.

- (i) Shri Nand Kishore Bhardwaj, D.P.I.
- (ii) Mrs. Kawla Chhikara, Assistant Director
- (iii) Shri R. C. Vashist, Assistant Director
- (iv) Shri W. C. Malik, Accounts Officer
- (v) Dr. S. Kumar, Assistant Director

For the purpose of study, roster registers, requisitions sent to the employment exchange, advertisements issued to the press and other relevant records were examined. Following are some of the important observations :-

1. Maintenance of Rosters

Prior to the orders issued by the Government of Haryana on 9-2-1979, the rosters were required to be maintained on year to year basis. At the end of each year a roster was closed, whatever may be the last point and fresh roster started at the beginning of new year. During the course of study it was noticed that in a number of cases the rosters were closed without reaching the 5th point of the roster reserved for Scheduled Castes. This negated the purpose of reservation and reserved points lost without making any efforts. With the application of fresh orders of 9-2-1979 it has been clarified that a single 100 points roster for both recruitment and promotion will continue from year to year till it was exhausted and a new roster would be prepared thereafter. While going through rosters for various posts and other records following discrepancies are pointed out :-

- (i) While effecting recruitment to various cadres of teaching jobs, due reservation was being allowed to Scheduled Castes on the basis of present percentage of 20% but the rosters had been maintained more as a formality rather than an effective instrument of reservation. In fact the roster is required to be maintained and consulted before any recruitment/promotion is proposed to be made. This is the only way to determine the exact number of vacancies required to be reserved including brought forward from earlier recruitments which are to be shown in the prescribed columns of the proforma.
- (ii) In some cases there were no rosters but the seniority lists were being used as the roster and vacancies determined on that basis. With such a procedure the carried forward unfilled reservations are lost. The roster register is to be maintained on a proper form filling all the columns, clearly showing the carried forward/ brought forward unfilled reserved points. The roster should be checked and signed by the competent authority for its proper maintenance.
- (iii) It was noticed from the 100 points roster that the first three points were for general categories including the ex-servicemen and only the fourth point had been allotted to Scheduled Castes whereas according to the Government of India's instructions as also in the case of several State Governments the first point had been reserved for Scheduled Castes. This needs to be rectified.

- (iv) In the case of recruitment to the posts of lecturers in Government colleges separate rosters have been maintained for each subject. Since occurrence of vacancies in lecturers posts was small, it became still smaller when it was subjectwise; there was remote chances of reaching the fourth point reserved for Scheduled Castes. With the introduction of continuous rosters, position might slightly change. In order to be more realistic, it was suggested to the authorities that the posts where the occurrence of vacancies is small, can be grouped together on the analogy of the Government of India instructions and a unified roster maintained for effective implementation of reservation orders.

In view of the observations made above, it is suggested that in order to ensure strict compliance of the Government instructions the concerned officers should be made personally responsible for maintenance of proper record. It would be more appropriate if the Government of Haryana consider the desirability of designating one of the Deputy Secretaries in the department, as Liaison Officer on the lines of the Government of India instructions, who should have conducted inspection of roster and submit brief inspection reports for proper corrective measures.

2. Ad-hoc Appointments

During the course of study, the team came across a number of situations where selections had been made by the Subordinate Service Selection Boards for appointment of teachers but appointments could not be made due to court cases. In such situations the authorities resorted to *ad-hoc* appointments through Employment Exchange or otherwise and in due course had to regularise the *ad-hoc* appointments under Government instructions deservising the entire quota reserved for Scheduled Castes without making necessary efforts to recruit teachers from these classes. In one case, a requisition for 328 vacancies of J.B.T. teachers (both male 239 and female 89) reserved for Scheduled Castes was sent to the Subordinate Service Selection Board alongwith others during 1970. The selection was, however, quashed by the Punjab and Haryana High Court. Another selection on a similar requisition for 609 vacancies of J.B.T. teachers (both male 434, female 175) was also quashed by the Court on a writ from the teachers not selected. Meanwhile some 11,500 *ad-hoc* appointments made by the Government for the posts of J.B.T. and Masters/Mistresses continued till December, 1978. The Haryana Government decided to regularise all these appointments with effect from 1-1-1979 alongwith the new appointments made from the same date. Understandably the quota reserved for Scheduled Castes could not be made good in the *ad-hoc* appointments and before regularisation the Directorate of Public Instructions sought relaxation of reservation orders on 20-11-78 which the Government agreed on 29-11-1978, regularising the 11,500 posts without giving effect to reservation for Scheduled Castes. *This needs to be reviewed at Government level and the short-fall of reserved vacancies should also be identified and carried over to future recruitment for adjustment.*

3. Appointments to class IV posts

No separate roster had been prepared for Class IV posts. In fact it was reported that all the Class IV posts are being filled by regularising the casual staff recruited, and no reservation appears to have been allowed to Scheduled Castes. There was no definite information about the number of Scheduled Castes regularised in that manner. It was also not clear whether any reservation had been allowed to Scheduled Castes at the time of recruitment of casual staff.

Since the casual staff recruited on daily wages continued for a long time to be regularised in due course, necessary reservation should have been allowed to Scheduled Castes at the time of appointment to Class IV posts on casual basis. Necessary reservation may be allowed to Scheduled Castes in all the future appointments on casual basis. The shortfall, if any, may also be made good by the appointment of requisite number of Scheduled Castes to Class IV posts in subsequent recruitments.

4. Reservation in services under Aided Schools

Information about the number of teachers in various Government schools as on 30-9-1979 supplied by the Government of Haryana shows that out of 8980 Masters/Mistresses, only 181 belonged to Scheduled Castes (about 2%) and out of 37121 JB1/C&V Teachers, 3339 belonged to Scheduled Castes (9%). Separate figures showing representation of Scheduled Castes in teaching jobs in various sections under the aided schools, are, however, not available. On enquiries, team was informed that so far orders regarding reservation for Scheduled Castes have not been made applicable to services under the aided schools. It was, however, reported that the Government of Haryana had written to the D.P.I. in July, 1977 to call a meeting of the representatives of the management of aided schools to sort out the question of reservation. According to the record made available to the team, the D.P.I. in turn addressed letters to District Education management of aided schools so that a meeting may management of aided school so that a meeting may be called. Though all the District Education Officers, except one, have already submitted the details, but no meeting could be called so far.

The administration have already wasted about 2.5 years and there is no likelihood of a meeting being called early. Since the Government is paying huge amounts of grant-in-aid to the aided schools, a directive could be issued in 1977 itself asking the school managements to adhere to the Government policy on reservation. This needs to be looked into expeditiously as there is wide scope for the Scheduled Castes to claim their share of vacancies out of at least 5000 posts under those schools.

5. Reservation in Promotions

According to the existing instructions of the Government of Haryana, reservation has been provided to the extent of 20% in posts filled by promotion in Class III and IV categories on the basis of seniority

on merit. No reservation has been allowed to promotions in Class I and II posts. During the course of the study it was noticed that no rosters had been prepared for promotion posts. It appeared that reservation orders had not been made applicable to promotion posts even in Class III and IV categories. It was noted that in the case of the posts of Senior Librarian being filled by promotion from the cadre of Junior Librarian that no posts had been shown carried over from earlier promotions as no Scheduled Caste was available in the Junior scale also. It was reported that 4 posts of Junior Librarian reserved for Scheduled Castes for which a requisition was sent to the local Employment Exchange in 1977, were dereserved and filled by others when the employment exchange could not nominate Scheduled Caste candidates. The authorities should have advertised the posts to attract Scheduled Caste candidates from other areas of the State.

6. Scope of Reservation

During the course of study it was noticed that orders regarding reservation for Scheduled Castes and Scheduled Tribes in services were not being applied to resultant vacancies caused due to death, retirement, resignation, removal or dismissal. Attention of the authorities was invited to para 5 of the instructions issued by the Government on 9-2-1979 which clearly indicates "that reservation should be given both against the new posts whether permanent or temporary, as well as vacancies which may occur as a result of death, retirement, resignation, removal or dismissal". The D.P.I. should, therefore, look into this and ensure that orders regarding reservations are duly applied to posts referred to above.

7. Backlog in Teaching jobs

It was noticed that in certain categories of teaching posts, particularly in the science, Maths, Agriculture and Home Science, due to dearth of Scheduled Caste trained graduates, the authorities could not fill up the required number of vacancies from those categories. It was further reported that they are trying to make up in other fields where Scheduled Caste candidates are available. In this connection, it may be suggested that in the event of non-availability of trained graduates in particular subjects, the reserved vacancies can be filled up from the suitable graduates from amongst Scheduled Castes, who can be given short duration training and appointed against reserved vacancies. They can be regularised in due course after getting good experience in teaching. This will help reduce the backlog in those categories of posts.

APPENDIX XXXII

(Reference para No. 3,134)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Directorate of Public Instructions, Union Territory, Chandigarh

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution, a study team consisting of Shri Waryam Singh, Research Officer and Shri H. S. Ahluwalia, Assistant, was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to the office of the Director of Public Instructions, Union Territory, Chandigarh. Various records maintained by the Administration in connection with implementation of orders and instructions issued by the Government of India from time to time, giving effect to reservation and other concessions/relaxations for Scheduled Castes/Scheduled Tribes in services were inspected on 29th November and 3rd December, 1979. The team met the following Officers:—

1. Shri T. R. Dhandra,
Planning and Accounts Officer.
2. Shri Pritam Singh Chaudhury,
Registrar.

The work relating to appointments, reservations etc. in the Office of the Directorate of Public Instructions is being looked after in three separate units i.e. colleges wing, schools and Administration side. For the purpose of study, rosters/registers, requisitions sent to the Employment Exchange, advertisements issued to the press and other relevant records were examined. The following are some of the important points which need necessary corrective measures:—

1. Maintenance of Rosters

As mentioned above, three separate wings of the Directorate of Public Instructions, which are responsible to look after the administrative duties, are maintaining rosters independently. Since there appeared no coordination between various wings, the observations summarised below differed from wing to wing:—

(a) College Education

Four separate rosters for direct recruitment had been started from 1979, based on 100 point regional roster for Chandigarh Union Territory. The concerned officer frankly informed the team that no action had

been taken by their wing on the implementation of reservation orders in the past. In fact in their official note submitted to the Secretary (Education) on 2-4-1979 it was admitted that there was nothing on record to show that some steps had been taken to reserve posts for Scheduled Castes and Scheduled Tribes, to prepare rosters, to carry forward unfilled reservations or to dereserve them. It was agreed at the Government level that necessary steps should be taken henceforth to implement the Government orders from 1979. It would be worthwhile to seek clarification which led to such a sorry state of affairs neglecting a very important aspect of reservation in services. Accordingly, rosters had been started from 1979. It was suggested to the authorities that backlog should be calculated on the basis of recruitments made in the past in each category and show the same in the roster as brought forward at the beginning of 1979, to be adjusted during future recruitments.

Secondly, it was found that 100 point regional roster had been adopted showing reservation of 12% for Scheduled Castes and 5% for Scheduled Tribes in all the cases. While it is correct to follow the 100 point regional roster for Chandigarh for Class III and IV posts, 40 point roster is required to be maintained for Class I and II posts. The 100 point regional roster adopted for the Lecturers posts (Class II) should be replaced by a 40 point roster with reservation of 15% for Scheduled Castes and 7½% for Scheduled Tribes.

Thirdly, it was found that in the requisitions sent to Employment Exchange and the press for various categories of posts, specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes and also the concessions/relaxations allowed to them had not been indicated in the past. Similarly a mention that "preference will be given to Scheduled Castes and Scheduled Tribes", serves no purpose. Perhaps this was the reason that out of 112 Lecturers working in various Government colleges in the Union Territory only one Lecturer belongs to Scheduled Castes and none from Scheduled Tribes. Even in a requisition approved currently to be sent to Union Public Service Commission for 10 posts of Lecturers in various subject, it was mentioned that 50% of the vacancies are reserved for Scheduled Castes and Scheduled Tribes without mentioning subject-wise scope of reservation. This is not likely to serve any useful purpose. The authorities were accordingly advised to mention clearly the total number of vacancies out of those reserved (subjectwise) separately for Scheduled Castes and Scheduled Tribes so that candidates from Scheduled Castes/Scheduled Tribes with requisite qualifications come forward in adequate number. It is unlikely that many Scheduled Castes/Scheduled Tribes will apply against the advertisement giving no details about the number of vacancies reserved for them.

(b) School Education

Virtually no rosters for direct recruitment have been prepared by the Branch dealing with the recruitment of school teachers and other staff under the Government schools. The registers produced for inspection were just showing the information about the number of vacancies filled in the past and the names of the persons appointed. It was, however, seen from the requisitions sent to Employment Exchange and to press that due reservation had been allowed to Scheduled Castes and Scheduled Tribes. Complete statistical information about the actual appointments including those from Scheduled Castes and Scheduled Tribes were, however, not made available to the team to assess the implementation of reservation orders. In the case of B.T. Teachers it was noted that out of 22 appointments made in January, 1977, 2 posts had gone to Schedule Castes and none to Scheduled Tribes. Upto date information in respect of Masters/Mistresses shows that out of 291 in position, 32 belong to Scheduled Castes which is about 11% of the total. Two Scheduled Tribes who were offered appointments in this category did not join. In the case of Head Masters/Mistresses out of 2 in position one belonged to Scheduled Castes. As in the case of college education, the concerned officers were advised

to calculate backlog on the basis of the past recruitments and start fresh rosters showing brought forward vacancies at the beginning of roster. Rosters are to be prepared to serve as an executive instrument of reservation, rather than a mere formality. In the absence of proper roster system the carried forward reservation is likely to be lost to Scheduled Castes and Scheduled Tribes. In the absence of the rosters it is difficult to give proper reservation to Scheduled Castes/Scheduled Tribes which is a serious matter and deserves immediate remedial measures.

(c) Administrative Wing

It was reported by the concerned official that they were asked to prepare roster for promotion posts only and accordingly had prepared one roster for the posts of Assistants being filled by promotion from Clerks. No rosters had been prepared for clerks/peons recruited directly. Since the number of posts in the clerical side was small, the authorities were advised to prepare the rosters retrospectively showing the carried forward/brought forward vacancies in the roster from year to year. The carried forward points should be adjusted in the future recruitment. As regards the roster maintained for the posts of Assistant, it was noticed that the roster started from 1973 had one Scheduled Caste promoted during 1976 in excess, shown as adjusted against one Scheduled Caste point in the roster for 1977, which is not correct. Since reservation orders apply to vacancies, the Scheduled Caste point occurring during 1977 has to be adjusted by appointments in future only. Thus one post of Scheduled Caste shown as brought forward from 1978 should be corrected as two points of Scheduled Caste, one each from 1977 and 1978. The roster for Deputy Superintendent and Superintendent in this category are also required to be maintained from the dates when orders regarding reservation in promotion were made applicable.

II. Liaison Officer and Inspection of Rosters

It was reported by the authorities that Shri A. K. Dubey, D.P.I. (Colleges) cum-Deputy Secretary (Education) has been nominated as Liaison Officer for the Directorate of Public Instructions, Union Territory, Chandigarh for the purpose of the implementation of reservation. According to the Government instructions the Liaison Officer has to inspect the rosters annually and submit inspection report on prescribed proforma. Enquiries, however, revealed that no such inspection has ever been made by the Liaison Officer and as such there was no question of submission of the inspection report. This needs to be looked into to find out the reasons for this utter negligence. The Liaison Officer has to perform his duties as laid down in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, which responsibility can't be taken as lightly as in this case.

III. Dereservations

Since rosters had not been prepared according to the Government instructions, the question of dereservation did not arise. Rather it may be said that the authorities had ignored the procedure regarding dereservation of reserved vacancies being filled by general candidates. In the event of non-availability of Scheduled Caste/Scheduled Tribe candidates against reserved vacancies, posts cannot be filled in a routine manner by general candidates unless the reserved posts are first got dereserved according to the prescribed procedure.

IV. Reservation in Services Under Aided Schools

Information about the number of aided schools in the Union Territory Chandigarh and the number of teachers, as also the Scheduled Castes and Scheduled Tribes amongst them, in those schools could not be made available to the team. Enquiries revealed that the aided High/Higher Secondary Schools are getting 95% grant-in-aid from the Government but no reservation has so far been made applicable to the recruitment in aided schools in the Union Territory. From the record made available to the Team it appeared

that, on the basis of circular letter dated 18-4-1979 from the Commissioner for Scheduled Castes and Scheduled Tribes to collect statistical information about the representation of Scheduled Castes and Scheduled Tribes in posts under aided schools, action has been initiated to call for certain information. It was reported by the authorities that instructions are likely to be issued to the aided schools to follow the Government orders in the matter of appointments in those schools. Since the Government is paying huge amounts of grant-in-aid to the aided schools, a directive should have been issued long back asking the schools managements to adhere to the Government policy on reservation. This needs to be looked into expeditiously so that the Scheduled Caste/Scheduled Tribe candidates seeking jobs as teachers can claim their share of services under the aided schools also.

V. Deputation

According to the Government instructions, while nominating candidates for deputation to outside offices claims of Scheduled Caste and Scheduled Tribe candidates have also to be considered. It was reported that under those instructions the authorities have written to the Governments of Punjab and Haryana that while nominating candidates on deputation to Union Territory Chandigarh, the services of suitable Scheduled Caste and Scheduled Tribe employees may also be sponsored. During the course of study it came to the notice of the Team that in a number of cases deputationists from Punjab and Haryana have been promoted on the strength of Union Territory but continued to be retained on deputation without bringing those promotions on the roster. In this connec-

tion, it may be pointed out that in case such deputationists have been given prorogua promotion in their parent cadres and placed on the disposal of Union Territory, there may be no objection to their continuing on deputation. Moreover, the deputationists have no claim for promotion unless they opt for permanent absorption in that cadre. Thus the deputationists from Punjab/Haryana Government given promotion in the Union Territory cadre and who are deemed to have been absorbed and promoted according to their seniority in Union Territory cadre, are bound to be attracted by the reservation orders. All such promotion posts should be reflected in the roster appropriately. This should be taken care of while revising/preparing rosters.

VI. Backlog in Teaching Jobs

It was noticed that in certain categories of teaching posts, particularly in the Science, Mathematics, Agriculture and Home Science, due to dearth of Scheduled Caste/Scheduled Tribe trained graduates, the authorities could not fill up the required number of vacancies from those categories. It was further reported that they are trying to make up in other fields where Scheduled Caste/Scheduled Tribe candidates are available. In this connection, it may be suggested that in the event of non-availability of trained graduates in particular subjects, the reserved vacancies can be filled up from the suitable graduates from amongst Scheduled Castes/Scheduled Tribes, who can be given short duration training and appointed against reserved vacancies. They can be regularised in due course after getting good experience in teaching. This will help to reduce the backlog in those categories of posts.

APPENDIX XXXIII

(Reference para No. 3.134)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Labour Bureau, Chandigarh

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution, a study Team consisting of Shri Waryam Singh, Research Officer and Shri H. S. Ahluwalia, Assistant, was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to the Labour Bureau, Chandigarh. The Team visited that office on 27-11-1979 and 3-12-1979 to study the maintenance of rosters and other relevant records in connection with the implementation of orders and instructions issued by the Government of India from time to time for giving effect to reservation and other concessions/relaxations for Scheduled Castes and Scheduled Tribes in services. The Team met the following officers:—

1. Shri D. P. Kumaria,
Administrative Officer.
2. Shri Harbans Lal,
Deputy Director-cum-
Liaison Officer.
3. Shri R. S. Chopra,
Section Officer In-charge
(Administration).

There are two main offices of Labour Bureau, one each located at Chandigarh and Simla and four Regional Offices. Work relating to the appointments which are made at various levels to non-gazetted posts excluding Ministerial staff in Labour Bureau is being looked after by the Administrative Wing at Chandigarh. The recruitment to gazetted posts as also the Ministerial staff is being looked after by the Ministry of Labour itself. The study was thus restricted to the recruitment being made at Chandigarh office. For the purpose of study, roster registers, requisitions/advertisements issued for employment, caste certificate, etc. were examined. Following are some of the important points for consideration as a result of the study:—

I. Maintenance of Rosters

While going through the rosters for various posts and other records which have been maintained on proper lines, the following observations are made:—

- (i) Due reservation has been given to Scheduled Castes in majority of the cases but in several cases the posts reserved for Scheduled Tribes are being carried over from year to year. It was seen in the case of recruitment to the posts of Computer that a requisition for 27 posts of direct recruitment quota on *ad-hoc* basis was sent to Employment Exchange at Chandigarh and Simla in May, 1978. Though the reservation orders are applicable to the *ad-hoc* direct recruitment in these categories, there was no mention about the fact of reservation. Instead, it was mentioned that "candidates of reserved and or unreserved category available with the Employment Exchange may be nominated". On the basis of the nomination, the recruitment made on *ad-hoc* basis included six Scheduled Castes and none from Scheduled Tribes. While regularising the appointments on permission from Staff Selection Commission in June, 1978 in response to requisition with six vacancies reserved for Scheduled Castes and seven for Scheduled Tribes, sent to them, the Scheduled Tribes vacancies were shown as carried over without making any specific efforts to recruit candidates from that category.
- (ii) During 1979, 5 vacancies of Peons have been shown as filled on regular basis from amongst the casual staff but no reservation has been made applicable to these vacancies. The Team was informed that according to instructions, recruitment of Peons is not allowed but the Government allowed them to regularise the existing casual staff in this category. One Scheduled Caste who was available in the casual workers was, however, regularised along with

others but since there was no Scheduled Tribe, they were helpless. At the same time it came to the notice of the team that while recruiting casual staff which continued for a long time in the past, reservation orders were not made applicable.

- (iii) According to the existing instructions 25 per cent of the vacancies of Peons are to be filled up from the Sweepers/Farashes/Chowkidars but in the recruitment referred to above no representation was allowed to that effect. It was, however, reported that during 1976 one Sweeper was appointed as Peon under those instructions.
- (iv) In Machine Tabulation Unit a number of vacancies in the scale of Rs. 260—400 reserved for Scheduled Castes and Scheduled Tribes had to be carried over from year to year on the plea that qualified Scheduled Caste/Scheduled Tribe candidates were not available. At the end of 1978, 3 vacancies reserved for Scheduled Castes and 2 for Scheduled Tribes had been shown as carried over. Special efforts need to be made in this category to clear the backlog.

II. Grouping of Posts

Separate rosters have been maintained for all posts being filled by direct recruitment except in the case of Machine Tabulation Unit where all the posts in the scale of Rs. 260—400 had been grouped together, and a single regional roster was maintained. While there may be no objection to the grouping of those similar posts, no orders to this effect were available. It was reported that the recruitment to those posts as a single group is being followed since long when the combined organisation was at Simla.

III. Carry-forward and Exchange of Reservation

While carry-forward of un-filled vacancies reserved for Scheduled Castes and Scheduled Tribes in various categories of posts has been shown correctly from year to year, the procedure regarding dereservation has not been followed. The exchange rule in the third year of carry-forward has also not been applied in any case. According to the instructions contained in para 11.3 of Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition), the vacancies reserved for Scheduled Tribes for which no Scheduled Tribe candidate could be recruited in spite of all efforts, could be utilised for Scheduled Castes before lapsing of the same. In fact no lapsing has been done in any case by the authorities but Scheduled Castes who are normally available could be appointed against those vacancies.

IV. Dereservation

As pointed out earlier, the procedure of obtaining prior approval of the Department of Personnel and Administrative Reforms or the competent authority before appointing general candidates against reserved vacancies was not followed. According to the existing procedure, whenever, a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of non-availability of suitable Scheduled Caste/Scheduled Tribe candidate, prior approval of the Department of Personnel and Administrative Reforms or the competent authority must be obtained. Before approaching the authority concerned, it has, however, to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in paras 8.1 to 8.4 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition), as the case

may be, have been taken. In fact, whenever a selection is finalised and it is felt necessary to dereserve the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained. In the case of posts filled by promotion also, it has to be explained that adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres.

V. Ad-hoc Promotions

During the course of study it was noticed that promotions to the posts of Investigator Grade I in the Labour Bureau, made on ad-hoc basis were continuing since long, reportedly due to a court case binding that office not to make regular promotions pending final outcome. It came to the notice of the Team that reservation for Scheduled Castes and Scheduled Tribes had not been allowed on the plea that the promotions were of ad-hoc nature which do not attract reservation orders for Scheduled Castes and Scheduled Tribes in posts filled by promotion. It was reported that promotions had been made on ad-hoc basis strictly on seniority subject to the rejection of unfit. In this connection it may be pointed out that the Government of India have issued instructions that all possible steps should be taken to ensure that as far as possible, no ad-hoc promotions are made at all except in short term vacancies. It has now been decided by the Government that while it is expected that the incidence of ad-hoc promotions will be largely minimised, but in certain exceptional cases where it becomes necessary to resort to ad-hoc arrangement in public interest, the claims of officers belonging to Scheduled Castes and Scheduled Tribes, who are eligible should also be considered alongwith other eligible officers in the field. It is, therefore, suggested that all the cases of ad-hoc promotions should be reviewed in terms of the instructions as contained in Department of Personnel and Administrative Reforms O.M. No. 36021/7/78-Est(SCT), dated 16-4-1979 so that due reservation is allowed to Scheduled Caste/Scheduled Tribe candidates in ad-hoc promotions in Labour Bureau.

VI. Advertisements/requisitions for Employment

As test check, two requisitions sent to the Staff Selection Commission, one each to the Employment Exchange and U.P.S.C. had been checked. While in the case of U.P.S.C./Staff Selection Commission requisitions due reservation, including the carried-forward from earlier recruitment years, had been given, in the case of requisitions for recruitment to the post of Computer, as already mentioned above, this fact had not been indicated clearly. The authorities were advised to observe the instructions in this regard properly.

VII. Other Steps to fill up reserved vacancies

According to the Government instructions as contained in paras 8.1 to 8.4 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition) in the event of non-availability of Scheduled Castes and Scheduled Tribes candidates, the reserved vacancies can also be referred to the recognised organisation working for the welfare of Scheduled Castes and Scheduled Tribes/Directorate Social Welfare of the State and the local AIR Station. It was suggested to the authorities that as in the case of Scheduled Castes, special recruitment drive could be made for Scheduled Tribes in the adjoining State of Himachal Pradesh where there is large concentration of their population, in combination with non-official agencies working for the welfare of Scheduled Castes/Scheduled Tribes in that State.

APPENDIX XXXIV

(Reference para No. 3,134)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in Hindustan Machine Tools Factory, Pinjore, Haryana

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes

and Scheduled Tribes, under the Constitution a study team consisting of Shri Waryam Singh, Research

Officer and Shri H. S. Ahluwalia, Assistant was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes, to visit the office of the Personnel Department of Hindustan Machine Tools, Pinjore, Haryana on 30th November & 1st December, 79 to examine the maintenance of rosters and other relevant records in connection with the implementation of orders and instructions issued by the Bureau of Public Enterprises from time to time, giving effect to reservation and other concessions/relaxations for Scheduled Castes and Scheduled Tribes in Services. During the course of the study the team met the following officers there:—

- Shri M. K. Jaura—Chief Personnel Manager
- Shri H. L. Trehan—Senior Personnel Manager
- Shri O. P. Bansal—Personnel Manager
- Shri A. K. Bhargava—Deputy Personnel Manager
- Shri R. K. Chopra—Liaison Officer

The team is thankful to the assistance and cooperation extended to it by all concerned in its task. For the purpose of the study, roster registers, requisitions sent to the employment exchanges, advertisements issued to the press, personnel record of some of the Scheduled Caste/Scheduled Tribe employees and other relevant records were examined.

Hindustan Machine Tools was established in 1964 but the orders regarding reservation for Scheduled Castes and Scheduled Tribes were reportedly made applicable from 1967 initially in the direct recruitments. In promotion posts orders were made applicable from 1975. It was reported that bulk of the recruitment was made before 1967 strictly on merit and few Scheduled Castes/Scheduled Tribes could be recruited and perhaps this was the reason that not many Scheduled Castes/Scheduled Tribes are available to avail the vacancies reserved for them in various categories of posts filled by promotion. It was further reported that after 1967 when the tractor unit was sanctioned to be established under Hindustan Machine Tools, efforts had been made to recruit Scheduled Castes and Scheduled Tribes at the workman's level and they are now coming up slowly in the higher groups. During the course of study, however, it was noticed that a very few Scheduled Castes could be promoted against reserved points and none from Scheduled Tribes, from 1975 onwards. In certain cases it was noticed that, inspite of the backlog, many available Scheduled Castes had been denied promotion declaring them unsuitable for next grades. The representation of Scheduled Castes and Scheduled Tribes in Class I and II (Group A and B) posts, where recruitment is made directly from the open market through advertisements, was also negligible i.e. out of 131 Class I officers, one belongs to Scheduled Castes and out of 339 class II officers, 7 belongs to Scheduled Castes as on 30th September, 1979; and none from Scheduled Tribes. The representation of Scheduled Castes in Class III posts (14.66% i.e. 527 out of 3594) appears satisfactory but majority of them are in the lowest workman's category who cannot be considered for promotion in the higher groups. Similar percentage worked out for Scheduled Tribes in Class III was just 2.7. Following are some of the important points which need corrective measures:—

1. Maintenance of rosters

As it is always not possible to determine the exact number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes simply on the basis of percentages of reservation prescribed for them, the roster system was devised to achieve this object. During the course of study, however, it was noticed that rosters had been maintained as a matter of formality and entries made therein after appointment/promotion of the employees. It is wrong impression and the rosters are required to be maintained as an effective instrument of the implementation of reservation orders and as such is to be consulted before sending a requisition to the employment exchange or an advertisement to the press, to determine the actual number of vacancies to be reserved for Scheduled Castes and Scheduled

Tribes, on the basis of the reserved points in the roster and the brought forward points from earlier recruitment years. It was noticed in one case that the post of Assistant Labour Welfare Officer in the grade of Rs. 650-1600, was advertised as an unreserved vacancy whereas according to the roster it fell on a reserved point for Scheduled Castes. While going through the other requisitions sent to the Employment Exchange and advertisements to the press, it appeared that rosters were not consulted to determine the vacancies reserved for Scheduled Castes and Scheduled Tribes.

2. Grouping of Posts

According to the Government of India, instructions, in case of posts filled by direct recruitment, isolated individual posts and small cadres with less 20 posts may be grouped with posts in the same class for purpose of reservation orders, taking into account status, salary and qualification prescribed for the posts in question. During the course of inspection of record it was noticed that rosters had been maintained clubbing all posts, gradewise, irrespective of their strength, qualifications, duties etc. There may be no objection to the grouping of posts having less than 20 posts in the grade, but separate rosters are required to be maintained for each category of workers having separate line of promotion. This is necessary to ensure fair representation of Scheduled Castes and Scheduled Tribes in all the fields of activity. It was observed during the course of study that due to faulty clubbing of posts a number of workman's categories remained unrepresented in the lower ranks, as a result of which it was found that candidates were not becoming available to fill up the vacancies reserved for Scheduled Castes and Scheduled Tribes filled by promotion in those Categories/Trades.

It may be further pointed out that instructions regarding grouping of posts for the purpose of orders regarding reservation for Scheduled Castes and Scheduled Tribes apply only to posts filled by direct recruitment. In the case of posts filled by promotion, the reservation orders, where applicable are required to be applied to each grade or posts filled by promotion separately. Accordingly separate rosters are required to be maintained for each grade or post filled by promotion irrespective of the number of posts in those categories. This needs to be looked into so that the rosters are maintained on proper lines according to the Government instructions.

3. Carry-forward and Exchange of Reservation

If a sufficient number of reserved communities candidates fit for appointment against reserved vacancies are not forthcoming, such vacancies can be de-reserved after following prescribed procedure for de-reservation and thereafter they can be filled by candidates of other communities, but the reservation shall be carried forward to subsequent three years of recruitment. Recruitment year shall mean a "calendar year" and for purpose of three years limit for carry-forward of reserved vacancies shall mean the year in which the recruitment is actually made. It was noticed in a number of cases in Hindustan Machine Tools that the unfilled reservation had been shown as carried forward, without of course, following the procedure regarding dereservation, but in some cases where new roster registers had been prepared from 1979, the carried forward vacancies from earlier recruitment years had not been shown as brought forward in the prescribed columns 1 and 2 in the new registers. Moreover fresh reservation roster was adopted from 1979 whereas it should have been a continuous process from year to year. In this connection it was also observed that the authorities were under the impression that rules do not provide for carry forward of unfilled reserved points in all the promotional categories and as such unfilled reservations has not been shown as carried over to subsequent recruitments. In fact unfilled reservations in promotion are to be carried forward to subsequent three years of recruitment as in the case of direct recruitment, except in the case of reservations in promotion by selection from Group C to Group B,

within Group B and from Group B to the lowest rung in Group A, where there will be no carryforward of unfilled reserved vacancies. But in such cases, exchange rule has to be applied in the year of reservation itself before the reservations are allowed to lapse for lack of Scheduled Caste/Scheduled Tribe candidates.

Under the exchange rule, when a reserved vacancy could not be filled by respective scheduled category employees even in the third year to which the vacancy is carried forward (same year in the case of promotion category referred to above) interchange of reservation between Scheduled Castes and Scheduled Tribes should be made. Under this arrangements vacancies reserved for Scheduled Tribes could be filled by Scheduled Castes in the event of non-availability of Scheduled Tribes candidates and vice-versa. While advertising or notifying such a vacancy which has been carried forward to the third year, it should be made clear in the advertisement/requisition that while the vacancy is reserved for Scheduled Tribes, Scheduled Caste candidates would also be eligible for consideration in the event of non-availability of suitable Scheduled Tribe candidates. Under this arrangement the vacancies reserved for Scheduled Tribes which are being carried over from year to year could have been utilised for Scheduled Castes who are normally available in adequate numbers. It is, therefore, suggested that carryforward of unfilled vacancies should be correctly calculated according to the Government instructions and efforts made to clear the backlog. No reservation should, however, be allowed to lapse before following the exchange rules and the procedure regarding dereservation.

4. Dereservation

As pointed out earlier, the procedure of dereservation i.e. seeking prior approval of the competent authority before filling the reserved vacancies by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years. According to the existing procedure whenever a vacancy reserved for Scheduled Castes/Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority as the case may be, must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in the Brochure on Reservation for Scheduled Caste and Scheduled Tribes in Services, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres. The authorities were accordingly advised to observe this formality before carrying over the unfilled reservation in various categories of posts, after taking all the necessary steps to fill up the same.

5. Liaison Officer and Inspection of Rosters

An officer of the rank of at least Deputy Secretary in the Government of India, preferably in-charge of administration, is required to be nominated as Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in all establishments and service under the administrative control of the organisation. The Liaison Officer is specifically responsible, apart from his other functions, for conducting annual inspection of rosters maintained by the organisation, with a view to ensuring proper implementation of the reservation orders. The Labour Welfare Officer, who has been nominated as Liaison Officer, accordingly submitted annual inspection re-

ports. It was noticed from the last inspection report that no defects had been pointed out by the Liaison Officer whereas the points raised above necessitated a number of remedial measures. It is desirable that an officer of the rank of Personnel Manager should be nominated as Liaison Officer and should be made personally responsible for effective implementation of the service safeguards for Scheduled Castes and Scheduled Tribes. In fact there should be special cell in this organisation which should look after this work to assist the Liaison Officer.

6. Advertisements/Requisitions for employment

If an advertisement is to be made for reserved as well as unreserved vacancies on any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes, as also various concessions/relaxations admissible to them. As a test check, two advertisements sent to the press and one requisition sent to the employment exchange were examined as per details below :—

- (i) In an exclusive advertisement issued on 15-7-1978 for a number of reserved posts in Group A, B and C, there was no mention of the admissible relaxation of 5 year in the age. There was also no mention about relaxation in experience, qualification etc. for Scheduled Castes and Scheduled Tribes.
- (ii) In the advertisement issued on 20-5-1979 for Engineer Trainees/Specialist Trainees, instead of indicating the specific number of seats reserved for Scheduled Castes and Scheduled Tribes the advertisements indicated "Reservation for Scheduled Castes and Scheduled Tribes as per rules". There was no mention about the relaxation in age for Scheduled Castes and Scheduled Tribes.
- (iii) A requisition sent to the employment exchange on 10-10-1979 for Group C posts, with total number of vacancies as 81 (55 reserved for Scheduled Castes and 17 for Scheduled Tribes) could not be compared with the roster. The basis on which the reservation had been allowed could not be established. Out of the three posts in the scale of Rs. 470—700 referred to the Employment Exchange, no post was reserved, whereas according to the roster one should have been reserved at least on the basis of current reservation falling on point No. 16 for Scheduled Castes.

7. Reservation in Promotion

According to the promotion policy of the Hindustan Machine Tools, all the workers in one grade having completed requisite period of service are eligible for promotion and are asked to appear before the Selection Board. Those who are found suitable are promoted to the next grade. It was noticed during the course of discussion in this regard that the procedure of associating a Scheduled Caste/Scheduled Tribe officer with such selection boards or having a separate selection board to consider Scheduled Caste/Scheduled Tribe workers against reserved vacancies was not being followed. It was noticed that whatever Scheduled Caste/Scheduled Tribe candidates are cleared by the selection board, are shown in the roster. In order to ensure that due reservation is allowed to Scheduled Caste and Scheduled Tribe employees in posts filled by promotion the following procedure is to be observed :—

- (i) For promotion by selection in Group C and D, the select list of Scheduled Caste/Scheduled Tribe workers should be drawn up separately to fill the reserved vacancies. Workers belonging to these classes should be adjudged separately and not alongwith other workers and if they are fit for promotion, they should be included in the list irrespective of their merit as compared to other workers.
- (ii) If candidates from Scheduled Caste and Scheduled Tribes obtain on the basis of their positions in the general select list, less vacancies

than are reserved for them, the difference should be made up by selected candidates of these communities who are in the separate select list for Scheduled Castes and Scheduled Tribes.

While going through the rosters for promotion post, it was noticed that very few Scheduled Caste/Scheduled Tribe candidates become available for promotion and in majority of the cases the posts are simply being carried over from year to year. This was reportedly due to the fact that direct recruitment in the factory is made at the lowest workers level where application of reservation orders was late. It was only in 1967 when the tractor unit was added to the factory, that bulk recruitment was made and the Scheduled Caste/Scheduled Tribe employees recruited at that time are coming up slowly to avail the reserved vacancies. While statistics showing the representation of Scheduled Castes and Scheduled Tribes in various trades were not readily available to ascertain the position, the rosters maintained for Group IV (Rs. 470—790) and to WG.V (Rs. 525—960) indicated that 10 Scheduled Castes promoted to WG.IV and 2 Scheduled Castes to WG.V during 1975, were eligible for promotion to next group during 1979 against the reserved points but the reserved points had been simply shown as carried over showing that no Scheduled Castes were available. The authorities could not produce any document indicating either that the Scheduled Castes in those groups were not eligible or were unfit for promotion. This needs to be probed into.

Since the representation of Scheduled Castes and Scheduled Tribes is not likely to improve in the near future in normal course, the following measures are suggested:—

- (i) Special recruitments may be made to fill up the vacancies reserved for Scheduled Castes and Scheduled Tribes in the categories where direct recruitment is possible.
- (ii) Since a large number of vacancies reserved for Scheduled Tribes are being carried over due to non-availability of tribals, efforts should be made to explore, the possibility of recruitment in the tribal areas of Himachal Pradesh. Non-official agencies working for the welfare of Scheduled Tribes there, can also be approached for this purpose.
- (iii) In the lower ranks of the workman's categories where there is no direct recruitment in the normal course, reserved vacancies which could not be filled by promotion from the lower ranks should be filled through Employment Exchange or advertisement by suitable Scheduled Caste/Scheduled Tribe candidates in the open market.
- (iv) The eligibility criteria in terms of the years of service put in by the workers, may be relaxed in favour of Scheduled Castes and Scheduled Tribes where all the vacancies reserved for them could not be filled by promotion from the lower ranks. It was reported by the representatives of the Scheduled Castes/Scheduled Tribe employees association that in a number of cases the service criteria had been relaxed by the Management in the past. Alternatively, special recruitment tests can be conducted exclusively for Scheduled Castes and Scheduled Tribes in the categories where they are available but are not eligible for promotion in the normal course. The workers having put in two years or more can be allowed to compete and best among them promoted against reserved vacancies after short duration training.

- (v) Efforts should be made to recruit more Apprentices/Engineer Trainees from amongst the Scheduled Castes and Scheduled Tribes and all the Scheduled Castes and Scheduled Tribes apprentices/trainees completing training in Hindustan Machine Tools should be absorbed and adjusted against reserved quota for them.

Apprenticeship Training Programmes

According to the information supplied to the Team, against the sanctioned strength of 382 apprentices in the factory, 378 were in position as on 31-10-79, out of which 146 belonged to Scheduled Castes and none from Scheduled Tribes. Similar information about the total apprentices trained so far (as on 31-10-79) after 1-8-1975 shows that against the total figure of 1154, 273 were from Scheduled Castes and 82 from Scheduled Tribes. The figures of Scheduled Castes and Scheduled Tribes appear to be quite impressive but special efforts need to be made to attract more Scheduled Tribes from the neighbouring State of Himachal Pradesh as there is none from that category in the current batch. During the course of study, however, it was noticed that no roster had been prepared for this category. Since reservation orders are applicable to the recruitment of apprentices, steps should be taken to follow the roster in the prescribed form.

In the case of the Engineer Trainees also, no roster had been prepared. It was, however, mentioned in an advertisement sent to the press on 20-5-79 for recruitment of Engineer Trainees that reservation will be as per rules, instead of mentioning the exact number of vacancies reserved for Scheduled Castes and Scheduled Tribes on the basis of the roster points along with details of other concessions/relaxations admissible to them. According to the statistical information supplied to the Team, out of the total number of 2134 applicants who applied in response to the advertisement, 83 belonged to Scheduled Castes and 17 to Scheduled Tribes. All the Scheduled Caste/Scheduled Tribe applicants were reportedly called for interview and out of 16 who attended none was selected. While discussing this point with the Chief Personnel Manager, it was, however, reported that some Scheduled Castes had been selected but no definite information was available.

Selection Boards/Departmental Promotion Committees

The Departmental Promotion Committees/Selection Boards are generally constituted with the departmental officers of appropriate status and background, keeping in view the nature of the post/posts for which promotion/recruitment is to be made. According to the Government instructions the authorities are required, to the maximum extent possible, to nominate a Scheduled Caste/Scheduled Tribe Officer while constituting the Departmental Promotion Committees/Selection Boards for promotion/recruitment to posts/services under them. Moreover, the interview of Scheduled Caste/Scheduled Tribe candidates should be held in a day other than the day or sitting of the board on which general candidates are to be interviewed so that the Scheduled Caste/Scheduled Tribe candidates are not judged in comparison with general candidates and the interviewing authority/board is prominently aware of the need for judging the Scheduled Castes/Scheduled Tribes by relaxed standards. It was noticed during the course of the study that these instructions have not been kept in view while selecting candidates against reserved vacancies. In order to improve the representation of Scheduled Castes and Scheduled Tribes, the authorities should ensure that steps are taken to implement the above instructions.

APPENDIX XXXV

(Reference para No. 3,134)

Report of the Study in to the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in Bharat Electronics Limited, Ghaziabad (A Government of India Undertaking)

As per orders of the Commissioner for Scheduled Castes and Scheduled Tribes, the team consisting of

Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri B. M. Masand,

Research Officer, and Shri V. S. Nair, Stenographer, visited Bharat Electronics Limited, Ghaziabad on 5th to 7th December, 1979, in order to study the rosters and other records maintained by them for giving effect to the orders and other concessions provided for Scheduled Castes and Scheduled Tribes in their services. The team had discussions with the following Officers:—

1. Shri S. Maitra,
Chief Administrative Manager
2. Shri D. K. Pant,
Deputy Manager (Administration)
3. Shri Ratneshwar Jha,
Assistant Personnel Manager (Admn.)
4. Shri V. K. Vyas,
Assistant Personnel Manager (Recrt.)
5. Shri Gurucharan Singh,
Assistant Personnel Officer (Admn.)

The team also called on Col. S. D. Maini, General Manager. The team takes this opportunity to record with thanks the cooperation which was extended by the Management of Bharat Electronics Ltd.

2. Bharat Electronics Limited, Ghaziabad, was established in January, 1971, and is charged with the production of sophisticated equipment required for defence and communication purposes. It is learnt that this organisation received the Presidential Directive from the Ministry of Defence on 15-5-1971 regarding the implementation of orders for giving effect to reservation for Scheduled Castes and Scheduled Tribes in direct recruitment. The directive regarding reservation in posts filled by promotion was received on 13-11-1975.

3. On going through the rosters maintained for giving effect to reservation orders, it was observed that the rosters were maintained by and large correctly and on proper form. The model rosters were also followed correctly except in some isolated cases. The observations of the team in regard to these rosters are given in the following paragraphs :

- (1) In the rosters prescribed prior to 12-3-1973, reservation for Scheduled Tribes was shown to be only 4% (point Nos. 24, 44, 64 & 84) as against 5% as prescribed in the Department of Personnel O.M. dated 28-9-70 (point Nos. 4, 24, 44, 64 & 84). This discrepancy in the ear-marking of points reserved for Scheduled Tribes was as a result of the instructions contained in the Ministry of Defence (Department of Defence Production) orders dated 28-10-1971.
- (2) In the rosters prescribed after 12-3-1973, it was found that there was reservation for Scheduled Castes and Scheduled Tribes at consecutive points 44(ST), 45(SC) and 46(SC), whereas in the Department of Personnel O.M. dated 12-3-73 point No. 45 is not reserved for Scheduled Castes; instead point No. 51 is reserved for Scheduled Castes. This discrepancy again was based on the Ministry of Defence (Department of Defence Production) Orders dated 27-8-1973.
- (3) According to a clarification given by the Ministry of Defence to Hindustan Aeronautics Limited regarding counting of recruitment year for the purpose of carry-forward, lapsing is being allowed in all posts in the second year of carry-forward instead of the 3rd year of carry-forward. According to this misunderstanding, even exchange was being permitted in the 2nd year of carry-forward (for example see roster for Wage Group-I, both technical and non-technical) filled by direct recruitment.
- (4) It was not clear as to how the Ministry of Defence had conveyed the instructions cited above contrary to those which the Department of Personnel and Administrative Reforms conveyed to all Ministries/Departments etc. However, the position is being clarified from that Ministry.

- (5) Adjustment of earlier vacancies was not being done at all. For instance, 4 vacancies were reserved for Scheduled Castes in a year and 2 were filled in that year, the remaining 2 were not adjusted against the appointment of Scheduled Caste candidates in the next year but were being lapsed in the 2nd year of carry-forward.
- (6) The principle of exchange of reservation between Scheduled Castes and Scheduled Tribes in the last year of carry-forward (3rd year excluding the initial year of occurrence of the vacancy) was not being applied generally.
- (7) The carry-forward of unfilled reserved vacancies shown at the end of each year and beginning of the next year was alright in accordance with the interpretation given by the Ministry of Defence, but it was not in conformity with the provisions made by the Government of India.
- (8) Abstract was being shown at the end of each year in the case of rosters for direct recruitment only (and not in the case of posts filled by promotion), but the total number of vacancies filled in the year should also be indicated in this abstract. A detailed proforma of this abstract was given to the officers concerned.
- (9) Cross referencing regarding adjustment of vacancies has to be shown in the remarks column of the rosters where Scheduled Caste and Scheduled Tribe candidates are not shown against their respective reserved points. This is necessary in order to ensure that earlier reserved vacancies are utilized first.
- (10) Each entry in the roster was not signed except in the case of entries made from 1978 onwards.
- (11) A number of posts filled by direct recruitment were grouped together for the purpose of reservation orders whereas it was learnt that most of the posts included in the groups consisted of a cadre strength of 20 or more and there was justification for maintenance of separate rosters. For this grouping also the Management could not produce any authority for doing so. In this connection, it may be pointed out that grouping of posts has to be resorted to only in the case of isolated posts and small cadres having a sanctioned strength of less than 20 filled by direct recruitment only. This grouping has not to be done in the case of posts filled by promotion irrespective of the sanctioned strength of the cadre/posts filled by promotion.
- (12) It was observed that in the case of rosters for posts filled by promotion, the points reserved for Scheduled Castes and Scheduled Tribes which could not be filled due to non-availability/non-eligibility of Scheduled Caste and Scheduled Tribe candidates were left blank. In this connection, it may be pointed out that according to the instructions issued by the Government of India, no point is to be left blank in the rosters. In the event of non-availability/non-eligibility of the candidates belonging to Scheduled Caste and Scheduled Tribe, the points reserved for these communities can be filled by the general candidates after obtaining the approval of the Board of Directors in the case of Group 'A' and Group 'B' posts and the General Manager in the case of Group 'C' and Group 'D' posts. It was, however, noticed that the names of the Scheduled Caste and Scheduled Tribe candidates who were appointed in subsequent years were entered against the blank entries of the previous years. There is no doubt that the appointment of Scheduled Caste and Scheduled Tribe candidates in the subsequent years has to be adjusted against the unfilled reserved points pertaining to the previous years but this should not be done by leaving the entries blank and filling them in subsequent years.

- (13) In the roster for Group VI (non-Tech), Pt. No. 16 was not earmarked as reserved for Scheduled Caste.
- (14) In the case of rosters for promotion, the dates of promotion should be indicated (Ref. Group II — Non-Tech).
- (15) It was noticed that surplus appointment of Scheduled Caste candidates in 1976 was adjusted in subsequent years (Group V Non-Tech-promotion). In this connection it may be pointed out that there is no provision of carry-forward of excess appointments. Only the backlog has to be carried forward. Surplus Scheduled Caste/Scheduled Tribe candidates promoted/recruited on the basis of their own seniority/merit are to be shown against the unreserved vacancies. The carry-forward position in such rosters will, therefore, have to be revised.
- (16) In some rosters for example A.E. (various disciplines), D.E's Grade (Tech) etc. some designations such as A.E. (Chemical), A.E. (Trg-Mech), Project D'man (Tr.), were entered in the rosters. The management informed that these posts were being advertised again and again. In this connection it may be pointed out that this amounts to leaving the entries blank in the rosters. As is being pointed out in this report, if all the prescribed steps are taken for recruitment, the posts can be filled by general candidates after obtaining prior approval of the competent authority. However, there is no objection to keeping such entries blank for a year or so if the recruitment procedure as prescribed in Chapter 8 or 9 as the case may be, is in progress.
- (17) It was learnt that some posts of Deputy Engineers were being filled straight away and, for some posts candidates were appointed as Probationary Engineers on a consolidated pay of Rs. 900 who were later absorbed in the Dy. Engineers' Grade after successful completion of their six months training. Rosters were being maintained separately for both methods. While there is no objection to this procedure, it is suggested that unfilled reserved quota in the roster for direct appointment as Deputy Engineers should also be filled from among the Probationary Engineers and shown in that roster.
- (18) It was observed that most of the promotion posts were filled on the basis of written/trade test which was followed by interview and assessment of annual confidential reports. In this process there were a large number of cases of supersession of Scheduled Caste/Scheduled Tribe employees. It was explained by the management that promotion being on the basis of merit, firstly only those persons were promoted who had secured 60% or more marks. All those who came in the range of 60% plus marks were *on block* put at higher position in the select list, supersession being inevitable in this process. It was, however, assured by the management that against the reserved vacancies, if enough Scheduled Caste/Scheduled Tribe candidates were not included in the select list of 60% plus, the remaining reserved vacancies were filled out of those who had qualified in the test. This procedure may please be confirmed. It was also reported that in aggregate marks there was relaxation of 5% marks (35% for general and 30% for Scheduled Caste/Scheduled Tribe candidates). It is suggested that this relaxation should be given also in the written/trade test, in the interview as also in the assessment of Confidential Reports. According to instructions issued by the Government of India, Scheduled Caste/Scheduled Tribe candidates are to be judged by relaxed qualifying standards in all the examinations conducted for promotion to higher grades irrespec-

tive of whether such examinations are of qualifying or competitive nature and further irrespective of whether after such examination/test, subsequent selection is on the basis of seniority subject to fitness or on the basis of selection (merit).

4. For the guidance of the Management, it is pointed out that the rosters are to be maintained separately in respect of the following categories.

- Separate rosters are to be maintained for permanent appointments and temporary appointments likely to continue indefinitely and for each post separately having a strength of 20 or more;
- Separate rosters are to be maintained for purely temporary appointments to different posts having no chance whatsoever of continuing;
- In the case of posts filled by promotion, separate rosters are required to be maintained for each mode of promotion, viz., promotion on the basis of seniority subject to fitness, promotion on the basis of merit-cum-seniority, and promotion solely on the basis of departmental competitive/trade test.

5. For the guidance of the management, a complete summary solution of the discrepancies in the roster for Group IV (Tech) posts, also indicating the corrections required to be made in regard to exchange of reservation, lapsing of vacancies and carry-forward of the unfilled reserved vacancies, has been worked out and is enclosed*. This pattern should be followed in all the rosters.

De-reservation of Reserved Vacancies

6. During the course of discussions with the Management, it was learnt that Ministry of Defence have issued instructions to them that the vacancies which were reserved for Scheduled Castes/Scheduled Tribes and could not be filled by the reserved category candidates due to non-availability/eligibility of Scheduled Caste/Scheduled Tribe candidates should not be dereserved without the prior permission of that Ministry. It was reported that a result of these instructions a large number of posts which were initially reserved for Scheduled Castes/Scheduled Tribes are lying unfilled thereby affecting the efficiency of administration and production of equipment necessary for the defence purposes. The intention behind such a curb is to ensure that the vacancies reserved for Scheduled Caste/Scheduled Tribe are not freely allowed to the general category candidates. It is, however, pointed out that if the entire procedure for filling up vacancies by direct recruitment is followed and if Scheduled Caste/Scheduled Tribe candidates fulfilling the required eligibility conditions are not available for promotion, then there should not be any objection to such vacancies being dereserved by the competent authority and filled by candidates belonging to general categories. It is, therefore, emphasised that the management must ensure that the prescribed procedure is followed in respect of posts filled by direct recruitment and after exhausting all the channels, if the Scheduled Caste/Scheduled Tribe candidates are still not available, the posts can be filled by general candidates after obtaining the approval of the Board of Directors in the case of Group 'A' and Group 'B' posts and General Manager in the case of Group 'C' and 'D' posts. This procedure is already prescribed in the draft directive issued by the Bureau of Public Enterprises and there is actually no provision of seeking the approval from the Ministry in respect of cases of dereservation. There is, however, need for exercising necessary vigilance to ensure that the procedure for filling posts by direct recruitment is followed scrupulously. This procedure is outlined in the following paragraphs for the information and guidance of Bharat Electronics Limited.

- Direct recruitment through Employment Exchange.

*Annexure

- (1) To notify the vacancies to the Employment Exchange.
- (2) After receipt of non-availability certificate from the Employment Exchange, the vacancies should be advertised reserving them for the particular category candidates failing which general candidates to be considered. However, if any vacancy is in the third year of carry-forward, such vacancy can be filled by general candidates only after applying the principle of exchange of reservation between Scheduled Castes and Scheduled Tribes, and this fact should be indicated in the advertisement.
- (3) Copies of these advertisements should be forwarded to (i) Employment Exchange (ii) Recognised Associations of Scheduled Caste/Scheduled Tribe (iii) Director of Social/Tribal Welfare of the State (iv) the nearest station of the All India Radio as per instructions issued by the Department of Personnel and Administrative Reforms.
- (b) Direct recruitment where the primary source of recruitment is through advertisement.

For vacancies which are to be filled through advertisement as the primary source of recruitment, the reserved vacancies are required to be advertised twice.

- (i) On the first occasion, the vacancies should be reserved exclusively for the category concerned and general candidates or even the candidates of other reserved category will not be considered.
- (ii) On the second occasion, the vacancies will be advertised for the category concerned, say, for Scheduled Tribe failing which the applications of general candidates will also be entertained. However, if the vacancy happens to be in the third year of carry-forward, the same shall be reserved for Scheduled Tribe failing which for Scheduled Castes and failing both to be treated as unreserved. This fact must be clearly mentioned in the advertisement.
- (c) If the Scheduled Caste/Scheduled Tribe candidates do not become available after following the above procedure, the general candidates may be selected but their appointment orders should be issued only after obtaining the prior approval of the competent authority as referred to above. The procedure regarding de-reservation and carrying forward of unfilled reserved vacancies is explained below :—

7. According to the procedure outlined in Chapter 10 of Brochure, whenever a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of a suitable Scheduled Caste/Scheduled Tribe candidate not becoming available, prior approval of the competent authority must be obtained. But before the Chairman/Managing Director or the Board of Directors is approached, it has to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in Chapter 8 or 9, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to ap-

proach the Chairman/Managing Director or the Board of Directors for dereservation of reserved vacancies, the whole sequence of events necessitating filling up of reserved vacancies by general candidates must be explained to the competent authority. In the case of posts filled by promotion also it has to be explained that the adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadre. It may also be pointed out that this procedure of dereservation of reserved vacancies has to be followed in every year in which recruitment/promotions take place. For instance in the year 1979, 10 vacancies are required to be filled out of which 2 are reserved for Scheduled Castes and 1 for Scheduled Tribes and in case even after following all the prescribed steps for recruitment, the Scheduled Caste/Scheduled Tribe candidates are not available at or are not found suitable for appointment, the reserved vacancies should be got dereserved and carried-forward to the subsequent 3 years of recruitment. In the year 1980, suppose there are again 8 more vacancies to be filled out of which one vacancy each is reserved for Scheduled Caste/Scheduled Tribe, the unfilled reserved vacancies brought forward from the previous year 1979 would be added to the current reserved vacancies. Thus the total reservation would be 3 vacancies for Scheduled Castes and 2 for Scheduled Tribes. The whole process of recruitment as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, would again be gone through. If, in this process, it has become possible to select and appoint 2 Scheduled Caste candidates in the year 1980, these persons should be adjusted against the 2 Scheduled Castes vacancies of 1979. (Necessary note of adjustment should also be made against the relevant points in the roster). The remaining one vacancy for Scheduled Caste (of 1980) and 2 for Scheduled Tribes (one each of 1979 and 1980) would then be got dereserved from the competent authority and carried-forward to the subsequent recruitment years. In the next year i.e. 1981 if there are 12 more vacancies to be filled then out of these, according to the points in the roster, two vacancies are to be reserved for Scheduled Castes and none for Scheduled Tribes. Then the total reservation would be 3 for Scheduled Castes (one of 1980 and 2 for 1981) and 2 for Scheduled Tribes (one each of 1979 and 1980). Suppose in the year 1981 only one Scheduled Caste candidate has become available for appointment. After following the procedure for recruitment again, the general candidates can be appointed against the remaining reserved vacancies i.e. 2 for Scheduled Castes and 2 for Scheduled Tribes, the available Scheduled Caste candidate being adjusted against the Scheduled Caste vacancy of 1980. Now in 1982 suppose there are 15 more vacancies, then the total reservation would be 4 for Scheduled Castes (2 of 1981 and 2 of 1982) and 4 for Scheduled Tribes (1 of 1979, 1 of 1980 and 2 of 1982). Suppose 3 Scheduled Caste candidates become available in 1982, one of them would have to be exchanged with Scheduled Tribe vacancy of 1979 being in the third year of carry-forward and the other two Scheduled Caste candidates being adjusted against 2 vacancies of 1981. Thus the net carry-forward position would be 2 for Scheduled Castes (both of 1982) and 3 for Scheduled Tribes (1 of 1980 and 2 of 1982). If there is no recruitment at all in any particular year, that year would not be counted as a recruitment year for the purpose of carry-forward. The above position can be summarised in the following statement.

Recruitment year	Total vacancies filled also indicating the points in the roster	No. of reserved vacancies for current year		Total number of reserved vacancies including carried forward		No. of SC/ST appointed		No. of vacancies, carried forward		Remarks about C/F Position	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12
1979	(1—10)...10	2	1	2	1	..	..	2	1	Both of 1979	
1980	(11—18)...8	1	1	3	2	2	..	1	2	1 of 1980	1 of 1979 & 1 of 1980

1	2	3	4	5	6	7	8	9	10	11	12
1981	(10—30)...	2	..	3	2	1	..	2	2	Both 1981	1 of 1979 & 1 of 1980
1982	(31—40 and 1—5 of next Cycle) ...15	2	2	4	4	3	..	2	3	Both of 1982	1 of 1980 & 2 of 1982

and so on.

Representation of Scheduled Castes and Scheduled Tribes as on 30-9-1979

8. According to the information made available to the study team representation of Scheduled Castes in Group 'C' and Group 'D' posts was satisfactory. In Group 'A' and 'B' posts it was not so. It may be pointed out that the reserved category candidates possessing high technical qualification and specialised training are not available in large number and where they are available, they aspire for still higher posts. It is, therefore, suggested that in order to increase the representation of Scheduled Castes in Group 'A' and Group 'B' posts, the minimum technical qualifications may be kept low for all so that Scheduled Caste/Tribe candidates may become available in large number. However, in the event of the number of general candidates applying with lower qualifications becoming unmanageable, the management can surely apply the norms of higher qualification as a measure of elimination in their case. Further where a first or second class degree is prescribed for general candidates, a mere pass may be prescribed as good enough for Scheduled Caste/Scheduled Tribe candidates as is being done by other undertakings. Where experience is prescribed as an essential qualification, the same should be relaxed in favour of Scheduled Caste/Scheduled Tribe candidates to the extent of filling the reserved quota. These relaxations meant for Scheduled Caste/Scheduled Tribe candidates should invariably be mentioned in the advertisements and this is likely to result in a better response from the Scheduled Caste/Scheduled Tribe candidates. As regards the Scheduled Tribe candidates, apart from these suggestions, the vacancies reserved for Scheduled Tribes may also be advertised in some of the states having concentration of Scheduled Tribe population such as Himachal Pradesh, Bihar, Rajasthan, Gujarat, Madhya Pradesh, Orissa and North-eastern regions.

Liaison Officer and Special Cell

9. In accordance with the instructions contained in the Ministry of Home Affairs O.M. No. 16/17/67-Est (C), dated 10th April, 1968, there should be an officer preferably dealing with administration who is to be designated as Liaison Officer for the purpose of watching the interests of Scheduled Caste/Scheduled Tribe employees. In Bharat Electronics Ltd., Shri S. Mitra, Chief Administrative Manager, has been designated as Liaison Officer from 1975. The team was given a copy each of inspection reports of the Liaison Officer for the year 1976, 1977 and 1978. By and large, the reports showed the information as required against each serial number but some of the discrepancies such as utilisation of earlier vacancies first, exchange of reservation in the third year of carry-forward, absence of signature of the officer concerned against each entry, blank points in the roster etc. were not pointed out in the inspection reports. It came to the notice of the team that there was no special cell looking after the matters concerning the Scheduled Castes/Scheduled Tribes. The Liaison Officer who is looking after this work he has to attend to the day-to-day work of the units under his control. The Bharat Electronics Limited unit at Sahibabad is having a strength of about 2800 of various categories, majority of whom are on technical side. And within this total strength, about 460 belong to Scheduled Caste/Scheduled Tribe. The strength of Scheduled Castes and Scheduled Tribes needs to be augmented to bring it at par with the percentages prescribed for them. It is also felt that there should be a special cell

consisting of at least one or two persons exclusively looking after the various matters concerning Scheduled Caste/Scheduled Tribe and they should work directly under the control of the Liaison Officer.

Deputation/Transfer

10. According to the information made available to the team the number of posts filled by deputation/transfer during the years 1977, 1978 and 1979 was 6 in Class I, 3 in Class II and 12 in Class III and none of the persons appointed on deputation belonged to Scheduled Castes or Scheduled Tribes. In fact not a single candidate belonging to these categories was considered at all. In this connection, it may be pointed out that in accordance with the instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36012/7/77-Estt (SCT), dated 21-1-1978 while sending or appointing persons on deputation, Scheduled Caste/Scheduled Tribe officers should also be considered along with other eligible employees and where the number of posts to be filled on deputation is fairly substantial, the employing authority, should endeavour to see that a fair proportion of such posts are filled by employees belonging to Scheduled Castes/Scheduled Tribes. It is hoped that the Bharat Electronics Limited management would keep these instructions in view while making appointments on deputation.

Grouping of Posts

11. It was stated by the management that in Bharat Electronics Limited the rosters have been maintained wage-group wise and in each wage-group separate rosters have been maintained for technical and non-technical posts. In this process it was noticed that in most of the wage-groups, a number of posts were grouped which had a strength of 20 or more posts. For such posts separate rosters are required to be maintained. According to the instructions contained in Chapter 6 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, only isolated posts and small cadres consisting of less than 20 posts are required to be grouped together for the purpose of reservation orders. The orders for grouping of posts are also not applicable to posts filled by promotion and in these posts separate rosters are required to be maintained for each post irrespective of the number of posts in the cadre. It is, therefore, suggested that the posts should be grouped in accordance with these instructions and rosters maintained accordingly from 1980 onwards. However, the previous rosters may be recast in the light of observations on the maintenance of rosters and the carry-forward position distributed proportionately in the new rosters.

Scheduled Caste/Tribe certificates

12. The management has been insisting on the production of caste/tribe certificate at the time of appointment of Scheduled Caste/Scheduled Tribe candidates. But after going through some of the certificates, it was noticed that these were not on the form prescribed for the purpose. The management has been given a specimen of the form which they should follow invariably so that there is proper record of its having been issued by the competent authority so as to ensure that benefits meant for Scheduled Caste/Scheduled Tribe go to the proper quarters.

Advertisements/Requisitions to Employment Exchanges

13. Some of the advertisements/Requisitions were seen. It was noticed from an advertisement for the

posts of Deputy Manager (Quality), Deputy Manager (Tech. Publication), Assistant Engineer (Sales), Assistant Personnel Officer, Personal Assistant that due reservation was shown and the specific number of posts reserved for Scheduled Caste/Scheduled Tribe were also mentioned. However, it was mentioned therein that the general candidates were also eligible. It is presumed that the advertisement was the second one, as in the first advertisement reserved posts are not to be made available to non-Scheduled Caste/Scheduled Tribe persons. In the general instructions, fee concession as required under the rules had been provided but no specific mention was made that Travelling Allowance would be admissible to the Scheduled Caste/Scheduled Tribe candidates. While indicating limit of age in the advertisement itself, there is no mention of the relaxation of 5 years, though such a reference has been made in the general instructions. Likewise, relaxation of experience had been shown in the general instructions and not against the relevant column in the advertisement itself. It is felt that there should be clear picture about experience, age etc. in the advertisement itself. Likewise, in another advertisement for the posts of Sr. Engineer (Project Development), Sr. Engineer (Project Design Electronics), Sr. Engineer (Production), Deputy Manager (Quality Assurance) etc, the same type of discrepancy was noticed. No doubt, the relaxation of experience qualification and age was shown in the instructions to the advertisement. In this case too, there was no provision for grant of Travelling Allowance to the Scheduled Caste/Scheduled Tribe candidates called for test/interview. From one of the requisitions sent to the Employment Exchange for the post of Head Gardener, it was noticed that though the post was not reserved for Scheduled Caste/Scheduled Tribe, there was mention that preference would be given to Scheduled Caste/Scheduled Tribe as was the practice of the management in most cases. Though there was a mention that age would be relaxable by 5 years in the case of Scheduled Caste/Scheduled Tribe, there was no indication about the relaxation of experience qualification.

Departmental Promotion Committee/Selection Boards

14. As required under instructions issued by the Government of India, the constitution of Departmental Promotion Committee/Selection Board should be made keeping in view that a member belonging to Scheduled Castes or Scheduled Tribes is associated in such meetings as far as possible. From that point of view, the team called for files on Departmental Promotion Committee meetings and it was found that the management had taken care to associate such members in some cases. During the last 2 years there had been 26 meetings of the Selection Board in regard to posts filled by direct recruitment for executives/non-executive posts and trainees and in all these meetings, officers belonging to Scheduled Castes/Scheduled Tribes were associated. However, in the case of promotions, out of 10 meetings held for promotion to the executive cadre, Scheduled Caste/Scheduled Tribe officer was associated only in one meeting. Similarly out of the 211 meetings held during the years 1978 and 1979 the reserved category officers were associated in 68 meetings only. It is recommended that the management should ensure greater association of Scheduled Caste/Scheduled Tribe officers in the Departmental Promotion Committee meetings also.

Training Programme

15. It has been emphasised by the Government of India that while sponsoring officers for training in institutions in India and abroad, due care should be taken up to sponsor Class I Officers belonging to Scheduled Castes/Scheduled Tribes alongwith others. Likewise, while sending officers for attending conferences, seminars etc., the Scheduled Caste/Scheduled Tribe officers are also to be included. This is with a view to equip them with the necessary training to have a first hand knowledge about the developments in a particular field so as to discharge their duties with

confidence and decisiveness. According to information furnished by the management out of the 210 executives sent for Development Courses, Conferences/Seminars, only 9 belonged to Scheduled Castes and none to Scheduled Tribes. It is, therefore, suggested that more and more Officers belonging to Scheduled Castes and Scheduled Tribes are sponsored for training programmes and Seminars etc. in the institutions in India and outside so that they are better equipped to shoulder higher responsibilities.

16. The Bharat Electronics Limited authorities have been selecting candidates for training as Radio Wires. Such trainees are given training for 6 months or so in the factory itself and are absorbed in the factory. The qualifications were, to start with, a mere high school pass but in an advertisement issued in 1978, the desirable qualification was given as matriculation with-science as one of the subjects. But in the advertisement the qualifications of science were shown as essential. Against this advertisement, which was in the first instance exclusively for Scheduled Caste/Scheduled Tribe, 65 applications were received from Scheduled Caste candidates. After screening, 18 candidates were called for test/interview and finally 5 were selected and others were not found suitable. In this connection, it is pointed out that when requisite number of candidates are not forthcoming with qualifications as laid down, it is desirable that in order to fill up the reserved quota, the management should not have made the science subject essential and the Scheduled Caste/Scheduled Tribe candidates having passed the matriculation examination and be considered. There should not be any objection to this in view of the fact that these candidates are taken for training and thereafter, on the completion of the training if they are not coming up to the required standard they can be weeded out. Further more, it is hoped that those recruited earlier without science subject have not been found wanting in any way in their performance.

Confidential Report Forms

17. In accordance with the instructions of the Government of India, there should be a column in the first part in the Confidential Report to indicate whether the employee concerned belonged to Scheduled Castes/Scheduled Tribes. Thereafter, in the case of supervisory staff it has been again pointed out by the Department of Personnel and Administrative Reforms vide O.M. No. 21011/1/77-Estt (A), dated 4-3-1978 and O.M. No. 21011/3/79-Estt (A), dated 25-7-1979 that there should be a column for the use of reporting officer about the attitude of the Supervisory officer concerned towards the Scheduled Caste/Scheduled Tribe employees. These are comparatively recent instructions and, therefore, naturally, the management has not revised the forms keeping in view these instructions. However, it is suggested that they may take necessary action in this regard in respect of Confidential Report forms for the year 1979 onwards.

Recruitment Rules

18. In accordance with the instructions as contained in the Department of Personnel and Administrative Reforms O.M. No. 36011/9/76-Estt (SCT), dated 7-3-78, read with their O.M. No. 36011/9/76-Estt (SCT), dated 14-7-1976 the Ministries/Departments were requested to amend all the Recruitment Rules framed by them with the saving clause as under :

"Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard".

These instructions were circulated by the Bureau of Public Enterprises also vide their O.M. No. 6(1)/78-BPE (GM) dated 27-10-1978. It is suggested that necessary amendments as required by the Government of India should be made in the Recruitment Rules framed by the management for all categories of posts.

Apprenticeship Training

19. It was learnt that in the year 1978, out of 321 trainees/apprentices engaged, 29 belonged to Scheduled Castes and out of the 297 absorbed by the management only 4 belonged to Scheduled Castes. In the year 1979, however, the position was somewhat better. Out of the 192 trainees/apprentices engaged 25 belonged to Scheduled Castes and out of the 193 absorbed, 28 belonged to Scheduled Castes. It is suggested that for certain categories of posts where there is a backlog, more candidates belonging to the reserved categories should be engaged as trainees/apprentices so that they can be eventually absorbed. Special efforts are, however, required to be made to increase the intake of trainees/apprentices belonging to Scheduled Tribes. For this purpose it may be necessary to advertise the apprenticeship programmes/schemes in areas/regions having concentration of Scheduled Tribes population.

Promotional Avenues for Sweepers etc.

20. According to the instructions issued by the Government of India, 25% of the vacancies in the posts of Peons and other Group 'D' posts are required to be reserved to be filled from among the Sweepers and Chowkidars already working in an organisation with 5 years service and possessing elementary literacy and ability to read in Hindi, English or any other language which is in use for official purposes. For such persons,

it is not necessary for to possess the educational qualification prescribed for direct recruits. It is necessary to implement this scheme in order to divert the Sweepers and Chowkidars etc. who mostly belong to Scheduled Castes, to other non-caste based jobs and also to provide them promotional avenues.

Premature Retirement

21. The management informed the team that there had been no premature retirement of employees since the very inception of Bharat Electronics Limited.

Accommodation

22. The management informed the team that facility of residential accommodation had not been provided to its employees. However, in some cases, accommodation had been got constructed for Sr. Executives and juniors as well. While allotting available accommodation to officials, the management has not been following any reservation in the allotment of accommodation. In this connection, the instructions of the Government of India are brought to the notice of the management whereby there is reservation in Government accommodation upto 10% in Type I and II (lowest two categories) and 5% in Type III and IV (next two categories). It would be worthwhile if these instructions are kept in view in future whenever more accommodation is constructed by the management and even in the case of existing ones.

ANNEXURE

(Reference Appendix XXXV)

Abstract of recruitment also showing corrections to be made in respect of the roster for Group IV (Tech.) posts filled by direct recruitment

Year	Total no. of vacancies filled (Points)	Reserved for		Total reservation including B/F		No. actually filled by		No. shown including carried forward		Correct position of carry-forward/adjustment exchange and lapsing	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11	12
1972	4 (1-4)	1	1	1	1	1	..	..	..	..	1
Point No. 4 should be reserved for Scheduled Tribes according to Deptt. of Personnel and Administrative Reforms O. M. dated 28-9-70 and since it was not filled, one Scheduled Tribe vacancy should be shown as carried-forward.											
1973	36 (5-40)	31	7	31	8	19	..	12	7	12 of 1973	8 { 1 of 1972 7 of 1973
upto March	111 (41-100)										
After March	166 (52-100)	35	8	47	16	19	..	28	15	28 of 1974	16 { 1 of 1972 1 of 1973 8 of 1974
1974	166 (1-100) (1-17)										
19 Scheduled Caste candidates who became available should be set off 12 against 12 Scheduled Caste vacancies of 1973 and remaining against 7 of the 35 Scheduled Castes vacancies of 1974 and necessary cross referencing should be made against the relevant points.											
1975	99 (18-100) (1-16)	21	5	49	21	15	1	22	12	34 { 13 of 1974 20 of 1975	20 { 8 of 1974 5 of 1975
One Scheduled Tribes candidate to be adjusted against 1 Scheduled Tribe vacancies of 1972. 15 Scheduled Caste candidates to be adjusted against 15 of the 28 Scheduled Caste vacancies of 1974. Necessary cross-referencing regarding adjustment of vacancies should also be shown. Hence lapsing of 12 Scheduled Caste and 7 Scheduled Tribe vacancies of 1973 was wrong.											
1976	53 (17-69)	10	3	44*	23*	7	..	9	7	44 { 13 of 1974 21 of 1975 10 of 1976	16 { 8 of 1974 5 of 1975 3 of 1976
In this year 7 Scheduled Tribe vacancies of 1973 are the oldest and have also become exchangeable with Scheduled Caste candidates. Hence the 7 Sch. Caste candidates appointed in this year should be adjusted against 7 Scheduled Tribe vacancies of 1973, and necessary cross-referencing made.											
Thus lapsing of 16 Sch. Castes and 8 Sch. Tribes vacancies of 1974 in this year was wrong.											

1	2	3	4	5	6	7	8	9	10	11	
1977	86 (70-100) (1-55)	18	4	62*	20*	14	..	7	7 49	$\left\{ \begin{array}{l} 21 \text{ of } 1975 \\ 10 \text{ of } 1976 \\ 18 \text{ of } 1977 \end{array} \right.$	$\left\{ \begin{array}{l} 5 \text{ of } 1975 \\ 3 \text{ of } 1976 \\ 4 \text{ of } 1977 \end{array} \right.$
<p>In this year 13 Sch. Caste vacancies of 1974 and 8 Sch. Tribe vacancies of 1974 are exchangeable. Therefore 14 Sch. Caste candidates should be adjusted against 13 Sch. Caste and 1 Sch. Tribe of 1974 and remaining 7 Scheduled Tribe of 1974 could be lapsed. Necessary cross-referencing should be made. In this year lapsing of 6 Scheduled Castes and 4 Scheduled Tribes of 1975 was wrong.</p>											
1978	63 (56-100) (1-4)	14	3	63@	15@	1	..	17	7 42	$\left\{ \begin{array}{l} 10 \text{ of } 1976 \\ 18 \text{ of } 1977 \\ 14 \text{ of } 1978 \end{array} \right.$	$\left\{ \begin{array}{l} 3 \text{ of } 1976 \\ 4 \text{ of } 1977 \\ 3 \text{ of } 1978 \end{array} \right.$
<p>The only Sch. Caste candidates to be adjusted against 1 of the 21 Sch. Castes of 1975. Remaining 20 Sch. Castes and 5 Sch. Tribes vacancies of 1975 could be allowed to lapse instead of 3 Sch. Castes and Sch. Tribes of 1976.</p>											
1979	85 (20-100) (1-4)	18	5	60@	15@	5	..	(C/F not shown)	50	$\left\{ \begin{array}{l} 18 \text{ of } 1977 \\ 14 \text{ of } 1978 \\ 18 \text{ of } 1979 \end{array} \right.$	$\left\{ \begin{array}{l} 4 \text{ of } 1977 \\ 3 \text{ of } 1978 \\ 5 \text{ of } 1979 \end{array} \right.$
<p>5 Sch. Caste candidates to be adjusted against 5 of the 10 Sch. Caste vacancies of 1976. Remaining 5 Sch. Castes and 3 Sch. Tribes of 1976 can lapse instead of 4 Scheduled Castes and 4 Scheduled Tribes of 1977.</p>											

*Reservation could be restricted to 50% of the total vacancies filled in the year.

@Though reservation now can exceed beyond 50% but it has to be restricted to the maximum number of vacancies available in the year.

APPENDIX XXXVI

(Reference para 3-134)

Report of the study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the Central Electronics Limited, Sahibabad (U. P.)

As desired by the Commissioner for Scheduled Castes and Scheduled Tribes, a team consisting of Shri R. D. Ahear, Assistant Commissioner for Scheduled Castes and Scheduled Tribes, Shri B. M. Masand, Research Officer, and Shri V. S. Nair, Stenographer, visited Central Electronics Limited, Sahibabad a Government of India Undertaking under the Department of Science and Technology on 10th and 11th December, 1979. The team met Shri V. S. Joshi, Personnel Manager, Shri A. M. Kalra, Personnel/Welfare Officer and Shri P. D. Sharma, Personnel Officer (R). The team notes thankfully that the management extended full cooperation in the conduct of study and produced all the records required by it.

2. The Central Electronics Limited came into being on 26-6-1974. Initially it functioned in Delhi in the premises of the National Physical Laboratory and eventually shifted to Sahibabad in April, 1976. Instructions regarding implementation of reservation orders were given effect to from 1-1-1975 and a 40 point model roster was followed upto 30-4-1976 in respect of Group 'C' and Group 'D' posts which are required to be filled on local or regional basis. Thereafter by virtue of the location of the undertaking in Uttar Pradesh, a 100 point roster was followed in respect of these posts. The model roster that was followed while making recruitment to Group 'C' and 'D' posts in Delhi was not correct as the points reserved for Scheduled Castes and Scheduled Tribes were 1, 8, 14, 22, 28 and 36 and 4, 17 and 31 respectively. The correct roster should have been as prescribed in Appendix 2 of the Brochure with points 1, 7, 13, 20, 25, 32 and 37 for Scheduled Castes and points 4, 17 and 29 for Scheduled Tribes. Thus there is a difference of one vacancy going extra to Scheduled Castes in a total of 40 vacancies. However, it was noticed that recruitment upto 30-4-1976 at Delhi exceeded beyond 40 points only in the case of Group 'D' posts and in that case too more Scheduled Caste candidates had been appointed than the number of vacancies reserved for them. Therefore, it is not necessary to recast these rosters due to following a wrong model roster.

3. The management has maintained in all 12 rosters in respect of the following posts filled by direct recruitment :—

1. Group 'A' (Technical and Non-Technical) in the scale of pay of Rs. 900-1400, Rs. 1200-1600 and Rs. 1500-1800.
2. Group 'B' (Technical) in the scale of Rs. 550-900 and 650-1200.
3. Group 'B' (Non-Technical) in the scale of Rs. 550-900 and Rs. 650-1200.
4. Group 'C' (Technical) in the scale of Rs. 380-560 and Rs. 425-700.
5. Group 'C' (Non-Technical) in the scale of Rs. 380-560 and Rs. 425-700.
6. Group 'C' (Technical) in the scale of Rs. 290-400 and Rs. 330-500.
7. Group 'C' (Non-Technical) in the scale of Rs. 290-400 and Rs. 330-500.
8. Group 'C' (Technical) in the scale of Rs. 225-308 and Rs. 260-390.
9. Group 'C' (Non-Technical) in the scale of Rs. 225-308 and Rs. 260-390.
10. Group 'D' (Technical) in the scale of Rs. 210-280.
11. Group 'D' (Non-Technical) in the scale of Rs. 210-280.
12. Group 'D' (Technical and Non-Technical) in the scale of Rs. 196-232 and Rs. 200-400.

Grouping of Posts

4. It was observed that in the above groups there were some posts and cadres which had an independent strength of 20 or more and there was, therefore, justification of maintenance of separate rosters in respect of such posts. The management could not show any authority for grouping of these posts. However, the management was advised to regroup the posts in the

company on the following lines based on the statement furnished by them.

Roster No.	Serial No. of the statement
I	Sl. No. 1 and D. R. posts of S. No. 2 to 5 of the statement.
II	Sl. No. 8 and D. R. posts of Sl. No. 6, 7 and 9 to 19 of the statement.
III	D. R. posts from Sl. No. 20 to 33 of the statement.
IV	S. No. 38 and D. R. posts of S. No. 34 to 37 and 39 to 41 of the statement.
V	S. No. 42, 43 and D. R. posts of S. No. 44 of the statement.
VI	S. No. 45, 47, 50 and 52 of the statement.
VII	S. No. 53 of the statement.
VIII	S. No. 57 and 58 of the statement.
IX	S. Nos. 62 and 63 of the statement.
X	S. No. 64 of the statement.
XI	S. Nos. 65 to 68 and 71 of the statement.
XII	S. Nos. 72, 74 and 75 of the statement.
XIII	Safaiwalas.

plus separate rosters (few pages each) in respect of all promotion posts which are within the purview of reservation orders. Fresh rosters according to the above groups may be maintained from 1980 onwards after obtaining the approval of the Department of Science and Technology. The backlog as existing at the close of the year 1979 may be distributed proportionately in the rosters to be followed in 1980.

Rosters in the case of promotion

5. It was, however, observed that the management had not maintained any rosters in respect of posts filled by promotion. It was learnt that there is a time-bound promotion policy according to which all employees having fulfilled eligibility condition i.e. length of service as prescribed in the promotion policy, are promoted to the next higher grade. Of course, there is a system of holding a written/trade test followed by their assessment in the interview as well as on the basis of their Confidential Reports. In the written test, a qualifying standard has been fixed at 50%. It is learnt that there is no relaxation for Scheduled Castes/Scheduled Tribes in the qualifying standard. It was, however, pointed out by the management that there had been no instance of any Scheduled Caste/Scheduled Tribe person who was eligible and had not been promoted simply on the basis of his not qualifying in the written examination. In this connection, it may be pointed out that rosters must be maintained for all promotion posts on the basis of seniority-cum-fitness and upto the lowest rung of Class I where promotion is based on merit. If the management feels that all employees belonging to reserved or general categories are promoted after the completion of their eligibility condition as a matter of time-bound policy of promotion, then it is not understood why management is hesitant to maintain rosters which is simply a formality. If Scheduled Caste/Scheduled Tribe employees are not eligible by virtue of their not fulfilling the required qualifying service, these posts can be filled by general candidates. However, the formality of getting these posts dereserved by the competent authority will have to be observed. It is, therefore, recommended that rosters for all posts filled by promotion should be maintained and the procedure for dereservation and carry-forward of reserved vacancies should be followed in the case of posts filled by promotion as well.

Rosters for Direct Recruitment posts

6. All the 12 rosters neatly maintained by Central Electronics Limited for giving effect to reservation orders in posts filled by direct recruitment were seen and examined. Following observations are made :—

- (1) The rosters for direct recruitment posts in Group 'C' and 'D' attracting candidates from a

locality or a region while the undertaking was located in Delhi were maintained on wrong model. Instead of the model roster as prescribed in Appendix 2 of the Brochure model roster as prescribed in Appendix I was being followed.

- (2) Though the points were correctly earmarked in the rosters, not all of them were filled by the Scheduled Caste/Scheduled Tribe candidates. The remaining reserved vacancies were filled by general candidates without following the prescribed procedure for dereservation of reserved vacancies.
- (3) In some cases the reserved vacancies brought forward from previous years were not shown in the beginning of the year.
- (4) By and large the position of carry-forward of unfilled reserved vacancies was shown correctly at the end of each year. Though dereservation procedure was not followed, the vacancies were being carried forward from year to year.
- (5) Principle of exchange of reservation between Scheduled Castes/Scheduled Tribes was not followed in the case of vacancies in the third year of carry-forward.
- (6) The Scheduled Caste candidates appointed in excess in a year were also being shown as carried-forward for adjustment in subsequent years. In this connection, it may be pointed out that there is no provision for carry-forward of surplus Scheduled Caste/Scheduled Tribe candidates appointed on their own merit. Such persons are required to be shown against unreserved points as the reservation prescribed is minimum and there is no bar to appointment of Scheduled Caste/Scheduled Tribe candidates on their merit over and above the quota reserved for them. The column for carrying-forward of surplus candidates should be deleted from the abstract of recruitment at the end of each year.
- (7) The abstract should be revised to show the following information :—

(a) Total number of vacancies filled in SC	ST
the year.	
(b) No. of vacancies reserved accord-	SC
ing to the roster.	ST
(c) No. of vacancies brought forward	SC
from previous years.	ST
(d) Total reservation during the year	SC
(b+c).	ST
(e) No. of Scheduled Caste/Scheduled	SC
Tribe candidates appointed during	ST
the year.	
(f) No. of vacancies exchanged during	SC
the year in respect of vacancies in	ST
the third year of carried forward.	
(i) Scheduled Castes appointed against	
vacancies reserved for Scheduled Tribes.	
(ii) Scheduled Tribes appointed against	
vacancies reserved for Scheduled Castes.	
(g) No. of vacancies lapsed at the end of third	
year of carry-forward.	
(h) No. of vacancies carried forward to the	
subsequent year also indicating the year to	
which they pertain.	
- (8) The Scheduled Caste or Scheduled Tribe candidates appointed later should be shown in adjustment of the earlier vacancies reserved for the respective categories and if the earliest vacancy, say, reserved for Scheduled Tribes happens to be in the third year of carry-forward, the available Scheduled Caste candidate should be adjusted against that vacancy even though there may be a comparatively recent vacancy reserved for Scheduled Castes. While doing so, cross-referencing about such adjustment should be shown in the remarks column against the relevant points.

- (9) In the case of vacancies caused by resignation of Scheduled Caste/Scheduled Tribe employees during the period of probation the Management had been following the correct procedure and adding such vacancies to the quota of carry-forward vacancies for Scheduled Castes and Scheduled Tribes.
- (10) All the entries were duly signed by the Personnel Manager.

Liaison Officer and Special Cell

7. Copies of the inspection reports of the Liaison Officer (who is not working full time for this work) for the last 2 years were provided to the team. These reports which seem to have been submitted as a ritual were by and large alright. However, the discrepancies that have now been pointed out by the study team were not reflected in these inspection reports.

8. It is felt that one or two Assistants should be specifically put on the job of watching the implementation of reservation orders and they should work directly under the Liaison Officer. They should be responsible for maintenance of all statistics regarding representation of Scheduled Castes and Scheduled Tribes in the company and should also attend to the

service grievances of Scheduled Caste and Scheduled Tribe employees.

Representation of Scheduled Castes and Scheduled Tribes

9. If we have a look at the figures of representation of Scheduled Castes and Scheduled Tribes in the Central Electronics Ltd., as on 30-9-1979 it is observed that there is no officer belonging to Scheduled Castes or Scheduled Tribes in Group A and there is only one officer belonging to Scheduled Caste in Group B. It was obvious from the roster for Group 'A' (Tech. & Non-Tech.) that not a single Scheduled Caste or Scheduled Tribe officer was appointed at all during the last 5 years. However, in Group B (Tech.) two Scheduled Caste persons and one Scheduled Tribe person appointed in 1976 left the company later on. Similarly in Group 'B' (Non-Tech.) two Scheduled Caste persons appointed in 1976 resigned later. The team is of the view that an apparent reason for low representation of Scheduled Castes and Scheduled Tribes in the company is that the standard of qualification as prescribed by the management is rather high. Even for the lowest Group 'B' posts of Assistant Technical Officer in various discipline in the scale of Rs. 725-1145, the following qualifications have been prescribed :—

Qualifications	Experience	Remarks
1	2	3
(A) B. E./B. Tech. M. Sc. or equivalent having 1st Class with minimum 65% marks.	Minimum 1 year relevant experience.	Candidates with no experience or less than one year experience are eligible to be considered for the post of Trainee on a consolidated stipend of Rs. 725/- per month and after successful completion of training to be absorbed with basic pay of Rs. 725/- in the scale of Rs. 725-35-1145 with 3 years bond after training.
(B) M.E./M. Tech. or equivalent with 1st class with minimum 65% of marks.	Minimum 1 year relevant experience.	Candidates with no experience or less than one year experience are eligible to be considered for the post of Trainee on a consolidated stipend of Rs. 795/- per month and after successful completion of training to be absorbed at Rs. 795/- in the scale of Rs. 725-35-1145 with 3 years service bond after training.
(C) IInd Class Engineering Degree/ Post-Graduation in Science.	Minimum 3 years relevant experience in supervisory capacity.	
(D) 1st Class Diploma Holders/ 1st Class B. Scs.	Minimum 11 years relevant experience out of which minimum 4 years in a supervisory capacity.	

Thus for the pay scale of Rs. 725-1145, the academic and professional qualifications being quite on the high side, it is very difficult to get Scheduled Caste/Scheduled Tribe candidates with prescribed qualifications for these posts particularly so because the Scheduled Caste/Scheduled Tribe candidates possessing such high qualifications have always bigger offers in their pocket. It is suggested that the minimum qualifications may be kept a bit low compatible with professional requirements. This would enable Scheduled Caste/Scheduled Tribe candidates to be available in large numbers. However, if number of general category candidates applying for the post becomes unmanageable as a result of lower qualifications, the management can apply the yardstick of higher qualification as a measure of elimination in their case. Further candidates with 1st Class in B.E./B.Tech./M.Sc. and having secured a minimum of 65% marks are required. The management informed the team that in

the case of Scheduled Caste/Scheduled Tribe candidates they had relaxed this requirement to 55%. However, this must be clearly mentioned in all advertisements. In fact a mere pass should be prescribed for Scheduled Caste/Scheduled Tribe candidates, as is being done by most of the undertakings. Also the requirement of relaxation of experience qualification in favour of Scheduled Caste/Scheduled Tribe candidates as followed by the Government of India should be specifically mentioned in the advertisements. It was noticed from a note furnished by the Personnel and Administrative Division that a very insignificant relaxation of only one year was being provided to Scheduled Castes/Scheduled Tribes in the experience qualification and that too in respect of posts where such a requirement for general candidates is more than seven years. The management should be more liberal in this matter and provide at least 2-3 years relaxation even for posts where experience requirement is of less

than 7 years. Such a step would enable the Management to augment the intake of Scheduled Castes/Scheduled Tribes in Group 'A' and Group 'B' services under the company. The problem of availability of Scheduled Tribe candidates is rather acute particularly so because the population of Scheduled Tribes in Uttar Pradesh is very low. It was learnt that advertisements were being inserted in the Hindustan Times, New Delhi, Times of India, Bombay, Indian Express (South Edition), Employment News and the Hindu. It is suggested that the vacancies reserved for Scheduled Tribes may also be advertised in some of the newspapers in areas having concentration of Scheduled Tribe population particularly in the States of Himachal Pradesh, Bihar, Gujarat, Madhya Pradesh, Rajasthan and Orissa and some of the North-Eastern territories. It is also recommended that after considering these suggestions, the management may explore the desirability of holding special recruitment drive to clear the backlog in Group A and Group B posts, as well as in some of the Group C posts. The management may also consider giving in service training to Group C (Tech. and Non-Tech.) personnel belonging to Scheduled Castes and Scheduled Tribes so as to equip them to shoulder higher responsibilities in Group 'B' posts. The team is glad to note that where compensations is required to be paid by the employees for the training imparted to them at the time of leaving the organisation before the expiry of the specified term, the amount of compensation to be paid by Scheduled Caste/Scheduled Tribe employees is reduced to one fourth.

Exemption from the purview of Reservation Orders

10. It was learnt that 8 posts of Managers in Group A category engaged in Research & Design jobs are excluded from the purview of reservation orders. It may please be confirmed whether specific approval for this purpose was obtained from the Department of Science and Technology and the Minister concerned in accordance with the instructions contained in para 3.3 of the Brochure read with the Department of Personnel & Administrative Reforms O.M. No. 9/2/73-Est (SCT), dated 23-6-1975.

Classification of Posts

11. According to the criteria for classification of posts into Group A, B, C and D, the posts carrying a pay or a scale of pay the maximum of which is over Rs. 290 but less than 900 are to be classified as Group C posts. It was, however, observed that posts in the scale of pay of Rs. 270-410, such as Operator A, Helper B, Mason B, Process Attendant B, Clerk A and Driver B had been classified as Group D posts. It is relevant to point out here that the clerical cadre is separate and in all the Government of India offices and various undertakings these posts are in Group C. This is rather strange particularly for posts where the basic qualification is Matric and above. It was learnt that the management had sent a proposal in that regard to the Department of Science and Technology vide their letter No. 11(1)/75-Pers., dated 3-12-1979.

Derreservation and Carry-forward of Reserved vacancies

12. It was observed that the procedure for derreservation of reserved vacancies was not followed in the Central Electronics Ltd. The officers in the Personnel Department thought that it was necessary to follow this procedure when the reserved vacancies were about to lapse only after the expiry of the last year of carry-forward and in between it was necessary only to show the vacancies as carried forward from year to year. It may be pointed out that the procedure for derreservation of reserved vacancies has been clearly explained in Chapter 10 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services and should have been taken note of by this management. Though the procedure explained in the Brochure is not exactly applicable in the case of public sector undertakings, the Bureau of Public Enterprises have since prescribed a simpler procedure to be

followed in the case of public enterprises. According to this procedure, whenever a vacancy reserved for Scheduled Castes or Scheduled Tribes is required to be filled by a general candidate in the event of a suitable Scheduled Caste/Scheduled Tribe candidates not becoming available prior approval of the Chairman or the Managing Director must be obtained in the case of Group C and Group D posts and that of the Board of Directors in the case of Group A and Group B posts. But before the Chairman/Managing Director or the Board of Directors is approached, it has to be ensured that in the case of posts filled by direct recruitment, all the essential steps as prescribed in Chapter 8 or 9, as the case may be, have been taken. In fact, whenever a selection is finalised and it is felt necessary to approach the Chairman/Managing Director or the Board of Directors for derreservation of reserved vacancies, the whole sequence of events necessitating filling up of reserved vacancies by general candidates must be explained to the competent authority. In the case of posts filled by promotion also it has to be explained that the adequate number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadre. It may also be pointed out that this procedure of derreservation of reserved vacancies has to be followed in every year in which recruitment/promotions take place. For instance in the year 1979, 10 vacancies are required to be filled out of which 2 are reserved for Scheduled Castes and 1 for Scheduled Tribes and in case even after following all the prescribed steps for recruitment, the Scheduled Caste/Scheduled Tribe candidates are not available at all or are not found suitable for appointment, the reserved vacancies should be got derreserved and carried forward to the subsequent 3 years of recruitment. In the year 1980, suppose there are again 8 more vacancies to be filled out of which one vacancy each is reserved for Scheduled Castes/ Scheduled Tribes, the unfilled reserved vacancies brought forward from the previous year 1979 would be added to the current reserved vacancies. Thus the total reservation would be 3 vacancies for Scheduled Castes and 2 for Scheduled Tribes. The whole process of recruitment as prescribed in Chapter 8 or 9 of the Brochure, as the case may be, would again be gone through. If, in this process, it has become possible to select and appoint 2 Scheduled Caste candidates in the year 1980, these persons should be adjusted against the 2 Scheduled Caste vacancies of 1979. (Necessary note of adjustment should also be made against the relevant points in the roster). The remaining one vacancy for Scheduled Caste (of 1980) and 2 for Scheduled Tribes (one each of 1979 and 1980) would then be got derreserved from the competent authority and carried forward to the subsequent recruitment years. In the next year i.e. 1981 if there are 12 more vacancies to be filled, then out of these according to the points in the roster, two vacancies are to be reserved for Scheduled Castes and none for Scheduled Tribes. Then the total reservation would be 3 for Scheduled Castes (one of 1980 and 2 for 1981) and 2 for Scheduled Tribes (one each of 1979 and 1980). Suppose in the year 1981 only one Scheduled Caste candidate has become available for appointment. After following the procedure for recruitment again, the general candidates can be appointed against the remaining reserved vacancies i.e. 2 for Scheduled Castes and 2 for Scheduled Tribes, the available Scheduled Caste candidate being adjusted against the Scheduled Caste vacancy of 1980. Now in 1982 suppose there are 15 more vacancies, then the total reservation would be 4 for Scheduled Castes (2 of 1981 and 2 of 1982) and 4 for Scheduled Tribes (1 of 1979, 1 of 1980 and 2 of 1982). Suppose 3 Scheduled Caste candidates become available in 1982, one of them would have to be exchanged with 1 Scheduled Tribe vacancy of 1979 being in the third year of carry-forward and the other two Scheduled Caste candidates being adjusted against 2 vacancies of 1981. Thus the net carry-forward position would be 2 for Scheduled Castes (both of 1982) and 3 for Scheduled Tribes (1 of 1980 and 2 of 1982). If there is no recruitment at all in any particular year, that year would not counted as a recruitment year for

the purpose of carry-forward. The above position can be summarised in the following statement.

Recruit- ment year	Total vacancies filled also indicat- ing the points in the roster	No. of reserved vacancies for the current year		Total No. of reserved vacancies incl. carried forward		Number of SC/ST appointed		No. of vacancies carried forward		Remarks about C/F Position	
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1979 .	(1-10) ..10	2	1	2	1	..	..	2	1	Both of 1979	1 of 1979
1980 .	(11-18) ..8	1	1	3	2	2	..	1	2	1 of 1980	1 of 1979 1 of 1980
1981 .	(19-30) ..12	2	..	3	2	1	..	2	2	Both of 1981	1 of 1979 & 1 of 1980
1982 .	(31-40 and 1-5 of next cycle)	2	2	4	4	3	..	2	3	Both of 1982	1 of 1980 & 2 of 1982
and so on.											

Advertisements/Requisitions to Employment Exchange

13. Some of the advertisements issued by the management during the year 1979 about the filling up of the technical and non-technical posts were seen. It was noticed from the advertisements that there has not been any specific mention about relaxation regarding experience qualification, age etc. in accordance with the provisions made by the Government of India. About the Travelling Allowance to the Scheduled Caste/Scheduled Tribe candidates as required under the rules there was no indication in the advertisements. It was also noticed that while advertising the vacancies there was no specific mention about the exact number of vacancies and those reserved for Scheduled Castes/Scheduled Tribes out of them. It was seen that in some cases, there had been indications of posts being reserved for Scheduled Castes/Scheduled Tribes, but in those cases the age relaxation was not specifically mentioned which is very necessary to attract the Scheduled Caste/Scheduled Tribe candidates. Likewise in some advertisements there was a mention about grant of Travelling Allowance to Scheduled Caste/Scheduled Tribe candidates. During July, 1979, May, 1979 and July, 1978 special advertisements exclusively calling for applications from Scheduled Caste/Scheduled Tribe persons were issued. In these advertisements also it was noticed that relaxation about experience qualification was not shown. In so far as the age relaxation is concerned, age limits were indicated after due relaxation whereas it should have been mentioned in all the cases that the age was relaxable by 5 years in the case of Scheduled Caste/Scheduled Tribe candidates.

Scheduled Caste/Tribe certificates

14. A few cases were picked up to see whether the certificates produced by the Scheduled Caste/Scheduled Tribe employees were on the prescribed proforma. It was noticed that the certificates were not on the prescribed proforma. It may be emphasised that the purpose behind devising standard form had been that the benefits/facilities provide to Scheduled Caste/Scheduled Tribe candidates do not go to wrong quarters. The management, however, showed a cyclostyled proforma which they have introduced recently for the purpose and which conforms to the one prescribed by the Government.

Departmental Promotion Committees/Selection Boards

15. The management is maintaining a register from January, 1979 onwards showing the details of the Selection Board meetings and the association of member belonging to Scheduled Castes/Scheduled Tribes therein. In all, 10 Selection Board meetings were held for the various posts. Whenever Scheduled Caste/Scheduled Tribe candidates were called for interview, the Scheduled Caste officer had invariably been associated with the Board. It is a good idea to have such register in which information about the selection of Scheduled

Caste/Scheduled Tribe candidates is given at one place, and is readily available.

Confidential Report Forms

16. In accordance with the instructions of the Government of India, there should be column in the first part in the Confidential Report Forms to indicate whether the employees concerned belonged to Scheduled Caste/Scheduled Tribe. Thereafter, in the case of supervisory staff it has been gain pointed out by the Department of Personnel and Administrative Reforms vide O.M. No. 21011/1/77-Estt (A), dated 4-3-1978 read with O.M. No. 21011/3/79-Estt (A), dated 25-7-1979 that there should be a column for the use of reviewing officer about the attitude of the reporting officer concerned towards the Scheduled Caste/Scheduled Tribe employees. These are comparatively new instructions and, therefore, naturally, the management has not revised the forms keeping in view these instructions. However, it is suggested that they may take necessary action in this regard in respect of Confidential Reports for the year 1979 onwards.

Recruitment Rules

17. In accordance with the instructions as contained in the Department of Personnel and Administrative Reforms O.M. No. 36011/9/76-Estt (SCT), dated 14-7-1976 and 7-3-1978, the Ministries/Departments were requested to amend all the Recruitment Rules framed by them with the saving clause as under :

"Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central

Government from time to time in this regard".

These instructions were circulated by the Bureau of Public Enterprises also vide their O.M. No. 6(1)/78-BPE(GM), dated 27-10-1978. It is suggested that necessary amendments as required by the Government of India should be made in the Recruitment Rules framed by the management for all categories of posts.

Annual Report

18. The management is compiling annual report showing its achievements and activities during a particular year. It was noticed from the report for the year 1977-78 that no separate paragraph to show the efforts made in the implementation of reservation orders was incorporated in the report. In accordance with the Department of Personnel and Administrative Reforms O.M. No. 36013/1/77-Estt (SCT), dated 7-6-1977, the authorities are required to make a mention in their annual reports invariably about the representation of Scheduled Castes and Scheduled Tribes in the statements as prescribed in Appendices 8 and 9 also indicating the special efforts made, if any, in the implementation of reservation orders. It is, therefore,

desirable that the Central Electronics Limited authorities also add a paragraph highlighting the efforts made to implement the reservation orders under the heading Personnel and Staff.

Promotional Avenues for Sweepers etc.

19. According to instructions issued by the Government of India, 25 per cent of the vacancies in the posts of Peons and other Group D categories are required to be filled from among the Sweepers, Chowkidars etc. already working in the organisation

for at least 5 years and possessing elementary literacy and ability to read Hindi, English or any other regional language being used for official purposes. For such employees it is not necessary to fulfil the minimum educational qualifications as prescribed for direct recruits. It was learnt that this scheme was not implemented by the management. It is recommended that this scheme may now be implemented. The underlying idea is that Sweepers etc. who mostly belong to Scheduled Castes are not condemned to the job of sweeping throughout their life and there should also be promotional avenues for them.

APPENDIX XXXVII

(Reference para 3-134)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in Delhi State Industrial Development Corporation Limited, Delhi

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes under the Constitution, a study team consisting of Shri Waryam Singh, Research Officer, Shri Budh Prakash, Section Officer and Shri Ajit Singh, investigator was deputed by Commissioner for Scheduled Castes and Scheduled Tribes. It visited the Delhi State Industrial Development Corporation Limited, Delhi on 19th and 21st December, 1979 for the purpose. During the course of study, the team met the following officers :—

- (i) Shri D. V. Kapoor, Divisional Manager.
- (ii) Shri R. P. Gupta, Assistant Manager.
- (iii) Shri R. S. Rathi, Assistant Manager.

During the course of the study, roster registers, requisitions sent to the employment exchange, employment notices issued to the press, personal records of some of the Scheduled Caste/Scheduled Tribe employees and other relevant records were examined.

Delhi State Industrial Development Corporation was established in 1972 and accordingly rosters for both direct recruitment and promotion posts, have now been prepared from that year. It was evident from the records checked that reservation orders had not been applied to the recruitments made till 1978. It may be stated that on an earlier visit of a study team from this office on 24th January, 1977, it was found that the Delhi State Industrial Development Corporation had not even started giving effect to the orders regarding reservation for Scheduled Castes/Scheduled Tribes. In fact that organisation had been approached as early as in 1975 but utter disregard shown to the references from this office, clearly indicated lack of interest on the part of the Management to implement the reservation orders. Even after pursuing the matter vigorously with the Corporation since then, it was found in the present study that in majority of the cases the rosters had been completed upto 1977 only. Since due reservation had not been allowed in the past recruitments, there was heavy short-fall in all the categories of posts. The authorities reported that efforts are being made now to reduce the backlog by reserving maximum number of vacancies in the current recruitments being made in 1979. Latest statistical information about representation of Scheduled Castes/Tribes in the services under the Corporation could not be made available to the team and as such no assessment of the progress made, if any, could be made. The available data as on 1-1-1978 which is a glaring picture of non-observation of reservation orders has been reproduced below :—

Category of Post	Total including SC ST	Sch. Castes	% age Total	Sch. Tribes	% age Total
Class I	43	1	2.3	..	..
Class II	76	2	2.2	..	..
Class III	562	45	8.0	..	..
Class IV	207	39	18.8	1	0.5

Following are some of the main points of the study which need immediate corrective measures to improve the representation of Scheduled Castes and Scheduled Tribes in the services under Delhi State Industrial Development Corporation :

1. Maintenance of Rosters

As already mentioned above rosters for various categories of posts, both filled by direct recruitment as well as by promotion, have been completed upto 1977 retrospectively on the basis of the available record on proper form, from 1972, when the Corporation was established. As it is not always possible to determine the exact number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes, simply on the basis of reservations prescribed for them, the roster system was devised to achieve this object. The maintenance of roster is as an effective measure of the implementation of reservation orders as it is to be consulted before making promotions/or sending a requisition to the employment exchange or employment notice to the press, to determine the actual number of vacancies to be reserved for Scheduled Castes and Scheduled Tribes, on the basis of reserved points in the roster as also the brought forward points from earlier recruitments. Since the rosters prepared in the Delhi State Industrial Development Corporation had no bearing on the recruitments/promotions made in the past, the authorities were advised to complete the same urgently and recruitments/promotions made in future should be strictly according to the reservation rosters. In regard to the maintenance of rosters following discrepancies have come to the notice during the course of study :—

- (i) In a number of cases, point number 1 in the roster reserved for Scheduled Castes, in the event of being the single vacancy of the year and treated as unreserved, had not been shown as carried over to the next year, which is not correct. All the reserved points which could not be filled up by Scheduled Caste/Scheduled Tribe candidates have to be carried over after dereservation. Like-wise the reserved points, treated as unreserved being single vacancy of the year are also to be carried over. The carry forward in the rosters particularly for Section Officers, Steno Typist, Labour Assistant, Drivers, etc. should be corrected.
- (ii) While carrying over the unfilled reservations, procedure regarding dereservation had not been followed.
- (iii) The entries in roster registers have not been checked and signed by the competent authority for its authenticity.
- (iv) In a number of cases the roster points had been continued beyond 40 instead of starting a second cycle of 40 points.
- (v) In some cases, summary of unfilled reservations at the close of the year, had not been prepared, as required.
- (vi) In the case of rosters for promotion posts, columns 1 and 2 meant for brought forward

vacancies had been left blank. In fact the majority of the rosters in this category are incomplete. In a number of cases no carry-forward has been shown on the plea that the same is not permissible in promotion posts. In this connection it may be pointed out that all the unfilled reserved points in the rosters for promotion are required to be carried over except in the case of promotions by selection from Class III to Class II, within Class II and from Class II to the lowest rung of Class I. Since according to the recruitment rules for various categories of posts, all promotions are to be made on the basis of seniority-cum-fitness, the carry-forward rule will be applicable as in the case of direct recruitment.

- (vii) In a number of rosters for promotion posts, reserved points have been shown as lapsed at the end of 1977 which is not correct. No lapsing is allowed unless the vacancies are dereserved and the exchange rule applied in the third year of carry-forward.

II. Grouping of Posts

According to the Government instructions, in case of posts filled by direct recruitment, isolated individual posts and small cadres with less than 20 posts may be grouped with the posts in the same class for purpose of reservation order, taking into account status, salary and qualification prescribed for the posts in question. During the course of study it was noticed that independent rosters had been maintained for a number of Class I posts i.e. Secretary, General Manager, Senior Mining Engineer, Commercial Manager, Deputy Manager (Mines) etc. In the case of Class II, III and IV posts grouping has been made in consultation with Commissioner's organisation informally. In majority of the cases it appeared that the posts in the same pay scale had been grouped together and maintained rosters, but necessary approval of the competent authority had not been taken.

III. Exchange of Reservation

If a sufficient number of reserved community candidates fit for appointment against reserved vacancies are not forthcoming, such vacancies can be dereserved after following prescribed procedure but the reservation shall have to be carried forward to subsequent three years of recruitment. Recruitment year shall mean a "calendar year" for the purpose of three years limit for carry-forward of reserved vacancies, the year shall be in which the recruitment is actually made. When a reserved vacancy could not be filled by respective scheduled category employee even in the third year to which the vacancy is carried forward, exchange of reservation between the Scheduled Castes and Scheduled Tribes can be made. Under the exchange rule the vacancies reserved for Scheduled Tribes which could not be filled due to non-availability of this category candidates could have been utilised for Scheduled Castes who are available in this part of the country adequately. Similarly in promotions by selection from Class III to Class II, within Class II and from Class II to the lowest rung of Class I, where the carry-forward has not been provided, the unfilled reserved points for one Scheduled community could be filled up by the promotion of other scheduled candidate available in the zone of consideration. If correct procedure had been followed, the vacancies reserved for Scheduled Tribes could have been utilised for Scheduled Castes instead of offering the same to general candidates. This should be taken care of in the future recruitments. While advertising or notifying such a vacancy which has been carried forward to the third year it should be made clear in the advertisement/requisition itself that while the vacancy is reserved for Scheduled Castes/Scheduled Tribes as the case may be, Scheduled Tribe/Scheduled Caste candidates would also be eligible for consideration in the event of non-availability of respective category candidates. No reservation should be allowed to lapse before following the exchange rule and the dereservation procedure.

IV. Dereservation

As pointed out earlier, the procedure of dereservation in seeking prior approval of the competent authority before filling the reserved vacancy by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years. According to the existing procedure, whenever a vacancy reserved for Scheduled Castes/Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained clearly. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres. The authorities were accordingly advised to observe this formality before carrying over the unfilled reservations in various categories of posts after taking all necessary steps to fill up the same.

V. Liaison Officer and Inspection of Rosters

An officer of the rank of at least Deputy Secretary in the Government of India, preferably in charge of administration, is required to be nominated as Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in all establishments and services under the administrative control of the organisation. The Liaison Officer is specifically responsible, apart from his other functions, for conducting annual inspection of rosters maintained by the organisation, with a view to ensuring proper implementation of the reservation orders. During the course of study, however, it was reported that no Liaison Officer has been nominated nor any inspection report on the maintenance of rosters has ever been submitted. In order to ensure compliance of the Government directive on reservation for Scheduled Castes and Scheduled Tribes, it is necessary that an officer of the rank of Deputy Secretary should be nominated as Liaison Officer and should be made personally responsible for effective implementation of the service safeguards for Scheduled Castes and Scheduled Tribes. In this connection it may also be pointed out that in this organisation the work relating to the reservation for Scheduled Castes and Scheduled Tribes is being looked after by an assistant apart from other establishment duties. There should be at least one full time Assistant to look after the matters relating to reservation, compilation of statistics on Scheduled Castes and Scheduled Tribes and also to assist the Liaison Officer.

Reservation in Promotion

There was heavy short fall of the vacancies reserved for Scheduled Castes and Scheduled Tribes in posts filled by promotion in the Delhi State Industrial Development Corporation. It was seen from the rosters that a large number of points reserved for Scheduled Castes and Scheduled Tribes had been shown as carried over. The basic reason for the short fall is non-availability of enough eligible candidates in the lower cadres. As already pointed out elsewhere in this report, orders regarding reservation for Scheduled Castes and Scheduled Tribes had not been made applicable even in direct recruitment at the initial stage and as such Scheduled Caste/Scheduled Tribe candidates are not available for promotion in the feeder cadres. According to the entries in the roster registers for various posts, against 20 promotions made during 1976 only one Scheduled Caste was promoted.

Similarly information for the calendar year 1977 shows that against 86 promotions made during that year only 6 Scheduled Castes and 1 Scheduled Tribe was promoted. Out of these eight promotions of Scheduled Castes/Scheduled Tribes 5 had been in the grade II of Security Supervisor. No information about the number of Scheduled Castes/Scheduled Tribe candidates, if any, considered for promotion during these years was, however, available. Since the representation of Scheduled Castes and Scheduled Tribes in posts filled by promotion is not likely to improve in the near future, it is suggested that the eligibility criteria in terms of years of service may be relaxed in favour of Scheduled Caste/Scheduled Tribe candidates in the feeder cadres where all the vacancies reserved for them could not be filled in the normal course. Alternatively special recruitment tests can be conducted after reserving the maximum number of posts.

Selection Boards/Departmental Promotion Committees

The Departmental Promotion Committees/Selection Boards are generally constituted with the departmental officers of appropriate status and background, keeping in view the nature/duties of the post/posts for which promotion/recruitment is to be made. According to the Government instructions the authorities are required to the maximum extent possible, to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the Departmental Promotion Committees/Selection Boards for promotion/recruitment to posts/services under them. Moreover, the interview of Scheduled Caste/Scheduled Tribe candidates should be held on a day other than the day of sitting of Board on which general candidates are to be interviewed so that the Scheduled Caste/Scheduled Tribe candidates are not judged in comparison with general candidates and the interviewing authority/board is prominently aware of the need for judging the Scheduled Castes/Scheduled Tribes by relaxed standards. It was noticed during the course of the study that these instructions have not been kept in view while selecting candidates against reserved vacancies. In order to improve the representation of Scheduled Castes and Scheduled Tribes, the authorities should ensure that steps are taken to implement the above instructions.

Recruitment Rules

According to the Government instructions the recruitment rules in respect of all services/posts within the purview of reservation orders should contain a saving clause to the effect that reservation is provided for Scheduled Castes and Scheduled Tribes. Instructions in the matter of recruitment for various categories of posts issued in the Delhi State Industrial Development Corporation recently, however, do not contain any such clause. There is also no mention in the instructions about relaxation in the experience criteria. It is, therefore, suggested that suitable amendments should be made in the rules governing the recruitment/promotions in the Delhi State Industrial Development Corporation on the following lines:—

- (i) "Nothing in these rules shall effect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government, from time to time in this regard".
- (ii) "The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them".

Travelling Allowance to Scheduled Castes/Scheduled Tribes

According to the Government instructions as contained in para 7.11 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in

Services (5th Edition), when Scheduled Caste/Scheduled Tribe candidates are called for interview/tests for appointments, the recruiting authority is required to allow such candidates necessary travelling allowance. During the course of study, it was, however, noticed that no such provision had been made by the authorities in Delhi State Industrial Development Corporation. Since all the Government of India instructions are applicable in this Corporation, it is suggested that suitable provision in the instructions issued in the matter of recruitment should be made for the admissibility of travelling allowance to Scheduled Caste/Scheduled Tribe candidates. This should be mentioned in the employment notice issued for reserved vacancies to the press.

Advertisements/Requisitions for Employment

If an advertisement is to be made for reserved as well as unreserved vacancies in any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes/Scheduled Tribes as also various concessions/relaxations admissible to them. During the course of study, however, it was noticed that in an advertisement issued in September, 1978 calling for applications for the posts of Accounts Officer, Section Officer, Accountant, Assistant Accountant, Accounts Assistants etc., under the Delhi State Industrial Development Corporation, no mention had been made for the vacancies reserved for Scheduled Castes/Scheduled Tribes. Mention was also not made about the relaxations/concessions in age, experience etc. and admissibility of travelling allowance to the Scheduled Caste/Scheduled Tribe candidates applying from out stations. The authorities were advised to mention it clearly in all the employment notice issued to the press and requisitions sent to the Employment Exchange. In the absence of clear indication about the fact of reservation, the Scheduled Caste/Scheduled Tribe candidates do not come forward in adequate number and the reservations are likely to go by default.

Apprenticeship Training Programme

According to the information supplied to the team, out of 10 apprentices appointed in accounts branch one belonged to Scheduled Caste. Enquiries made about the method of recruitment of apprentices revealed that the selection of the apprentices had been made by the Apprenticeship Advisor, Delhi Administration and the General Manager, Delhi State Industrial Development Corporation was associated with the selection. The study team drew the attention of the authorities of Delhi State Industrial Development Corporation to the relevant provision in the Apprenticeship Act for reservation of seats to the extent of 15% for Scheduled Castes and 7½% for Scheduled Tribes and were, therefore, advised to prepare the necessary roster in order to allow due reservation. As regards absorption of apprentices, it was reported that those who were found suitable after the completion of training were absorbed against the available vacancies. Since there is heavy short-fall in services under Delhi State Industrial Development Corporation, it is suggested that all the Scheduled Caste/Scheduled Tribe apprentices in future should be absorbed, after completion of their apprenticeship.

Verification of Scheduled Caste/Scheduled Tribe Certificates

Four community certificates were seen at random out of which one community certificate produced by a Junior Assistant was found to be in a proforma not prescribed under the rules. The attested copy furnished by him did not indicate the name of the issuing authority. Delhi State Industrial Development Corporation were asked to take necessary action to rectify the same. In another instance a Scheduled Caste candidate was appointed as Attendant-cum-Helper on the basis of an affidavit indicating that he belonged to the Scheduled Caste community. The impropriety of the same was brought to the notice of the concerned officer who was requested verbally to ask the person concerned to produce the certificate on the proper proforma.

Disposal of Complaints received from Scheduled Caste/Scheduled Tribe employees

There is no specific cell in Delhi State Industrial Development Corporation which deals with the matters relating to Scheduled Castes and Scheduled Tribes. One Assistant Manager has been specifically required to deal with the representations/complaints regarding service grievances of all employees including Scheduled Castes and Scheduled Tribes in Delhi State Industrial Development Corporation. A glaring case detected by the study team indicated that a Scheduled Caste candidate represented against his reversion from Assistant Grade I to Assistant Grade II. He was promoted as Assistant Grade II with effect from 30-9-1976. Barely after 7 months he was promoted as Assistant Grade I with effect from 28-3-77. He was reverted when all such appointments made during the emergency were reviewed by a Review Committee. The Review Committee noticed that no recruitment/promotion rules existed in that organisation and as such things could be twisted to suit the convenience of few individuals. The Scheduled Caste employee thus promoted was reverted and subsequently recruitment rules were framed which provide for 5 years essential service in the lower grade for promotion from Grade II to Assistant Grade I. The grievance of the concerned Scheduled Caste employee was that when he was promoted no such rules existed and as such his promotion to the post of Assistant Grade I should not have been done away with, more so when there was already a backlog of one Scheduled Caste and one Scheduled Tribe in the promotion quota in the grade of Assistant Grade I. Things as they stand at present indicate that the case has been put up to the General Manager recommending the promotion of the concerned person against one vacancy reserved for the Scheduled Tribes on interchange basis.

Reservation in Confirmation

According to Government instructions, reservation is required to be made for Scheduled Castes and Scheduled Tribes in posts/services filled by direct recruitment, both at the time of initial appointment on a temporary basis as well as at the time of confirmation. During the course of study it was revealed that so far no confirmation had been made in the Delhi State Industrial Development Corporation, since 1972 when recruitment was made initially. The authorities were advised to keep in view these instructions while making confirmations against posts and services under them and allow due number of permanent posts to Scheduled Caste/Scheduled Tribe employees.

Transfer of Sweepers/Farashes/Chowkidars etc. to the Class IV posts

As required under the Government instructions, a provision has been made by the Delhi State Industrial Development Corporation in their recruitment rules to reserve 25% of the vacancies occurring in the grade of Attendants, to be filled up by transfer of Sweepers/Farashes/Chowkidars etc. It was, however, reported by the authorities that no regular recruitment has been made in this category. It is, however, noticed that the ad-hoc appointments made in the past are being regularised but no quota has gone to the above categories. The authorities should ensure that even though no regular appointments have been made, due quota has to be allowed to Sweepers/Farashes/Chowkidars while regularising the ad-hoc arrangements, as well as at the time of ad-hoc appointments.

Training Programme

It has been emphasised by the Government of India that while sponsoring names for training in institutions in India and abroad, due care should be taken to sponsor Class I officers belonging to Scheduled Castes/Scheduled Tribes alongwith others. Like-wise while sending officers for attending conferences, seminars etc. the Scheduled Caste/Scheduled Tribe officers are also to be included. This is with a view to equip them with the necessary training to have a first hand knowledge about the developments in a particular field so as to discharge their duties with confidence and decisiveness. It was, however, reported by the authorities of the Delhi State Industrial Development Corporation that while sponsoring officers for commercial expert promotion and personnel management training programmes, the interest of the organisation only was kept in view. Officers are nominated from the respective field of activity to ensure that they are useful to the organisation. It was evident that no special consideration is being given to Scheduled Castes and Scheduled Tribes in this regard. It was further reported that there were a few officers belonging to Scheduled Castes and Scheduled Tribes but none of them had so far been deputed for training. It is obvious that instructions have not been complied with. It is further emphasised that the authorities should take steps to ensure that due consideration is given to Scheduled Caste/Scheduled Tribe officers while nominating officers for training in future as per Government orders.

Confidential Report Forms

In accordance with the instructions of the Government of India there should be a column in the first part of the Confidential Report form to indicate whether the employees concerned belonged to Scheduled Castes/Scheduled Tribes. In the case of supervisory staff it has been provided in the instructions issued recently by the Department of Personnel and Administrative Reforms that there should be a column for the use of Reporting Officer about the attitude of the Supervising Officer concerned towards the Scheduled Caste/Scheduled Tribe employees. During the course of study, however, it was reported by the authorities that no such procedure had been adopted in that organisation. It is suggested that as per the Government instructions, the two columns mentioned should be included in the Confidential Report forms without further delay.

Conclusion

The study team report is a sad commentary on the performance of the Delhi State Industrial Development Corporation in the limited sphere covering the implementation of services safeguards for the Scheduled Caste/Scheduled Tribes. In fact in all the safeguards provided in services, serious shortings/discrepancies have come to light. Its gravity becomes more pronounced when the whole matter is viewed from the fact that a study team had already visited that organisation in January, 1977 and had suggested various measures according to rules to fill the quotas reserved for Scheduled Castes and Scheduled Tribes and also provided necessary guidance. But no one in that organisation has bothered to take the things seriously as is evident now from the report. There is, therefore, urgent need, besides taking immediate corrective measures to fix the responsibility for this naked violation of reservation orders and look there who have been so callous and careless in ignoring the interests of Scheduled Caste/Scheduled Tribe candidates.

APPENDIX YXXVIII

(Referance para No. 3.134)

Study into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in the National Textiles Corporation, Delhi

As part of the programme of studies into the working of service safeguards provided for Scheduled Castes and Scheduled Tribes, under the Constitution, a study team consisting of Shri Waryam Singh, Research

Officer, Shri Budh Prakash, Section Officer and Shri Ajit Singh, Investigator, was deputed by the Commissioner for Scheduled Castes and Scheduled Tribes to visit the office of the National Textiles Corporation,

New Delhi on 24th and 26th December, 1979 to examine the maintenance of rosters and other relevant records in connection with the reservations and other concessions/relaxations allowed to Scheduled Castes and Scheduled Tribes. During the course of study, the team met the following officers :—

Shri V. C. Jain, Manager (Personnel).

Shri R. L. Wasuja, Deputy Manager (Personnel)-cum-Liaison Officer.

Shri Tilak Raj, Deputy Manager (Personnel) Marketing.

Shri Khushi Ram, Consultant on SC/ST matters.

National Textiles Corporation which is a holding company in the public sector, was established in 1968 and was reportedly working as an advisory body on financial matters at the initial stages. The orders on reservation for Scheduled Castes and Scheduled Tribes were not followed by them in the initial recruitment on the plea that the staff strength at that time was less than 100 and the Bureau of Public Enterprise circulated the reservation orders only in 1969-70. In this connection it may be pointed out that even after the recruitment rules had been published and made effective from January, 1970 the reservation orders had not been made applicable to various posts and services under that Corporation. It was only from 1974 that reservation orders were made applicable to various posts and services at the headquarters level, and rosters maintained.

As regards the recruitment to various posts and services in the divisional offices, as also the marketing staff, which is being looked after separately by the Marketing Division, it was noticed that the Divisional Managers were the recruiting authority for all the posts and services under the divisional offices. According to the record made available to the team, it was only in August, 1979 that the Marketing Division had issued necessary instructions to their divisional offices to apply orders regarding reservation for Scheduled Castes and Scheduled Tribes to posts and services under them. In spite of the fact that instructions had already been issued to various divisional offices, no information was available with the authorities whether reservation orders had actually been made applicable. In order to ensure compliance of the Government instructions, it is suggested that urgent steps should be taken to follow-up the matter with the divisional offices so that the interests of Scheduled Castes and Scheduled Tribes are safeguarded adequately. In each divisional office a Liaison Officer should be nominated to look after the matters regarding reservation and asked to submit periodical returns on the implementation of Government orders. The officers from Headquarters while visiting their divisional offices, can also look into these aspects. It is necessary that proper and thorough instructions should be given to all the units and copies of brochure must be sent to them. In case sufficient number of copies of brochures are not immediately available, a comprehensive instructions touching all the topics and procedures in regard to reservation orders must be sent to them. Moreover, the implementation of these orders must be monitored by the Head Quarters regularly.

Latest statistical information showing the representation of Scheduled Castes and Scheduled Tribes in the services under the Marketing Division of the National Textiles Corporation (Sales Staff) could not be made available to the team. The available data as on 30-6-1979 has been reproduced below :—

Category	Total including Sch. Castes and Sch. Tribes	Sch. Castes	percen- tage	Sch. Tribes	Percen- tage
1	2	3	4	5	6
1. Shop Manager .	24	..	..	..	..
2. Asstt. Shop Manager.	114	..	..	..	..

	1	2	3	4	5	6
3. Shop Incharge .	123	6	4.8	..	..	..
4. Cashier-cum-Accounts Clerks .	28	..	..	..	..	..
5. Sr. Salesman/Girl	138	1	0.7	..	..	..
6. Salesman/Girl .	739	33	4.5	2	0.3	..
7. Asstt. Salesman/Girl.	370	35	9.4	..	..	..
8. Delivery Boy .	243	46	18.9	2	0.8	..
TOTAL .	1,779	121	6.8	4	0.2	..

It will be seen from the above table that there was a heavy shortfall in all the categories of posts except in the case of posts of Delivery Boys. This is due to the non-implementation of reservation orders. The authorities should take immediate steps to identify the backlog of reserved vacancies on the basis of the recruitment/promotions made from 1977 onwards when this division was created and to clear the same by reserving maximum number of vacancies in the current recruitments, as per Government instructions. The rosters should also be got prepared retrospectively.

Position in regard to the representation of Scheduled Castes and Scheduled Tribes in the services at the headquarters of National Textiles Corporation is also not encouraging as will be seen from the information, as on 30-9-79, reproduced below :—

Category	Total including Sch. Castes/ Sch. Tribes	Sch. Castes	Percen- tage	Sch. Tribes	Percen- tage
Class I .	83	3	3.6	..	..
Class II .	68	3	4.4	1	1.4
Class III .	133	22	16.6	..	..
Class IV .	43	12	28.0	6	14.0
TOTAL .	327	40	12.2	7	2.1

It is hoped that the efforts being made by the authorities by way of exclusive advertisements and tests would help in reducing the backlog in the near future. In the case of Scheduled Tribes whose representation in Classes I, II and III posts is negligible special drive should be made to locate suitable Scheduled Tribe candidates from some of the adjoining States where they are available in adequate numbers. Following are some of the main points which need immediate corrective measures to improve the representation of Scheduled Castes and Scheduled Tribes in the services under National Textiles Corporation.

Maintenance of Rosters

As already mentioned above the Corporation was set up in 1968, but the reservation rosters had been prepared from 1974 instead of 1969-70 when the Bureau of Public Enterprises issued instructions to all public sector bodies to introduce the principle of reservation in services under them. No reason for the delay in the implementation of orders regarding reservation had, however, been given. In case of posts filled by promotion, by seniority-cum-fitness, the rosters should have been started from November, 1972 when the reservation was introduced in this category. While the rosters had been maintained separately for each category of posts on proper lines showing the carry-forward etc. correctly, the following observations are made :—

- (i) No rosters had been prepared for various Class I posts in the pay scales between Rs. 1500-2000

and Rs. 2250-2750, being filled by direct recruitment. It is perhaps due to this reason that there is not a single Scheduled Caste/Scheduled Tribe officer in these grades. These posts can be grouped together in terms of the Government instructions and roster prepared retrospectively. It may be mentioned here that reservation orders have been made applicable to all the posts filled by direct recruitment irrespective of the grade. The backlog of reserved vacancies should be adjusted against the future vacancies.

- (ii) Unfilled reserved points have been shown as carried over correctly from year to year but without following the procedure regarding dereservation, justifying the steps taken to fill up the reserved vacancies from amongst the Scheduled Castes and Scheduled Tribes, before filling them by general candidates.
- (iii) No carry-forward had been allowed in the rosters for certain categories of posts being filled by promotion on the plea that the same was not permissible in promotion posts. In this connection it may be pointed out that all the unfilled reserved points in the rosters for promotion are required to be carried over except in the case of promotions by selection from Class III to Class II, within Class II and from Class II to the lowest rung of Class I. Since the promotions in the National Textiles Corporation were being made on the basis of seniority-cum-fitness, the carry-forward rule is applicable as in the case of direct recruitment.

Grouping of Posts

According to the Government instructions, in case of posts filled by direct recruitment, isolated individual posts and small cadres with less than 20 posts may be grouped with the posts in the same class for purpose of reservation orders taking into account the status, salary and qualifications prescribed for the posts in question. During the course of study it was noticed that independent rosters had been maintained for various posts excepting in Class IV where grouping had been done, irrespective of the sanctioned strength. It may be suggested that the posts of special Assistant being filled by direct recruitment can be grouped with some other post having adequate sanctioned strength. Similarly, the Class I posts for which no rosters have been kept in National Textiles Corporation, can also be grouped in terms of the instructions and rosters maintained accordingly, and with prior approval of the competent authority.

Exchange of Reservation

If a sufficient number of suitable candidates from Scheduled Castes and Scheduled Tribes for appointment against reserved vacancies are not forthcoming, such vacancies can be dereserved after following prescribed procedure but the reservation shall have to be carried forward to subsequent three years of recruitment. Recruitment year shall mean a "calendar year" for the purpose of three years limit for carry forward of reserved vacancies — the year shall be in which the recruitment is actually made. When a reserved vacancy could not be filled by respective Scheduled category employee even in the third year to which the vacancy is carried forward, exchange of reservation between the Scheduled Castes and Scheduled Tribes can be made. Under the exchange rule the vacancies reserved for Scheduled Tribes which could not be filled due to non-availability of this category candidates could have been utilised for Scheduled Castes who are available in this part of the country. Similarly in promotions by selection from Class III to Class II, within Class II and from Class II to the lowest rung of Class I, where the carry-forward has not been provided, the unfilled reserved point for one Scheduled community could be filled up by the promotion of other scheduled category candidate available in the zone of consideration. If correct procedure had been followed, the vacancies reserved for Scheduled Tribes could have been utilised for Scheduled Castes instead of offering

the same to general candidates. This should be taken care of in the future recruitments. While advertising or notifying such a vacancy which has been carried forward to the third year, it should be made clear in the advertisements/requisition itself that while the vacancy is reserved for Scheduled Caste/Scheduled Tribe candidates or vice-versa, would also be eligible for consideration in the event of non-availability of respective category candidates. No reservation should be lapse before following the exchange rule and the dereservation procedure.

Dereservation

As pointed out earlier, the procedure of dereservation in seeking prior approval of the competent authority before filling the reserved vacancy by other candidates in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, was not observed before carrying over the unfilled reserved points to subsequent recruitment years. According to the existing procedure, whenever a vacancy reserved for Scheduled Castes/Scheduled Tribes is required to be filled up by a general candidate, in the event of non-availability of Scheduled Caste/Scheduled Tribe candidates, prior approval of the competent authority must be obtained. Before approaching the competent authority it has, however, to be ensured that in the case of posts filled by direct recruitment all the prescribed steps, as laid down in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, as the case may be, have been taken. In fact whenever a selection is finalised and it is felt necessary to seek dereservation of the reserved vacancies, whole sequence of events necessitating the filling up of reserved vacancies by general candidates must be explained clearly. In the case of posts filled by promotion also, it has to be explained to the competent authority that requisite number of Scheduled Caste/Scheduled Tribe candidates eligible for promotion are not available in the feeder cadres. The authorities were accordingly advised to observe this formality before carrying over the unfilled reservation in various categories of posts after taking all necessary steps to fill up the same.

Reservation in promotion

There was a considerable short-fall of vacancies reserved for Scheduled Castes and Scheduled Tribes in posts filled by promotion in the National Textiles Corporation. It was reported by the authorities that non-availability of enough eligible Scheduled Caste/Scheduled Tribe candidates in the lower cadre was the reason for the short-fall in promotion posts. In fact the non-application of the orders regarding reservation at the initial stages was the sole factor which resulted to this state of affairs. As already pointed out elsewhere in this report reservations had not been made applicable even in direct recruitment at the initial stages and as such sufficient number of Scheduled Caste/Scheduled Tribe candidates were not available for promotion in the feeder cadres. Position was worst in respect of Scheduled Tribes as not "single Scheduled Tribe vacancy could be filled up by promotion since 1974 and all the vacancies reserved for them had to be simply carried over. No special effort appeared to have been made in the past to improve the representation of Scheduled Tribes in various categories of posts in this Corporation. Since the representation of Scheduled Tribes in posts filled by promotion is not likely to improve in the near future, it is suggested special efforts should be made to recruit requisite number of Scheduled Tribes from the open market by taking steps envisaged in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes.

In the case of Scheduled Castes, however, it was appreciable to note that all the eligible Scheduled Caste candidates had been promoted against reserved vacancies and none had been rejected. In order to reduce the backlog of Scheduled Caste vacancies being carried over from earlier recruitments, it is suggested that the eligibility criteria in terms of years of service may be relaxed in favour of Scheduled Castes in the feeder cadres where all the vacancies reserved for them could not be filled by promotion in the normal

course. Alternatively special recruitment tests can be conducted after reserving the maximum number of posts permissible for Scheduled Tribes.

Selection Boards/Departmental Promotion Committees

According to the Government instructions, the authorities are required, to the maximum extent possible, to nominate a Scheduled Caste/Scheduled Tribe officer while constituting the Departmental Promotion Committees/Selection Boards for promotion/recruitment to posts/services under them. During the course of study, it was noticed that in all the meetings, the selection boards/departmental promotion committees constituted during 1979, a member from Scheduled Castes had been associated either from within or from the Department of Industry. No such consideration had, however, been shown prior to that year. Similar information in respect of the Marketing Division was not available. The authorities in the Marketing Division should ensure that all efforts are made to comply with this provision in all the recruitments/promotions. It may also be suggested that the interviews of the Scheduled Caste/Scheduled Tribe candidates should be held on a day other than the day of sitting of board on which the general candidates are to be interviewed so that they are not judged in comparison with general candidates and the interviewing authority is prominently aware of the need for judging the Scheduled Caste/Scheduled Tribe candidates by relaxed standard.

Recruitment Rules

According to the Government instructions the recruitment rules in respect of all services posts within the purview of reservation orders should contain a saving clause to the effect that reservation is provided for Scheduled Castes and Scheduled Tribes. The National Textiles Corporation Recruitment and Promotion Rules, 1977 do provide that reservation would be made in accordance with the directives, but no mention has been made about the admissibility of other concessions/relaxations. Recruitment rules for various posts under the Marketing Division are yet to be finalised and as such no information was available in this regard. It is suggested that suitable provisions should be made in the rules making recruitments/promotions in National Textiles Corporation on the following lines :—

- (i) "Nothing in these rules shall effect reservation, relaxations of age limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard."
- (ii) "The qualification regarding experience is relaxable at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection, the competent authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them".

Travelling Allowance to Scheduled Caste/Scheduled Tribe candidates

According to the Government instructions as contained in para 7.11 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services (5th Edition), when Scheduled Caste/Scheduled Tribe candidates are called for interview/tests, the recruiting authority is required to allow such candidates necessary travelling allowance. Accordingly necessary provision has been made for such allowance to Scheduled Caste/Scheduled Tribe candidates for Class III and IV posts. In regard to the Class I and II posts each candidate called is paid Travelling Allowance. No such information was, however, available for Marketing Division. In fact the admissibility of travelling allowance should be mentioned in the advertisement itself so that Scheduled Caste/Scheduled Tribe candidates come forward in adequate number.

Advertisement/Requisitions for Employment

If an advertisement is to be made for reserved as well as unreserved vacancies on any one occasion, the single advertisement should clearly specify the vacancies reserved for Scheduled Castes and Scheduled Tribes as also various concessions/relaxations admissible to them. During the course of study, it was, however, noticed that in the advertisement issued in September, 1976, calling for applications for various categories of senior as well as junior posts under the National Textiles Corporation no mention had been made for vacancies reserved for Scheduled Castes/Scheduled Tribes as also about other relaxations/concessions. The admissibility of travelling allowance to Scheduled Caste/Scheduled Tribe candidates applying from out stations and relaxation in experience criteria had not been indicated. The advertisement, however, indicated that preference would be given to Scheduled Caste/Scheduled Tribe candidates for whom age limit upto 5 years could be relaxed. In August, 1979, however, the authorities issued an exclusive advertisement calling for applications from Scheduled Caste/Scheduled Tribe candidates to fill up the vacancies reserved for them in various categories of posts. Indication of the admissibility of travelling allowance and the relaxation in experience qualifications had also been mentioned there. It was evident from the record that adequate number of Scheduled Caste candidates has been selected. One Scheduled Tribe who applied for Assistant Managers post was also selected. The copies of the advertisement were also sent to the listed organisations working for the welfare of Scheduled Castes and Scheduled Tribes. The authorities promised that in future all details would be mentioned in all such employment notices.

Training Programmes

It has been emphasised by the Government of India that while sponsoring names for training in institutions in India and abroad, due care should be taken to sponsor Class I officers belonging to Scheduled Castes and Scheduled Tribes alongwith others. Like-wise while sending officers for attending conferences, seminars etc. the Scheduled Caste/Scheduled Tribe officers are also to be included. This is with a view to equip them with the necessary training to have a first hand knowledge about the development in a particular field so as to discharge their duties with confidence and decisiveness. According to the statistical information supplied to the team out of 24 officers deputed for training departmentally as well as to outside institutions during 1978, 2 belonged to Scheduled Caste and none from Scheduled Tribe. Similar information for 1979 shows that only one each Scheduled Caste had been deputed for such trainings against the total of 31 and 30 respectively. Out of the two officers sent abroad for training i.e. one each during 1978 and 1979 none was from Scheduled Castes/Scheduled Tribes. As regards the seminars/conferences, the information indicated that one each Scheduled Caste officer was deputed during 1978 and 1979 against 10 and 17 others. No such information was available about the Marketing Division.

Apprenticeship Training Programmes

According to the information supplied to the team, against the requirement of 6 apprentices in the National Textiles Corporation in various departments, there were three in position at the time of study and none belonging to Scheduled Caste/Scheduled Tribe. Action is being taken to recruit three more for the purpose. It appeared from the record that no specific efforts had been made to recruit adequate number of Scheduled Caste/Scheduled Tribe apprentices as required under the Apprenticeship Act i.e. to reserve 15% of seats for Scheduled Castes and 7½% for Scheduled Tribes. As required, no roster had been prepared for this category. In October, 1976 the authorities approached the Sub-Regional Employment Exchange to sponsor candidates against the 5 seats of apprentices. Instead of allowing due reservation to Scheduled Caste/Scheduled Tribe candidates, it was mentioned in the requisition that names of suitable candidates including

candidates belonging to Scheduled Caste/Scheduled Tribe alongwith their bio-data should be sponsored. It was suggested to the authorities that a roster should be maintained for this category of seats or any other scheme of graduate trainees and allow due reservation to Scheduled Castes/Scheduled Tribes in the appointment of apprentices. While filling the remaining three seats of apprentices due representation should be given to the Scheduled Castes/Scheduled Tribes. It was further known that a special scheme of Management Trainees is under process in National Textiles Corporation where also due reservation has to be allowed to Scheduled Castes/Scheduled Tribes. The Scheduled Caste/Scheduled Tribe apprentices can be absorbed against future vacancies after completion of their training to reduce the backlog.

Verification of Scheduled Caste and Scheduled Tribe Certificates

As a test check three community certificates were inspected and found the same in order as having been issued by the competent authority on proper form.

Reservation in Confirmation

According to the Government instructions, in posts and services filled by direct recruitment reservation is required to be made in confirmation also. The authorities in the National Textiles Corporation, however, reported that there is no system of confirmation in that organisation. It was further reported that all the employees are regularised as soon as they complete probation period.

Transfer of Sweepers/Farashes/Chowkidars to the Class IV posts

According to the existing instructions of the Government of India, 25% of the vacancies of Peons are to be filled up by transfer from Sweepers/Farashes/Chowkidars. While no such provision has been made in the recruitment rules for Class IV categories of posts, promotional avenues have been provided for such categories of employees to the posts of Duplicating Machine Operator/Daftary alongwith the Attendants. In this connection it may be pointed out that appointment of Attendants is from matriculates and as such it is felt that Sweepers/Chowkidars who are normally literates only, may not be in a position to compete with the Attendants for the post of Duplicating Machine Operator/Daftary. It would, therefore, be in the interest of the weakest among the weak that

25% reservation is made for them on the lines of the Government instructions.

Grievances of Scheduled Castes/Scheduled Tribe Employees

It was noticed during the course of study that the National Textiles Corporation Scheduled Castes/Scheduled Tribe Welfare Association had represented to the management in 1978 that the Corporation was not following roster system to allow reservation for Scheduled Castes and Scheduled Tribes either in direct recruitment or promotions. The Association further alleged that there was neither a Scheduled Caste/Scheduled Tribe Cell nor an officer nominated as Liaison Officer to look after the interests of Scheduled Castes and Scheduled Tribes. It was conveyed to team that the management of the National Textiles Corporation had invited the representatives of Scheduled Castes/Scheduled Tribes Welfare Association for discussion on 12th April, 1979. According to the minutes of the meeting, the management assured the Association that an advertisement exclusively for the reserved vacancies in various categories would be issued. It was decided in the meeting that a note should be prepared for promotion of Scheduled Caste and Scheduled Tribe officials for higher posts. The advertisement issued in August, 1979 and promotion of a number of Scheduled Castes was perhaps the result of follow-up action thereon.

From the study undertaken, it can be safely concluded that steps to allow due reservation to Scheduled Castes and Scheduled Tribes in the services under the National Textiles Corporation had been initiated only in early 1979 and the principle of reservation had been ignored for a long time after its formation in 1968. Secondly, similar efforts to implement the reservations in various posts and services under the Marketing Division and its divisional offices in States are yet to be made. There is, therefore, clear evidence of violation of reservation orders and of indifferent attitude on the part of officers concerned in the corporation. It is regretted that the authorities have taken 10 years to move in the matter and that too not adequately. The reason for these half hearted efforts need to be explained. There is, therefore, urgent need, besides taking immediate corrective measures, to fix the responsibility for violation of reservation orders and take suitable action against those who ignored the interests of Scheduled Castes and Scheduled Tribes.

APPENDIX XXXIX

(Reference para No. 3.140)

A summary of the orders relating to reservation and other concessions and relaxations provided for Scheduled Castes & Scheduled Tribes in services under the Government of India, Union Territories, Statutory/Autonomous bodies and public sector undertakings

(Compiled by R. Zakhuma, I.A.S., Deputy Commissioner for Scheduled Castes & Scheduled Tribes and B. M. Masand, Research Officer)

1. Introduction

In view of the peculiar nature of social structures obtaining in India and the variegated background of its people, the Founding Fathers thought it fit to make special provisions and safeguards for Scheduled Castes and Scheduled Tribes in the otherwise impartial and equitable Constitution. In fact, reservation in services is not new in this country. There had been such provision during the British Rule also. However, it has become much more pervading and prominent during recent years and has become somewhat controversial too. Both the inadequate implementation of the reservation orders on the one hand and the ill-feelings generated against these orders on the other hand seem to emanate largely from lack of proper understanding of these orders and their backgrounds. Hence the importance of having a close look at the whole scheme in its proper perspective.

2. Constitutional Provisions

About 30 articles have been provided in Constitution with the object of promoting and safeguarding the interest of Scheduled Castes and Scheduled Tribes, Other Backward Classes and Anglo-Indians. So far as reservation in services is concerned, there are two specific articles namely, article 16(4) and article 335. Article 16(4) is an enabling article while article 335 sets out the task which is mandatory. Article 16(4) says, "Nothing in this article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which, is the opinion of the State, is not adequately represented in the services under the State".

Article 335 says, "The claims of the members of the Scheduled Castes & Scheduled Tribes shall be taken

into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments to services and posts in connection with the affairs of the Union or of a State".

Scheduled Castes and Scheduled Tribes

In pursuance of the provisions of articles 341 and 342 of the Constitution, the President of India made orders specifying various castes and tribes as Scheduled Castes and Scheduled Tribes in relation to respective States and Union Territories. The latest figures of the population of Scheduled Castes and Scheduled Tribes according to 1971 census and after making due revision *vide* Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1976 are 8.25 crores and 4.11 crores forming 15.04 per cent and 7.5 per cent respectively of the total population of the country.

3. *Purview of Reservation Orders*

The constitutional provisions are equally valid for the Government of India and the Government of the States. However, since the States are autonomous in such matters, the instructions and orders of the Government of India are not automatically applicable to the State Governments. We shall, therefore, confine ourselves to the orders relating to the special representation of Scheduled Castes and Scheduled Tribes in the services under the Government of India and under the Union Territories.

Apart from the Ministries and Departments of the Government, the following establishments also come under the purview of the reservation orders issued by the Government of India :—

(a) *Public Sector Undertakings*.—Instructions and orders of the Government of India are made applicable to them through the Bureau of Public Enterprises, Ministry of Finance and the administrative Ministries concerned.

1. MHA OM No. 5/1/63-SCT (I), dated 4-3-1964.
2. BPE OM No. 2(115)/68-BPE (GM), dated 18-9-1969 and 17-12-1970.
3. BPE OM No. 6/1/73-BPE (IC), dated 10-5-1974.

(b) *Statutory and Semi-Government Bodies*.

1. MHA OM No. 16/2/54-SCT, dated 23-11-1954.
2. MHA OM No. 17/4/69-Estt (SCT), dated 3-2-1970.

(c) *Autonomous Bodies/Institutions including Municipal Corporations, Co-operative Institutions, Universities, etc.*—They are supposed to make suitable provisions in the relevant statutes or in the Articles of Association of the respective bodies. (MHA OM No. 39/40/74-SCT (I), dated 30-9-1974).

(d) *Voluntary agencies receiving grants-in-aid from the Government*.—A voluntary agency having more than 20 employees on regular basis and at least 50 per cent of its recurring expenditure met from the grants-in-aid from the Central Government, or the registered society or a co-operative institution in receipt of a general purpose annual grant-in-aid of Rs 2 lakhs and the above from the consolidated Fund of India, is required to abide by the reservation orders as a pre-condition to the sanction of grant-in-aid. (Deptt. of Personnel & A.R. O.M. No. 27/12/73-Estt (SCT), dated 7-10-1974).

4. *Percentages of Reservation*

	Sch. Castes	Sch. Tribes
(A) <i>Direct Recruitment</i>		
(i) <i>Direct recruitment on an all-India basis :</i>		
(a) By open competition [(i.e. through		

the UPSC or by means of open competitive test held by any other authority 15% 7-1/2%

(b) Otherwise than at (a) above . 16-2/3% 7-1/2%

(MHA Resolution No. 27/25/68-Est(SCT) dated 25-3-1970)

(ii) Direct recruitment to Group 'C' and Group 'D' posts normally attracting candidates from a locality or a region. Generally in proportion to the population of Scheduled Castes and Scheduled Tribes in the respective States/ Territories.

(Deptt. of Personnel & A.R. OM No. 1/3/72-Est (SCT) dated 12-3-1973 and No. 1/3/1972-Estt (SCT) dated 15-5-1974, OM No. 36011/3/79-Estt (SCT) dated 18-5-1979)

(D) Posts filled by promotion wherever reservation is applicable . 15% 7-1/2%

(MHA OM No. 1/12/67-Estt (C) dated 11-7-1968 MHA OM No. 27/25/68-Est (SCT) dated 25-3-1970)

Deptt. of Personnel & A.R. OM No. 27/2/71-Est (SCT) dated 27-11-1972, Deptt. of Personnel & A.R. OM No. 10/41/73-Est (SCT) dated 20-7-1974 Deptt. of Personnel & A.R. OM No. 36021/7/75-Est (SCT) dated 25-2-1976)

4(1) Regarding (A) above, it may be stated that normally total reservation should not exceed 50 per cent of the total vacancies filled in a year. However, taking into account the brought-forward reservation and adding it to the current reservation, the total number of such vacancies can exceed this 50% limit provided the overall representation of Scheduled Castes and Scheduled Tribes in the total strength of the prescribed percentages of reservation for Scheduled Castes and Scheduled Tribes.

(Deptt. of Personnel & A.R. O.M. No. 16/3/73-Estt (SCT), dated 27-12-1977).

4(2) In regard to (A) (i) (a) above, the primary source of recruitment is either through UPSC or advertisement and advertisement is required to be issued twice, first time exclusively for the reserved category failing which the general candidates may also be considered. In the case of reserved vacancy, say for Scheduled Tribes, being in the third year of carry-forward, the second advertisement shall have to be for Scheduled Tribes, failing which for Scheduled Castes, and failing both for general candidates.

(Department of Personnel and Administrative Reforms OM No. 1/1/70-Estt (SCT), dated 31-7-1970).

4(3) In the case of posts filled by direct recruitment otherwise than by open competition, the recruitment is made primarily through the Employment Exchange/ Central Employment Exchange, failing which an advertisement is required to be issued, indicating that the vacancy is reserved for a particular category, failing which it shall be open to general candidates. The fact of exchangeability of reservation between Scheduled Castes and Scheduled Tribes may also be mentioned

in the advertisement if the vacancy is in the third year of carry-forward. (Department of Personnel and Administrative Reforms OM No. 27/25/68-Estt (SCT), dated 25-3-1970).

5. Exemptions and Exclusions

Reservation orders apply to all posts filled by direct recruitment and posts filled by promotion. Exceptions are given below :—

- (a) *Vacancies filled by transfer or deputation.*—Even though there is no reservation in posts filled by deputation, the eligible Scheduled Caste/Scheduled Tribe employee should be considered along with other employees by the organisation concerned for such deputation.

(1. MHA OM No. 16/2/67-Est (C), dated 27-9-1967.

2. Deptt. of Personnel A.R. OM No. 36021/6/75-Estt (SCT), dated 9-10-1975.

3. Deptt. of Personnel & A.R. OM No. 36012/7/77-Estt (SCT), dated 21-1-1978).

- (b) *Vacancies filled by promotion in grades or services in which the element of direct recruitment exceeds 66-2/3 per cent.* (Deptt. of Personnel & A.R. OM No. 36021/7/75-Estt (SCT), dated 25-2-1976).

- (c) *Vacancies filled by promotion by the method of selection within Group 'A'.*

(1. MHA OM No. 1/12/67-Estt (C), dated 11-7-1968.

2. Deptt. of Personnel & A.R. OM No. 10/41/73-Estt (SCT), dated 20-7-1976).

- (d) *Vacancies filled by promotion on ad-hoc basis.*—(Though there is no formal reservation in ad-hoc appointment, the claims of Scheduled Caste/Scheduled Tribe employees should be considered along with other eligible employees).

(1. Deptt. of Personnel & A.R. OM No. 15034/2/76-Estt (D), dated 15-7-1976.

2. Deptt. of Personnel & A.R. OM No. 10/41/73-78-Estt (SCT), dated 16-4-1979).

- (e) *Temporary appointments of less than 45 days duration.*

(MHA OM No. 27/4/67(II)-Estt (SCT), dated 24-9-1968).

- (f) *Work-charged posts which are required for emergencies like flood relief work, accident restoration and relief, etc.*

(Deptt. of Personnel & A.R. OM No. 36021/9/76-Estt (SCT), dated 10-2-1977).

- (g) *Scientific and technical posts required for research etc. provided they satisfy the following conditions :—*

(i) the posts should be in grades above the lowest grade in Group A of the service concerned,

(ii) they being classified as "scientific and technical" vide Cabinet Secretariat OM No. 85/11/CF-61(2), dated 28-12-1961, and

(iii) the posts being "for conducting research" or "for organising, guiding and directing research",

(iv) and finally after getting orders from the Minister concerned for such exemption.

(Deptt. of Personnel & A.R. OM No. 9/2/73-Estt (SCT), dated 23-6-1975).

It may be noted that industrial establishments of the Government of India and the posts and grades in such establishments whether they have been classified as Group 'A', 'B', 'C' and 'D' or not, are also covered by the schemes of reservation. (Deptt. of Personnel & A.R. OM No. 8/7/74-Estt (SCT), dated 22-8-1975).

In the case of purely temporary establishments such as work-charged staff including daily-rated and

monthly-rated staff also the principle of reservation has to be suitably applied to the extent possible except those required for emergencies as stated above. (Deptt. of Personnel & A.R. O.M. No. 36021/9/76-Estt (SCT), dated 10-2-1977).

6. Carry-forward and Exchange of Reservation

If a sufficient number of suitable candidates belonging to Scheduled Castes/Scheduled Tribes are not available for appointment against reserved vacancies in a particular year, such vacancies are to be dereserved and thereafter they can be filled up by candidates from other communities, but the reserved vacancies are to be carried forward to three subsequent recruitment years. A recruitment year means a "calendar year", and shall mean the year in which recruitment is actually made. (MHA OM No. 1/4/64-SCT (I), dated 2-9-1964 & MHA OM No. 27/25/68-Estt (SCT), dated 25-3-1970).

Any recruitment of Scheduled Caste/Scheduled Tribe candidates will first be counted against additional quota brought forward from the previous years, if any, in their chronological order. If Scheduled Castes/Scheduled Tribes are not available for all the reserved vacancies, the older carried-forward vacancies should be filled first and the comparatively later carried forward vacancies should be further carried-forward, if Scheduled Caste/Scheduled Tribe candidates are not available to fill all the reserved vacancies (Note (2) below para 11.1. of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services).

The carried-forward reserved vacancies would be available together with the current reserved vacancies for utilisation even where the total number of such reserved vacancies exceeds 50% of the total vacancies filled in that year provided, however, the overall representation of Scheduled Castes/Scheduled Tribes in the total strength of the concerned grade or cadre is found to be inadequate, i.e. the total number of Scheduled Caste/Scheduled Tribe candidates in that grade has not reached the prescribed percentages of reservation for Scheduled Castes and Scheduled Tribes respectively in the grade as a whole. (Department of Personnel & A.R. O.M. No. 16/3/73-Estt (SCT), dated 27-12-1977).

In cases where only one vacancy occurs in the initial recruitment year and the corresponding roster point happens to be reserved for a Scheduled Caste or a Scheduled Tribe, it may be treated as unreserved and filled accordingly and the reservation carried-forward to subsequent recruitment years, but in the subsequent recruitment year(s) it should be treated as "Reserved" against the carried-forward reservation from the initial recruitment year, and a Scheduled Caste/Scheduled Tribe candidate, if available, should be appointed in that vacancy, although it may happen to be the only vacancy in that recruitment year also. (Department of Personnel & A.R. O.M. No. 1/9/74-Estt (SCT), dated 29-4-1975).

7. Interchangeability of Reserved Vacancies between Scheduled Castes and Scheduled Tribes

While vacancies reserved for the Scheduled Castes and Scheduled Tribes may continue to be treated as reserved for the respective communities only, Scheduled Tribe candidates may also be considered for appointment against a vacancy reserved for Scheduled Caste candidate where such a vacancy could not be filled by a Scheduled Caste candidate even in the third year to which the vacancy was carried forward. While advertising or notifying such a vacancy, it should be made clear in the advertisement/requisition that while the vacancy is reserved for Scheduled Castes, Scheduled Tribes candidates would also be eligible for consideration in the event of non-availability of suitable Scheduled Caste candidates. This arrangement will likewise apply also in the case of vacancies reserved for Scheduled Tribes (MHA OM No. 27/25/68-Estt (SCT), dated 25-3-1970).

The above principle of inter-changeability of reserve vacancies between Scheduled Caste and Scheduled

Tribe candidates in the third year of carry-forward is applicable both in the case of direct recruitment and promotions with the following exceptions :—

- (a) In the case of promotion by selection to Group 'B' within Group 'B' and upto the lowest rung of Group 'A', while vacancies will continue to be reserved for Scheduled Castes/Scheduled Tribes, a Scheduled Caste officer may be considered against a vacancy reserved for Scheduled Tribes in the event of the non-availability of the latter, and *vice-versa*, in the same year itself in which the reservation is made. In this case, there is no provision of carry-forward even if the vacancies could not be utilised by any of the reserved categories except when a single vacancy falling on a reserved point has arisen and has been treated as unreserved. In that case the vacancy shall be carried forward to the subsequent three recruitment years 1. Department of Personnel & A.R. O.M. No. 10/41/73-Estt (SCT), dated 20-7-1974 and 2. Department of Personnel and A.R. O.M. No. 10/37/74-Estt (SCT), dated 3-2-1975).
- (b) In the case of (i) direct recruitment to Group 'A' and Group 'B' posts under the Union Territories of Arunachal Pradesh and Mizoram and (ii) in promotion in posts and services in the Union Territories of Arunachal Pradesh and Mizoram, as well as the Andaman & Nicobar Islands, Lakshadweep and Dadra & Nagar Haveli, to which the scheme of reservation in promotion applies, the unutilised vacancies reserved for Scheduled Castes may be exchanged in favour of Scheduled Tribes every year, instead of only in the third year of carry-forward. However, the period of carry-forward of the reserved vacancies still remaining unutilised after this exchange, will continue to be three years, as before. (MHA OM No. U-13019/1/75-AP, dated 28-9-1977 and 29-9-1977).

8. Relaxations and Concessions

(a) *Age limit.*—The maximum age-limit is to be increased by 5 years for Scheduled Caste/Scheduled Tribe candidates. There is also a concession in the upper age limit to the extent of 5 years for physically handicapped persons. Physically handicapped persons belonging to Scheduled Castes or Scheduled Tribes shall be eligible for this age relaxation of 5 years over and above the relaxation admissible to them as Scheduled Castes or Scheduled Tribes. (MHA Resolution No. 42/19/51-NGS, dated 25-6-1952, OM No. 15/1/55-SCT, dated 30-4-1965 and OM No. 4/3/68-Estt (D), dated 7-1-1976).

(b) *Fees for examination.*—Scheduled Caste/Scheduled Tribe candidates are required to pay only one-fourth of the prescribed fees for admission to any examination or selection to the service or post. (MHA Resolution No. 42/21/49-NGS, dated 13-9-1950).

(c) *Experience qualification.*—The experience where it is prescribed as an essential qualification for direct recruitment to a post, is relaxable at the discretion of the Union Public Service Commission or the competent authority if at any stage of selection, the UPSC or the competent authority is of the opinion that sufficient number of candidates from Scheduled Caste/Scheduled Tribe communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them. That this experience is relaxable in favour of Scheduled Castes and Scheduled Tribes should be clearly mentioned in the advertisement or requisition to the Employment Exchange. (Department of Personnel & A.R. O.M. No. 27/10/71-Est (SCT), dated 5-9-1975).

(d) *Standards of suitability.*—In direct recruitment if sufficient number of Scheduled Caste/Scheduled Tribe candidates are not available on the basis of general standards to fill all the vacancies reserved for them, candidates belonging to these communities

should be selected to fill up the remaining vacancies reserved for them at relaxed standards provided they are not found unfit for such posts (MHA OM No. 1/1/70-Estt(SCT), dated 25-7-1970).

(e) *Further relaxation of standards for non-technical and quasi-technical Groups 'C' and 'D' posts.*—In addition to 'd' above in cases where the requisite number of Scheduled Caste/Scheduled Tribe candidates fulfilling even the relaxed standards admissible to them are not available to fill the vacancies reserved for Scheduled Caste/Scheduled Tribe candidates in non-technical and quasi-technical group 'C' and 'D' services/posts required to be filled by direct recruitment otherwise than by written examination, the selecting authorities should to the extent of vacancies reserved for Scheduled Castes/Scheduled Tribes, select for appointment the best among the Scheduled Caste/Scheduled Tribe candidates who fulfil the minimum educational qualifications laid down in the notice for recruitment or advertisement. Such candidates are to be provided with in-service training by the appointing authorities within their own offices in order to bring them up to the minimum standard necessary for the posts and for the maintenance of efficiency of administration. (MHA OM No. 24/7/67(i) Est (SCT), dated 24-9-1968 and OM No. 16/8/69-Est (SCT), dated 31-10-1969).

(f) *Standards in Departmental competitive Examinations for promotions/confirmations.*—In promotion through departmental competitive examinations and in departmental confirmations where these are prescribed to determine the suitability of candidates for confirmation, Scheduled Caste/Scheduled Tribe candidates who have not acquired the general qualifying standard in such examinations should also be considered for promotion/confirmation provided they are not found unfit for such promotions/confirmations. The qualifying standards in such examinations should be relaxed in their favour in keeping with the above criterion (Department of Personnel and A.R. O.M. No. 8/12/69-Est (SCT), dated 23-12-1970).

(g) *Relaxation in the departmental qualifying examination for promotion.*—In promotion made on the basis of seniority subject to fitness, in which there is reservation for Scheduled Castes/Scheduled Tribes and where a qualifying examination is held to determine the fitness of candidates for such promotion, suitable relaxation in the qualifying standard in such examination should be made in the case of Scheduled Caste/Scheduled Tribe candidates. The extent of relaxation should, however, be decided on each occasion whenever such an examination is held taking into account all relevant factors including (i) the number of vacancies reserved, (ii) the performance of Scheduled Caste/Scheduled Tribe candidates as well as general candidates in that examination (iii) the minimum standard of fitness for appointment to the post and also (iv) the overall strength of the cadre and that of the Scheduled Castes/Scheduled Tribes in that cadre. (Department of Personnel & A.R. O.M. No. 36021/10/76-Est (SCT), dated 21-1-77).

In promotion made on the basis of selection suitable relaxation should be made in the case of Scheduled Caste/Scheduled Tribe candidates in departmental qualifying examinations held for the purpose. In such cases the extent of relaxation should be decided in the same manner as in the foregoing para. (Department of Personnel & A.R. O.M. No. 36011/6/79-Estt (SCT), dated 19-4-1979).

(h) *Separate interview.*—Interview of Scheduled Caste/Scheduled Tribe candidates for reserved vacancies should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste/Scheduled Tribe candidates are not judged in comparison with the general candidates and the interviewing authorities are prominently aware of the Scheduled Caste/Scheduled Tribe candidates by relaxed standards. (MHA OM No. 1/1/70-Est (SCT), dated 31-7-1970).

(i) *Number of candidates to be called for interview.*—Subject to availability, normally six to seven Scheduled Caste/Scheduled Tribe candidates for whom the post is reserved may be called for interview in posts filled by direct recruitment otherwise than through examinations. Where the response from Scheduled Caste/Scheduled Tribe candidates is exceptionally good, the recruiting authority may call even as many as 10 to 12 candidates for each reserved vacancy. (Department of Personnel & A.R. O.M. No. 27/14/71-Est (SCT), dated 30-1-1973).

(j) *Travelling Allowance.*—Scheduled Caste and Scheduled Tribe candidates called for interview by the Union Public Service Commission are entitled to a single II Class railway fare. Scheduled Caste/Scheduled Tribe candidates called for interview/test for appointment to Group 'C' and 'D' advertised posts, recruitment to which is made departmentally may be allowed II Class railway fare for coming and going, provided the distance travelled by rail each way exceeds fifty miles. For road journeys, they may be allowed actual bus fare or road mileage at the lowest rate provided the distance covered by road is more than 20 miles each way. This concession is also permissible to Scheduled Caste/Scheduled Tribe candidates called for interview/written test through the Employment Exchanges for appointment to Group 'C' and Group 'D' posts. (MHA OM No. 5/25/E IV(B)/60, dated 6-5-1960, 21-9-1960 and 23-11-1960).

(k) *Transfer of Sweepers, Farashes, Chowkidars etc. to the posts of Peons.*—Twenty five per cent of the vacancies accruing in the grade of peons will be reserved for being filled by transfer of Sweepers, Farashes, Chowkidars etc. as have put in a minimum of five years service even though they may not be possessing minimum educational qualifications prescribed for direct recruitment to the post. They should however, possess elementary literacy and give proof of ability to read either English or Hindi or regional language. (Department of Personnel & A.R. O.M. No. 42015/3/75-Est (C), dated 16-1-1976 and O.M. No. 42015/1/76-Est (C), dated 2-2-1977).

(l) *Forwarding of applications of Scheduled Caste/Scheduled Tribe Employees.*—Applications of Scheduled Caste/Scheduled Tribe employees for better employment elsewhere are to be forwarded readily except in very rare cases where there may be compelling grounds or public interest for withholding such applications and in those cases also the matter should be reported to the concerned Liaison Officer in the administrative Ministry/Department within a month. (MHA OM No. 1/6/64-SCT(I), dated 19-3-1964 and Department of Personnel & A.R. O.M. No. 27/4(iv)/70-Est (SCT), dated 2-9-1970).

(m) *Protection against retrenchment/declaring surplus.*—In the event of reduction in the establishment of a Ministry/Department/Organisation, Scheduled Caste/Scheduled Tribe employees are to be retained in preference to other persons till they form such percentage among the direct recruits as is prescribed for the representation of Scheduled Castes and Scheduled Tribes. Similarly, while declaring surplus in a particular grade in a cadre, the Scheduled Caste and Scheduled Tribe employees should not be included in the list of surplus persons so long as the total number of Scheduled Caste/Scheduled Tribe employees in that grade has not reached the prescribed percentages of reservation for Scheduled Castes and Scheduled Tribes. (MHA OM No. 54/6/53-CS(C), dated 5-9-1958 and OM No. 10/1/65-Estt (D), dated 19-7-1965).

9. Measures Adopted for the Implementation of Reservation Orders in Direct Recruitment

(a) *Recruitment other than through UPSC or advertisement as the primary source of recruitment*

(i) *Employment Exchanges.*—All vacancies should be notified to the local or the regional employment exchange. At least 15 days should be given to the Employment Exchange for sponsoring candidates. The

number of vacancies reserved for Scheduled Caste/Scheduled Tribes should be clearly indicated in the requisition sent to the Employment Exchange. If necessary, the local Employment Exchange will refer the vacancies to Central Employment Exchange, Directorate General of Employment and Training. Vacancies of scientific and Technical nature carrying a pay scale with a minimum of Rs. 425 or more are notified to the Central Employment Exchange. (MHA OM No. 42/21/49-NGS, dated 28-1-1952, No. 27/2/69-Est (SCT), dated 5-7-1969, No. 14/12/67-Est (D), dated 10-4-1968, No. 27/6/70-Est (SCT), dated 5-6-1970 and Department of Personnel & A.R. O.M. No. 14/17/71-Est (D), dated 27-11-1971).

(ii) *Advertisements in newspapers.*—If sufficient number of Scheduled Caste/Scheduled Tribe candidates are not available through the Employment Exchange, the vacancies should be advertised through newspapers, if not already advertised by the Directorate General of Employment and Training. Vacancies in posts and services recruitment to which is made on all-India basis should be advertised in the newspapers approved by the Directorate of Advertising and Visual Publicity for the purpose. Vacancies in Group 'C' or 'Group 'D' posts recruitment to which normally attracts candidates from a locality or region, should be advertised in such newspapers as may be considered suitable for the purpose through the Directorate of Advertising and Visual Publicity. Copies of advertisement should also be endorsed to the Regional or local Employment Exchanges. (MHA OM No. 42/21/49-NGS, dated 28-1-1952).

(iii) *Association and organisations of Scheduled Castes and Scheduled Tribes.*—The vacancies should also be brought to the notice of the Scheduled Caste/Scheduled Tribe organisations approved for the purpose. (MHA OM No. 42/21/49-NGS, dated 28-1-1952 and Department of Personnel and A.R. O.M. No. 36014/3/77-Estt (SCT), dated 23-4-1977)

(iv) *Announcement of reserved vacancies on Stations of All India Radio.*—The vacancies should also be notified by the concerned appointing authority/Directorate General of Employment and Training to one or more stations of the All India Radio for announcement through that station(s). (Department of Personnel & A.R. O.M. No. 36022/4/76-Est (SCT), dated 7-8-1976).

(v) *Intimation of reserved vacancies to Directors of Scheduled Castes/Scheduled Tribes Welfare or Social Welfare in States/Union Territories.*—The appointing authority should also intimate the reserved vacancies to the Director of Scheduled Castes/Scheduled Tribes Welfare or Director of Social Welfare in the State/Union Territory concerned if the Employment Exchange cannot sponsor Scheduled Caste/Scheduled Tribe candidates. (Department of Personnel & A.R. O.M. No. 36034/2/77-Est (SCT), dated 24-2-1978).

(b) *Recruitment through Union Public Service Commission or by advertisement as the primary source of recruitment.*—Where the primary source of recruitment is through Union Public Service Commission or through advertisement, reserved vacancies whether occurring exclusively or alongwith other general vacancies, have to be advertised twice. In both cases, while advertising such vacancies on the first occasion, applications are to be invited only from the respective reserved category candidates. A

single advertisement may be issued for reserved and unreserved vacancies if the vacancies are to be filled otherwise than through examination and consist of both categories. The number of vacancies reserved for Scheduled Castes and Scheduled Tribes should be clearly mentioned. If reserved vacancies remain unfilled for want of suitable candidates they should not be filled by general candidates on that occasion but a second advertisement should be issued and on this occasion general candidates would also be eligible to apply and they will be considered if no suitable Scheduled Caste/Scheduled Tribe candidates are still available to fill the vacancies reserved for them, even after applying the principle of exchangeability of vacancies between Scheduled Caste and Scheduled Tribe candidates in the case of reserved vacancies being in the third year of carry-forward. (MHA OM No. 1/1/70-Est (SCT), dated 31-1-1970).

In case of recruitment through examination, a single advertisement specifying the number of reserved vacancies may be issued. If the reserved vacancies cannot be filled up even after applying relaxed standards for Scheduled Caste and Scheduled Tribe candidates, the remaining vacancies may be filled by general candidates after dereservation of such vacancies which will be carried-forward. (MHA OM No. 1/1/70-Est (SCT), dated 31-1-1970).

(c) *Rosters*.—As it was always not possible to determine the exact number of vacancies to go to the share of Scheduled Caste/Scheduled Tribe candidates simply on the basis of percentages prescribed for them, the roster system was devised to achieve this object. There are three kinds of model rosters, which are required to be followed for giving effect to the reservation orders :—

(i) *Direct recruitment on all-India basis by open competition (where the primary source of recruitment is either through Union Public Service Commission or advertisement)*.—A 40-points roster is prescribed for such a recruitment in which points 1, 8, 14, 22, 28 and 36 are reserved for Scheduled Castes and points 4, 17 and 31 are reserved for Scheduled Tribes. This model roster ensures reservation at 15% for Scheduled Castes and 7½% for Scheduled Tribes. This roster is also used in the case of promotions for which reservation have been prescribed at these rates i.e. 15% and 7½% for Scheduled Castes and Scheduled Tribes respectively. (Model Roster at Annexure I) (MHA OM No. 1/11/69-Estt (SCT), dated 22-4-1970).

(ii) *Direct recruitment on all-India basis otherwise than by open competition*.—In this 40-point model roster, the reservation for Scheduled Castes is prescribed at the rate of 16-2/3%. There is, therefore, a small variation in this case where the points reserved for Scheduled Castes are 1, 7, 13, 20, 25, 32 and 37 (in every third cycle of the roster, the 37th point will be treated as unreserved). The points reserved for Scheduled Tribes are 4, 17 and 29. (Model Roster at Annexure 2) (MHA OM No. 1/11/69-Est (SCT), dated 22-4-1970).

(iii) *Direct recruitment to Group C and Group D posts attracting candidates from a locality or a region*.—A 100 point model roster is used in the case of direct recruitment to Group 'C' and 'D' posts in Central Government Offices located in a region. The percentages of reservation are fixed generally in proportion to the population of Scheduled Castes and Scheduled Tribes in the respective States/Union Territories and as such the points also differ from place to

place. (Model roster at Annexure 3). (Department of Personnel & A.R. O.M. No. 1/3/72-Est (SCT), dated 12-3-1973 and 15-5-1974, Department of Personnel & A.R. O.M. No. 36011/3/79-Estt (SCT), dated 18-5-1979). Maintenance of rosters requires proper attention. The form of register on which the rosters are to be maintained is given in Annexure 4. Detailed instructions for maintenance of rosters are given in Annexure 5.

(d) *Grouping of posts*.—Isolated individual posts and small cadres consisting of less than 20 posts may be grouped with posts in the same class for the purpose of reservation orders taking into account the status, salary and qualifications prescribed for the posts in question. A group so formed should not ordinarily consist of less than 25 posts. It is not intended that isolated posts should be grouped together only with other isolated posts, subject to the other conditions for grouping there is no objection to the grouping of any isolated post with a cadre, grade or division of service consisting of more than 20 posts and already comprising a group by itself. The posts of Sweepers should not be grouped for purpose of observance of the reservation orders with other categories of regular or isolated Class IV posts. The approval of the Department of Personnel and Administrative Reforms should be obtained for grouping of posts. The instructions regarding grouping of posts apply only to posts filled by direct recruitment. In case of posts filled by promotion, grouping is not to be resorted to and the reservation orders should be applied to each grade or post filled by promotion, separately. (MHA OM No. 42/21/49-NGS, dated 28-1-1952, Dept. of Personnel and A.R. O.M. No. 1/4/70-Est (SCT), dated 11-11-1971 and O.M. No. 8/1/74-Est (SCT), dated 20-12-1974).

(e) *Dereservation*.—A system of dereservation of reserved vacancies has been devised whereby a reserved vacancy cannot be filled by a general candidate without prior approval of the Department of Personnel and Administrative Reforms, in the case of reserved vacancies for permanent appointment and temporary appointments likely to become permanent or to continue indefinitely. Reserved vacancies included in the roster for purely temporary appointments, however, can be dereserved by the Ministries themselves, after ensuring that all the required steps have been duly taken to secure suitable Scheduled Caste/Scheduled Tribe candidates and that such candidates are still not available. (MHA OM No. 31/10/63-SCT(I), dated 27-3-1963, 2-5-1963, O.M. No. 27/5/68-Estt (SCT), dated 13-3-1968). In the case of posts and services under the administration of Union Territories powers to dereserve the unutilised reserved vacancies have been vested in the Union Territory authorities as under :—

(i) For vacancies in Group 'C' and Group 'D' posts :—

- | | | |
|------------------------------------|-------|-------------------|
| (a) in Chandigarh | • | Home Secretary |
| (b) in Dadra & Nagar Haveli | • • • | Collector |
| (c) in Lakshadweep | • | The Administrator |
| (d) in all other Union Territories | • | Chief Secretary |

(ii) For vacancies in Group 'B' in all Union Territories Administrator

(iii) For vacancies in Delhi & Andaman Nicobar Islands (DANI) Civil Service and DANI Police Service Cadres. Ministry of Home Affairs

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As regards the public sector undertakings are concerned, the competent authority for according such an approval is the Board of Directors in the case of Group 'A' and Group 'B' posts and the Chairman/Managing Director in the case of Group 'C' and Group 'D' posts. Some of the Ministries/Departments have advised the undertakings under their control to seek approval from the Ministry/Department in the case of Group 'A' and Group 'B' posts.

Full details of the posts and the circumstances necessitating the dereservation thereof must be brought before the competent authority (with endorsement to the Commissioner for Scheduled Castes and Scheduled Tribes) and its approval obtained before appointing general candidates against the reserved vacancies. It is also to be ensured that (i) proposals contain a certificate that it is being made with full knowledge and concurrence of the concerned Liaison Officer, (ii) the proposals emanating from subordinate offices should not be sent direct to the Department of Personnel and Administrative Reforms but should be routed through the concerned administrative Ministry/Department who should first examine and scrutinise them and send to Department of Personnel and Administrative Reforms after satisfying that the prescribed procedure has been followed (iii) copies of all proposals in the appropriate proforma should be sent simultaneously to the office of the Commissioner for Scheduled Castes and Scheduled Tribes. (1. MHA OM No. 1/6/67-Est (C), dated 20-9-1967, 2. Department of Personnel & A.R. O.M. No. 16/1/72-Est (SCT), dated 11-8-1972, 3. Department of Personnel & A.R. O.M. No. 16/3/74-Est (SCT), dated 26-4-1974, 4. Department of Personnel & A.R. O.M. No. 28/14/74-Est (SCT), dated 12-7-1976).

(f) *Liaison Officer and Special Cell.*—The Deputy Secretary in charge of administration in Ministry/Department is to act as Liaison Officer in respect of matters relating to the representation of Scheduled Castes/Scheduled Tribes in all establishments and services under the administrative control of the Ministry/Department. He is to ensure compliance of orders and instructions pertaining to the reservation of vacancies and also to ensure that all returns and reports are submitted properly and in time. He is assisted by a Cell set up in each Ministry/Department. Likewise, in offices under the control of each Head of the Department, a Liaison Officer is to be nominated for the same purpose. (MHA OM No. 16/17/67-Est (C), dated 10-4-1968). The duties of the Liaison Officers *inter-alia*, include the ensuring of compliance of reservation orders, timely submission and scrutiny of returns regarding representation of Scheduled Castes and Scheduled Tribes, conducting annual inspection of rosters, extension of necessary assistance to the Commissioner for Scheduled Castes and Scheduled Tribes and acting as Liaison Officer between his Ministry/Department/Office and the Department of Personnel and Administrative Reforms etc. etc. (MHA OM No. 27/22/68-Est (SCT), dated 19-4-1969).

Cases of negligence or lapses in the matters of following the reservation and other orders relating to Scheduled Castes/Scheduled Tribes coming to light through inspections carried out by the Liaison Officers or otherwise should be submitted to the Secretary/Additional Secretary to the Government and to the Head of the Department and necessary action should be taken as directed by the Secretary/Additional Secretary/Head of the Department on such reports to ensure strict compliance of these orders. (Department of Personnel & A.R. O.M. No. 27/2/71-Est (SCT), dated 24-3-1972).

(g) *Annual Statements.*—Each Appointing Authority should send to the Ministry/Department concern-

ed two annual statements pertaining to the last calendar year latest by first of March of each year. The first statement will give details of the employment position of the Scheduled Castes and Scheduled Tribes in that office and the second statement will give details of the reserved vacancies filled by Scheduled Castes/Scheduled Tribes during the year. Each Ministry/Department should send to the Department of Personnel and Administrative Reforms a consolidated statement on each of the above two statements. Each Ministry/Department should also send to the Department of Personnel and Administrative Reforms the annual statement showing appointments against reserved vacancies included in the roster for purely temporary appointments. The above statements are required to be furnished in the prescribed form as in Annexures 6 and 7. (Department of Personnel & A.R. O.M. No. 36027/7/75-Estt (SCT), dated 17-1-1976).

(h) All the relevant relaxations and concessions enumerated in para 8 should be applied in filling reserved vacancies.

10. Measures adopted in case of Promotion

For determining the number of vacancies to be reserved for Scheduled Castes/Scheduled Tribes in promotion a 40-point roster, as described earlier, is required to be used. Further separate rosters are to be maintained for each mode of promotion if in a cadre, separate quotas are fixed for different modes of promotion. Instructions relating to reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion, apply only to the regular vacancies. Purely short-term vacancies are not to be taken into account for this purpose. It is also essential that select lists for promotions are drawn up after carefully assessing the number of vacancies as accurately as possible. There is no grouping of posts in the case of posts filled by promotion. Steps to be taken in case of filling reserved vacancies by promotion are explained in the following paragraphs. (Ref. Appendix I and Department of Personnel & A.R. O.M. No. 22011/2/76-Estt (SCT), dated 30-4-1976, O.M. No. 8/1/74-Estt (SCT), dated 20-12-1974).

(a) *Promotion by selection within Group 'A'.*—In promotions by selection to posts within Group 'A' which carry an ultimate salary of Rs. 2,250 per month or less, there is no reservation, but the Scheduled Caste/Scheduled Tribe officers, who are senior enough in the zone of consideration for such promotion so as to be within the number of vacancies for which the select list has to be drawn up, would be included in that list provided they are not considered unfit for promotion. Their position in the select list would, however, be the same as assigned to them by the Departmental Promotion Committee on the basis of their record of service. (MHA OM No. 1/9/69-Est (SCT), dated 26-3-1970 and Department of Personnel and A.R. O.M. No. 1/10/74-Est (SCT), dated 23-12-1974).

(b) *Promotions by selection to Group 'B' within Group 'B' and from Group 'B' to the lowest rung in Group 'A'.*—There is reservation at 15% and 7½% of vacancies for Scheduled Castes and Scheduled Tribes respectively in these cases. Selection against reserved vacancies will be made only from those Scheduled Caste/Scheduled Tribe officers who are within the normal zone of consideration. In other words, there is no separate zone of consideration for reserved vacancies for such promotions. A select list thus prepared will be arranged in the order of merit and seniority according to the general principles for promotion to selection posts without disturbing seniority *inter-se* within each category. This select list will be followed for making promotions in vacancies as and when they arise during the year. There will be no

carry-forward of reservation in this case. As such a Scheduled Caste officer may be considered for appointment against a vacancy reserved for Scheduled Tribe or vice-versa in the same year itself where appropriate reserved vacancy could not be filled by a Scheduled Caste or a Scheduled Tribe candidate, as the case may be. (Department of Personnel & A.R. O.M. No. 10/41/73-Est (SCT), dated 20-7-1974 and O.M. No. 36011/6/75-Est (SCT), dated 7-5-1975).

An exception will be made when a vacancy falling on a reserved point in the roster is treated as unreserved, due to its being the only vacancy during the year of promotion. In such a case, the reservation so due against the reserved point should be carried-forward and the reservation so carried-forward on account of there being only one vacancy during the initial year of promotion, should be adjusted by treating the vacancy arising in the subsequent year as reserved, even though there might be only a single vacancy in that subsequent year. (Department of Personnel & A.R. O.M. No. 10/37/74-Estt (SCT), dated 3-2-1975 and No. 1/9/74-Est (SCT), dated 29-4-1975).

(c) *Promotions by selection in Group 'C' and 'D' appointments.*—For these posts in addition to the consideration of Scheduled Caste/Scheduled Tribe officers falling in the normal zone of consideration along with others, the select lists of Scheduled Caste/Scheduled Tribe officers may be drawn up separately also to fill up the remaining reserved vacancies. For drawing up separate select lists, there will be a separate zone of consideration for the reserved vacancies subject to the candidates satisfying the prescribed eligibility conditions. To illustrate this, if there are 10 vacancies to be filled and out of which 3 are reserved for Scheduled Castes and 2 for Scheduled Tribes (including the brought forward reservation), and if the zone of consideration has been fixed by the Departmental Promotion Committee at 5 times the number of vacancies, then at least 15 candidates belonging to Scheduled Castes and 10 candidates belonging to Scheduled Tribes would have to be considered irrespective of their position in the seniority list subject however to their fulfilling the prescribed eligibility condition for promotion to the higher grade. In case the vacancies cannot be filled up by candidates belonging to the reserved category, such vacancies, after de-reservation, should be carried-forward to three subsequent recruitment years subject to the exchange of vacancies between Scheduled Castes/Scheduled Tribes in the last year to which the reserved vacancies are carried forward (MHA OM No. 1/12/67-Est (C), dated 11-7-1968 and Resolution No. 27/25/68-Est (SCT), dated 25-3-1970).

(d) *Promotions on the basis of seniority subject to fitness in Group 'A', 'B', 'C' & 'D' posts.*—In promotion on the basis of seniority subject to fitness, there is a provision of reservation for Scheduled Castes and Scheduled Tribes in all groups of posts i.e. Groups 'A', 'B', 'C' and 'D'. In this case, separate lists are required to be drawn up of the eligible officers belonging to general categories, Scheduled Castes and Scheduled Tribes and later combined into one select list and arranged in order of their *inter-se* seniority in the main list. The Scheduled Caste/Scheduled Tribe officers should be adjusted by the Departmental Promotion Committee separately in regard to their fitness. The select list of officers in the general category and those belonging to the Scheduled Castes/Scheduled Tribes should be merged into a combined list in which names of all the selected officers from general as well as from those belonging to Scheduled Caste/Scheduled Tribes, are arranged in

the order of their *inter-se* seniority in the original seniority list in the category or grade from which the promotion is being made. This combined select list should thereafter be followed for making promotions in vacancies as and when they arise during the year. This select list would normally be operative for one year but this period can be extended by six months so that the officers included therein can be appointed during the extended period. (Department of Personnel & A.R. O.M. No. 27/2/71-Estt (SCT), dated 27-11-1972).

(e) *Appointments to Selection Grade.*—Appointment to the Selection Grade in a post is also treated as promotion. Therefore, appropriate orders relating to reservations/concessions for Scheduled Castes/Scheduled Tribes in promotions made by 'selection' or on the basis of 'seniority subject to fitness' mentioned earlier would apply to appointments to the selection grade according as such appointments are made on the basis of 'selection' or 'seniority subject to fitness' as the case may be. (Department of Personnel & A.R. O.M. No. 8/11/73-Est (SCT), dated 12-9-1974).

(f) *Promotion on the basis of Limited Departmental Competitive/Qualifying Examinations.*—There is reservation of 15% for Scheduled Castes and 7½% for Scheduled Tribes in promotion made on the basis of departmental competitive/qualifying examination. In such promotions, Scheduled Caste/Scheduled Tribe candidates who have not acquired the general qualifying standard, are also to be considered, provided they are not found unfit for such promotions. The qualifying standards in such examinations are relaxable in favour of Scheduled Castes and Scheduled Tribes. (MHA OM No. 1/12/67-Est (C), dated 11-7-1968, Resolution No. 27/25/68-Est (SCT), dated 25-3-1970 and Department of Personnel & A.R. O.M. No. 36021/10/76-Est (SCT), dated 21-1-1977 O.M. No. 36011/6/79-Estt (SCT), dated 19-4-1979).

(g) *Ad-hoc promotions.*—The reservation orders are not applicable to *ad-hoc* promotions. The Government of India have instructed that all possible steps should be taken to ensure that as far as possible no *ad-hoc* appointments are made at all except in short term vacancies. It has now been decided by the Government that while it is expected that the incidence of *ad-hoc* promotions will be largely minimised, but in certain exceptional cases where it becomes necessary to resort to an *ad-hoc* arrangement in public interest, the claims of officers belonging to Scheduled Castes and Scheduled Tribes who are eligible, should also be considered alongwith other eligible officers in the field. (Department of Personnel & A.R. O.M. No. 15034/2/76-Estt (D), dated 15-7-1976 and No. 36021/7/78-Estt (SCT), dated 16-4-1979).

(h) *Safeguards against supersession of Scheduled Caste/Scheduled Tribe employees.*—To safeguard against supersession of Scheduled Castes/Scheduled Tribes in promotion, the Government have instructed that where eligible Scheduled Caste/Scheduled Tribe candidates, though available, are not appointed/selected for the reserved vacancies in promotion to Group 'A' and within Group 'A', such cases should be submitted to the Minister/Minister of State/Deputy Minister concerned, as the case may be. In the case of promotions to Group 'B' and within Group 'B', the cases should be reported to the Minister/Minister of State/Deputy Minister concerned, as the case may be, within a period of one month of the finalisation of the select list. In promotions to and in Group 'C' and Group 'D' such cases should be reported to the Head of the Department, if the appointing authority is lower than the level of the Head of the Department and where the Head of the Department is

himself appointing authority, to the Secretary of the administrative Ministry/Department. (Department of Personnel & A.R. O.M. No. 36012/3/75-Est (SCT), dated 6-10-1976).

11. Verification of Claims of Scheduled Castes/Scheduled Tribes

Any of the following certificates may be accepted by the appointing authority as sufficient proof in support of a candidate's claim as belonging to Scheduled Castes or Scheduled Tribes :—

- (i) Matriculation or school leaving certificate or birth certificate giving the caste or community of the candidate and place of residence.
- (ii) A certificate in the prescribed form issued by the competent authorities prescribed for this purpose in each State/Union Territory. If a candidate is unable to produce a certificate from any prescribed authority, he may be appointed provisionally on the basis of whatever prima-facie proof he is able to produce subject to his furnishing the prescribed certificate within reasonable time and if there is genuine difficulty in his obtaining a certificate, the appointing authority should itself verify his claim through the District Magistrate of the area concerned.

If after appointment in any particular case, the verification reveals that the candidate's claim was false, his service can be terminated in accordance with the relevant rules/orders.

No person professing a religion different from the Hindu or Sikh religion can be deemed to be a member of Scheduled Caste. No person who was not a Scheduled Caste or Scheduled Tribe by birth will be deemed to be a member of a Scheduled Caste or Scheduled Tribe merely because he or she had married a person belonging to a Scheduled Caste/Scheduled Tribe. Similarly, if a person belongs to Scheduled Caste or Scheduled Tribe by birth, his/her marriage with a person not belonging to Scheduled Caste/Scheduled Tribe would not alter his position. However, in the case of Scheduled Castes, after a change of religion, the person concerned would cease to belong to Scheduled Castes.

12. Confirmation

In posts initially filled by direct recruitment, there is reservation at the time of confirmation also. At the time of initial recruitment, a common roster is required to be maintained for permanent appointments and temporary appointments likely to become permanent or to continue indefinitely. A temporary post included in the roster at the time of initial appointment when converted into a permanent post later will not, after such conversion, be shown again in that roster but will be treated as reserved or unreserved according to the point at which it fell at the time of initial recruitment. Thus at the time of confirmation, the roster maintained at the time of initial recruitment is to be referred in order to determine the number of vacancies to be reserved at the time of confirmation. (MHA OM No. 31/10/63-SCT (I), dated 27-3-1963 and 2-5-1963, MHA OM No. 9/45/60-Est (D), dated 20-4-1961 and No. 10/28/68-Est (SCT), dated 12-9-1968).

13. Departmental Promotion Committees/Selection Boards

The Government have issued instructions that Ministries/Departments may endeavour to the maximum extent possible, to include a Member belonging to Scheduled Castes or Scheduled Tribes while constituting Departmental Promotion Committees/Selection Boards for recruitment/promotion to posts/services under them. No effort should be spared in finding a Scheduled Caste or Scheduled Tribe officer for inclusion in the Selection Board/Departmental Promotion Committee, particularly when a large number of vacancies, say, 30 or more are to be filled at a time. (Department of Personnel & A.R. O.M. No. 27(4)(iii)/70-Est (SCT), dated 2-9-1970 and OM No. 16/1/74-Est (SCT), dated 23-5-1975).

In the case of Group 'C' and Group 'D' posts, where it is necessary that one Member of the Committee/Board should be an officer from an outside Department, there is no objection to nominating a Scheduled Caste/Scheduled Tribe Member from some other Ministry/Department in the event of the Scheduled Caste/Scheduled Tribe officer not being available in the Ministry/Department itself. (Department of Personnel & A.R. O.M. No. 16/1/74-Est (SCT), dated 8-4-1974).

14. Training

(a) In order to improve the chances of Scheduled Caste/Scheduled Tribe officers for their selection to higher categories of posts in Class I (Group 'A') the Government instructions exist that (i) more intensive training should be arranged for directly recruited Class I officers belonging to Scheduled Castes and Scheduled Tribes by the Heads of Training Institutions, (ii) Ministry/Department should nominate a considerably large number of Scheduled Caste/Scheduled Tribe officers to the extent of 25% of the seats, wherever possible, for training programmes conducted by various Departments and training institutions (iii) Scheduled Caste/Scheduled Tribe officers should be included in various training programmes abroad to enable them to broaden their outlook and (iv) while deputing officers to attend symposia, seminars and conferences etc. preference should be given to officers belonging to Scheduled Castes and Scheduled Tribes. (Department of Personnel & A.R. O.M. No. 1/9/69-Est (SCT), dated 15-11-1971).

(b) Scheduled Caste/Scheduled Tribe officers who are selected in the various competitive examinations by relaxed standards are required to be given extra-training to enable them to come up to the standard of other candidates. (MHA OM No. 27/2/70-Est (SCT), dated 21-4-1970).

15. Commissioner for Scheduled Castes and Scheduled Tribes

As provided in article 338 of the Constitution, a Special Officer who is designated as the Commissioner for Scheduled Castes and Scheduled Tribes and is appointed by the President, has been functioning since 1950. It is his duty to investigate all matters relating to the safeguards provided for the Scheduled Castes and Scheduled Tribes under the Constitution and he reports to the President upon the working of those safeguards annually and President causes all his reports to be laid before each House of Parliament. Though his basic function is to investigate and report to the President upon the working of these safeguards, he has been in the process, receiving a large number of complaints and representations, many of which are rectified through his intervention with the authorities concerned. Many instructions and orders concerning reservation for Scheduled Castes/Scheduled Tribes have been issued by the Government on his recommendation.

The Commissioner is empowered to call for files relating to the appointments of Scheduled Caste/Scheduled Tribe candidates against the reserved quota which will include matters relating to confirmations, promotions, grant of other concessions allowed to Scheduled Caste and Scheduled Tribe employees by the Government of India. He can also undertake through his Research staff, special studies into the working of service safeguards in any Central Government office, State Government office, Public Sector Undertakings etc. and the authorities concerned shall have to take the follow-up action on the findings of the study teams within six months. The employees of the Government of India belonging to Scheduled Castes/Scheduled Tribes have been allowed to make representation direct to him without seeking permission from their employers. (MHA OM No. 8/2/69-SCT (I), dated 1-10-1974, Department of Personnel & A.R. O.M. No. 36024/1/78-Est (SCT), dated 27-6-1978 and 20-2-1979).

ANNEXURE NO. 1

40-point Model Roster for posts filled by direct recruitment on all-India basis by open competition. (Also to be used in the case of posts filled by promotion)

Ref. para 9(c)(i)

Point in the Roster	Whether un-reserved or reserved	Point in the Roster	Whether un-reserved or reserved	Point in the Roster	Whether un-reserved or reserved	Point in the Roster	Whether un-reserved or reserved
1.	Scheduled Caste	11.	Unreserved	21.	Unreserved	31.	Scheduled Tribe
2.	Unreserved	12.	Unreserved	22.	Scheduled Caste	32.	Unreserved
3.	Unreserved	13.	Unreserved	23.	Unreserved	33.	Unreserved
4.	Scheduled Tribe	14.	Scheduled Caste	24.	Unreserved	34.	Unreserved
5.	Unreserved	15.	Unreserved	25.	Unreserved	35.	Unreserved
6.	Unreserved	16.	Unreserved	26.	Unreserved	36.	Scheduled Caste
7.	Unreserved	17.	Scheduled Tribe	27.	Unreserved	37.	Unreserved
8.	Scheduled Caste	18.	Unreserved	28.	Scheduled Caste	38.	Unreserved
9.	Unreserved	19.	Unreserved	29.	Unreserved	39.	Unreserved
10.	Unreserved	20.	Unreserved	30.	Unreserved	40.	Unreserved

Note.—If there be only one vacancy, in a particular year which falls on a reserved point in the roster, it will be treated as unreserved in the first instance and filled accordingly but the reservation should be carried forward to subsequent year(s). In the sub-

sequent year(s) of recruitment, the reservation should be applied by treating the vacancy arising in that year as reserved even though there might be only a single vacancy in that subsequent year(s).

ANNEXURE NO. 2

40-point Model Roster for posts filled by direct recruitment on all-India basis otherwise than by open competition

Ref. para 8(c)(ii)

Point in the Roster	Whether un-reserved or reserved	Point in the Roster	Whether un-reserved or reserved	Point in the Roster	Whether un-reserved or reserved	Point in the Roster	Whether un-reserved or reserved
1.	Scheduled Caste	11.	Unreserved	21.	Unreserved	31.	Unreserved
2.	Unreserved	12.	Unreserved	22.	Unreserved	32.	Scheduled Caste
3.	Unreserved	13.	Scheduled Caste	23.	Unreserved	33.	Unreserved
4.	Scheduled Tribe	14.	Unreserved	24.	Unreserved	34.	Unreserved
5.	Unreserved	15.	Unreserved	25.	Scheduled Caste	35.	Unreserved
6.	Unreserved	16.	Unreserved	26.	Unreserved	36.	Unreserved
7.	Scheduled Caste	17.	Scheduled Tribe	27.	Unreserved	37.	Scheduled Caste
8.	Unreserved	18.	Unreserved	28.	Unreserved	38.	Unreserved
9.	Unreserved	19.	Unreserved	29.	Scheduled Tribe	39.	Unreserved
10.	Unreserved	20.	Scheduled Caste	30.	Unreserved	40.	Unreserved

Note.—

1. In every third cycle of the above roster, the 37th point will be treated as unreserved.

2. If there be only one vacancy, in a particular year which falls on a reserved point in the roster, it will be treated as unreserved in the first instance and filled

accordingly but the reservation should be carried forward to subsequent year(s). In the subsequent year(s) of recruitment, the reservation should be applied by treating the vacancy arising in that year as reserved even though there might be only a single vacancy in that subsequent year(s).

ANNEXURE NO. 3

100-point Model Rosters for posts filled by direct recruitment in Central Government Offices in respect of Group 'C' and Group 'D' posts recruitment to which is made on a local or regional basis in various states and Union Territories

Ref. para 8(e)(iii)

S. No.	Name of State/Union Territory	Scheduled Castes		Scheduled Tribes	
		Percentage of re-servation	Actual points to be reserved in a 100 points roster	Percentage of re-servation	Actual points to be reserved in a 100 point roster
1	2	3	4	5	6
State					
1	Andhra Pradesh	13	1, 9, 17, 26, 33, 40, 48, 56, 63, 71, 78, 85, 93	5	4, 24, 45, 66, 87
2	Assam	6	4, 19, 38, 54, 73, 89	11	1, 10, 21, 30, 40, 49, 58, 67, 76, 85, 94
3	Bihar	14	1, 8, 15, 22, 29, 36, 43, 50, 57, 64, 71, 78, 85, 92.	9	4, 17, 26, 38, 48, 59, 69, 81, 94.
4	Gujarat	7	4, 18, 32, 46, 60, 74, 88	14	1, 8, 15, 22, 29, 36, 43, 50, 57, 64, 71, 78, 85, 92.
5	Haryana	19	1, 6, 11, 16, 21, 26, 31, 36, 41, 46, 51, 56, 61, 66, 71, 76, 81, 86, 91.	5	4, 24, 44, 64, 84.
6	Himachal Pradesh	22	1, 6, 10, 14, 18, 22, 27, 31, 35, 40, 45, 49, 53, 57, 61, 65, 70, 75, 79, 83, 87, 92.	5	4, 24, 43, 63, 85.
7	Jammu & Kashmir	8	1, 14, 27, 40, 53, 66, 79, 92	5	4, 24, 44, 64, 84.
8	Kerala	9	1, 12, 23, 34, 45, 56, 67, 78, 89.	5	4, 25, 43, 64, 84.
9	Madhya Pradesh	13	4, 13, 18, 24, 33, 38, 48, 53, 59, 68, 74, 83, 88.	20	1, 6, 11, 16, 21, 26, 31, 36, 41, 46, 51, 56, 61, 66, 71, 76, 81, 86, 91, 96.
10	Maharashtra	6	1, 18, 35, 52, 69, 86	6	4, 21, 38, 55, 72, 89,
11	Manipur	2	4, 54	31	1, 6, 9, 12, 15, 18, 21, 24, 27, 30, 33, 36, 39, 42, 45, 48, 52, 56, 59, 62, 65, 68, 71, 74, 77, 80, 83, 86, 89, 92, 95.
12	Meghalaya	1	4	44	1, 6, 9, 11, 13, 15, 18, 20, 22, 24, 27, 29, 31, 33, 36, 38, 40, 42, 45, 47, 49, 51, 53, 56, 59, 61, 63, 65, 68, 70, 72, 74, 77, 78, 80, 82, 84, 86, 88, 90, 92, 94, 96, 98.
13	Karnataka	13	1, 9, 17, 25, 33, 41, 49, 57, 65, 73, 81, 89, 97.	5	4, 22, 44, 63, 84.
14	Nagaland . . . . .	..	..	45	1, 4, 7, 10, 12, 14, 16, 18, 20, 22, 24, 26, 28, 30, 32, 34, 36, 38, 40, 42, 44, 46, 48, 50, 53, 56, 59, 62, 64, 66, 68, 70, 72, 74, 76, 78, 80, 82, 84, 86, 88, 90, 93, 96, 99,
15	Orissa	15	4, 11, 19, 23, 31, 35, 43, 51, 59, 63, 71, 75, 83, 87, 95.	23	1, 6, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85, 90.
16	Punjab	25	1, 6, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85, 89, 93, 97.	5	4, 23, 43, 63, 83.
17	Rajasthan	16	1, 7, 13, 19, 26, 32, 38, 43, 50, 56, 62, 67, 74, 81, 88, 95.	12	4, 11, 21, 28, 35, 52, 59, 69, 76, 83, 93.
18	Tamilnadu	18	1, 6, 11, 16, 21, 26, 31, 36, 41, 46, 51, 56, 61, 66, 71, 76, 81, 86.	5	4, 24, 44, 64, 84.
19	Tripura	13	4, 11, 18, 25, 33, 40, 47, 54, 61, 68, 75, 82, 89.	29	1, 6, 9, 13, 16, 20, 27, 30, 35, 38, 42, 45, 49, 52, 56, 59, 63, 66, 70, 73, 77, 80, 84, 87, 91, 93, 96, 98.
20	Uttar Pradesh	21	2, 6, 11, 16, 21, 26, 31, 36, 41, 46, 51, 56, 61, 66, 71, 76, 81, 86, 91, 96, 99.	5	4, 24, 44, 64, 84.

1	2	3	4	5	6
21	West Bengal	2 0	1, 6, 11, 16, 21, 26, 31, 36, 41, 46, 51, 56, 61, 66, 71, 76, 81, 86, 91, 96.	6	4, 23, 38, 54, 73, 89.
22	Sikkim	5	4, 23, 43, 63, 83	2 5	1, 6, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85, 89, 93, 97.
Union Territories					
1	Andaman & Nicobar Islands . . . . .	..	..	16	1, 7, 13, 20, 26, 32, 38, 44, 50, 57, 63, 69, 75, 81, 87, 93.
2	Arunachal Pradesh . . . . .	..	..	45	1, 4, 7, 10, 12, 14, 16, 18, 20, 22, 24, 26, 28, 30, 32, 34, 36, 38, 40, 42, 44, 46, 48, 50, 53, 56, 59, 62, 64, 66, 68, 70, 72, 74, 76, 78, 80, 82, 84, 86, 88, 90, 93, 96, 99.
3	Chandigarh	12	1, 10, 19, 28, 37, 46, 55, 65, 73, 82, 91, 99.	5	4, 24, 44, 63, 84.
4	Dadra & Nagar Haveli	2	4, 54	43	1, 7, 10, 12, 14, 16, 18, 20, 22, 24, 26, 28, 30, 32, 34, 36, 38, 40, 42, 44, 46, 48, 51, 57, 60, 62, 64, 66, 68, 70, 72, 74, 76, 78, 80, 82, 84, 86, 88, 90, 92, 95, 98.
5	Delhi	Rosters prescribed for recruitment on All India basis to be followed.			
6	Goa, Daman & Diu	2	4, 54	5	1, 21, 41, 61, 81.
7	Lakshdweep Islands	..	..	45	1, 4, 7, 10, 12, 14, 16, 18, 20, 22, 24, 26, 28, 30, 32, 34, 36, 38, 40, 42, 44, 46, 48, 50, 55, 56, 59, 62, 64, 66, 68, 70, 72, 74, 76, 78, 80, 82, 84, 86, 88, 90, 93, 96, 99.
8	Mizoram . . . . .	..	..	45	1, 4, 7, 10, 12, 14, 16, 18, 20, 22, 24, 26, 28, 30, 32, 34, 36, 38, 40, 42, 44, 46, 48, 50, 55, 56, 59, 62, 64, 66, 68, 70, 72, 74, 76, 78, 80, 82, 84, 86, 88, 90, 93, 96, 99.
9	Pondicherry	16	1, 7, 13, 20, 26, 32, 38, 45, 50, 56, 62, 68, 74, 80, 86, 92.	5	4, 24, 43, 64, 84.

Note :

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

(2) Even though in a particular State/Union Territory, the population percentage of Scheduled Tribes is less than 5%, minimum reservation of 5% has been provided for that community.

ANNEXURE No. 4

Form of register to be maintained to give effect to the roster for Scheduled Castes/Scheduled Tribes

Ref. para 8(c)(iii)

Ministry/Department/Office of

Grade or Group of posts.....

Permanent and Long-Term Temporary/Purely Temporary

Reservations brought forward from previous years		Particulars of recruitment made					Reservation carried forward		Signature of appointing authority or other authorised officer	Remarks
		Recruitment year	Cycle No. & point No.	Unreserved or reserved for Sch. Castes/Sch. Tribes according to the roster applicable	Name of the person appointed and date of appointment	Whether he is Sch. Caste/Sch. Tribe if not say neither	Sch. Castes	Sch. Tribes		
Sch. Castes	Sch. Tribes	3	4	5	6	7	8	9	10	11
1	2	3	4	5	6	7	8	9	10	11

ANNEXURE No. 5

Ref. para 8 (c) (iii)

Detailed instructions for the maintenance of rosters

1. A separate roster should be maintained in the form given in Appendix 4 for each type of recruitment and within it for each grade or service or a group of posts formed for the purpose of these orders.
2. Within each category of posts a separate roster may be maintained for (i) permanent appointments and temporary appointments likely to become permanent or continue indefinitely and (ii) purely temporary appointments.
3. Immediately after an appointment has been made the particulars of the person appointed will be entered in the register in the appropriate columns and the entry signed by the appointing authority or by the officer authorised to do so.
4. No gap should be left in completing the roster. For example, if a reserved vacancy, at, say, point 25, has to be treated, for want of a suitable Scheduled Caste/Scheduled Tribe candidate, as unreserved, the candidate actually appointed will be shown against that point itself. Scheduled Caste/Scheduled Tribe candidate recruited later in the year against an unreserved point will be shown against such point.
5. The roster will be maintained in the form of a running account year by year. For example, if recruitment in a year stops at point 6 of a cycle, recruitment in the following year will begin at point 7.

Note.—

With reference to instructions Nos. 3 and 4 above on the point whether the entries in the roster should be made strictly according to the dates of joining or merit etc. of the candidates even if this resulted in the names of Scheduled Caste/Tribe candidates selected against reserved vacancies being shown against unreserved points in the roster, it is clarified that it should be ensured that the names of the Scheduled Castes and Scheduled Tribes who have been selected against the reserved vacancies are shown against the respective reserved points in the roster as and when they join. In cases where a point in the roster is earmarked for recruitment of Scheduled Castes/Scheduled Tribes and neces-

sary action to fill that vacancy by a candidate of the reserved community has already been initiated and is in progress, there would be no objection to keeping that reserved point temporarily unfilled till the reserved community candidate joins or till the reserved vacancy is dereserved. This need not be treated as leaving a gap in the roster. Instruction No. 4 referred to above according to which no gap should be left in the roster would require that while notifying vacancies, only the consecutive points in the roster should be taken into account without leaving any gap. Fresh recruitment should start from point next to the point at which the previous recruitment actually ended.

ANNEXURE No. 6

.....Ministry/Department/Office of.....

Form of Statement showing the total number of Government servants and the number of Scheduled Castes and Scheduled Tribes amongst as on 1st January

Ref. para 9(g)

Group (Class)	Permanent/ Temporary	Total No. of employees	Scheduled Castes	Percentage of total employees	Sch. Tribes	Percentage of total employees	Remarks
1	2	3	4	5	6	7	8
Group A (Class I)	Permanent Temporary						
Group B (Class II)	Permanent Temporary						
Group C (Class III)	Permanent Temporary						
Group D (Class IV) (excluding Sweepers)	Permanent Temporary						
Group D (Class IV) Sweepers	Permanent Temporary						

Signature.....

Designation.....

Notes :

- (1) This statement relates to persons and not to posts, posts vacant etc. should not therefore be taken into account.
- (2) A person on deputation should be included in the establishment of the borrowing Ministry/Department/Office and not in the parent office.
- (3) Persons permanent in one grade but officiating or holding temporary appointment in the higher grade should be shown in the figures relating to the Class of service in which the higher grade concerned is included.

ANNEXURE No. 7

Form of Statement showing the number of Reserved vacancies filled by members of Scheduled Castes and Scheduled Tribes in the Ministry/Department/Office of.....

(During the year) Ref. Para 9 (g)

Group	(Class of post)	Total No. of vacancies		Scheduled Castes					No. of vacancies reserved		Scheduled Tribes			Remarks
				No. of vacancies reserved		No. of S.C. candidates appointed against vacancies reserved for SCs in the 3rd year of carry-forward	No. of S.T. candidates appointed	No. of reservations lapsed after carrying forward for three years	Out of Col. 2	Out of Col. 3	No. of S.T. Candidates appointed	No. of S.C. candidates appointed against vacancies reserved for STs in the third year of carry-forward	No. of reservations lapsed after carrying forward for three years	
		Notified	Filled	Out of Col. 2	Out of Col. 3									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

I. Posts filled by direct recruitment

Group A (Class I)
 Group B (Class II)
 Group C (Class III)
 Group D (Class IV)
 (excluding Sweepers)
 Group D (Class IV)
 (Sweepers)

II. posts filled by promotion

Group A (Class I)
 Group B (Class II)
 Group C (Class III)
 Group D (Class IV)
 (excluding Sweepers)
 Group D (Class IV)
 (Sweepers)

Notes :

(1) Consolidated figures should be given under each Group (Class).

(2) In Columns 4, 5 and 9, 10 the number of vacancies actually reserved out of columns 2-3, whether against brought forward reservations or against normal reservations during the year should be given.

(3) In the case of promotions by selections from Group C to Group B, within Group B and from Group B to lowest rung of Group A, (Class III to Class II, within Class II and from Class II to the lowest rung of Class I), the words "in the third year of carry-forward" in the heading of Cols. 7 and 12 and the words "after carrying forward for three years" in the heading of Cols. 8 and 13 will not be applicable and these cols. may be filled accordingly. (Cf. Department of Personnel & A.R. Office Memorandum Nos. 10/41/73-Estt (SCT) dated the 20th July, 1974, 10/37/74-Estt(SCT) dated the 3rd February, 1975 and 1/9/74-Estt (SCT) dated the 29th April, 1975)

Certified that in the case of reserved vacancies wherever non-Scheduled Caste/Tribe candidates were appointed (a) prior approval of the Department of Personnel & Administrative Reforms was obtained in the case of vacancies included in the roster for permanent appointments and temporary appointments likely to become permanent or continue indefinitely and (b) in the case of purely temporary appointments, the steps prescribed in the para 8.1 of Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services, were taken to secure Scheduled Caste/Scheduled Tribe candidates.

Station.....
 State.....
 Date.....

Signature
 Designation.....

APPENDIX XL

Reference para No. 4.12

STATEMENT NO. 1

Statement showing category-wise break up of expenditure under State Sector during the year 1976-77
for the welfare of Scheduled Castes, Scheduled Tribes and other Backward Classes

(Rs. in lakhs)

S. No.	Name of the State/Union Territory	Scheduled Castes	Scheduled Tribes	Other Backward Classes	Total
(1)	(2)	(3)	(4)	(5)	(6)
<i>States</i>					
1	Andhra Pradesh	294	216	..	510
2	Assam	32·30	49·10	31·60	113
3	Bihar	125	151	14	290
4	Gujarat	75·93	114·77	13·90	204
5	Haryana	26	..	12·68	38·68
6	Himachal Pradesh	29	3	..	32
7	Jammu & Kashmir	11	..	2	13
8	Karnataka	221	15	4	240
9	Kerala	44	20	20	84
10	Madhya Pradesh	103	193	..	296
11	Maharashtra	236	166	58	460
12	Manipur	2	28	..	30
13	Meghalaya . . . . .	..	..	..	..
14	Nagaland . . . . .	..	..	..	..
15	Orissa	18	68	5	91
16	Punjab	267	14	90	371
17	Rajasthan	49·18	11·06	1·39	61·63
18	Sikkim . . . . .	..	0·14	..	0·14
19	Tamil Nadu	563·18	9·17	83·38	655·73
20	Tripura	7	34	..	41
21	Uttar Pradesh	233	55	115	403
22	West Bengal	130	24	..	154
TOTAL (STATES)		2,466·59	1,171·24	450·85	4,088·18
<i>Union Territories</i>					
1	Andaman & Nicobar Islands . . . . .	..	5·80	..	5·80
2	Arunachal Pradesh . . . . .	..	..	..	..
3	Chandigarh . . . . .	..	..	..	..
4	Dadra & Nagar Haveli . . . . .	..	..	..	..
5	Delhi	17	1·40	24	42·40
6	Goa, Daman & Diu	3·07	1·55	3·30	7·92
7	Lakshadweep . . . . .	..	..	..	..
8	Mizoram . . . . .	..	1·14	..	1·14
9	Pondicherry	22·66	3·60	2·51	28·77
TOTAL (UNION TERRITORIES)		42·73	13·49	29·81	86·03
GRAND TOTAL		2,509·32	1,184·73	480·16	4,174·21

STATEMENT NO. 2

Statement showing category-wise anticipated expenditure under State Sector during the year 1977-78 for the welfare of Scheduled Castes, Scheduled Tribes and other Backward Classes

(Rs. in lakhs)

Sl. No.	Name of the State/Union Territory	Scheduled Castes	Scheduled Tribes	Other Backward Classes	Total
(1)	(2)	(3)	(4)	(5)	(6)
<i>States</i>					
1	Andhra Pradesh	308	227	197	732
2	Assam	36	54	23	113
3	Bihar	148·20	148·80	11	308
4	Gujarat	86	178	26	290
5	Haryana	36	..	..	36
6	Himachal Pradesh	22·85	8·15	3·40	34·40
7	Jammu & Kashmir	13·30	..	7·20	20·50
8	Karnataka		N.A.		469
9	Kerala	100	25	25	150·00
10	Madhya Pradesh	161	276	9	446
11	Maharashtra		N.A.		788
12	Manipur	2	29	..	31
13	Meghalaya . . . . .	..	..	..	..
14	Nagaland . . . . .	..	..	..	..
15	Orissa	18·60	81·40	..	100·00
16	Punjab	254	..	..	254
17	Rajasthan	41·21	17·39	1·00	59·60
18	Sikkim . . . . .	..	..	..	..
19	Tamil Nadu	464	17	..	481
20	Tripura	10	42	..	52
21	Uttar Pradesh	228	101	..	329
22	West Bengal	106	54	3	163
TOTAL (STATES)		2,035·16	1,258·74	305·60	4,856·50
<i>Union Territories</i>					
1	Andaman & Nicobar Islands . . . . .	..	8	..	8
2	Arunachal Pradesh . . . . .	..	..	..	..
3	Chandigarh . . . . .	..	..	..	..
4	Dadra & Nagar Haveli . . . . .	..	..	..	..
5	Delhi	45·60	10·60	20·00	76·20
6	Goa, Daman & Diu	10	3	..	13
7	Lakshadweep . . . . .	..	..	..	..
8	Mizoram . . . . .	..	1·50	..	1·50
9	Pondicherry	38·62	..	..	38·62
TOTAL (UNION TERRITORIES)		94·22	23·10	20·00	137·32
GRAND TOTAL		2,129·38	1,281·84	325·60	4,993·82

N.A.—Not Available.

STATEMENT No. 3

Statement showing physical targets achieved under State Sector during the year 1976-77—Scheduled Castes

Sl. No.	State/Union Territories	Pre-Matric Scholarships No. of Students	Educational incentives No. of Students	Financial Assistance Economic Programmes No. of persons	Health, Housing & Other Schemes No. of Houses or families House/Sites	(1)	(2)	(3)	(4)	(5)	(6)
8	Kerala							32,300	41	..	..
9	Bihar							31,545	41,950	537	..
10	Madhya Pradesh							84,000	..	..	1,198
11	Maharashtra							N.A.	..	N.A.	..
12	Manipur							1,706	158	..	..
13	Meghalaya							..	..	..	..
14	Nagaland							..	..	..	..
15	Orissa							..	..	..	..
16	Punjab							..	..	..	..
17	Rajasthan							1,336	..	..	..
18	Sikkim							..	..	..	..
19	Tamil Nadu							N.A.	..	..	..
20	Tripura							800	4,705	..	..
21	Uttar Pradesh							..	1,93,054	16,224	9,266
22	West Bengal							N.A.	N.A.	N.A.	..
23	Pondicherry							1,150	11,800	1,600	1,000

N.A.—Not available.

STATEMENT No. 4

Statement showing physical targets Achieved under State Sector during the year 1976-77—Scheduled Tribes

Sl. No.	States/Union Territories	Pre-Matric Scholarships Number of Students	Educational incentives Number of Students	Financial Assistance Economic Programmes No. of persons	Health, Housing & Other Schemes No. of Houses or families House/Sites	(1)	(2)	(3)	(4)	(5)	(6)
9	Kerala							12,000	2,000	115	160
10	Madhya Pradesh							55,000	..	75	625
11	Maharashtra							..	..	..	..
12	Manipur							..	..	..	..
13	Meghalaya							Nil	..	..	..
14	Nagaland							Nil	..	..	..
15	Orissa							..	6,000	3,000	20
								SC			
								ST			
16	Punjab							..	..	..	..
17	Rajasthan							N.A.	..	..	..
18	Sikkim							..	..	..	..
19	Tamil Nadu							..	..	..	..
20	Tripura							583	..	..	100
21	Uttar Pradesh							..	..	..	..
22	West Bengal							..	..	..	..
23	Pondicherry							..	..	N.A.	..

STATEMENT No. 5

Statement showing physical targets Achieved under State Sector during the year 1976-77—Other Backward Classes

Sl. No.	States/Union Territories	Pre-matric Scholarships No. of students	Educational incentives No. of students	Financial Assistance Economic Programmes No. of persons	Health Housing & Other Schemes No. of Houses or families House/Sites	(1)	(2)	(3)	(4)	(5)	(6)
8	Karnataka							21,360	..	200	510
9	Kerala							15,300	..	..	..
10	Madhya Pradesh							..	..	..	..
11	Maharashtra							..	..	..	..
12	Manipur							..	..	..	..
13	Meghalaya							..	..	..	..
14	Nagaland							..	..	..	..
15	Orissa							..	..	..	..
16	Punjab							..	..	..	..
17	Rajasthan							..	..	..	..
18	Sikkim							..	..	..	..
19	Tamil Nadu							..	..	..	..
20	Tripura							..	..	..	..
21	Uttar Pradesh							..	..	..	..
22	West Bengal							..	..	..	..
23	Andaman & Nicobar Islands							2,500	..	..	..
24	Pondicherry							3,000	..	2,800	..
1	Andhra Pradesh	..	..	..	..			..	..	..	..
2	Assam	..	22,000	..	..			..	..	..	..
3	Bihar	5,275	30,000	..	..			..	..	..	..
4	Gujarat	..	..	..	..			..	..	..	..
5	Haryana	22	..	..	..			..	..	..	..
6	Himachal Pradesh	..	..	..	..			..	..	..	..
7	Jammu & Kashmir	..	..	..	..			..	..	..	..

STATEMENT No. 6

Statement showing physical targets achieved under State Sector during the year 1977-78—Scheduled Castes

Sl. No.	States/Union Territories	Pre-matric Scholarships No. of students	Educational incentives No. of students	Financial Assistance Economic Programmes No. of persons	Health, Housing & Other Schemes No. of Houses or families House/Sites	(1)	(2)	(3)	(4)	(5)	(6)
9	Kerala							27,000	..	..	4
10	Madhya Pradesh							96,000	..	..	1,651
11	Maharashtra							..	..	..	..
12	Manipur							1,955	..	..	..
13	Meghalaya							..	..	..	..
14	Nagaland							..	..	..	..
15	Orissa							1,000	..	12	..
16	Punjab							29,000	40,000	..	3,000
17	Sikkim							..	..	..	..
18	Rajasthan							1,314	..	460	1,400
19	Tamil Nadu							1,03,062	30,000	282	281
20	Tripura							400	..	..	100
21	Uttar Pradesh							..	6,419	..	..
22	West Bengal							..	68,000	..	3,685
23	Delhi							1,250	..	1,600	1,500
24	Pondicherry							970	2,500	..	..
25	Andaman & Nicobar Islands							300	..	..	..
1	Andhra Pradesh	74,000	35,000	..	..			..	..	..	..
2	Assam	18,375	22,000	649	200			..	..	..	..
3	Bihar	11,300	..	..	..			..	..	..	..
4	Gujarat	21,100	16,666	5,821	548			..	..	..	..
5	Haryana	3,800	6,660	..	700			..	..	..	..
6	Himachal Pradesh	11,100	..	110	305			..	..	..	..
7	Jammu & Kashmir	17,700	..	..	..			..	..	..	..
8	Karnataka	31,550	100	1,010	2,000			..	..	..	..

STATEMENT NO. 7

*S tatement showing physical targets achieved under State Sector during the year 1977-78—
Scheduled Tribes*

Sl. No.	States/Union Territories	Pre-Matric Scholarships No. of students	Educational incentives No. of students	Financial Assistance Economic programmes No. of persons	Health Housing Other Schemes No. of Houses or families House/Sites	(1)	(2)	(3)	(4)	(5)	(6)
9	Kerala							12,000	..	..	..
10	Madhya Pradesh							57,000	..	..	..
11	Maharashtra							..	..	..	..
12	Manipur							5,589	..	348	..
13	Meghalaya							..	..	..	..
14	Nagaland							..	..	..	..
15	Orissa							2,800	318	71	N.A.
16	Punjab							..	..	..	..
17	Rajasthan							1,100	..	1,358	310
18	Sikkim							..	..	..	..
19	Tamil Nadu							N.A.	..	..	..
20	Tripura							1,383	..	..	451
21	Uttar Pradesh							2,340	..	..	3,665
22	West Bengal							N.A.	22,500	200	N.A.
23	Delhi							5,000	..	..	..
24	Pondicherry							110	..	..	..
25	Andaman & Nicobar Islands							150	..	..	..
1	Andhra Pradesh	64,620	3,500	96	3						
2	Assam	10,500	4,500	585	..						
3	Gujarat	..	..	5	604						
4	Bihar	28,455	..	..	..			
5	Haryana	..	..	..	..		
6	Himachal Pradesh	2,000	..	150	1,582						
7	Jammu & Kashmir	300	1,400	..	..				
8	Karnataka	310	3,000	5	..						

STATEMENT NO. 8

Statement showing physical targets achieved under State Sector during the year 1977-78—Other Backward Classes

Sl. No.	States	Pre-Matric Scholarships No. of students	Educational incentives No. of students	Financial Assistance Economic Pro-grammes No. of person	Health Housing Other Schemes No. of Houses or families House/Sites	(1)	(2)	(3)	(4)	(5)	(6)
8	Karnataka							..	..	..	..
9	Kerala							..	..	..	..
10	Madhya Pradesh							..	..	..	..
11	Maharashtra							..	..	..	..
12	Manipur							..	..	..	..
13	Meghalaya							..	..	..	..
14	Nagaland							..	..	..	..
15	Orissa							..	..	..	..
16	Punjab							29,000	..	..	..
17	Rajasthan							200	..	20	30
18	Sikkim							..	..	..	..
19	Tamil Nadu							..	..	6,333	..
20	Tripura							..	..	..	..
21	Uttar Pradesh							92,938	..	..	800
22	West Bengal							N.A.	..	..	..
1	Andhra Pradesh	18,375	..	..	..			
2	Assam	23,000	4,600	..	..				
3	Bihar	..	..	..	..		
4	Gujarat	..	..	200	..						
5	Harayana	..	..	..	..		
6	Himachal Pradesh.	6,000	..	..	..			
7	Jammu & Kashmir	..	..	..	..		

STATEMENT NO. 9

Statement showing outlay approved and anticipated expenditure likely to be incurred during the year 1978-79—Under Backward Classes Sector

(Rs. in lakhs)				(1)	(2)	(3)	(4)		
Sl. No.	Name of the State/ Union Territory	Approved Outlay 1978-79	Anticipated Expenditure 1978-79						
(1)	(2)	(3)	(4)						
States									
1	Andhra Pradesh	832	1,342	14	Punjab	255	229		
2	Assam	140	143	15	Rajasthan	75	75		
3	Bihar	400	400	16	Sikkim	4	6.50		
4	Gujarat	1,225	860	17	Tamil Nadu	900	879.04		
5	Haryana	38	38	18	Tripura	82	82		
6	Himachal Pradesh	41	41	19	Uttar Pradesh	423	455.24		
7	Jammu & Kashmir	25	25	20	West Bengal	200	200		
8	Karnataka	580	314.84	TOTAL (STATES)				7,000.00	6,736.28
9	Kerala	172	200	Union Territories					
10	Madhya Pradesh	495	495	1	Andaman & Nicobar Islands	4.37	7.30		
11	Maharashtra	979	801	2	Delhi	104	104		
12	Manipur	34	34	3	Goa, Daman & Diu	13	0.97		
13	Orissa	115	115	4	Mizoram	2.27	..		
				5	Pondicherry	50	50		
				TOTAL (UNION TERRITORIES)				173.64	162.27
				GRAND TOTAL				7,173.64	6,898.55

APPENDIX XLI

(Reference Para 4.31)

STATEMENT NO. 1

Statement showing State-wise number of C.D. Blocks having 20% and above Scheduled Castes population and the Blocks covered by D.P.A.P., S.F.D.A. and C.A.D. Programmes

State : All India

Sl. No.	States/Union Territories	Total No. of C.D. Blocks	No. of Blocks having 20% or more SC population	No. of blocks having 20% & above S.C. Population covered by D.P.A.P., C.A.D., & S.F.D.A.						No. of Blocks covered by any programme	Information regarding coverage not available	
				DPAP CAD & SFDA	DPAP & CAD	DPAP & SFDA	CAD & SFDA	DPAP CAD	SFDA			
1	2	3	4	5	6	7	8	9	10	11	12	13
States												
1	Andhra Pradesh	324	58	..	..	..	4	10	4	13	26	1
2	Assam	130	6	..	..	..	..	..	..	5	1	..
3	Bihar	587	133	6	3	4	7	32	21	26	32	2
4	Gujarat	218	Nil	..	..	..	..	..	..	..	..	..
5	Haryana	87	41	..	1	1	2	..	1	17	19	..
6	Himachal Pradesh	69	26	..	..	..	..	..	..	8	18	..
7	Jammu & Kashmir	73	Nil	..	..	..	..	..	..	..	..	..
8	Karnataka	175	56	..	..	5	6	13	3	7	22	..
9	Kerala	144	Nil	..	..	..	..	..	..	..	..	..
10	Madhya Pradesh	457	97	..	..	..	7	..	11	25	50	4
11	Maharashtra	343	2	..	..	..	..	..	..	1	1	..
12	Manipur	26	Nil	..	..	..	..	..	..	..	..	..
13	Meghalaya	24	Nil	..	..	..	..	..	..	..	..	..
14	Nagaland	21	Nil	..	..	..	..	..	..	..	..	..
15	Orissa	314	54	..	..	..	2	7	18	18	7	2
16	Punjab	117	96	..	..	..	..	..	..	61	35	..

1	2	3	4	5	6	7	8	9	10	11	12	13
17	Rajasthan . . .	232	57	..	1	..	..	8	8	15	25	..
18	Sikkim . . .	..	..	..	..	..	..	..	..	..	..	..
19	Tamil Nadu . . .	374	165	..	..	..	26	14	2	26	38	59
20	Tripura . . .	17	2	..	..	..	..	..	..	..	2	..
21	Uttar Pradesh . . .	875	485	..	1	..	45	33	166	54	175	11
22	West Bengal . . .	335	139	..	..	..	8	7	45	44	35	..
<i>Union Territories</i>												
23	Andaman & Nicobar Islands . . .	5	Nil	..	..	..	..	..	..	..	..	..
24	Arunachal Pradesh . . .	43	Nil	..	..	..	..	..	..	..	..	..
25	Chandigarh . . .	1	Nil	..	..	..	..	..	..	..	..	..
26	Dadra & Nagar Haveli . . .	11	Nil	..	..	..	..	..	..	..	..	..
27	Delhi . . .	5	4	..	..	..	..	..	..	4	..	..
28	Goa, Daman & Diu . . .	12	Nil	..	..	..	..	..	..	..	..	..
29	Lakshadweep . . .	4	Nil	..	..	..	..	..	..	..	..	..
30	Mizoram . . .	20	Nil	..	..	..	..	..	..	..	..	..
31	Pondicherry . . .	4	1	..	..	..	..	..	..	..	..	..
TOTAL . . .		5,037‡	1,422	6	6	10	107	124	279	325	486	79

‡ Total number of C.D. Blocks is 5,026 after making the adjustments.

Source : (i) Directory of Blocks—prepared by Ministry of Agriculture and Irrigation Department of Rural Development, Administrative Intelligence Division.

(ii) Coverage under DPAP, CAD & SFDA—Ministry of Agriculture & Irrigation, Department of Rural Development, Administrative Intelligence Division.

(iii) Figures for blocks in Madhya Pradesh and Tamil Nadu obtained from the respective State Governments.

STATEMENT NO. 2

Statement showing number of blocks in the country having 20% or more Scheduled Castes population

State	District	Block
1	2	3
I. 20% to 30% :		
1. ANDHRA PRADESH	(1) Adilabad . . .	(1) Asifabad (2) Luxethpet (3) Sirpur
	(2) Chittoor . . .	(4) Bangarupalem (5) Chittoor (6) Gangadharanallore (7) Karvetinagar (8) Pulicherla (9) Pichotur (10) Puttur (11) Satyavedu (12) Srikalabasti (13) Thottambedu.
	(3) East Godavari . . .	(14) Kothapeta (15) Mummidivaram (16) P. Gannavaram (17) Rajole
	(4) Hyderabad . . .	(18) Chevella (19) Hayatnagar (20) Ibrahimpatnam (21) Rajendranagar (22) Tandur (23) Vikarabad
	(5) Karimnagar . . .	(24) Bhimdevarapalli (25) Ganghdahara (26) Karimnagar (27) Mahadevapur (28) Manthani (29) Poddapalli (30) Sultanabad (31) Vemulwada.
	(6) Krishna . . .	(32) Movva
	(7) Mahbubnagar . . .	(33) Achampet (34) Kalwakurthy (35) Nagarkurnool (36) Shadnagar
	(8) Medak . . .	(37) Jogipet
	(9) Nellore . . .	(38) Buchireddipalem (39) Indukurpet (40) Kota (41) Rapur (42) Venkatagiri.
	(10) Nizamagad . . .	(43) Amoor (44) Kamareddy (45) Madnoor
	(11) Srikakulam . . .	(46) Pachipenta
	(12) West Godavari . . .	(47) Koyyapagudam (48) Nallajerla (49) Poduru (50) Samisragudem
	(13) Prakasam . . .	(51) Ongole
	(14) Warangal . . .	(52) Hanamkonda (53) Jangaon (54) Parkal
2. ASSAM	(1) Cochar . . .	(1) Ramakirshna Nagar
	(2) Nowgong . . .	(2) Bhurbandha (3) Lowkhowa (4) Mayong

State	District	Block
1	2	3
3. BIHAR	(1) Aurangabad . . .	(1) Aurangabad (2) Barun (3) Daudnagar (4) Deo (5) Haspura (6) Katumba (7) Nabinagar (8) Obra
	(2) Bhagalpur . . .	(9) Jagdishpur
	(3) Bhojpur . . .	(10) Arrah
	(4) East Champaran . . .	(11) Motihari
	(5) Darbhanga . . .	(12) Bahadurpur (13) Darbhanga
	(6) Dhanbad . . .	(14) Bhagmara (15) Dhanbad (16) Chandankiari (17) Chas (18) Jorapokhar.
	(7) Gaya . . .	(19) Belaganj (20) Jehanabad (21) Khizirsarai (22) Konch (23) Makh-dumpur (24) Paraiya (25) Tikari.
	(8) Giridih . . .	(26) Giridih (27) Nawadih
	(9) Hazaribagh . . .	(28) Hazaribagh (29) Simaria (30) Koderma
	(10) Monghyr . . .	(31) Aulahi (32) Areri (33) Barbiga (34) Halsi (35) Jamalpur (36) Jamui (37) Khairi (Jalyoga) (38) Lakhnipur (39) Lakhisarai (40) Sheikhpura (41) Sikandra
	(11) Muzaffarpur . . .	(42) Bhochaha (43) Dhuli
	(12) Nalanda . . .	(44) Asthawan (45) Giriak (46) Harnaut (47) Noorsarai (48) Rahui (49) Rajgir (50) Sarmera.
	(13) Nawadah . . .	(51) Akbarpur (52) Govindour (53) Hisua (54) Kawakol (55) Narhat (Manihewe) (56) Nawadah (57) Pakaribar Wan (58) Rajauli (59) War saliganj
	(14) Palamau . . .	(60) Barwadih (61) Bashandi (Chainpur) (62) Bhawanathpur (63) Bishramour (64) Garhwa (65) Latehar (Chandandih) (66) Majhiaon (67) Manatu (68) Manika (69) Nagaruntari (70) Panki (Mejhauli) (71) Pathna (72) Ranka (Dewandag)
	(15) Patna . . .	(73) Danapur-Khagaul (74) Mukameh (75) Phulwari (76) Punpoon
	(16) Purnea . . .	(77) Bhargawa (78) Raniganj
	(17) Rohtas . . .	(79) Bhagwanpur (80) Chainpur (81) Chand (82) Chenari (83) Dehri (84) Durgawali (85) Kucra (86) Mohania (87) Sasaram (88) Sheosagar (89) Kargahar (90) Ramgarh
	(18) Saharsa . . .	(91) Chhatarpur (92) Dharpana II (93) Murliganj (94) Sonbarsa (95) Triveniganj
	(19) Samastipur . . .	(96) Dalsingsari (97) Kusheshwar Asthan (98) Samastipur
	(20) Santhal Parganas . . .	(99) Deoghar (100) Sahebganj
	(21) Vaishali . . .	(101) Hajipur (102) Lalganj (103) Mahnar (104) Mahua (105) Patepur
4. HARYANA	(1) Ambala . . .	(1) Ambala (2) Chhachhrauli (3) Jagadhari (4) Naraingarh (5) Pinjore (6) Raipur Ranie
	(2) Bhiwani . . .	(7) Bhawanikhera (8) Bhiwani (9) Dadri (10) Tosham
	(3) Gurgaon . . .	(11) Faridabad (12) Palwal
	(4) Hissar . . .	(13) Bahuna (14) Barwala (15) Fatehabad (16) Hissar (17) Hansi (18) Narnaud (19) Tohana
	(5) Jind . . .	(20) Julana (21) Narwana
	(6) Karnal . . .	(22) Assandh (23) Gharaurida (24) Nissang
	(7) Kurkshetra . . .	(25) Guhla (26) Ladwa (27) Pundri (28) Shahbad
	(8) Rohtak . . .	(29) Bahadurgarh (30) Chiri (31) Kalanaur (32) Meham
	(9) Sonapat . . .	(33) Gohana (34) Sonapat
	(10) Sirsa . . .	(35) Badagudha (36) Rania
5. HIMACHAL PRADESH	(1) Bilaspur . . .	(1) Gehrwin
	(2) Chamba . . .	(2) Saloni
	(3) Kangra . . .	(3) Baijnath (4) Lambagaon (5) Panch Rukhi (6) Pragpur
	(4) Kinnaur . . .	(7) Kalpa
	(5) Kulu . . .	(8) Anni
	(6) Mandi . . .	(9) Rewalsar
	(7) Solan . . .	(10) Jagjit Nagar (11) Nalagarh
	(8) Una . . .	(12) Dhundla (13) Una
	(9) Sirmour . . .	(14) Paonta
	(10) Simla . . .	(15) Kasumpti
6 KARNATAKA	(1) Bangalore . . .	(1) Bangalore South (2) Devnahalli (3) Dedaballapur (4) Hoskote (5) Nelamangala (6) Ramanagram
	(2) Bellary . . .	(7) Bellary (8) Harapanaballi (9) Mallapuram (10) Siruguppa

State	District	Block
1	2	3
	(3) Chickmalgalur	(11) Chickmalgalur (12) Mudigere (13) Sarikgere
	(4) Chitradurga	(14) Challakerra (15) Chitradurga (16) Davangere (17) Hiriyur (18) Hoi- alkere (19) Jagalur
	(5) Gulbarga	(20) Aland (21) Gulbarga (22) Sedum
	(6) Hasan	(23) Alur (24) Belur
	(7) Kolar	(25) Bagepalli (26) Chintamani (27) Gauribidanpur (28) Gudipander (29) Kolar (30) Malur (31) Mulbagal (32) Sidlaghatta (33) Srinivas- pur
	(8) Mandya	(34) Malavalli
	(9) Mysore	(35) Chamarajjenagar (36) Heggadadevankote (37) Kollegal (38) Nanjan- gud (39) T. Narasipura
	(10) Raichur	(40) Raichur
	(11) Shimoga	(41) Channagiri (42) Shikaripur (43) Shimoga
	(12) Timkur	(44) Koratageere (45) Madhugiri (46) Pavagada (47) Sira (48) Tumkur
7. MAHDYA PRADESH	(1) Bhind	(1) Bhind (2) Lohar (3) Gohad
	(2) Bhopal	(4) Berasia (5) Phanda
	(3) Bilaspur	(6) Akaltara (7) Baloda (8) Jaijaipur (9) Lormai (10) Malkharoda (11) Masturi (12) Nawagarh (13) Pamgarh (14) Pandaria (15) Patharia
	(4) Chhatrapur	(16) Bada Malhera (17) Bijawar (18) Chhatrapur (19) Laundi (20) Now- gaon
	(5) Damoh	(21) Batiagarh (22) Damoh (23) Hatta (24) Patera (25) Patharia
	(6) Dewas	(26) Dewas (27) Sonkutch (28) Tonkkhurd
	(7) Durg	(29) Nawagarh
	(8) Guna	(30) Aron (31) Ashoknagar (32) Guna
	(9) Gwalior	(33) Bhandar (34) Morar
	(10) Hoshanagabad	(35) Kesala
	(11) Indore	(36) Sawer
	(12) Mandsaur	(37) Garoth (38) Neemuch (39) Sitamau
	(13) Morena	(40) Ambah (41) Kailaras (42) Morena (43) Pahargarh (44) Parsa (45) Sabalgarh (46) Sheopur
	(14) Narsihmpur	(47) Chawarpatta
	(15) West Nimar	(48) Thikri
	(16) Panna	(49) Gunnor (50) Pawai
	(17) Raipur	(51) Balodhbassar (52) Balaigarh (53) Chandkhurai (54) Pallar (55) Simga (56) Tilda
	(18) Rajgarh	(57) Pachor
	(19) Raisen	(58) Sanchi (59) Gairatganj
	(20) Ratlam	(60) Jawara (61) Alot
	(21) Sagar	(62) Banda (63) Bina (64) Jaisingnagar (65) Khurai (66) Mailthion (67) Rahatgarh (68) Sagar (69) Shahgarh
	(22) Shajapur	(70) Agar (71) IBarod (72) Momenbododiya (73) Shajapur (74) Susner (75) Shujalpur
	(23) Shivpuri	(76) Kolaras
	(24) Tikamgarh	(77) Niwadi (78) Palera
	(25) Ujjain	(79) Badnagar (80) Mahidpur
	(26) Vidisha	(81) Basoda (82) Kurwai (83) Lateri (84) Nateran (85) Sironi (86) Vidisha.
8. MAHARA- SHTRA	(1) Chandapur	(1) Gondipiperii (2) Nandiet
9. ORISSA	(1) Balasore	(1) Bahanga (2) Banth (3) Bham Nagar (4) Bhadrakha (5) Khaira (6) Ramuna (7) Samulia (8) Tihidi
	(2) Bolangir	(9) Bongomunda (10) Puintala (11) Tara
	(3) Cuttack	(12) Baranga (13) Baree (14) Binjharpur (15) Birdi (16) Cuttacksadar (17) Damgadi (18) Derabish (19) Jagatsinghpur (20) Jaipur (21) Kamtapara (22) Kendrapara (23) Korai (24) Raghunathpur (25) Sailipur (26) Nischinta (27) Pattainundal
	(4) Dhenekanal	(28) Chhendipsada
	(5) Ganjam	(29) Bhanjanagar (30) Chhatrapur (31) Jagannath Prasad (32) Kukuda- khandi

State	District	Block
1	2	3
	(6) Kalahandi	(33) Bhawanipatna (34) Lanjarh (35) Thunamal Rampur
	(7) Keonjhar	(36) Hatadihi
	(8) Koraput	(37) Kalimela (38) Manikangiri (39) Muniguda
	(9) Phubani	(40) Chakpad ((41) Harabhanga (42) Khajuripada (43) Tikabali
	(10) Puri	(44) Baliana (45) Balipatna 46) Dasapalla (47) Tangi-Nimapara (48) Pipli
	(11) Sambalpur	(49) Attabira (50) Bargarh (5) Laikera (52) Maneswar
10. PUNJAB .	(1) Ludhiana	(1) Pakhowal (2) Machhiwara 3) Jagraon (4) Doraha (5) Ludhiana (6) Sudhar
	(2) Patiala	(7) Sirhind (8) Bassi Pathana (9) Samana (10) Nabha (11) Patiala (12) Bhunerrheeri (13) Gharur (14) Dera Bassi (15) Rajpura
	(3) Ropar	(16) Majri (17) Kharar
	(4) Bhatinda	(18) Sangat ((19) Rampura (20) Phul (21) Talwandi Sabo (22) Mansa (23) Budhalaada (24) Jhunn
	(5) Hoshiarpur	(25) Saroya ((26) Dasuya (2) Mukerian (28) Tanda
	(6) Gurdaspur	(29) Kalanaur (30) Batala (31) Lina Nagar (32) Dhar Kalan (33) Dhariwal
	(7) Amritsar	(34) Jandiala (35) Majitha (36) Rayya (37) Tarsikka (38) Chogawan (39) Patti (40) Naushehra Panuan (41) Voltoha (42) Gandiwind
	(8) Ferozepur	(43) Kot Ise Kihan (44) Abolar (45) Khuain Sarwar
	(9) Faridkot	(46) Kot Binaai at Giddarbaa (47) Moga-I (48) Bhagapurana (49) Moga-II (50) Nihal Singh Wala
	(10) Kapurthala	(51) Sultanpur Lodhi
	(11) Sangrur	(52) Malerkotla (53) Dhuri (54) Ahmudgarh (55) Sangrur (56) Bhawani-garh (57) Barnala (58) Sehna (59) Malal Kalan (60) Sunam (61) Lehraagaaga
11. RAJAS- THAN	(1) Ajmer	(1) Arain (2) Kekri (3) Kisanganrh
	(2) Alwar	(4) Kothumar (5) Rajgarh
	(3) Bharatpur	(6) Bari (7) Blasseri (8) Bayana (9) Nadbai (10) Roopas (11) Wair
	(4) Bhilwara	(12) Asind (13) Shahpura
	(5) Bikaner	(14) Bikaner (15) Koloyat
	(6) Bundi	(16) Keshoraiapatan
	(7) Chittorgarh	(17) Chittorgarh (18) Resni
	(8) Churu	(19) Dunargaarh (20) Tatagarh (21) Ratannagar (22) Sujanganrh
	(9) Ganganagar	(23) Bhadra (24) Mirzewala (25) Padampur (26) Suratgarh
	(10) Jaipur	(27) Bassi ((28) Chaksu (29) Dausa (30) Kotputli (31) Lalsot (32) Phagii ((33) Sikrai (34) Sanganer
	(11) Jhalawar	(35) Dag (36) Jhalrapatan
	(12) Kota	(37) Atru (38) Baran (39) Chechat (40) Itawa (41) Sultanpur
	(13) Nagaur	(42) Jayal
	(14) Pali	(43) Pali (44) Rohat
	(15) Sawai Modhopur	(45) Gangapur (46) Hindaun (47) Karauli
	(16) Sirohi	(48) Sirohi
	(17) Tonk	(49) Malpura (50) Todaraisingh (51) Tonk (52) Niwai
12. TAMIL NADU	(1) Coimbatore	(1) Dharmapuraim (2) Pongalur (3) Satyamangalam
	(2) Chingleput	(4) Kattankolaathur (5) Tirukalkundram (6) Walajabad (7) Uthiramerur (8) Pooniamalllee (9) St. Thomas Mount (10) Sholavaram (11) Gummudipoondi (12) Tiruvelangadu (13) Poondi
	(3) Dharmapuri	(14) Harur (15) Morapur (16) Pappireddipatti
	(4) Madurai	(17) Dindigul (18) Madurai East (19) Madurai West (20) Nilakkottai (21) Periyakullam (22) Sedapatti (23) Tkeni
	(5) North Arcot	(24) Annakkavur (25) Anaicut (26) Arkonam (27) Chengam (28) Cheyyaaur (29) Gudiyattam (30) Kavenpakkam (31) K.V. Kuppam (32) Nemilli (33) Pudupalayam (34) Tandrapet (35) Thellar (36) Thimirri (37) Vandavas (38) Vallore (39) Vembakam
	(6) Ramanathapuram	(40) Bogalur (41) Devakotta (42) Kannagudi (43) Narikudi (44) Paramakudi (45) Rajapalayam (46) Ramanathapuram (47) Sattur (48) Virudhunagar (49) Vatrapp
	(7) Salem	(50) Athur (51) Ayothiappattanan (52) Elachipalayam (53) Erumaipatti (54) Nalassamudram (55) Namagiripet (56) Namakkal (57) Omalur (58) Pudukchatram (59) Seidamangalam (60) Talaiwasal (61) Tiruchengode

State	District	Block
1	2	3
	(8) South Arcot	(62) Annagraman (63) Chinnasalem (64) Cudalore (65) Kallakurichi (66) Kammapuram (67) Kanai (68) Koliyanur (69) Kurinjipandi (70) Mailam (71) Mugaiyur (72) Olakkur (73) Panruti (74) Portonove (75) Sankarapuram (76) Tirunavalur (77) Tirukoilur (78) Tiruvennaianelur (79) Ulundurpet (80) Vallam (81) Vikravandi
	(9) Tirunelveli	(82) Kadayanallur (83) Karunkulam (84) Kayathar (85) Kalapatti (86) Kuruvikulam (87) Ottapidaram (88) Palsyamoottai (89) Sankarankoil (90) Saencottan (91) Vedudevanallur
	(10) Nilgiris	(92) Coonoor (93) Ootacamund
	(11) Thanjavur	(94) Ammapet (95) Kodavasal (96) Kumbakonam (97) Kuttalam (98) Man-nargudi (99) Muthupet (100) Nannilam (101) Needamangalam (102) Pudalur (103) Sembanarkoil (104) Tanjavur (105) Tiruvaiyaru
	(12) Tiruchirappalli	(106) Ardanilur (107) Chandurair (108) Jayankondam (109) Krishnaraya-puram (110) Kulithalai (111) Lalgudi (112) Musiri (113) Thanthoni (114) Thottiam (115) Uppiliapuram (116) Veppanthattai
13. TRIPURA	(1) Tripura South	(1) Udaipur
14. UTTAR PRADESH.	(1) Agra	(1) Akola (2) Bah (3) Bichpuri (4) Etmadpur (5) Jaganaur (6) Kotla (7) Khandoli (8) Khergarh
	(2) Aligarh	(9) Akrabad (10) Chandaus (11) Gonda (12) Hasayan (13) Iglas (14) Jawan (15) Khair (16) Lodha (17) Sasni (18) Sikandra Road (19) Tappal
	(3) Allahabad	(20) Bahariya (21) Chaka (22) Ghanapur (23) Handia (24) Holagarh (25) Jisra (26) Kara (27) Kaurihar (28) Manda (29) Mauaima (30) Meja (31) Phulpur (32) Pratappur (33) Saidabad (34) Soraon (35) Urwa (Sirsia)
	(4) Almora	(36) Bigeshwar (37) Bainsiachaha (38) Dhaula Devi (39) Dwarahat (40) Garur-Bajjnath (41) Hawalbagh (42) Kapkote (43) Takula (44) Tarikhet
	(5) Azamgarh	(45) Ahiraula (46) Atraulia (47) Azmatgarh (48) Badraon (49) Bawal (50) Bilariaganj (51) Doharighat (52) Fatehpur Mandav (53) Ghosi (54) Harraiya (55) Jahanaganj (56) Kopaganj (57) Marteenganj (58) Mehraganj (59) Mirzapur (Bhraulia) (60) Mohammadabad (61) Mohammadpur (62) Palhani (63) Pardaha (64) Phulpur (65) Rani-ki-Sarai (66) Ranipur (67) Sathiyav (68) Tabherpur
	(6) Badaun	(69) Islamnagar
	(7) Banda	(70) Baberu (71) Bisauna (72) Kamasin (73) Mahua (74) Mao (75) Narani (76) Pahadi (77) Ram Nagar (78) Tindbari
	(8) Bara Banki	(79) Binki (80) Fatehpur (81) Masauli (82) Mawai (83) Ram Nagar (84) Rudauli
	(9) Barilly	(85) Mazgawan
	(10) Basti	(86) Bankosi (87) Bhadrapur (88) Birdpur (89) Hinsar Bazar (90) Basti Jogi (91) Kaesrahat (92) Khalitabad (93) Kathianagar (94) Kaptanganj (95) Kaptanganj (96) Udaha (97) Naugarh (98) Rudhauri (99) Santha (100) Senoriayawon
	(11) Bijnaur	(101) Allahapur (102) Burhanpur (103) Kiratpur (104) Kalwali (105) Neh-tour.
	(12) Balandshahr	(106) Arniyan (107) B.B. Nagar (108) Dinkaur (109) Jowar (110) Pahasu (111) Shikarpur
	(13) Chamoli	(112) Tharali
	(14) Deoria	(113) Khadda (114) Sukrauli (115) Patalpur
	(15) Etah	(116) Awagarh (117) Jitesar (118) Sidhpura
	(16) Etawah	(119) Achhadda (120) Airwakra (121) Barrehar (122) Bhagya Nagar (123) Jaswani Nagar (124) Sahar (125) Takha
	(17) Faizabad	(126) Akbarpur (127) Anani Ganj (128) Bhati (129) Bhiyan (130) Harina-rain (131) Katan (132) Masaudha (133) Maya Bazar (134) Milkipur (135) Punabazar (136) Sahwal.
	(18) Farrukhabad	(137) Chibramya (138) Haseeran (139) Jitalabad (140) Kaimganj (141) Kamalganj (142) Kannauj (143) Shamshabad (144) Talgram (145) Umerda
	(19) Gonda	(146) Balvanour (147) Chhapia (148) Mankpur (149) Padri-ki fal
	(20) Gorakhpur	(150) Basgaon (151) Badaalganj (152) Belghat (153) Brahmapur (154) Chargaowan (155) Gola (156) Ghughli (157) Jangalkauri (158) Khorabar (159) Kauri (160) Kauriram (161) Lakshampur (162) Maharaganj (163) Mithaura (164) Poriara (165) Pharenda (166) Pipraich (167) Sardar Nagar (168) Sahjanwa (169) Urwa (170) Nichloul
	(21) Ghazipur	(171) Bureghawar (172) Dewkali (173) Ghazipur (174) Jakhania (175) Kasimabad (176) Mardha (177) Manihari (178) Sadat (179) Saidpur (180) Virano

State	District	Block
1	2	3
	(22) Hamirpur . . .	(181) Gohand (182) Maudha (183) Muskara (184) Rath (185) Sarila (186) Sumerpur
	(23) HarDOI . . .	(187) Belgram (188) Madho Ganj (189) Sandila (190) Sahabad (191) Sandi
	(24) Jalaun . . .	(192) Dakora (193) Madhogarh
	(25) Jaunpur . . .	(194) Banhhari (195) Dharampur (196) Dhobi (197) Jalalpur (198) Korakat (199) Kiranja Kalan (200) Khuthan (201) Mungrabadshapur (202) Muharaj Ganj (203) Mufti Ganj (204) Mariyapur (205) Rampur (206) Suithankalan (207) Shah Ganj (208) Sikrara
	(26) Jhansi . . .	(209) Babina (210) Chirgaon
	(27) Kanpur . . .	(211) Akbarpur (212) Amroodha (213) Choubipur (214) Ghhtanpur (215) Jainhak (216) Derapur (217) Kalyanpur (218) Malasa (219) Maitha (220) Rasulabad (221) Patara (222) Rajpur (223) Sarsol (224) Shivrajpur (225) Sandalpur (226) Sarvanbhera
	(28) Lalitpur . . .	(227) Biggha (228) Jakhaura (229) Mehraun (230) Talwaihat
	(29) Mainpuri . . .	(231) Araon (232) Barnahal (233) Kisni (234) Khairagarh
	(30) Mathura . . .	(235) Baldeo (236) Farah (237) Gobardhan (238) Mathura (239) Mat (240) Sahpar
	(31) Mirzapur . . .	(241) City (242) Koan (243) Manjhawan (244) Pahari (245) Seekhar
	(32) Moradabad . . .	(246) Baniyakhera (247) Dhanaura (248) Joya (249) Moradabad
	(33) Muzaffar Nagar . . .	(250) Budhana (251) Jansah (252) Khatauli (253) Morna (254) Muzaffar Nagar (255) Onn (256) Purkazi
	(34) Partapgarh . . .	(257) Gaura (258) Kalakanker (259) Lakshmanpur
	(35) Rai Bareli . . .	(260) Dalmau (261) Hurchandpur (262) Jagatpur (263) Salon (264) Sareni (265) Sataon (266) Rahi
	(36) Rampur . . .	(267) Shahabad
	(37) Saharanpur . . .	(268) Deoband (269) Laksar (270) Mazrabad (271) Nanauta (272) Nakur (273) Narsen (274) Rumpur (275) Sadhoili Kadeem (276) Sarsawa.
	(38) Shahjahanpur . . .	(277) Banda (278) Powayan
	(39) Sitapur . . .	(279) Mahmudabad (280) Biswan (281) Rampur (Mathura) (282) Rosa
	(40) Sultanpur . . .	(283) Akhandnagar (284) Baldirai (285) Bhadiyan (286) Bhetua (287) Dhanpat Ganaj (288) Dostpur (289) Gauri Ganj (290) Jagdishpur (291) Jaisinghpur (292) Kadipur (293) Kurebhor (294) Lambhua (295) Musafirkhana (296) Pratappur
	(41) Unnao . . .	(297) Bighiapur (298) Bargaman (299) Bidhiya (300) Ganj (301) Fatehpur (Chaurassi) (302) Hilauli (303) Nawab Ganj (304) Purwa (305) Sumerpur (306) Sikanderpur Kalan (307) Sukhampur.
	(42) Uttar Kashi . . .	(308) Dunda (309) Naugaon (310) Purala
	(43) Pithoragarh . . .	(311) Beninagh (312) Dharehula (313) Gangolighat (314) Kanalechina (315) Pithoragarh
	(44) Bahraich . . .	(316) Gilaula (317) Ikaura (318) Jamunha (319) Mehipurwa (320) Navabganj (321) Payagpur (322) Sirsia
	(45) Fatehpur . . .	(323) Araia (324) Bahua (325) Bhitaura (326) Haswa (327) Hathgaon (328) Malwan (329) Vijaipur (330) Tilyani
	(46) Lakhimpur Kheri . . .	(331) Chaurihora (332) Gola (333) Hakha (334) Kakhimpur (335) Phoolbhar (336) Pasgawan (337) Ramzabahaar (338) Iseanagar (339) Niasu
	(47) Meerut . . .	(340) Daurala (341) Hastinapur (342) Jani (343) Loni (344) Rajapuria (345) Rohta
	(48) Nainital . . .	(346) Baitalghat (347) Bhimtal (348) Okhalkanda (349) Ramgarh (350) Ramnagar
	(49) Varanasi . . .	(351) Chakia (352) Chandauli (353) Cholapur (354) Chiragaon (355) Gyanpur (356) Orai (357) Shahganj (358) Sakaldiha (359) Suriyawan (360) Niamatabad (361) Malohi
15. WEST BENGAL	(1) Birbhum . . .	(1) Bholpur (2) Illambazar (3) Labpur (4) Mahammed Bazar (5) Mararai-I.
	(2) Bankura . . .	(6) Bankura-I (7) Barjora (8) Chhatna (9) Joypur (10) Katulpur (11) Khatra—1 (12) Mjha (13) Onda (14) Raipur (15) Saltora (16) Taldangra (17) Vishnupur
	(3) Burdwan . . .	(8) Bhatar (19) Jamalpur (20) Jamuria I (21) Kalana I (22) Katwa I (23) Ketugram I (24) Kulti (25) Mangolkot (26) Manteswan (27) Masmari (28) Ondal (29) Parbasthali I (30) Raniganj (31) Salanpur
	(4) Darjeeling . . .	(32) Khoribari (33) Siliguri Naralbari

State	District	Block
1	3	3
	(5) Jalpaiguri . . .	(34) Kumargram (35) Mal
	(6) Howrah . . .	(36) San Kurail
	(7) Hooghly . . .	(37) Dhaniakhali (38) Haripal (39) Jangipara (40) Khanakul I (41) Pandua (42) Polba
	(8) Malda . . .	(43) Malda
	(9) Midnapur . . .	(44) Chandra Kona I (45) Ghatal (46) Keshpur (47) Moyna
	(10) Murshidabad . . .	(48) Burwan (49) Khangram (50) Nabagram
	(11) Nadia . . .	(51) Chakdah (52) Haringhata (53) Ranaghat (54) Santipur (55) Tehatta (56) Nakashipara
	(12) Purulia . . .	(57) Natoria (58) Para (59) Raghunathpur I
	(13) 24 Parganas . . .	(60) Bhanga I (61) Falta (62) Minakhan (63) Nankhana (64) Pathar (65) Sagor
	(14) West Dinajpur . . .	(66) Bansi Hari (67) Ithar (68) Kumar Ganj
16. PONDICHERRY.	(1) Pondicherry . . .	(1) Pondicherry
17. DELHI . . .	(1) Delhi . . .	(1) Alipur (2) Nangloi
II—30% to 40%		
1. ANDHRA PRADESH	(1) Adilabad . . .	(1) Chennur
	(2) Nellore . . .	(2) Gudur (3) Sullurpet
2. ASSAM	(1) Goalpara . . .	(1) Gouripur
3. BIHAR	(1) Aurangabad . . .	(1) Madanpur
	(2) Gaya . . .	(2) Amas (3) Atri (4) Barochatti (5) Bodh Gaya (6) Fetehpur (7) Gurua (8) Imamganj (9) Manipur (10) Mohanpur (11) Wazirganj
	(3) Muzaffarpur . . .	(12) Muzaffarpur
	(4) Nalanda . . .	(13) Bihar
	(5) Nawadah . . .	(14) Sirdala
	(6) Palamau . . .	(15) Chandwa (16) Chhattapur (Mahisani) (17) Daltonganj (18) Dhurki (19) Harihariganj (20) Hussainabad (Saidabad) (21) Leslinganj
	(7) Rohtas . . .	(22) Dawath
4. HARYANA	(1) Ambala . . .	(1) Barara (2) Bilaspur
	(2) Hissar . . .	(3) Ratia
	(3) Jind . . .	(4) Rajound
	(4) Sirsa . . .	(5) Dabwali
5. HIMACHAL PRADESH	(1) Chamba . . .	(1) Mehla
	(2) Kinnaur . . .	(2) Nichar
	(3) Kulu . . .	(3) Nirmand
	(4) Mandi . . .	(4) Chachio (5) Gopalpur (6) Mandi Sadar
	(5) Solan . . .	(7) Dharampur
	(6) Simla . . .	(8) Chopal (9) Rampur
6. KARNATAKA	(1) Bangalore . . .	(1) Anekal
	(2) Bellary . . .	(2) Hospet
	(3) Dharwar . . .	(3) Hubli
	(4) Kolar . . .	(4) Chickballapur
	(5) Mysore . . .	(5) Mysore (6) Yelandur
	(6) Shimoga . . .	(7) Bhadravathi
7. MADHYA PRADESH	(1) Bilaspur . . .	(1) Mungeli
	(2) Gwalior . . .	(2) Bhitwar
	(3) Raigarh . . .	(3) Sarenggarh
	(4) Rajgarh . . .	(4) Khilchipur (5) Narsingharh
	(5) Senore . . .	(6) Ashta
	(6) Ujjain . . .	(7) Ghatia (8) Khachrod (9) Tarana
8. ORISSA	(1) Cuttack . . .	(1) Dasrathpur
9. PUNJAB	(1) Jullundur . . .	(1) Jullundur West (2) Nakodar (3) Shahkot (4) Banga (5) Rurka Kalan
	(2) Ludhiana . . .	(6) Samrala (7) Dehlon (8) Sidhwan Bet
	(3) Ropar . . .	(9) Ropar (10) Chamkaur Sahib

State	District	Block
1	2	3
	(4) Bhatinda . . .	(11) Bhatinda (12) Nathana
	(5) Hoshiarpur . . .	(13) Garhshankar (14) Mahilpur
	(6) Gurdaspur . . .	(15) Pathankot
	(7) Amritsar . . .	(16) Verka (17) Khadur Sahib (18) Tarn Taran
	(8) Ferozepur . . .	(19) Guru Har Sahai
	(9) Faridkot . . .	(20) Faridkot (21) Kotkapura (22) Muktsar (23) Malout (24) Lambi
	(10) Kapurthala . . .	(25) Kapurthala
10. RAJAS- THAN	(1) Ganganagar . . .	(1) Karanpur (2) Raisinghnagar
	(2) Jhunjhunu . . .	(3) Surajgarh
	(3) Sirohi . . .	(4) Reoder
11. TAMIL NADU	(1) Chingleput . . .	(1) Acharapakkam (2) Madurantakam (3) Lathur (4) Thiruporur (5) Kancheepuram (6) Sriperumbuthur (7) Villivakkam (8) Minjur (9) Tiruvallur (10) Kadambathur (11) Ellapuram
	(2) Madurai . . .	(12) Palani
	(3) North Arcot . . .	(13) Pernambut
	(4) Ramanthapuram . . .	(14) Srivilliputtur
	(5) South Arcot . . .	(15) Mel-Bhuvanagiri (16) Kandanangalam (17) Kattumannarkoil (18) Keeralapalayam (19) Komaratchi (20) Mangalur (21) Merkanam (22) Nallur (23) Rishivandiam (24) Thyagadurgam (25) Vanur (26) Vridhachalam
	(6) Tirunelveli . . .	(27) Manur
	(7) Thanjavur . . .	(28) Kollidam (29) Koradacheri (30) Kottur (31) Nagapattinam (32) Sirkali (33) Nagapattinam (33) Tirumarugal (34) Tirupanandal (35) Tiruthuraiipundi (36) Valangiman
	(9) Tiruchirappalli . . .	(37) Perambalur (38) Veppur
12. UTTAR PRADESH	(1) Aligarh . . .	(1) Hathras (2) Mursau
	(2) Allahabad . . .	(3) Chail (4) Kanaily (5) Korav (6) Manjhanpur (7) Muratganj (8) Newada (9) Saraswa (10) Shankeragarh (11) Sirathu .
	(3) Azamgarh . . .	(12) Lalganj (13) Mehnagar (14) Tarwa (15) Themka
	(4) Banda . . .	(16) Manikpur
	(5) Bara Banki . . .	(17) Banikadar (18) Dewa (19) Danabad (20) Haidargarh (21) Harakh (22) Iri.liganj (23) Nindoone
	(6) Etawah . . .	(24) Mehewa
	(7) Faizabad . . .	(25) Jalalpur
	(8) Farrukhabad . . .	(26) Barhpur (27) Navab Ganj
	(9) Gorkahpur . . .	(28) Gagha
	(10) Hamirpur . . .	(29) Ghar Khari (30) Jaitpur (31) Kabrai (32) Korara (33) Panwari
	(11) Hardoi . . .	(34) Bavan (35) Behdar (36) Bharawan (37) Haraywan (38) Pihani (39) Todarpur
	(12) Jalaun . . .	(40) Ja'aun (41) Kodaura (42) Konch (43) Nandigaon
	(13) Jaunpur . . .	(44) Machdial Shahar
	(14) Jhansi . . .	(45) Bambour (46) Bangra (47) Gursarai (48) Mauranipur (49) Moth
	(15) Kanpur . . .	(50) Vidhana
	(16) Lucknow . . .	(51) Bokshi-ka-Talab (52) Sarojini Nagar
	(17) Mirzapur . . .	(53) Chatara (54) Rajgarh (55) Roberts Ganj
	(18) Partapgarh . . .	(56) Kunda (57) Sangipur
	(19) Rai Bareli . . .	(58) Dech (59) Khiron (60) Nasirabad (61) Tiloi (62) Uanchahar
	(20) Saharanpur . . .	(63) Bhagwanpur (64) Baliakheri (65) Nangal
	(21) Sitapur . . .	(66) Ailia (67) Bisawan (68) Hargoon (69) Mosmanda (70) Laharpur (71) Maholi (72) Mierakh (73) Parserdi (74) Sakrana (75) Sidhauli
	(22) Sultanpur . . .	(76) Jamo
	(23) Unnao . . .	(77) Ashoha (78) Hasan Ganj (79) Miaganj (80) Safipur
	(24) Lakhimpur . . .	(81) Behjam (82) Bizva (83) Mahammadi (84) Nitauli
13. WEST BENGAL	(1) Birbhum . . .	(1) Dubrajpur (2) Khoysasole (3) Mayureswar (4) Nalhati I (5) Nanoor (6) Raj Nagar (7) Rampurhat I (8) Sainthia (9) Suri I
	(2) Bankura . . .	(10) Gangajal Ghati (11) Indpur (12) Indus (13) Patrasayer (14) Sonamukhia
	(3) Burdwan . . .	(15) Barabani (16) Faridpur-Durgapur (17) Galasi I (18) Kanksa (19) Kahandaghesh (20) Raina I

State	District	Block
1	2	3
	(4) Cooch Bihar . . .	(21) Cooch Bihar I
	(5) Jalpaiguri . . .	(22) Alipur Durax (23) Falakata
	(6) Hooghly . . .	(24) Arambag (25) Balagarh (26) Goghat
	(7) Malda . . .	(27) Gajal
	(8) Midnapur . . .	(28) Egra I (29) Khej
	(9) Nadoa . . .	(30) Krishnaganj
	(10) 24 Parganas . . .	(31) Bangaon (32) Barnipur (33) Bishnupur I (34) Basanti (35) Gaighata (36) Harba (37) Hasnabad (38) Kulpi (39) Manrahat (40) Mathu- rapur I (41) Rajrahat (42) Sandesh Khali I (43) Sonarpur (44) Swarup Nagar
	(11) West Dinajpur . . .	(45) Hamtabad (46) Rai Ganj (47) Tapan
14. DELHI	(1) Delhi . . .	(1) Mehrauli (2) Shahadra
III—40% to 50%		
1. ASSAM	(1) Goalpara . . .	(1) Sidlichirang
2. BIHAR	(1) Gaya . . . (2) Singhbhum	(1) Dumaria (2) Sherghati (3) Golmuri cum Jugsaijai (Khas Mahai)
3. HIMACHAL PRADESH	(1) Sirmour . . .	(1) Pachhad
4. MADHYA PRADESH	(1) Ujjain . . .	(1) Ujjain
5. PUNJAB	(1) Jullundur . . . (2) Hoshiarpur . . . (3) Gurdaspur . . . (4) Kapurthala . . .	(1) Jullundur East (2) Adampur (3) Bhogpur (4) Aur (5) Bhunga (6) Hoshiarpur I (7) Hoshiarpur II (8) Narot Jaimal Singh (9) Phagwara
6. RAJASTHAN	(1) Sawai Madhopur . . .	(1) Khandar
7. TAMIL NADU	(1) Coimbatore . . . (2) Chingleput . . . (3) North Arcot . . . (4) Salem . . . (5) Thanjavur . . .	(1) Valparai (2) Chithamur (3) Kunrathur (4) Madanpur (5) Gangavalli (6) Kiveluv (7) Mayuram (8) Thiruvaur
8. UTTAR PRADESH	(1) Bara Banki . . . (2) Etawah . . . (3) Hardoi . . . (4) Lucknow . . . (5) Mirzapur . . . (6) Partapgarh . . . (7) Rai Bareilly . . . (8) Sitapur . . . (9) Unnao . . . (10) Lakhimpur Kheri . . . (11) Nainital . . . (12) Varanasi . . .	(1) Siddhoni (2) Barhpura (3) Chakarnagar (4) Kachocha (5) Kottawan (6) Sursa (7) Tan Diwan (8) Goshainganj (9) Mohallal Ganj (10) Ghorawal (11) Halia (12) Lal Ganj (13) Baba Ganaj (14) Bihar (15) Patti (16) Sadwachandrika (17) Bachrawan (18) Singhpur (19) Gondlamau (20) Khairabad (21) Machheretal (22) Auras (23) Bankeyganj (24) Khatima (25) Naugarh
9. WEST BENGAL	(1) Burdwan . . . (2) Cooch Bihar . . . (3) Jalpaiguri . . . (4) Malda . . . (5) Nadia . . . (6) 24 Parganas . . . (7) West Dinajpur . . .	(1) Angram I (2) Dinahata-I (3) Tufanganj (4) Dhupguri (5) Jalpaiguri (6) Raj Ganj (7) Bamangola (8) Habipur (9) Hanskhali (10) Badga (11) Canning I (12) Jayangar I (13) Kultali (14) Mandir Bazar (15) Kushmandi
IV—50% and above		
1. BIHAR	(i) Gaya . . . (2) Giridih . . . (3) Patna . . .	(1) Gaya Town (2) Bermo (3) Patna

State	District	Block
1	2	3
2. HIMACHAL PRADESH	(1) Chamba	(1) Pangi
3. KARNATAKA	(1) Kolar	(1) Banganpe
4. MADHYA PRADESH	(1) Morena	(1) Joura
5. PUNJAB	(1) Jullundur	(1) Nawanshahr
6. TAMIL NADU	(1) Chingleput (2) Madurai	(1) Madayaram (2) Vadamadurai
7. TRIPURA	(1) Tripura South	(1) Dumburnagar
8. UTTAR PRADESH	(1) Aligarh (2) Faizabad (3) Hardoi (4) Lucknow (5) Mirzapur (6) Partapgarh (7) Sitapur (8) Dehradun	(1) Dhanipur (2) Tanda (3) Ahiromi (4) Kakori (5) Maliahabad (6) Babhani (7) Bahrihan (8) Chopan (9) Dudhdhi (10) Myorapur (11) Nagaya (12) Aspurdeshare (13) Mangaura (14) Pahla (15) Chakrata (16) Kalsi
9. WEST BENGAL	(1) Cooch Bihar (2) Jalpaiguri (3) 24 Parganas (4) West Dinapjur	(1) Haldi Bari(2) Mathabharga-I (3) Mikliganj (4) Sital(5) Sital Kuchi (6) Maunaguri (7) Gosaba (8) Hingalganj (9) Kaikia Ganj

APPENDIX XLII

(Reference para No. 5.1)

Priorities in distribution of ceiling surplus land in various States/Union Territories

The national guidelines on ceiling on agricultural holding suggested that while distributing surplus land priority should be given to the landless agricultural workers particularly those belonging to the Scheduled Castes and Scheduled Tribes. This principle has been either incorporated in the law or in the rural framed thereunder in the most of the States. The provisions made on this point in the laws of different States are as given below:—

Andhra Pradesh

Surplus land is to be allotted for house-sites to agricultural labourers, village artisans, other poor persons owning no houses or house-sites or be transferred to weaker sections of the people dependent on agriculture of which at least 50 per cent is to be given to the Scheduled Castes and Scheduled Tribes.

Of the remaining at least 2/3rd are to be allotted to notified backward classes.

Assam

1. Cultivating tenants in occupation.
2. Sub-tenants in occupation.
3. Land which is not so settled as per section 12 of the Assam Land and Revenue Regulation, 1886.

Bihar

1. Landless persons in the village belonging to Scheduled Castes, Scheduled Tribes or Backward Classes as mentioned in Revenue Departments Notifications in 1956 and 1962.

2. Persons belonging to Scheduled Castes and Scheduled Tribes, etc. of the village having not more than one acre of Class III land or equivalent area.

3. Other landless persons in the village.

4. Other persons with land less than one acre of class I land or equivalent area.

5. Dependents of present service personnel and of those killed in action.

6. Ex-servicemen residing in village.

Haryana

1. Members of Scheduled Castes and Backward Classes.

2. Landless persons.

3. Agricultural workers.

4. Tenants.

5. Ex-servicemen.

6. Tenants liable to ejection.

7. Persons owning land not exceeding 2 hectares under assured irrigation or land of equivalent value.

Himachal Pradesh

The State Government may frame a scheme for utilisation of surplus area by allotment to landless persons whose holdings are less than one acre so as to make such a holding equal to one acre. The first preference amongst landless persons shall be given to Scheduled Castes and Scheduled Tribes.

Jammu & Kashmir

The priorities for distribution are to be given in accordance with the rules to be framed.

Karnataka

Subject to reservation of 50 per cent of the surplus land for assignment to Scheduled Castes and Scheduled

Tribes and also subject to such restrictions and conditions as may be prescribed, land may be allotted in order of priority as follows:—

1. Landless displaced tenants—not less than one unit.
2. Landless agricultural labourers—not less than one unit.
3. Landless persons including ex-military personnel whose gross annual income does not exceed Rs. 2,000 not less than one unit.
4. Other persons in the villages in the same or adjacent taluks having less than one unit of land and with annual gross income not exceeding Rs. 2,000 not less than the extent required to make one unit.

Kerala

1. Land on which there are “Kudikidappukars” shall be assigned to such persons.
2. Of the remaining land :
 - (a) 87½ per cent shall be assigned to landless agricultural labourers, half of which is to be set apart for Scheduled Castes and Scheduled Tribes.
 - (b) the balance (12½ per cent) shall be assigned to small holders and other landlords who are not entitled to resume any land.

Gujarat

Subject to the payment of the occupancy price, the surplus land shall be allotted in order of priority as follows:—

1. A cooperative joint farming/farming/farming society, the members of which are agricultural labourers, landless persons or small holders or a combination of such persons;
2. Agricultural labourers and landless persons;
3. Small holders;

In the case of (2) and (3) persons belonging to Scheduled Castes/Tribes and others are given preference in that order (where more than one cooperative society exists, preference shall be given in the order of);

- (a) a cooperative society, all the members of which belong to the Scheduled Tribes;
- (b) a cooperative society, the membership of which is held partly by persons belonging to Scheduled Tribes and partly by persons of the Scheduled Castes; and
- (c) a cooperative society constituted solely by members of the Scheduled Castes;
- (d) a cooperative society, the membership of which is not solely held by persons belonging to the Scheduled Tribes or the Scheduled Castes.

Orchards and compact blocks of efficiently managed land the break-up of which would affect the maintenance of production can be allotted intact as per the rules to be framed therefor. For such allotments, the priority is :

- a. Cooperative farming society having not less than 60% of its members belonging to the Scheduled Castes/Tribes or both;
- b. any other cooperative farming society;
- c. a corporation (including a company) owned or controlled by the Government.

Madhya Pradesh

- (i) Agricultural labourers;
 - (a) belonging to Scheduled Castes/Tribes.
 - (b) others.
- (ii) joint farming society of agricultural labourers and landless persons;
- (iii) better-farming societies of agricultural labourers and landless persons;

- (iv) displaced tenants;
- (v) holders of contiguous lands;
- (vi) joint farming society of agriculturists;
- (vii) better-farming society of agriculturists;
- (viii) any other cooperative farming society;
- (ix) an agriculturists holding less than the ceiling area.

Maharashtra

1. Subject to any rules made in this behalf, land (other than grasing land or tank land or land notified by the State Government as not capable of being disposed of for cultivation) which is acquired by and vests in the State Government under section 21 shall, subject to the provisions of the Code, be granted by the Collector or any other officer authorised in this behalf by the State Government in the order of priority set out in sub-sections (2), (3), (4) and (5).

2. Where the surplus land belonged to a holder who at any time before the commencement date, by resuming land from his tenant for personal cultivation under any tenancy law, has rendered that tenant landless, the surplus land shall first be offered to that tenant.

3. Where any part of the holding of a person which consists of one or more compact blocks is declared as surplus land under the Act, then such surplus land:—

- (a) shall first be offered to the landlord who had leased the land to such person and such landlord has not exercised his right of resumption under the relevant tenancy law or under section 19; and
- (b) then to a person, who being previously employed on the compact block as an agricultural labourers or as technical or other staff engaged on or in relation to the agricultural produce raised or grown thereon, has been rendered unemployed as a result of the land of such block being declared surplus land.

4. Thereafter, fifty per cent of the surplus land (excluding lands referred to in sub-section (2) and (3) shall be reserved for distribution to landless persons belonging to the Scheduled Castes, Scheduled Tribes (whether residing in the Scheduled area or not) and landless persons belonging to such Nomadic tribes, Vimukta Jatis and Backward Classes as may be notified by the State Governments from time to time, and land so reserved shall be granted to such persons in accordance with the rules made in this behalf. Such rules may provide for fixing priorities.

5. Thereafter, all surplus land (including surplus land which has not been granted under sub-section (2) and (3)) shall be offered in the following order of priority, that is to say:—

- (i) a person from whom any land has been resumed by his landlord for personal cultivation under any tenancy law, and who in consequence thereof has been rendered landless, provided that such person is a resident of the village in which the surplus land for distribution is situated or within eight kilometres thereof;
- (ii) a person who had leased his land to any undertaking referred to in section 28, provided that, such person is a resident of the taluka in which the surplus land for distribution is situated, the net annual income of such person from all sources does not exceed four thousand rupees, and such person has not been granted any land under section 28-IAA;
- (iii) serving members of the armed forces and ex-servicemen, or where any such person dies before any land being granted to him by Government under this Act or any law for the time-being in force or any executive orders, then his dependants;

(iv) landless persons;

Provided that, if there are persons having the same order of priority, then the person who is a resident within eight kilometers of the outer limit of the village in which the surplus land for distribution is situated should be preferred.

Orissa

70 per cent of the surplus land shall be settled with persons belonging to Scheduled Castes/Tribes in proportion to their respective populations in the villages in which the lands are situated.

For the remaining 30% and for what remains unsettled out of the 70% set apart for Scheduled Castes/Tribes.

- (a) cooperative farming societies formed by landless agricultural labourers;
- (b) any landless agricultural labourers of the village in which the land is situated or of any neighbouring village;
- (c) ex-servicemen or members of the armed forces of the Union belonging to the village in which the land is situated;
- (d) raiyats who personally cultivate not more than one standard acre of contiguous land;
- (e) in the absence of persons belonging to any of the following categories, any other persons.

Punjab

- (a) Conferment of ownership rights on tenants.
- (b) Allotment to tenants, members of Scheduled Castes and Backward Classes and landless agricultural workers of an area not exceeding two hectares of the first quality land or equivalent area, provided that the total area held or owned by such allottee, after the allotment, shall not exceed two hectares of the first quality land of equivalent area.

Rajasthan

Land shall be allotted on priority among landless labourers particularly to members of Scheduled Castes/Tribes to such extent and under such terms and conditions as may be prescribed in the rules to be framed under the Act.

Tamil Nadu

1. A person who has been cultivating land and who is completely dispossessed of the land which is declared surplus.

2. Any other person who is completely dispossessed by virtue of the provisions of this Act.

3. A person whose extent of holding is reduced below 3 standard acres held by him partly as a cultivating tenant or partly as an owner or wholly as a cultivating tenant by virtue of the provisions of this Act.

4. Landless agricultural labourers belonging to Scheduled Castes/Tribes.

5. An ex-servicemen.

6. A landless agricultural labourer other than that referred to under item 4.

7. A cultivating tenant who is holding land which is less than 3 standard acres in extent.

8. A repatriate from Burma or Sri Lanka.

9. A cooperative farming society formed by landless agricultural labourers.

Tripura

To be prescribed by the rules to be framed under the Act.

Uttar Pradesh

1. In a village where no land is available for community purposes, or land available is less than 15 acres in extent, upto 15 acres shall be allowed for such purposes, in the village.

2. The remaining area shall be allowed in the following order or preference:—

- (a) A recognised educational institution for a purpose connected with instruction in agriculture, horticulture or animal husbandry;
- (b) a landless agricultural labourer;
- (c) a person residing in the circle who become landless on account of his land having been compulsorily acquired under the provisions of any law relating to acquisition of land;
- (d) a landless person residing in the Circle who is retired, released or discharged from the armed forces of the Union;
- (e) landless political sufferer residing in the circle, who has not been granted political pension;
- (f) a landless agricultural labourer belonging to Scheduled Castes or Scheduled Tribes;
- (g) any other landless agricultural labourer residing in this circle;
- (h) a Bhumidar, Sirdar or an Asami holding less than 1.26 hectares;
- (i) any other person.

West Bengal

Landless persons or person owning less than 1 hectare of land, who are residents of the locality, preference being given to those among such persons who form themselves into a cooperative farming society. No premium shall be charged for such settlement. However, the State Government may settle such land with other persons where it is considered necessary for purposes connected with agriculture on terms and conditions as the State Government may think fit.

APPENDIX XLIII

(Reference para 5·2)

Statement showing the position of distribution of ceiling surplus land to the persons belonging to Scheduled Castes and Scheduled Tribes and as on 31st December, 1978

(Area in acres)

Sl. No.	Name of State/ Union Territory	Scheduled Castes		Scheduled Tribes		Others	
		Area	No. of beneficiaries	Area	No. of beneficiaries	Area	No. of beneficiaries
1	2	3	4	5	6	7	8
1	Andhra Pradesh	1,05,838	74,062	39,908	24,371	70,254	49,514
2	Assam	27,272	23,589	30,239	17,495	2,46,241	2,01,215
3	Bihar	50,841	74,057	14,895	14,544	65,254	49,404
4	Gujarat	Nil	Nil	Nil	Nil	Nil	Nil

1	2	3	4	5	6	7	8
5	Haryana	14,695	6,118	No. ST	No. ST	13,914	5,703
6	Himachal Pradesh . .	3,027	4,138	43	63	1,073	1,729
7	Jammu & Kashmir . . .	..	..	..	..	..	..
8	Karnataka	Nil	Nil	20,722	3,873	16,311	3,086
9	Kerala	15,071	26,085	3,958	4,751	25,969	38,561
10	Madhya Pradesh . . .	12,463	5,862	29,261	9,982	13,563	6,272
11	Maharashtra	91,177	23,889	50,156	15,192	1,383,376	35,371
12	Orissa	28,836	22,979	41,185	28,095	24,314	18,892
13	Punjab	2,135	992	No. ST	No. ST	2,359	1,230
14	Rajasthan	46,599	11,167	15,023	4,069	68,995	11,674
15	Tamil Nadu	9,283	7,439	3	9	21,932	13,861
16	Tripura	21	16	82	88	355	303
17	Uttar Pradesh	1,21,526	1,23,085	..	..	72,570	42,287
18	West Bengal	N.A.	27,413	N.A.	12,461	N.A.	24,727
19	Dadra Nagar Haveli . .	28	13	3,164	1,399	Nil	Nil
20	Delhi	Nil	Nil	No. ST	No. ST	Nil	Nil
21	Pondicherry	580	696	No. ST	No. ST	211	206
TOTAL		5,29,392	4,31,600	2,48,639	1,36,392	7,81,691	5,10,035

APPENDIX XLIV

(Reference para No. 5.26)

*Legislative and executive measures to control alienation of tribal lands**Andhra Pradesh*

The Andhra Pradesh Scheduled Areas Land Transfer Regulation, 1959 has been amended by the Andhra Pradesh (Scheduled Areas) Land Transfer (Amendment) Regulation, 1970. Under the Rules and Regulations, any transfer of immovable property situated in the Agency Tract, by a person whether or not such a person is a member of a Scheduled Tribe, shall be absolutely null and void. Moreover, no immovable property in the Agency Area and owned by a member of a Scheduled Tribe, shall be liable to attachment and sale in execution of money decree. It had been reported that the Government of Andhra Pradesh had accepted the recommendation of the State Tribes Advisory Council that unauthorised occupation of tribal land by non-tribal should be treated as a cognizable offence. The State Government was reported to have decided to amend the Andhra Pradesh (Scheduled Areas) Land Transfer Regulation to provide for a penal clause to punish the 'intruders' with rigorous imprisonment for a term which may extend to one year and a fine upto Rs. 2,000 or both. The Government had also decided to restore possession of land to the tribals alongwith standing crops. The Government of Andhra Pradesh enacted the assigned land (Prohibition of Transfer) Act of 1976 to check the alienation of lands belonging to Scheduled Castes and Scheduled Tribes.

Assam

The Assam Land Revenue Regulation, 1886 (as amended in 1964) provides for the protection of the Scheduled Tribes against alienation of land within areas constituted in tribal blocks formed under the provisions of the Regulation. No new settlement of land in such areas with other classes of people is allowed. Transfer, exchange and lease of land in tribal blocks and belts are restricted with the approval of the District Councils in the interest of the tribals. Even registration of documents evidencing any transaction for acquisition or possession of any land in these areas detrimental to the interests of the tribals is not allowed. These Tribal Belts and Blocks are located within the Districts of Goalpara, Kamrup, Darrang, Lakhimpur and Nowgaon.

Bihar

The Bihar Scheduled Areas Regulation, 1969 amended certain laws with regard to their applicability to Scheduled Area in Bihar alongwith others. The relevant laws affected were the Chhotanagpur Tenancy

Act, 1908 and the Santhal Parganas (Supplementary Provisions) Act, 1949. A new section was inserted (section 71(a)) to the Chhotanagpur Tenancy Act providing for powers to restore possession to the Scheduled Tribe of land unlawfully transferred. If at any time it comes to the notice of the Deputy Commissioner that transfer of land belonging to a Scheduled Tribe has taken place in contravention to section 46 or any other provisions of the Act or by any fraudulent method, he may after making necessary enquiries restore it to the transferer or his heir with a period of 30 years, or in case the transferer or his heir is not available or is not willing to agree to such restoration, resettle if with another raiyat belonging to Scheduled Tribe according to the village custom for disposal of abandoned holding. Another section, namely, section 71(b) inserted provided that if any land is transferred in contravention of section 46 or any other provisions of the Act and is held or cultivated by any person with the knowledge of such transfer, he shall be punished with imprisonment which may extend to three years or with fine which may extend to Rs. 5,000 or with both and in the case of continuing offence, to a further fine not exceeding Rs. 50 for each day during which the offence continues. The amendments to the Santhal Parganas (Supplementary Provisions) Act, were exactly similar to those incorporated into Chhotanagpur Tenancy Act.

Gujarat

Section 73(a) read with section 79(a) of the Land Revenue Code, 1879 provided for action for the restoration of land to tribals in case of its alienation to non-tribals. The State Government has issued executive instructions to Collectors to restore the possession of tribal holders without charging any occupancy price. The Bombay Tenancy and Agricultural Lands Act applicable to Bombay area of Gujarat while spelling out the rights of landlord to terminate a tenancy for personal cultivation or for the use of land for non-agricultural purposes, provides that in no case a tenancy can be terminated under that provision if the tenant is a member of Scheduled Caste or a Scheduled Tribe.

Himachal Pradesh

The Himachal Pradesh Transfer of Land (Regulation) Act, 1969 imposes restrictions on the transfer of land by tribals in favour of non-tribals.

Kerala

The Kerala Scheduled Tribes (Restrictions on Transfer of Lands and Restoration of Alienated Lands) Act, 1975 is aimed at restricting the transfer of lands by members of Scheduled Tribes and for the restoration of possession of land alienated by such persons. According to this Act any fraudulent transfer of immovable property by a member of the Scheduled Tribe affected on or after the first day of January, 1970 and before the commencement of the Act shall be deemed to be invalid. Any person who on or after the commencement of this Act procures transfer of any immovable property in contravention of the provisions of this Act shall be punishable with rigorous punishment upto a period of 1 year or with fine to the extent of Rs. 2,000 or with both. The law also provides that no civil court shall have jurisdiction of settle, decide or deal with any question or to determine any matter required to be dealt with by the competent authority or the Revenue Divisional Officer. The Kerala Land Reforms Act, 1964 also provides that no landholder shall be entitled to resume any land in the possession of a tenant who is a member of the Scheduled Castes or Scheduled Tribes.

Madhya Pradesh

Madhya Pradesh Land Revenue Code (Third Amendment) which received the assent of the President on the 10th November, 1976 sets aside all malafide transfers of land from tribals to non-tribals retrospectively from October 2, 1959. There is no restriction on the alienation of land by Scheduled Caste in the State except under the provisions of section 165 of the Amendment Act which spells out restrictions in transfer of land from a tribal to a non-tribal without the permission of a Revenue Officer not below the rank of a Collector. According to the new section 170-A of the Act, the S.D.O. could at his own enquire into the transfer affected to satisfy himself as to the bonafides of such transfers. Under the new section 257-A, no legal practitioner could appear, plead or act on behalf of any party where one of the parties belonged to a scheduled tribe except with the written permission of the Revenue Officer/Court before whom the case was pending.

Maharashtra

To check the sale of Tribal Land by non-Tribals, the Government of Maharashtra enacted a legislation, the Maharashtra Land Revenue Code and Tenancy Laws (Amendment Act, 1974), which came into force from 6th July, 1974. Under this Act restrictions on transfers of tribals' land had been further tightened up. The State Government enacted another Legislation namely 'The Maharashtra Restoration of Land to Scheduled Tribes Act, 1974' which came into force from 1st November, 1975 and provided for restoration of land to the tribals whose lands had gone into the hands of non-tribals between 1st April, 1957 to 6th July, 1974 as a result of transfer (including exchanges) effected validly and also in respect of lands which were purchased or decided to have been purchased by non-tribals between the aforesaid period under the provisions of the Tenancy Act including acquisition of land which had been regularised on payment of penalty under the tenancy law. Whereas the first Act enabled the tribals to secure the lands illegally usurped by the non-tribals, the second one goes further and provides for restoration of their land acquired by the non-tribals by legal methods.

Meghalaya

The Meghalaya Transfer of Land (Regulation) Act, 1971 provides that prior permission of the competent authority should be obtained by the transferer/transferee of any land in the State.

Orissa

Any person other than a member of the Scheduled Tribe found to be in possession of any immovable property belonging to a Scheduled Tribe in contravention of the provisions of the Scheduled Areas Transfer of Immovable Property by Scheduled Tribes

(Amendment) Regulation, 1965 shall be liable to be ejected and also is liable to be punished with a fine @ Rs. 400 per acre for each year. Under section 22 of the recently amended Orissa Land Reforms Act, transfer of holding by a Scheduled Tribe raiyat shall be void unless (i) it is in favour of a Scheduled Tribe and (ii) in other cases with written permission of the competent Revenue Officer. Transfers in contravention of the provisions of this Act may be declared invalid and the Revenue Officer may impose on the transferer or the transferee or both a penalty upto Rs. 200 and suo-motu restore the property to the transferer.

Rajasthan

The Rajasthan Tenancy Act, 1955, prohibits transfer of land by a member of Scheduled Tribes in favour of a non-tribal. The Registration (Rajasthan Amendment) Act, 1976, also does not allow any person to get the land registered in his name if he has purchased the land from a Scheduled Tribe against the provisions of law. Earlier, the Registration Officer could not have refused to register such documents. As a further measure of protection, the State Government propose to amend the Rajasthan Tenancy Act, 1955, to provide for procedure for summary ejection of trespassers on the land held by a member of the Scheduled Tribe, so that a trespasser who has taken possession without lawful authority of a tribal's land is ejected summarily.

Tripura

The Tripura Land Revenue and Land Reforms Act, 1960 was amended in 1975 to insert Section 107(A) to Section 107(E) to safeguard the interests of the members of Scheduled Tribes in respect of their land. Any transfer of land by a person not belonging to the Scheduled Tribe within a village or tehsil shall be void unless such transfer is made in accordance with the provisions of the Act. If any transfer in the scheduled villages or tehsils takes place in contravention of the above provisions, any Revenue official especially appointed, may, on his own motion or on an application made in this behalf, by a written order eject the transferee or any other person claiming under him, from such land and take possession of the land. Such land shall vest in the Government.

Uttar Pradesh

The U. P. Zamindari Abolition and Land Reforms Act, 1950 was amended by an ordinance in 1969 which was later replaced by U.P. Act No. IV of 1969 inserting Section 157(a) which for the first time introduced restrictions on transfer of land by scheduled tribes. It is provided that no Bhoomidar, Sirdar or Assami belonging to a Scheduled Tribe shall have the right to transfer by way of sale, gift, mortgage or lease any land to a person not belonging to a Scheduled Tribes, except with the previous approval of the Collector. All transfers in contravention shall be void and the transferee shall be liable to ejection.

West Bengal

To protect the interests of Scheduled Tribes and to prevent alienation of tribal land, the West Bengal Land Reforms Act, 1955 has been amended more than once. After the latest amendment a tribal raiyat cannot transfer his holding or any part thereof except in accordance with Section 14C. A tribal raiyat can, however, transfer his land by sale to a person not belonging to a Scheduled Tribe with the previous permission in writing of the Revenue Officer (Special Officer, Scheduled Castes and Tribes Welfare/Scheduled Castes and Tribes Welfare Officer/Regional Inspector, Scheduled Castes & Tribes Welfare) concerned and no such permission can be granted by the Revenue Officer unless he is satisfied that no purchaser belonging to a Scheduled Tribe is willing to pay the fair market price and the proposed sale is intended to be made for the improvement of any other part of the holding or for investment. To prevent alienation of land from tribal raiyat necessary executive instructions have been issued by the State Government.

APPENDIX XLV

(Reference para No. 5.44)

Rates of Agricultural Minimum Wages fixed by various State Governments

Name of the State	Date from which effective	Rate of wages												
1	2	3												
Central Government	18th September, 1976	Rs. 4.45 to Rs. 6.50 according to areas.												
Andhra Pradesh	2nd December, 1975	Rs. 3.00 to Rs. 5.00 per day according to areas.												
Assam	October, 1974	Rs. 5.00 to Rs. 6.00 per day without meals or Rs. 4.50 to Rs. 5.50 per day with one meal, according to occupations.												
Bihar	July, 1975	Rs. 4.50 to Rs. 5.00 per day plus <i>Nashita</i> (In all districts except East and West Champaran) according to areas.												
Gujarat	5th January, 1976	Rs. 5.50 per day.												
Haryana	31st December, 1975	Rs. 5.50 to Rs. 8.50 per day with meals or Rs. 7.00 to Rs. 10.00 per day without meals according to occupations.												
Himachal Pradesh	1st October, 1977	Rs. 5.25 per day.												
Jammu & Kashmir	No minimum wages have been fixed so far.													
Karnataka	2nd October, 1975	Rs. 3.25 to Rs. 5.60 per day according to class of operation and type of land.												
Kerala	15th September, 1975	Rs. 6.50 per day for light work and Rs. 8.00 per day for hard work.												
Madhya Pradesh	2nd October, 1975	Rs. 3.50 to Rs. 4.00 per day according to Zones.												
Maharashtra	1st November, 1978	Rs. 4.00 to Rs. 5.50 per day according to areas.												
Manipur	1st March, 1977	Rs. 6.50 per day.												
Meghalaya	2nd September, 1975	(a) Rs. 4.50 per day with one meal or Rs. 5.00 per day. According to operations. (b) Rs. 5.50 with one meal or Rs. 6.00 per day. According to operations.												
Nagaland	31st January, 1978	Rs. 8.00 per day.												
Orissa	1st January, 1976	Rs. 4.00 per day.												
Punjab	1st January, 1979	*Kandi Area—Rs. 8.70 per day or Rs. 6.70 per day with meals. *Others areas—Rs. 9.70 per day or Rs. 7.70 per day with meals.												
Rajasthan	November, 1975	Rs. 4.25 to Rs. 6.00 according to areas.												
Sikkim	Minimum Wages Act, 1948 has not been extended.													
Tamil Nadu	2nd March, 1976	Rs. 3.50 to Rs. 5.00 per day (adult) Rs. 2.10 to Rs. 3.00 per day (non-adults) according to type of operations.												
Tripura	15th August, 1975	Rs. 4.00 per day.												
Uttar Pradesh	23rd October, 1975	Rs. 5.00 to Rs. 6.50 per day according to zones.												
West Bengal	1st October, 1978	Daily Rate												
		<table border="1"> <thead> <tr> <th></th> <th>Basic</th> <th>D.A.</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Adult :</td> <td>5.60</td> <td>2.10</td> <td>7.70</td> </tr> <tr> <td>Child :</td> <td>4.00</td> <td>1.52</td> <td>5.52</td> </tr> </tbody> </table>		Basic	D.A.	Total	Adult :	5.60	2.10	7.70	Child :	4.00	1.52	5.52
	Basic	D.A.	Total											
Adult :	5.60	2.10	7.70											
Child :	4.00	1.52	5.52											
Andaman & Nicobar Islands	1st June, 1976	Rs. 5.50 per day.												
Arunachal Pradesh	Fixation of minimum wages is under consideration.													
Chandigarh	28th April, 1979	Rs. 7.70 to Rs. 9.00 per day with meal or Rs. 9.70 to Rs. 11.00 per day, according to nature of work.												
Dadra and Nagar Haveli	15th April, 1976	Rs. 5.50 per day.												
Delhi	1st October, 1975	Rs. 6.75 per day.												
Goa, Daman & Diu	25th February, 1976	Rs. 4.00 to Rs. 5.00 per day according to class of work.												
Mizoram	Fixation of minimum wages in agriculture is under consideration.													
Pondicherry	1st May, 1976	Rs. 3.50 to Rs. 9.00 per day according to areas and nature of work.												
Lakshadweep	There are no agricultural workers.													

*The minimum rates of wages in the employment in agriculture are linked to the Working Class Consumer Price Index Number.

APPENDIX XLVI

(Reference Para No. 5.59)

Statement showing benefits derived by small/marginal farmers and agricultural labourers belonging to Scheduled Castes and Scheduled Tribes in SFDA/MFAL Agencies during 1978-79.

(Rs. in Lakhs)

Sl. No.	Name of the Agency	Number of beneficiaries				Expenditure during 1978-79 on			
		Sch. Castes	Sch. Tribes	Others	Total	Sch. Castes	Sch. Tribes	Others	Total
1	2	3	4	5	6	7	8	9	10
1	S.F.D.A., Sultanpur (U.P.)		1,219*	7,127	8,346		1.43*	23.22	24.65
2	S.F.D.A., Mathura (U.P.)		1,460*	4,105	5,565		5.45*	19.58	25.03
	S.F.D.A., Chhindwara (M.P.) (up to January 1979)	173	258	325	756	0.82	1.22	1.55	3.59
A-3	S.F.D.A., Chhindwara (M.P.) (up to March 1979).	759	965	1,584	3,403	2.90	4.96	9.68	17.54
4	S.F.D.A., Basti (U.P.)	286	No. ST	1,478	1,794	1.41	..	7.11	8.52
5	S.F.D.A., Tiruchy (Tamil Nadu) . .	N.A.	N.A.	N.A.	N.A.	3.30	1.10	N.A.	4.40
6	S.F.D.A., MFAL Agency, Hassan (Karnataka)		938%*	5,935	6,873		1.56*	10.28	11.84
7	S.F.D.A., Madurai (Tamil Nadu) . .		3,157*	22,945	26,102		4.98*	17.67	22.65
8	S.F.D.A., Gurgaon (Haryana)	2,143	No. ST	30,641	32,784	7.71	No. ST	36.01	38.72
9	S.F.D.A., Bhiwani (Haryana)	467	No. ST	792	1,259	3.32	No. ST	2.28	5.60
10	S.F.D.A., Thanjavur (Tamil Nadu) . .	680	..	15,203	15,883	2.04	..	47.70	49.74
11	S.F.D.A., Thana (Maharashtra) . . .	58	1,640	2,325	4,023	0.35	5.68	18.33	24.36
12	S.F.D.A., Delhi	182	No. ST	681	863	1.15	No. ST	4.31	5.46
13	S.F.D.A., Vijaywada (A. P.) (upto 31-3-79)	4,117	1,328	12,253	17,698	31.84	9.24	107.59	148.67
14	S.F.D.A., Vadodara (Gujarat)	785	1,549	8,882	11,126+		8.02*	72.06	80.08
					124 Societies				
15	S.F.D.A., Quilon (Kerala)		1,888*	5,305	7,193		4.30*	18.19	22.49
16	S.F.D.A., Hoshiar Pur (Punjab) . . .	1,270	No. ST	7,440	8,710	2.52	No. ST	38.54	41.06
17	S.F.D.A., Rajnandagaon (M.P.)	1,518	No. ST	3,224	6,241	7.39	10.67	43.52	61.58
18	S.F.D.A., Parbhani (Maharashtra) . .		2,043*	4,131	6,174		8.64*	19.18	27.82
19	S.F.D.A., Nanded (Maharashtra) . . .	925	8	4,464	5,397	4.46	0.11	20.44	25.01
20	S.F.D.A., Kanyakumari (T.N.)	1,331	11	11,238	12,580	2.45	0.06	17.90	20.41
21	S.F.D.A., Unnao (U.P.)	4,786	..	9,575	14,361	3.90	..	7.30	11.20
22	S.F.D.A., Cooch Behar (W.B.)	6,846	10	4,747	11,603	12.30	0.03	8.21	20.54

APPENDIX XLVI *Contd.*

1	2	3	4	5	6	7	8	9	10		
23	S.F.D.A., Pondicherry	343	No. ST	1,038	1,381	1.40	No. ST	4.40	5.50		
24	S.F.D.A., Karwar (Karnataka) . .		132*	4,555	4,687		1.90*	11.43	13.33		
25	S.F.D.A., Bharuch (Gujarat) . . .	488	2,344	2,620	5,452+	2.02	13.04	10.46	25.52		
					91 Societies						
26	S.F.D.A., Jabalpur (M.P.)	339	515	..	854	N.A.	N.A.	..	1.25		
27	S.F.D.A., Coimbatore (T.N.) . . .		346*	11,339	11,685		1.41*	23.76	25.17		
28	S.F.D.A., Jullundar Kapurthala (Punjab)	1313	No. ST	6481	7,794	5.94	No. ST	20.51	30.07		
29	S.F.D.A., Sitamarhi (Bihar)	746	No. ST	3,186	3,932	0.53	No. ST	13.65	14.18		
30	S.F.D.A., Kakinada (A.P.)	1,722	71	4,526	6,319	24.58	0.96	76.44	101.98		
31	S.F.D.A., Madhubani (Bihar)	868	..	10,391	11,259	1.07	..	14.20	15.27		
32	S.F.D.A., Satara (Maharashtra) . .		1,613*	7,200	8,813		5.18*	36.17	41.35		
33	S.F.D.A., Adilabad (A.P.)	352	64	818	1,234	8.87	7.12	18.90	34.80		
34	S.F.D.A., Gulbaraga (Karnataka) . .		384*	2,174	2,558	N.A.	N.A.	N.A.	N.A.		
35	S.F.D.A., Sitapur (U.P.)	382	No. ST	4,168	4,550	0.93	No. ST	14.34	15.27		
36	S.F.D.A., Nalanda (Bihar)	2,094	..	5,524	7,618	1.13	..	9.40	10.53		
37	S.F.D.A., Warangal (A.P.)		1,077*	1,168	2,245		4.68*	11.13	15.82		
38	S.F.D.A., Trichur (Kerala)	461	12	5,835	6,308		1.28*	26.40	26.68		
39	S.F.D.A., Balia (U.P.)	1,786	..	7,847	9,633	3.42	..	18.16	21.5		
40	S.F.D.A., Kolhapur (Maharashtra) . .		4,527*	9,488	14,015		14.75*	32.02	46.77		
41	S.F.D.A., Manipur	No. SC	1,958	341	2,299	No. SC	21.53	6.47	30.51		
42	S.F.D.A., Ratnagiri (Maharashtra) . .	2,510	259	4,160	6,929	1.47	0.37	11.04	12.88		
43	S.F.D.A., Hyderabad (A.P.)	1,493	475	2,373	4,341	15.70	4.55	17.22	37.47		
44	S.F.D.A., Karimnagar (A.P.)	2,217	157	4,250	6,623	8.02	1.73	28.44	38.19		
45	S.F.D.A., Bilaspur (M.P.)	3,552	2,218	8,809	15,894	4.35	4.16	17.08	25.59		
46	S.F.D.A., Patna (Bihar)	170	..	2,256	3,438	0.72	..	12.74	13.46		
47	S.F.D.A., Jalpaiguri (W.B.)	4,760	1,319	2,861	8,940	4.17	1.16	2.50	7.83		
48	S.F.D.A., Hissar (Haryana)		2,611*	15,593	18,204		5.42*	24.31	29.73		
49	S.F.D.A., Trivendrum (Kerala)		2,401*	13,605	16,606		5.05*	70.43	75.48		
50	S.F.D.A., Meerut (U.P.)	5,374	No. ST.	6,604	11,978	26.10	No. ST	27.02	53.12		
51	S.F.D.A., Samastipur (Bihar)	696	..	4,300	4,996	1.10	..	6.30	7.40		
52	S.F.D.A., Jammu (J&K.)	797	No. ST	2,635	3,432	4.20	No. ST	No. ST	16.32	20.52	
	TOTAL	58,789 (13.9%)	23,796*	15,161 (3.58%)	3,19,595 +215 Societies	4,22,846 +215 Societies	203.58 (13.57%)	074.05* (5.84%)	087.69 (5.84%)	1,131.89	1,499.21

*Combined for Scheduled Castes and Scheduled Tribes.

APPENDIX XLVII

(Reference para No. 5.71)

Statement showing house-sites allotted the landless workers in the country as on 31-12-78

S. No.	Name of States/ Union Territories	Total num- ber of eligi- ble families	Number of families al- lotted house- sites (includ- ing un-deve- loped sites	1	2	3	4
1	2	3	4				
1	Andhra Pradesh . . .	16,00,000	8,52,471	12	Orissa	4,19,000	1,62,171
2	Assam	2,29,000	49,056	13	Punjab	2,95,503	2,95,503
3	Bihar	19,58,000	7,15,000	14	Rajasthan	8,54,023	8,54,023
4	Gujarat	4,96,194	3,90,647	15	Tamil Nadu	14,97,000	5,23,076
5	Himachal Pradesh . . .	4,724	4,549	16	Tripura	42,650	38,307
6	Haryana	2,18,495	2,17,701	17	Uttar Pradesh	12,40,340	12,36,139
7	Jammu & Kashmir . . .	20,120	5,275	18	West Bengal	2,82,961	2,82,961
8	Karnataka	8,76,997	7,89,973	19	Andaman & Nicobar Is- lands.	8,628	3,926
9	Kerala	3,00,000	90,000	20	Goa, Daman & Diu . . .	1,595	1,595
10	Madhya Pradesh	9,13,037	7,56,975	21	Chandigarh	90	51
11	Maharashtra	3,66,185	3,63,000	22	Pondicherry	10,960	9,495
				23	Dadra & Nagar Haveli . .	715	715
				24	Delhi	14,200	11,800
					TOTAL	1,16,50,417	76,54,409

APPENDIX XLVIII

(Reference para No. 6.3)

Enrolment ratios of students belonging to General population, Scheduled Castes & Scheduled Tribes to their populations in the corresponding age group for the years 1973-74, 1974-75 & 1977-78.

Sl. No.	Name of the State/Union Territory	General				Scheduled Caste						Scheduled Tribes					
		Class I—V		Class VI—VIII		Class I—V			Class VI—VIII			Class I—V			Class VI—VIII		
		1973-74	1977-78	1973-74	1977-78	1973-74	1974-75	1977-78	1973-74	1974-75	1977-78	1973-74	1974-75	1977-78	1973-74	1974-75	1977-78
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1	Andhra Pradesh	72.9	71.7	23.6	25.8	67.2	61.6	31.1	16.7	18.5	66.7	45.2	48.9	62.8	6.6	6.6	9.3
2	Assam	66.8	70.3	35.0	34.1	85.3	83.0	105.8*	41.6	41.6	19.2	100.0	100.0	85.4	40.6	41.3	31.6
3	Bihar	54.2	67.3	20.4	27.1	33.9	34.1	46.0	10.6	11.2	9.4	58.8	58.7	75.8	17.6	18.7	32.4
4	Gujarat	88.6	95.5	44.0	42.8	92.0	97.0	108.4*	45.9	55.0	41.6	56.0	59.0	71.8	17.4	21.0	20.3
5	Haryana	68.7	69.1	47.5	42.4	46.3	46.4	50.7	22.3	21.5	22.3	..	..	..	..	..	..
6	Himachal Pradesh	96.3	96.9	54.2	53.6	76.0	71.0	81.1	26.5	27.0	32.2	66.5	60.0	78.2	32.3	26.0	32.7
7	Jammu & Kashmir	68.8	62.0	37.7	39.5	28.1	..	40.4	14.8	..	53.7	..	..	..	..	..	..
8	Kerala	118.8	107.1	77.2	87.6	..	..	114.8*	..	..	87.5	..	..	67.7	..	..	40.1
9	Karnataka	89.0	86.6	35.7	39.0	63.0	56.1	73.0	19.0	17.4	25.4	67.6	33.9	105.7	26.7	34.2	38.8
10	Madhya Pradesh	78.2	60.6	23.6	27.2	65.5	N.A.	80.4	11.6	..	20.5	61.0	N.A.	46.6	7.5	N.A.	10.2
11	Maharashtra	97.9	102.7	43.5	45.0	N.A.	N.A.	152.4	N.A.	..	53.3	N.A.	N.A.	76.3	N.A.	N.A.	16.1
12	Manipur	157.7	149.6	46.4	51.3	15.0	15.0	180.0*	34.0	49.0	55.4	16.3	15.7	164.9	34.0	38.0	40.7
13	Meghalaya	88.7	120.7	40.6	41.4	..	60.6	586.5	..	65.2	138.5	..	57.4	132.7	..	38.1	42.6
14	Nagaland	111.8	165.3	91.1*	70.8	..	..	..	..	..	..	90.0	N.A.	155.9	35.0	N.A.	116.7
15	Orissa	65.6	81.2	22.6	25.7	47.3	52.3	77.0	16.8	12.0	14.6	36.8	49.4	61.1	12.8	7.0	9.0
16	Punjab	86.9	110.9	49.7	55.5	59.6	22.9	127.3	21.9	65.9	49.0	..	..	..	..	..	..
17	Rajasthan	50.7	54.7	23.7	26.3	..	..	42.8	..	..	14.8	..	N.A.	35.5	7.8	N.A.	11.1
18	Tamil Nadu	109.9	106.7	49.7	49.6	93.4	91.6	115.3	45.4	42.4	40.4	33.7	35.1	59.2	10.8	14.6	15.5
19	Tripura	77.6	75.5	47.2	33.9	114.0	118.1	93.8	39.2	36.9	26.4	72.8	67.4	55.8	17.6	16.1	14.8
20	Uttar Pradesh	97.7	91.2	34.2	36.4	..	..	63.3	..	..	21.7	..	..	75.5	..	..	30.9
21	West Bengal	81.3	83.7	33.9	32.8	52.5	52.8	58.3	12.8	13.8	19.3	41.6	41.8	48.7	10.6	10.8	13.4
22	Andaman & Nicobar	114.6	120.5	56.2	63.3	..	..	..	..	..	..	43.8	37.4	78.9	24.8	31.5	27.8
23	Arunachal Pradesh	60.4	70.5	18.9	17.3	..	..	..	..	..	..	..	N.A.	70.2	..	..	15.9
24	Chandigarh	63.5	63.5	61.9	54.5	75.9	82.3	88.7	28.7	23.0	25.0	57.6	..	..	17.5	..	..
25	Dadra & Nagar Haveli	70.8	84.6	23.0	22.8	2.1	2.8	0.0	..	0.9	474.0	49.7	49.7	N.A.	8.8	8.8	155.6
26	Delhi	89.9	94.8	85.4	74.2	94.3	97.9	136.2	85.6	86.1	43.7	..	..	..	..	..	..
27	Goa, Daman & Diu	124.2	112.5	63.6	64.8	..	..	115.8	..	..	54.7	..	N.A.	73.4	..	N.A.	15.6
28	Lakshdweep	121.8	154.4	55.8	84.6	..	..	..	..	..	..	98.7	95.0	159.2	47.6	96.9	86.3
29	Mizoram	95.2	..	47.8	..	..	..	..	..	..	..	..	92.4	..	..	41.5	..
30	Pondicherry	113.2	103.6	50.3	64.8	..	..	98.2	..	..	40.2	..	..	..	..	..	..
	INDIA	83.5	82.8	35.6	37.9	68.9	67.1	75.5	22.1	22.7	25.5	59.3	59.7	66.1	15.7	15.7	17.7

*Percentage above 100 denote emolument in all schools of even higher age groups while population is only for specified age group.

APPENDIX XLIX

(Reference para 6.40)

Statement showing allocation of Central assistance for Book Banks in Medical & Engineering Colleges during 1978-79 (Based on data collected in 1975-76)

Sl. No.	Name of State/ Union Territory	No. of sets of books			Total cost @ Rs. 2,300 per set	No. of colleges			Cost of Almirah & contingencies @Rs. 1100 per college	Total Amount released
		Med.	Engg.	Total		Med.	Engg.	Total		
1	2	3	4	5	6	7	8	9	10	11
1	Andhra Pradesh . . .	120	87	207	4,76,100	8	11	19	20,900	4,97,000
2	Assam	151	177	328	7,54,400	3	2	5	5,500	7,59,900
3	Bihar	58	55	113	2,59,900	9	7	16	17,600	2,77,500
4	Gujarat	48	22	70	1,61,000	5	8	13	14,300	1,75,300
5	Haryana	7	2	9	20,700	1	2	3	3,300	24,000
6	Himachal Pradesh . . .	5	1	6	13,800	1	..	1	1,100	14,900
7	Jammu & Kashmir . . .	6	3	9	20,700	2	1	3	3,300	24,000
8	Karnataka	79	36	115	2,64,500	9	19	28	30,800	2,95,300
9	Kerala	45	7	52	1,19,600	4	6	10	11,000	1,30,600
10	Madhya Pradesh . . .	59	17	76	1,74,800	6	10	16	17,600	1,92,400
11	Maharashtra	142	136	278	6,39,400	13	14	27	29,700	6,69,100
12	Manipur	8	11	19	43,700	1	..	1	1,100	44,800
13	Orissa	10	27	37	85,100	3	2	5	5,500	90,600
14	Punjab	41	53	94	2,16,200	5	6	11	12,100	2,28,300
15	Rajasthan	35	11	46	1,05,800	5	5	10	11,000	1,16,800
16	Tamil Nadu	166	70	236	5,42,800	9	15	24	26,400	5,69,000
17	Tripura	1	2	3	6,900	..	1	1	1,100	88,000
18	Uttar Pradesh	71	47	118	2,71,400	9	14	23	25,300	2,96,700
19	West Bengal	162	3	165	3,79,500	7	12	19	20,900	4,00,400
20	Chandigarh . . . . .	..	6	6	13,800	..	1	1	1,100	14,900
21	Delhi	4	6	10	23,000	4	3	7	7,700	30,700
22	Goa, Daman & Diu . . .	1	..	1	2,300	1	2	3	1,100	3,400
23	Pondicherry	1	1	2	4,600	1	..	1	1,100	5,700
TOTAL		1,220	780	2,000	46,00,000	106	141	247	2,69,500	48,69,500

APPENDIX L

(Reference para 6.64)

Statement showing the number of all Scheduled Caste and Scheduled Tribe students enrolled to various Kendriya Vidyalayas, number of applications received and number of all, Scheduled Caste and Scheduled Tribe students to these Vidyalayas, during 1977-78

Name of Kendriya Vidyalaya	Total students on roll in the Vidyalaya during 1977-78	Sch. Castes	Sch. Tribes	No. of seats reserved		No. of applications received for fresh admission during 1977-78			No. of students admitted during 1977-78			Nature of concession given to SC/ST candidates	Main reasons for rejecting applications received from SC/ST candidates
				SC	ST	Total	SC	ST	Total	SC	ST		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1 Port Blair	449	12	1	15%	7½%	..	3	1	..	3	1	..	..
2 Kanchan Bagh	671	35	..	15%	7½%	279	13	..	104	10	..	..	..
3 Uppal	710	71	13	15%	7½%	350	20	2	115	16	2	..	..
4 Picket	1,501	84	11	15%	7½%	892	27	3	160	20	4	..	Absent
5 Trimulgherry	1,728	34	1	15%	7½%	..	8	..	..	8	..	..	..
6 Ramagundam	421	27	7	15%	7½%	158	9	2	128	9	2	..	..
7 Visakhapatnam	1,169	58	..	15%	7½%	491	7	..	183	7	..	..	..
8 Tirupati	392	22	5	15%	7½%	112	7	..	105	7	..	..	..
9 Itanagar	675	34	170	15%	7½%	203	17	54	105	17	54	..	..

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
10 Tengavalley . . .	384	4	9	15%	7½%	197	3	6	210	3	6	..	..
11 Gauhati . . .	556	22	4	15%	7½%	730	17	2	250	12	1	..	..
12 Narangi . . .	780	12	1	15%	7½%	606	9	1	168	9	1	..	..
13 Bongaigaon . . .	116	2	3	15%	7½%	99	2	2	91	2	2	..	..
14 Digaru . . .	322	14	3	15%	7½%	91	3	..	91	3	..	..	..
15 Dinjan . . .	715	5	..	15%	7½%	..	8	2	..	8	2	..	..
16 Duliajan . . .	376	16	4	15%	7½%	320	25	10	230	18	8	..	..
17 Jorhat . . .	903	22	6	15%	7½%	352	16	3	292	16	1	..	..
18 Lokra . . .	199	15	..	15%	7½%	94	2	..	55	2	..	..	..
19 New Missamari	388	24	3	15%	7½%	158	8	1	146	8	1	..	..
20 Sibsagar . . .	1,158	21	3	15%	7½%	239	13	3	239	13	3	..	..
21 Tezpur . . .	1,232	40	6	15%	7½%	..	10	2	..	2	2	..	..
22 Barauni No. 1 . .	778	8	2	15%	7½%	253	3	1	163	10	1	..	..
23 Barauni No. 2 . .	..	..	..	15%	7½%	329	..	..	154	..	..	..	..
24 Bhurkunda . . .	630	16	4	15%	7½%	372	7	1	127	7	1	..	..
25 Dhanbad . . .	312	12	4	15%	7½%	187	4	3	79	4	3	..	..
26 Dinapore Cantt.	1,094	43	4	15%	7½%	303	9	..	185	9	..	..	..
27 HEC Ranchi No.1	923	14	13	15%	7½%	700	6	5	84	6	5	..	..
28 Hirao, Ranchi . .	809	31	55	15%	7½%	290	16	9	70	11	5	..	..
29 Jawahar Nagar .	422	14	1	15%	7½%	..	1	..	..	1	..	..	..
30 Meghahatuburu .	273	10	42	15%	7½%	170	30	23	142	21	19	..	..
31 Kankar Bagh . .	671	17	2	15%	7½%	149	10	2	69	10	2	..	..
32 Ramgarh Cantt..	987	16	1	15%	7½%	400	9	..	229	9	..	..	..
33 Singharashi . .	177	14	6	15%	7½%	88	4	3	88	4	3	..	..
34 Sect. 31 Chandigarh	1,132	80	7	15%	7½%	440	13	..	..	13	..	..	..
35 Andrews Ganj . .	1,856	34	10	15%	7½%	459	42	5	70	11	5	..	..
36 Delhi Cantt. . .	2,528	38	8	15%	7½%	502	18	1	105	10	1	..	..
37 IIT Hauz Khas .	1,712	51	5	15%	7½%	21	20	1	21	20	1	..	..
38 Janak Puri . . .	1,302	48	9	15%	7½%	298	19	2	70	11	2	..	..
39 Sect. VIII R. K. Puram	1,580	27	1	15%	7½%	342	34	1	70	11	1	..	..
40 Tagore Garden . .	1,668	44	..	15%	7½%	497	30	..	68	12	..	..	..
41 Vishesh KV, - Janakpuri . . .	118	3	37	15%	7½%	27	..	8	27	..	8	..	..
42 Vasce-D-Gama . .	656	19	4	15%	7½%	176	4	2	104	4	2	..	..
43 Ahmedabad . . .	1,021	44	15	15%	7½%	355	21	5	270	21	5	..	..
44 Baroda . . .	1,087	11	3	15%	7½%	..	7	3	..	7	3	..	..
45 Dhargandhra . .	405	19	3	15%	7½%	122	9	3	122	9	3	..	..
46 Gandhi Nagar . .	497	23	1	15%	7½%	165	1	..	207	10	..	..	..
47 INS Valsura . . .	403	27	5	15%	7½%	246	8	..	147	8	..	..	..
48 AFS Jamnagar . .	967	58	3	15%	7½%	..	7	2	..	7	2	..	..
49 Rajkot . . .	930	32	2	15%	7½%	..	17	..	..	17	..	..	..
50 Surat . . .	613	15	7	15%	7½%	269	2	1	99	2	1	..	..
51 Vallabh Vidyanagar	562	2	2	15%	7½%	103	..	2	74	..	2	..	..
52 Ambala Cantt. . .	1,097	16	..	15%	7½%	258	9	..	93	9	..	..	..
53 AFS Ambala Cantt.	1,263	14	7	15%	7½%	433	7	..	173	5	..	..	..
54 Faridabad No.1	1,298	72	7	15%	7½%	917	52	7	189	25	3	..	..
55 Faridabad No. 2	590	38	6	15%	7½%									
56 Gurgaon . . .	417	5	1	15%	7½%	204	4	..	102	2	..	..	..
57 Jhajjar . . .	615	11	..	15%	7½%	195	3	..	92	3	..	..	..
58 Pinjore . . .	305	1	..	15%	7½%	606	9	..	314	1	..	..	..
59 Palampur . . .	..	..	..	45%	7½%	297	..	..	163	1	..	..	..
60 Yol Cantt. . .	450	24	4	15%	7½%	266	16	4	169	16	4	..	..
61 Jammu No. 1 . .	1,211	20	7	15%	7½%	..	17	1	..	3	1	..	..
62 Udhampur . . .	1,006	19	..	15%	7½%	..	16	..	..	10	..	..	..
63 MEC Bangalore	1,122	79	12	15%	7½%	..	5	1	..	5	1	..	..
64 ASC Bangalore	1,254	69	2	15%	7½%	557	9	1	251	9	1	..	..

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
65 Hebbal . . .	1,690	52	..	15%	7½%	518	28	..	217	16	..	..	..	..
66 Malleshwaram . .	1,055	28	1	15%	7½%	100	9	1	80	9	1	..	..	..
67 Bidar . . .	462	18	..	15%	7½%	..	3	..	..	3	..	..	..	..
68 Donimalai . . .	411	25	5	15%	7½%	112	14	2	96	14	2	..	..	..
69 Hubli . . .	485	22	1	15%	7½%	68	8	1	62	8	1	..	..	..
70 Kudremukh . . .	240	4	..	15%	7½%	128	..	..	128	..	..	..	..	..
71 Mangalore . . .	289	17	5	15%	7½%	116	3	1	56	3	1	..	..	..
72 Sambra . . .	313	..	..	15%	7½%	14	14	..	14	14	..	..	..	..
73 Calicutt . . .	605	8	6	15%	7½%	157	2	2	46	1	1	..	..	..
74 Cochin No. 1 . .	1,332	30	7	15%	7½%	529	12	2	346	9	2	..	..	..
75 Ernakulam . . .	1,102	40	7	15%	7½%	253	18	1	19	18	1	..	..	..
76 Trivandrum . . .	978	41	2	15%	7½%	..	16	..	133	16	..	..	..	..
77 Amla . . .	680	80	..	15%	7½%	177	20	1	177	20	..	..	..	Absent
78 Bilaspur . . .	607	19	6	15%	7½%	364	10	4	194	10	4	..	..	..
79 Dewas . . .	310	31	4	15%	7½%	372	27	17	94	15	3	..	..	..
80 Gwalior . . .	1,438	66	9	15%	7½%	..	14	8	..	14	8	..	..	..
81 Jabalpur No. 1 . .	1,356	32	8	15%	7½%	650	29	1	106	15	1	..	..	..
82 Jabalpur No. 2 . .	563	18	2	15%	7½%	32	27	5	16	15	1	..	..	..
83 Mhow . . .	508	9	2	15%	7½%	240	3	..	153	3	..	..	..	..
84 Neemuch . . .	602	8	5	15%	7½%	13	8	5	13	8	5	..	..	..
85 Pachmarhi . . .	462	10	1	15%	7½%	..	4	2	..	4	2	..	..	..
86 Sarni . . .	402	15	8	15%	7½%	165	7	10	106	4	5	..	..	..
87 Sengor . . .	931	79	9	15%	7½%	..	27	15	..	20	1	..	..	..
88 Singrauli . . .	350	5	2	15%	7½%	255	2	2	100	2	2	..	..	..
89 Ambarnath . . .	714	48	5	15%	7½%	..	43	..	..	10	..	..	..	..
90 Colba No. 1 . . .	3,407	141	14	15%	7½%	1,660	44	3	1,360	44	3	..	..	..
91 IIT Powai . . .	523	20	10	15%	7½%	192	18	3	213	18	3	..	..	..
92 Dehu Road . . .	912	137	16	15%	7½%	193	32	2	164	32	2	..	..	..
93 Devlali . . .	1,033	46	6	15%	7½%	416	10	1	145	5	1	..	..	..
94 Nagpur . . .	2,069	173	44	15%	7½%	952	107	21	474	38	13	..	..	..
95 Kharakvasla . . .	524	68	7	15%	7½%	132	15	3	132	15	3	..	..	..
96 Lohagaon . . .	1,099	30	..	15%	7½%	616	3	..	189	3	..	..	..	..
97 SC Poona . . .	1,123	67	5	15%	7½%	156	28	1	156	28	1	..	..	..
98 Imphal . . .	556	12	12	15%	7½%	192	3	13	65	3	4	..	..	Absent
99 Shillong . . .	807	19	93	15%	7½%	203	20	23	93	7	27	..	..	..
100 Balasore . . .	284	9	..	15%	7½%	120	4	..	74	4	..	..	..	..
101 Bhubaneswar . . .	734	44	15	15%	7½%	246	25	5	76	13	3	..	..	..
102 Khurda Road . . .	262	30	7	15%	7½%	104	7	2	45	7	2	..	..	..
103 Paradip Port . . .	266	6	1	15%	7½%	90	3	..	90	3	..	..	..	..
104 Puri . . .	349	17	..	15%	7½%	127	5	..	55	3	..	..	..	..
105 Sambalpur . . .	501	8	14	15%	7½%	162	1	5	72	1	5	..	..	..
106 Talchar . . .	533	3	5	15%	7½%	472	3	5	223	3	5	..	..	..
107 Pondicherry . . .	367	28	2	15%	7½%	..	13	1	..	5	1	..	..	..
108 Amritsar Cantt. . .	620	36	..	15%	7½%	270	15	..	120	15	..	..	..	..
109 Barnala . . .	280	14	..	15%	7½%	58	6	..	58	6	..	..	..	..
110 Ferozepur Cantt . .	1,079	15	..	15%	7½%	278	15	..	167	15	..	..	..	..
111 Halwara . . .	882	49	3	15%	7½%	341	25	1	296	23	1	..	..	..
112 Jullundur Cantt-2 . .	425	25	2	15%	7½%	380	17	..	260	17	..	..	..	..
113 Pathankot No. 2 . .	443	16	..	15%	7½%	340	29	..	82	6	..	..	..	..
114 Bharatpur . . .	329	13	4	15%	7½%	88	8	..	52	8	..	..	..	..
115 Bikaner . . .	651	5	2	15%	7½%	240	5	2	235	5	2	..	..	..
116 Fatehnagar . . .	113	3	..	15%	7½%	64	..	..	64	..	..	..	..	..
117 Jaipur . . .	1,364	132	21	15%	7½%	728	35	11	108	17	9	..	..	..
118 Jodhpur AFS . . .	1,194	23	4	15%	7½%	407	13	..	126	13	..	..	..	..
119 Jodhpur (Army) . . .	200	4	5	15%	7½%	..	4	5	..	4	5	..	..	..
120 Jodhpur BSF . . .	600	8	1	15%	7½%	341	8	1	337	5	..	..	..	..
121 Khetrinagar . . .	1,406	93	4	15%	7½%	274	39	1	275	38	1	..	..	..

1	2	3	4	5	6	7	8	9	10	11	12	13	14
122 Kota . . .	710	23	5	15%	7½%	207	12	..	104	11	..	..	..
123 Nasirabad . .	357	9	..	15%	7½%	180	4	..	89	3	..	..	..
124 Udaipur . . .	646	4	2	15%	7½%	381	1	2	70	1	1	..	..
125 J. M. Udaipur .	365	19	5	15%	7½%	139	9	1	97	9	1	..	..
126 Gangtok . . .	350	8	8	15%	7½%	..	2	5	..	2	5	..	..
127 Coimbatore . .	1,090	45	..	15%	7½%	300	20	..	155	17	..	..	..
128 Karaikudi . . .	157	5	..	15%	7½%	81	5	..	81	5	..	..	..
129 CLRI Madras . .	727	35	16	15%	7½%	170	24	1	74	10	1	..	..
130 Gilnagar . . .	639	43	7	15%	7½%	411	40	1	38	9	1	..	..
131 Kalpakkam . . .	1,081	46	1	15%	7½%	..	20	..	..	20	..	..	..
132 IIT Madras . . .	864	34	3	15%	7½%	378	10	1	14	13	1	..	..
133 Minabakkam . .	578	39	6	15%	7½%	..	15	2	..	10	2	..	..
134 Tambram . . .	1,300	49	..	15%	7½%	454	8	..	289	8	..	..	..
135 Madurai . . .	489	28	3	15%	7½%	43	4	..	43	4	..	..	..
													Even non Central Govt. em- ployees children admitted
136. Ootacammund .	271	20	1	15%	7½%	328	23	..	208	16	..	..	..
137. Tiruchirapalli .	862	69	5	15%	7½%	290	28	1	131	16	..	..	..
138. N. C. Allahabad	422	11	..	15%	7½%	190	3	..	81	3	..	..	..
139 Azamgarh . . .	401	5	..	15%	7½%	266	3	..	91	3	..	..	..
140 ASC Bareilly . .	1,055	35	4	15%	7½%	407	15	1	83	11	1	..	..
141 JRC Bareilly . .	1,015	46	2	15%	7½%	138	5	1	130	5	1	..	..
142 Birpur	812	23	3	15%	7½%	..	12	4	..	5	1	..	..
143 FRI Dehradun . .	1,364	54	15	15%	7½%	..	14	1	..	14	1	..	..
144 Hathibarkala . .	1,256	50	2	15%	7½%	355	46	..	112	24	..	..	..
145 Gorakhpur . . .	935	32	2	15%	7½%	..	12	..	..	12	..	..	..
146 Hindon	975	33	1	15%	8½%	498	25	2	132	13	1	..	..
147 Jhansi Cantt . .	1,223	130	5	15%	7½%	1,246	60	5	347	47	5	..	..
148 Kanpur	482	24	..	15%	7½%	415	18	..	99	14	..	..	..
149 Lansdowne . . .	383	3	..	15%	7½%	124	3	..	81	3	..	..	..
150 RDSO Lucknow . .	708	67	3	15%	7½%	..	41	2	..	16	2	..	..
151 Mathura Cantt. No. 1	917	25	..	15%	7½%	15	15	..	15	15	..	..	..
152 Mathura Cantt. No. 2	163	4	..	15%	7½%	4	4	..	4	4	..	..	..
153 D. L. Meerut Cantt.	928	29	2	15%	7½%	161	7	..	89	6	..	..	Absent
154 S. L. Meerut Cantt.	706	23	2	15%	7½%	..	1	1	..	1	1	..	..
155 Pithoragarh . . .	279	6	1	15%	7½%	..	1	..	..	1	..	..	..
156. Rae Bareilly . .	614	20	..	15%	7½%	377	8	..	180	7	..	..	..
157 Ranikhet	555	20	9	15%	7½%	..	4	..	..	3	..	..	..
158 Barrackpore, AFS	1,569	19	..	15%	7½%	..	5	..	..	5	..	..	..
159 Vengdubi	910	24	10	15%	7½%	..	1	..	..	1	..	..	..
160 Binaguri	731	34	30	15%	7½%	..	16	15	..	13	10	..	..
161 Fort William . .	1,115	70	14	15%	7½%	..	..	..	..	..	..	..	..
162 Salt Lake Area, Calcutta	334	20	..	15%	7½%	261	7	..	238	7	..	..	..
163 CMERI Durgapur	397	5	..	15%	7½%	150	5	..	112	5	..	..	..
164 Hasimara	784	12	38	15%	7½%	..	3	13	..	3	13	..	..
165 Ishapore	543	42	6	15%	7½%	..	4	..	4	4	2	..	..
166 Khaprail	208	8	..	15%	7½%	262	8	..	208	8	..	..	..
167 Kalaikunda . . .	624	44	10	15%	7½%	240	11	2	99	11	2	..	..
168 Kathmandu . . .	500	6	..	15%	7½%	188	4	..	188	4	..	..	..
TOTAL	1,27,800	5,110	1159	..	..	3,93,31	2,211	447	19,257	1625	359		

APPENDIX LI
(Reference para 7.10)
STATEMENT NO. 1

Statement showing State-wise number of cases registered under the PCR Act, 1955 during the year 1977.

Sl. No.	State/Union Territory	Brought forward no of cases with the		No. of fresh cases registered	No. of cases closed by police after investigation but without challaning	No. of cases challaned in the Courts	No. of cases disposed of by courts			No. of cases pending at the end of the year	
		Police	Courts				No. of cases ending in conviction	No. of cases acquitted	Total	Police	Courts
1	2	3	4	5	6	7	8	9	10	11	12
1	Andhra Pradesh	N.A.	N.A.	89	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
2	Bihar@	N.A.	N.A.	2	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
3	Gujarat	45	278	570	34	514	15	116	131	67	661
4	Haryana	..	..	5	1	..	..	..	..	4	..
5	Karnataka	..	..	329	57	272	33	14	47	..	225
6	Kerala	..	8	32	..	32	..	2	2	..	38
7	Madhya Pradesh	..	..	321	9	271	21	13	34	41	237
8	Maharashtra @	N.A.	N.A.	266	N.A.	..	..	..	..	..	..
9	Orissa	..	48	49	12	37	..	2	2	..	83
10	Punjab	..	1	7	4	3	..	2	2	..	2
11	Rajasthan	3	83	119	40	112	2	10	12	10	143
12	Tamil Nadu	N.A.	N.A.	792	N.A.	..	..	..	..	..	..
13	Uttar Pradesh*	9	36	143	43	71	..	..	..	38	107
14	Pondicherry	..	..	14	5	9	..	6	6	..	3
15	Goa, Daman & Diu	..	..	4	..	4	..	1	1	..	3
TOTAL		57	454	2,742	205	1,325	71	166	237	160	1,502

@Information relates to 1st half of the year.

*Information relates to IIInd half of the year.

The break-up of Andhra Pradesh, Bihar, Maharashtra & Tamil Nadu not available so Columns 3 to 5 will not tally with Columns. 6, 10, 11 & 12.

STATEMENT NO. 2

Statement showing State-wise number of cases registered under the Protection of Civil Rights Act, 1955 during the year 1978

Sl. No.	State/Union Territory	Brought forward No. of cases with the		No. of fresh cases registered	No. of cases closed by police after investigation but without challanging	No. of cases challanged in the court	No. of cases disposed of by Courts			No. of cases pending at the end of the year	
		Police	Courts				No. of cases ending in conviction	No. of cases acquitted	Total	Police	Courts
1	2	3	4	5	6	7	8	9	10	11	12
1	Andhra Pradesh	5	44	151	24	105	10	31	41	27	108
2	Bihar	16	42	51	4	23	..	1	1	40	64
3	Gujarat	69	848	716	71	520	33	501	534	194	834
4	Haryana@	..	..	4	..	1	..	..	..	3	1
5	Himachal Pradesh	9	23	14	9	11	3	10	13	3	21
6	Kerala	..	..	49	4	32	..	..	..	13	32
7	Karnataka	N.A.	N.A.	426	111	315	8	24	32	..	283
8	Madhya Pradesh	..	..	398	17	309	5	1	6	72	303
9	Maharashtra	1	322	1,283	192	1,083	39	196	235	9	1,170
10	Orissa	..	83	106	18	59	2	29	31	29	111
11	Punjab	..	4	5	1	4	..	1	1	..	7
12	Rajasthan	7	75	168	46	116	4	6	10	13	181
13	Tamil Nadu*	43	623	547	119	365	82	321	403	106	585
14	Uttar Pradesh	38	103	287	87	187	10	7	17	51	273
15	West Bengal	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
16	Delhi	..	5	15	3	1	..	..	..	11	6
17	Goa, Daman & Diu@	..	..	2	..	1	..	..	..	1	1
18	Pondicherry	..	3	34	15	18	2	8	10	1	11
TOTAL		188	2,175	4,256	721	3,150	198	1,136	1,334	573	3,991

@Information pertains to second half of 1978.

*Informations pertains to 1st half of 1978.

STATEMENT NO. 3

Statement showing State-wise number of cases registered with the Police, challaned and pending investigation under the Protection of Civil Rights Act, 1955 during the year 1977

Sl. No.	State/Union Territory	No. of cases brought forward and fresh cases registered with Police	Percentage of cases registered with the Police	No. of cases closed by police after investigation but without challaning	Percentage of unchallaned cases	No. of cases challaned in Courts	Percentage of Challaned cases	No. of cases pending with Police	Percentage of cases pending with Police
1	2	3	4	5	6	7	8	9	10
1	Andhra Pradesh	89	3.17	N.A.	..	N.A.	..	N.A.	..
2	Bihar	2	0.07	N.A.	..	N.A.	..	N.A.	..
3	Gujarat	615	21.97	34	16.59	514	38.79	67	41.87
4	Haryana	5	0.18	1	0.49	..	..	4	2.5
5	Karnataka	329	11.75	57	27.80	272	20.53	..	..
6	Kerala	32	1.14	..	..	32	2.34	..	..
7	Madhya Pradesh	321	11.47	9	4.39	271	20.45	41	25.62
8	Maharashtra	266	9.50	N.A.	..	N.A.	..	N.A.	..
9	Orissa	49	1.75	12	5.85	37	2.29	..	..
10	Punjab	7	0.25	4	1.95	3	0.23	..	..
11	Rajasthan	122	4.36	40	19.51	112	8.45	10	6.25
12	Tamil Nadu	792	28.30	N.A.	..	..	..	N.A.	..
13	Uttar Pradesh	152	5.43	43	20.98	N.A.	5.35	38	23.75
14	Pondicherry	14	0.50	5	2.44	71	0.68	..	..
15	Goa, Daman & Diu	4	0.14	..	..	4	0.30	..	..
TOTAL		2,799	100	205	100	1,325	100	160	100

STATEMENT NO. 4

Statement showing State-wise number of cases registered with the Police, challaned and pending investigation under the Protection of Civil Rights Act during 1978

Sl. No.	State/Union Territory	No. of cases brought forward and fresh cases registered with the Police	Percentage of cases registered with the Police	No. of cases closed by Police after investigation but without challaning	Percentage of unchallaned cases	No. of cases challaned in Courts	Percentage of challaned cases	No. of cases pending with Police	Percentage of cases pending with Police
1	2	3	4	5	6	7	8	9	10
1	Andhra Pradesh	156	3.51	24	3.32	105	3.33	27	4.71
2	Bihar	67	1.51	4	0.55	23	0.73	40	6.98
3	Gujarat	785	17.66	71	9.84	520	16.51	194	33.87
4	Haryana	4	0.09	..	..	1	0.03	3	0.54
5	Himachal Pradesh	23	0.51	9	1.11	11	0.35	3	0.54
6	Kerala	49	0.20	4	0.55	32	1.02	13	2.26
7	Karnataka	426	9.58	111	15.25	315	10.00	..	..
8	Madhya Pradesh	398	8.95	17	2.35	309	9.81	72	12.56
9	Maharashtra	1,284	28.89	192	26.62	1,083	31.21	9	1.57
10	Orissa	106	2.38	18	2.49	59	1.23	29	5.06
11	Punjab	5	0.11	1	0.13	4	0.13	..	..
12	Rajasthan	175	3.96	46	6.38	116	3.68	13	2.26
13	Tamil Nadu	590	13.50	119	16.50	365	11.59	106	18.49
14	Uttar Pradesh	325	7.31	87	12.06	187	5.94	51	8.02
15	Delhi	15	0.33	3	0.41	1	0.03	11	1.91
16	Goa, Daman & Diu	2	0.04	..	..	1	0.03	1	0.17
17	Pondicherry	34	0.76	15	2.81	18	0.57	1	0.17
TOTAL		4,444	100	721	100	3,150	100	573	100

STATEMENT No. 5

Statement showing State-wise number of cases disposed of and pending with the Courts under the Protection of Civil Rights Act during 1977

Sl. No.	State/Union Territory	Total No. of cases in courts	Percentage of cases in courts	No. of cases which ended in conviction	Percentage of cases which ended in conviction	No. of cases which ended in acquitted	Percentage of cases which ended in acquitted	No. of cases pending in courts	Percentage of cases pending in Courts to total No. of cases in courts (Percentage of Col.3 to Col. 9)
1	2	3	4	5	6	7	8	9	10
1	Andhra Pradesh .	N.A.	..	N.A.	..	N.A.	..	N.A.	..
2	Bihar .	N.A.	..	N.A.	..	N.A.	..	N.A.	..
3	Gujarat .	792	45.54	15	21.23	116	69.87	661	83.45
4	Haryana .	..	..	..	..	..	..	..	..
5	Karnataka .	272	15.64	33	46.48	14	8.43	225	82.72
6	Kerala .	40	2.30	..	..	2	1.20	38	95.00
7	Madhya Pradesh .	271	15.58	21	29.58	13	7.83	237	87.82
8	Maharashtra .	N.A.	..	N.A.	..	N.A.	..	N.A.	..
9	Orissa .	85	4.88	..	..	2	1.20	83	97.64
10	Punjab .	4	0.23	..	..	2	10.20	2	50.00
11	Rajasthan .	154	8.86	2	2.83	10	6.02	143	73.33
12	Tamil Nadu .	N.A.	..	N.A.	..	N.A.	..	N.A.	..
13	Uttar Pradesh .	107	6.15	..	..	..	..	107	100.00
14	Pondicherry .	9	0.51	..	..	6	3.61	3	33.33
15	Goa, Daman & Diu	4	0.23	..	..	1	0.60	3	33.33
TOTAL		1,739	100	71	100	166	100	1,502	84.42

STATEMENT No. 6

Statement showing State-wise number of cases disposed of and pending with the Courts under the Protection of Civil Rights Act during 1978

Sl. No.	State/Union Territory	Total No. of Cases in courts	Percentage of cases in courts	No. of cases which ended in conviction	Percentage of cases which ended in conviction	No. of cases which ended in acquitted	Percentage of cases which ended in acquitted	No. of cases pending in Courts	Percentage of cases pending in Courts to total No. of cases in courts (Percentage of Col.3 to Col. 9)
1	2	3	4	5	6	7	8	9	10
1	Andhra Pradesh .	149	2.79	10	5.05	31	2.72	108	72.48
2	Bihar .	65	1.22	..	..	1	0.08	64	98.46
3	Gujarat .	1,368	25.69	33	16.66	501	44.98	834	60.96
4	Haryana .	1	0.02	..	..	..	..	1	100.00
5	Himachal Pradesh	34	0.64	3	1.51	10	0.88	21	61.76
6	Kerala .	32	0.60	..	..	..	..	32	100.00
7	Karnataka .	315	5.92	8	4.04	24	2.11	283	89.84
8	Madhya Pradesh	309	5.80	5	2.52	1	0.08	303	98.05
9	Maharashtra .	1,405	26.38	39	19.70	196	17.28	1,170	83.27
10	Orissa .	142	2.66	2	1.01	29	2.55	111	78.16
11	Punjab .	8	0.15	..	..	1	0.08	7	88.88
12	Rajasthan .	191	3.59	4	2.02	6	0.52	181	94.86
13	Tamil Nadu .	988	18.55	82	42.71	321	28.25	585	59.21
14	Uttar Pradesh .	290	5.44	10	5.05	7	0.61	273	94.13
15	Delhi .	6	0.11	..	..	..	..	6	100.00
16	Goa, Daman & Diu	1	0.02	..	..	..	..	1	100.00
17	Pondicherry .	21	0.39	2	1.01	8	0.70	11	52.38
TOTAL		5,325	100	198	100	1,136	100	3,991	74.91

STATEMENT NO. 7

Statement showing number of pending cases period-wise with Police and Courts under the Protection of Civil Rights Act during 1977

Sl. No.	State/Union Territory	Number of cases pending between										
		1 to 6 months with		6 to 12 months with		1 to 2 years with		Over 2 years with		Total of cases with		
		Police	Courts	Police	Courts	Police	Courts	Police	Courts	Police	Courts	
1	2	3	4	5	6	7	8	9	10	11	12	
1	Andhra Pradesh.	..	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
2	Bihar . . .	..	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
3	Gujarat . . .	67	661	..	142	..	21	..	9	67	833	
4	Haryana . . .	..	..	..	4	..	..	..	..	..	4	
5	Himachal Pradesh	N.A.	N.A.	..	..	..	..	..	..	..	..	..
6	Kerala . . .	..	27	..	..	..	..	..	..	..	27	
7	Karnataka . . .	..	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
8	Madhya Pradesh.	24	133	..	95	..	224	..	72	24	524	
9	Orissa . . .	..	N.A.	..	..	..	..	..	..	..	..	..
10	Punjab . . .	..	..	..	2	..	..	..	..	..	2	
11	Rajasthan . . .	3	68	..	15	..	35	..	13	3	131	
12	Tamil Nadu . . .	..	..	..	..	N.A.	..	..	..	..	..	..
13	Uttar Pradesh . .	38	107	9	36	..	4	..	..	47	147	
14	Delhi . . .	..	..	N.A.	..	..	..	..	..	..	..	..
15	Goa, Daman & Diu	..	2	..	1	..	..	..	..	..	3	
16	Pondicherry. . .	..	1	..	1	..	..	..	..	..	2	
	TOTAL . . .	148	1,061	7	354	..	313	..	94	155	1,822	

STATEMENT NO. 8

Statement showing number of pending cases Period-wise with Police and Courts under the Protection of Civil Rights Act during 1978

Sl. No.	State/Union Territory	Number of cases pending between										
		1 to 6 months		6 to 12 months		1 to 2 years		Over 2 years		Total of cases		
		Police	Courts	Police	Courts	Police	Courts	Police	Courts	Police	Courts	
1	2	3	4	5	6	7	8	9	10	11	12	
1	Andhra Pradesh.	27	108	..	..	..	..	..	..	27	108	
2	Bihar . . .	24	5	6	12	10	40	..	7	40	64	
3	Gujarat . . .	81	561	113	212	..	52	..	9	194	834	
4	Haryana . . .	3	1	..	..	..	..	..	..	3	1	
5	Himachal Pradesh	2	5	..	7	1	6	..	3	3	21	
6	Kerala . . .	13	14	..	27	..	32	..	33	13	106	
7	Madhya Pradesh.	25	162	4	128	..	267	..	79	29	636	
8	Maharashtra . . .	..	..	9	1,170	1	322	..	175	10	1,667	
9	Orissa . . .	..	..	29	111	..	..	..	..	29	111	
10	Punjab . . .	..	3	..	4	..	..	..	..	..	7	
11	Rajasthan . . .	13	181	..	26	..	13	..	3	13	223	
12	Tamil Nadu . . .	106	585	..	..	..	..	..	..	106	585	
13	Uttar Pradesh . .	51	273	8	75	2	122	..	..	61	470	
14	Delhi . . .	9	..	2	1	..	5	..	..	11	6	
15	Goa, Daman & Diu	1	1	..	..	..	1	..	..	1	2	
16	Pondicherry. . .	..	3	1	8	..	..	..	..	1	11	
	TOTAL . . .	355	1,902	172	1,781	14	960	..	309	541	4,852	

APPENDIX LII

(Reference para. Nos 7.12, 7.13 & 7.19)

Statement showing State-wise and District-wise cases registered under the protection of Civil Rights Act, 1955 during the year 1978.

State	District	No. of cases relating to					Total
		Practice of untouchability in respect of			Insulting and beating due to untouchability	Untouchability of other types	
		Drinking water sources	Temples	Shops/Hotels			
1	2	3	4	5	6	7	8
Gujarat+	Ahmedabad	4	..	1	8	87	100
	Amreli	5	..	..	1	31	37
	Banaskantha	8	..	5	..	53	66
	Bharuch	1	..	..	..	29	30
	Bhavnagar	2	..	..	..	15	17
	Jamnagar . . . . .	..	..	1	2	10	13
	Junagadh	4	..	9	2	30	45
	Kheda	6	..	7	6	43	62
	Kutch . . . . .	..	..	3	2	33	38
	Mahesana	4	..	8	4	47	63
	Panchmahals . . . . .	..	..	..	..	11	11
	Rajkot . . . . .	..	..	4	6	29	39
	Sabarkantha	2	..	..	3	32	37
	Surat	1	..	1	1	23	26
	Surendra Nagar	2	..	2	1	37	42
	Vadodara	2	..	2	3	47	54
	Valsad . . . . .	..	..	..	..	14	14
	TOTAL	41	..	43	39	571	694
Kerala@	. . . . .	..	6	4	30	9	49
	TOTAL	..	6	4	30	9	49
Pondicherry	. . . . .	..	..	1	33	..	34
	TOTAL	..	..	1	33	..	34
Madhya Pradesh	Bastar	1	..	1	..	..	2
	Bhind	10	..	..	..	..	10
	Betul	1	..	1	..	..	2
	Bilaspur	2	3	1	2	12	20
	Bhopal	6	..	2	..	4	12
	Chhatarpur	1	1	1	..	1	4
	Chhindwara	4	..	3	..	3	10
	Damoh	2	..	4	..	..	6
	Datia	8	..	..	..	..	8
	Dewas	1	..	1	1	3	6
	Dhar	3	..	3	..	3	9
	Durg	1	1	1	..	6	9
	East Nimar	2	2	..	..	4	8

1	2	3	4	5	6	7	8
	Guna . . .	6	2	1	..	3	12
	Gwalior . . .	3	..	..	2	2	7
	Hoshangabad . . .	3	..	6	..	3	12
	Indore . . .	1	2	1	2	3	9
	Jhabua . . .	..	1	..	..	..	1
	Jabalpur . . .	3	..	1	1	1	6
	Mand saur . . .	..	..	..	..	6	6
	Mandla . . .	1	..	..	1	..	2
	Morena . . .	10	..	1	1	6	18
	Panna . . .	..	..	..	..	13	13
	Raigarh . . .	1	2	1	1	..	5
	Raipur . . .	7	1	13	..	3	24
	Raisen . . .	5	1	2	..	4	12
	Rajgarh . . .	..	2	..	..	..	2
	Ratlam . . .	3	1	5	..	3	12
	Rewa . . .	1	..	1	..	2	4
	Rajnandgaon . . .	1	1	5	..	..	7
	Sagar . . .	6	3	4	26	8	47
	Satna . . .	2	..	..	..	2	4
	Schore . . .	3	..	1	..	..	4
	Seoni . . .	1	..	2	1	4	8
	Shahdol . . .	..	..	..	1	..	1
	Shajapur . . .	3	3	3	..	1	10
	Shivapur . . .	8	1	2	2	3	16
	Surguja . . .	1	..	..	1	1	3
	Tikamgarh . . .	4	1	4	1	1	11
	Ujjain . . .	1	..	4	2	5	12
	Vidisha . . .	7	..	1	..	1	9
	West Nimar . . .	..	1	13	1	..	15
	TOTAL . . .	123	29	89	46	111	398
Uttar Pradesh	Aligarh . . .	1	..	..	3	3	7
	Agra . . .	1	..	3	1	2	7
	Almora . . .	..	..	..	2	..	2
	Allahabad . . .	1	..	..	2	3	6
	Azamgarh . . .	..	..	1	1	1	3
	Bareilly . . .	2	..	3	24	3	32
	Barabanki . . .	..	..	..	1	2	3
	Banda . . .	2	..	..	1	7	10
	Ballia . . .	..	..	..	2	1	3
	Bijnor . . .	..	..	..	2	..	2
	Badun . . .	2	..	..	4	3	9
	Bulandshahr . . .	3	..	1	4	..	8
	Chamoli . . .	..	..	1	..	..	1
	Dehra Dun . . .	..	..	3	3	..	3

1	2	3	4	5	6	7	8
	Etah	1	..	2	1	2	6
	Etawah . . . . .	..	..	..	1	1	2
	Farrukhabad	1	..	..	1	1	3
	Fatehpur	1	..	..	1	..	2
	Faizabad . . . . .	..	..	1	..	1	2
	Garhwal . . . . .	..	..	..	..	1	1
	Gorakhpur . . . . .	..	..	..	5	2	7
	Ghaziabad . . . . .	..	..	..	5	4	9
	Hamirpur	2	..	..	..	..	2
	Hardoi	4	..	..	2	..	6
	Jaunpur . . . . .	..	..	..	..	1	1
	Jalaun	1	..	..	1	..	2
	Jhansi	2	2	..	..	1	5
	Lalitpur	1	..	..	2	1	4
	Kanpur	11	..	..	5	16	32
	Kheri	1	..	..	2	..	3
	Lucknow	5	..	..	1	1	7
	Mathura . . . . .	..	..	1	1	..	2
	Meerut	3	2	2	6	1	14
	Mirzapur	1	..	..	1	..	2
	Moradabad	1	1	2	8	11	23
	Muzaffarnagar	1	..	..	3	3	7
	Nainital	1	..	2	1	1	5
	Pithoragarh . . . . .	..	..	1	1	2	4
	Pratapgarh	1	..	..	..	..	1
	Rae Bareli . . . . .	..	..	..	3	..	3
	Rampur	1	..	2	3	..	6
	Saharanpur	3	..	..	4	..	7
	Shahajhanpur	1	..	4	..	5	10
	Sitapur	3	..	1	1	..	5
	Uttarkashi . . . . .	..	..	1	..	..	1
	Varanasi . . . . .	..	..	..	..	1	1
	Unnao	2	..	1	1	2	6
	TOTAL	60	5	29	110	83	287

Note :—

+Information has been collected from different sources and does not tally with the number of fresh cases registered in 1978. Nature of the cases not available upto 30-6-78 and have been shown under Col. 7.

@Information pertains to the period from 1-7-78 to 30-12-78 but district-wise information not available.

APPENDIX LIII

(Reference para No. 7.52)

Work done by the Ministry of Information and Broadcasting for the removal of Untouchability during the year, 1978-79

Publications Division

The publicity work done by the Publications Division against 'Untouchability' was through the medium of its journals and publications. In journals, the com-

paign was made in the form of articles, news items, poems, slogans, cover designs and quotations. On the publications side, the Division brought out "India—A Reference Annual", in 1978. It carried a full

section titled 'Scheduled and Backward Classes' including untouchability in one of its chapters. The print order of that particular volume was about 20,000. In addition about 38 articles, poems, letters, news-items, editorials and notes etc., were issued during the year 1978-79 in the Journals, 'Yojana' 'Aikal' and 'Kuru-kshetra' published in Hindi, and other regional languages. These articles related to the uplift and welfare of Scheduled Castes, directly or indirectly.

Films Division

Films Division could not complete/release any documentary film on 'Untouchability' during the year 1978-79. However, the following two films entitled (i) Eradication of Untouchability and (ii) Discrimination against Harijans, were in the process of production during the year. These films are expected to be completed during the year 1979-80.

The following items on eradication of untouchability were included in their weekly Indian News Review which were released in various Cinema houses in the country.

Item	Length of the items in the film in metres	Date of release
1	2	3
1. Bishrampur Tragedy	58.52	7-4-78
2. Inter-caste Marriages, Kerala.	16.77	28-4-78
3. Dr. Ambedkar Statue unveiled, Gujarat.	17.07	5-5-78
4. Inter-caste Marriages, Gujarat.	18.90	2-6-78
5. Harijans Baiting An enquiry.	94.18	30-6-78
6. Man and his religion—Sant Dyaneshwar's Palkhi from Alandi.	38.70	7-7-78
7. A tragedy at Villupuram unrest at Aurangabad	34.14 } 38.10 }	18-8-78
8. Inter-caste Marriage, Madras.	15.00	13-10-78
9. Bajitpur Incident—Bihar	44.00	30-3-79
10. Electricity for Harijan villages.	23.00	30-3-79

Besides, prints of some of these Indian News Reviews were also supplied to T. V. Centre, Hyderabad for telecasting.

Directorate of Advertising and Visual Publicity

During the year under report, publicity for eradication of untouchability and Protection of Civil Rights of the citizens was conducted by the Directorate of Advertising and Visual Publicity through the media of hoardings, exhibitions and press. Hoardings on the subject were put up in various parts of the States of Assam, Bihar, Gujarat, Maharashtra, Meghalaya, Nagaland, Sikkim, Tamil Nadu, Uttar Pradesh, West Bengal, Tripura and Mizoram. A special panel on the need for the eradication of untouchability formed part of the exhibition entitled "Better life for Villages" which was thrown open at Gandhi Darshan, Rajghat, New Delhi on October 2, 1978. A display advertisement captioned "Untouchability is a sin against God and man" was released to the Press in English, Hindi

and all other regional languages. A poster on the subject was also produced and distributed in rural areas of the country.

All India Radio, New Delhi

About 3,741 programmes as detailed below were broadcast over All India Radio regarding removal of untouchability from time-to-time during the year 1978-79 :—

1. Talks/tale	1,204
2. Discussions	278
3. Dialogues/compering	495
4. Stories	129
5. Ann.	70
6. Poem/songs	280
7. Flay/F. Serials	277
8. Features/Documentaries	326
9. Symposium	41
10. Radio Report	42
11. Miscellaneous	599

TOTAL 3,741

Doordarshan Kendras/Upgrah Kendras

Various programmes in the forms of features, talks, stories, plays and discussions were telecast from different Doordarshan Kendras/Upgrah Kendras during the year 1978-79 for creating public opinion against the practice of untouchability. The number of programmes telecast by different stations during the year 1978-79 is as follows :—

Ahmedabad	50
Amritsar	15
Bombay	55
Calcutta	24
Cuttack	3
Delhi/New Delhi	50
Hyderabad	12
Jullundur	6
Lucknow	31
Madras	50
Jaipur/Raipur/Muzaffarpur	11
Srinagar	1

Directorate of Field Publicity

In pursuance of the recommendations made by the Working Group on Scheduled Castes and Scheduled Tribes, the Field Publicity Units of the Directorate of Field Publicity had organised more publicity programmes among the youth, and school going children. Through motivational methods, efforts were made to create a climate where each member of the society could live in fraternity with each other. The Government's anxiety to uproot the evil of casteism, various punitive measures for curbing this evil and the concessions given to backward classes for bringing them at par with others were explained to the public in detail. Side by side, the salient features of Protection of Civil Rights Act were also highlighted through spoken-word programme. The units organised film shows and songs and dramas in the rural areas. Along with these films, biographical documentaries dealing with the lives and teachings of Kabir, Guru Nanak and Dr. Ambedkar were also screened to emphasise the basic equality of mankind and the horrors of the discrimination based on caste and creed.

The Song and Drama Programmes, included composite programmes, puppetshows, ballads, qawwalis and *Harikathas*. Likewise oral communication consisting of group discussions, question-answer sessions, debates, seminars, symposia and public meeting were held.

Booklets, posters and pamphlets brought out by Directorate of Audio Visual Publicity on the subject were also extensively displayed and distributed. During the

year 1978-79 the field publicity units organised the following programmes on 'untouchability' in various States :—

Sl. No.	State/Union Territory	Number of			
		Film shows	Song & Drama Programmes	Oral Communications	Audiences
1	2	3	4	5	6
1.	Andhra Pradesh	923	465	339	7,51,575
2.	Arunachal Pradesh (Pasighat)	340	10	102	7,28,881
3.	Bihar (NE) (Patna)	2,329	262	645	23,63,737
4.	Bihar (S) (Ranchi)	746	71	249	4,61,702
5.	Gujarat	1,699	406	538	12,31,200
6.	Jammu & Kashmir	381	138	237	1,16,771
7.	Karnataka	1,585	799	283	9,68,517
8.	Kerala	1,163	786	164	11,63,863
9.	Madhya Pradesh	2,593	982	348	27,70,943
10.	Maharashtra	1,240	351	274	10,33,899
11.	Nagaland & Manipur (Kohima)	7	..	1	3,260
12.	North East (Shillong)	838	20	172	6,07,310
13.	North West (Chandigarh)	1,363	47	262	1,11,370
14.	Orissa	1,146	528	245	14,40,740
15.	Rajasthan	2,368	239	262	2,25,795
16.	Tamil Nadu	1,588	792	346	2,16,997
17.	Uttar Pradesh (Central) (Lucknow)	1,898	434	647	27,24,686
18.	Uttar Pradesh (West) (Dehra Dun)	997	629	523	7,87,684
19.	West Bengal	1,155	146	539	10,17,735
20.	Delhi	115	73	45	1,20,700
TOTAL		24,384	6,918	6,221	190,44,505

APPENDIX LIV

(Reference para No. 8.1)

Population of Scheduled Tribes in States and Union Territories in which they form majority population according to 1971 Census

Sl. No.	Name of State/Union Territory	Total Population (in lakhs)	Scheduled Tribes Population (In lakhs)	Percentage of Sch. Tribe population to total population
1	2	3	4	5
2.	Nagaland		5.16	4.58 88.76%
3.	Arunachal Pradesh		4.68	3.39 78.85%
4.	Dadra & Nagar Haveli		0.74	0.64 86.49%
5.	Lakshadweep		0.32	0.30 93.75%
6.	Mizoram		3.32	3.13 94.28%
1.	Meghalaya	10.12	8.14	80.43%

APPENDIX LV

(Reference para No. 8.1)

Total population, Scheduled Tribe population and Area under each State/Union Territory and under Sub-Plan in each State/Union Territory

Sl. No.	State/Union Territory	Total Population	Sch. Tribe Population* (1971 Census)		Percentage or Sch. Tribe Population to total Population		Sub-Plan Area				Total Geographical area of State	Total Geographical area under Sub-Plan	Percentage of area covered under Sub-Plan
			Pre-revised	Revised	Pre-revised	Revised	Total Population	Sch. Tribes@ Population (Pre-revised)	Percentage of ST to total Population	Percentage of ST Population under sub-Plan to ST Population (Pre-revised in State)			
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1.	Andhra Pradesh .	435.03	16.58	22.26	3.81	5.12	17.88	9.11	50.95	54.95	2,76,754	30,294	10.95
2.	Assam	146.25	16.07	16.07	10.99	10.99	18.43	9.97	54.10	62.04	63,301	10,189	16.10
3.	Bihar	563.53	49.33	49.33	8.75	8.75	74.93	37.86	50.53	76.75	1,73,876	43,604	25.08
4.	Gujarat	266.97	37.34	37.57	13.98	14.07	39.23	27.04	68.23	72.42	1,95,984	24,420	12.46
5.	Karnataka	292.99	2.31	2.62	0.79	0.89	**	1.00	..	43.29	1,91,773	**	..
6.	Himachal Pradesh .	34.60	1.42	1.42	4.09	4.09	1.14	0.84	73.68	59.15	55,673	22,954	43.03
7.	Kerala	213.47	2.69	1.93	1.25	0.90	1.15	0.74	64.35	27.51	38,864	6,128	15.77
8.	Madhya Pradesh . .	416.54	83.87	98.15	20.13	23.56	103.94	62.30	59.94	74.28	4,42,841	1,59,288	35.97
9.	Maharashtra	504.12	29.54	38.41	5.86	7.62	29.96	18.47	61.65	62.53	3,07,762	38,654	12.56
10.	Manipur	10.73	3.34	3.34	31.13	31.13	3.48	3.13	89.94	93.71	22,356	20,126	90.03
11.	Orissa	219.45	50.72	50.75	23.11	23.13	62.23	34.71	55.78	68.43	1,55,842	69,407	44.54
12.	Rajasthan	257.66	31.26	31.35	12.13	12.17	20.76	13.62	65.61	43.57	3,42,214	19,608	5.73
13.	Tamil Nadu	411.99	3.12	4.50	0.76	1.09	2.17	1.45	66.82	46.47	1,30,069	910	0.70
14.	Tripura	15.56	4.51	4.51	28.98	28.98	4.89	3.43	70.14	76.05	10,477	6,679	63.75
15.	Uttar Pradesh	883.41	1.99	1.99	0.23	0.23	0.29	0.25	86.21	12.56	2,94,413	187	0.06
16.	West Bengal	443.12	25.32	26.03	5.71	5.87	14.89	10.42	69.98	41.15	87,853	4,952	5.64
17.	Andaman & Nicobar Islands.	1.15	0.18	0.18	15.65	15.65	0.22	0.18	81.82	100.00	8,293	1,953	23.55
18.	Goa, Daman & Diu	8.57	0.07	0.07	0.82	0.82	0.39	0.07	17.95	100.00	3,813	72	1.89
GRAND TOTAL		5125.14	359.66	390.48	7.02	7.62	395.98	234.59	59.24	65.23	28,02,158	4,60,434	16.43

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Note 1

*List of Scheduled Tribes was amended by the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1976 Col. 4 gives the original population, 1971 Census, (Pre-revised) and Col. 5 gives the revised estimated population of Scheduled Tribes.

**Total population and area under Tribal Sub-Plan in Karnataka is 21.25 lakhs & 15,781 Sq. Kms. respectively. Since the tribals are scattered in the Sub-Plan Area these figures are not quite relevant & hence are not included in the statement against Karnataka and Grand Total.

@Revised population of Scheduled Tribes covered under Sub-Plan area is not available. Therefore only pre-revised population of Scheduled Tribes as per census of India, 1971, is given in Col. 9.

APPENDIX LVI

(Reference para No. 8.6)

Statement showing number of ITDPs and number of project reports prepared

Sl. No.	Name of the State	Integrated Tribal Development Project Reports		1	2	3	4
		Total	No. prepared				
1	2	3	4				
1.	Andhra Pradesh	7	7	9.	Maharashtra	15	15
2.	Assam	19	1	10.	Manipur	5	..
3.	Bihar	14	10	11.	Orissa	23	19
4.	Gujarat	9	8	12.	Rajasthan	5	4
5.	Himachal Pradesh	3	3	13.	Tamil Nadu	9	9
6.	Karnataka	5	3	14.	Tripura	3	1
7.	Kerala	5	2	15.	Uttar Pradesh	1	1
8.	Madhya Pradesh	42	40	16.	West Bengal	12	6
				17.	Andaman & Nicobar Islands	1	..
				18.	Goa, Daman & Diu	1	..
					TOTAL	179	129

APPENDIX LVII

(Reference para No. 8.8)

Allocation of funds for Tribal Sub-Plan 1974-78 and for 1978-79 from State Plans and Special Central Assistance as on 30-7-1979

(Rs. in lakhs)

Sl. No.	State/Union Territory	Allocation for 1974-78			Allocation for 1978-79		
		Flow from State Plan	Special Central Assistance	Total	Flow from State Plan	Special Central Assistance	Total
1	2	3	4	5	6	7	8
1.	Andhra Pradesh	2,894.54	642.00	3,536.54	1,473.00	268.00	1,741.00
2.	Assam	1,422.00	584.00	2,006.00	1,000.00	325.00	1,325.00
3.	Bihar	11,328.06	1,758.50	13,086.56	6,525.00	985.00	7,510.00
4.	Gujarat	3,850.00	1,043.10	4,893.10	3,350.14	606.00	3,956.14
5.	Himachal Pradesh	905.39	189.00	1,094.39	590.35	130.00	720.35
6.	Karnataka	228.50	56.50	285.00	203.00	28.00	231.00
7.	Kerala	101.00	68.50	169.50	91.00	26.00	117.00
8.	Madhya Pradesh	8,024.00	3,214.25	11,238.25	6,354.00	1,846.00	8,200.00
9.	Maharashtra	4,000.00	743.25	4,743.25	4,851.81	498.00	5,349.00
10.	Manipur	2,376.00	261.00	2,637.00	1,434.00	177.00	1,611.00
11.	Orissa	9,759.79	1,735.15	11,494.94	4,751.59	980.00	5,731.59
12.	Rajasthan	2,335.40	744.35	3,079.75	1,374.00	347.00	1,721.00
13.	Tamil Nadu	270.27	103.50	373.77	159.00	54.00	213.00
14.	Tripura	1,098.84	211.40	1,310.24	722.50	115.00	837.50
15.	Uttar Pradesh	60.00	32.00	92.00	58.00	18.00	76.00
16.	West Bengal	2,177.00	471.00	2,648.00	1,354.60	268.00	1,622.60
17.	Andman & Nicobar Islands	79.81	54.00	133.81	75.00	43.00	118.00
18.	Goa, Daman & Diu	52.70	19.00	71.70	45.00	22.00	67.00
	TOTAL	50,963.30	11,930.50	62,893.80	34,411.99	6,736.00	41,147.99

APPENDIX LVIII

(Reference para No. 8.9)

STATEMENT NO. 1

Statement showing sector-wise/Programme-wise Expenditure during 1974-79 from State Plan Funds and Special Central Assistance respectively in tribal sub-plan area in Andhra Pradesh

(Rs. in Lakhs)

Sl. No.	Sectors/programme	Expenditure incurred from		
		State Plan	Spl. Central Assistance	Total
1	2	3	4	5
I. Agriculture & Allied Sectors				
1.	Agriculture excl. Land Reforms	58.05	206.55	264.60
2.	Land Reforms	178.00	..	178.00
3.	Soil & Water Conservation . . . . .	..	..	..
4.	A. H. & Dairy Development	25.65	190.10	215.75
5.	Fisheries	3.03	..	3.03
6.	Forestry	96.37	..	96.37
7.	C. D. & Panchayata . . . . .	..	..	..
8.	Minor Irrigation	137.96	324.50	462.46
9.	Investment in Agri. financial institutions	..	..	..
10.	Area Development . . . . .	..	..	..
11.	D.P.A.P. . . . .	..	..	..
12.	Others . . . . .	..	..	..
	TOTAL (I)	499.06	721.15	1220.21
	II. Co-Operation	18.04	18.29	36.33
	III. Water and Power Development			
1.	Irrigation	1206.38	..	1206.38
2.	Flood Control . . . . .	..	..	..
3.	Power Projects	704.50	0.61	705.11
	TOTAL (III)	1910.88	0.61	1911.49
	IV. Industry & Minerals			
1.	Large & Medium Industries	10.45	25.49	35.94
2.	Village & Small Industries . . . . .	..	..	..
3.	Mining & Metallurgical Industries	1.94	..	1.94
	TOTAL (IV)	12.39	25.49	37.88
	V. Transport & Communication			
1.	Roads & Bridges.	426.80	36.66	463.46
2.	Road Transport . . . . .	..	..	..
3.	Tourism	0.07	..	0.07
	TOTAL (V)	426.87	36.66	463.53

1	2	3	4	5
VI. Social & Community Services				
1. General Education		85.53	148.24	233.77
2. Tech. Education . . . . .		..	..	..
3. Medical, Public Health & Sanitation		104.20	13.55	117.75
4. Sewage & Water Supply		68.20	7.81	76.01
5. Housing & Urban Dev. . . . .		..	..	..
6. Information & Publicity		0.40	..	0.40
7. Welfare of SCs, STs. and O.B.Cs.		525.16	..	525.16
8. Labour Welfare . . . . .		..	..	..
9. Social Welfare		1.24	18.40	19.64
10. Nutrition		269.15	..	269.15
11. Others		3.77	..	3.77
	TOTAL (VI)	1057.65	188.00	1245.65
VII. Economic Services				
VIII. General Services				
IX. Nucleus Budget				
	GRAND TOTAL	3924.89	1023.74	4948.63

STATEMENT NO. 2

Statement showing physical achievements made in Tribal Sub-Plan Area of Andhra Pradesh during 1974-79

Sl. No.	Name of the Sector	Physical Achievements (1974-79)	1	2	3
1	2	3			
I. Agriculture and allied sectors					
(i) Agriculture					
1.	High yielding varieties programmes.	1,33,422 Acres			
2.	Supply of plough bullocks	10,146 pairs			
3.	Supply of Oil engines, electric motors.	839 Nos.			
4.	Horticulture Development	28,996 Acres			
5.	Land Development	16,329 Acres			
6.	Agriculture Research Station.	1 No.			
7.	Coffee plantation	1,673 Acres			
(ii) Animal Husbandry					
1.	Milch cattle	10,175 Nos.			
2.	Sheep units	2,365 Nos.			
3.	Vet. First Aid Centres	28 Nos.			
4.	Poultry units	239 Nos.			
5.	Sheep and wool extension centres.	1 Nos.			
6.	Milk chilling centres	12 Nos.			
7.	Procurement of milk	25,000 Litres			
(iii) Forestry					
1.	Coffee plantation for shifting cultivators.	1,673 Acres			
2.	Cashew plantation for shifting cultivators.	207 Acres			
(iv) Minor Irrigation					
1.	Area under minor irrigation Tanks and Ayacut.	1,45,844 Acres			
2.	Total Potential created	1,66,787 Acres			
II. Co-operation					
(i) No. of Secondary level societies.					
(i)	No. of Secondary level societies.	23			
(ii) No. of Primary level Societies					
(ii)	No. of Primary level Societies	286			
III. Water and Power Development					
(i) Rural Electrification					
1.	No. of villages electrified	643 Nos.			
2.	No. of Hamlets electrified	212 Nos.			
(ii)	Irrigation Potential	20,748 Acres			
IV. Industry and Minerals					
V. Transport and Communication					
1.	Metalled Road built	578 Kms.			
2.	Unmetalled Road built	153 Kms.			
3.	Total All Weather Road	2,061 Kms.			
4.	Total Fair Weather Road	2,416 Kms.			
VI. Social and Community Services					
(i) Education					
1.	Enrolment 6—11 age group	82,616			
2.	Enrolment 11—14 age group.	8,398			
3.	Higher Secondary 14—16 age group.	2,637			
4.	Opening of Primary Schools (Total position)	668 (1740)			
5.	Opening of Ashram Schools (Total position)	167 (350)			
6.	No. of Middle Schools	116 Nos.			
7.	No. of High Schools	75 Nos.			
8.	Supply of free books and Uniform etc.	100% coverage			
9.	Stipends for primary/Middle/Higher Secondary.	100% coverage			
(ii) Health					
Total position					
1.	Referral Hospitals	19 Nos.			
2.	Primary Health Centres	32 Nos.			
3.	Allopathic Dispensaries	31 Nos.			
4.	Sub-Centres	91 Nos.			
5.	No. of Blocks having Primary Health Centres.	100%			

STATEMENT NO. 3

Statement showing sector-wise/programme-wise Expenditure during 1974—79 from State Plan Funds and Special Central Assistance respectively in Tribal Sub-Plan Area in Assam

(Rs. in lakhs)

Sl. No.	Sectors/Programme	Expenditure incurred from			Remarks
		State Plan	Spl. Central Asstt.	Total	
I. Agrl. & Allied Sectors					
1.	Agrl. Excl. land Reforms	200.35	59.26	259.61	
2.	Land Reforms . . . . .	..	..	..
3.	Soil & Water Conservation	98.60	60.36	158.96	
4.	A. H & Dairy Dev.	62.64	70.92	133.96	
5.	Fisheries	20.33	31.70	52.03	
6.	Forestry . . . . .	..	..	..
7.	C. D. & Panchayats	18.00	..	18.00	
8.	Minor Irrigation	556.29	84.55	640.84	
9.	Investment in Agr. financial institutions . . . . .	..	..	..
10.	Area Development . . . . .	..	..	..
11.	D.P.A.P. . . . .	..	..	..
	TOTAL (I)	956.21	307.19	1263.40	
H. Cooperation					
		173.31	161.20	334.51	
III. Water and Power Development					
1.	Irrigation . . . . .	..	..	..
2.	Flood Control	100.24	..	100.24	
3.	Power Projects . . . . .	..	..	..
	TOTAL (III)	100.24	..	100.24	
IV. Industry and Minerals					
1.	Large & Medium Industries . . . . .	..	..	..
2.	Village & Small Industries	105.45	130.57	236.02	
3.	Mining & Metallurgical Industries . . . . .	..	..	..
	TOTAL (IV)	105.45	130.57	236.02	
V. Transport and Communication					
1.	Roads & Bridges	264.77	..	264.77	
2.	Road Transport . . . . .	..	..	..
3.	Tourism . . . . .	..	..	..
	TOTAL (V)	264.77	..	264.77	
VI. Social and Community Services					
1.	General Education	277.25	11.00	288.25	
2.	Tech. Education	2.00	..	2.00	
3.	Medical, Public Health & Sanitation	109.69	..	109.69	
4.	Sewerage & Water Supply	153.97	..	153.97	
5.	Housing & Urban Dev.	11.00	..	11.00	
6.	Information & Publicity . . . . .	..	..	..
7.	Welfare of SCs, STs. and O.B.Cs.	40.00	..	40.00	
8.	Labour Welfare . . . . .	..	..	..
9.	Social Welfare . . . . .	..	..	..
10.	Nutrition	21.10	..	21.10	
11.	Others . . . . .	..	..	..
	TOTAL (VI)	615.01	11.00	626.01	
VII. Economic Services					
		
VIII. General Services					
		
IX. Nucleus (Budget)					
		..	9.76	9.76	
	GRAND TOTAL	2214.99	691.72	2834.71	

STATEMENT No. 4

Statement showing physical achievements made during 1974-78 in the Tribal Sub-Plan Area of Assam

Agriculture & Allied Programmes

(1) Agriculture : Programmes undertaken are given below:—

- (i) Distribution of (a) Fertilizers (b) Agriculture implements (c) Power pumps
- (ii) Development of (a) Fruits, (b) Progeny orchards (c) Sugar cane (d) Vegetables and allied crops (e) Oil seeds.
- (iii) Fruit processing, Plant production campaign demonstration of H.Y.V. seeds etc.
- (iv) Agricultural training and assistance to landless farmers.

(2) Minor irrigation

Area Under :—

- (i) Lift Irrigation . . . 5105 Hects.
- (ii) Flow irrigation . . . 6,380 Hects.
- (iii) Other Minor Irrigation Programmes. . . 10,000 Hects.

(1978-79 :—
6,500 Hects)

(3) Soil & Water conservation

- (i) Contour bunding . . . 108 Hects.
- (ii) Protective Afforestation . . . 1,996 Hects.
- (iii) Gully control . . . 6,460 Hects.

(4) Animal Husbandry & Dairy Development

	1974-78	1978-79
Vety. Dispensaries . . .	9	3
Vety. First Aid Centres . . .	26	6
Distribution of cows & heifers . . .	388	300
Key Village Blocks . . .	2	1
Distribution of Poultry & Duck Units . . .	1,067	350
Assistance to Poultry Farmers . . .	183	20
Distribution of pig trios . . .	423	270
Assistance to pig Farmers . . .	100	20
Piggery Dev. Block . . .	1	1
Poultry Farm . . .	1	1
Distribution of Goat-Units . . .	417	..
Pig Farm . . .	1	1
Farmers trained . . .	545	580
Chilling Plant . . .	1	..

(5) Fisheries

- (i) Nursery area . . . 7 Hects.
- (ii) Fry & Finger-lings . . . 3.5 Million
- (iii) Assistance to Pisces-Culturists . . . 134 Hects.
- (iv) Development of Community Fishing Tanks . . . 7 Hectsts.

(6) Co-operation

No. of Multifunctional Corp Units . . .	(GPSS : 195)
Membership Coverage . . .	Universal
Priority Storage Space in GPSS	Membership 121 GPSS

Electricity (No)

(1974-78)

Village & Small Industries

(1) (a) In plant training in and outside the State.	135
(2) Prizes to the best craftsmanship for development of Handicrafts.	144
(3) Loan to S.S.I-Units . . .	288
(4) Grants-in-aid/Supply of improved tools.	541
(5) Central Assistance to entrepreneurs for setting up S.S.I. Units.	132
(6) Commercial Estate . . .	49 Sheds.

Industry and Minerals

(a) Eri-cocoon in lakhs (Kom).	0.65
(b) Eri-seedlys in lakh lays . . .	6.50
(c) Muga B.Sc. in lakh (nos) . . .	10.00
(d) Muga-Raw Silk in lakh Kgm.	0.20
(e) Mulbary lays in lakh lays . . .	0.75
(f) Mulbary-raw silk in lakh Kgms	0.02
(g) Estt. of W.B.S.V. (in Nos) . . .	4.00
(h) Estt. in W.T.C. (in Nos.) . . .	2
(i) Supply of looms (Nos.) . . .	560

Transport and Communication

Roads and Bridges

(a) New Road Km. (Rural) . . .	58
(b) MNP Roads Km. . .	110
(c) Surfaced road (Km) . . .	3
(d) RCC bridges km. No. . .	1
(e) Other expenditure No. (Building)	1

Health

- (a) 16 bedded hospitals and 6 dispensaries were established.
- (b) P.H Cs. were constructed or established. 8 mini-P.H Cs. were established. 13 sub-centres established, completed with all staff and equipments.

Nutrition

(a) Programmes for pre-school children (0-6) years (No)	1,800
(b) Programmes for pregnant women and lactating mothers (No)	600
(c) Pre-school feeding and School feeding Programme (SNP)	11,200

Housing

(a) Tribal Sub Plan under low income group housing schemes (loan Scheme) (No. of houses)	68
(b) Construction of houses under Tribal sub plan (Janta Houses) (No. of Houses)	75

STATEMENT NO. 5

Statement showing sector-wise/programme-wise expenditure during 1974-79 from State Plan Funds & Special Central Assistance respectively in Tribal Sub-Plan Area in Gujarat.

(Rupees in Lakhs)

Sl. No.	Sectors/Programme	Expenditure incurred from			Remarks
		State Plan.	Spl. Central Assistance	Total	
1	2	3	4	5	6
I. Agri. & Allied Sectors.					
1.	Agri. excl. land reforms	BREAK-UP FIGURES		806.38	
2.	Land Reforms	NOT AVAILABLE		92.13	
3.	Soil & Water Conservation		"	342.24	
4.	A. H. & Dairy Development		"	193.90	
5.	Fisheries		"	69.01	
6.	Forestry		"	746.96	
7.	C. D. & Panchayats		"	361.99	
8.	Minor Irrigation		"	825.61	
9.	Investment in Agri. financial institutions		"	..	
10.	Area Development		"	..	
11.	D.P.A.P.		"	..	
12.	Others		"	..	
	TOTAL (I)			3,438.22	
II. Co-operation					
				475.53	
III. Water and Power Development					
1.	Irrigation		"	891.38	
2.	Flood Control		"	12.00	
3.	Power Projects		"	316.94	
	TOTAL (III)			1,220.32	
IV. Industry and Minerals					
1.	Large & Medium Industries		}	295.29	
2.	Village & Small Industries				
3.	Mining & Metallurgical Industries				
	TOTAL (IV)			295.29	
V. Transport and Communication					
1.	Roads & Bridges		}	1,265.19	
2.	Road Transport				
3.	Tourisms				
	TOTAL (V)			1,265.19	
VI. Social and Community Services					
1.	General Education		"	926.37	
2.	Tech. Education		"	10.13	
3.	Medical, Public Health & Sanitation		"	194.83	
4.	Sewerage & Water Supply		"	452.62	
5.	Housing & Urban Dev.		"	225.55	
6.	Information & Publicity		"	..	
7.	Welfare of SCs., STs., and O.B.Cs.		"	306.79	
8.	Labour Welfare		"	30.97	
9.	Social Welfare		"	23.57	
10.	Nutrition		"	216.32	
11.	Others		"	..	
	TOTAL (VI)			2,387.15	
VII. Economic Services					
				81.19	
VIII. General Services					
				..	
IX. Nucleus Budget					
				231.00	
GRAND TOTAL				9,393.89	

STATEMENT NO. 6

Statement showing physical achievements made in the Tribal Sub-Plan Area of Gujarat during the year 1974-79

Sl. No.	Item	1974-78	1978-79	Sl. No.	Item	1974-78	1978-79
I. Agriculture				VI. Fisheries			
1.	Distribution of Input kits (No. in lakh)	0.56	0.80	17.	Imported fish seeds (No. in Million)	12.82	20
2.	Testing of Soil Samples (No. in lakhs)	0.30	0.90	18.	Trainees (No.)	33	110
3.	Distribution of Pesticides and plant protection appliances (Tons, Number)	5 (Tones) 512 (Number)	150 2,000	19.	Fish seed Farms (No.)	..	1
4.	Training to Farmers (No. in lakh)	1.25	0.15	20.	Fry/fingerlings	..	16
5.	Supply of Improved Agricultural implements at subsidised rate (Number)	1,295	480	VII. Forest			
6.	Supply of Bullocks (No.)	637	1,200	21.	Area under plantation (Hactre in 1,000)	47.00	13.00
7.	Supply of Bullock-carts (No.)	132	2,000	VIII. Power Development			
8.	Supply of Vegetable Kits (No. in lakh)	0.15	0.20	22.	Rural Electrification		
9.	Supply of Fruit grafts plants (No. in lakh)		1.00	(a)	Villages electrified (No.)	43	52
II. Soil Conservations				(b)	Pump sets energised by electrification (No)	164	520
10.	Contour bunding, nala plugging, terracing and land levelling (Hact. in 0.35 lakh)		0.288	IX. Road development			
11.	Kyari making for paddy cultivation (Hact. in lakh)	..	0.028	23.	Road and Bridges (Kms.)	841	380
III. Irrigation				X. Education			
12.	Irrigation facilities created—			24.	Additional teachers for primary Schools (Nos.)	2,000	500
(i)	New wells (Nos.)	115	220	25.	Enrolment of Additional students. (No. in Lakhs)	1.04	0.20
(ii)	Pumps sets (Nos.)	170	250	26.	Construction of class rooms (Nos.)	611	364
13.	Land brought under irrigation by minor medium and major irrigation schemes (Hactre in lakh)	0.059	0.13	27.	Construction of teachers Quarters (Nos.)	153	115
IV. Animal Husbandry				28.	Opening of new Primary Schools (Nos.)	100	50
14.	Supply of Milch Animal (Nos.)	605	1,600	29.	Supply of uniforms (No. in lakhs)	12.00	1.50
15.	Establishment of Poultry Units (No.)	300	700	30.	Supply of sets of books	10.00	1.50
V. Cooperation				31.	Introduction of non-formal Education. (No. of pupils in lakhs.)	..	0.18
16.	Agricultural Credit :			32.	Opening of Ashram Shalas (No.)	42	9
(a)	Short term and Medium term advances (Rs. in crores).	13.00	13.50	XI. Backward Welfare			
(b)	Long term advances (Rs. in Crores).	N.A.	Not fixed	33.	Pre-matric Educational Incentives		
(c)	Consumption finance (Rs. in Crores).	N.A.	0.80	(i)	Scholarship/Stipends. (No. of students in lakhs.)	8.58	2.02
				(ii)	Other incentives like boarding grants, books/stationery and uniforms. (In lakhs).	1.01	0.675

STATEMENT NO. 7

Statement showing sector wise/programme wise Expenditure during 1974-78 and 1978-79 from State Plan Funds and Special Central Assistance respectively in Tribal Sub-Plan area in Karnataka

(Rupees in Lakhs)

Sl. No.	Sectors/Programme	(1974-78)			Estimated Expr. 1978-79		
		State Plan	Spl. Central Assistance	Total	State Plan	Spl. Central Assistance	Total
1	2	3	4	5	6	7	8
I. Agri. & Allied Sectors							
1.	Agri. excl. land Reforms	Break up not available		..	10.50	7.00	17.50
2.	Land Reforms	..		..	..	..	..

1	2	3	4	5	6	7	8
3. Soil & Water Conservation		Break up not available		..	2.00	..	2.00
4. A.H. & Dairy Dev.		6.02	9.00	5.00	14.00
5. Fisheries		0.40	1.75	..	1.75
6. Forestry		10.12	12.00	..	12.00
7. C.D. & Panchayats	
8. Minor Irrigation		2.15	15.00	..	15.00
9. Investment in Agri. financial institutions.	
10. Area Development	
11. D.P.A.P.	
12. S.F.D.A./M.F.A.L.		8.00	..	8.00
TOTAL (I)				18.69	58.25	12.00	70.25
II. Cooperation							
III. Water and Power Development							
1. Irrigation		4.72	8.00	..	8.00
2. Flood Control	
3. Power Projects		1.19	20.00	..	20.00
TOTAL (III)				1.19	20.00	..	20.00
IV. Industry and Minerals							
1. Large & Medium Industries	
2. Village & Small Industries		7.07	15.00	6.00	21.00
3. Mining & Metallurgical Industries	
TOTAL (V)				7.07	15.00	6.00	21.00
V. Transport and Communication							
1. Roads & Bridges		5.05	..	..	..
2. Road Transport		13.00	..	13.00
3. Tourism	
TOTAL (V)				5.05	13.00	..	13.00
VI. Social and Community Services							
1. General Education		6.07	20.20	..	20.20
2. Tech. Education	
3. Medical, Public Health & Sanitation		1.10	5.00	..	5.00
4. Sewerage & Water Supply		20.10	21.00	..	21.00
5. Housing & Urban Dev.		4.27	17.00	..	17.00
6. Information & Publicity		0.25	0.50	..	0.50
7. Welfare of SCs, STs and O.B.Cs.	
8. Labour Welfare		0.25	0.25	0.50
9. Social Welfare		30.18	3.00	5.00	8.00
10. Nutrition		6.00	..	6.00
11. Others	
TOTAL (VI.)				61.97	72.95	5.25	78.20
VII. Economic Services							
VIII. General Services							
IX. Nucleus Budget							
Primitive Tribe (S.W. Deet)				..	..	4.00	4.00
GRAND TOTAL				98.69	187.20	27.25	214.45

STATEMENT NO. 8

Statement showing physical achievements made in the Tribal Sub-Plan Area of Karnataka during 1974-78

I. Agriculture & Allied Section		Physical achievements	(ii) Energising the Pump sets. 1
1. Horticulture			IV. Industries and Minerals
(i) Training	35 Leaders		(i) Opening of village and small industries centres 1 Bamboo centre 1 Soap centre 1 Distribution Centre for Forest Plants.
(ii) No. of Model Orchards-cum Nurseries established :	95 workers 32		(ii) Assisting Tassar Basic seed farm. 1 Farm with 33 tribal families.
2. Animal Husbandry			V. Transport & Communication
(i) Establishment of Pig-gery Units	92		1. Construction of Road . 26.10 Kms.
(ii) Establishment of Poultry units.	30		VI. Social and Community Services
(iii) Supply of milch animals	15		1. Education
(iv) Training to Tribals .	148 persons		(i) Attendance Scholarship to tribal girls. 2500 Students
3. Fisheries			(ii) Supply of free books etc. 2,500 Students
(i) Training in fish culture with supply of Nylon Twins.	23 tribals		(iii) Establishment of book banks in Secondary schools. 6
(ii) Financial assistance to tribal Cooperative Societies for development of Tank Fisheries.	2 Societies		2. Health
4. Forestry			(i) No. of Health Surveys conducted. 1
(i) Supply of Bee-hive boxes to tribals.	300 Boxes		3. Housing
(ii) Coverage under Plantation of fruit yielding species.	217 Hect.		(i) Construction of Janta Houses for Tribals. 138
5. Minor Irrigation			(ii) Free house-sites . . . 24
Construction of new tanks at Shantali Colony and restoration of works of the Tanks Palsari-keri of Maldala taken up.			4. Water Supply
II. Cooperation			Sinking of drinking water wells 162
Assistance to Lamps	3 Lamps		5. Information & Publicity
III. Water and Power Development			Production of Documentary films. 1 (on Jenu-Kurbas)
(i) Street Light in tribal colonies	4 + 8 (in progress)		6. Social Welfare
			(i) Development of Agri-cultural colonies. 7
			(ii) Supply of Bee-hive boxes 90
			(iii) Supply of Mobile vans for health programmes. 6

STATEMENT NO. 9

Statement Showing sector-wise/Programme-wise Expenditure during 1974-78 & 1978-79 from State Plan Funds and Special Central Assistance respectively in Tribal Sub-Plan Area in Maharashtra

(Rupees in Lakhs)

Sl. No.	Sectors/Programme	Expdt. incurred from 1974—79			Expdt. incurred 1978—79		
		State Plan	Spl. Central Assistance	Total	State Plan	Spl. Central Assistance	Total
1	2	3	4	5	6	7	8
I. Agri. & Allied Sectors							
1.	Agri. excl. land Reforms	..	..	125.07	85.94	..	85.94
2.	Land Reforms . . . .	..	..	..	..	..	..
3.	Soil & Water Conservation	..	..	133.43	39.75	..	39.75
4.	A.H. & Dairy Dev.	..	..	67.81	175.51	..	175.51
5.	Fisheries . . . . .	..	..	14.89	20.81	..	20.81
6.	Forestry . . . . .	..	..	168.82	188.93	..	188.93
7.	C.D. & Panchayats . . . .	..	..	52.26	7.16	..	7.16
8.	Minor Irrigation . . . . .	..	..	891.66	388.65	..	388.65
9.	Investment in Ag. financial institutions	..	..	..	..	..	..
10.	Area Development	..	..	13.24	19.00	..	19.00
11.	D.P.A.P.	..	..	..	..	..	..
12.	Others . . . . .	..	..	..	..	..	..
TOTAL I		..	..	1,467.18	925.75	..	925.75

1	2	3	4	5	6	7	8
II. Cooperation		..	..	549.46	195.47	313.50	508.97
III. Water & Power Development							
1.	Irrigation	..	..	748.29	539.05	..	539.05
2.	Flood Control	..	..	..	..	..	..
3.	Power Projects	..	..	621.65	427.85	..	427.85
TOTAL III		..	..	1,369.94	966.90	..	966.90
IV. Industry and Minerals							
1.	Large & Medium Industries	..	..	..	..	..	..
2.	Village & Small Industries	..	..	..	7.84	..	7.84
3.	Mining & Metallurgical	..	..	..	..	..	..
TOTAL IV		..	..	13.69	7.84	..	7.84
V. Transport and Communication							
1.	Roads & Bridges	..	..	1,359.87	926.35	..	926.35
2.	Roads Transport	..	..	..	..	..	..
3.	Tourism	..	..	0.90	1.75	..	1.75
TOTAL V		..	..	1,360.77	928.10	..	928.10
VI. Social & Community Services							
1.	General Education	..	..	128.48	189.58	83.50	273.03
2.	Tech. Education	..	..	..	0.62	..	0.62
3.	Medical, Public Health & Sanitation	..	..	129.81	211.60	..	211.60
4.	Sewerage & Water Supply	..	..	244.91	223.44	..	223.44
5.	Housing & Urban Dev.	..	..	41.42	77.27	..	77.27
6.	Information & Publicity	..	..	2.98	5.19	..	5.19
7.	Welfare of SCs, STs and OBCs.	..	..	673.87	386.07	..	386.07
8.	Labour Welfare	..	..	33.65	46.28	..	46.28
9.	Social Welfare	..	..	..	0.27	..	0.27
10.	Nutrition	..	..	34.81	54.24	..	54.24
11.	Others	..	..	..	..	..	..
TOTAL VI		..	..	1,289.93	1,194.56	83.50	1,278.06
VII. Economic Services							
VIII. General Services							
		..	..	1,112.16	633.19	..	633.19
IX. Nucleus Budget							
GRAND TOTAL		..	..	7,163.13	4,851.81	397.00	5,284.81

STATEMENT No. 10

Statement showing Physical achievements made in the Tribal Sub-Plan Area of Maharashtra during 1974-78

I. Agriculture and Allied Sector		3. Forestry & Horticulture	
1. Animal Husbandry		(i) Central Nurseries . . . 13	
(i) No. of Veterinary dispensaries opened.	42	(ii) Land coverage . . . 1,932 Hect.	
(ii) No. of Tribal beneficiaries—given milch cattle.	689	(iii) Development of Minor Forest Produce. . . 202 Hect.	
(iii) No. of Tribal beneficiaries—given bullocks.	1,697	4. Minor Irrigation	
(iii) No. of improved cockerels distributed	4,629	(i) No. of Projects completed. . . 810	
2. Fisheries		(ii) Additional Irrigation Potential centred. . . 3.33 Lakhs Hect.	
1. Fish seed production Farms Set up.	7	II. Cooperation	
		No. of Adivasi Cooperative Societies. . . 258	

III. Water & Power Development

1. No. of villages electrified 1,178
2. Area under major irrigation 3,110 Hect.
3. Area under minor irrigation 32,315 Hect.

IV. Industry and Minerals

- (i) No. of large scale Mining and Industrial Establishment. 229
- (ii) No. of persons employed directly. 664

V. Transport & Communication Roads

- (i) Road constructed . . . 700 Kms.
- (ii) Improvement of Roads . . . 649 Kms.
- (iii) No. of C.D. Works . . . 2,434 Nos.

(iv) No. of Bridges constructed 36

(v) Rural Roads . . . 250 Kms.

VI. Social & Community Services—
Education

1. No. of Ashram Schools . . . 188 Nos.
2. No. of Primary Schools . . . 2,561
3. No. of Middle Schools . . . 230
4. No. of High Schools . . . 91

Water Supply

No. of Hamlets with portable supply. 2,559

Health Services

(i) No. of Primary Health Centres. 34

(ii) No. of sub-centres . . . 138

(iii) No. of Dispensaries . . . 66

STATEMENT NO. 11

Statement showing Sector-wise/Programme-wise Expenditure during 1974-79 from State Plan Funds and Special Central Assistance respectively in Tribal Sub-Plan Area in Manipur

(Rs. in lakhs)

Sl. No.	Sectors/programme	Expenditure incurred from			Remarks
		State Plan	Special Central Assistance	Total	
1	2	3	4	5	6
I. Agriculture & Allied Sectors					
1.	Agri. Excl. land Reforms	111.27	69.12	180.39	
2.	Land Reforms	7.35	..	7.35	
3.	Soil & Water Conservation	46.04	..	46.04	
4.	A.H. & Dairy Dev.	157.92	38.93	196.85	
5.	Fisheries	11.36	27.00	38.36	
6.	Forestry	108.16	10.00	118.16	
7.	C.D. & Panchayats	10.29	..	10.29	
8.	Minor Irrigation	37.00	43.00	80.00	
8.	Investment in Agriculture financial institutions . . . . .	..	..	..
10.	Area Development }	5.00	..	5.00	
11.	D.P.A.P. }				
12.	Others				
	TOTAL (I)	494.39	188.05	682.44	
	II. Cooperation	101.58	33.95	135.53	
III. Water & Power Development					
1.	Irrigation	20.00	..	20.00	
2.	Flood Control	10.00	..	10.00	
3.	Power Projects	71.00	..	71.00	
	TOTAL (III)	101.00	..	101.00	
IV. Industry & Minerals					
1.	Large & Medium Industries	180.38	..	180.38	
2.	Village & Small Industries	354.16	30.66	384.82	
3.	Mining & Metallurgical Industries . . . . .	..	..	..
	TOTAL (IV)	534.54	30.66	565.20	
V. Transport & Communication					
1.	Roads & Bridges	318.00	..	318.00	
2.	Road Transport	15.00	..	15.00	
3.	Tourism & L . . . . .	..	10.00	10.00	
	TOTAL (V)	333.00	10.00	343.00	

1	2	3	4	5	6
VI. Social & Community Services					
1. General Education		51.70	44.85	96.55	
2. Tech. Education	
3. Medical, Public Health and Sanitation		267.63	14.05	281.68	
4. Sewerage & Water Supply		66.45	30.65	97.10	
5. Housing & Urban Dev.		95.81	5.00	100.81	
6. Information & Publicity		1.50	..	1.50	
7. Welfare of SCs, /STs. and O.B. Cs.		144.48	..	144.48	
8. Labour Welfare		13.72	..	13.72	
9. Social Welfare		10.73	9.00	19.73	
10. Nutrition		11.01	..	11.01	
11. Others	
TOTAL (VI)		663.03	103.55	766.58	
VII. Economic Services }		58.18	..	58.18	
VIII. General Services }					
IX. Nucleus Budget					
GRAND TOTAL		2,285.72	366.21	2,651.93	..

STATEMENT 12

Statement showing physical achievements made in the Tribal Sub-Plan Area of Manipur during 1974-79

1. Agriculture

I. Marketing

- (a) One potato Development farm converted into the Regional potato farm for production of foundation seeds.
- (b) 10 hectares Species farm established.
- (c) Coverage of 58.5 hectares under vegetable development.
- (d) 50 hectares put under Bench Terrace for potato cultivation during 74-79.

II. Soil and Water Conservation

- (a) Coverage of 649 hectares under soil and water conservation.

III. Animal Husbandry

- (a) **Poultry Development**
2 farms opened and expansion of the farm opened earlier.
- (b) **Piggery Development**
Opened 1 farm and expansion of the farm opened earlier.
- (c) **Animal Health**
Opened two Vety, Dispensaries, upgradation of 5 dispensaries into Hospital, purchase of medicine, equipments an expansion of Mobile Clinic.
- (d) **Sheep and Goat**
41 bucks, she goat distributed.
- (e) **Strengthening of A.H. Deptt.**
Strengthening of the staff of the Distt. offices with the creation of the posts of ministerial staff and maintenance of vehicle.
- (f) **Veterinary Aid Centres (78-79)**
25 Vet. aid centres opened.
- (g) **Training Programme**
Training of 300 farmers.
- (h) **Rural Dairy Centre**
Completion of the building of the rural Dairy Centre and purchase of dairy equipments.

IV. Fisheries

(a) Pisciculture

- Four fish seed farms established, Technical Assistance has been given to the Applied Nutrition Programme Directorate for implementation of the Scheme.
- (b) 10 candidates from every hill district trained.
 - (c) Assistance to pisciculturists financial Assistance granted to cover 60 hectares of water area.

V. Forestry

- (a) 300 boundary pillars constructed and fixed on the ground under the scheme survey, Demarcation and settlement of forest Areas.
- (c) Range Office and 1 beat office opened under the scheme of Intensification of forest Management.
- (c) 25 Kms. of forest road was constructed and 10 Kms. of existing forest road was improved.
- (d) Coverage of 1836 hectares under different plantations.
- (e) Fire line cutting to an extent of 75 Kms. was done and 20 fire watchers were engaged under Forest Protection Scheme.
- (f) 730 cubic mt. of timber, 500 electric poles, 3000 fencing posts and 84 stacks of firewood were extracted under Improved Logging Scheme.
- (g) Maintenance of Orchid preservation plot was done.

VI. Minor Irrigation

- (a) Completion of works in Dam and distribution system for providing water to 600 hectares under Khoupum Dam Project.
- (b) Purchase of earth moving machinery for construction of works under Thoubal Multipurpose Project.
- (c) Construction of residential and non-residential buildings.

- (d) Completion of erosion control works in hilly areas for protecting paddy land, habitation etc.
2. *Cooperation*
No. of L.A.M.Ps. organised—30.
3. *Water and Power Development*
- (i) *Major Irrigation*
(a) 25 T./Dam, 9 P/Dam, and 4 P/Dam in progress and 72 Kms. of I.C. completed. Total benefited area is 4796 hectares.
- (ii) *Rural Electrification*
132 villages electrified and electrification of 43 villages intensified.
4. *Industry and Minerals*
(i) *Small Industry*
901 small scale industries units established.
5. *Social and Community Services*
- (i) *Education*
50,200 children enrolled in classes VI to VIII.
- (ii) *Health and Nutrition*
(a) 4 Primary Health Centres upgraded to Rural hospitals.
(b) A.T.B. clinic ward, one isolation ward of 10 beds established.
- (iii) *Water Supply (Drinking Water)*
6 water supply schemes completed to cover 18 villages.

STATEMENT NO. 13

Statement showing Sector-wise/Programme-wise Expenditure during 1974-79 from State plan Funds and Special Central Assistance respectively in Tribal Sub-Plan area in Rajasthan

(Rs. in Lakhs)

Sl. No.	Sectors/Programme	Expenditure incurred from			Remarks
		State Plan	Spl. Central Assistance	Total	
1	2	3	4	5	6
I. Agri. & Allied Sectors					
1.	Agri. excl. land Reforms	17.09	27.81	44.90	
2.	Land Reforms	5.92	31.00	36.92	
3.	Soil & Water Conservation	8.91	14.33	23.24	
4.	A. H. & Dairy Dev.	24.00	75.37	99.37	
5.	Fisheries	8.80	32.13	40.93	
6.	Forestry	36.61	8.66	45.27	
7.	C.D. & Panchayats . . . . .	..	..	..
8.	Minor Irrigation	208.13	486.27	694.40	
9.	Investment in Agri. financial institutions . . . . .	..	..	..
10.	Area Development	20.00	3.00	23.00	
11.	D.P.A.P.	279.24	..	279.24	
12.	Others . . . . .	..	..	..
	TOTAL (I)	608.70	678.57	1,289.27	
II. Cooperation		123.38	108.23	231.61	
III. Water & Power Development					
1.	Irrigation	4,600.15	..	4,600.15	
2.	Flood Control . . . . .	..	..	..
3.	Power projects	1,583.12	..	1,583.12	
	TOTAL (III)	6,183.27	..	6,183.27	
IV. Industry & Minerals					
1.	Large & Medium Industries	15.78	..	15.78	
2.	Village & Small Industries	12.18	29.95	42.13	
3.	Mining & Metallurgical Industries	1.61	..	1.61	
	TOTAL (IV)	29.57	29.95	59.52	
V. Transport & Communication					
1.	Roads & Bridges	708.70	..	708.70	
2.	Road Transport . . . . .	..	..	..
3.	Tourism	7.79	..	7.79	
	TOTAL (V)	716.49	..	716.49	

1	2	3	4	5	6
VI. Social & Community Services					
1. General Education		269.76	77.00	346.76	
2. Tech. Education	
3. Medical, public Health & Sanitation		117.73	8.00	125.73	
4. Sewerage & Water Supply		188.53	6.00	194.53	
5. Housing & Urban Dev.		31.85	..	31.85	
6. Information & Publicity		1.38	3.82	5.20	
7. Welfare of SCs., STs and OBCs.		33.97	..	33.97	
8. Labour Welfare		10.37	20.95	31.32	
9. Social Welfare		0.85	..	0.85	
10. Nutrition		47.73	..	47.73	
11. Others	
TOTAL (VI)		702.17	115.77	817.94	
VII. Economic Services					
VIII. General Services					
IX. Nucleus Budget					
GRAND TOTAL		8,365.28	994.78	9,360.06	

STATEMENT NO. 14

Statement showing physical achievements made in Tribal—Sub-Plan Area of Rajasthan during 1974 to 79

Sl. No.	Heads of Development	1974-78	78-79	1	2	3	4
1	2	3	4				
I. Agriculture & Allied Services				B. No. of plants distributed			
1. Land Reforms				C. Areas under Plantation(Ha.)			
upto dating of land records (Sq. Kms.)				114			
2,400				..			
2. Crop Husbandry				7. Minor Irrigation			
1. Demonstration				I. Ground Water Department			
A. Two crops (Nos.)				(i) Low Duty Tube wells (Nos.)			
345				3			
160				20			
B. Mini kits				(ii) Deepening of wells(Nos.)			
589				176			
783				265			
2. High yielding varieties				(iii) Electric pumpsets (Nos.)			
Programme Coverage under:—				(iv) Disels Portable pumpsets (Nos.)			
A. Paddy (Ha.)				248			
45,015				20			
13,000				14			
B. Jowar (Ha.)				II. Minor Irrigation (Nos.)			
65				(Irrigation Department)			
150				Soil Conservation			
C. Maize (Ha.)				(Agricultural Department)			
20,229				A. Soil testing Lab. (No.)			
8,000				..			
D. Wheat (Ha.)				B. Soil conservation in hilly area taken in(Hact.)			
1,93,939				2,940			
60,000				375			
3. High yielding varieties programme Seed distribution :				8. Animal Husbandry			
1. Maize (Qts.)				1. Supervisory Staff (Nos.)			
957				1			
960				(1)			
2. Jowar (Qts.)				2. New Veterinary Hospital (Nos.)			
1				3			
8.40				(3)			
3. Paddy (Qts.)				3. Conversion of Dispensaries into Hospital (Nos.)			
147				1			
325				(3)			
4. Wheat (Qts.)				4. Mobile veterinary units (Nos.)			
2,914				4			
6,000				(4)			
4. Fertilizers Distribution				5. Key Village Blocks (Nos.)			
A. N (M. Tons)				3			
11,817				2(5)			
5,130				(2)			
B. P (M. Tons)				6. Intensive Poultry Dev. Block (No.)			
2,444				2			
1,050				(2)			
C. K (M. Tons)				7. Chick Rearing Centre (No.)			
456				2			
210				(2)			
5. Plant Protection (Area Covered) (Lav. Ha.)				8. Poultry units (10 to 29 Birds) (Nos.)			
8.72				..			
2.50				52			
6. Horticulture				9. Feeders Plots (No)			
A. No. of cultivators benefited				4			
..				(4)			
2,320				10. Distribution of Bulls			
				36			
				(18)			

1	2	3	4	1	2	3	4
9. Fisheries				4. Training under Master Crafts.			
A. Supervisory Staff		(17)	(17)	A. Trainees benefited (Nos.)		18	10
B. Assistance to cooperatives/Private Pisciculturist		..	2	B. Centre opened (No.)		(4)	(1)
C. Dry Bund Breeding		(2)	(2)	5. Assistance to educated unemployed person (No.)		..	10
D. Induced Breeding		(1)	(1)	6. Subsidy in backward areas (No.)		..	5
10. Forestry				7. Industries training-cum-production centre			
1. Rehabilitation of Degraded forest facing gap planting. (Ha.)		10,173	2,230	(A) Centre opened (No.)		4	1(5)
2. Reforestation of Degraded forest.				(B) Person trained (No.)		185	50 (200)
A. Plantation. (Ha.)		900	2,100	Cooperative Sector			
B. Advance Action (Ha.)		..	2,500	(A) Setting up of new looms units benefited (No.)		200	800
3. Restocking of Degraded forest.				(B) Supply of improved appliance units benefited (No.)		175	..
(i) Advance action (Ha.)		840	405	(C) Supply of working drums benefited (Units)		20	100
(ii) Plantation (Ha.)		..	840	(D) Opening of dye house units benefited (No.)		5	5
11. Panchayat				(E) Managerial assistance to coop. unit benefited (No.)		33	(Societies) 20
A. Training to Sarpanchs. (Nos.)		(F) Subsidy under R.B.I. Rs. in Lakhs:		..	0.20
B. Training to Panch. (Nos.)		(G) Opening of sales depots established		..	5
12. Antyodaya				(H) House of weavers : weavers benefited. (No.)		..	500
No. of beneficiaries. (Nos.)		I. Minimum Needs Programmes			
II. Cooperation				I. Buildings:			
1. Credit Cooperatives				(A) Const. of staff Quarters (No.)		12	20
A. Managerial subsidy to Lamps (LAMPS)		39(39)	5(44)	(B) Const. of Existing sub-centres. (No.)		18	18
B. Subsidy to Lamps for purchase of transport vehicles (Nos.)		5(11)	..	(C) Adtl. sub centres (No.)		20	..
C. Central Coop. Banks Branches				(D) (i) Adtl. accommodation in upgraded PHC's into 30 bedded referral Hosp.		3	1
A. Branches of C.C. Banks		1(2)	(2)	II. Drugs & Staff			
B. Loan to C.C. Banks/Banks to cover overdues.		2(2)	..	(i) Drug to P.H.C.'s & sub-centres			
C. Share Capital in credit institution.		169(169)	50(50)	P.H.C.'s (No.)		(22)	1(23)
2. Ware Housing & Marketing Constructions of Godowns.				Sub Centres (No.)		30(184)	8(192)
A. Rural Godowns. (Nos.)		14(14)	..	III. Ayurved			
B. LAMPS Godowns. (Nos.)		38(3)	4(28)	1. Opening of Disp. in tribal area			
3. Small Scale processing units.		1(1)	..	(A) 'C' Class Disp. (No.)		(31)	6(37)
III. Power				(B) 'B' Class Disp. (No.)		..	..
1. Rural Electrification				(C) Aid posts (No.)		6	(6)
A. Localities Electrified (Nos.)		532	120	(D) Beds (No.)		(15)	(15)
B. Wells energised (Nos.)		1,900	700	IV. Rural Water Supply			
IV. Industries & Minerals				(1) Piped watersupply (No.)		NA	22 villages
A. Large & Medium Industries				(2) Wells (No.)		..	..
1. Development of Industrial area (No.)		(2)	(2)	(3) Handpumps, villages covered (No.)		1,012	20(29)
B. Village & Small Scale Indu.				Popn. covered (No.)		8.94	..
1. Loan to S.S.I. Units to be benefited (No.)		38	10	(4) Drilled wells		..	..
2. Subsidy on Power units to be benefited (No.)		35	10	V. Number of Localities			
3. Subsidy for purchase of testing equipment units to be benefited (No.)		3	2	VI. Housing			
				(i) LIGH		24	24
				(ii) MIGH		5	5

1	2	3	4	1	2	3	4		
VII Labour & Labour Welfare				(2) Stipend to Unemployed graduates & P.G. (No.)				349	12
(a) Employment (No.)				(3) Payment given to cultivators for agri. wells. (No.)				1,987	NF
(b) Craftsman training centres (No.)				(4) Assistance for mining centres.				..	..
(c) Estt. of I.T.I. (No.)				(5) Subsidy for purchase of share capital for cooperative societies (No.)				..	300
VIII. Social Welfare				3. Welfare of Denotified & Nomadic tribes.					
1. Welfare of S.C.				(a) Education : Scholarship No. of students (No.)				45	40
(a) Education :—Scholarship to pre-matric students including those of I.T.I. (No.)				(b) Economic development :— Housing grant (No. of persons)				..	15
(b) Economic Development				4. Social Welfare					
(1) Stipend to unemployed Graduates & P.G. (No.)				Education & Welfare of Handicapped					
(2) Payment of Interest on the loans given to Cultivators for Agri. Wells. (No.)				(a) Assistance for prosthetic aid (No.)				99	30
2. Welfare of Scheduled Tribe				(b) Prevention of begging (No.)				..	..
(a) Education				IX. Economic Services					
(1) Scholarship to pre-matric (No.)				Direction of Economics & Statistics :—					
(2) Maintenances of Hostels (No.)				(1) Distt. level set up A				1	1
(b) Economic Developments				B				1	1
(1) Assistance of small scale Industries. (No.)				(2) Distt. Coordination				3	3
				(3) Data Collection				..	..

STATEMENT NO. 15

Statement showing sector-wise/programme-wise expenditure during 1974-79 from State Plan Funds and Special Central Assistance respectively in Tribal Sub-Plan area in Tripura

(Rupees in Lakhs)

Sl. No.	Sectors/Programme	Expenditure incurred from			Remarks
		State Plan	Spl. Central Assistance	Total	
1	2	3	4	5	6
I. Agri. & Allied Sectors					
1.	Agri. Excl. land Reforms	97.27	8.60	105.87	
2.	Land Reforms	62.22	..	62.22	
3.	Soil & Water Conservation	192.00	70.00	262.00	
4.	A.H. & Dairy Dev.	74.18	4.36	78.54	
5.	Fisheries	41.75	1.00	42.75	
6.	Forestry	153.77	..	153.77	
7.	C.D. & Panchayats	17.52	..	17.52	
8.	Minor Irrigation	58.41	3.17	61.58	
9.	Investment in Agr. financial institutions	..	..	..
10.	Area Development	7.50	..	7.50	
11.	D.P.A.P.				
12.	Others				
	TOTAL (I)	704.62	87.13	791.75	
II. Cooperation		36.80	31.70	68.50	
III. Water and Power Development					
1.	Irrigation	7.15	..	7.15	
2.	Flood Control	6.13	..	6.13	
3.	Power Projects	36.00	..	36.00	
	TOTAL (III)	49.28	..	49.28	

1	2	3	4	5	6
IV. Industry and Minerals					
1. Large & Medium Industries		
2. Village & Small Industries		64.14	11.58	75.72	
3. Mining & Metallurgical Industries		
TOTAL (IV)		64.14	11.58	75.72	
V. Transport and Communication					
1. Roads & Bridges		322.87	..	322.87	
2. Road Transport		
3. Tourism		
TOTAL (V)		322.87	..	322.87	
VI. Social and Community Services					
1. General Education		133.66	1.91	135.57	
2. Tech. Education		
3. Medical Public Health & Sanitation		64.82	3.31	68.13	
4. Sewerage & Water Supply		77.60	0.46	78.06	
5. Housing & Urban Dev.		19.06	..	19.06	
6. Information & Publicity		5.00	..	5.00	
7. Welfare of S _c s, S.Ts. and O.B. Cs.		165.64	..	302.79	
8. Labour Welfare		1.00	1.00	2.00	
9. Social Welfare		
10. Nutrition		34.00	..	34.00	
11. Others		
TOTAL (VI)		500.78	143.83	644.61	
VII. Economic Services					
VIII. General Services					
		6.04	5.00	11.04	
IX. Nucleus Budget					
		
GRAND TOTAL		1,684.53	279.24	1,963.77	

STATEMENT NO. 16

Statement showing physical achievements made in Tribal Sub-Plan Area of Tripura during 1974-78

S. No.	Name of Scheme/Item (Unit)	Achievements made 1974-78	1	2	3
1	2	3			
1. AGRICULTURE & ALLIED PROGRAMMES					
I. Agricultural Development					
1.	Constitution of Sector Office	5 Nos.	10.	Distribution of Sprayer at sub-sidy.	9 Nos.
2.	Production of Paddy Seed	10 16 MT	11.	Area to be Treated under different pp Measures.	60,000 hac.
3.	Distribution of Paddy Seed	102.80 MT	12.	Cultivators to be trained in P.P. Practices.	8 Nos.
4.	Distribution of Wheat Seed	56.20 MT	13.	Distribution of Pulses Seeds at 5 subsidy (MT)	
5.	Distribution of Fertilizers	145 MT	14.	Distribution of Oil Seeds (MT)	1.20
6.	Const. of Compost pit with grant bonus.	8,200 Nos.	15.	Distribution of Jute Seeds with subsidy (MT)	1.50
7.	Awarding Block level Prizes to the Cultivators for Compost Pit.	..	16.	Distribution of Sugar Cane Sets (MT)	80
8.	Distribution of P. P. Chemicals	51 MT	17.	Free Distribution of Jute Seed (MT)	0.040
9.	H. C. Sprayer to be purchased for Deptt. Stock.	12 Nos.	18.	Community Jute retting tank excavated at Govt. Cost (Nos.)	5
			19.	Excavation of small Jute retting tank at subsidy (Nos.)	3

1	2	3	1	2	3
20	Re-excavation of Jute retting tank at subsidy (Nos.).	2	III. Minor Irrigation		
21	Soil sample analysed (Nos.)	2,200	54.	(a) P. W. Department (Hect.)	} 432
22	Demonstration on Sugarcane (Nos.).	12		(b) Agriculture Deptt. (Area covered).	
23	Demonstration on groundnut (Nos.)	30	IV. Soil and Water Conservation		
24	Demonstration on Wheat (Nos.)	8	55.	Development of Govt. land/Tribal Colony land including plantation (Hect.).	2,927
25	Demonstration on Horti. Crops. (Nos.).	40	56.	Development of Agricultural Land (Hects.).	1,200
26	Demonstration on P.P. Measures	360	V. Forestry		
27	Demonstration on raising H.Y.V. Paddy Seedling.	1	57.	(i) Afforestation (.090 hect.)	8,886
28	Minikit distributed at 50% subsidy (Nos.).			(ii) Construction of forest Road (Km.).	17
	(a) Paddy	4,200		(iii) Road side Planting	20
	(b) Pulses	2,200	58.	Social conservation (forestry Sector)	
	(c) Groundnut/Mustard	450		(i) Afforestation (.000 Hect.)	5,622
	(d) Wheat	1,600		(ii) Re-settlement of Jhumia families (In family).	336
29	Crop. Competition organised at Block level (Nos.).	18	VI. Animal Husbandry		
30	Organising Farmers Forum (Nos.)	5	59.	Animal Husbandry Extension Schemes (Nos.).	5
31	Village Artisans/Farmers/Mechanics/Machineries. (Nos.).	12	60.	Opening of Veterinary dispensary (Unit).	2
32	Crop, Cutting Experiment conducted (Nos.).	800	61.	Veterinary First Aid Centre	12
33	Developments of Markets (Nos.)	..	62.	Intensive cattle development Scheme (Unit).	35
34	Area under different Fruits by issue of long Term loan (Hect.).	..	63.	Distribution of Improved bulls. (Nos.).	..
35	Area brought under different fruits by sale of fruit Plants (Hect.).	28	64.	Purchasing/rearing of cross breed cow (Nos.)	..
36	Area covered by free distribution of fruit plants (Hect.)	4	65.	Scheme for loan to tribal for purchase of cow. (Nos.)	..
37	Fruit Plants raised (Nos.)	40,000	VII. Dairy Development		
38	Orchard area extended (Hect.)	..	66.	Allied Nutrition Programme (Unit)	1
39	Govt. Orchards/Nurseries developed (Nos.).	1	67.	Assistance to educated unemployed Scheme.	10
40	Seed potato distribution with transport subsidies (MT).	49	VIII. Piggery Development		
41	Area covered by coconut plantations (Hect.).	20	68.	Distribution of Improved boars in Tribal Settlement Project. (Nos.)	..
42	Persons trained in processing and preservation of fruits/Vegitables (Nos.).	..	IX. Feeds and Fodder		
43	ANP Blocks covered (Nos.)	12	69.	Training of farmers	20
44	Power tillers sold at subsidy (No.)	..	X. Fisheries		
45	Area covered by Betelvine cultivation with subsidy to SF/MF (act).	..	(1)	Fish Seed Centre to be established (No.).	1
46	Minikits of new crops for cultivation in highlands (Tills) i. e. highland paddy, food crops, other than paddy and horticrops distributed for demonstration (No.).	..	(2)	Production of fish seeds (Lakhs)	100-00
47	Tribal-Cum-Dem centre for spices and other cash crop on tilla estd. (No.).	..	(3)	Reclamation of water area (Hect.)	105-00
48	Tribal-cum-Dem center for processing cum-curing centre of Ginger & Turmeric (No.)	..	XI. C. D. and Panchayats		
49	Agronomic Res. Trials (No.)	..	(1)	Seminar/Exhibition in Blocks (No.)	5
50	Dem. on Lime/Dolomite (No.)	..	(2)	Study tour of Non-officials	20 Non-Officials.
51	Lime-Dolomite sold (No.)	..	(3)	Provision for grant-in-aid in favour of Panchayat Raj Institution for starting Remunerative project viz.	
II. Land Reforms				(a) Horticulture	10 Units
52.	Improvement of Market (No.)	60		(b) Pisciculture	20 "
53.	House-sites (Families)	7,378	(4)	Matching incentives to Gaon Panchayats to step up their tax efforts/increase in resources etc.	200 Nos.
			(5)	Grant-in-aid towards Special Assistance to Gaon Panchayats for establishment charges, Office contingencies @ Rs. 15 per month per panchayat.	200 Nos.
			(6)	Grants for construction of Panchayat Ghars (No.).	58

1	2	3	1	2	3
(7) Grants for Construction of Nyaya Panchayat Adalat (No.).	41		(ii) Upgradation of existing primary School into Middle School.	67	
(8) Grants towards purchase of furniture for Nyaya Panchayat Adalats.	36				
(9) Grants towards office contingencies for the Nyaya Panchayat (Nos.).	280		II. Public health, Sanitation and Water Supply		
(10) Grants to Panchayats towards Improvement of Village Market (No.).	7		(i) Primary Health Centre.	Construction work in progress of 1 P.H.C.	
(11) Grants to Panchayat for establishment of Library-cum-reading room (No.).	3		(ii) Subsidiary Health Centres.	3 opened and 1 under construction.	
2. RURAL ELECTRIFICATION			(iii) Sub-centres	8 opened and 6 under Const.	
Tribal Sub-plan villages electrified under R. E. C. Schemes (No.).	41		(iv) Upgradation of P. H. C. into 30 bedded rural hospital.	1 hospital under Construction	
3. VILLAGE AND SMALL SCALE INDUSTRY			III. Welfare of Scheduled Castes, Scheduled Tribes & Other Backward Classes programme.	Settlement were given to 2998 new families further grants given to 1923 families as spil over. Community facilities were provided to settlers as follows, 2 power Tillers purchased B. T. Work done on 10 hect. of land, 12 hect. of land were covered under Soil conservation, 15 hect. of land were reclaimed under graded building. 12 reservoirs, 15 Nos. of link Road, 7 Nos. of R. C. C. well, 3 barracks, 2 ponds and 1 staff Qr. were constructed.	
(1) Training in Village and small Industry with stipend (No.).	140				
(2) Grants/Subsidy/Loans	900				
(3) No. of Weavers Co-operative Societies.	5				
4. ROADS AND BRIDGES					
Roads and Bridges	305 Kms.				
5. SOCIAL AND COMMUNITY SERVICES.					
I. General Education					
(i) Starting of new Schools/Units in backward and unreserved areas and new units in existing school Areas.	(Addl.) 300				

STATEMENT No. 17

Statement showing sector-wise/programme-wise Expenditure during 1974-79 from State Plan Funds and Special Central Assistance respectively in Tribal Sub-Plan area in West Bengal

(Rupees in Lakhs)

S. No.	Sector/Programme	Expenditure incurred from			Remarks
		State Plan	Spl. Central Assistance	Total	
1	2	3	4	5	6
I. AGRI. & ALLIED SECTORS					
1.	Agri. Excl. land Reforms	140.96	89.29	230.25	
2.	Land Reforms	84.00	2.39	86.39	
3.	Soil & Water Conservation	59.41	6.47	65.88	
4.	A. H. & Dairy Dev.	2.51	47.23	49.74	
5.	Fisheries	1.20	6.70	7.90	
6.	Forestry	308.23	59.30	367.53	
7.	C. D. & Panchayat	..	..	..
8.	Minor Irrigation	94.56	14.63	109.19	
9.	Investment in Agr. financial institutions	..	..	..
10.	Area Development	20.00	..	20.00	
11.	D. P. A. P.	..	..	..
	TOTAL I	710.87	226.01	936.88	
II. CO-OPERATION					
		78.40	18.15	96.55	
III. WATER AND POWER DEVELOPMENT					
1.	Irrigation	1266.24	19.86	1286.10	
2.	Flood Control	215.00	..	215.00	
3.	Power Projects	100.00	..	100.00	
	TOTAL III	1581.24	19.86	1601.07	

1	2	3	4	5	6
IV. INDUSTRY AND MINERALS					
1.	Large & Medium Industries	81.52	10.59	92.11	
2.	Village & Small Industries	19.67	6.26	25.93	
	TOTAL IV	101.19	16.85	118.04	
V. TRANSPORT & COMMUNICATION					
1.	Road & Bridges	447.10	49.65	496.75	
2.	Road Transport . . . . .	..	..	..
	TOTAL V	447.10	49.65	496.75	
VI. SOCIAL AND COMMUNITY SERVICES					
1.	General Education	458.64	31.57	490.21	
2.	Tech. Education . . . . .	..	..	..
3.	Medical, Public Health and Sanitation	175.25	5.00	180.25	
4.	Sewerage & Water Supply	63.44	7.53	70.97	
5.	Housing & Urban Dev.	21.80	..	21.80	
6.	Information and Publicity . . . . .	..	..	..
7.	Welfare of SCs, STs, O. B. Cs.	21.75	..	21.75	
8.	Labour Welfare . . . . .	..	..	..
9.	Social Welfare & Nutrition	6.25	..	6.25	
	TOTAL VI	747.13	44.10	791.23	
VII. ECONOMIC SERVICES					
		
VIII. GENERAL SERVICES					
		..	3.51	3.51	
IX. PRIMITIVE TRIBES					
		..	7.86	7.86	
	GRAND TOTAL	3665.93	385.99	4051.52	

STATEMENT No. 18

Statement showing physical achievement made in the Tribal Sub-Plan area of West Bengal during 1974-78 and 1978-79

S.No.	Head of Development and Departments	Target achieved in 1974-78	Likely achievement in 1978-79
1	2	3	4
I. Agricultural Development			
1. Cottage & Small Scale Industries Department :			
	Lac.	20 trainees and about 25,000 lac cultivators	10 trainees & 2,000 lac cultivators
2. Soil & Water Conservation Forest Department (State Plan)			
	Protective afforestation works by creation of Plantation (Hectares).	1,173.45	529.20
Special Central Assistance			
1.	Land treatment measures including water harvesting and miscellaneous soil conservation measures. (Cu. M.).	74,400	7,800
2.	Land treatment measures including water harvesting and miscellaneous soil conservation measures (Hectares).	355	3
3.	Control of ship erosion by digging drains & channels (K.M.).	56	Improvement of road communication 12.
3. Animal Husbandary			
Animal Husbandary & Veterinary Services Department :			
1.	Establishment of 3 Goat Demonstration Centre (No.)	3 Nos.	To be continued
2.	Establishment of district Cell (Nos.)	12 Nos.	Do.
3.	Establishment of Headquarter Cell. (Nos.)	One	Do.
4.	Sheep Rearing (Units)	397	District Officers are to finalise the target in consultation with the district committee and is under process.
5.	Pig keeping (Units)	200	..
6.	House Dairy (Units)	190	..

1	2	3	4
7. Goat Keeping (Units)	737	..	
8. Poultry Distribution (Units)	1,000	..	
9. Distribution of Bull in the areas not covered by A.I. (Nos.)	50	10	
10. Subsidised distribution of Fodder Demonstration Plot (Nos.)	600 plots of 5 Kattahs per plot.	80 plots of 5 Kattah per plot.	
<i>Veterinary Services</i>			
<i>A. H. & V.S. Department</i>			
1. Ambulatory clinic Van (Nos.)	2	7	
2. Disease Investigation and Clinical Laboratories (Nos.)	..	6	
3. Supervisory Cell at Head Quarters. (Nos.)	..	1	
4. Establishment of Veterinary Hospital (Nos.)	..	2	
5. Establishment of Aid Centres (Nos.)	..	10	
<i>4. Forests.</i>			
<i>Forests Department (State Plan)</i>			
1. Survey of Forest Resources (Sq. K. M.)	445.20	182.00	
2. Creation of Economic Plantation (Hectares)	1851.50	710.50	
3. Creation of Plantation of quick growing species (Hect.)	4354.20	1228.80	
4. Reforestation of degraded Forests (Intensive creation of Plantation) (Hectares).	414.00	1356.60	
5. Creation of mixed plantation of Waste lands, Panchayat Lands. (Hectares).	272.00	204.00	
6. Raising of minor Forest produce. (Hectares)	..	..
7. Departmental extraction of timber including logging and carriage. (Cu. M.)	1106.20	5000.00	
8. Constructions & Improvement of Roads (KM)	4.40	2.00	
9. Creation and maintenance of Plantation under Rehabilitation of degraded Forests Scheme.	97.00	..	
<i>(Central Assistance)</i>			
1. Cultivation of host plants for lac and Tussar (Hect.).	20	Crop Improvement 20	
2. Raising nursery beds for lac & Tussar (Bed)	400	1200	
3. Crop Improvement (Hect.)	225	943	
4. Cultivation of Minor Forest Produce viz. Kend, Kussum, Mahua etc. (Hect.)	1824	114	
5. Raising of Mixed plantation on community land of tribal people (Hect.)	200	..	
6. Cultural Operation Work (Hect.)	250	100	
7. Advance soil work for various plantations including minor Forest produce. (Hect.)	..	173	
8. Tending of Plantation (Hect.)	12	24	
<i>II. Industries</i>			
<i>1. Commerce & Industries Deptt. :</i>			
1. Acquisition of land and development of Infrastructure facilities.	243.325 acres	The process is continuous and cannot be qualified acre-wise.	
<i>2. Village & Small Scale Industries</i>			
<i>Cottage & Small Scale Industries Department :</i>			
1. Small Scale Industries	5.2 beneficiaries under B.S.A.I. Loan.	Loans to 400 persons	
<i>III. Roads & Bridges</i>			
P.W. (Roads) Department (KM)	105	40	
<i>IV. General Education</i>			
<i>1. Education Department</i>			
Establishment of New Schools (No. of Schools) (Primary) Teacher and Non-Teacher cost.	341	132	
<i>2. Public Health and Sanitation</i>			
<i>Health & Family Welfare Deptt.</i>			
1. Establishment of V.D. Clinics	..	2	
2. Establishment of Leprosy Clinics	..	3	
<i>3. Sewerage & Water Supply</i>			
<i>Health & Family Welfare Deptt.</i>			
1. Rural Water Supply	1560 villages	400 Villages	

STATEMENT No. 19

Statement showing allocation and expenditure from State Plan and Special Central Assistance on Agriculture and Allied Sectors during 1974-79 in the States of Bihar, Madhya Pradesh & Orissa

(Rs. in lakh)

Sl. No.	Programme Sub-head	BIHAR					MADHYA PRADESH					ORISSA				
		State Plan		S.C.A.		Total	State Plan		S.C.A.		Total	State Plan		S.C.A.		Expr.
		Allocation 74-79	Expr. 74-79 †	Allocation 74-79	Expr. 74-79 †	Expr. 74-79 †	Allocation 74-79	Expr. 74-79 *	Allocation 74-79	Expr. 74-79 *	Expr. 74-79	Allocation 74-79	Expr. 74-79	Allocation 74-79	Expr. 74-79	Total 74-79
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	Agriculture excl. land reforms	666.00	630.04	439.00	309.00	939.04	1520.00	279.32	500.00	208.10	487.42	775.00	724.57	500.00	325.94	1050.51
2	Land Reforms.	314.00	235.00	..	..	235.00	200.00	118.00	200.00	133.00	251.00	50.00	79.21	110.00	129.90	209.11
3	Soil & Water Cons.	269.9	299.90	148.00	130.00	330.00	500.00	368.36	500.00	78.40	446.76	295.00	122.99	200.00	76.97	199.96
4	Animal Husbandry & Dairy Development	323.0	250.00	292.00	291.00	541.00	260.00	94.29	200.00	160.28	254.57	70.00	73.20	130.00	66.09	139.29
5	Fisheries	100.00	62.00	..	..	62.00	55.00	43.66	26.00	36.43	80.09	27.00	18.63	30.00	14.99	33.62
6	Forestry	307.0	276.77	..	60.00	336.77	400.00	409.04	100.00	132.79	541.83	152.00	151.20	200.00‡	45.09	196.29
7	C.D. & Panchayats	222.00	189.00	..	..	189.00	1100.00	775.43	..	25.00	800.43	91.00	206.33	..	..	206.33
8	Minor Irrigation	2500.00	2882.54	900.00	650.00	3532.54	1000.00	2269.33	1000.00	1929.74	4199.07	664.00	1001.21	510.00	599.00	1600.21
9	Area Development	..	..	..	..	..	..	..	..	..	..	150.00	32.20	..	..	32.20
10	D.P. A.P.	..	..	..	..	..	..	..	..	..	..	..	41.00	..	..	41.00
11	Agri. Finance	243.00	201.00	10.00	34.00	235.00	..	..	..	..	..	..	..	..	..	..
TOTAL		4935.00	4926.35	1879.00	1474.00	6400.35	4975.00	4357.43	2526.00	2703.74	7011.17	2274.00	2450.54	1680.00	1257.98	3708.52

* Relates to 1976-79 only

† Relates to 1975-79 only

‡ Including 115 lakhs for Horticulture.

STATEMENT NO. 20

Statement showing physical achievement made during 1974-79 in the tribal sub-plan area of Bihar

Name of the Sector	Physical Achievement during 5th plan	1	2
I. AGRICULTURE			
1. Increase in the gross cropped area.	1.73 lakhs Hectares		
2. Production of Potato	161 thousand Tonnes		
3. Production of high yield variety i.e. Paddy, Wheat & Maize	228 thousand Hectares.		
4. Consumption of Chemical fertilizers.	9.755 tonnes		
5. No. of farmers trained	4.10 lakhs		
6. Land brought under horticulture.	50,000 Hectares		
7. No. of major irrigation schemes under execution.	2		
8. No. of continuing medium irrigation schemes.	17		
9. Land brought under irrigation	13,400 Hectares		
10. No. of minor irrigation programme. under execution.	405		
11. Land brought under irrigation through minor irrigation programme, dug wells, lift irrigation etc.	45,000 Hectares		
12. Animal Husbandry			
(a) Animal Health			
i. No. of animals treated	7,162		
ii. Animals castrated	1,252		
iii. Animals vaccinated	20,451		
(b) Cattle Development			
i. Artificial insemination	5,856		
ii. Born Calf	2,056		
iii. Castration	1,281		
iv. Vaccination	15,646		
13. Fodder demonstration	20 Acres		
14. Distribution of bulls	364		
15. Training to Cattle farmers	687		
16. Distribution of amilch cows	86		
17. Poultry Development			
i. Chicks distributed	4,200		
ii. Distribution of 3 months old chicks.	13,598		
iii. Training to poultry farmers.	278		
18. Piggery Development			
i. Bears distributed	300		
ii. Ewes distributed	364		
iii. Pigs distributed	1,901		
19. Fodder Development			
Fodder demonstration and extension.	2,000		
20. Soil Conservation			
Land brought under soil conservation.	62,940 Hec.		
		1	2
21. Forest			
i. Consolidation of boundry lines.	1465 Hec. demarcated and 5,100 R.C. Pillars fixed		
ii. Plantation of quick growing species.	Plantation done over 6,785 Hec.		
iii. Road side Plantation	492 Kms. and advance work 318 Kms.		
iv. Rehabilitation of degraded forests.	Fencing-1,387 Hec. Plantation 90 Hec. Cut back-612 Hec.		
v. Development of Teak	Plantation done over 959.43 Hec.		
vi. Extension of Forestry	Plantation over 1250 Hec. Road side plantation 162 Kms.		
vii. Development of M.F.P.	Honey collected 147 Kgs. Sisal extracted 39 N.T. Manufacturers Sabai Strips-3.58 tons. Cultivation of Rawlia-6 Hec. Lemon Grass-1 Hec.		
22. Timber logging			
	Departmental working of coupes over 2,400 Hec.		
23. Departments Depots			
	Maintained		
24. Communication			
	56 bridges constructed		
25. Forest Resources Survey			
	Work in Singhbhum completed-in Dumka under progress.		
26. Fire protection			
	Fire lines cleared -1,600 Hec.		
27. Soil Conservation and afforestation			
	Net area covered 5807 Hec.		
28. Lac Development.			
	Farm maintained-plantation-160 Hec. Manufacture of Wax -43,153 Kgs. French polish-500 Litres.		
29. Fisheries			
i. Total Fish produced	12,000 tonnes		
ii. Raising of finger-lings	5.36 millions		
30. Agricultural Marketing			
Markets brought under regulation.	re- 12,		
II. COOPERATION			
1. No. of Lamps Organised	447		
2. No. of Members enrolled	32,940		
3. No. of godowns constructed.	80		
III. INDUSTRY AND MINERALS			
1. Opening of tailoring centres	33		
2. Persons engaged in Sericulture Industries.	1.25 lakhs		
3. No. of Small Scale Industries	2,291		
4. No. of new units set up	804		
5. Additional Employment created (No. of persons)	7,236		

1	2
6. Khadi & Village Industries	
i. No. of Gobar Gas plant Established	5
ii. Power Ghani	5
iii. Bullocks Ghani	20
iv. No. of persons trained in Gobar Gas Plants.	20
v. No. of persons trained in bee-keeping.	900
7. Handloom Industries	
i. No. of Handloom distributed.	639
ii. No. of weavers benefited	639
8. Power loom Industries	
No. of improved looms installed.	39
9. Handicraft	
Value of improved tools given to Artisans.	Rs. 2,12,558
10. Production of Cocoons	
Tassar	7.155 lakhs Kahan
Seed	0.609
Production of Yarn	19.838 lakhs K.G.

1	2
IV. TRANSPORT & COMMUNICATION	
No. of job under execution	79 Schemes
V. SOCIAL AND COMMUNITY SERVICES	
1. Health	
i. No. of Health Centres	801
ii. Medicines supplied for P.H.Rs.12,000 per P.H.C. Centres.	
iii. No. of Ayurvedic, Homoeopathic and Unani Centres.	67
2. Education	
i. Increase in enrolment at primary stages.	17%
ii. Increase in enrolment at middle stages.	7%
iii. Opening of new Ashram Schools.	10
iv. Supply of free text books	40,000 students
3. Blocks covered under nutrition programme.	
100	
4. Rural Water Supply	
i. Wells constructed	2,096
ii. Tube wells constructed	651

STATEMENT NO. 21

Statement showing physical achievement made during 1974-79 in the Tribal Sub-plan area of Madhya Pradesh

Name of the Sector	Achievement
1	2
I. AGRICULTURE & ALLIED	N.A.
II. COOPERATION	
Lamps	689
III. WATER AND POWER DEVELOPMENT	
Additional Area brought under irrigation.	14,032 thousand Hect.
IV. INDUSTRY & MINERALS	N.A.
V. TRANSPORT & COMMUNICATIONS	N.A.
VI. SOCIAL AND COMMUNITY SERVICES	
i. Drinking Water facility	6,459 villages out of 9,490 problem villages.

1	2
ii. Total number of Medical Institutions by the end of March, 1978.	758
iii. Total No. of Schools by the end of March, 78	
Primary	14,814
Middle	2,005
Higher Secondary	400
Total Coverage	
ST Age group 6—11 years	55%
ST Age Group 11—14 years	7%

STATEMENT NO. 22

Statement showing physical achievement made during 1974-79 in Tribal Sub-plan area of Orissa

Name of the Sector	Physical Achievement (5th Plan)
1	2
I. AGRICULTURE	
i. No. of bullocks distributed	25,780
ii. Supply of sets of Agricultural implements.	12,600
iii. Supply of agricultural inputs	30,000 Acres
iv. Crop demonstration	22,417 Acres
v. Supply of grutt grafts	2 lakhs
vi. Land brought under horticulture plantation.	14,000 Acres
vii. Construction of dug-wells	12,876 Dug-wells

1	2
viii. Reclaimed Land	32,970 Acres
ix. Land brought under irrigation because of Dug-wells.	24,000 Acres
x. No. of minor irrigation projects under execution benefiting 14,523 Acres of land	41 projects
xi. Completion of minor Irrigation Projects out of 41 providing irrigation facilities to 11,611 Acres	50 Projects
xii. Mini minor irrigation projects undertaken in ITDP Area benefiting 4,013 Acres of land.	248 Projects

	1	2
xiii. Construction of Community irrigation wells.	40 wells	
xiv. Renovation of irrigation tanks	30 tanks	
xv. Land brought under irrigation because of community wells and tanks.	8,455 Acres	
xvi. No. of Medium and major irrigation projects benefiting 14,999 and 11,600 hectares of land.	14 Projects	
xvii. No. of lift irrigation points providing irrigation facilities to 52,779 Acres	484	
<i>Animal Husbandry</i>		
1. Distribution of goats	34,000	
2. Distribution of goats	1,200	
3. Distribution of Pigs	266	
II. WATER AND POWER DEVELOPMENT		
No. of villages electrified	1,119 villages	
III. TRANSPORT AND COMMUNICATION		
i. Constructin of Road	415 Kms.	
ii. Road black-topped	90 Kms.	
iii. Kutcha Road metalled	123 Kms.	
iv. No. of communication projects undertaken.	30 Kms.	
IV. SOCIAL SERVICES		
1. Number of Primary Schools opened		1,283
2. No. of primary schools up-graded.		1847
3. Opening of new Middle schools		591
4. Opening of new girls high Schools.		5
5. Starting of new Ashram schools		5
6. Conversion of residential middle schools to residential high schools.		6
7. Opening of text book banks		361
8. Supply of free uniform to girl students.		10,700 girls
9. Medical and Public Health		
i. Construction of rural sanitary wells.		2,849
ii. Construction of tube wells		1,012
iii. Construction of pipe water projects.		18
10. Housing		
i. Construction of Houses for 7,700 houseless families		7,700
ii. Distribution of Pattas in the villages.		197 villages
V. COOPERATION		
No. of Laraps organised		223

APPENDIX LIX

(Reference para No. 8.12)

Survey report on impact of developmental schemes in Integrated Tribal Development Project. Narayanpur District Bastar, Madhya Pradesh

Duration of Study 16th September, 1979 to 30th September, 1979

Integrated Tribal Development Project. Narayanpur, District Bastar.

A team consisting of Shri M. M. Sharma, Research Officer and Shri Vijay Tamahne, Investigator left on 16th September, 1979 for Narayanpur via Bhopal and Raipur and returned to Headquarters on 30th September, 1979. At Bhopal the team had discussions with the Secretary-cum-Commissioner, Tribal and Harijan Welfare Department, Government of Madhya Pradesh, Additional Director, Tribal Area Development and Planning, Director Tribal Research Institute and other officials at Bhopal. The team also had discussions with the Deputy Director, Scheduled Castes and Scheduled Tribes, Government of India, stationed at Bhopal. At Jagdalpur, the team met the Additional Collector Jagdalpur, Deputy Director, Scheduled Castes and Harijan Welfare Department Government of Madhya Pradesh, District Statistical Officer and other functionaries.

Background of the Project

The Government of India, Ministry of Home Affairs had formulated the concept of the Integrated Tribal Development Project for all round development of the tribals. The basic idea behind this project formulation was area development with special focus on tribals. Bastar is one of the tribal districts of Madhya Pradesh and is situated in the extreme South of the State. It is bounded on the North by Durg and Raipur District, on the West by Chandrapur District (Maharashtra) and on the East by East Godavari District (Andhra Pradesh). The District is bound in the East by the Koraput District (Orissa). Bastar District occupies an area

of 39,171 Sq. Kms. and it is the largest district of the State and the third largest district in the country.

Out of the 7 Integrated Tribal Development Projects which have been carved out of Bastar District, Narayanpur Integrated Tribal Development Project is one of the most backward as it also contains 173 unsurveyed villages of Abujmarh Block which fall under Narayanpur Tehsil.

The Project Area

There are four Tribal Development Blocks in the Project area viz. Narayanpur, Antagarh, Kolibeda and Abujmarh. The total area of the Project is 8,443 Sq. Kms. which is mostly rural. The Narayanpur Project area is popularly known as Muria-Maria track of the southern region and the entire Project area has been declared as Scheduled Area. Although Abujmarh and Paralkote zone fall within the project area of Narayanpur, a separate special project has been prepared for Abujmarh Block and Paralkote zone in view of their peculiar problems.

The People

The total population of the Project area is 1,62,529 out of which 90,002 are Scheduled Tribes. There is no town in the Project area. The headquarters of Narayanpur Block itself is the headquarters of the project and the entire population of the project lives in the rural areas. The main Scheduled Tribes inhabiting the area are Gonds (including their sub-tribes Hill Maria, Maria-Muria and Muria) and Halbas. The basic language of the people in the area is Gondi, but Halbi is used as a second language by them. According to 1961 Census, Gonds were 69.6 per cent and Halbas were 7.52 per cent of the total population. The total number of villages in the project is 672 out of which 626 are inhabited and 46

deserted. There are three types of villages in the project area which are as under :—

1. Revenue villages	483
2. Forest villages	16
3. Abujmarh	173
TOTAL	672

In addition there are 132 displaced persons' villages inhabited by persons displaced from erstwhile Pakistan and settled by D.D.A. These villages do not have separate entry or separate names. Before leaving for tour in the project area it was tentatively decided that 5 villages in block would be taken up for study. There are 16 forest villages in the project area, two in Narayanpur and seven each in Antagarh and Koilbedda Blocks, but this plan could not materialise due to lack of transport facilities, heavy rain, absence of roads and lack of co-operation on the part of project and district authorities. Only village Sonpur in Narayanpur Block and Sargipar in Abujmarh Block and some other places randomly selected were visited. The places visited by the team are mentioned below :—

1. Village Sonpur at a distance of 26 Kms from Narayanpur connected by Kaccha road.
2. Village Sargipar in Abujmarh Block at a distance of 32 Kms from Narayanpur connected by Kaccha road. To visit this village, the team had to cross the river with the water rising upto waist level and proceeded to the hills from Sonpur covering 6 Kms. on bare foot in heavy rains.
3. Admjati Seva Sahkari Samiti, Narayanpur.
4. *Hat* at Narayanpur.
5. Villages Amgaon and Farasgaon at a distance of 16 Kms. from Narayanpur.
6. Public Health Centre located at Narayanpur.
7. Primary and Higher Secondary schools at Narayanpur.

In the subsequent paras whatever observations/comments have been made are based on the visit of these areas and discussions with the officials and non-officials of the areas.

Financial Allocation

The project report was prepared by the State Government in September, 1976 when practically first and second years of the Fifth Plan were over, and the budget for the third year and supplementary demands had already been passed by the State Legislature. Whatever expenditure was incurred during 1974-75 and 1975-76 was under Advance Action Programme and, it was not possible to get the sector-wise figures for that period. The sector-wise expenditure in Integrated Tribal Development Project, Narayanpur may be seen in the Annexure.

In spite of best efforts the Project authority could not give the desired information about the physical targets proposed and achieved during the Fifth Plan. The study team observed lack of coordination between different technical Heads and the administration at District level as well as at Project level. Although there was a Project Cell in the office of the District Statistical Officer for all the 7 Integrated Tribal Development Projects in Bastar under the direct supervision of Collector and the cell was supposed to compile the statistical information relating to each Integrated Tribal Development Project under different heads and should have been in a position to give a consolidated picture of targets achieved in Fifth Plan. Yet they could not give any information. The discussions with district Statistical Officer and the Project Officer Narayanpur, ITDP revealed that different development departments namely forests, Agriculture, Health, Irrigation, PWD and cooperation were not sending regular progress reports. It was observed that the base for compilation of statistical information was far from satisfactory. The Project Officer-cum-SDO, Narayan-

pur had recently joined the Project. He was also of the opinion that the required information was not being furnished by the different developmental departments. He informed that the ITDP was under utter confusion. Most of his time was taken for administrative work as he had also been designated as Project Officer-cum-SDO and had no direct control over the functionaries of different developmental departments of the district working in the Project area. Moreover, he was not having a separate office building and sufficient staff under him to supervise all the developmental schemes being undertaken in the project area. His office was located in a small room of the building of Block office. The composition of his office staff was as under :—

Project Officer	1
Accountant	1
LDC Ist Grade	1
Steno	1
Statistical Assistant	1
Peon	1
Driver	1

Looking at the total area of the Project it is essential that more field staff should be sanctioned for the project to supervise the different developmental activities of the area. It was learnt that the staff posted in the project was also not happy as the special allowance as decided earlier by the State Government were not being given to them for some reason or the other. It is, therefore, suggested that the establishment and revenue work should be separated from the developmental work if some tangible results are to be achieved in the project area.

Co-operation

The basic idea behind the policy of cooperation during the 5th Plan period was that cooperative societies should be organised on the pattern recommended by the Bawa Committee (1972) i.e., the tribal should be served in respect of his various needs under one roof instead of his having to run from pillar to post. The LAMPS proposed by the Committee were conceived to be multi-functional in character and they were expected to extend production and consumption credit, supply agriculture inputs and consumers necessities at reasonable rates and purchase from the tribals their surplus farm and forest produce. They were to be linked to the District Central Co-operative Banks (at the State level State Co-operative bank) for securing the line of credit and to Tribal Development co-operative corporation for marketing purposes. In order to know the working of the Co-operatives in the Project area, the working of the Adim Jati Seva Sahkari Samiti, Narayanpur (a primary cooperative society) was studied. The total number of societies in the Project area were 93 and out of these 19 were reported to be working at Block level and 74 were working at *Hat* level. In ITDP, Narayanpur, there were 10 primary co-operative societies. They were located at the following places :—

Narayanpur I, Benur I, Orcha I, Taroki I, Koilbedda I, Ambabeda I, Tapsi I, Pankanjur I, Antagarh I, Orcha (Chhota Dungan).

The society at Narayanpur was registered on 15-3-76. The manager of the society was appointed on 27-8-77. There were one manager and two other salesmen in the society on daily wages, at the rate of Rs. 6 and Rs. 4 per day respectively. The society catered to 25,000 people spread over 63 villages and the area of operation extended to 40 kms. The aim of a LAMPS as envisaged by the Bawa Committee were as under :—

1. Providing credit to the tribals for inputs.
2. Providing credit to the tribals for production.
3. Providing credit to the tribals for social and consumption purposes.
4. Sale of essential consumer goods to tribals at cheaper rates.
5. Marketing of surplus agricultural produce.

6. Marketing of minor forest produce so as to ensure fair price to the tribals.

Out of above mentioned six functions required to be performed by the society only two functions viz. sale of essential consumer goods and purchase and marketing of forest produce so as to ensure fair price to the local tribals were being carried out. The society had undertaken the following functions during the 1977-78, 78-79 & 79-80.

	1977-78	1978-79	1979-80
Total No. of members	1,436	1,479	
No. of Scheduled Tribes	900	935	
No. of Scheduled Castes	255	240	
No. of others	281	304	
	Rs.		Rs.
Total loan disbursed in	33,736.00	48,962.30	18,204.30
Cash	32,000.00	43,893.00	..
Manure	1,736.00	2,849.30	..
Seeds	..	2,220.00	..
Consumption Loans	3,725.00	250.00	..
Distribution of consumer goods worth rupees.			
Rice	95,231.30	1,29,666.00	34,376.48
Cloth	8,972.87	20,423.63	5,646.85
Miscellaneous	..	3,696.02	7,233.33
Mahuva	4,475.05	7,500.75	25,939.35
Manure	10,197.75	18,401.75	..

The project was having 55% area under forests. So it was very rich in minor forest produce like *Kosa*, *Salseed*, *Harra*, *Phool*, *Bhuari*, *Honey*, etc.

The Extent of Exploitation

The Study team observed at Narayanpur that merchants from Haryana, Rajasthan and Orissa had established themselves in the area and were exploiting the poor innocent tribals to the maximum possible extent. Normally the tribals make purchases once in a week at *Hat* place in Narayanpur. The *hat* at Narayanpur which was visited by the Study Team was spread in 10 acres. At the *Hat* place approximately 60 petty merchants and a middleman purchase the farm and forest produce from the tribals who come there from neighbouring villages. There were also about 12 big merchants who themselves purchase the farm and forest produce from the tribals as well as the petty merchants. It appeared that the merchants were well entrenched in the area and were having their henchmen who moved into the interior villages and gave advances to the tribals on exorbitant rates of interest. In this process they also ensured that the farm and forest produce would be sold to them and to no body else. During *hat* days, the petty merchants would also pounce upon the farm and forest produce brought by tribals and the latter were compelled to yield to the pressures of the strongmen of the merchants. It was observed that the *Kosa* which was being purchased by the society at the rate of Rs. 1 for four pieces, was being purchased by the merchants at the rate of Rs. 1 for seven pieces. Similarly *Mahuva* was also purchased during the season at the rate of Rs. 0.50 per kg. by the society whereas the merchants purchased it at the rate of Rs. 0.30 per kg. It was also observed that the same *Mahuva* was sold to the tribals at the rate of 1.50 per kg. Thus the tribal was being exploited in (i) under weighing (ii) payment less than the market rate (iii) payment of settled price in long instalments.

It was also found that in the bargain the tribals were being cheated from all sides and people were getting full advantage of their being simple and illiterate. Since the society was not having any field agency to

motivate the tribals to sell their farm and forest produce to them, it was not possible by it to purchase the maximum Forest Produce brought by the tribals. Roughly speaking not even 10% of the total produce was being purchased by the society. It is, therefore, strongly suggested that field agency should be provided to the primary societies so that they may motivate the people to sell their produce to the society. There should be a strict check on the local merchants and they should not be allowed to purchase the produce brought by tribals. This can be made possible only when the existing primary cooperative structure is suitably strengthened.

During the discussions it was also revealed that the primary societies had been linked with the District Co-operative Bank, which did not encourage non-credit activities of the societies. The staff of the society was not clear whether they were working under Co-operation Department, Adim Jati and Harijan Welfare Department, the bank or the Project. There appeared to be a great resentment among the employees as they were selected by the State level Selection Committee as employees of the Apex Bank but after the selection their services were placed under District Co-operative Bank. The Study Team also observed that proper facilities for godown and residential quarters for the employees of the society were not provided. The distribution of essential items like kerosene oil, coarse cloth etc. was inadequate. The Food and Supply Department had issued instructions that 4 kg. of rice, 11 kg. wheat, 10 metre coarse cloth, 200 gm. loose tea, 12 match boxes, 500 gm. edible oil, one cake of washing soap, one cake of toilet soap per month should be given against ration card to one person. Since the tribals are illiterate and it is not possible for them to maintain ration card. It is suggested that such instructions should be reconsidered by the Department. It was found that there was sufficient stock of coarse rice, but it was not being distributed to tribals in the absence of ration cards.

The area is rich in forest produce. A very good variety of *phool bhuari*, a popular kind of broom is available in this area. The urban people have special liking for them as they are both soft and long. It was brought to the notice of the Study Team that the contract of *phool bhuari* has been given by the Forest Department to an outsider. The entire produce is being purchased by him. He divides the normal size of broom which is brought by the tribal into three different brooms and they are sold at the rate of Rs. 1.25 for each whereas the tribal is being paid Rs. 0.25 for the normal size which he brings. So by payment of 25 paise for each broom, the contractor is earning Rs. 3.75. The extent of exploitation is colossal. It is, therefore, suggested that the primary society should have the full rights to purchase the entire *phool bhuari* produced in that area. This way the poor tribal would be paid reasonable price for these items and it would enhance his economic position.

Public Health

The problem of public health and hygiene in tribal areas is different from the problem in other areas. In tribal areas the problem is more of creating acceptance to scientific and medical practices and weaning away the tribals from the local medicineman. The Study Team discussed the problem with the Project Officer and incharge of PHC Narayanpur. It was observed that Narayanpur being the headquarter of the project has more medical coverage. In all, there were 4 Primary Health Centres and one Allopathic dispensary and one Ayurvedic dispensary in the area. The services of medical specialists like ophthalmologists, surgeons, child specialists etc. were not available. The Primary Health Centre at Narayanpur started functioning in 1962 and it was reported that it catered to about 70 new patients and 50 old patients every day. There were six sub-centres under the charge of this Primary Health Centre and they were located at Benur, Farasgoan, Chetadunger, Eraka, Ramavang and Jamri. There were 168 villages under this Primary Health Centre. During the study at Narayanpur and discussions with the officials it was observed that the Primary

Health at Narayanpur was more or less catering to the families of the employees of the Block and other local non-Scheduled Tribe residents and families of the local merchants. There was very insignificant number of tribals who were getting the treatment from the Primary Health Centre. In four different villages which were visited by the team, no doctor ever visited nor any medical camp was organised. These villages were situated within an area of 30 Kms. around Narayanpur. One can well imagine the plight of those living in the interior areas. It was reported that no health survey was ever taken up in the Project area. In fact, health survey was conducted in Abujmarh area which was having special health problems, but it was surprising to note that even the doctor incharge of Primary Health Centre was not aware of that report. It is suggested that the solution of specific health problems based on the findings of the survey should be taken up in Abujmarh area where people were reported to be suffering from acute vitamin A deficiency, spleen trouble, skin diseases, ulcers and polio. In fact, the tribals had not realised the usefulness of modern medicine and ANMS. The doctor posted at Orcha which is the Headquarter of Abujmarh Block was living at Narayanpur. Even in spite of the fact that he was getting Abujmarh allowance, the supervision on ANMS was reported to be poor as the doctor himself had no attachment with his Primary Health Centre at Orcha. The opinion of villagers for medical staff was far from satisfactory and disappointing. It was observed that number of indoor patients in Primary Health Centre, Narayanpur was quite large. There was a proposal in the Project that the proposed existing 10 beds should be raised to 30, but the number of beds had not been increased so far. It is suggested that immediate action should be taken in this regard. There was no mobile medical facilities available for interior areas and in view of the distance and inaccessibility of these areas, it is suggested that mobile unit should be attached to all the Primary Health Centres in the Project area. It is suggested that a Social Health Educator should also be attached to all the Primary Health Centres.

Communication

Communication facilities in Narayanpur Project area are negligible which certainly is the greatest cause for the backwardness of this area. Communication system plays a very important role for the development of any area. It is evident that tribal areas where communication facilities are provided, are more developed than other areas where communication facilities have not been provided.

The total geographical area of Narayanpur project is 834600 hectares. Compared to this, the existing roads are quite inadequate. Total road length in the project area is only 130 Kms., out of which 59.5 Kms. is all weather road and 70.5 Kms. is fair weather road. Apart from this, the total length of forest road in the area is 361 kms.

Many roads are cut off during monsoon period. Two block headquarters, out of four, are connected with all weather road and they are Narayanpur and Antagarh. State High Way No. 9 which runs 59.5 Kms. and is the only all weather road in the Project area connects them. The other block headquarters, viz., Koilbada and Abujmarh (Orchha) are connected with fair weather roads. In Koilbada & Abujmarh blocks there are almost no fair weather and all weather roads. Antagarh and Farasgaon villages were linked with all weather roads while Sonpur village is connected with forest road.

It was reported that roads have always been given a lower priority in this area. It was reported that the road from Chhotedongar to Orchha was sanctioned for the last so many years but only 12 Kms. of the same was constructed out of a total length of 23 Kms.

Eight roads were proposed to be completed in the Fifth Plan period, out of which four were reported to have been completed.

It was also reported that due to lack of co-ordination between Forest Department and P.W.D., the work of construction of roads was not being taken up. The Forest Department was supposed to hand over forest roads to P.W.D. for further construction and P.W.D. to do the rest. But there seemed to be some misunderstanding between the Forest Department and P.W.D. regarding construction of roads in project area. Roads are the pioneers of development and due priority should be given to their construction. Without providing communication facilities one cannot think of developing this area in any respect. The construction of roads proposed in the Fifth Plan should be completed early.

It is suggested that strategy for communications in Tribal areas should be well planned and attempts should be made to (1) make the roads jeepable, (2) Bridges should be constructed on all rivers and Nallahas.

Agriculture

Out of a total area in the project, 55 per cent i.e. 457000 hectares is under forests. The net sown area, is 57201 hectares i.e. 7 per cent of the total area, the cultivable waste land under the project area is 43739 hectares i.e. 5 per cent of the total area, 2 per cent land was classified as fallow land and the remaining 31 per cent belongs to Abujmarh and Paralkote zone for which separate project reports have been prepared. Paddy is the main crop of the area and occupies 55 per cent of the cropped area, 22 per cent cropped area is under minor millets, 7 per cent under oil seeds, 13 per cent under pulses and 3 per cent under miscellaneous crops. The study team observed that there was an urgent need to raise the yield of different crops through improved varieties by application of fertilizers and plant protection measures. The Agriculture Extension Officer stated that 40 kg. of seeds per acre were required to be sown in the fields but the tribals in Narayanpur normally sow only 30 Kg. per acre and save 10 Kg. which resulted in scanty production. High variety seeds were also not being used by the tribals. Hardly 15 per cent had been covered under improved seeds programme. It was also brought to the notice of the study team that the tribals were having a misconception about 'Sarkari Beej' that they invited more insects. The use of fertilisers and plant protection measures was negligible and the Agriculture Department also did not appear to have emphasised the importance of the use of superior variety of seeds, fertilizers and plant protection measures. Lack of communications was reported to be biggest hurdle in the Development of the area. The team observed that Halhas who were comparatively better off tribals were coming forward and taking the advantage of double cropping pattern and fertilisers, whereas Muria and Maria were not keen to adopt these new practices. The team is of the view that consistent efforts are required to be made to remove the misconception from the minds of the tribals about these new varieties of seeds and also to increase the yield of paddy which is the main crop of the area grown under rainfed conditions. At the same time campaign is required to be launched to increase the yields of minor millets like kodo-kutaki and oil seeds through demonstration.

Education

To promote education, 323 schools were provided for 626 inhabited village of the Narayanpur project area which was quite a considerable number. But the percentage of literacy according to 1971 census of this area was only 12.1 per cent out of which 8.8 per cent was among males and 3.3 per cent among females.

In the project area, the total number of existing schools according to their status was as below:—

Higher Secondary school	Middle school	Primary schools	Total schools
4	35	284	323

Besides these, there were eight Ashram Schools in Abujhmar area having 210 seats. Schools established in the area were sufficient in number but considering the literacy level, it seemed that either the schools were not functioning properly or the attitude of the local tribals towards education was not encouraging.

The study team visited 2 Higher Secondary Schools at Narayanpur and Antagah, 2 Middle Schools at Sonpur and Farasgaon and 2 Primary schools at Narayanpur and Asamgaon in the project area and following facts were observed:—

It was observed that the attitude of the tribals towards education was not at all encouraging. They felt that their children were an economic asset to them and were helpful in household work as well as in cultivation or collection of forest produce. It was felt that some incentive drive was necessary for motivating them to send their children to primary school. Tribal Welfare Department has already started mid-day meals programme in all the schools of the tribal areas. Its results were encouraging and enrolment of students in the primary level was raised considerably. Apart from this, students belonging to Scheduled Tribes were being given a stipend at the rate of Rs. 10/- to boys and Rs. 15/- to girls per month at middle schools level. Scheduled Tribe students studying in Higher Secondary Schools were being paid a stipend of Rs. 15/- to boys and Rs. 22.50 to girls, per month.

To provide more facilities, 14 hostels were constructed in the area, out of which 11 hostels were attached with middle schools having 280 seats and 4 hostels with Higher Secondary Schools having 180 seats. Regarding admission of children in middle school hostels, it was noticed that students residing at a distance of more than 8 Kms from schools were entitled to get accommodation in the Hostels while a student who resided within 8 Kms. distance did not get admission in hostel. If education is to be spread in this area this norm has to be relaxed and students residing at more than 3 Kms. distance from schools should also be admitted in the hostels. Due to hilly track, rivers, rivulets and dense forests a tribal child, who is neither interested in studies nor is he encouraged, finds it very difficult to come to the school daily and then go back home. This ultimately leads to the end of his educational career at primary level itself.

The same story applies to the Higher Secondary Schools, students belonging to the same block in which a school is established, are accommodated in the hostels while the students belonging to other blocks are admitted in the school, but there is no place for them in the hostel. It was stated that the students who are after passing middle school examination from Chhotedongar school come to Narayanpur to join science classes, which have not been opened at Chhotedongar, are admitted in the Narayanpur Higher Secondary School but are not admitted in the hostel because they belong to another block. This is a big hurdle in the career of a poor tribal who cannot afford to live in a rented house for his studies. If he is admitted in the hostel he is entitled to get an amount of Rs. 60/- per month as stipend and also free books and stationery. According to the capacity of hostels, some seats are reserved for the wards of Government servants working in the tribal areas.

Some more hostel buildings should be constructed in the project area and the existing hostels should be strengthened by providing more seats. Rules regarding admission in the hostels should also be relaxed and the Principals should be authorised to admit students in the hostel if they are satisfied with the reasons given by students.

Results of the schools functioning in this area were also not satisfactory, except those of the Model Higher Secondary School Narayanpur, where during the year 1978, 6 and 13 Scheduled Tribe students appeared in Classes VIII and XI examinations respectively, out of whom four students passed in class VIII while 8 qualified in Class XI. During the year 1979,

students of this school performed very well in the VIII Class examination. All the 10 Scheduled Tribe students who appeared, qualified in the examination. In the XI Class examination, during the year 1979, six Scheduled Tribe students appeared and 4 of them qualified.

Other schools that the study team visited had a poor record of performance. At Middle School, Sonpur it was observed that since 1972 to 1979, none of the students could qualify in the middle school examination. This is rather, deplorable and the attention of the Project Officer was drawn to this aspect. It was also noted that 9 students appeared in the Middle School Examination at Farasgaon in 1978 but only two of them qualified. Only one boy out of three is reported to have passed in primary examination during the year 1978-79 from Aamgaon Primary School. The school at Aamgaon was functioning since 1973 but only one girl so far holds the distinction of passing the primary examination.

Among the tribals of this area it was observed that Halbas were more forward looking than other tribals. Gonds stand at number two and then Muria-Maria. Only one boy from Abujhmar had so far passed the matriculation examination from Higher Secondary School Antagah and was working as L.D.C. in Karusnar village.

The above observations indicate that the teachers were not performing their duties properly. However, the teachers alone could not be blamed as they had their own problems. The only teacher in Primary School is frequently required to report to the block office. It takes three to four days for a teacher to go to Narayanpur and come back as there are no transport facilities in the area. When the teacher is out the school is automatically closed. Secondly, one teacher cannot conduct all the classes at the primary level. Teachers have their residential problems also.

Tribal Welfare Department has taken note of this problem and staff quarters for teachers are being constructed. Hostel building at Farasgaon village with a new school building is almost complete. New school building at Aamgaon village and teachers' quarters at Sonpur village are being constructed.

It is suggested that qualified teachers with zeal to teach should be posted in the tribal area. Teachers have a very important role to play in awakening the tribals. Unless they are satisfied with the facilities they are given, this dream of awakening tribal people will not become a reality. It is also suggested that before opening schools, school buildings alongwith teachers' quarters should also be constructed simultaneously. Knowledge of local dialects should also be considered necessary for teachers.

Narayanpur Higher Secondary School holds the distinction of being one of the very few model schools in Madhya Pradesh, but this school is badly ill equipped. School building has no electric light, there is no furniture for the students. There is only one drinking water well, which is badly damaged. Hostel building also requires to be repaired. It was informed that Agricultural equipments worth Rs. 10,000/- were purchased some five to six years back but agriculture classes have not yet been introduced in the school.

One very strange point which was brought to notice was that teachers belonging to Scheduled Tribes who were residents of Narayanpur block or Bastar District were not interested to work in interior tribal areas. Due to their contacts or political influences they get themselves posted in developed areas or at project headquarters while teachers belonging to other districts were posted in interior areas, to which they were strangers and were also not acquainted with the local dialect. One UDF who was working in Sonpur village belonged to Bhand District, almost 1500 Kms. away from his home town. It is, therefore, suggested that as far as possible the local Scheduled Tribe teachers should be posted in the schools of his own area so that community feeling may force them to work better for the development of their own people.

In the project area, educational institutions are run by Tribal Welfare Department as well as by Education Department. These schools are under dual control. Officers of Education Department were also entitled to inspect schools run by Tribal Welfare Department. This policy of dual control should be looked into by the State Government.

One of the reasons for the poor percentage of literacy in the area might be that 173 villages of Abujhmar Block are included in Narayanpur project. This is a track where most primitive tribes viz., Marias or Hill Marias live. Literacy among these people is almost nil. Government of Madhya Pradesh has established 8 Ashram Schools in the Abujhmar area having 280 seats.

Abujhamarias' response towards education is negligible. These people live in very small villages having 5 to 10 huts. Villages are also very scattered. It is not possible to open primary schools in this area. Biggest hurdle in opening schools in this area is that these

people practice shifting cultivation for which they change their places frequently. Considering this it is clear that only Ashram Schools should be opened in this area.

It is, therefore, suggested that the number of seats in the existing Ashram Schools should be increased and more Ashram Schools should be opened only in the area if all the seats in the existing Ashram Schools are filled up. It is also suggested that an Ashram School should be started in the Sonpur village which falls in the Narayanpur Block but is surrounded from all sides by Abujhamarias villages (Abujhmar Block). If an Ashram School is opened in Sonpur village, children of about 33 surrounding Abujhmar villages situated at a distance of 1 Km to 10 Kms. will be benefited.

Finally, it is suggested that stress should be laid on qualitative education. Increasing the number of schools is not the solution of the problem, and more and more Ashram Schools should be started in this area.

ANNEXURE

Expenditure incurred in Integrated Tribal Development Project, Narayanpur, District Bastar

Date of opening of Integrated Tribal Development Projects, Narayanpur—12-1-76

(Rs. in lakhs)									
					1	2	3	4	5
					1975-76	1976-77	1977-78	1978-79	
1	2	3	4	5					
1. Agriculture	..	0.3	..	0.1	10. Industry	..	..	0.1	..
2. Animal Husbandry and Dairy Development	..	0.22	0.33	0.54	11. Public Health	..	..	..	..
3. Fisheries	0.71	12. Drinking Water Well	..	4.73	..	..
4. Forestry	..	3.36	1.23	2.60	13. Education	..	2.35	0.23	0.24
5. Irrigation	..	16.45	18.4	1.22	14. Backard Classes & Welfare	..	1.93	..	2.51
6. Credit & Marketing	..	1.62	0.53	..	15. Nutrition	..	..	..	..
7. Community Development	..	0.3	..	..	16. Housing	..	..	..	..
8. Communication	..	4.10	7.12	3.30	17. Others	..	..	..	..
9. Panchyat & Social Welfare	0.14	..	18. Power	..	..	1.69	1.10
					19. Public Health Engineering	..	..	0.88	0.63
					20. Administration	..	0.48	0.58	0.87
					21. M.P. Electricity & Board	..	..	..	8.81
					TOTAL	..	35.31	30.88	22.54

APPENDIX LX

(Reference para No. 8.13)

Statement showing amounts earmarked by Central Ministries for the Tribal Sub-plan Areas out of General Plan Programmes

Ministry/Department	Scheme	Outlay earmarked to Tribal Sub-plan area		Remarks
		1978-79	1979-80	
1	2	3	4	5
		(Rs. in lakhs)		
(a) Ministry of Education and Social Welfare	1. Non-Formal adult education	28.86	150.00	
	2. Scholarships	2.00	3.00	
(i) Department of Education	3. NCERT-Preparation of special curricula reading material for tribal students, orientation programme for education officers working in the tribal area, studies etc.	1.00	10.00	
	4. Non-Formal education Programme at school stage.	Not implemented in this year	150.00	
	5. Vocationalisation	(not quantified)	15.00	
	TOTAL		328.00	

(Rs. in lakhs)

Ministry/Department	Scheme	Outlays earmarked to Tribal Sub-Plan Area.		Remarks
		1978-79	1979-80	
(ii) Department of Social Welfare.	(i) Integrated Child Development Services	82.51	102.75	
	(ii) Functional literacy programmes for adult women.	35.48	36.70	
	Total	117.99	139.45	
(b) Directorate General of Posts & Telegraphs.	Telecommunication in tribal areas	750.00	750.00	
(c) Ministry of Works and Housing.	Drinking Water	Not quantified	Not quantified	In the absence of authentic data as to the size and extent of the problem it has not been possible to finalise the amounts to be earmarked.
(d) Ministry of Energy (Department of Power)	Rural Electrification	2,477.00	*	*Total amount for the programmes for country as a whole has not yet been decided.
(e) Civil Supplies and Cooperations	National Cooperative Development Corporation (For development of Cooperatives in Tribal Areas)	230.00	300.00	
(f) Ministry of Shipping and Transport (Road Wings).	Central Sector Roads Scheme	900.00	1,000.00	*Total amount for the programmes for country as a whole has not yet been decided.
(g) (i) Department of Rural Development.	Drought Prone Areas Programme	1,510.00	Not yet decided	
	Development of Primary Markets in Tribal Areas.	30.00	30.00	
	Hill Area Development	35.00	Discontinued.	
	Applied Nutrition Programme (ANP)	13.66	13.26	
	Total	1,588.66	..	
(ii) Department of Agriculture.	Forestry	425.00	510.00	
	Soil & Water Conservation	403.00	415.00	
	Animal Husbandry	297.00	160.00	
	Agricultural inputs	2.00	Not yet decided	
	Crop-Oriented Programmes	164.00	22.00	
	Minor Irrigation and Water Management	55.00	55.00	
	Agricultural Extension	25.00	..	*The Scheme benefiting tribals is being transferred to States.
	Fisheries	14.00	25.00	
	Total	1,385.00	..	

APPENDIX LXI

(Reference para No. 8.15)

Statement showing the areas of tribal concentration under the Modified Area Development Approach

As on 10th November, 1978

Sl. No.	Name of the State	No. of tribal pockets identified	Area covered in sq. km.	No. of villages covered	Population (in lakhs)			Remarks
					Total	Scheduled Tribes	Percentage of Sch. Tribes population to total population	
1	2	3	4	5	6	7	8	9
1.	Andhra Pradesh . . .	36	N.A.	N.A.	N.A.	3.1	..	
2.	Assam	66	1,411	710	2.52	1.23	47.77	
3.	Gujarat	15	N.A.	1,900	5.44	3.12	57.23	
4.	Himachal Pradesh . .	3	N.A.	47	0.39	0.20	51.96	More pockets are likely to be identified.
5.	Maharashtra	17	N.A.	1,398	6.16	2.75	44.00	
6.	Orissa	15						@
7.	Rajasthan	37	16,509	3,429	14.44	7.33	50.76	

@The State Government have proposed an outlay of Rs.74 lakhs for 1978-79 for the programmes in tribal pockets.

APPENDIX LXII

(Reference para No. 8.23)

Statement showing names of Primitive Tribes

Sl. No.	Name of State/Union Territory	Communities identified	1	2	3
1	Andhra Pradesh	1. Kolam 2. Chenchus 3. Konda Reddi			
2	Bihar	1. Birhor* 2. Mal Paharia 3. Asur 4. Birjias 5. Parahaiyas 6. Korwa 7. Hill Kharia 8. Savar 9. Sauriya Paharia			
3	Gujarat	1. Kathodia 2. Kotwalia			
4	Karnataka	1. Jenu Kuruba 2. Koraga			
5	Kerala	1. Kurumbas 2. Cholanaikayan			
6	Madhya Pradesh	1. Abujhmarias 2. Baigas 3. Bharias 4. Hill Korbas 5. Saharias*			
7	Orissa				1. Bondo 2. Soura 3. Kharias 4. Mankidias 5. Kutia Kondh 6. Paudi Bhujaus 7. Juangs 8. Lanjia Sauras 9. Dongaria Kondh
8	Rajasthan				1. Saharias*
9	Tamil Nadu				1. Kotas 2. Paniyans 3. Todas 4. Kattu Naickens 5. Irulas 6. Kurumbas
10	Tripura				1. Roangs
11	Uttar Pradesh				1. Rajis
12	West Bengal				1. Birhor* 2. Toto 3. Lodha
13	Andaman & Nicobar Islands.				1. Great Andamanese 2. Onges 3. Jarwas 4. Sentanese 5. Shompens

* The communities marked with asterik (*) are common in two or more States.

Note.—Assam, Himachal Pradesh, Manipur, Goa, Daman & Diu do not have any primitive tribes.

APPENDIX LXIII

(Reference para No. 8.33)

Role of Forest Labourers Cooperative Societies

Theme paper contributed by Shri S. K. Kaul, Deputy Commissioner for Scheduled Castes and Scheduled Tribes, New Delhi for the National Seminar on Economic Development of Scheduled Tribes organized by Department of Social Welfare, Government of India, Department of Social Welfare, Government of Maharashtra and Tata Institute of Social Services, Bombay.

Forests and tribals have inseparable links. From very early times the tribals have been depending for their existence on forests. Besides being a store house of major forest products the forests abound in many types of minor forest produce. By and large the economy of the tribals has always been primitive economy. They have been earning their livelihood through outmoded practices of agriculture with the result that the yield from their lands has been low. Besides agriculture the only other avenues of employment for them relate to either working in the forests or do labouring work in adjacent areas.

2. The forests possess a great deal of forest wealth. But this wealth has got to be used rationally and with due care so that its benefits may continue to recur. For various reasons in the past, the forest wealth has not been exploited in the proper manner with the result that many areas have become deforested. To some extent the blame for this happening has also been ascribed to outside persons taking contracts of exploiting forests coupes and their indifferent attitude towards the appropriate preservation of forests.

3. It has been mainly in these contexts that the movement of forest labourers cooperative societies was launched at various places in the country. An attempt was made through this movement to gradually eliminate the contractors and to treat tribals as partners in the matter of exploitation of forest wealth. This, in brief has been the concept relating to formation of cooperative societies in our country.

4. The matter concerning improvement in the economic conditions of the tribals has been discussed and debated a number of times. To ameliorate their socio-economic conditions a new concept of Tribal Sub-plan and Integrated Tribal Development has been introduced. Committees and Commissions were formed at National and State levels to provide better services for their development. It may be relevant to refer here to the Report of the Study Team on credit and marketing structure in the country popularly known as Bawa Committee which had recommended the setting up of LAMPS at the primary level to provide production as well as consumption credit, to undertake marketing of agriculture and minor forest produce; to supply fertilizers and other agricultural production requisites and distribute consumer goods so that tribals could get their requirements from one place. This matter has assumed considerable importance and so far more than 1900* such cooperatives have been established in the Tribal Sub-plan areas of our country.

5. Tribal Development Corporations have also been established in States having concentration of tribal population to play a useful role for the economic betterment of the members belonging to these communities.

6. It has been considered necessary to make a reference to the setting up of LAMPS and establishment of Tribal Development Corporations alongwith forest labourers cooperative societies because in some cases these might be expected to play interdependent roles. Before discussing the role of the F.L.Cs. in

detail, it may be appropriate to know about the thinking on the subject in the minds of the policy framers in the country. A Conference of Minister-in-charge of Forests and Tribal Affairs was held in New Delhi in July, 1978 and it was recommended that a time-bound programme should be prepared for the organisation of forest labourers cooperative societies spread over a period of not more than two years throughout the tribal areas. This in itself would indicate that the usefulness of F.L.Cs. has been acknowledged and these would continue to play significant role in the forest areas inhabited by the tribal sections. A question may be asked at this juncture as to what has been the position regarding setting up of F.L.Cs. in the tribal areas of our country and what significant improvement they have been able to bring about amongst members belonging to tribal communities. I am afraid that there is no clear answer in the matter. Firstly for various reasons the movement of F.L.Cs. did not gain foothold in all the tribal areas of our country. Many State Governments having sizeable tribal population did not give a serious thought to the setting up of the F.L.Cs. Moreover even in areas where some attempts were made in this direction due attention was not bestowed to make these as instruments of economic change. On account of indifferent attitude of the authorities concerned this movement could not strike its roots. However, in the States of Gujarat and Maharashtra, untiring efforts were made in the official and non-official circles and some notable results have been achieved which leads one to believe that the setting up of F.L.Cs. has served and can prove its worth in serving the cause of tribal welfare. As it happens every where the path of progress is not always smooth and one comes across obstacles and handicaps that require to be surmounted at various stages. It is, however, a great effort on the part of these States that in spite of some handicaps they have been able to retain the usefulness of F.L.Cs. as a media of development.

7. The background regarding F.L.Cs. is linked to the Report submitted by Mr. B. Symington in 1938 giving a graphic picture of the wretched conditions and the severe hardships suffered by the tribals at hands of the forest contractors. The actual implementation of the recommendations made in the Symington Report was delayed on account of the outbreak of the Second World War. It was in the year 1946 that the popular government after assuming office reviewed the situation and came to the conclusion that it was necessary to organise the tribals into cooperative societies to work the forest coupes in place of the then existing agency of forest contractors. On 5th April, 1947, at a Conference of adivasis in Thana District the then Chief Minister of Bombay, Shri B. G. Kher announced a scheme to organise forest labourers cooperative societies with the active assistance of social workers and to allot coupes to such societies on reasonable terms. The progress of movement can be seen from the fact that as against 13 coupes worked by 11 societies in 1947-48, more than 600 (610) coupes were worked by about 422 F.L.Cs. in 1977-78. At present about 650 forest coupes are allotted every year to the F.L.Cs. About 50 lakh members work in these coupes. Material worth about Rs. 7,000 crores is being exploited by the F.L.Cs. earning about a profit of Rs. 20.00 lakhs every year.

8. As mentioned earlier this movement has been confined largely to the States of Gujarat and Maharashtra, though some efforts in this direction were also made in Andhra Pradesh, Kerala, Madhya Pradesh,

* It is reported that upto March, 1977, 1915 integrated Credit-eum-Marketing Co-operatives had been organised in Assam (177), Bihar (62), Gujarat (66), Himachal Pradesh (109), Karnataka (4), Kerala (21), Madhya Pradesh (689), Maharashtra (184), Manipur (30), Orissa (220), Rajasthan (243), Tamil Nadu (7), Tripura (39), West Bengal (34), Andamans (29) and Goa, Daman & Diu (1).

Rajasthan, Tamil Nadu, West Bengal, Manipur, Dadra & Nagar Haveli and Tripura. 8 Forest Labourer Cooperative Societies functioned in Andhra Pradesh. In Kerala 11 Forest Labourer Cooperative Societies were functioning in 1975-76. More than 300 Forest Labourer Cooperative Societies were functioning in the tribal areas of Madhya Pradesh. In West Bengal there were two Forest Cooperatives and 25 Labourers Cooperatives. It was reported that a good number of these cooperatives were functioning satisfactorily. There were 31 F.L.Cs. and 51 Labour Contract Cooperative Societies functioning in Manipur. Out of 4 F.L.Cs. organised in Tripura, only 2 societies were reported to be working at the end of June, 1976. Assistance amounting to Rs. 25,000 had been provided towards construction of godowns, working capital and managerial subsidy to one F.L.C. In Dadra and Nagar Haveli, there were 3 F.L.Cs. with a membership of 1,424 tribal workers. These societies earned a net profit of Rs. 2.87 lakhs. In Tamil Nadu the F.L.Cs. were formed with the main object of finding out suitable and profitable employment for the persons belonging to Scheduled Tribes in the hill areas by taking lease of minor forest produce from the Forest Department and by marketing it in a suitable manner. The financial assistance was provided by the Government for their working capital, share capital, construction of godowns, purchase of implements, managerial expenses, etc.

9. In Orissa State the work of exploitation of forest wealth is done by Orissa Forest Corporation itself through the contractors and no forest labour cooperative societies have been formed for the purpose. The forest coupes are allotted to the Corporation by the State Government on payment of royalty for collection of timber, its transport to depots. The entire work is done in the areas inhabited by the Scheduled Tribes and most of the labourers belong to tribal communities. They are paid wages at the rates fixed under the Minimum Wages Act. The Tribal Development Cooperative Corporation of Orissa Ltd. was registered in October, 1975 as an apex institution intended to prevent exploitation of tribals and to promote their development by purchasing surplus agricultural produce and minor forest produce from the tribals. 47 Panchayat Samitis and 31 Primary Societies, namely, Forest Cooperative Marketing Societies are affiliated to the Corporation as members. Recently 188 LAMPS have also been affiliated to the Corporation as members. During 1977-78, the Corporation handled agricultural produce worth Rs. 133 lakhs, and minor forest produce worth Rs. 42 lakhs. It is, however, understood that the Corporation markets hardly 15 to 20 per cent of the agricultural produce and minor forest produce of the tribal areas and the remaining 80 per cent is handled either by traders or LAMPS.

Functioning of F.L.Cs. in Maharashtra State

10. In these conditions it would be appropriate to have a brief review about the setting up of F.L.Cs. in the States of Maharashtra and Gujarat.

11. There are forest labourers cooperative societies at the primary stage. At the district level there are district federations and at State level there is an apex body known as Maharashtra Rajya Jungle Kamgar Sahkari Sangh Ltd. The following is the financial pattern of assistance granted by the Government to the F.L.Cs. :—

- (i) An amount of Rs. 3,000.00 as government contribution to the share capital.
- (ii) An amount of Rs. 1,200 per annum for a period of two years as management subsidy (Rs. 2,400)
- (iii) An amount of Rs. 1,500 per annum for a period of 3 years as subsidy for welfare activities (Rs. 4,500).

12. The Managing Committee of a primary society consists of 5 to 6 elected representatives of labourers and a nominee each of the Forest Department and Financing Agency. The Committee is expected to

transact business according to the provisions of the bye-laws of the Society. The membership was confined to forest workers and some social workers. In March, 1977, a decision was taken by the State Government that in case of primary societies where the total number of the tribal members was more than 50%, at least 70% of the representatives of the Managing Committees should be tribals. Also in case of such societies the President and the Vice-Presidents should also belong to tribal communities. It was further prescribed that in case of primary forest labourers cooperative societies where the number of adivasi members was less than 50%, at least 50% of representatives should belong to the tribal communities.

13. In the initial years of the formation of F.L.Cs., the then Government of Bombay had felt it desirable to associate the social workers with the organisation and working of the societies on account of lack of literacy and general ignorance of tribals. Consequently it was laid down that to be eligible for allotment of coupes an F.L.C. must be sponsored by an approved social organisation. The efforts of such sponsoring agencies have been commended by the Government and it is on record that they succeeded in training a large number of tribal workers. In course of time, it was felt to relieve the sponsoring agencies of the responsibility of day-to-day management and supervision of the societies by having a federal organisation of F.L.Cs. in every forest division. Subsequently, it was decided that the district federations should replace District Co-ordination Committees which had been set up earlier to supervise and guide the working of the societies. There were 12 district federations, which were supposed to undertake the responsibility of guiding, supervising and sponsoring of the primary forest labourers cooperative societies. Their functions related to attending to the needs of F.L.Cs. in marketing, processing of forest produce, starting of forest based industries and guiding the entire movement of F.L.Cs. in a planned manner. An apex body known as 'The Maharashtra Rajya Jungle Kamgar Sangh' was formed in 1966. The State Federation has a financial base and can undertake commercial activities dealing in forest produce either on its own or as a joint venture in collaboration with any of the F.L.Cs.

14. Allotments of forest coupes to the F.L.Cs. were made by the Conservator of Forests. The societies which fulfilled certain conditions like free from departmental dues etc. were considered eligible for allotment of coupes and the cases of societies which did not fulfil the required conditions were decided by the Additional Chief Conservator of Forests or by the State Council.

15. The State Government laid down a time table for the allotment and working of forest coupes by the F.L.Cs. The method of fixing upset prices for working of coupes in the case of F.L.Cs. was revised from time to time to make the terms more favourable. As per the provisions of the revised government orders, the F.L.Cs. to whom the coupes were allotted, were not required to pay the upset price in advance or furnish any sureties.

16. The Government also issued orders that a certain amount of grant-in-aid given to F.L.Cs. in the areas of their operation should be utilised for the welfare of the members of the F.L.Cs. and provide medical facilities and free education to the children of the members of the societies. It was further laid down that the portion of the amount of grant-in-aid, not utilised by the societies for the specific purposes should be recovered from them as a first charge of the amount payable to them as a result of the final settlement of accounts of the coupes allotted to them.

17. Forest labourers cooperative societies in the matter of utilising the amount of grant-in-aid were also allowed to undertake other forest works of the following nature :—

- (i) Upto Rs. 20,000 without calling for tenders.
- (ii) Construction of roads and buildings, wells, etc.
- (iii) Fire tracing.

18. The F.L.Cs. and Industrial Cooperatives were also eligible for allotment of minor forest produce farms as a subsidiary activity to supplement their incomes. In February, 1977 the State Government issued orders that the Maharashtra State Cooperative Tribal Development Corporation should also be held eligible for allotment of minor forest produce farms.

19. The State Government had also got reviewed the working of coupes through F.L.Cs. from time to time. The first Committee appointed in 1958 under the Chairmanship of Shri D. J. Naik, made a number of recommendations like formation of the State Council for F.L.Cs, formation of district federations of FLCs, formation of district federations of F.L.Cs., posting of trained secretaries and accountants, formula for the fixation of coupes etc. and the same were accepted by the State Government. The second Committee appointed by the Government in 1963 under the Chairmanship of Shri P. K. Sawant *inter-alia* suggested that sponsoring of primary F.L.Cs. should be entrusted to the district federation of societies, and also recommended that for long-term policy of working coupes on percentage basis, a Committee should be appointed. Accordingly, the State Government appointed a Committee in 1966 which was reconstituted in 1968. This Committee concluded that statistically it was not possible to work out satisfactory rates of percentage return to societies based on gross realisation of coupe working and hence it was not possible to offer any better solution than the existing revised formula for allotment of coupes to the society. In May, 1969, a Committee under the Chairmanship of the State Minister for Cooperation was appointed for considering the effect of expansion of F.L.Cs. on government revenue.

20. As regards the working of coupes through various agencies 39% of the coupes were worked departmentally 30% through F.L.Cs. and about 25% through contractors. The wages are paid to the labourers at the rates fixed by wage Board. Only the coupes which are either inaccessible or uneconomical are being given to the contractors. The ultimate aim of the movement of the F.L.Cs. has been that the tribals should not remain mere wage earners, but they should gradually take over the entire business of F.L.Cs. in their own hands. For this purpose Central Training School for imparting training to tribals was organised during 1963-64 at Nasik through the M.S.C. Union. There are two types of classes — one is meant for supervisors, secretaries and accountants and the other for mukadams, coupe agents, depot clerks, etc. So far 1,557 candidates had been trained.

21. The organisation of F.L.Cs. in Maharashtra State has reached its peak and there is very little scope for further expansion. So efforts are being made to find out some other outlets like collection of gum, *bidi pattas*, organisation of processing societies etc. There is a feeling at the official level that the F.L.Cs. have to endeavour to ensure overall improvement in the working of coupes. Unlike societies in other co-operative field the involvement of government in F.L.Cs. stand at a different footing in the working of coupes by the F.L.Cs. on partnership basis because government share happens to the extent of 80% of the net utilisation. It has been observed that though the district federations are at present supervisory bodies and expected to ensure overall efficiency in the working of coupes by the primary F.L.Cs. in actual practice their role is confined mainly to pleading cases of societies who are not allotted coupes by the Conservator of Forests and pleading cases of societies against whom action is taken by the Forest Department for various irregularities. It has been felt desirable that for efficient functioning of the district federations there should be officers of adequate status to be invested with statutory powers to enable them to take action against the defaulter employees of district federation or the employee of the primary F.L.Cs. The District Federation should also be provided with financial base to enable them to undertake permissible commercial activities. It is also stated that the role of the Maharashtra Jungle Kamgar Sahkari Sangh is confined, more or less, in the same manner as in the case of

District Federation. It has been suggested that though the Chairman of the State Federation may continue to be an elected representative of the federations, the Managing Director should be conservator of Forests who could be invested with adequate powers to enable him to take action against the defaulting employees of the State and District employees of the F.L.Cs. As regards the utilisation of welfare grant it has been considered desirable that 50% of the profit earned should be pooled together on the State level basis and the apex federation should be made responsible to ensure that the same is equitably spent in the areas of operation of all the societies.

Functioning of Labour Contract Societies in Maharashtra State

22. It is understood that there are about 1,862 such working societies in Maharashtra State. The overall number of Labour Contract Societies were 2,270 with a membership of 1,19,904. Works costing upto Rs. 91.00 lakhs are given to the Labour Contract Societies without calling for tenders. Financial assistance is provided to the primary societies and to the District federation by the Government. However details regarding the labour contract societies functioning in tribal areas, the number of members belonging to tribal communities and usefulness of these societies to its members is not known.

Working of Adivasi Co-operative Societies in Maharashtra State

23. The Government of Maharashtra enacted Maharashtra Tribals Economic Condition (Improvement) Act, 1976 under which private money lending and trading in specified commodities was banned. To provide alternative agency in the cooperative sector to advance credit, to undertake marketing of commodities and to satisfy consumption needs, the State Government chalked out a programme for establishment of adivasi cooperative societies in the sub-plan areas. 258 adivasi cooperative societies were registered to provide credit needs of the members and serve as centres for purchase and sale of commodities produced by the tribal members. These cooperatives were also expected to undertake functions of providing consumer finance, distribution of agricultural inputs and consumer articles required by the tribals. These societies have a total membership of 2.72 lakhs out of whom about 1.96 lakhs are tribals. By the end of 1980 all tribal families are proposed to be brought within co-operative fold.

24. In order to ensure proper functioning of societies, departmental officers and bank employees have been provided to them to work as managers and accountants, and 206 such employees have been deputed for this purpose. The Tribal Development Corporation has been made responsible to provide managers to the Adivasi Cooperatives and to exercise control over them. The State Government made an amount of Rs. 1383.84 lakhs available as financial assistance to Adivasi Co-operative Societies for various purposes. Year-wise break up is given below :—

(Rs. in lakhs)	
Year	Financial assistance given to the ACSs by Government
1	2
1. 1976-77	251.65
2. 1977-78	293.19
3. 1978-79 (Prev.)	180.42
4. 1979-80 (Allocation)	658.48
	1,383.74

25. To facilitate storage, marketing and distribution of agricultural and forest produce, consumer articles and agricultural inputs, the Government gave financial assistance at the rate of Rs. 1.20 lakhs per ACS for

construction of godowns. So far 78 godowns have been completed. By the end of 1980-81, the storage capacity available in tribal areas is expected to be around 80,000 million tons. In all 27 agriculture and forest produce were declared as specified commodities under the provisions of the Act. The Corporation had purchased 50,305 quintals of agricultural and forest produce valued at Rs. 69.36 lakhs.

26. The scheme of monopoly purchase remained suspended with effect from 12th December, 1977 for a period of about 4 months. But the Corporation was allowed to continue the scheme on voluntary basis for purchase of commodities in the specified tribal areas. The total purchases made by the T.D.C. both under Voluntary and Compulsory procurement Scheme amounted to 1.12 lakh quintals valued at Rs. 137.05 lakhs. Monopoly purchase scheme of specified commodities was made applicable in 40 talukas out of a total number of 48 talukas of tribal sub-plan area during the ensuring season i.e. from October, 1978. So far the T.D.C. had purchased the total quantity of 6.00 lakh quintals of produce valued at Rs. 650 lakhs through ACSs. The performance of the adivasi co-operative societies during the last two years has been found to be satisfactory.

27. The District Central Cooperative Banks sanctioned total credit limits of Rs. 2358.11 lakhs out of which the short-term loan of Rs. 374.27 lakhs was actually disbursed to the members of the adivasi co-operative societies upto 31st August, 1978. The State Government had recently introduced the scheme of disbursement of consumption finance to the tribal members of adivasi cooperative societies through the Tribal Development Corporation. About two lakhs tribal beneficiaries had been disbursed consumption loans amounting to Rs. 179.00 lakhs.

28. The Adivasi cooperative societies have also undertaken the work of distribution of fertiliser and agricultural inputs. The adivasi cooperatives have started 388 ration/kirana and cloth shops for distribution of consumer articles. During 1977-78 their total turnover was estimated to the tune of Rs. 58.00 lakhs.

Maharashtra State Cooperative Development Corporation Ltd., Pune

29. Though the Corporation was established in 1972, its activities were very limited during 1972-75 and it only used to manage and run some ashram schools and primary units for distribution of consumer articles in tribal areas. After the enactment of Maharashtra Tribals Economic Conditions (Improvement) Act, 1976, the Corporation was reorganised, restructured and revitalized to enable it to undertake various activities, particularly marketing and crediting functions in the tribal areas. The Corporation is at present functioning as an apex body for the adivasi co-operative societies and all such societies have been affiliated to it as its members. The Corporation functions chiefly as an agent of Government for execution of schemes intended for the benefit of tribals.

30. The Corporation has set up 7 regional offices at places like Pune, Thane, Dule, Nasik, Chandernagur, Yeotmal and Nagpur which are managed by the regional managers of the Corporation. It has opened 26 offices at taluka level which are managed by the marketing officers with supporting staff.

31. During 1977-78, the Corporation was appointed as the Chief Agent of Government for carrying out monopoly purchase and marketing of specified commodities in 7 talukas of tribal districts. It appointed 57 adivasi cooperative societies as its agents to carry out this activity. The total purchases made by the Corporation through societies was to the extent of 1.12,536 quintals of agricultural and forest produce valued at Rs. 137 lakhs. Subsequently, a decision was taken to extend the scheme of monopoly purchase of specified commodities to 40 talukas out of 48 talukas in the tribal areas from October, 1978. The Corporation is being appointed as the Chief Agent of the

Government for the operation of the scheme during the current year. About 248 adivasi cooperative would be appointed as sub-agents of the Corporation. The societies would set up about 500 purchase centres in the tribal areas to make purchase of various commodities. It is expected that the Corporation and Adivasi Cooperative Societies would purchase agricultural and forest produce worth Rs. 10.00 crores under the scheme during the current season.

32. Under the scheme of providing consumption loans to tribal members through adivasi cooperative societies, the Corporation gives consumption credit amounting to Rs. 250 to the non-defaulting members. The defaulter members are given consumption loans to the extent of Rs. 124 and landless labourers to the extent of Rs. 100. 30 per cent of loan amount is given in cash and 70 per cent in kind. By 30th September, 1978 the Corporation disbursed consumption loans amounting to Rs. 224 lakhs to more than 2 lakh beneficiaries.

33. The Corporation has decided to transfer the management of 48 Ashram Schools to the Government. The Corporation has further decided to transfer its 62 Primary units set up for supplying daily needs of the tribals to the Adivasi Cooperative Societies. It has established and maintained a cadre of managers to be provided to the Adivasi cooperatives to work as their managers. The schemes of construction of central godowns, establishment of processing units, transport arrangement for handling agricultural and forest produce etc. are under consideration of the Corporation.

Functioning of F.L.Cs. in Gujarat State

34. This movement is claimed to have struck deep roots and established itself firmly in Gujarat State. This has been on account of the generous assistance provided to F.L.Cs. from time to time. In 1949 the F.L.Cs. used to be allotted coupes under formula of sharing profits/losses on 50 : 50 basis. This formula was replaced in 1959 by a new formula which provided for sharing the net revenue from the exploited coupes on 80 : 20 basis. The operational expenses are borne by Government and the net revenue is shared between Government and the society in the ratio of 80 : 20 and protect the societies against losses. In Gujarat State there are about 149 F.L.Cs. out of which 131 were situated in tribal areas. The F.L.Cs. functioned in the respective districts of Dangs (29), Bular (17), Surat (45), Broach (15), Baroda (10), Panchmahals (17), Junagarh (9), Sabarkantha (3), Amreli (2) and Banaskantha (2). Between 1971-72 to 1975-76, 2107 coupes were allotted and worked by the societies in the tribal areas. The F.L.Cs. are allotted main forest coupes for exploitation, carting and sale. There is also a provision to allot them minor forest produce farms on opset price basis, but so far no societies have come forward to avail of this concession.

35. It may be mentioned here that vide resolution No. FYRC 78/78018-P, dated 29th July, 1972 issued by the Agriculture, Forests and Cooperation Department no forest coupes are to be given to private contractors. All coupes should be allotted for working to the F.L.Cs. (except in Dangs) where present practice of allotting 50 per cent coupes to F.L.Cs. and 50 per cent for departmental working would be continued. It was further provided that where this was not possible the coupes should be worked departmentally. No new F.L.Cs. are being registered now for lack of availability of coupes that can be allotted to them.

36. As a matter of policy it is being insisted that Chairman and Secretaries also as far as possible other employees should belong to tribal community and at present about 124 Chairmen, 118 Secretaries belong to Scheduled Tribes.

37. There was a State Level Advisory Committee for F.L. Cs. consisting of 23 members including Minister for Cooperation, Minister for Forests. The period of this Committee had been last extended to two years

by government *vide* their resolution dated 25th January, 1978. The main function of the Committee was to advise the Government regarding the various problems concerning FLCs. District Committees for F.L.Cs. were formed *vide* resolution dated 5th May, 1976 to sponsor the F.L.Cs.

38. A Committee had been constituted by the Government on 16th January, 1978 for reviewing the working of the coupes by the F.L.Cs. consisting of the following members :—

1. Additional Commissioner of Cooperation and Additional Registrar of Cooperative Societies.
2. Additional Chief Conservator of Forests.
3. Deputy Conservator of Forests, Silviculture and Forest Utilisation.
4. District Registrar of Cooperative Societies, Surat.

The Committee is expected to submit its report by the end of July, 1979.

Labour Contract Societies in Gujarat State

39. Labour Contract Societies are taking work from P.W.D. and District Panchayats etc. and are engaged in road work, construction work, bunding etc. In all there were 665 such societies in the districts like Surat (80), Junagadh (61), Jam Nagar (35), Baroda (47), Bular (27), Rajkot (29), Mehsana (27), Panchmahals (20), Surender Nagar (40) etc. 45,725 members were from tribal areas. The total number of the societies in the tribal areas was 108 and in non-tribal areas 557. The societies rendered work during 1976-77 to the tune of Rs. 5,90,000. They gave wages to 73,461 labourers, amounting to Rs. 1,75,29,000. However, information regarding the actual rates at which wages were paid and the number of tribals employed was not known.

Organisation of LAMPS and FSS in Gujarat State

40. *Vide* resolution No. FSS 1075-12712/U, dated 22nd March, 1977 issued by the Agriculture, Forests and Cooperation Department, it was laid down that integrated co-operative credit structure with the establishment of viable large sized or small sized farmers service societies at the base level should be evolved and large sized multipurpose societies in the tribal areas should be organised so as to render all important services from a single cooperative institution. The LAMPS and F.S.S. should be supported in the initial stages financially by the State Government and they should be able to assume full control of their own arrangement by the end of 3 years.

41. Upto 30th June, 1978, 52 LAMPS had been organised in Gujarat State and following activities were undertaken :—

- (i) 30 LAMPS had advanced short-term loans.
- (ii) 9 LAMPS had advanced medium-term loans.
- (iii) 15 LAMPS had taken up distribution of agricultural inputs.
- (iv) 4 LAMPS started marketing activities for the processing of agricultural produce.
- (v) 1 LAMP had taken up the work relating to collection of Minor Forest Produce.

42. Mostly the LAMPS had been reported to be assisting tribals but separate figures in respect of tribal and non-tribal beneficiaries were not available. Information regarding extent of assistance provided in various forms is given below :—

- (i) Short-term advances Rs. 40.54 lakhs.
- (ii) Medium-term advances Rs. 15.24 lakhs.
- (iii) Agricultural inputs Rs. 14.46 lakhs
- (iv) Agricultural produce Rs. 1.30 lakhs.
- (v) Minor Forest produce Rs. 0.15 lakhs

43. So far no consumption loans had been provided by the lamps. Information regarding district-wise setting up of LAMPS and FSS is given below :—

District	FSS in tribal areas	LAMPS	Total
1	2	3	4
Surat	2	9	11
Sabarkantha	3	6	9
Baroda	1	21	22
Panchmahals	7	8	15
Bular	5	3	8
Dang	1	..	1
Broach	3	4	7
Banaskantha	1	1	2
	23	52	75

Gujarat Tribal Development Corporation, Ahmedabad

44. The Gujarat State Tribal Development Corporation was established *vide* Gujarat Act No. 5 of 1972. The functions of the Corporation were defined as to undertake any function of social and economic uplift for the members of Scheduled Tribes in Gujarat State. The Corporation is supposed to plan and promote on its own or in collaboration with or through approved organisations/agencies any programme of agriculture development; marketing, processing, supply and storage of agricultural produce, small scale industries, building constructions; transport and such other activities.

45. The Board of Directors comprises 6 non-official directors and 3 official directors. There is only one office of the Corporation located at Ahmedabad. The Corporation functions at the field level with the help of district level officers of the State Government; Project Officers of I.T.D.Ps., Cooperative Societies etc.

46. The Government of Gujarat has provided an amount of Rs. 43.00 lakhs by way of capital and an amount of Rs. 14.22 lakhs by way of grant for administrative expenditure up to 31st December, 1978. Year-wise details are as follows :—

Year	Rs. in lakhs			
	Provisions Capital	Received Loan	From State Government Grant for Adm. Expenditure	Total
1	2	3	4	5
1972-73	2.00	3.00	..	5.00
1973-74	5.00	..	..	5.00
1974-75	15.00(—)	..	..	15.00
1975-76 . . . . .	..	..	7.00	7.00
1976-77	10.00	3.00	3.72	13.72
	3.00			
1977-78	6.50	..	3.50	10.00
1978-79	6.50	..	..	6.50
upto 31.12.78	43.00	..	14.22	62.22

47. The Corporation has provided an amount of Rs. 47.68 lakhs by way of soft loans for various activities including share loans and share capital contribution to 155 cooperative societies and 3 recognised

voluntarily agencies. During 1974-75 the Corporation had incurred an expenditure of Rs. 1.35 lakhs as against the plan provision of Rs. 8.59 lakhs, for providing financial assistance for purposes like oil pumps, persian wheels, handpumps etc. Similarly, during 1975-76 as against the plan provision of Rs. 5.04 lakhs, an expenditure of Rs. 2.23 lakhs was incurred over schemes relating to financial assistance, oil pumps, persian wheels and hand pumps, free medical aid to cooperative housing societies etc. But these schemes were re-transferred to the Social Welfare Department during 1975-76.

48. The schemes relating to financial assistance to Industrial Cooperative Societies for Scheduled Tribes; subsidy to village service co-operative societies; financial assistance to marketing-cum-consumer societies for Scheduled Tribes were taken up by the Corporation from 1974-75 to 1977-78 and an expenditure of Rs. 2.21 lakhs was incurred as against the provision of Rs. 4.19 lakhs. In all 89 tribal societies had been benefited. These schemes were, however, discontinued from 1st April, 1978.

49. As regards tribal sub-plan schemes from 1977-78 to 31st December, 1978 the Corporation incurred an expenditure of Rs. 12.09 lakhs as against the plan provision of Rs. 18.79 lakhs for organising 31st societies. During 1977-78, a provision of Rs. 9.50 lakhs was made for providing assistance to tribals for purchase of milch cattle.

50. The Corporation provided under mentioned loans to the tribals during 1977-78 and 1978-79.

Sl. No.	Name of the Scheme	1977-78		1978-79 (upto 31-12-78)	
		Number of tribals benefited	Amount of loans provided (Rs.in lakhs)	Number of tribals benefited	Amount of loans provided (Rs.in lakhs)
1	2	3	4	5	6
1.	Milch Cattle .	2,155	43.45	2,020	43.28
2.	Bullocks/He-buffaloes.	1,857	19.34	48	4.16
3.	Bullock Carts .	345	3.12	40	0.54
4.	Poultry farming	227	6.81	130	4.10
5.	Fisheries	120	1.44	..	..
TOTAL		4,704	73.16	2,498	52.08

Gujarat Forest Development Corporation

51. The Government of Gujarat constituted the Gujarat State Forest Development Corporation Ltd. and got the same registered under the Company's Act, 1956 as a limited company with a share capital of Rs. 1 crore. The Corporation was registered in August, 1976 with headquarters at Baroda. The present paid-up capital is Rs. 45 lakhs of which Rs. 30.00 lakhs was contributed by the State Government and Rs. 15 lakhs was contributed by the Government of India. The Corporation was given further contribution of Rs. 20.00 lakhs from the State Government during 1977-78.

52. Regarding Gujarat State Forest Development Corporation in the Memorandum and Articles of Association the following provision is relevant in respect of F.L.Cs.

"notwithstanding anything contained in the foregoing provision, the Corporation shall not in any way act for carrying on business or undertake any activity which would, or which is likely to, displace the various F.L.Cs. working in the State".

53. During two years of its inception the Corporation has in its purview Timrupati, Mahua flowers and seeds and gum. During 1976-77, the total income of the Corporation was Rs. 51.82 lakhs and its expenditure amounted to Rs. 70.91 lakhs. It incurred a loss of Rs. 19.09 lakhs. During 1977-78 it earned an income of Rs. 136.62 lakhs as against its expenditure of Rs. 131.90 lakhs and earned a profit of Rs. 4.72 lakhs.

54. The Corporation intended to associate cooperative organisations in collection of minor forest produce. During 1977 season, one co-operative organisation and during 1978, two cooperative organisation took part in collection of timru leaves. During the current year 6 societies had been allotted timru units. For collection of mahua flowers and seeds 1977 season, cooperative societies organised purchase in 83 centres and in 1978 season in 127 centres.

55. It is felt that to judge the usefulness of F.L.Cs. it is necessary to take account of the fact as to what extent these have been responsible in safeguarding the interests of tribal workers and to know this one should be in possession of facts and figures relating to following items :—

1. Number of workers employed.
2. Whether the wages paid to the workers compare favourably with the wages earned for similar types of work in other sectors of the economy.
3. Whether adequate arrangements exist to act upon the grievances of the workers who happen to be the victims of non-payment of minimum wages.
4. Whether adequate opportunities exist to improve their prospects and to treat them as partners.
5. Whether the F.L.Cs. are really in a position to exploit the forest coupes systematically to the optimum level.
6. Whether adequate efforts are made to provide welfare activities for improving socio-economic condition of the workers.

56. As regards the payment of wages for the different types of work performed by the labourers employed for the exploitation of coupes, it cannot be said with certainty that all of them do get wages at the prescribed rates. It would go a long way if the rates of wages for the different types of works performed by the labourers are fixed by the wage boards on the pattern adopted in the States of Gujarat and Maharashtra. From time to time systematic evaluations should be made to ensure that the interest of the workers are duly protected. With regard to opportunities provided for improving the lot of the workers, it is absolutely essential that adequate training arrangements should be made for improving their skills and necessary educational and training facilities provided for their children to improve their future prospects. In the matter of undertaking welfare activities for the benefit of the workers employed by F.L.Cs. it appears somewhat strange that even in a State like Maharashtra, somehow this aspect got overlooked. It is also understood that in many of the States having forests areas, no new F.L.Cs. are being registered for want of coupes, so it is highly desirable that the existing coupes should be properly exploited. It may also be considered as to what extent the activities of the F.L.Cs. may be spread further in matters relating to processing of forest material and manufacturing of wood products etc., because so far most of the F.L.Cs. are not in a position to provide work even for six months in an year.

57. I firmly believe that there is still to gain a lot through the formation of forest labourers cooperative societies in the exploitation of forest coupes, though the experience of some of the States with regard to collection and marketing of minor forest produce has not been an encouraging one. But looking at the performance of the F.L.Cs. in the States of Gujarat

and Maharashtra one feels optimistic that the movement has not outlived its utility and even in the existing conditions the F.L.Cs. can prove to be a source of

required socio-economic change provided, these are adequately assisted and due supervision is kept on their working.

APPENDIX LXIV

(Reference para No. 8.40)

Expenditure incurred and physical targets achieved under Forestry Programmes during 1974-79 in Tribal Sub-plan areas

Sl. No.	State	Expenditure incurred during 74-79			Physical Targets achieved during		1978-79
		State Plan	Special Central Assistance	Total (Rs. in Lakhs)	1974-78	1978-79	
1	2	3	4	5	6	7	8
1.	Andhra Pradesh.	96.37	N.A.	96.37	(a) Coffee Plantation for shifting cultivators.	1673 acres	} 1974-79
					(b) Cashew Plantation for shifting cultivators.	207 acres	
2.	Bihar . . .	276.77	60.00	336.77	(a) Plantation of quick growing species.	6,785 (Hec)	} 1974-79
					(b) Consolidation of boundary lines	1,465 (Hec)	
					(c) Road side plantation Advance work	5,100 R.C. 492 Kms.	
					(d) Rehabilitation of degraded forest	318 Kms.	
					(i) Fencing	1,387 (Hec)	
					(ii) Plantation	90 (Hec)	
					(iii) Cut back	612 (Hec)	
					(e) Development of Teak Plantation	959.43 (Hec)	
					(f) Extension forestry . . . . .	..
					(i) Plantation	1,250 (Hec.)	
					(ii) Road side plantation	161 Kms.	
					(g) Development of minor forest produce.		
					(i) Honey collected	147 Kg.	
					(ii) Sisil extracted	29 M.T.	
					(iii) Manufactured Sabai strips	3.58 Tons	
					(iv) Cultivation of Rawlfia	6 (Hec)	
					(v) Lemon grass	1 (Hec)	
3.	Gujarat . . .	(Break-up of figures not available)		746.96	Area under plantation (Hec)	4,700	13.00
4.	Karnataka . .	(Break up not available) Figures for 1974-78)		22.12	(a) Supply of bee-hive boxes to tribals.	300 boxes	} 1974-78
					(b) Coverage under plantation of fruit yielding species.	217 (Hec.)	
5.	Madhya Pradesh.	409.04	132.79	541.83	Not available		
6.	Maharashtra	188.93	N.A.	188.93	(a) Central Nurseries	13	..
					(b) Land Coverage (Hec)	1,932	
					(c) Development of minor forest produce (Hec)	202	
7.	Manipur . . .	108.16	10.00	118.16	Not Available.		
8.	Orissa	151.20	45.09	196.29	Not Available.		
9.	Rajasthan . .	36.61	8.66	45.27	(a) Rehabilitation of degraded forest and gap plantation (Hec.)	10,173	2,230
					(b) Reforestration of degraded forest		
					(i) Plantation (Hec)	900	2,100
					(ii) Advance Action (Hec) . . . . .	..	2,500
					(c) Restocking of degraded forest		
					(i) Advance action (Hec)	840	405
					(ii) Plantation (Hec) . . . . .	..	840

1	2	3	4	5	6	7	8
10.	Tripura	153.77	..	153.77	(a) Afforestation (Hec)	8,886	Kms. 1974-79
					(b) Construction of forest road	17	
					(c) Road side planting	20	
					(d) Soil conservation (Forestry sector)		
					(i) Afforestation	5,622	Hec.
					(ii) Re-settlement of Jhumia family	336	
11.	West Bengal	308.23	59.30	367.53	(a) Survey of Forest Resources (Sq. K.M.)	445.20	182.00
					(b) Creation of Economic Plantation (Hec.)	1,851.50	710.50
					(c) Creation of Plantation of quick growing species (Hec.)	4,654.20	1,228 80
					(d) Reforestation of Degraded Forests (Intensive creation of Plantation (Hec.))	414.00	1,356.60
					(e) Creation of mixed plantation of waste lands, panchayat lands (Hec.)	272.00	204.00
					(f) Raising of Minor Forest Produce (Hec.)	..	..
					(g) Departmental extraction of timber including logging and carriage (Cu. M)	1,106.20	5,000.00
					(h) Construction & Improvement of Roads (KM).	4.40	2.00
					(i) Creation and Maintenance of plantation under Rehabilitation of degraded Forests Scheme.	97.00	..
					(j) Cultivation of host plants for lac and Tussar (Hec.)	20	Crop Improvement 20
					(k) Raising nursery beds for lac and Tussar (Bed)	400	1,200
					(l) Crop Improvement (Hec.)	225	943
					(m) Cultivation of Minor Forest Produce viz. Kend, Kussum, Mahua etc. (Hec.)	1,824	114
					(n) Raising of Mixed plantation on community land of tribal people (Hec.)	200	..
					(o) Cultural Operation Work (Hec.)	250	100
					(p) Advance soil work for various plantations including minor Forest produce. (Hec.)	..	173
					(q) Tending of plantation (Hec.)	12	24

APPENDIX LXV

(Reference para No. 8.93)

Statement showing National Highways passing through Tribal areas of the country

S.No.	NH No.	Name of National Highways	1	2	3
			1	2	3
			1	2	3
1.	2	Delhi — Agra — Allahabad — Mehania — Barhi and Calcutta.	7.	17	Panvel — Mahad — Panaji — Karwar — Mangalore and Trichur.
2.	3	Agra — Gwalior — Indore — Dhulia — Nasik and Bombay.	8.	22	Ambala — Kalka — Simla — Rampur and Chini and proceeding to the border between India and Tibet near Shipki-La
3.	5	Bharagara — Bhubaneshwar — Viskhapatnam — Vijayawada and Madras.	9.	23	Chas — Ranchi — Rourkela — Talchar and terminating at N.H. 42.
4.	6	Dhulia — Nagpur — Raipur — Sambalpur — Baharagora and Calcutta.	10.	26	Lucknow — Kanpur — Jhansi and Lakhandon.
5.	7	Varanasi — Rewa — Jabalpur — Nagpur Hyderabad — Bangalore — Salem and Cape Comorin.	11.	31	Barhi — Bhakhtiarpur — Mokameh — Purnia — Dalkhola — Siliguri — Sivok — Cooch — Bihar — North Salimara and Amingaon near Pandu.
6.	8	Delhi — Jaipur — Ajmer — Udaipur — Ahmedabad — Baroda and Bombay.	12.	32	Govindpur — Dhanbad and Jameshpur
			13.	33	Barhi — Ranchi — Tatanagar and Baharagora.

1	2	3	1	2	3
14.	36	Nowgaon — Dabka and Dimapur			
15.	37	Golpara — Gauhati — Jorhat — Kumar Gaon — Kakum and Saikhoa Ghat.	18.	43	Raipur — Vizianagram and proceeding to its Junction with NH. 5 near Vizianagram.
16.	39	Kumargaon — Imphal — Falat and proceeding to the border between India and Burma.	19.	44	Shillong — Jowai — Passi — Badarpu and Agartala.
17.	40	Jorhat — Shillong and proceeding to the border between India and Bangla Desh near Dowki.	20.	45	Madras — Tiruchirapalli and Dindigul.
			21.	48	Bangalore — Hassan — Mangalore.

APPENDIX LXVI

(Reference para 8.102)

*Research Studies undertaken by Tribal Research Institutes during the year 1978-79***(1) Kerala Institute for Research, Training and Development studies of Scheduled Castes and Scheduled Tribes.***Studies completed*

1. Ethnographic report on the Pulayans of Wynad.
2. Evaluation study on the Pottamavu and Idinjar Housing Colony.
3. Studies on classification of 12 communities.
4. Study of six cases referred by the High Court to the Government.
5. Declining Folk and Tribal Crafts of Kerala.
6. Koragas — a Primitive Tribe of Kerala.

Studies under progress

1. Displacement of Tribals by Irrigation and Industries.
2. Impact of Tribal Co-operative Societies in Sub-plan area.
3. Drop outs among the Scheduled Caste and Scheduled Tribe students in Schools and Colleges.
4. Tribal customary law among the Kurchians of Wynad.
5. Customary Law among the Kanikkars of Travancore.
6. Ethnographic studies on Wynad Pulayans.
7. Ethnographic study on Uralikurumans of Wynad.
8. Ethnographic study on the Kattunaickans of Wynad.
9. Identification of Primitive Tribal Communities.
10. Study on the Paniyans of Wynad.
11. A study on classification of seven Communities.

(2) Tribal Research and Training Institute, Pune (Maharashtra)*Studies completed*

1. Land alienation and restoration of land of Scheduled Tribes.
2. Organisation and development of Adiwasi Co-operative Societies in Tribal Sub-plan areas of Maharashtra State.
3. The Forest Labour Co-operative Societies in Maharashtra, Gujarat and their significance in Tribal Development.
4. Consumption finance scheme by Tribal Development Council — A Study.
5. Perspective plan for location of Ashram Schools in Maharashtra State.
6. Report on revision of scheme for Scheduled Tribes.

7. Report on revision of the list of Scheduled Castes and Scheduled Tribes.
8. Tribals of Maharashtra, their Social and Economic problems and Welfare schemes.
9. Report of Modified Area Development Approach in Maharashtra State.
10. Caste Ethnographic studies of the 18 Selected Castes.
11. A study of the traditional Tribal Panchayat system in Tribal communities of Maharashtra State.
12. A study of Food Habits of Adivasis.
13. A Report of the recommendations on various research studies of the Tribal Research and Training Institute.
14. A Booklet of Tribal Welfare Scheme in Maharashtra State.
15. Special Ethnographic survey reports on — Tokarikoli, Kolhati, Thakur, Yadav and Kari/Kapadi-Komti castes.
16. Utilization of Hostel facilities by Scheduled Castes and Scheduled Tribes in Maharashtra State.
17. A Report on admission in Medical Colleges claiming concessions fraudulently and measures.
18. Schemes for the development of primitive and backward Scheduled Tribes.
19. A Report on festival in tribal Sub-plan Areas.

Studies under progress

1. Evaluation of Ashram Schools complex Scheme its impact and significance on tribal development.
2. 25 Ethnographic studies.
3. Compendium of orders and directions issued by Government in respect of Scheduled Tribes.
4. Compendium on Castes & Tribes.
5. Ashram schools location survey for the year 1979-80.
6. Bench mark survey.
7. A study of assessment of Tribal Youth Training Programme.
8. Evaluation of schemes for upliftment of Vimukta Jatis and Nomadic Tribes.
9. Socio-Economic position of four selected Vimukta Jatis and Nomadic Tribal Communities in Maharashtra State.
10. The work of Annual Administration Report of Scheduled areas for the years 1977-78 and 1978-79 was also undertaken.

(3) Tribal Research Institute, Shillong (Meghalaya)*Studies completed*

1. A Booklet "Assortment" is printed.
2. Collection of religious rites and ceremonies of the tribal people of the State.

(4) Tribal Welfare Research Institute, Ranchi (Bihar).*Studies completed*

1. A Report on Lohara Tribe of District Ranchi.
2. A Report on synonym of some Castes and Tribes.
3. A secret investigation report on caste certificate against some officials.
4. Restudy of Maghaija Dom of Champaran District.
5. Research paper on Korba Tribe.
6. Research paper on Parhaiya Tribe.
7. Sayings related to Plants in Munda culture.
8. Herbs used by Asur Tribe for various remedies.
9. A Report on preliminary research scheme regarding the problems of Industrial Tribe.
10. Santhali Hindi Dictionary.
11. Hindi Santhali Dictionary.
12. Kuduk Hindi Dictionary.
13. Restoration of land to Tana-Bhagats — A study.
14. Study of Tobacco leaf scheme, preliminary report.
15. A study on loan on differential rates of interest being given by the Commercial Banks in Scheduled Areas.
16. Survey of Chick Baraik Tribe.
17. Statistical hand book.
18. Psychological study of Tribal Development Programmes.
19. A Psychological study on Tribal Students interest and likings.
20. A National study of Bonded Labour in the Tribal areas.

(5) Tribal Research and Training Institute, Gujarat Vidyapith, Ahmedabad (Gujarat)*Studies completed*

1. Anthropological study of Kolgha tribe.
2. Proportion of Scheduled Castes and Scheduled Tribes employees in colleges.
3. Proportion of Scheduled Castes and Scheduled Tribes employees in secondary schools.
4. Proportion of Scheduled Castes and Scheduled Tribes employees in Taluka Panchayats.
5. Proportion of Scheduled Castes and Scheduled Tribes employees in Nagar Palika of the State.
6. Proportion of Scheduled Castes and Scheduled Tribes employees in Teachers training Colleges.
7. A study of Tribal Prisoners.
8. A study of Landless Tribal.
9. Active and full help given in :—
 1. Preparation of Tribal Sub-plan of Dangs District.
 2. Preparation of Tribal Sub-plan of Banaskantha District.

Studies under progress

1. Anthropological study of Dangs.
2. Proportion of Scheduled Castes and Scheduled Tribes employees in Universities of the State.

3. Proportion of Scheduled Castes and Scheduled Tribes employees in Autonomous Corporations.
4. Administration in Tribal Areas.
5. Block Level Planning — Danta Taluka of Banaskantha District.
6. Resurvey of Bhil Villages.

Future Plan

1. Anthropological study of Siddis.
 2. Monograph on tribe of Kutch region.
 3. Socio-economic study of the 20 Backward communities declared under Baxi Commission.
 4. An evaluation of different Schemes implemented under tribal sub-plan.
 5. An educational Study of Tribals.
 6. An evaluation study of Ashram Shalaks.
- (6) Manikya Lal Verma Tribal Research and Training Institute, Udaipur (Rajasthan)**

Studies completed

1. Kadana Resettlement : A study of Tribals displacement.
2. Untouchability : A study of selected Villages of Barmer District.
3. Backward Classes Hostels : A study of Socio-economic problems, aspirations and expectations.
4. Needs and distribution of credit and loan to the small and marginal tribal farmers.
5. A study of accepted occupations and credit needs of Scheduled Castes and Scheduled Tribes in an urban setting.
6. Working of LAMPS in Tribal Areas : Revision of a preliminary pilot study.
7. Sehari's Special plan.
8. Scheduled Tribes of Rajasthan : A statistical analysis.

Studies under progress

1. Exploitation of tribals : A case study of the collection of Tendu leaves.
2. Exploitation of Seharia in Katha making — A socio-economic study
3. Peseantization of Tribal economy : comparative study of Bhils of Gujarat and Rajasthan.
4. Impact of hand pump scheme in a Tribal area.
5. Impact of electrification programme in the tribal areas.

Future Plan of work

1. Problem of exploitation of Scheduled Tribes : A Study with reference to Money lending, land alienation and land records.
2. The educational facilities and their use by Scheduled Castes and Scheduled Tribes.
3. Impact of irrigation facilities on tribal agriculture.
4. Disbursement of post matric scholarship : A study of problems and its solution.
5. Supplement to Kadana Resettlement study : A review study.
6. Reservation policy.

(7) Cultural Research Institute, Calcutta (West Bengal)*Studies taken-up*

1. Bench Mark Survey on ITDP areas.
2. Problems of the under-developed tribals.
3. Preparation of Project reports on ITDP areas.
4. Evaluation studies on LAMPS.

5. Educational problems of the tribals entailing a survey on the students reading in Schools and colleges.
6. Land alienation among the tribals.

Studies completed

1. The Project Report on ITDP survey in Malda district.
2. Assessment of the programme of secondary education among the Scheduled Tribes and Scheduled Castes for the year 1973.
3. Identification of dispersed tribals concentrated in mauzas outside the ITDP area.
4. Evaluation of LAMPS at Nazat under Sandeshkhali ITDP area.
5. Evaluation of LAMPS at Saltora of Bankura District.

Studies under progress

1. Project report on ITDP area in the District of Malda.
2. Assessment of the progress of Secondary education among the Scheduled Tribes and Scheduled Castes for the year 1973.

3. Benchmark survey in ITDP villages of West Bengal (Survey has been completed in the most of the districts, primary tabulation started).
4. Photographic brochure on the life of the Tribals of West Bengal.
5. Preparation of tribal atlas of West Bengal.
6. Progress of education among the Scheduled Castes and Scheduled Tribes students in respect of their enjoying government awards at post-matric level during 1959-60 to 1970-71.
7. Preparation of Project Reports on the under-developed tribal communities of West Bengal.
8. Transfer of tribal land in Sunderban area.

(8) Research wing of the Directorate of Harijan and Social Welfare, Government of Uttar Pradesh, Lucknow (Uttar Pradesh)

1. Integrated Tribal Area Development Project for Gonda District (Plan for 1978-83).
2. Integrated Tribal Area Development Project for Lakhimpur Kheri district (Plan for 1978-83).
3. Special scheme for the development of the Rajia — A primitive tribal group of Uttar Pradesh (Plan for 1978-83).

APPENDIX LXVII

(Reference para 8.108)

Research Studies undertaken by other Institutions during the year 1978-79

1. Indian Institute of Public Administration (New Delhi)

1. A survey of the recommendations of the Commissions and Committees on Tribal Development and action taken on them.

2. A.N.S. Institute of Social Studies (Patna)

1. Re-study of Munda.
2. Socio-Economic impact of rural electrification in tribal areas.

3. Anthropological Survey of India (Calcutta)

1. Economic role of Tribal Woman.
2. Comparative study of ethnography and cultural change in three villages of Goa, Daman and Diu.
3. Ethnic History of "Nagvansi".
4. Study of traditional and emerging political system among Yeru Kula.
5. Study of culture contact and personality structure of the Bhils and Gadabas.
6. Two books published relating to tribal population :—
 - (a) Impact of industrialisation on a tribe in South Bihar.
 - (b) The Kellekajalka Nomadic folk artists of Northern Mysore.

Physical Anthropology

1. The data on body height, body weight and chest girth of males including Scheduled Castes and Scheduled Tribes were statistically analysed under the all India Bio-Anthropological Survey Project.
2. Growth and development studies on the Khasi Tribe of Meghalaya and several tribes of Rajasthan.
3. Assessment of the Nutritional status of the Indian tribes.
4. Collection and Analysis of finger and palms prints from a number of Tribes from M.P. and the Nicobar Island.

5. Blood group data collected from the Pradhans of Mandla district of Madhya Pradesh and Mikir and Phar of Meghalaya analysed.

6. Report on the diet and body build of Lakshadweep Islanders.

7. Data on height and weight of Indian people including Scheduled Castes and Scheduled Tribes were furnished to the Finance Commission, New Delhi.

4. National Institute of Bank Management (Bombay)

1. Developing Adivasis and small farmers.
2. Tribal region Sub-plan for Santhal Pargana District.

5. National Council of Educational Research and Training, New Delhi

1. Report on Non-formal education programmes in India.
2. A Report on educational development of Lahaul & Spiti and Kinnaur Districts of Himachal Pradesh.
3. A Report on hostel facilities for Scheduled Castes as part of the third All India Educational Survey.
4. Report on hostel facilities for Scheduled Tribes as part of the third all India Educational Survey.

6. National Institute of Rural Development, Hyderabad

1. An evaluative study of programmes implemented by the Tribal Development Agency in Keonjhar District, Orissa.

7. Institute for Social and Economic Change, Bangalore

1. As a part of the Central Water Commission Project in 'Benchmark studies of Socio-Economic conditions in the Drought Districts of Andhra Pradesh, Karnataka and Tamil Nadu', an analysis of socio-economic conditions of Scheduled Castes and Scheduled Tribes was included.

2. Social groups and levels of living is in part concerned with the assets-expenditure position of Scheduled Castes in comparison to other castes in seven villages of Mandya District of Karnataka.
3. "Gandhi and Scheduled Castes" publication of a book.
4. Price for Social mobility : A case study of Marathwada region of Maharashtra.
5. A research project report on "Benchmark Survey II : Social Frame Work in the Ghataprabha and Malaprabha Command Area in Karnataka".

APPENDIX LXVIII

(Reference para 8-109)

List of Studies for which Research Fellowship Awards were made during the year 1978-79

Post-doctoral Fellowships

1. Impact of Economic Development in Indian Tribal Socio-Economic behaviour with special reference to Santhals (Bihar).
2. An Agro-Economic Survey of Tribal villages in Betul District (Madhya Pradesh).
3. A study of Tribal Economy of Madhya Pradesh.
4. Studies on the use of algae, fungi, lichens etc., as food by Indian Tribals.

Doctoral Fellowships

1. The problem of development and patterns of Interaction between Chenchu and Modern Civilisation.
2. Study of a Tribal village in Urban setting.
3. A study of Miri (Misings) Language.
4. Physical growth of Christian Oraon from birth to maturity.
5. The Tribal 'Reja' (Women Labourers) of Ranchi — A Total Study.
6. Development of Birhor clusters-with special reference to the Birhor of Hazaribagh and Giridih districts (A study in applied and action Anthropology).
7. Problem of Urban Transformation & Social Change amongst Tribal Labour in Bokaro Steel Plant.
8. Socio-economic problem of the tribal people in Himachal Pradesh.

9. The problems of planning and development of Tribal agriculture.
10. Janukuruba and Kadukurubas of Karnataka: A study in Human Geography of Tribes.
11. 'To study various existing cropping patterns and recommending scientific crop patterns for tribal areas of Marathwada'.
12. Ethnograneology of the Deccan Chalcolithic.
13. A study on the distribution and Inheritance of Homoglobin among Gonds of Narsingpur (MP).
14. A functional analysis of Gadba Political Organization.
15. Economic problems of Harijans and Adivasis of West Nimar Distt. (MP) and their solution — A study in the plan period.
16. Socio-political Institutions of the Tangkhuls — A Naga Tribe of Manipur.
17. The Changing High Lights — A restudy of Bondo of Orissa.
18. Structure and functioning of indigenous and induced Cooperative system in tribal areas of Orissa.
19. The distribution of Skerum proteins and Red Cell Enzyme variants in Tribes of Orissa.
20. An integrated Multiperiod Rural Development plan for the Tharu tribe in the Khatima Block of District Nainital (Uttar Pradesh).
21. Impact of Migration on Tribal Development — A Sociological Assessment.

APPENDIX LXIX

(Reference para 9.7)

Copy of D.O. letter written by the Union Minister of Home Affairs to the Chief Ministers/Governors/Lt. Governors of all the States, in March, 1980, suggesting various measures to check atrocities on the Scheduled Castes and the Scheduled Tribes

I am writing this letter specially to convey to you the deep concern of the Government of India about the atrocities or crimes perpetrated on the Scheduled Castes and our anxiety to put an end to this phenomenon of national shame.

2. On the basis of the statistics furnished by the State Governments, the crimes under the I.P.C., where the victims belong to the Scheduled Castes and the offenders are non-Scheduled Castes, showed a downward trend from 1974 to 1976 from a figure of 8860 in 1974 to 7781 in 1975 and 5960 in 1976. But subsequently the figure shot up to 10879 in 1977 and 15059 in 1978. There has been a marginal decline in 1979, when the total figure was 13184, but this does not include the figures for a few months in respect of some States which have not yet sent reports. Further, in some States there is increase in 1979 over the figures of 1978.

3. Certain policies and measures need to be adopted and effectively implemented in order to deal with and eliminate the menace of these atrocities. This approach will require a careful analysis of the causes of

these crimes, identification of major trouble spots, prompt solving of festering disputes, regular monitoring and such other preventive measures, quick investigation and firm punitive measures; and total and expeditious rehabilitation of the victims.

4. It is not difficult to find out the causes as these atrocities are really not sporadic incidents, but have their roots in obvious socio-economic factors. Scheduled Castes are in a particularly weak and vulnerable situation. Typically they are agricultural labourers. Others depend on sharecropping, small and marginal farming, fishing, and other low-income occupations like weaving and leather work. They own very small assets. Almost all of them are below the poverty line in their economic status. A national survey has revealed that 66 per cent of the bonded labourers in the country belong to the Scheduled Castes. Further, they are subjected to various social and civil disabilities arising from the evil custom of untouchability. There is a clear and close link between their economic plight on the one hand, and the crimes and atrocities and the social and civil disabilities to which they are subjected to, on the other.

5. For example, when Scheduled Castes seek the payment of the statutory minimum wages for agricultural labour or when they try to resist the practice of bonded labour or forced labour or the practice of untouchability against them, vested interests try to cow them down and terrorise them. This is the genesis of most of the crimes or atrocities. Another obnoxious practice in some rural areas is that Scheduled Castes women are subjected to indignities by the powerful in the villages. When the Scheduled Castes try to preserve their self-respect and their women's honour, this too becomes an irritant for the powerful and this is another source of atrocities. Another fertile source of atrocities pertains to the disputes regarding Government-owned waste lands or ceiling-surplus lands allotted by Government to the Scheduled Castes. When they try to take possession of or cultivate or retain possession over such lands, the powerful vested interests try to obstruct them. Thus atrocities are committed when the Scheduled Castes seek to secure their legitimate rights in various matters.

6. One other peculiar atrocity against members of Scheduled Castes which has not received sufficient attention is that of harassment by booking false cases against them in order to teach them a lesson for approaching authorities with their complaints or for seeking their legitimate rights. In view of this subtle and sophisticated practice indulged in by some of the rural vested interests, the State police machinery should be suitably advised to be careful in booking such cases against members of Scheduled Castes.

7. In view of all this, it is necessary to activate the State machinery to take the initiative and meet out a fair deal to the Scheduled Castes in all these matters and find permanent solutions to all disputes like the above ones. A number of measures, of precautionary and preventive nature, that have to be taken in this connection are indicated in the Annexure to this letter. There can be many other such steps that the State and district authorities can devise if they approach the problem in its fundamentals and think of the actual situation in each area with the objective of effectively preventing atrocities on Scheduled Castes.

8. If, inspite of all such preventive and precautionary measures taken, any violent incidents to occur, firm punitive measures have to be taken. A number of measures, of an illustrative nature that have to be taken at this stage, are also given in the Annexure. The State Government and District authorities may think of other possible measures. The objective, to be clearly kept in view, should be that every crime committed against Scheduled Castes receives deterrent punishment with noticeable rapidity.

9. Another important aspect is to formulate a scheme for comprehensive rehabilitation of the victims. The various ingredients it should have if it is to be of real help to the victims may be seen in the Annexure. The State Government may add any other item in the scheme, in addition to what is indicated in the Annexure, according to the local situation and needs. The benefit of the scheme should be available retrospectively to Scheduled Castes victims of atrocities and the surviving families wherever they have not been fully rehabilitated.

10. I would also request you to see whether the Scheduled Castes are adequately represented in the police force at all levels, especially at the cutting edge level, which particularly includes the Station House Officers, Writers/Moharrars/Munshis, Head Constables and Constables. Where representation is not adequate, it is necessary to have an immediate special recruitment to bring it up to the required level. Similarly, special recruitment is necessary to bring up the representation of Scheduled Castes to the required level in other services, whose activities have a bearing on matters which can lead to atrocities. Some examples are posts of village officers, survey and settlement department, Revenue Department, Labour Department.

11. In order to keep the administrative, police and prosecuting machineries in perfect trim on a continuing basis so that they discharge the above tasks efficiently. I would suggest monthly review by Home Secretary, quarterly review by the Chief Secretary and half yearly reviews by the Chief Ministers. While these reviews may cover the various aspects of atrocities against the members of Scheduled Castes and the various preventive, precautionary, punitive and rehabilitative measures, it may particularly cover in detail progress of action in very serious cases individually.

12. While the above indicative measures are intended to directly deal with atrocities or crimes committed against the members of Scheduled Castes, I would also underline the fact that the economic development of the Scheduled Castes particularly through mechanisms like the Special Component Plan for the Scheduled Castes and the Scheduled Castes Development Corporation is essential for a permanent solution of the problem. These are already known to the State Government and I would commend them to your personal care. You will also hear from us from time to time in detail about these long-term economic development programmes.

13. I shall be happy if you could kindly keep us informed of the action taken and the results of these measures periodically, and widely publicise them through all media for public information.

ANNEXURE

(Reference Appendix LXIX)

Illustrative list of measures to be taken for effectively dealing with atrocities against Scheduled Castes

A. Precautionary and Preventive measures

(1) The Administration at the State and District levels must fully apprise itself of disputes concerning Scheduled Castes in different parts of the State pertaining to land, minimum wages, bonded labour, indignity against Scheduled Caste women etc.

(i) All these disputes should be resolved quickly in a manner which is fair to the Scheduled Castes who have been long exploited and denied their due.

(ii) Keeping in view the real situation in different parts of the State regarding wages, it must be effectively ensured that the agricultural labourers in practice should get not less than the statutory minimum wages and have alternative and additional employment opportunities throughout the year to improve their bargaining power for fair wages. Adequate machinery should be set up

for enforcing the implementation of the Minimum Wages Act in actuality as experienced by the agricultural labourers who are largely Scheduled Castes, and not merely in terms of official statistics.

(iii) All bonded labourers who are essentially agricultural labourers in extreme distress and who are mostly of the Scheduled Castes should be released quickly and simultaneously rehabilitated.

(iv) Scheduled Castes should be put in effective possession of lands belonging to them or allotted to them and enabled to carry on cultivation wherever there are disputes and obstructions. A related task to be undertaken immediately and completed well before the ensuing cultivation season is to launch a village to village drive to find out whether Scheduled Castes are in actual possession of land allotted to them or belonging to them, and wherever they are not, to put

them in effective possession of these lands so that they can carry out their cultivation in the ensuing season and subsequently without any hindrance. While this drive is on, it will also be possible for the teams concerned to identify villages and lands in respect of which there is a possibility of interference by others and in such cases, full and effective police protection should be given to the Scheduled Castes from the beginning of the cultivation season till as long as necessary.

For accomplishing the above tasks efficiently, Revenue-cum-Police Cells/Teams may be set up in Districts to exclusively attend to these tasks. To these Cells/Teams may be added officers of any other Department necessary, like the Labour Department.

(2) The CID of the State Police Department should be charged with the special responsibility on the highest priority of identifying the areas of potential atrocities, where tensions are building up, well in time and communicate this information to the Administration both at the district level and at the State level regularly and promptly.

(3) Based on such information as well as information from any other source, the Administration and the police force should resolutely and promptly move in to scotch the evil before it explodes as an atrocity.

(4) Instead of leaving the resolution of such disputes and tensions to lower functionaries, high level officers like Collectors/Deputy Commissioners/District Magistrates and their subordinate officers at the Sub-Divisional level and similarly the Superintendents of Police and Sub-Divisional Police Officers should themselves go to the spot for resolving these disputes in a fair manner. This will go a long way in deterring the potential criminals and giving confidence to the potential victims.

(5) In many areas, the actual crimes are committed under the instigation of the powerful in the villages, by musclemen hired or employed by them or gang leaders engaged by them. Preventive action will be strengthened if persons of this type are located and dealt with severely under the various preventive sections available in the Cr.P.C. This work can straightaway begin with those who may already be within the knowledge of the authorities.

(6) It is necessary to review the arms licences granted in the State and cancel such licences in areas where atrocities have taken place or potential for atrocities exists. Simultaneously, areas notorious for illegal manufacture of arms should be combed and this source of supply for committing atrocities completely eliminated.

(7) Areas where atrocities have taken place, areas where there is potential for atrocities and areas notorious for illegal arms should be taken as top priority areas for immediate implementation of Land Ceilings Act and other land reform measures; identification, release and rehabilitation of bonded labourers; developmental schemes for strengthening the socio-economic condition of the Scheduled Castes and public works schemes to afford them alternative and additional employment opportunities. These measures will help strengthen the victims and potential victims of atrocities and weaken the capability of perpetrators and potential perpetrators of atrocities for engaging musclemen and mobilising arms.

(8) A few units of Special Striking Force, highly mobile and well-equipped may be located in strategic areas, composed and officered in a manner which will give confidence to the Scheduled Castes and other weaker sections and deter perpetrators & potential perpetrators of atrocities.

(9) Special Cells may be constituted at the State level, under the personal supervision of the Chief Minister, or, in the case of States under the President's

Rule, of the Adviser, to look into the grievances of the Scheduled Castes. The time of the day and the days of the week when Scheduled Castes can meet the Chief Minister/Adviser in such cases may be widely publicised through mass media. Monitoring of quick action on them may be arranged. Similarly, arrangements may be made at the District level and widely publicised through mass media in the offices of the Superintendent of Police and the District Collector to receive and attend to members of Scheduled Castes with complaints, register them and regularly monitor the progress of quick action on them.

(10) When an atrocity has taken place in a village, there is a possibility of chain reactions in neighbouring villages and areas. Therefore, preventive vigilance and preparedness covering the various points enumerated above and including intensive patrolling should be stepped up in such neighbouring villages and areas.

B. Punitive Measures

1. When, in spite of all preventive and precautionary measures, atrocities do occur against Scheduled Castes, police force should be moved into the area quickly to quell them, arrest the offenders, not only those who actually commit the crimes but also those who encourage and instigate them. It will not be correct if the small fry alone are arrested and the powerful, really behind the crimes, are allowed to go scot-free.

2. In areas where serious atrocities against Scheduled Castes take place, special police picquets should be stationed, not only to take prompt action against offenders but also to prevent recurrence of such offences. These picquets should be manned and officered in a manner that will give confidence to the victims and put fear of the law into the offenders.

3. The police should directly and effectively intervene in instances of criminal trespass into lands belonging to Scheduled Castes by others, criminal trespass being a cognizable offence under Section 447 of the IPC.

4. The effectiveness of punishment depends not only on its quantum but also on the speed with which it is imposed. Therefore, the police machinery should be required to complete the investigation on top priority and charge these cases within the shortest possible time, in any case not exceeding 14 days.

5. The police machinery should be tightened up to ensure that the registration of complaints is prompt and the investigation is free from lacunae and defects, which might affect successful prosecution.

6. In serious cases of offences against members of Scheduled Castes, the investigating officers should be gazetted officers, preferably Deputy Superintendents of police or above, and carefully selected on the basis of their sense of social justice and ability to perceive the implications of the case and investigate it along right lines within the quickest possible time. These serious cases should be treated as Special Report Cases.

7. Prosecuting machinery should be tightened up to effectively resist the grant of bail to the accused in such cases and to go in for appeal if bail is granted in spite of their efforts.

8. The prosecuting machinery should further be required to pursue the cases in the court for securing out-of-turn quick trial, conviction and deterrent punishment.

9. Public Prosecutors to deal exclusively with cases of crimes against Scheduled Castes under the IPC and the PCR Act should be appointed. There are many young members of Scheduled Castes with degrees in law who are working as Clerks, Assistants, etc. in different Departments for want of a property-owning social base which is often necessary to support legal practice. Such young men may be identified and given all support for setting up practice and continuing it, appointing them as Assistant Public Prosecutors under the above Public Prosecutors, if necessary after a

period of understudy. They should be enabled to make this switchover by ensuring that there is no loss of income compared to their present pay in jobs not related to their legal qualification.

10. One specific measure that can help in securing quick trial and ensuring punishment of offenders with deterrent rapidity is to set up special courts to try crimes under the IPC and the P.C.R. Act. There may be an erroneous impression in some minds that the justification for special courts depends on a number of cases. This is not correct. The real justification for special courts is the need to secure punishment for crimes under the IPC or under the PCR Act with deterrent rapidity and to impress offenders as well as potential offenders of the firm determination of the State Government to put an end to atrocities once for all, irrespective of the number of cases on file. In fact, if this process of speedy trial through special courts starts, it is very likely that many cases where complaints are not made by the Scheduled Caste victims of crimes on account of their lack of confidence in the legal and administrative machinery, may come to light, providing even numerical justification for special courts at a later stage.

11. In all cases of serious crimes like murder, rape, arson and other serious mischief, grievous hurt, kidnaping, wrongful restraint, wrongful confinement etc. committed against members of Scheduled Castes, the local D.M. and S.P. should invariably visit the spot immediately and at any rate within 24 hours of the occurrence, supervise steps for the apprehension of the culprits and measures of relief and rehabilitation for the victims, and take such other steps as may be necessary to instil a sense of security and confidence among the members of Scheduled Castes in the area and the fear of law in perpetrators and potential perpetrators of atrocities.

12. District Officers should be required not only to take prompt action about all crimes committed by non-Scheduled Castes on Scheduled Castes, but promptly inform the State Government to enable the latter to take all necessary action and to simultaneously keep the Central Government informed.

C. Measures of Rehabilitation

It is necessary to have a standing scheme of comprehensive rehabilitation of Scheduled Caste victims of atrocities so that it may automatically come into operation as soon as an atrocity takes place. In order that it may be of real help to the victims, it should contain the following ingredients :—

- (i) Immediate relief.
- (ii) Restoration of the full income-earning capacity of the family of the deceased or incapacitated victims of atrocities through provision of employment and/or self-employment.
- (iii) Provision for work including work under Food-for-Work Programme or other assistance to meet the consumption requirement of the victim-families, until income-earning capacity is fully restored.
- (iv) Education and maintenance of children where there is no bread-winner left and there is no scope for restoring income-earning capacity through provision of employment and/or self-employment.
- (v) Special arrangements for rape victims, keeping in view the psychological trauma suffered by them.
- (vi) Pucca house building for victims of arson.
- (vii) Adequate financial compensation in view of the outrage suffered by them.
- (viii) Delegation of full powers to the District Collector/Deputy Commissioner/District Magistrate to grant all assistance according to the Scheme.

The Scheme may be formulated and brought into force urgently.

D. Measures of Personnel Policy

1. It should be the personal responsibility of the Collector/Deputy Commissioner/District Magistrate and S.P. to ensure that prompt and effective action is taken not only by themselves but by all officers of their District along the lines indicated above. They should be responsible for fully achieving the objectives of effectively preventing atrocities, apprehending criminals and visiting them with condign punishment with deterrent rapidity and quick and complete rehabilitation of victims, families.

2. However, they may also have certain difficulties which hamper their work. They should be encouraged to express their difficulties of any type and the Chief Minister/Adviser and the Chief Secretary may promptly remove those difficulties.

3. In the ACR of these officers, especially District Collector/District Magistrate/Deputy Commissioner and Superintendent of Police, a separate column should be opened on "Effectiveness in the development and protection of Scheduled Castes". Under this head, these should be specific heads on :—

- (a) Attitude towards Scheduled Castes.
- (b) Sensitivity to social justice.
- (c) Ability to take quick and effective action to prevent and quell atrocities and ensure justice to Scheduled Castes.
- (d) Effectiveness in bringing about the development of Scheduled Castes.

4. Any failure to undertake prompt and efficient action or exercise adequate supervision, whether at the preventive stage or punitive stage or rehabilitation stage, should be regarded as a grave dereliction of duty on the part of the officer concerned and entered in the ACR, apart from taking appropriate disciplinary action.

5. The incentive-cum-disincentive system should operate in such a manner that officers should perceive the career of those who do their duty to the Scheduled Castes in an exemplary manner advancing rapidly and the careers of those who fall in this receiving a significant set-back.

6. The State Government may post carefully selected District Collectors/Deputy Commissioners/District Magistrates, Superintendents of Police and officers of major Developmental Offices in District/areas, where atrocities are taking place or there is potential for atrocity.

7. It is well known that according to the hierarchical pattern of residence, in existence in most parts of the country, rural as well as urban, Scheduled Castes generally are relegated to the outskirts or the most distant parts of the village, devoid of facilities and conveniences available in the rest of the village. They are considered to be the least prestigious part of the village, or even the town. It is necessary to rectify this as part of the drive against atrocities. As one step to bring prestige to the Scheduled Caste part of the village, and thereby to the Scheduled Castes, all Collectors and Superintendents of Police and their subdivisional subordinates should be required to spend a substantial part of the time on their tours to villages in the Scheduled Caste localities of the villages, and transact from these localities their work pertaining to the general advancement and general problems of the village. Similar instructions may be given to the officers of the major development departments and officers of local bodies. This will have a far-reaching psychological impact. This of course does not mean that where their work pertains to specific groups like potters or carpenters, etc. they should do that also from the Scheduled Caste localities. Such work should appropriately be done from the localities of the concerned occupational groups. But on no account should the district administration lend the weight of its prestige to that part of the village where the powerful of the village reside by transacting work pertaining to the general public, or specific occupational groups, sitting in the locality of the powerful.

APPENDIX LXX

(Reference para No. 9.12)

Statement showing year-wise and subject-wise number of complaints received from Scheduled Caste and Scheduled Tribe persons in the Organisation of the Commissioner for Scheduled Castes and Scheduled Tribes

Year	Harassment and Untouchability	Land and Agriculture	Housing	Education	Miscellaneous	Total	1	2	3	4	5	6	7
1954-55	126	85	38	NA	..	249	1965-66	550	784	} *	NA	..	1,334
1955-56	180	65	20	NA	..	265	1966-67	427	219		NA	..	646
1956-57	84	71	19	NA	..	174	1967-68	120	145	120	177	..	562
1957-58	400	72	46	NA	..	518	1968-69	355	164	159	186	..	864
1958-59	253	202	120	NA	..	575	1969-70	380	195	170	210	..	955
1959-60	107	242	}	30	75	454	1970-71	246	239	151	155	..	791
1960-61	215	314		27	163	719	1971-72	640	165	133	225	32	1,195
1961-62	340	NA	}	NA	..	340	1972-73	636	142	221	250	34	1,283
1962-63	399	NA		*	NA	..	399	1973-74	716	226	67	226	91
1963-64	279	223	}	NA	..	502	1974-75	712	252	34	171	44	1,213
1964-65	366	583		NA	..	949	1975-76	741	1,026	164	364	..	2,295
							1976-77	518	768	123	352	..	1,761
							1977-78	667	407	110	191	98	1,473
							1978-79	777	546	162	217	188	1,890

Note.—Information for 1951 to 1953 not available

*Combined information for land & housing

APPENDIX LXXI

(Reference para No. 9.12)

STATEMENT NO. I

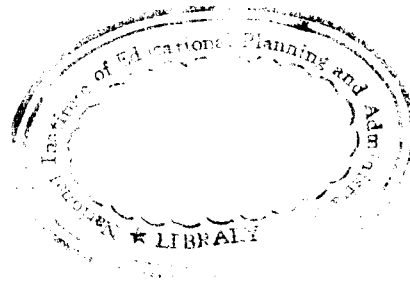
Crime-wise break up of number of atrocities on Scheduled Caste and Scheduled Tribe persons as reported to the organisation of the Commissioner for Scheduled Castes and Scheduled Tribes during the year 1977-78

Sl. No.	States/Union Territories Administrations	Murder	Rape	Burning	Beating	Untouchability	Total
1	2	3	4	5	6	7	8
1	Andhra Pradesh	4	..	2	13	3	22
2	Assam	..	..	..	..	..	..
3	Bihar	10	1	4	32	2	49
4	Gujarat	1	..	4	14	..	19
5	Haryana	5	2	1	27	2	37
6	Himachal Pradesh	..	1	..	8	1	10
7	Jammu & Kashmir	..	..	..	..	..	..
8	Kerala	..	..	..	..	..	..
9	Karnataka	2	..	..	12	..	14
10	Maharashtra	2	..	..	13	2	17
11	Madhya Pradesh	7	..	5	44	9	65
12	Orissa	2	..	3	5	1	11
13	Punjab	4	..	2	10	3	19
14	Rajasthan	5	..	2	19	4	30
15	Tamil Nadu	2	1	1	20	..	24
16	Uttar Pradesh	14	2	23	196	18	253
17	West Bengal	1	..	1	17	1	20
18	Delhi	3	..	6	53	15	77
	TOTAL	62	7	54	483	61	667

STATEMENT No. 2

Crime-wise break-up of number of atrocities on Scheduled Caste and Scheduled Tribe persons as reported to the Organisation of the Commissioner for Scheduled Castes and Scheduled Tribes during the year 1978-79

Sl. No.	States/Union Territories Administrations	Murder	Rape	Burning	Beating	Untouchability	Total
1	2	3	4	5	6	7	8
1	Andhra Pradesh	1	..	3	14	2	20
2	Assam . . . . .	..	..	..	1	..	1
3	Bihar	5	2	16	96	5	124
4	Gujarat . . . . .	..	..	..	5	..	5
5	Harayana	3	1	5	39	2	50
6	Himachal Pradesh	1	1	2	20	1	25
7	Jammu & Kashmir	1	..	..	1	..	2
8	Kerala . . . . .	..	..	..	5	..	5
9	Karnataka	2	..	..	4	..	6
10	Madhya Pradesh . . . . .	..	1	1	50	6	58
11	Maharashtra . . . . .	..	2	1	15	5	23
12	Orissa	1	2	..	4	2	9
13	Punjab	1	..	..	14	2	17
14	Rajasthan	1	1	2	34	3	41
15	Tamil Nadu . . . . .	..	..	..	28	3	31
16	Uttar Pradesh	4	1	8	213	9	235
17	West Bengal	1	13	1	15
18	Delhi	2	2	1	95	10	110
TOTAL		22	13	40	651	51	777



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