

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1998-99)**

(TWELFTH LOK SABHA)

**FIFTH REPORT
ON
MINISTRY OF HUMAN RESOURCE
DEVELOPMENT
(DEPARTMENT OF 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 4-12-98

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**LOK SABHA SECRETARIAT
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CORRIGENDA

Corrigenda to the Fifth Report (Twelfth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1998-99)

S.No. -----	Page -----	Para -----	Line -----	For -----	Read -----
1.	4	1.16	7	as	an
2.	5	1.18	4	be invariably be	invariably be
3.	6	2.3	6	of	to
4.	7	2.6	3	in service	in-service
5.	7	2.6	8	selections	selection
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7.	9	2.17	10	shortfall	shortfall
8.	10	2.20	3	in the Ministry	the Ministry
9.	11	2.21	2nd last line	vacancy was lapsed	vacancy lapsed
10.	11	2.21	last line	were	had
11.	11	2.23	10	are being	being
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			3	7 reserved	7 posts reserved
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16.	17	3.5	1	behalf	behalf.
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18.	20	3.15	4	further recommend	improved. The Committee also
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			5	course. The	course, the
20.	26	3.34	last line	proportionate	proportion
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22.	29	3.41	5	Course. Out of	Course, out of
23.	33.	Sl.6 Para 2.24	5	to	as regards
			15	Group B SC	Group B 1 SC
24.	34	--do--	18	fill up	filled up
25.	34	Sl.7 Para 2.29	4	that no sincere	that sincere
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26.	35	Sl.8 Para 2.34	2nd last line	attracted more for	attracted for
27.	35	Sl.9 Para 3.15	2nd last line	further recommend	further improve. The Committee also recommend
28.	38	Sl.16 Para 3.34	2nd last line	proportionate	proportion
29.	38	Sl.17 Para 3.39	3	was	were
			18	fulfilling	fulfil

**OF THE COMMITTEE ON THE WELFARE OF
CASTES AND SCHEDULED TRIBES (1998-99)**

Shri K. J. Sunda - Chairman

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3. Shri K. Jena — *Committee Officer*

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 Fifth Report (Twelfth Lok Sabha) on the Ministry of Human Resource Development (Department of Education)—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 Committee took evidence of the representatives of the Ministry of Human Resource Development (Department of Education) and those of Indian Institutes of Technology on 12 June, 1997. The Committee wish to express their thanks to the officers of the Ministry of Human Resource Development (Department of Education) and Indian Institutes of Technology for placing before the Committee material and information the Committee desired in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 26 August, 1998.

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

NEW DELHI;
December, 1998

Agrahayana, 1920 (Saka)

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

CHAPTER I

(I) BOARD OF GOVERNORS

(i) *Introductory*

1.1 The Committee were informed that the IITs are autonomous statutory organisations of the Government of India functioning within the "Institute of Technology Act, 1961" as amended by the "Institute of Technology Amendment Act, 1963 & 1994." The six Institutes of technology IIT Delhi, Kanpur, Kharagpur, Chennai, Mumbai and Guwahati are coordinated by an apex body known as "Council of IITs" with the Minister of Human Resource Development of the Government of India as its Chairman.

1.2 It was stated that responsibility for the general superintendence, direction and control of affairs of the Institutes are vested in the Board of Governors. The Board functions through its Standing Committee *i.e.* the Finance Committee, the Building & Works Committee and other Committees which may be appointed to consider specific issues. The Senate decides the academic policy of the Institutes and approves the curriculum, courses and examination. Financial advice to the institute is rendered by the Finance Committee. The Building & Works Committee advises on matters relating to building and works activity. Director is the principal academician and executive officer of the Institute and is responsible for the proper administration of the Institute.

(ii) *Board of Governors*

1.3 It was stated that the affairs of IITs are managed by a duly constituted Board of Governors having *inter-alia* four nominees of Council of IITs. These persons are appointed on the Board with the approval of the Chairman of the Council of IITs *i.e.* the Minister of Human Resource Development. At the apex level for all the IITs, there is a central body called Council of IITs.

1.4 As regards the constitution of Governing Body of IITs the Committee were informed that the Governing Body of IITs is constituted in accordance with Section 11 of the Institute of Technology Act, 1961 enacted by the Parliament. The composition of the Board is as follows:—

- (i) the Chairman to be nominated by the Visitor (President of India);
- (ii) the Director, *ex-officio*;
- (iii) one person to be nominated by the Government of each of the States comprising the zone in which the Institute (IIT) is situated from among persons who in the opinion of that Government are technologists or industrialists of repute;

(iv) four persons having special knowledge or practical experience in respect of education, engineering or science to be nominated by the Council; and

(v) Two professors of the Institute to be nominated by the State.

1.5 On being asked whether any SC/ST member is included in these bodies it was stated that Section 11 of the Institute of Technology Act, 1961 does not provide specific inclusion of any member belonging to SC/ST on the BOGs of IITs.

1.6 When asked whether Section 11 of the Institute of Technology Act, 1961 prohibits in appointing SC/ST member in the Governing Body of IITs if they are available and having similar qualifications it was stated that, Section 11 of the Institute of Technology Act, 1961 (IT Act) does not prohibit nomination of SC/ST members in the Governing Body of any IITs. In fact, eminent persons belonging to SC/ST like Prof. M. Santappa (from Feb., 1985 to Feb., 1991) and Shri P.K. Kandesamy (from Nov., 1991 to Nov., 1994) on the BOG of IIT Chennai and Dr. Anuj Dhan on the BOG of IIT Kanpur (two terms) had been nominated on the BOG of IITs in the recent past. They were nominees of council of IITs under Section 11 (IV).

1.7 In reply to a similar question the Secretary (Ministry of Human Resource Development, Deptt. of Education) stated during evidence that:

"there is no specific mention in the Act. But to the best of my knowledge the Government of India would be very favourably inclined to consider persons of eminence in the various Boards. There would be absolutely no difficulty perhaps I have not talked to my Minister. But I am absolutely certain that the Minister will have no difficulty whatsoever in accepting this position that wherever there are people of eminence they ought to be there in the various Boards. There should be no difficulty regarding that."

1.8 On being asked whether the Ministry was planning to amend Section 11 of the Institute of Technology Act, 1961 suitably so that an SC/ST member can be appointed on the Board, it was stated in a post-evidence note that at present there is no proposal to amend the IIT Act, 1961 for incorporating a clause for nomination of SC/ST representatives on the Board of Governors of IITs. However keeping this aspect in mind, efforts would be made to nominate eminent persons belonging to industry, leading professionals, educationists, etc., from SC/ST community who can contribute to the furtherance of Institute's quest for excellence.

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 Castes and Scheduled Tribes as assured by the representatives of the Ministry during evidence and also in the post evidence note furnished to the Committee.

(iii) *Promotion*

1.10 The Committee were informed that there was no promotion policy for teaching staff in IITs.

1.11 When the Committee enquired about the reasons for not having any promotion policy for teaching staff in IITs and what criteria are followed for promotion of teaching staff there, the Ministry stated in a post evidence reply that in IIT system, there is no promotion policy for faculty positions as the appointment to the faculty position in IITs is made through direct recruitment at every level on all India basis as per the scheme approved by the Cabinet and order issued on 19.4.90.

1.12 The Committee were also informed that the Council of IITs has approved the scheme (for promotion) recently which is in the process of implementation.

1.13 When the Committee desired to know that in the absence of any established promotion policy how did the IITs/Ministry of Human Resource Development ensure to safeguard the interest of SCs and STs in promotion, the Ministry, in a post evidence reply stated that.

"The IITs have implemented personal promotion schemes in the past which differed from Institute to Institute except for the Common Promotion Policy (CPP) which was implemented in all the IITs in 1985. These schemes were basically delinked of vacancies and promotion were given to the employees after following a prescribed procedure for evaluation. Prior to implementation of the recommendations of the 4th Pay Commission, there was a Common Promotion Policy in IITs. This was, however, withdrawn w.e.f. 13.9.1986 as a consequence to implementation of the IV Pay Commission's recommendations. The IV Central Pay Commission scales of pay were extended to Gr. B,C,D employees of the IITs subject to the stipulation that the conditions of

service of these employees were exactly similar to those in the Government. Subsequently, IITs formulated a comprehensive scheme encompassing both recruitment and career development of staff, namely Recruitment and Career Development Scheme (R&CDS). The Council of IITs, the apex policy making body chaired by the Minister of Human Resource Development, in its meeting held on 30th September, 1993, approved the implementation of the Scheme with the stipulation that the IITs may implement it after the Block Grant Scheme (Revised Pattern of Funding) was finally cleared by the Government. Since the Block Grant Scheme was implemented w.e.f. 1.4.1993 the R&CDS was also implemented notionally w.e.f. 1.4.1993 with financial benefits payable from 1.4.1994.

1.14 It was also stated that the R&CDS is only a scheme to regulate the mode of recruitment and promotion. However, recruitment at the entry level in each group is made as per the roster points maintained in accordance with the extant reservation policy of the Government.

1.15 The Ministry clarified that the Common Promotion Policy which was in vogue in IITs since 1985 was discontinued w.e.f. 13.9.1986 in compliance with the conditions attached with the implementation of the IV Pay Commission in the Institutes. Considering the career development aspects of the employees which is a very important ingredient for human resource development as well as career development. Common Recruitment & Career Development Scheme was evolved through wide consultation with the Associations of employees of IITs. The process of finalising the Scheme took a long time. After discussing the Scheme at various fora, the Council of IITs could consider the proposal only in its meeting held on 30.9.1993.

(iv) Departmental Promotion Committee/Board

1.16 The Committee were informed that in three of the IITs an SC/ST member is associated with the Departmental Promotion Committee/Board. When the Committee desired to know the name of these IITs where SC/ST members are associated with the Departmental Promotion Committee/Boards and also the reasons that other IITs do not associate any SC/ST member in the DPC, the Ministry in a post-evidence reply stated that, IIT Delhi, IIT Mumbai, IIT Chennai, associate as SC/ST member with the Selection Committee/DPCs. The Ministry also stated that necessary instructions are being issued that an SC/ST member would invariably be associated in such Committees to safeguard the interest of SC/ST candidates.

1.17 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.

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

CHAPTER II

RESERVATION IN SERVICES

(A) IIT DELHI

(i) Staff Strength

2.1 As regards the staff strength of IIT Delhi as on 1-1-95 the following statement was furnished to the Committee:

Group	Total	SC	%	ST	%
A	47	06	12.70	01	2.12
B	300	19	6.30	01	0.30
C	901	157	17.40	02	0.20
D	664	249	37.50	02	0.30

2.2 On being asked what steps were being taken to overcome the shortfalls, the Ministry in their post evidence reply stated that wherever SC/ST vacancies had been advertised earlier and not filled, these are carried forward and fresh advertisement is made as per rules. To attract suitable ST candidates, besides giving advertisement in leading national dailies all over the country, these are also published in the vernacular newspaper, where ST candidates are likely to be available.

2.3 The Committee note with concern that there is shortfall of SC candidates in IIT Delhi in Group A and B posts and that of ST candidates in all the groups of posts. The Committee feel that no serious efforts have been made by the authority to overcome the shortfall, particularly in case of STs. The Committee recommend that sincere efforts should be made by the authority of overcome the shortfall of SC in Group A and B category and that of STs in Group A, B, C and D categories at the earliest.

(ii) Recruitment

2.4 The Committee were informed that reservation policy in favour of SCs and STs is being followed in IITs since 1974. In IIT Delhi 15% reservation for SCs and 7.5% reservation for STs is followed.

2.5 As regards the position regarding recruitment from 1993 to 1995 in IIT Delhi, the Committee were furnished the following statement:

Year	No. of posts advertised		No. of applications recd.		No. of candidates called		No. of candidates attended		No. of candidates selected	
	SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
1993	21	18	674	121	247	78	139	56	08	05
1994	19	11	700	125	225	57	91	32	07	05
1995	09	05	200	—	70	—	37	—	02	00

2.6 When asked whether the authorities had taken initiative to select the best from amongst the rejected candidates who fulfilled the required qualifications and later on to put them under in service training to make them suitable for the job, the Ministry in a post evidence reply stated as under:

"It is admitted that no initiative had been taken by the Institute in this direction. However, all eligible internal candidates are given in-house training to prepare them for selections prior to the test/interview. IIT, Delhi had selected less number of SC/ST candidates as compared to the reserved positions because of the non-suitability of candidates even with the relaxed standards. However, in reference to the concern expressed by the Committee, recruitment drives with more vigour shall henceforth be made, concentrating on filling up of reserved vacancies wherever candidates with a reasonable calibre are available. The Institute will now select the best available candidates and would provide special training to them to enhance their skills which is essential for technical manpower in IITs."

(iii) Special Recruitment

2.7 It has been observed from the Statement of special recruitment made by IIT Delhi, that during 1995, only 2 SCs were selected in Group C category.

2.8 When asked about the reasons for selecting very less number of candidates through special recruitment drives the Ministry stated in a post evidence reply that all the SC/ST candidates called for interview did not turn up. The post advertised include those which require distinct specialisation. The Selection Committees could not find suitable candidates even though some of the posts had been advertised 3 to 4 times.

2.9 As regards the steps taken to clear the backlog the Ministry stated that not all backlog vacancies have been filled up. However, sincere efforts will be made through special recruitment drives to clear the backlog vacancies as per the needs of the institute.

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, .30 in Group B, .20 in Group C and .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 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 qualifications 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.

B. IIT KANPUR

(i) Staff Strength

2.11 The Statement of staff strength and shortfalls of SCs and STs in IIT Kanpur is as under:

Date	Category of posts	Total No. of employees	Number of		Percentage		Shortfall		Percentage of Shortfalls	
			SC	ST	SC	ST	SC	ST	SC	ST
01.10.93	A	079+274*	05	01	06.32	1.26	08.1	04.9	10.34	6.24
	B	273	08	—	02.93	—	37.5	20.4	13.73	7.50
	C	738	86	04	11.65	0.54	68.9	07.3	09.35	0.46
	D	559+117**	98	—	17.53	—	19.3	05.5	03.47	7.50
25.03.94	A	089+300*	05	02	05.61	2.24	09.8	04.6	11.05	5.26
	B	274	08	—	02.91	—	37.6	20.5	13.75	7.50
	C	753	89	04	11.81	0.53	69.1	03.5	09.19	0.44
	D	554+126**	102	—	18.41	—	14.3	05.5	02.59	1.00
31.01.95	A	091+297*	05	02	05.49	2.19	10.1	04.6	11.17	5.31
	B	263	08	—	03.04	—	35.8	19.7	13.62	7.50
	C	704	90	04	12.70	0.56	57.8	07.0	08.22	0.44
	D	567+121**	99	—	17.46	—	20.0	05.6	03.54	1.00

* Exempted from the purview of reservation.

** Not counted towards SC/ST strength.

2.12 It is observed that there had been a continuous shortfall of SCs and STs in all categories of posts.

2.13 When asked about the reasons for the continuous shortfall of SCs and STs it was stated in the post evidence reply that it was due to heavy retirement including those of SC/ST. Further, there is a reduction of SC/ST category employees as they are leaving the institute service for better prospects.

(ii) Recruitment

2.14 As per the statement provided to the Committee regarding recruitment made during 1992, 93 and 94 in IIT Kanpur, it was observed that in 1992 out of 5 posts reserved for SCs in Group C category, one person only was selected despite the fact that 209 candidates had applied

for the same. During 1993 also no post in Group C was reserved for SC. Even in case of other categories also the number of posts reserved for SC and STs were very negligible. During the year 1993 and 1994 no post in any category has been carried forward.

2.15 On being asked what are the reasons for recruiting very less number of SC and ST candidates in various category of posts, the Ministry replied in a post-evidence note that it is correct that a large number of applications were received in 1992. However, they were mainly against two particular posts, viz. Senior Lab Assistant (Chemistry) and Mechanic (Electrical Maintenance) for which excessively large number of applications were received also for unreserved vacancies. Also, each post called for a different set of qualifications and experience and thus applications for various posts were not interchangeable. Large number of SC/ST candidates did not fulfil the relaxed eligibility criteria or did not possess experience relevant to the needs of a particular post. However, through concerted efforts all the eight reserved posts for the years 1992 to 1994 have been filled up.

(iii) Special Recruitment

2.16 From the statement of Special Recruitment made in IIT Kanpur during 1992, 1993 and 1994 it was observed that in 1992 only one SC/ST candidate each in Group B and Group C category was selected; in 1993 also one candidate in Group A and two candidates in Group C category were selected. In 1994 nobody was selected. On being asked what were the reasons for taking very less number of candidates in Special Recruitment Drives despite the fact that large number of posts are being carried forward for years together, the Ministry stated in the post evidence reply that the reasons for recruitment of less number of candidates were (i) lack of requisite qualifications and experience; (ii) poor turn out for interview; (iii) Non-suitability of candidates; and (iv) those selected did not join.

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 SCs and STs were negligible. The Committees 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.

C. IIT KHARAGPUR

(i) Staff Strength

2.18 As on 1/1/1995 the staff strength of IIT Kharagpur, was as under:

Date	Category of Posts	Total No. of employees	Number of		Percentage		Shortfall		% of shortfall	
			SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10	11
As on 1.1.1995	Faculty	463	1	—	—	—	—	—	—	—
	Group-A	61	4	—	7%	—	5	4	8%	7.5%
	Group-B	126	9	5	7%	4%	10	5	8%	3.5%
	Group-C	822	94	22	11%	3%	29	44	4%	4.5%
	Group-D	501	122	30	24%	6%	—	7	—	1.5%

2.19 From the statement of staff strength it is observed that the percentage of shortfall of SC and ST staff in group A is 8-7.5 in Group B 8-3.5 and Group C 4-4.5 respectively.

2.20 When the Committee desired to know the steps taken/proposed to be taken to overcome the shortfall of SCs and STs in all categories of posts in the Ministry in a post evidence reply stated that to overcome the shortfall of SCs and STs in all categories of posts in IIT, Kharagpur, various steps have been taken by the Institute which include relaxation of selection criteria/experience/age limit. The Institute also resorts to special recruitment drives and make advertisement in Employment News, University News and provide information to offices of the Depressed Class Leagues.

(ii) Recruitment

2.21 As per the statement of recruitments made in IIT Kharagpur furnished to the Committee it is observed that during 1993 in Group A Categories of 7 posts reserved for SC and 3 posts for STs, only 1 SC was selected and nobody from ST category was selected. In Group B the posts reserved for SCs and STs were 9 and 4 respectively out of which only 1 ST post was filled up and no post of SC category was filled. Similarly in Group C category out of 17 posts for SCs and 20 posts for STs reserved during 1993 no post was filled up. The position in 1994 was also not better. In Group A, out of 6 SCs posts 1 post only was filled up and in Group C

out of 14 SC posts 2 posts only were filled up. Out of the 16 reserved posts for ST in Group C no post was filled up. In Group B, no SC/ST post was filled up though the reserved vacancies for SC and ST in that category were 8 and 3 respectively. It was also stated that during 1993 in Group A, 2 ST vacancies lapsed and in Group B, 1 SC vacancy was lapsed and in Group C categories, 4 SC and 4 ST vacancies were lapsed.

2.22 The Committee desired to know the reasons for not filling up all the reserved posts in all categories during 1993 and 1994 and also the reasons as to why reserved posts were allowed to be lapsed and the steps taken to fill up these posts before allowing them to be lapsed. The Ministry in a post evidence reply stated that the Institute adopted somewhat tougher selection criteria in the quest for selecting meritorious candidates from SCs/STs especially for positions requiring support to the teaching and research activities. This resulted in non-selection of adequate number of SC/ST candidates which were, however, carried forward and re-advertised subsequently. The overall reduction in staff also occurred because of the 10% cut in staff position in view of the economy instructions of the Government of India. There is a significant number of vacancies and a massive recruitment drive has been undertaken since 1995.

(iii) Special Recruitment

2.23 As per the statement furnished to the Committee regarding special recruitments made during 1992, 1993 and 1994 in IIT Kharagpur it is observed that during 1992 one candidate in Group B from ST category and in Group C one ST and 3 SC candidates were selected. During 1994, 2 candidates from SC and one candidate from ST was selected in Group C category. During 1993 no special recruitment was conducted. When the Committee desired to know the reasons for selecting very less number of SC/ST candidates through special Recruitment Drives despite the fact that very large number of posts are being carried forward every year and the steps are being taken to overcome the backlog of reserved vacancies the Ministry stated in a post evidence reply that "it is a fact that IIT, Kharagpur had selected less number of SC/ST candidates through special recruitment drives because of the non suitability of candidates even with the relaxed standards. However, in response to the concern expressed by the committee recruitment drives with more vigour shall henceforth be made, concentrating on filling up reserved vacancies wherever candidates with a reasonable calibre are available. The Institute will select the best available candidates and would provide special training to them to enhance their skill which is essential for technical manpower in IITs.

2.24 The Committee note that the percentage of shortfall of SC/ST 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 SC/ST post was filled up although 17 posts for SCs and 20 posts for ST were reserved from them. The Committee has 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 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 SC/ST should be allowed to be lapsed.

D. IIT CHENNAI

(i) Staff Strength

2.25 As regards the staff strength and shortfall of SC/ST staff in IIT, Chennai as on 1.1.95 the Committee were furnished the following statement:

		1.1.95		1.1.95 Shortfall	
	Staff in position	SC	ST	SC	ST
Faculty	384	2	2	—	—
Group A	62	10	1	—	3
Group B	293	22	3	—	1
Group C	1058	259	8	2	2
Group D	248	85	9	—	1
Total	2045	378	23	2	7

2.26 It is observed from the statement that the shortfall of staff during 1995 in IIT Chennai was in Group A, 3 for ST, in Group B 1 for ST, in Group C 2 each for SC and ST and in Group D 1 for ST respectively.

(ii) Recruitment

2.27 As per the statement of recruitments made by IIT Chennai it is observed that from October, 1994 the figure regarding recruitments made has not been furnished to the Committee, it has also been observed that,

as per the advertisement No. IITM/R/21/94 out of the two posts of Mali reserved for ST, only one was filled up despite the fact that 4 applications were received from ST candidates. Similarly as per advertisement No. IITM/R/61/94 for the posts of Superintendent one post was reserved for ST and nobody from that category was selected although 3 applications were received.

2.28 As per the statement of special recruitment made by IIT Madras it is observed that during 1994 one post each for SC and ST was filled up in Group A and in Group B one posts for SC was filled up in Group C 3 for SC and 1 for ST were filled up.

2.29 The Committee note that during 1995 the shortfall of SC/ST 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 4 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 B 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, therefore, 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.

E. IIT MUMBAI

(i) *Staff Strength*

2.30 The statement of staff strength of IIT. Mumbai and the number and percentage of shortfall in respect of Group A, B, C and D for the year 1994, 1995 and 1996 is as under:—

1994										1995										1996									
Filled UP					Shortfall					Filled Up					Shortfall					Filled UP					Shortfall				
Group	Total	SC	ST	SC	% Age	ST	% Age	Total	SC	ST	SC	% Age	ST	% Age	Total	SC	ST	SC	% Age	ST	% Age	Total	SC	ST	SC	% Age	ST	% Age	
A	52	04	00	04	7.5	04	7.5	47	04	00	03	6.4	04	7.5	61	04	00	05	8.2	05	7.5								
B	149	10	00	12	8.0	11	7.5	148	10	00	12	8.0	11	7.5	154	10	00	13	8.6	12	7.5								
C	967	118	04	27	2.8	69	7.1	972	117	04	29	3.0	69	7.1	922	121	04	17	1.8	65	7.0								
D	952	334	13	—	—	58	6.1	938	336	13	—	—	57	6.1	880	336	13	—	—	53	6.1								

2.31 It is observed from the statement that the percentage of shortfall of SC and ST in Group, A, B and C was

7.5%—7.5%, 8%—7.5%, 2.8%—7.1% in 1994

6.9%—7.5%, 8%—7.5%, 3%—7.1% in 1995 and

8.2%—7.5%, 8.6%—7.5%, 1.8%—7% in 1996

2.32 Thus, the shortfall in respect of all category of posts has either remained the same or increased.

(ii) Special Drive for Recruitment of Scheduled Caste/Tribe Candidates

2.33 The following posts have been filled up by the candidates belonging to Scheduled Caste (SC) and Scheduled Tribe (ST) by IIT Mumbai.

Sr. No.	Name of Post	Number of Payscale Rs.	Vacancies filled up		
			SC	ST	Total
1.	Sr. Technical Asstt.	2000-60-2300-EB-75-3200	3	1	4
2.	Accountant	-do-	1	—	1
3.	Sr. Auditor	-do-	1	—	1
4.	Superintendent	-do-	2	—	2
5.	Technical Asstt.	1400-40-1600-50-2300-EB-60-2600	3	—	3
6.	Asstt. Foreman	-do-	1	—	1
7.	Assistant	-do-	2	—	2
8.	Draughtsman Gr. II	1400-40-1800-EB-50-2300	1	—	1
9.	Nurse (Female)	-do-	1	—	1
10.	Sr. Laboratory Asstt.	1320-30-1560-EB-40-2040	1	—	1
11.	Sr. Mechanic	-do-	5	2	7
12.	Sr. Punch Card Operator	-do-	1	—	1
13.	Storekeeper	1200-30-1560-EB-40-2040	1	1	2
14.	Upper Division Clerk	-do-	5	2	7
15.	Jr. Laboratory Asstt.	975-25-1150-EB-30-1540	1	—	1
16.	Jr. Mechanic	-do-	1	1	2
17.	Security Inspector	950-20-1150-EB-25-1500	1	1	2
18.	Helper Gr. I (Mechanic Gr. C-II)	800-15-1010-EB-20-1150	1	—	1
19.	Daftary Gr. I	775-12-955-EB-14-1025	1	—	1
20.	Attendant Gr.I(Mate)	-do-	1	—	1
21.	Attendant	750-12-870-EB-14-940	1	—	1
Total			35	8	43

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 SC 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 SC/ST 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 SC/ST candidates could be attracted more for the same.

CHAPTER III

Reservation in Admissions

3.1 It has been stated that admissions, in IITs are made on the basis of All India Examination. IIT observe the instructions and guidelines issued by the Ministry of Human Resource Development in respect of SC/ST from time to time. As per Government Rules, 15% seats are reserved for SCs and 7½% for ST candidates. Candidates are admitted through JEE (Joint Entrance Examination) for B. Tech., 5 yr. Integrated M.Sc. and M.Tech. Programmes, under relaxed qualifying norms. Admission to 2 Yr. M.Sc. Programme and other postgraduate programmes, the same norms are followed.

3.2 SC/ST students are also paid single Second Class Rail Fare by the shortest route at the time of attending counselling and after joining the Institute. The admitted SC/ST candidates are also exempted from the payment of tuition fees and the students studying in the B.Tech., 5 yrs. Int.M.Sc. upto 3rd year of 5 year Int. M.Tech. Programme are eligible for free messing (only Basic Menu) and Pocket Allowance of Rs. 70/- p.m. Rent free hostel accommodation or Merit-cum-means scholarship of Rs. 300/- p.m. provided their parental income is within the prescribed limit.

3.3 It was also stated that the Institutes have appointed a separate Faculty Advisor specially to look after the academic progress of SC/ST students. They are allowed to take less course work in each semester so that they may show better performance. The special facilities are also provided for procuring books from the Library.

3.4 If the number of students who qualify for direct admission to the UG programme after JEE is less than the number of reserved seats available, the remaining seats are filled by admission to one-year preparatory course. Those who successfully complete the Preparatory Course are offered admission to first year of Undergraduate Programmes without preparing for JEE once again in the following year.

3.5 The GATE is conducted by the IITs/IISc., by rotation on behalf of the Ministry of Human Resource Development. Admission to M.Tech. Programme is made by taking into consideration the GATE score and performance in the Test/Interview. Admission to M.Des. Programme in Industrial Design is made by taking into consideration the Common Entrance Examination in Design (CEED) score and performance in Test/Interview. Relaxation in CGPA upto 6.25 or in marks upto 55% in the eligibility criteria is allowed to SC/ST candidates for admission as sponsored/part-time scholars, 15% seats are reserved for SCs and 7.5% for STs candidates in all the programmes. A scheme for the award of teaching/research assistantship for providing financial assistance to the students exists.

3.6 On being asked whether any test is held before the admission it was stated that tests are held for admission, Undergraduate admissions are held through the Joint Entrance Examination of all the IITs. Concessions to SC/ST students are provided.

3.7 Asked to state what procedure followed to fill the reserved seats if adequate number of SC/ST students are available for admission to technical courses it was replied that SC/ST candidates who do not qualify to get admission to the undergraduate courses based on their performance in JEE are offered admission to a Preparatory Course for one year subject to availability of seats and candidates satisfying minimum norms. All those who successfully complete the Preparatory Course are offered admission to the first year of undergraduate course in the next session against the unfilled seats of the previous year without going through the JEE again. For post graduate courses, an interview and written test is held.

3.8 When asked to state whether there is any scholarship scheme for SC/ST students studying in IITs and the details thereof, it was stated that the SC/ST students who were not in receipt of scholarships 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. with the freeship benefit provided the income of their parent does not exceed Rs. 25,000/- p.a. The SC/ST students who were eligible but were in receipt of Post Matric scholarship from elsewhere were given free basic mess plus pocket allowance of Rs. 70/- p.m. provided the income of their parents does not exceed Rs. 24,000/- p.a.

3.9 It was stated 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.

(ii) Concessions in Admission

3.10 The Committee were informed that the concessions given to SC/ST students were as under:

Before Admission

3.11 As per the Government of India orders, 22.5% of the seats are reserved for SC/ST students in the Undergraduate Programme. The upper age limit is relaxable upto 5 years and concession exists in cost of application form and registration fee. These students are admitted through the Joint Entrance Examination (JEE) with a relaxed criteria. They require only 60% of the marks obtained by the last students of the general category who qualified in JEE. During counselling prior to admission the Advisor explains to each student the requirements of different branches. This helps the students in choosing suitable branches, SC/ST candidates called for counselling are paid single second class rail fare from their place of normal residence of IIT and back, by the shortest route.

After Admission

3.12 (i) SC/ST students are paid single second class rail fare by the shortest route from their place of normal residence to the Institute to which they have been admitted;

(ii) Tuition fee is waived of for the SC/ST students;

(iii) Free lodging and messing (basic menu) and pocket allowance of Rs. 70/- p.m. are provided subject to the parental income of Rs. 24,000/- per annum;

(iv) An SC/ST Advisor is designated to look after the interests of SC/ST students;

(v) In the matter of getting placements wherever possible the institutes are requested to conduct separate interviews for SC/ST students.

3.13 The Committee desired to know the procedure followed for dereservation of seats in IITs'. In reply it was stated that presently, seats reserved for admission of SC/ST are not dereserved. However, in case of some IITs, in the Post-Graduate programmes, the rule provides that the unfilled seats earmarked for ST category can be filled with SC candidates and vice versa.

3.14 On being asked what are the reasons for not maintaining uniformity in exchanging seats between SCs and STs by all IITs, it was stated that necessary steps would be taken to evolve a uniform policy in exchanging seats between SCs and STs by all IITs.

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. Admission 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.

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 upto the mark for the course.

3.17 The Committee note that the SC/ST students who are not in receipt of scholarships 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.

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.

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.

A. IIT DELHI

3.20 The statement of Admission made in IIT Delhi during the period for 1992-93 to 1994-95 is as under:—

Course	Year	Total fresh admi- sion	No. of seats reserved	No. of		Candidates		No. of candidates rejected	Brief reasons for rejection	Percentage		Shortfall %			
				applied	selected	SC	ST			SC	ST				
Under- Graduate	1992-93	2487	355	176	6543	1273	98	13	6445	1200	27.00	7.40	72.40	92.00	
	1993-94	2437	351	176	5558	1102	97	14	5571	1088	27.60	8.00	72.40	92.00	
	1994-95	2457	350	176	5865	1136	132	20	5733	1116	37.70	11.35	52.30	33.65	
Post- Graduate	1992-93	424	64	32	179	3	25	4	156	5	Not found	39	12	61	88
	1993-94	501	75	38	190	1	18	3	172	4	suit- able	24	8	76	86
	1994-95	483	72	36	260	9	21	3	239	6		29	8	71	92
Ph.D.	1992-93	128	19	9	54	5	4	2	50	3		21	22	79	78
	1993-94	133	20	10	40	2	—	—	40	2		0	0	100	100
	1994-95	122	18	9	40	—	1	—	33	—		5	0	95	100

3.21 It is observed from the above statement that very less number of SC and ST students have been admitted in under-graduate courses. Even in the Postgraduate and Ph.D. courses the number of SCs and STs admitted were far below than the seats reserved for them.

3.22 Asked to state the reasons for admitting very less number of SC/ST candidates in under-graduate courses and whether concession/relaxation were given to the SC/ST candidates. In reply it was stated that the selection of students to the undergraduate programmes in the IITs is made through the Joint Entrance Examination (JEE). The SC/ST students are admitted with duly relaxed criteria. All those SC/ST students who fulfill relaxed criteria are admitted to IITs. It is a fact that the number of students admitted on the basis of their performance in JEE are less as compared to the number of seats reserved for them despite all relaxation and concession given to them. The main reason for the students not performing upto the mark could be attributed to the socio-economic background and inadequate preparation for JEE.

3.23 The Committee desired to know whether any pre-admission coaching is given to the SC/ST candidates, the Ministry stated that at present there is no mechanism in the Institute to provide preadmission coaching to any candidate including SC/ST candidates, except for the special Preparatory Course.

3.24 The Committee note that in IIT Delhi very less number of SC/ST 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 SC/ST students they should be given some further concession/relaxation. If the shortfall continues to be there, 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 also recommend that the best among those candidates who fulfill the minimum eligibility criteria be picked up for admission so that the shortfall can be overcome.

B. IIT KANPUR

3.25 The Statement of admission made in IIT Kanpur in various courses during the year 1992-93, 1993-94 and 1994-95 is as under:

Course	Total fresh admission seats notified	No. of seats reserved	No. of Candidates				Brief reasons for rejection	Admissions' Percentage		Shortfall Percentage			
			Applied		Selected			Percentage	Percentage				
			SC	ST	SC	ST							
B.Tech/M.Sc. (Int.)													
1992-93	410	59	No Institute-wise application		14	3	No information available	4.4	0.9	10.6	6.6		
1993-94	375	53	26		23	2	3 available	7.8	0.7	07.2	6.8		
1994-95	375	53	26		19	3	Insti.-wise	6.6	1.1	8.4	0.4		
M.Tech													
1992-93	277	42	21	113	23	2	103	The Preparation of the candidates was grossly inadequate to undertake 11 the 8 programmes of IITs.	3.9	0.7	11.1	6.8	
1993-94	325	49	24	159	13	5	148		3.0	1.7	12.0	5.8	
1994-95	305	45	23	203	19	0	189		4.7	0.0	10.3	7.5	
Ph.D.													
1992-93	140	21	10	11	01	1	0	10	1	0.7	0.0	14.3	7.5
1993-94	136	19	10	08	01	0	0	8	1	0.0	0.0	15.0	7.5
1994-95	136	19	10	13	00	0	0	13	0	0.0	0.0	15.0	7.5

3.26 From the above statement, it is observed that the reserved quota has not been fulfilled for the last three years. During the year 1994-95 for the course B.Tech / M.Sc(Int.), the reserved seats for SCs and STs were 53 and 26 while those of selected only 19 and 3 for SCs and STs respectively during that period for the M.Tech. Course. The reserved seats for SCs/STs were 45 and 23, while 14 SC students were selected and nobody from ST category was selected during that year. During 1994-95 though 19 seats for SC and 10 seats for STs were reserved for Ph.D. course but nobody was selected during that year.

3.27 The Committee desired to know the reasons for the poor selection of SC/ST candidates for admission. In reply it was stated that selection of students to the under-graduate programmes in the IITs is made through the Joint Entrance Examination (JEE). The SC/ST students are admitted with duly relaxed criteria. All those SC/ST students who fulfill the relaxed criteria are admitted to IITs. It is a fact that the number of students admitted on the basis of their performance in JEE are less as compared to the number of seats reserved for them, despite all relaxation and concession given to them. The main reason for the students not performing up to the mark could be attributed to the socio-economic background and inadequate preparation for JEE. On being asked how many candidates from SC/ST categories have been selected for preparatory courses during 1994-95 it was replied that, in 1994-95, 21 students were admitted for preparatory course.

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 allout 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.

C. IIT KHARAGPUR

3.29 The statement of admission made in IIT Kharagpur during the year 1992-93, 1993-94 and 1994-95 is as under:

Course	Total fresh admissions	No. of seats reserved		No. of Candidates applied selected			
		SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8
Graduation							
1992-93	474	24	2			23	2
1993-94	477	36	1			15	1
1994-95	527	28	3			28	3
Post-Graduation							
1992-93	361	54	27			20	5
1993-94	400	60	30			53	2
1994-95	450	67	33			54	7

3.30 It is observed from the above statement that in post-graduation courses during 1992-93, the seats reserved for SCs and STs were 54 and 27 while the number of selected candidates are 20 and 5 for SC/ST categories respectively. During 1993-94 out of 60 and 30 seats reserved for SCs and STs 53 from SC and 2 from ST categories were admitted. During 1994-95 out of 67 seats reserved for SC and 33 for ST the selected candidates were 54 from SC and 7 from ST categories.

3.31 The Committee wanted to know the reasons for selection of less number of ST candidates during all the years. In their reply the Ministry stated in a post evidence information that as per the Government of India norms 15% and 7.5% reservation for SC and ST respectively have always been maintained and a large number of offers have been made as is evident from the Table given below:

Year	Total No. Admitted	No. of seats reserved for		No. of Offers made		No. of candidates joined	
		SC	ST	SC	ST	SC	ST
1992-93	361	54	27	62	17	20	05
1993-94	400	60	30	96	11	53	02
1994-95	450	67	33	106	17	54	07

3.32 The reasons for the seats not getting filled, students not joining after the offer is made and dropping out are as under:—

- (i) Most of the graduate engineers in the SC/ST category get attractive jobs after their graduation, thus the availability of candidates for doing postgraduate degrees is very small;
- (ii) There are many institutions/colleges offering postgraduate courses of their choice (e.g. Computer Science, Electronics Communication, Mechanical Engineering etc.). Since 15% and 7.5% reservations for seats is made in all the specialisation of study, many seats in the branches other than these remain unfilled although offers are made.

3.33 On being asked the number of ST candidates taken for preparatory course, in reply the Ministry furnished the following statement:—

The number of ST candidates admitted for preparatory course and finally admitted to B.Tech. programme in IIT, Kharagpur are as under:

	No. of admission to preparatory course	No. of admission to B.Tech.
1992-93	03	03
1993-94	06	06
1994-95	12	10

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 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.

D. IIT CHENNAI

3.35 The statement of admission made in IIT Chennai during the year 1993-94, 1994-95 and 1995-96 is as under:

Name of the IIT	Course	Total Fresh admissions	No. of seats Reserved	No. of Candidates						No. of candidates Rejected	Brief reasons for Rejection	Percentage			Shortfall			
				Applied			Selected					SC	ST	SC		ST	SC	ST
				SC	ST	SC	ST	SC	ST									
1992-93	B.Tech	324	57	29	348	103	13	1	330	102	Did not qualify in JEE	32	3	68	97			
1993-94		323	57	29	935	119	15	3	920	116	quality	26	10	74	90			
1994-95		348	57	29	369	122	28	3	341	119	in JEE	45	10	51	90			
1993-94	M.Sc.	707	12	6	59	-	-	-	50	-	Did not qualify in Entrance Test	0	0	100	100			
1994-95		85	12	6	60	2	2	-	58	2	quality	17	0	83	100			
1995-96		86	12	6	35	-	-	-	35	-	in Entrance Test	0	0	100	100			
1992-93	M.Tech	261	40	20	42	5	42	5	-	-	-	105	25	5% excess	75			
1993-94		261	40	20	33	4	33	4	-	-	-	83	20	17	30			
1994-95		261	40	20	48	13	48	13	-	-	-	129	65	excess 20%	35			

3.36 From the above statement it is observed that 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. For the courses M.Sc., the seats reserved for SCs and STs were 12-6 for all the years (1992 to 1995) and nobody was selected in these years except 2 SC candidates during the year 1994-95.

3.37 The Committee wanted to know the reasons for not selecting any candidate from SC/ST categories during the year 1993-94 and 1995-96 in M.Sc. courses.

3.38 In reply it was stated that the M.Sc. programme in IIT Chennai is distinct from Integrated M.Sc. programmes in other IITs for which admission is made through JEE. The admission for M.Sc. programme in IIT Chennai is made separately through open advertisement and Entrance Tests, though relaxation of 5% in the qualifying examination and cut-off marks of 60% of the lowest general candidate are given to SC/ST candidates, no SC/ST candidate could qualify as per the above norms.

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 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 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 through 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 SC/ST candidates. The Committee recommend that in order to fulfilling the 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.

E. IIT MUMBAI

3.40 The statement of admission of candidates to various courses during the year 1994-95 in IIT Mumbai was as under:

Course	Total fresh admis- sion	No. of seats reserved		No. of candidates				Rejected		Shortfall	
				Applied		Selected					
		SC	ST	SC	ST	SC	ST	SC	ST	SC	ST
B. Tech.	408	61	31	702	279	32	4	878	276	29	27
M.Sc.	85	13	6	*	*					13	06
Post Graduation	422	63	32	*	*	22	—			41	32
Research	115	17	09	*	*					17	09

(* Data is not available.)

3.41 It is observed from the above statement that in the B. Tech. Course out of 702 applications received from SC candidates only 32 were admitted leaving the shortfall to 29. In case of ST out of 279 applications received only 4 ST candidates were admitted leaving the shortfall to 27. In M.Sc. Course. Out of 13 seats reserved for SC and 6 seats reserved for ST nobody was admitted in that year in both the categories. Similarly in post graduation course also out of 63 seats reserved for SC only 22 were admitted leaving the shortfall to 41. In case of ST category out of 32 seats reserved nobody was admitted. In research course also out of 17 seats reserved for SC and 9 seats reserved for ST nobody was admitted during that year.

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 concessions 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.

NEW DELHI;
December, 1998

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

APPENDIX

(Vide para of Introduction)

Summary of conclusions/recommendations contained in the Report

Sl. No.	Para No.	Summary of Conclusions/Recommendations
1	2	3
1.	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 <i>inter-alia</i> 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.
2.	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.

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3.	1.19	<p>The Committee are perturbed to note that three IITs only have associated an 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, therefore, desire that in future an SC/ST member should always be associated with all Departmental Promotion Committees/Boards of all the IITs.</p>
4.	2.10	<p>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 qualifications 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.</p>

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5	2.17	<p>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.</p>
6	2.24	<p>The Committee note that the percentage of shortfall of SC/ST 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 SC/ST 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</p>

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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 SC/ST should be allowed to be lapsed.

7 2.29

The Committee note that during 1995 the shortfall of SC/ST 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 4 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, therefore, 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.

8 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 SC and STs posts should be

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		<p>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 SC/ST candidates. The Committee also desires 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 SC/ST candidates could be attracted more for the same.</p>
9	3.15	<p>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.</p>
10	3.16	<p>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.</p>

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11	3.17	<p>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.</p>
12	3.18	<p>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.</p>
13	3.19	<p>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 <i>vice-versa</i>. 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.</p>

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14	3.24	<p>The Committee note that in IIT Delhi very less number of SC/ST 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 SC/ST students they should be given some further concession/relaxation. If the shortfall continues to be there, 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 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.</p>
15	3.28	<p>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 allout 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.</p>
16	3.34	<p>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</p>

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		<p>12 in 1994-95 were admitted for preparatory courses. The Committee recommend 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.</p>
17	3.39	<p>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 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 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 through 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 SC/ST candidates. The Committee recommend that in order to fulfilling the 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.</p>
18	3.42	<p>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</p>

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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.

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