

# **COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2000-2001)**

**(THIRTEENTH LOK SABHA)**

## **NINTH REPORT**

**MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
(DEPARTMENT OF SECONDARY EDUCATION AND  
HIGHER EDUCATION)**

**[Action taken by the Government on the recommendations contained to the  
Fifth Report (Twelfth Lok Sabha) of the Committee on the Welfare of  
Scheduled Castes & Scheduled Tribes of the Ministry of Human Resource  
Development (Department of Secondary Education and Higher Education)  
— Reservation for and Employment of Scheduled Castes and Scheduled  
Tribes in Indian Institutes of Technology (including Reservation for  
Scheduled Castes and Scheduled Tribes in admission therein)]**



*Presented to Lok Sabha on 14.12.2000  
Laid in Rajya Sabha on 15.12.2000*

**LOK SABHA SECRETARIAT  
NEW DELHI**

*December, 2000/Agrashayana, 1922 (Saka)*

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# COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2000-2001)

Shri Kariya Munda—*Chairman*

## MEMBERS

### *Lok Sabha*

2. Shri Mahendra Baitha
3. Shri Padmanava Behera
4. Shri Ananda Mohan Biswas
5. Shri S.K. Bwiswmuthiary
6. Shrimati Santosh Choudhary
7. Shri Jarbom Gamlin
8. Shri Manikrao H. Gavit
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19. Shri Tufani Saroj
20. Shri Ratilal Kalidas Varma

### *Rajya Sabha*

21. Dr. Faguni Ram
22. Shri Rajubhai A. Parmar
23. Shri Alladi P. Rajkumar
24. Shri N. Thalavi Sundaram
- \$25. Chaudhary Chunni Lal
26. Shri Sangh Priya Gautam

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\$ Ceased to be member of the Committee on his demise with effect from 3rd December, 2000.

27. Shri Sukhdev Singh Libra
28. Shri Kanshi Ram
- \*29. Shri K.G. Bhutia
30. Shri Nagendra Nath Ojha

SECRETARIAT

- |                        |                             |
|------------------------|-----------------------------|
| 1. Shri Joginder Singh | — <i>Joint Secretary</i>    |
| 2. Shri B.R. Kanathia  | — <i>Director</i>           |
| 3. Shri Shiv Singh     | — <i>Assistant Director</i> |

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Ninth Report (Thirteenth Lok Sabha) on Action Taken by Government on the recommendations contained in their 5th Report (12th Lok Sabha) on the Ministry of Human Resource Development (Department of Secondary Education and Higher Education) regarding Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Indian Institutes of Technology including reservation for SCs and STs in admission therein.

2. The Draft Report was considered and adopted by the Committee on 29th November, 2000.

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

Chapter I	Report
Chapter II	Recommendations/Observations which have been accepted by the Government.
Chapter III	Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.
Chapter IV	Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
Chapter V	Recommendations/Observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the 5th Report of the Committee is given in the Appendix. It would be observed therefrom that out of 18 recommendations made in the Report, 6 recommendations *i.e.* 33% have been accepted by the Government. The Committee do not desire to pursue 5 recommendations *i.e.* 28% of the total recommendations in view of the Government's replies. There are 7 recommendations *i.e.* 39% in respect of

which replies of Government have not been accepted by the Committee and require further reiteration.

NEW DELHI;  
*14 December, 2000*

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*23 Agrahayana, 1922 (Saka)*

KARIYA MUNDA,  
*Chairman,*  
*Committee on the Welfare of Scheduled*  
*Castes and Scheduled Tribes.*

## CHAPTER I

### REPORT

1.1 This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Fifth Report (Twelfth Lok Sabha) on the Ministry of Human Resource Development (Department of Education now Department of Secondary Education and Higher Education) regarding "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Indian Institutes of Technology including Reservation for Scheduled Castes and Scheduled Tribes in admission therein".

1.2 The Fifth Report was presented to Lok Sabha on 4.12.1998. It contained 18 Recommendations/Observations. Action Taken Replies of the Government received on 01.8.2000 have been examined and may be categorised as under:—

- (i) Recommendations/Observations which have been accepted by the Government (Sl. Nos. 1, 6, 8, 14, 16, and 17).
- (ii) Recommendations/Observations which the Committee do not desire to pursue taking into consideration the replies of the Government (Sl. Nos. 3, 7, 9, 10 and 18).
- (iii) Recommendations/Observations, replies to which have not been accepted by the Committee and which need reiteration (Sl. Nos. 2, 4, 5, 11, 12, 13, and 15).
- (iv) Recommendations/Observations in respect of which final replies have not been received (NIL)

1.3 The Committee will now deal with Action Taken Replies of the Government which need reiteration or merit comments:—

### BOARD OF GOVERNORS

#### Recommendation (Sl. No. 1, Para 1.9)

1.4 The Committee had noted that the six Indian Institutes of Technology located at Delhi, Kanpur, Kharagpur, Chennai, Mumbai and Guwahati are autonomous organisations functioning within the Institutes of Technology Act, 1961 as amended by the Institute of Technology Act, 1963 and 1964. The Committee had also noted that the affairs of IITs are managed by a duly constituted Board of Governors having *inter-alia* four nominees of Council of IITs. The Governing of IITs constituted in



accordance with Section 11 of the Institutes of Technology Act, 1961 which does not prohibit nomination of SC/ST member in the Governing body of IITs and there were instances when SC/ST persons were appointed on the Board of Governors of some of the IITs. The Committee had, therefore, recommended that in order to protect the interests of Scheduled Castes and Scheduled Tribes at least one person from amongst these communities having necessary qualifications should be nominated as a member in the Council of IITs, if need be, by suitably amending the Section 11 of Institute of Technology Act, 1961. The Committee had further recommended that the Board of Governors of each Institute should also include at least one person belonging to Scheduled Caste and Scheduled Tribe.

1.5 The Government in their reply have stated that the recommendation has been noted. To proceed further, the recommendation are being placed before the ensuing meeting of the Council of IITs likely to be held soon, the apex decision making body in the matter of IITs. Thereafter further necessary action will be taken.

#### **Comments of the Committee**

1.6 The Committee feel that merely noting down the recommendation of the Committee by the Government will not yield any fruitful result and would not absolve the Government from its responsibility towards reservation policy. The Committee are extremely unhappy to note that the recommendation is stated to be placed in the meeting of the Council of IITs after more than one and a half year, of its presentation to Parliament. The Committee would like to know the reasons for not placing the matter before the Committee earlier in time and desire that the outcome of the meeting of the Council of the Indian Institutes of Technology (IITs) and action taken on the decision arrived at might be intimated to the Committee urgently without any further delay. However, the Committee strongly reiterate that the Board of Governors of each Institute must include at least one person belonging to Scheduled Castes and Scheduled Tribes.

#### **PROMOTION POLICY**

##### **Recommendation (Sl. No. 2, Para 1.18)**

1.7 The Committee had noted with dismay that there was no promotion policy in IITs and the Council of IITs has approved the Scheme (for promotion) recently which was in the process of implementation. The Committee had, therefore, recommended that a clear-cut promotion policy should be formulated for all IITs and reservation policy for SCs and STs be followed in promotions.

1.8 In their reply, the Ministry of Human Resource Development (Department of Secondary Education & Higher Education) have stated that Selections/Promotions under the Recruitment & Career Development Scheme (R&CDS) were not based on vacancies but all staff members on

completion of 8 years of service in the same designation and scale are eligible for selection; hence like others, hundred percent of SC/ST staff members can get selected/promoted to the next higher designation/scale under the scheme. The interests of SC/ST candidates are specially looked into while considering the candidature.

### **Comments of the Committee**

**1.9** The Committee express their unhappiness over the reply given by the Government. The Committee observed that the R&CDS provide equal opportunities to all in selection/promotion but does not provide any concessions/relaxations to SCs and STs in terms of reservation policy of the Government. The Committee, therefore, reiterate their earlier recommendation of formulating a clear-cut promotion policy for all the IITs and impress upon the Government to give all concessions/relaxations and other benefits related to promotion to SC/ST employees as per Government guidelines on the subject.

### **SPECIAL RECRUITMENT**

#### **Recommendation (Sl. No. 4, Para 2.10)**

**1.10** The Committee were dismayed to note that in IIT Delhi in Group A category the percentage of SC was 12.70 and in Group B category it was 6.30 and the percentage of ST in all categories was negligible; *i.e.* 2.12 in Group A, 0.30 in Group B, 0.20 in Group C and 0.30 in Group D. Though the University is following 15% reservation for SCs and 7.5% for STs yet the backlog vacancies have not been filled up, inspite of special recruitment drive. The position in respect of STs is worse than SCs. Keeping in view the large number of rejection of SC/ST candidates and availability of large number of reserved vacancies during the years from 1993 to 1995, the Committee had recommended that the authorities should select the best available rejected candidates who were fulfilling the required qualifications and experience and they may be given special training to increase their skill. The Committee had also recommended that the authorities of IIT Delhi, should make sincere and concerted efforts to wipe out the backlog of reserved posts by resorting to Special Recruitment Drive.

**1.11** The Government in their reply have stated that in view of the block grant pattern of funding; overstaffing at the Institute *i.e.* a very high ratio of Staff Vs. Students and the need for optimum utilization of existing manpower; the Institute had decided that no new recruitment would be made, except where it is considered absolutely inescapable and unavoidable. However, the Institute continued its efforts to clear the backlog of vacancies reserved for SC/ST. During 1996-98 the Institute released six Advertisements consisting of the posts reserved for SCs/STs including Special Recruitment Drive for SCs/STs. During this period, the Institute has made 4 Gp 'A' & 10 Gp. 'C' appointment of SC/ST candidates at IIT Delhi. Efforts to fill the remaining vacancies were

continuing. They have further stated that the Institute has never de-reserved any vacancy meant for SCST and has always made efforts to select the candidates only from amongst the reserved category candidates even if the vacancy has to be re-advertised a number of times. As on 1.2.1999 out of a total of 1978 (Non-Academic) staff members, there were 379 SCST employees which is 22.6 per cent of total employees.

#### **Comments of the Committee**

1.12 The Committee are at loss to understand that as per version of the Ministry efforts to fill the remaining vacancies are continuing but even then there is backlog of reserved vacancies. The Committee regret to point out that the staff position (non-academic) as on 1.2.99 has been given in a collective form. The Committee in the first instance desire that details regarding total staff members (technical and non-technical) category-wise and number of SCs and STs among them be furnished to the Committee.

#### **RECRUITMENT, IIT KANPUR**

##### **Recommendation (Sl. No. 5, Para 2.17)**

1.13 The Committee were distressed to note that there had been a continuous shortfall of SC and ST staff in all categories of posts in IIT, Kanpur. The reasons for the continuous shortfall was started to be the heavy retirement of SCST employees and reluctance of SCST candidates to join the Institute. The Committee were also distressed to note that in the year 1992 out of 5 posts reserved for SC in Group C category only one person was selected despite the fact that 209 candidates had applied for the same. During 1993 also no post in Group C was reserved for SCs. Even in case of other categories also the number of posts reserved for SCs and STs were negligible. The Committee felt that the continuous shortfall of SCs and STs in all categories of posts was due to the fact that very less number of reserved vacancies were filled up. Instead of clearing the earlier backlog the authority have failed in filling up even the current reserved vacancies. The Committee were unhappy to observe that even in Special Recruitment Drive very less number of SCST candidates were selected. The Committee had, therefore, recommended that serious and sincere efforts should be made to fill up the reserved vacancies through repeated Special Recruitment Drives.

1.14 In their reply the Government have stated that the point of relaxed qualification will be considered in future Recruitment. Every effort will be made to fill in the back-log vacancies for SCST, if any, arising out of the already adopted Government of India instructions on post based roster system.

#### **Comments of the Committee**

1.15 The Committee constrained to note the reply given by the Government that the point of relaxed qualification will be considered in future recruitment which shows that IIT Kanpur had not paid due care to

implement the Government guidelines on reservation so far. Had the IIT followed guidelines on the subject in letter and spirit this would not have been the position of backlog. The Committee, therefore, reiterate their earlier recommendation that serious and sincere efforts must be made by the IIT Kanpur to fill up the backlog of reserved vacancies which was available before the new roster system came into existence.

## SPECIAL RECRUITMENT (IIT, KHARAGPUR)

### Recommendation (Sl. No. 6, Para 2.24)

1.16 The Committee had noted that the percentage of shortfall of SCST staff in categories 'A' was 8 & 7.5, 'B', 8 and 3.5 and Group 'C' 4 and 4.5 respectively. The Committee also noted that the steps taken to overcome the shortfall were stated to be relaxation in selection to criteria, experience, age and resorting to Special Recruitment Drives etc. The Committee had taken a very serious note of the fact that during 1993 in Group 'A' 2 ST vacancies, in Group 'B' 1 SC vacancy and in Group 'C' 4 SC and 4 ST vacancies were lapsed. The Committee were surprised to find that even in special recruitment drives very less number of reserved vacancies were filled up. The Committee had, therefore, strongly recommended that the reserved vacancies should be filled up urgently by resorting to repeated special recruitment drives and wherever necessary by giving further relaxations. The Committee had further recommended that whenever candidates with reasonable calibre are available the authority should select the best available candidates and they should be provided with special training to enhance their skill. The Committee had also recommended that in future no vacancies reserved for SCST should be allowed to be lapsed.

1.17 The Ministry of Human Resource Development (Department of Secondary Education and Higher Education) in their reply have stated that in view of the Block Grant pattern of funding, and for the need of optimum utilization of existing manpower, the institute has decided that no new recruitment will be made, except where it is considered absolutely necessary. However, the Institute continued its efforts to clear the back-log of the vacancies reserved for SCST. During 1996—98 the Institute had released 10 advertisements and appointed the following SCST candidates.

Faculty=1, Gr.A=8, Gr.B&C=19, Gr.D=10 : Total=38

They have further stated that the Institute has never de-reserved any vacancy during the recent years and made efforts to select the candidates only from amongst the reserved category candidates, even if the vacancy had to be re-advertised a number of times.

It has also been stated that the staff position as on 1.1.1999 at IIT Khargpur was as follows:

Category of post	Total Employees	No.		Percentage		Shortfall		% Shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
Faculty	431+1	1	—	—	—	—	—	—	—
Group A	73	8	—	13%	—	3	5	2%	7.5%
Group B&C	938	106	24	12%	3%	35	46	3%	4.5%
Group D	572	106	30	19%	6%	+13	13	+4%	1.5%
						(excess)		(excess)	

Comparing this with the position in 1995, it is found that, the recruitment during 1996-1998 have substantially improved the situation and this effort will be continued to improve further.

Furthermore, they have stated that the Government of India's instructions for implementation of the new post-based roster system have been implemented and the deficiencies, if any, in the Group will be wiped out by launching special recruitment drives based on the recommendation of the Committee.

#### Comments of the Committee

1.18 The Committee understand and appreciate the endeavour undertaken by the IIT Kharagpur to wipe out the backlog of the reserved vacancies. A glimpse of the staff position as on 1.1.99 reveals that there is still shortfall of SC and ST in group 'A', 'B', and 'C' categories of posts and in ST category there is shortfall in all the grades. The Committee, therefore, desire that whole backlog in all the categories of posts must be wiped out at the earliest. The Committee may also be apprised of the latest position of total number of teaching staff and number of SCs and STs among them.

#### SPECIAL RECRUITMENT (IIT, MUMBAI)

##### Recommendation (Sl. No. 8, Para 2.34)

1.19 The Committee had noted that there had been huge shortfall of SC and ST staff in all categories of posts in IIT Mumbai for the years 1994, 1995 and 1996. The Committee had also noted with concern that in the special recruitment conducted by the authority adequate number of reserved vacancies were not filled up, particularly in Scheduled Tribe categories very few seats were filled up. The Committee had, therefore, recommended that the shortfall of SC and STs posts should be removed urgently. The Committee had also desired that in order to fill up the reserved vacancies the authority should resort to special recruitment drives besides giving some concession/relaxation to SCST candidates. The Committee had further desired that the reserved vacancies should be advertised properly not only through Daily Newspapers but also through AIR and Doordarshan so that more and more eligible SCST candidates could be attracted for the same.

1.20 The Ministry in their reply have stated that the recommendation of the Committee for a Special Recruitment Drive will be followed immediately. Continued efforts will be made to attract more and more eligible SC/ST candidates additionally through AIR and Doordarshan. IIT Bombay has time and again introduced more relaxations than permissible under normal rules and filled up various positions.

#### **Comments of the Committee**

1.21 The Committee note that this report of the Committee had been presented to Lok Sabha on 4.12.98. The Ministry, in their Action taken reply, *vide* OM No. 16-12/98-TSI dated 28 July, 2000 have stated in a very casual way that the recommendation of the Committee for a Special Recruitment Drive will be followed immediately. The Committee are extremely unhappy with such a casual reply of the Ministry for filling up reserved posts for SCs and STs as almost more than one year has elapsed and some good results must have been achieved by the IIT Mumbai until now. The Committee would, therefore, like to have urgently the details of efforts made by the IIT Mumbai to wipe out the shortfall and result obtained therefrom.

#### **INSTITUTE SCHOLARSHIP**

##### **Recommendation (Sl. No. 11, Para No. 3.17)**

1.22 The Committee had noted that the SC/ST students who are not in receipt of scholarship from any other source including the State Governments or Directorate of Harijan and Social Welfare were offered the Institute Scholarship of Rs. 300/- p.m. The Committee felt that considering the price hike, Rs. 300/- is not at all sufficient. They had therefore, strongly recommended that the amount of scholarship (including Post Matric Scholarship) should be increased suitably to meet the requirement of students. The Committee had also recommended that in view of the price index the income limit of parents of SC/ST students for giving scholarship and other financial benefits should also be increased suitably.

1.23 The Ministry in turn have stated as under:—

Total Seats SC: IITs: 375 + BHU, Dhanbad: 124 = 519

ST: IITs: 193 + BHU, Dhanbad: 61 = 254

It has further been stated in 1998, there was a big jump in the number of candidates who have qualified in JEE and also the number of candidates selected for admission to preparatory course, in SC, ST categories 96.1% and 100% of seats are offered in qualified + preparatory course. Conduct of separate entrance test for SC/ST is not feasible or practicable. Such a step is also not necessary. However, it had been decided that in view of the social obligations to get as many SC/ST candidates to the programmes

consistent with the academic requirements, the offer for joining the preparatory programme will be sent to an additional 10% candidates, provided they meet the academic standards already agreed to by the Council.

### **Comments of the Committee**

**1.24** The Committee are astonished to find that the recommendation given by the Committee about Institute scholarship has been completely ignored. The Committee, therefore, strongly deplore the casual approach of the Ministry in this regard and reiterate their earlier recommendation that considering the present economic scenario Institute scholarship of Rs. 300/- per month as well as the income limit of parents of SC/ST students must be increased suitably in proportion to hike in the price index.

### **GRANT FOR SC/ST STUDENTS**

#### **Recommendation (Sl. No. 12, Para No. 3.18)**

**1.25** The Committee had noted that there was no specific grant earmarked for the utilisation for SC/ST students. Based on the requirement, funds are allotted to disburse scholarship and to meet other expenditure related to SC/ST students. The Committee had recommended that a definite and fixed amount based on the budget estimate towards the disbursement of scholarship and other expenditure of SC/ST students, should be used strictly for the purpose for which it has been earmarked.

**1.26** It has been stated by the Ministry in their reply that there was already an adequate financial provision made in the budget for scholarships and other facilities. It is felt that no useful purpose would be served by showing an earmarked grant. No SC/ST is ever denied any facility due to the absence of provision.

**Total Seats SC: IITs: 375 + BHU, Dhanbad: 124 = 519**

**ST: IITs: 193 + BHU, Dhanbad: 61 = 254**

It has further been stated in 1998, there was a big jump in the number of candidates who have qualified in JEE and also the number of candidates selected for admission to preparatory course, in SC, ST categories 96.1% and 100% of seats are offered in qualified + preparatory course. Conduct of separate entrance test for SC/ST is not feasible or practicable. In view of comments above such a step is also not necessary.

However, it had been decided that in view of the social obligations to get as many SC/ST candidates to the programmes consistent with the academic requirements, the offer for joining the preparatory programme will be sent to an additional 10% candidates, provided they meet the academic standards already agreed to by the Council.

### **Comments of the Committee**

**1.27** The Committee are not satisfied with the reply of the Government as these recommendations have not been given serious thought by the Government and reiterate their recommendation for making a provision in

the Budget estimates itself for disbursement of scholarship to SC/ST students by Institutes (IITs).

## DE-RESERVATION OF SC/ST STUDENTS

### Recommendation (Sl. No. 13, Para No. 3.19)

1.28 The Committee had noted that seats reserved for admission for SC/ST students were not dereserved. The Committee also noted that in case of some IITs, in the post-graduate programme, the rule provides that the unfilled seats earmarked for ST category can be filled with SC candidates and *vice-versa*. The Committee had, therefore, recommended that a uniform policy regarding exchanging of seats between SCs and STs be framed and carried out by all the IITs and in this regard necessary instructions should be issued by the Ministry as assured by them.

1.29 In their reply, the Ministry have stated as under:—

IIT Delhi:

Total Seats SC: IITs: 375 + BHU, Dhanbad: 124 = 519

ST: IITs: 193 + BHU, Dhanbad: 61 = 254

In 1998, there was a big jump in the number of candidates who have qualified in JEE and also the number of candidates selected for admission to preparatory course, in SC, ST categories 96.1% and 100% of seats are offered in qualified + preparatory course. Conduct of separate entrance test for SC/ST is not feasible or practicable. Such a step is also not necessary.

They have further stated that, it had been decided that in view of the social obligations to get as many SC/ST candidates to the programmes consistent with the academic requirements, the offer for joining the preparatory programme will be sent to an additional 10% candidates, provided they meet the academic standards already agreed to by the Council.

It has further been added that as per Government of India rules the reservation of seats in all the programmes is 15% for SC and 7.5% for ST. SC/ST candidates are given several concession with regard to eligibility criteria for admission to the different programmes. For B. Tech. admissions, in Joint Entrance Examinations the cut-off mark for SC/ST is fixed at 60% of the cut off marks of candidates in the general category. All candidates securing between 36% (60% of 60%) and 60% of the cut-off mark for general category candidates are admitted to the Preparatory Course (PC) so as to fully utilize all unfilled seats. Those who successfully complete in PC are admitted to the B. Tech.



Programme. Furthermore, once admitted SC/ST candidates are given the following special concessions:

1. Travelling allowance from the place of residence to the place of the IIT to join the B.Tech. programme.
2. Free tuition (No tuition fee is charged)
3. Free lodging and messing (basic menu) and pocket allowance of Rs. 70/- p.m provided their parents' income is Rs. 59,400/- net per annum or less.
4. A Book Bank as part of the Central Library is maintained for the benefit of the SC/ST students. The students are issued 12 tickets for taking books from the Book Bank. Books are issued for a semester (6 months).
5. Drawing instrument (Mini-drafter) is supplied free of cost.
6. Industries are requested to conduct separate interviews for placement of SC/ST students with relaxation of requirements with respect to the general category.

They have also stated that for M.Tech. admissions, through the GATE examination, the cut-off mark for SC/ST is fixed at 2/3 of the cut-off mark for general category candidates and for admission to M.S. programme, apart from qualifying at GATE the eligibility criteria is a 1st Class in B.E./B.Tech. for general category candidates. For SC/ST candidates, a 5% relaxation is given. For Ph.D programme, the eligibility criteria is a 1st Class in M.E./M. Tech. for general candidates for SC/ST candidates, a 5% relaxation is given.

#### Comments of the Committee

1.30 The Committee are perturbed to note that the reply of the Government seems to have been deviated from the original recommendation given by the Committee in para 3.19 of the report. The Committee deplore the ignorance shown by the Ministry and reiterate their earlier recommendation regarding framing of uniform policy to be followed by all IITs for exchanging of seats between SC and ST students and a copy of suitable guidelines issued in this regard by the Ministry may also be furnished to the Committee.

#### ADMISSION IN IIT, DELHI

##### Recommendation (Sl. No. 14, Para No. 3.24)

1.31 The Committee had noted that in IIT, Delhi very less number of SC/ST students had been admitted in all courses. The main reason for the students not performing upto the mark were stated to be attributed to the socio-economic background and inadequate preparation for J.E.E. The Committee felt that considering the socio-economic background of SC/ST students they should be given some further concessions/relaxations. If the shortfall still continues the SC/ST students should be selected through a separate entrance examination and those students who could not be selected should be admitted to the preparatory courses. For the post graduation courses no cut off point should be kept for the SC/ST students in the entrance examination. The Committee had also recommended that

the best among those candidates who fulfil the minimum eligibility criteria be picked up for admission so that the shortfall can be overcome.

1.32 The Ministry in turn, have stated that the recommendation has been noted. To proceed further, the recommendation was being placed before the ensuing meeting of the Council of IITs likely to be held soon, the apex decision making body in the matter of IITs. Based on the advice of the Council further necessary action will be taken.

#### **Comments of the Committee**

1.33 The Committee feel that merely noting down the recommendation of the Committee will bore no result unless the recommendation is given practical shape. The Committee desire the Ministry to make all sincere efforts for admission of SC & ST candidates in all courses in IITs instead of such wilful delay even for placing the recommendations of the Parliamentary Committee in the meeting of the Council of IITs for their consideration and decision. The Committee would, therefore, likely to be apprised urgently of the out come of the meeting of the Council of the IITs and action taken on the decision.

#### **SHORTFALL IN ADMISSION (IIT, Kanpur)**

##### **Recommendation (Sl. No. 15, Para No. 3.28)**

1.34 The Committee had noted that the reserved quota for admission had not been fulfilled from the years 1992-93 to 1994-95. The Committee had also noted that during the year 1994-95 for the B.Tech./M.Sc. (int.) course the reserved seats for SCs and STs were 53 and 26 while those selected were 19 and 3 respectively. The Committee were distressed to note that during 1994-95 only 21 students were admitted for preparatory course whereas the shortfall of SC/ST students were 50 (27 SC and 23 ST). The Committee had, therefore, recommended that allout efforts should be made to fill up the shortfall of SC/ST students in admission to all courses. The Committee had also recommended that efforts should be made to admit sufficient number of SC/ST students for the preparatory course so that the shortfall could be overcome.

1.35 The Ministry in their reply have stated that the offer for joining the preparatory programme will be sent to an additional 10% candidates, provided they meet the academic standards already agreed to by the Council. Based on performance of SC/ST candidates in the JEE, making this additional offer should not pose any problems.

#### **Comments of the Committee**

1.36 The Committee are not satisfied with the ambiguous reply of the Government which shows lack of commitment on the part of the Government to implement Committee's recommendations. The Committee, therefore, reiterate their earlier recommendation of filling up the shortfall of SC/ST students in admission to all courses in the Institute and efforts

must be made by the IIT, Kanpur to admit sufficient number of SC/ST students for preparatory courses also.

### ADMISSION IN PREPARATORY COURSE (IIT, Kharagpur)

#### Recommendation (Sl. No. 16, Para No. 3.34)

1.37 The Committee had noted that in case of IIT, Kharagpur in the post graduation courses during 1992-93 the seats reserved for SCs and STs were 54 and 27 while the number of selected candidates were 20 and 5 for SCs and STs respectively. The Committee had also noted that during the year 1993-94 out of 30 seats reserved for ST only 2 students were admitted similarly during 1994-95 out of 33 seats reserved for ST students in post graduation courses, only 7 were filled in. The Committee were distressed to note that very few ST candidates i.e. 3 in 1992-93, 6 in 1993-94 and 12 in 1994-95 were admitted for preparatory courses. The Committee had, therefore, recommended that sincere efforts should be made to select adequate number of SC/ST students for various courses even by providing further relaxations/concessions to them and sufficient number of SC/ST students should be admitted for the preparatory courses, in proportionate to their shortfall.

1.38 The Government have stated that the admission to the B.Tech.(H) course as well as the one-year preparatory course is given to the candidates selected by the Joint Implementation Committee (JIC) in accordance with the norms laid down by the Council of IITs and the Joint Admission Board (JAB). The Institute is not in a position to take any action otherwise. However, all efforts are made to utilize the reserved seats in full in accordance with the said norms.

Total seats SC: IITs 375+BHU, Dhanbad:

$$124=519$$

SC: IITs 193+BHU, Dhanbad: 61=254

It has also been stated that 10% increase is being proposed for the intake of Preparatory Course. In 1998, there was a big jump in the number of candidates who had qualified in JEE and also the number of candidates selected for admission in preparatory course. In SC/ST categories 96.1% and 100% of seats are offered in Qualified+Preparatory course.

#### Comments of the Committee

1.39 The Committee are of the opinion that while deciding admission of SC/ST students in B.Tech.(H), preparatory courses or in any other course by IITs and Joint Admission Board all guidelines issued by the Government with regard to reservation of seats for SC/ST candidates must be taken into consideration and no scope should be left for shortfall. The norms laid down by the Council of IITs and the Joint Admission Board (JAB) for admission to B.Tech(H) course as well as the one-year preparatory course, if found inconsistent with the interest of SC/ST students should be suitably relaxed/

amended. The Committee would like to have complete detail of admission held during the years from 1998 to 2000 including total number of seats and SC/ST students admitted therein.

### **SHORTFALL OF SC/ST STUDENTS (IIT, Chennai)**

#### **Recommendation (Sl.No.17, Para No.3.39)**

1.40 The Committee had noted that in case of IIT, Chennai during the years 1992-93, 1993-94 and 1994-95 for B. Tech. Course the seats reserved for SCs and STs was 37-24 for all the years while those of selected were 13=1, 15-3, 28-3 for SCs and STs respectively. The Committee had noted with concern that for the course of M.Sc. the seats reserved for SCs and STs were 12-6 for all the years (1992 to 1995) and nobody was selected during (1994-95). The Committee had also noted that M.Sc. programme of IIT, Chennai is distinct from integrated M.Sc. programmes in other IITs for which admission is made through JEE. The Committee further noted that the admission for M.Sc. programme in IIT, Chennai is made separately through open advertisement and entrance test. The Committee had noted that relaxation of 5% in the qualifying examination and cut off marks of 60% of the lowest general candidate were given to SC/ST candidates. The Committee had, therefore, recommended that in order to fulfil shortfall of SC/ST students particularly in M.Sc. course some further concession should be given to them and separate examination should be conducted for SC/ST students.

1.41 The Ministry in their reply have stated that the recommendation has been noted. To proceed further, the recommendation was being placed before the ensuing meeting of the Council of IITs, likely to be held soon, the apex decision making body in the matter of IITs. Based on the advice of the Council further necessary action will be taken.

#### **Comments of the Committee**

1.42 The Committee are not satisfied with just a casual reply of the Ministry of merely nothing down the recommendation after a lapse of more than one and a half year of its presentation to Parliament on 4.12.1998. The Committee would, therefore, like to know the reasons for not taking any concrete action on the recommendation and for not placing it before the Council of IITs earlier during 1999 and 2000. The Committee strongly deplore such attitude of the Ministry and desire the Ministry to avoid such reply in future and instead make all out efforts to take appropriate action in pursuance of recommendations of the Committee. The Committee, therefore, reiterate their earlier recommendation and would like to be apprised urgently of the decision taken in this regard.

## **CHAPTER II**

### **RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT**

#### **Recommendation (Sl. No. 1, Para No. 1.9)**

The Committee note that the six Indian Institutes of Technology located at Delhi, Kanpur, Kharagpur, Chennai, Mumbai and Guwahati are autonomous organisations, functioning within the Institutes of Technology Act, 1961 as amended by the Institute of Technology Act, 1963 and 1964. The Committee also note that the affairs of IITs are managed by a duly constituted Board of Governors having *inter-alia* four nominees of Council of IITs. The Governing Body of IITs constituted in accordance with Section 11 of the Institutes of Technology Act, 1961 does not prohibit nomination of SC/ST member in the Governing body of IITs and there were instances when SC/ST persons were appointed on the Board of Governors of some of the IITs. The Committee, therefore, recommend that in order to protect the interest of Scheduled Castes and Scheduled Tribes at least one person from amongst these communities having necessary qualifications should be nominated as a member in the council of IITs if need be by suitably amending the Section 11 of Institute of Technology Act, 1961. The Committee also recommend that the Board of Governors of each Institute should also include at least one person belonging to Scheduled Caste and Scheduled Tribe as assured by the representatives or the Ministry during evidence and also in the post evidence note furnished to the Committee.

#### **Reply of Government**

The recommendation is noted. To proceed further, the recommendation are being placed before the ensuing meeting of the Council of IITs likely to be held soon, the apex decision making body in the matter of IITs. Thereafter further necessary action will be taken.

[Ministry of Human Resource Development (Department of Secondary Education and Higher Education) O.M. No. 16-12/98-TS-I dated 28 July, 2000]

#### **Comments of the Committee**

Please See Para 1.6 of Chapter I.

### **Recommendation (Sl. No. 6 Para No. 2.24)**

The Committee note that the percentage of shortfall of SCST staff in categories A was 8 & 7.5, B, 8 and 3.5 and Group C 4 and 4.5 respectively. The Committee also note that the steps taken to overcome the shortfall are stated to be relaxation in selection to criteria, experience, age and resorting to Special Recruitment Drives etc. The Committee note that during the year 1993 in Group A categories out of 7 reserved for SC and 3 posts reserved for STs only 1 SC was selected and nobody from ST was selected. In Group B also only one post from ST category was filled up and in Group C category no SCST post was filled up although 17 posts for SCs and 20 posts for ST were reserved for them. The Committee has taken a very serious note of the fact that during 1993 in Group A 2 ST vacancies, in Group B SC vacancy and in Group C 4 SC and 4 ST vacancies were lapsed. The Committee are surprised to find that even in special recruitment drives very less number of reserved vacancies were filled up. The Committee, therefore, strongly recommend that the reserved vacancies should be filled up urgently by resorting to repeated special recruitment drives and whenever necessary by giving further relaxations. The Committee further recommend that whenever candidates with reasonable calibre are available the authority should select the best available candidates and they should be provided with special training to enhance their skill. The Committee also recommend that in future no vacancies reserved for SCST should be allowed to be lapsed.

### **Reply of Government**

In view of the Block Grant pattern of funding, and for the need of optimum utilization of existing manpower, the Institute has decided that no new recruitment will be made, except where it is consider absolutely necessary. However, the Institute continued its efforts to clear the back-log of the vacancies reserved for SCST. During 1996—98, the Institute has released 10 advertisements and appointed the following SCST candidates.

Faculty=1, Gr.A=8, Gr.B&C=19, Gr.D.=10: Total=38.

The Institute has never de-reserved any vacancy during the recent years and made efforts to select the candidates only from amongst the reserved category candidates, even if the vacancy had to be re-advertised a number of times.

The staff position as on 1.1.1999 at IIT Kharagpur is as follows:

Category of post	Total Employees	No.		Percentage		Shortfall		% Shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
Faculty	431+1	1	—	—	—	—	—	—	—
Group A	73	8	—	13%	—	3	5	2%	7.5%
Group B&C	938	106	24	12%	3%	35	46	3%	4.5%
Group D	572	106	30	19%	6%	+13 (excess)	13	+4% (excess)	1.5%

Comparing this with the position in 1995, it is found that the recruitment during 1996—1998 have substantially improved the situation and this effort will be continued to improved further.

The Government of India instructions for implementation of the new post-based roster system has been implemented and the deficiencies, if any, in the Group will be wiped out by launching special recruitment drives based on the recommendation of the committee.

[Ministry of Human Resource Development (Department of Secondary Education & Higher Education) O.M. No. 16-12/98-TS-I dated 28 July, 2000]

### Comments of the Committee

Please See para 1.18 of Chapter I.

### Recommendation (Sl. No. 8, Para 2.34)

The Committee are perturbed to note that there has been huge shortfall of SC and ST staff in all categories of posts in IIT Mumbai for the years 1994, 1995 and 1996. The shortfall of SCs and STs in Group A was 8.2% and 7.5% in Group B 8.6% and 7.5% and in Group C 1.8% and 7% during the year 1996. The Committee also note with concern that in the special recruitment conducted by the authority adequate number of reserved vacancies have not been filled up. Particularly in ST categories very few seats have been filled up. The Committee, therefore, recommend that the shortfall of SCs and STs posts should be removed urgently. The Committee desire that in order to fill up the reserved vacancies the authority should resort to special recruitment drives besides giving some concession/relaxation to the SCST candidates. The Committee also desire that the reserved vacancies should be advertised properly not only through Daily Newspapers but also through AIR and Doordarshan so that more and more eligible SCST candidates could be attracted more for the same.

### Reply of Government

The recommendation of the Committee for a Special Recruitment Drive will be followed immediately. Continued efforts will be made to attract more and more eligible SCST candidates additionally through AIR and Doordarshan. IIT Bombay has time and again introduced more relaxations than permissible under normal rules and filled up various positions.

[Ministry of Human Resource Development (Department of Secondary Education and Higher Education) O.M.No. 16-12/98-TS-I dated 28 July, 2000.]

### **Comment of the Committee**

Please *See* para 1.21 of Chapter I.

#### **Recommendation (Sl. No. 14, Para 3.24)**

The Committee note that in IIT Delhi very less number of SCST students have been admitted in all courses. The main reason for the students not performing up to the mark were stated to be attributed to the socio-economic background and inadequate preparation for J.E.E. The Committee feel that considering the socio-economic background of SCST students they should be given some further concession/relaxation. If the shortfall continues to be there, the SCST students should be selected through a separate entrance examination and those students who could not be selected should be admitted to the preparatory courses. For the post graduation courses no cut off point should be kept for the SCST students in the entrance examination. The Committee also recommend that the best among those candidates who fulfil the minimum eligibility criteria be picked up for admission so that the shortfall can be overcome.

### **Reply of Government**

The recommendation is noted. To proceed further, the recommendations are being placed before the ensuing meeting of the Council of IITs likely to be held soon, the apex decision making body in the matter of IITs. Based on the advice of the Council further necessary action will be taken.

[Ministry of Human Resource Development (Department of Secondary Education and Higher Education) O.M.No. 16-1298-TS-I dated 28 July, 2000.]

### **Comment of the Committee**

Please *See* para 1.33 of Chapter I.

#### **Recommendation (Sl. No. 16, Para 3.34)**

The Committee note that in case of IIT Kharagpur in the post graduation courses during 1992-93 the seats reserved for SCs and STs were 54 and 27 while the number of selected candidates were 20 and 5 for SCs and STs respectively. The Committee note that during the year 1993-94 out of 30 seats reserved for ST only 2 students were admitted similarly during 1994-95 out of 33 seats reserved for ST students in post graduation courses only 7 were filled in. The Committee are distressed to note that very few ST candidates *i.e.*, 3 in 1992-93, 6 in 1993-94 and 12 in 1994-95 were admitted for preparatory courses. The Committee recommend that sincere efforts should be made to select adequate number of SCST students for various courses even by providing further relaxations/concessions to them and sufficient number of SCST students should be admitted for the preparatory courses, in proportionate to their shortfall.



### **Reply of Government**

The admission to the B.Tech. (H) course as well as the one-year preparatory course is given to the candidates selected by the Joint Implementation Committee (JIC) in accordance with the norms laid down by the Council of IITs and the Joint Admission Board (JAB). The Institute is not in a position to take any action otherwise. However, all efforts are made to utilize the reserved seats in full in accordance with the said norms.

Total seats: SC: IITs 375+BHU, Dhanband: 124=519

ST: IITs 193+BHU, Dhanbad: 61=254

10% increase is being proposed for the intake of Preparatory Course.

In 1998, there is a big jump in the number of candidates who have qualified in JEE and also the number of candidates selected for admission in preparatory course. In SCST categories 96.1% and 100% of seats are offered in Qualified + Preparatory course.

[Ministry of Human Resource Development (Department of Secondary Education and Higher Education) O.M. No. 16-12/98-TS-I dated 28 July, 2000.]

### **Comments of the Committee**

Please see para 1.39 of Chapter I

### **Recommendation (Sl. No. 17, Para 3.39)**

The Committee note that in case of IIT Chennai during the year 1992-93, 1993-94 and 1994-95 for B. Tech course the seats reserved for SCs and STs were 37-24 for all the years while those of selected were 13-1, 15-3, 28-3 for SCs and STs respectively. The Committee note with concern that for the course of M.Sc. the seats reserved for SCs and STs were 12-6 for all the years (1992 to 1995) and nobody was selected during these years except 2 SC candidates during (1994-95). The Committee note that the M.Sc. programme of IIT Chennai is distinct from integrated M.Sc. programmes in other IITs for which admission is made through JEE. The Committee also note that the admission for M.Sc. programme in IIT Chennai is made separately thorough open advertisement and entrance test. The Committee further note that relaxation of 5% in the qualifying examination and cut off marks of 60% of the lowest general candidate are given to SCST candidates. The Committee recommended that in order to fulfilling the shortfall of SCST students particularly in M.Sc. course some further concession should be given to them and separate examination should be conducted for SCST students.

**Reply of Government**

The recommendation is noted. To proceed further, the recommendations are being placed before the ensuing meeting of the Council of IITs likely to be held soon, the apex decision-making body in the matter of IITs. Based on the advice of the Council further necessary action will be taken.

[Ministry of Human Resource Development (Department of Secondary Education and Higher Education) O.M. No. 16-12/98-TS-I dated 28 July, 2000.]

**Comments of the Committee**

Please *see* para 1.42 of Chapter I

## **CHAPTER III**

### **RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE TAKING INTO CONSIDERATION THE REPLIES OF THE GOVERNMENT**

#### **Recommendation (Sl. No. 3, Para 1.19)**

The Committee are perturbed to note that three IITs only have associated on SC/ST member in their Departmental Promotion Committee/Board. The Ministry, however, have stated that necessary instructions are being issued that an SC/ST member should invariably be associated in such Committees. The Committee feel that such instructions should have been issued by the Ministry much earlier. The Committee, therefor, desire that in future an SC/ST member should always be associated with all Departmental Promotion Committees/Boards of all the IITs.

#### **Reply of Government**

An SC/ST member were always associated in all Recruitment and Promotion Committee in the IITs at Bombay, Kanpur and Kharagpur. Necessary instructions have since been issued to all the IITs to ensure that an SC/ST member be associated with all Departmental Promotion Committees/Boards of all IITs.

[Ministry of Human Resource Development (Department of Secondary and Higher Education) O.M. No. 16-12/98-TS-I dated 28 July, 2000.]

#### **Recommendation (Sl. No. 7, Para 2.29)**

The Committee note that during 1995 the shortfall of SCST staff in IIT Chennai was in Group A 3 ST, in Group B 1 ST, in Group C 2 each for SC and ST and in Group D 1 ST. The Committee are unhappy to note that no sincere efforts have not been made by the authorities of IIT Chennai to fill up the reserved vacancies. Even for the post of 'Mali' out of 2 posts reserved during 1994 only one post was filled up although 4th applications were received. Similarly for the post of Superintendent one post was reserved for ST and nobody from that category was selected although 3 applications were received. In the special recruitment conducted in the year 1994 very less number of candidates were selected *i.e.* in Group A 1 post each for SC and ST, in Group 8 one post for SC and in Group C 3 for SC and 1 for ST were filled. Thus the backlog vacancies of SCs and STs have not been filled up. The Committee view this situation seriously. The Committee, therefor, recommend that sincere and serious efforts should be made by the authority to fill up the backlog

vacancies through special recruitment drives within a period of six months and the Committee may be informed of the same.

### **Reply of Government**

**IIT Madras:** As regards shortfall in the strength and delay in filling up reserved vacancies as on 1.1.1995 indicated in the para, the progress made by IIT Madras is indicated below:

#### **Group A Post—3 ST Positions**

The three ST Positions outstanding to be filled were as under:

1. Asst. Registrar (Stores & Purchase)
2. Asstt. Librarian
3. Asstt. Registrar (Audit)

The position of Asstt. Registrar (Stores & Purchase) was filled up by an ST candidate (joined on 12.9.97) against readvertisement No. IITM/R/8/96 dated 27.11.1996.

In respect of the position of Assistant Librarian (Reserved for ST), since for all the three advertisements issued in Nos. IITM/R/393 dated 21.4.1993, IITM/R/1/94 dated 19.1.1994 and IITM/R/5/95 dated 28.6.1995 suitable candidates were not available, this post was exchanged to SC. It was filled through advertisement No. IITM/R/8/96 dated 27.11.1996 and the candidate (SC) joined on 25.7.97.

In case of the post of Assistant Registrar (Audit) earlier reserved for ST, since in respect of advertisements IITM/R/10/94 dated 1.9.1994, IITM/R/5/95 dated 28.6.1995 and IITM/R/8/96 dated 27.11.1996, suitable candidates could not be located, this position has again been advertised under Advt. No. IITM/R/4/97 exchanging the post to SC.

#### **Group 'B' Posts**

Under this Group, the position of Superintendent (earmarked for ST) was advertised three times earlier in Advt. No. IITM/R/6/94 dated 29.6.1994, IITM/R/10/94 dated 1.9.1994 & IITM/R/5/95 dated 28.6.1995 and now again under IIT Madras/R/4/97 dated 3.12.1997.

#### **Group 'C' Posts**

Of the four vacancies awaiting to be filled as on January 1995, 2 are under SC and 2 under ST category. Two vacancies under SC are Technical Assistant Positions. One of these positions was filled up by an SC candidate against Advt. No. IITM/R/5/95 dated 28.6.1995 and the

candidate joined the post on 31.5.96. In respect of the other vacancy the position has so far been advertised in Advts. IITM/R/5/94 30.5.1994, IITM/R/5/95 dated 28.6.1995 and IITM/R/5/97 dated 3.12.1997.

The two vacancies under ST category are Physical Training Instructor and Pharmacist. The position of Pharmacist was filled up by an ST candidate and the candidate joined on 1.12.95 against Advt. No. IITM/R/5/95. The position of Physical Training Instructor was advertised under the following advertisement.

1.	IITM/R/6/94	dated	29.06.1996
2.	IITM/R/10/94	dated	01.09.1994
3.	IITM/R/5/95	dated	28.06.1995
4.	IITM/R/10/95	dated	17.11.1995
5.	IITM/R/5/97	dated	03.12.1997

Since even after the last advertisement, suitable candidates could not be identified for appointment, it is now decided to exchange reservation for this post from ST to SC and also to re-advertise the post shortly.

#### **Group 'D' Post**

The position to be filled as on 1.1.95 is that of Library Attendant Gr. I reserved for ST. This position has since been filled by a ST candidate (joined on 30.10.98) against advt. IIT Madras/R/5/97. As regards the positions of Mali, it may be noted that there were 4 vacancies, 2 reserved for SC, one for ST and one for Open category and advertised accordingly in Advt. No. IITM/R/2/94 dated 14.2.1994. All these positions have already been filled up by 3 SCs and one ST candidates.

The following are the other positions which are advertised under special drive for SC/ST and the progress made in these cases are as indicated against each.

#### **Advt. No. IITM/R/4/97 dated 03.12.1997**

	No. of Posts	Category
Sr. Techno Economic Officer	1	SC
Asstt. Exce. Engineer (Elec.)	1	SC
Asstt. Exce. Engineer (Civil)	1	SC

**Advt. No. IITM/R/5/97 dated 03.12.1997**

	No. of Posts	Category	
Jr. Engr. (Civil)	1	ST	
Assistant	1	ST	
LDC	1	ST	
Store Attdt. Gr. II	1	ST	
Techn. Asst. (Area-2)	1	ST	None found suitable to be re-advertised
Driver Gr. II	1	ST	-do-

[Ministry of Human Resource Development (Department of Education and Higher Education) O.M. NO. 16-12/98-TS-I dated 28 July, 2000.]

**Recommendation (Sl No. 9, Para 3.15)**

The Committee note that admission in IITs are based on All India Examination. The Committee also note that 15% seats are reserved for SCs and 7.5% are reserved for STs in admission. The Committee also note that various concessions are given to SC/ST students. Admissions for under-graduate courses are held through the Joint Entrance Examination of all IITs. If the seats are not filled, sufficient number of candidates are offered admission to a preparatory programme to prepare them for IIT education. The Committee also note that the successful candidates who completed the programme are directly given admission. For post-graduate admissions, an interview and written test is held. The Committee feel that keeping in view the shortfall of SC/ST students in under-graduate and post-graduate courses some further relaxation in qualifying marks may be given to SC/ST students so that their intake could further recommend that all the SC/ST students who have not qualified in the Joint Entrance Examination should be allowed for admission to the preparatory programme and the best among them should be admitted in the under-graduate course against the reserved vacancies.

**Reply of Government**

Vacancies are now being filled up much better for undergraduate programmes. For postgraduate programmes, further relaxation has been given by exempting SC/ST students from interview.

Some relaxation can be given. But too much relaxation would be counter productive for past experience showed that students selected with too much relaxation had difficulties and failed to complete the programme. Ultimately, their time was wasted.

[Ministry of Human Resource Development (Department of Secondary Education and Higher Education) O.M. No. 16-12-98-TS-I dated 28 July, 2000.]

**Recommendation (Sl. No. 10, Para 3.16)**

The Committee further recommend that separate entrance examination should be conducted for Scheduled Caste and Scheduled Tribe candidates and talented among them should be picked up and given special coaching/training to bring them up to the mark for the course.

**Reply of Government**

The purpose of a separate entrance examination would entirely be served if reasonable relaxation in qualifying mark is given to SC/ST students. With this end in view, it has been decided that 10% additional SC/ST students for Preparatory Course be selected so that larger number of students could be trained to fill up the quota.

Conduct of separate entrance test for SC/ST is not feasible or practicable. In fact, conduct of a separate examination for SC/ST categories may not be in their interest.

[Ministry of Human Resources Development (Department of Secondary Education and Higher Education) O. M.No. 16-12-98—TS-I dated 28 July, 2000.]

**Recommendation (Sl. No. 18 Para 3.42)**

The Committee note that in case of IIT Mumbai during 1994-95 in the B. Tech. Course out of 702 applications received from SC candidates only 32 were admitted and the shortfall was 29. In case of ST out of 279 applications received only 4 ST candidates were admitted and the shortfall was 27. The Committee are distressed to note that in the M.Sc. course out of 13 seats reserved for SC and 6 seats reserved for ST nobody was admitted during that year (1994-95). Similarly in post graduation course also out of 32 seats reserved for ST nobody was admitted. The Committee are equally concerned that in research course also nobody from SC/ST category was admitted. The Committee feel that serious and sincere efforts should be made to select adequate number of SC/ST students and necessary concession should be given to them so that the intake can be more. The Committee further recommend that in case any entrance examination is held the SC/ST students should be selected through separate entrance examination.

### Reply of Government

The institute is making very serious efforts to select an adequate number of SC/ST students. This is reflected in the data for admission through the Joint Entrance Examination for the year 1998-99 which is given below:—

Programme	No. of Seats reserved		No. of candidates selected		Shortfall	
	SC	ST	SC	ST	SC	ST
B. Tech + Dual degree + 5 Year M.Sc.	42	12	41	11	01	01

It will be seen that there is hardly any shortfall now at the B. Tech. level. Even at the M. Tech level, The shortfall has been reduced significantly. However, at the Ph. D level, the shortfall continues to be serious. This is so even in the General Category.

The purpose of having a separate examination would be entirely served by allowing suitable relaxation in the minimum marks for the purpose of admission of SC/ST students through Joint Entrance Examination. With this end in view, it has been decided that 10% additional SC/ST students for Preparatory Course be selected so that larger number of students could be trained to fill up the quota.

[Ministry of Human Resource Development (Department of Secondary Education & Higher Education, O.M. No. 16-12/98-TS-1 dated 28 July, 2000.)]



## **CHAPTER IV**

### **RECOMMENDATIONS/OBSERVATIONS, REPLIES TO WHICH HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND NEED REITERATION**

#### **Recommendation (Sl. No. 2, Para No. 1.18)**

The Committee note with dismay that there was no promotion policy in IITs and the Council of IITs has approved the Scheme (for promotion) recently which is in the process of implementation. The Committee recommend that clear-cut promotion policy should be formulated for all IITs and reservation policy for SCs and STs be followed in promotions.

#### **Reply of Government**

Selections/Promotions under the Recruitment & Career Development Scheme (R&CDS) were not based on vacancies but all staff members on completion of 8 years of service in the same designation and scale are eligible for selection; hence like others, hundred per cent of SC/ST staff members can get selected/promoted to the next higher designation/scale under the scheme. The interest of SC/ST candidates are specially looked into while considering the candidature.

[Ministry of Human Resource Development, Department of Secondary Education and Higher Education, O.M. No. 16-12/98-TS-1 dated 28 July, 2000].

#### **Comments of the Committee**

Please see para 1.9. of Chapter I

#### **Recommendation (Sl. No. 4, Para 2.10)**

The Committee are dismayed to note that in IIT, Delhi in Group A category the percentage of SC is 12.70 and in Group B category is 6.30 and the percentage of ST in all categories is negligible; i.e. 2.12 in Group A, 0.30 in Group B, 0.20 in Group C and 0.30 in Group D. Though the University is following 15% reservation for SCs and 7.5% for STs yet the backlog vacancies have not been filled up, inspite of special recruitment drive. The Committee also note that in Group C category out of 674 SC candidates applied in 1993 only 247 candidates called for test and out of 139 candidates attended only 8 were finally selected. During 1994 out of 700 candidates applied 225 were called for appearing in test out of which 91 candidates actually attended and only 07 were finally selected. During 1995 also out of 200 candidates applied only 70 candidates were called for test and out of them 37 candidates appeared and only 2 were finally selected. The position in respect of STs is worse than SCs. Keeping in view the large number of rejection of SC/ST and availability of

large number of reserved vacancies, the Committee recommend that the authorities should select the best available rejected candidates who are fulfilling the required qualification and experience and they may be given special training to increase their skill. The Committee also recommend that the authorities of IIT, Delhi, should make sincere and concerted efforts to wipe out the backlog of reserved posts by resorting to Special Recruitment Drive.

### **Reply of Government**

In view of the block grant pattern of funding; overstaffing at the Institute *i.e.* a very high ratio of Staff Vs. Students and the need for optimum utilization of existing manpower; the Institute had decided that no new recruitment will be made, except where it is considered absolutely inescapable and unavoidable. However, the Institute continued its efforts to clear the backlog of vacancies reserved for SC/ST. During 1996—98 the Institute released six Advertisements consisting of the posts reserved for SCs/STs including Special Recruitment Drive for SCs/STs. During this period, the Institute has made 4 Gp. 'A' & 10 Gp. 'C' appointment of SC/ST candidates at IIT, Delhi. Efforts to fill the remaining vacancies are continuing.

The Institute has never de-reserved any vacancy meant for SC/ST and has always made efforts to select the candidates only from amongst the reserved category candidates even if the vacancy has to be re-advertised a number of times.

As on 1.2.1999 out of a total of 1778 (Non-Academic) staff members, there are 379 SC/ST employees which is 22.6 per cent of the total.

[Ministry of Human Resource Development, Department of Secondary Education and Higher Education, O.M. No. 16-12/98-TS-1 dated 28 July, 2000]

### **Comments of the Committee**

Please see para 1.12 of Chapter I.

### **Recommendation ( Sl. No. 5, Para 2.17)**

The Committee are distressed to note that there has been a continuous shortfall of SC and ST staff in all categories of posts in IIT, Kanpur. The reasons for the continuous shortfall is stated to be the heavy retirement of SC/ST employees and reluctance of SC/ST candidates to join the Institute. The Committee also distressed to note that in the year 1992 out of 5 posts reserved for SC in Group C category only one person was selected despite the fact that 209 candidates had applied for the same. During 1993 also no post in Group C was reserved for SCs. Even in case of other categories also the number of posts reserved for SC and STs were negligible. The

Committee feel that the continuous shortfall of SCs and STs in all categories of posts is due to the fact that very less number of reserved vacancies are filled up. Instead of clearing the earlier backlog the authority have failed in filling up even the current reserved vacancies. The Committee are not convinced with the argument of the Institute that SC/ST candidates are not fulfilling the relaxed eligibility criteria. The Committee are unhappy to observe that even in Special Recruitment Drive very less number of SC/ST candidates were selected. The Committee recommend that serious and sincere efforts should be made to fill up the reserved vacancies through repeated Special Recruitment Drives.

#### **Reply of Government**

The point of relaxed qualification will be considered in future Recruitment. Every effort will be made to fill in the backlog vacancies for SC/ST, if any, arising out of the already adopted Government of India instructions on post based roster system.

[Ministry of Human Resource Development, Department of Secondary Education and Higher Education, O.M. No. 16-12/98-TS-1 dated 28 July, 2000]

#### **Comments of the Committee**

Please see para 1.15 of Chapter I.

#### **Recommendation (Sl. No. 11, Para 3.17)**

The Committee note that the SC/ST students who are not in receipt of scholarship from any other source including the State Governments or Directorate of Harijan and Social Welfare were offered the Institute Scholarship of Rs. 300/- p.m. The Committee feel that considering the price hike Rs. 300/- is not at all sufficient. They, therefore, strongly recommend that the scholarship (including Post Matric Scholarship) should be increased suitably to meet the requirement of students. The Committee also recommend that in view of the price index the income limit of parents of SC/ST students for giving scholarship and other financial benefits should also be increased suitably.

#### **Reply of Government**

Total Seats SC: IITs: 375+BHU, Dhandbad: 124=519

ST: IITs: 193+BHU, Dhandbad: 61=254

In 1998, there is a big jump in the number of candidates who have qualified in JEE and also the number of candidates selected for admission to preparatory course, in SC, ST categories 96.1% and 100% of seats are offered in Qualified + preparatory course.

Conduct of separate entrance test for SC/ST is not feasible or practicable. Such a step is also not necessary.

However, it has been now decided that in view of the social obligations to get as many SC/ST candidates to the programmes consistent with the academic requirements, the offer for joining the preparatory programme will be sent to an additional 10% candidates, provided they meet the academic standards already agreed to by the Council.

[Ministry of Human Resource Development, Department of Secondary Education & Higher Education, O.M. No. 16—12/98-Ts. I dated 28 July, 2000].

### **Comments of the Committee**

Please see para 1.24 of Chapter I.

### **Recommendation (Sl. No. 12, Para 3.18)**

The Committee also note that there is no specific grant earmarked for the utilisation of SC/ST students. Based on the requirement, funds are allotted to disburse scholarship and to meet other expenditure related to SC/ST students. The Committee recommend that a definite and fixed amount based on the budget estimate towards the disbursement of scholarship and other expenditure of SC/ST students, should be earmarked in the annual budget of the institutes (IITs) and the amount should be used strictly for the purpose for which it has been earmarked.

### **Reply of Government**

There is already an adequate financial provision made in the budget for scholarships and other facilities. It is felt that no useful purpose would be served by showing an earmarked grant. No SC/ST is ever denied any facility due to the absence of provision.

Total Seats SC: IITs: 375 + BHU, Dhandbad: 124 = 519

ST : IITs : 193 + BHU, Dhandbad: 61 = 254

In 1998, there is a big jump in the number of candidates who have qualified in JEE and also the number of candidates selected for admission to preparatory course, in SC, ST categories 96.1% and 100% of seats are offered in Qualified + preparatory course.

Conduct of separate entrance test for SC/ST is not feasible or practicable. In view of comments in (i) such a step is also not necessary.

However, it has been now decided that in view of the social obligations to get as many SC/ST candidates to the programmes consistent with the academic requirements, the offer for joining the preparatory programme will be sent to an additional 10% candidates, provided they meet the academic standards already agreed to by the Council.

### **Comments of the Committee**

Please see para 1.27 of Chapter I

### **Recommendation (Sl. No. 13, Para 3.19)**

The Committee note that seats reserved for admission of SC/ST students are not dereserved. The Committee also note that in case of some IITs. in the post-graduate programme, the rule provides that the unfilled seats earmarked for ST category can be filled with SC candidates and *vice-versa*. The Committee, therefore, recommend that a uniform policy regarding exchanging of seats between SCs and STs be framed and carried out by all the IITs and in this regard necessary instructions should be issued by the Ministry as assured by them.

### **Reply of Government**

Total Seats SC: IITs: 375 + BHU, Dhandbad: 124 = 519

ST: IITs: 193 + BHU, Dhandbad: 61 = 254

In 1998, there is a big jump in the number of candidates who have qualified in JEE and also the number of candidates selected for admission to preparatory course, in SC, ST categories 96.1% and 100% of seats are offered in Qualified + preparatory course.

Conduct of separate entrance test for SC/ST is not feasible or practicable. Such a step is also not necessary.

However, it has been now decided that in view of the social obligations to get as many SC/ST candidates to the programmes consistent with the academic requirements, the offer for joining the preparatory programme will be sent to an additional 10% candidates, provided they meet the academic standards already agreed to by the Council.

As per Government of India rules the reservation of seats in all the programmes is 15% for SC and 7.5% for ST. SC/ST candidates are given several concession with regard to eligibility criteria for admission to the different programmes.

For B.Tech. admissions, in Joint Entrance Examinations the cut-off mark for SC/ST is fixed at 60% of the cut off marks of candidates in the general category. All candidates securing between 36% (60% of 60%) and 60% of the cut off mark for general category candidates are admitted to the Preparatory Course (PC) so as to fully utilize all unfilled seats. Those who successfully complete in PC are admitted to the B.Tech. programme. Further more, once admitted SC/ST candidates are given the following special concessions:

1. Travelling allowance from the place of residence to the place of the IIT to join the B.Tech programme.
2. Free tuition (No tuition fee is charged).

3. Free lodging and messing (basic menu) and pocket allowance of Rs. 70/- p.m. provided their parents' income is Rs. 59,400/- net per annum or less.
4. A book Bank as part of the Central Library is maintained for the benefit of the SC/ST students. The students are issued 12 tickets for taking books from the Book Bank. Books are issued for a semester (6 months).
5. Drawing instrument (Mini-drafter) is supplied free of cost.
6. Industries are requested to conduct separate interviews for placement for SC/ST students with relaxation of requirements with respect to the general category.

For M.Tech. admissions, through the GATE examination, the cut-off mark for SC/ST is fixed at 2/3 of the cut off mark for general category candidates. For admission to M.S. programme, apart from qualifying at GATE the eligibility criteria is a 1st Class in B.E./B.Tech. for general category candidates. For SC/ST candidates, a 5% relaxation is given. For Ph.D programme, the eligibility criteria is a 1st Class in M.E./M.Tech. for general candidates. For SC/ST candidates, a 5% relaxation is given.

[Ministry of Human Resource Development, Department of Secondary Education and Higher Education, O.M. No. 16-12/98-TS-I dated 28 July, 2000]

### **Comments of the Committee**

Please see para 1.30 of Chapter-I

### **Recommendation (Sl. No. 15, Para 3.28)**

The Committee note that the reserved quota for admission has not been fulfilled from the year 1992-93 to 1994-95. The Committee also note that during the year 1994-95 for the course B.Tech/MSc. (int.) the reserved seats for SCs and STs were 53 and 26 while those selected were 19 and 3 for SCs and STs respectively. The Committee are distressed to note that during 1994-95 only 21 students were admitted for preparatory course whereas the shortfall of SC/ST students were 50 (27 SC and 23 ST). The Committee recommend that all out efforts should be made to fill up the shortfall of SC/ST students in admission to all courses. The Committee also recommend that efforts should be made to admit sufficient number of SC/ST students for the preparatory course so that the shortfall can be overcome.

**Reply of Government**

The offer for joining the preparatory programme will be sent to an additional 10% candidates, provided they meet the academic standards already agreed to by the Council. Based on performance to date of SC/ST candidates in the JEE, making this additional offer should not pose any problems.

[Ministry of Human Resource Development, Department of Secondary Education and Higher Education, O.M. No. 16-12/98/TS-I dated 28 July, 2000]

**Comments of the Committee**

Please see para 1.36 of Chapter I.

## CHAPTER V

### RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED

—Nil—

NEW DELHI;  
14 December, 2000  

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KARIYA MUNDA,  
*Chairman,  
Committee on the Welfare  
of Scheduled Castes and  
Scheduled Tribes.*



## APPENDIX

(Vide Para 4 of the Introduction)

*Analysis of the Action Taken by the Government on the recommendations contained in the Fifth Report (Twelfth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes*

1. Total number of recommendations	18
2. Recommendations/Observations which have been accepted by the Government (Vide recommendations at Sl. No. 1,6,8,14,16 and 17)	6 33%
Percentage to total	
3. Recommendations/Observations which the Committee do not desire to pursue taking into consideration the replies of the Government (Vide recommendations at Sl.No. 3,7,9,10 and 18)	5
Percentage to total	28%
4. Recommendations/Observations, replies to which have not been accepted by the Committee and which need reiteration (Vide recommendations at Sl.No. 2,4,5,11,12,13 and 15)	7
Percentage to total	39%
5. Recommendations/Observations in respect of which final replies have not been received	NIL