

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1993-94)**

**(TENTH LOK SABHA)**

**THIRTY-FOURTH REPORT**

**MINISTRY OF HUMAN RESOURCE  
DEVELOPMENT**

**(DEPARTMENT OF EDUCATION)**

[Action taken by Government on the Recommendations contained in the Twenty-First Report (Tenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Human Resource Development (Department of Education)—Reservations for and Employment of Scheduled Castes and Scheduled Tribes in Kendriya Vidyalaya Sangathan and Kendriya Vidyalayas including Reservations for Scheduled Castes and Scheduled Tribes in Admissions therein]



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301.132  
N3.345

*Presented to Lok Sabha on 26.4.94*

*Laid in Rajya Sabha on 26.4.94*

**LOK SABHA SECRETARIAT  
NEW DELHI**

*April, 1994/Vaisakha, 1916 (Saka)*

*Price: Rs. 14.00*

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## 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 Thirty-Fourth Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Twenty-First Report (Tenth Lok Sabha) on the Ministry of Human Resource Development (Department of Education) — Reservations for and employment of Scheduled Castes and Scheduled Tribes in Kendriya Vidyalaya Sangathan and Kendriya Vidyalayas including reservations for Scheduled Castes and Scheduled Tribes in admissions therein.

2. The Report was considered and adopted by the Committee on 9 March, 1994. Minutes of the Sitting form Part-II of the Report.

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

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

4. An analysis of the Action Taken by Government on the recommendations contained in the 21st Report of the Committee is given in Appendix. It would be observed therefrom that out of 11 recommendations made in the Report, 7 recommendations *i.e.* 63.63 percent have been accepted by the Government. The Committee do not desire to pursue 3 recommendations *i.e.* 27.27 percent of their recommendations in view of Government reply; 1 recommendation *i.e.* 9.1 percent in respect of which reply of Government has not been accepted by the Committee, require reiteration, and there is no recommendation in respect of which final replies of the Government have not been received.

NEW DELHI;  
21 April, 1994

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1 Vaisakha, 1916(S)

PARAS RAM BHARDWAJ,  
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 Twenty-First Report (Tenth Lok Sabha) on the Ministry of Human Resource Development (Deptt. of Education)—Reservations for and employment of Scheduled Castes and Scheduled Tribes in Kendriya Vidyalaya Sangathan and Kendriya Vidyalayas including reservations for Scheduled Castes and Scheduled Tribes in admissions therein.

1.2 The Twenty-first Report was presented to Lok Sabha on 29 April, 1993. It contained 11 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under:—

- (i) Recommendations/Observations which have been accepted by Government (Sl. Nos. 1, 2, 3, 4, 5, 9 & 11).
- (ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos. 6, 8, & 10).
- (iii) Recommendations/Observations replies to which have not been accepted by the Committee (Sl. Nos. 7).
- (iv) Recommendations/Observations in respect of which final replies of the Government have not been received. (Sl. No. NIL).

1.3 The Committee will now deal with those action taken replies of the Government which need reiteration or merit comment.

#### *Reservations in Board of Governors*

##### **Recommendation (Sl. No. 1, Para No. 1.7)**

1.4 The Committee recommended that provisions may be incorporated in the Rules that at least one member each from SC/ST category of comparable status shall be nominated to the Board of Governors of Kendriya Vidyalaya Sangathan so that the interests of SC/ST people are taken care of.

1.5 In the reply the Government have stated that at present one Scheduled Tribe member has been nominated for a period of three years w.e.f. 22.12.92 on the General Body of the Sangathan and its Board of Governors. To ensure permanent representation of SC/ST community, the rules had been proposed to be amended. The Board of Governors in its meeting held on 6.9.93 approved the proposed amendment.

**1.6 The Committee are happy to note that one Scheduled Tribe member has been nominated to the Board of Governors of Kendriya Vidyalaya Sangathan and to secure permanent representation of SC/ST community on it, the Board of Governors had approved the proposed amendments in the rules.**

***Backlog Position of SCs/STs in Kendriya Vidyalaya Sangathan  
Recommendation (Sl. No. 7, Para No. 5.10)***

**1.7 The Committee recommended that in order to fill up the backlog vacancies the Government of India/KVs should try to reduce the qualifying standard in the interview a bit more so that more SC/ST candidates get selected against backlog vacancies. The Committee further recommend that the selected candidates should be provided a short term in-service training course immediately after selection so that their skills can be upgraded before taking up their assignment.**

**1.8 In their reply the Government have stated that based on the response to the latest recruitment drive which is going on in all the regions, further strategy to attract more SC/ST would be evolved. As the teachers have onerous duty of imparting education, it has to be studied by experts as to which extent qualifying standards in the interview may be lowered without compromising the minimum capabilities required to teach a particular subject to the school children. The detailed study regarding imparting of training of new recruits is being done with the available facility/resources. Matter is being taken up with the Government of India for expansion of the training facility.**

**In their reply dated 22.2.1994, the Government stated that the Sangathan had submitted a scheme to Ministry of Human Resource Development for establishing five new zonal training and educational institutes to look after the training of not only the new recruits but also for on going professional development for the teachers. Ministry of HRD is considering the proposal. These institutes have been proposed on the lines of District Institutes of educational training. The locations of these institutes are Bhandup (Bombay), Mysore, Guwahati, Delhi and Bhopal. These 5 zonal institutes will have independent faculty to carry on the training programmes for the teachers.**

**1.9 The Committee desire that the decision by Government on proposal submitted by the Sangathan should be expedited and steps may be taken to see that the new institutes are set up early.**

## **CHAPTER II**

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

#### **Recommendation (Sl. No. 1, Para No. 1.7)**

A suitable provision may be incorporated in the Rules that at least one member each from SC and ST category of comparable status shall be nominated to the Board of Governors of Kendriya Vidyalaya Sangathan so that the interests of SC/ST people are taken care of.

#### **Reply of the Government**

At present one Scheduled Tribe Member has been nominated for a period of three years w.e.f. 22.12.92 on the General Body of the Sangathan and its Board of Governors. To secure permanent representation of SC/ST community, the rules had been proposed to be amended. The Board of Governors in its meeting held on 6.9.93 approved the proposed amendments.

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

Please see Para 1.6 of Chapter-I.

#### **Recommendation (Sl. No. 02, Para No. 2.11)**

The Ministry should introduce written formats for inspection and suitable action be taken on the basis of the findings.

#### **Reply of the Government**

Necessary instructions have been issued to all Assistant Commissioners of the Regions, introducing the written format for submission of information during the inspection. The inspection Report received will be analysed in the Kendriya Vidyalaya Sangathan (HQ) and submitted to the Commissioner Kendriya Vidyalaya Sangathan for information.

#### **Recommendation (Sl. No. 3, Para No. 2.12)**

A separate complaint/grievance register should be maintained to record the complaints as and when received and steps taken for their prompt disposal.

#### **Reply of the Government**

Instructions have been issued to all Assistant Commissioners of the Regions for introducing the complaint/grievance register. These registers will be inspected during the tour programme of the Officers of the Kendriya Vidyalaya Sangathan.

Complaint/Grievance register exists in Kendriya Vidyalaya Sangathan (HQ) wherein the complaints/representations received are registered and further progress is monitored.

**Recommendation (Sl. No. 4, Para No. 3.08)**

Efforts should be made to ensure prescribed representation of SCs/STs in the services of Kendriya Vidyalaya Sangathan with further delay.

**Reply of the Government**

The recruitment to the post of Primary Teacher/TGT etc. for which the advertisement made in July, 92 has already been completed in all the 14 Regions concerned. All Assistant Commissioners of the Regional Offices were issued directions to select the candidates for the existing and backlog SC/ST vacancies. Similarly efforts will be made to fill up the backlog vacancies falling to the SC/ST quota in the PGT cadre. Based on the final picture that emerges and in case there is shortfall of SC/ST further action will be taken to advertise the backlog vacancies in Nov./December 1993.

**Recommendation (Sl. No. 5, Para No. 3.09)**

The Vacancies reserved SCs/STs should be intercharged as per Government instructions whenever circumstances demand.

**Reply of the Government**

Kendriya Vidyalaya Sangathan has been implementing these instructions.

**Recommendation (Sl. No. 9, Para No. 6.08)**

Since the number of SC/ST applicants are less than the number of seats reserved for them, there is hardly any need to hold any test for admission of the candidates belonging to these communities in the Kendriya Vidyalaya Sangathan.

**Reply of the Government**

No admission test is held for the children of the employees belonging to SC/ST category for 1st class. However, the admission test is conducted for class 2nd onwards to judge the competency of the child for particular standard. The relaxation is given in the performance to SC/ST candidates upto the prescribed percentage.

**Recommendation (Sl. No. 11, Letter No. 28/1/3/92/SCTC Dated 12.8.93)**

The Chairman of the Committee on the Welfare of SC/ST desire that the notification regarding admission to Class I in Kendriya Vidyalayas should be published in the Newspapers for the information of the general public. So that more and more SC/ST students could be made available for admission.

**Reply of the Government**

There are standing instructions to the Principals of Kendriya Vidyalayas to insert an advertisement in the local newspapers for the reservation quota for SC/ST in admission in Kendriya Vidyalayas.

### **CHAPTER III**

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

##### **Recommendation (Sl. No. 6, Para No. 3.10)**

Since there is a huge shortfalling in Group 'C' posts in Kendriya Vidyalaya Sangathan recruitment should be made State-wise/region-wise with 100 point roster so that more and more candidates from SC/ST Category are available to wipe off the backlog.

##### **Reply of the Government**

As per the existing rules, the teaching staff is borne on All India Seniority Roll. The promotions and other benefits like fixation of pay etc. is based on All India Seniority List. In case 100 point roster is to be introduced the cadre has to be restructured by shifting into regional seniority. To attract more SC/ST candidates the posts are advertised at National level and State level including TV and A.I.R. copies of the advertisement are also endorsed to all SC/ST Associations. All SC/ST candidates are provided enough opportunity to compete. As such no overriding benefit is envisaged to SC/ST by shifting recruitment from 40 point to 100 point roster.

##### **Recommendation (Sl. No. 8, Para No. 5.15)**

The KVS should give promotion to SC/ST candidates by giving suitable relaxations and if after relaxation enough candidates are still not available, then the vacancies reserved for promotion for SC/ST candidates may be filled through direct recruitment.

##### **Reply of the Government**

Kendriya Vidyalaya Sangathan has been following the guidelines which are already available in the SC/ST Brochure issued by the Department of Personnel and Training.

##### **Recommendation (Sl. No. 10, Para No. 7.09)**

The pre-recruitment coaching course be started for those eligible SC/ST candidates who are desirous of taking up teaching profession so as to sharpen their skills and can qualify in interview.

##### **Reply of the Government**

The Sangathan does not have infrastructure nor resources for pre-recruitment coaching course. Even in-service courses for teachers are also held utilising school building during summer vacation so that the study of the students are not disturbed. Hence the Sangathan cannot take up the programme of organising pre-recruitment coaching courses for SC/ST eligible candidates.



## **CHAPTER IV**

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

#### **Recommendation (Sl. No. 7, Para No. 5.10)**

To fill up the backlog vacancies the Govt. of India/KVS should try to reduce the qualifying standard in the interview a bit more so that more SC/ST candidates get selected against backlog vacancies. The Committee further recommended that the selected candidates should be provided a short term in service training course immediately after selection so that their skills can be upgraded before taking up their assignment.

#### **Reply of the Government**

Based on the response to the latest recruitment drive which is going on in all the regions, further strategy to attract more SC/ST would be evolved. As the teachers have onerous duty of imparting education, it has to be studied by experts as to which extent qualifying standards in the interview may be lowered without compromising the minimum capabilities required to teach a particular subject to the school children. The detailed study regarding imparting of training of new recruits is being done with the available facility/resources. Matter is being taken up with the Govt. of India for expansion of the training facility.

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

Please See Para 1.9 of Chapter-I

## CHAPTER V

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

-NIL-

NEW DELHI;  
21 April, 1994  

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1 Vaisakha, 1916 (S)

PARAS RAM BHARDWAJ,  
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 Twenty-First Report of the Committee.*

1.	Total Number of recommendations.....	11
2.	Recommendations which have been accepted by the Government ( <i>vide</i> recommendations at Sl. Nos. 1, 2, 3, 4, 5, 9 and 11)	7
	Number.....	
	Percentage to Total .....	63.63
3.	Recommendations which the Committee do not desire to pursue in view of the Governments' replies ( <i>vide</i> recommendations at Sl. Nos. 6, 8 and 10)	3
	Number.....	
	Percentage to Total .....	27.27
4.	Recommendations in respect of which final replies of Government have not been accepted by the Committee and which require reiteration ( <i>vide</i> recommendations at Sl. No. 7)	1
	Number.....	
	Percentage to Total .....	9.1
5.	Recommendations in respect of which final replies of Government have not been received ( <i>vide</i> recommendation at Sl. Nos.....Nil)	
	Number.....	Nil
	Percentage to Total .....	Nil

**PART II**  
**MINUTES**

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES (1993-94)**

**(TENTH LOK SABHA)**

**Seventeenth Sitting (9.3.1994)**

The Committee Sat from 15.00 to 17.00 hrs.

**PRESENT**

**Shri Paras Ram Bhardwaj —Chairman**

**MEMBERS**

*Lok Sabha*

2. Dr. Ram Chandra Dome
3. Shri Manikrao Hodalya Gavit
4. Kum. Padmasree Kudumula
5. Shri Ganga Ram Koli
6. Shri Raj Narain
7. Dr. (Smt.) Padma Nammalvar
8. Shri Harchand Singh
9. Dr. Ramesh Chand Tomar

*Rajya Sabha*

10. Shri N.E. Balaram
11. Shrimati Kailashpati
12. Shri Ram Ratan Ram
13. Shri Nyodek Yonggam

**SECRETARIAT**

1. Shri S.C. Gupta — *Joint Secretary*
2. Shri Babu Ram — *Under Secretary*

The Committee then considered and adopted Draft Report on Action Taken by Govt. on the recommendations contained in the Twenty-first Report (Tenth Lok Sabha) on the Ministry of Human Resource Development (Deptt. of Education)—Reservations for and employment of SCs/STs in Kendriya Vidyalaya Sangathan and Kendriya Vidyalayas including reservations for SCs/STs in admissions therein without any modification.

*The Committee then adjourned.*

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Published under Rule 382 of Rules of Procedure and Conduct of Business in Lok Sabha (Seventh Edition) and Printed by the Manager, P.L. Unit, Government of India Press, Minto Road, New Delhi-110002.

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