

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1992-93)

(TENTH LOK SABHA)

TWENTY FIRST REPORT

ON

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.

Presented to Lok Sabha on

Laid in Rajya Sabha on —

LOK SABHA SECRETARIAT
NEW DELHI

April, 1993/Vaisakha, 1914(S).

C O N T E N T S

PAGE NO.

COMPOSITION OF THE COMMITTEE

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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 submit the Report on their behalf, present this 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 SC/ST in admission therein.

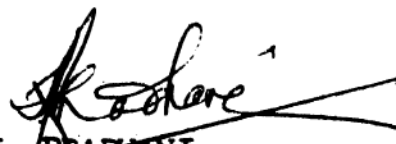
2. The Committee took the evidence of the representatives of the Ministry of Human Resource Development (Department of Education) and Kendriya Vidyalaya Sangathan on 28.1.1993 and 15.3.1993. The Committee wish to express their thanks to the officers of the Ministry of Human Resource Development (Department of Education) and Kendriya Vidyalaya Sangathan for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 15th April, 1993.

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

New Delhi

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K. PRABHANI
Chairman 29-4-93

April, 1993

Vaisakha, 1915(S)

Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

C H A P T E R - I

A-ORGANISATIONAL SET UP

1.1 Kendriya Vidyalaya Sangathan was registered as a Society under the Societies Registration Act (XXI) of 1860 on Dec. 15, 1965 with the task of opening and managing the Central Schools, henceforth called Kendriya Vidyalayas with the following objectives :

- i) to cater to educational needs of the children of transferable Central Government employees including Defence and Para-Military Personnel by providing a common programme of education;
- ii) to pursue excellence and set pace in the field of school education;
- iii) to initiate and promote experimentation and innovativeness in education in collaboration with other bodies like the CBSE and NCERT etc.
- iv) to develop the spirit of national integration and create a sense of Indianness among children.

1.2 The Sangathan is wholly financed from the non-plan funds of the Government of India. The office of the

Sangathan will be situated in Delhi or at such other place or places as the Sangathan shall determine.

1.3 The Sangathan functions through a Board of Governors which is its executive body.

The Minister of Human Resource Development in charge of the Kendriya Vidyalaya Scheme is the Chairman of the Sangathan. The Vice-Chairman is an officer of the Ministry of Human Resource Development nominated by the Government of India. The other Members are appointed by the Government of India from amongst senior officers of the Ministries of Finance, Defence, Urban Development and Ministry of Personnel as well as distinguished educationists including representatives of the Central Board of Secondary Education, NCERT, State Governments and three Members of Parliament.

B. BOARD OF GOVERNORS

1.4 The Board of Governors of Kendriya Vidyalaya Sangathan is charged with the responsibility of carrying out the objectives of the Sangathan as set forth in the Memorandum of Association. The Board is responsible for the management of all affairs and funds of the Sangathan and has the authority to exercise all the power of the Sangathan. Rule 19 regarding the composition of the Board of Governors inter-alia provides that one or more members of the Sangathan² may be nominated by the Ministry of Human Resources Development for this purpose from time to time.

1.5 The Committee wanted to know whether SC/ST Members are included in the Governing Body of Kendriya Vidyalaya Sangathan. In reply the Ministry of Human Resource Development stated that :

"There is no such stipulation for membership of the Governing Body. It is also not considered necessary. There are enough safeguards inbuilt in the system in the matter of appointments/admission to SC/ST in Kendriya Vidyalaya Sangathan."

1.6 However the Committee have been informed that the present Board of Governors includes one Scheduled Tribe Member.

1.7 The Committee are informed that there is no stipulation for including SC/ST members in the governing body and the present Board of Governors includes one ST member. They are not convinced with the argument of the Ministry that there are enough safeguards inbuilt in the system in the matter of appointments/admission to SC/ST in Kendriya Vidyalaya Sangathan. The Committee note that according to provision of the rules relating to composition of the Board of Governors, one or more members of the Sangathan may be nominated by the Government of India in the Board of Governors from time to time for the management of the ⁱⁿaffairs of the Kendriya Vidyalaya. They, therefore, recommend that 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.

CHAPTER - II

ORGANISATIONAL MATTER

Liaison Officer and Special SC/ST Cells in the Ministry

2.1 The Committee wanted to know as to how the Department of Education ensure the strict compliance of the reservation orders by Kendriya Vidyalaya Sangathan. In reply the Ministry stated that quarterly reports on the implementation of reservation orders in Kendriya Vidyalaya Sangathan are obtained by the UT Division of the Department of Education which are submitted to Liaison Officer for SC/ST of the Deptt.

2.2 The Committee have been informed that the Deputy Secretary/Director (Admn.) in the Department of Education has been nominated as the Liaison Officer for SC/ST. An SC/ST Cell is functioning under the charge of a Deputy Education Advisor (Dy. Secretary Planning). The composition of the Cell is as under :-

- a) Asstt. Director - 1
- b) Senior Investigator-2
- c) Statistical Asstt.-1

The Cell is functioning for more than 5 years.
The present Divisional Head in charge of the Cell

i.e. Deputy Educational Adviser(Planning) belongs to SC.

Liaison Officer and SC/ST Cell in Kendriya Vidyalaya Sangathan

2.3 When asked whether there is any Liaison Officer and Special Cell for SCs and STs in Central/Zonal/Regional Offices of Kendriya Vidyalaya Sangathan to monitor the implementation of Reservation Policy, the Ministry replied in affirmative.

2.4 The Committee have been informed that the Deputy Commissioner(Admn.) in the Kendriya Vidyalaya Sangathan Head Quarter is the Liaison Officer. He looks after the functioning of implementation of reservation policy in Kendriya Vidyalaya Sangathan. Section Officer of the Cell is a Scheduled Caste. Asstt. Commissioner in Regional Office ^{who} looks after reservation policy.

2.5 The Committee have been informed that the role of Liaison Officer so far has been to receive necessary reports and returns from various regional offices ..

and oversee that the reservation policy is implemented by them. Observations are sent to the concerned authorities as and when they come to the notice of the Department. However, the Department is considering feasibility of nominating an officer charged with the responsibility.

ROSTERS

for want of

2.6 The Committee have been informed that rosters are being maintained by the Kendriya Vidyalaya Sangathan both for direct recruitment and promotion. They have also been informed that the liaison officer frequently inspects the rosters and brings to the notice of the respective authorities, the discrepancies/shortcomings in the maintenance of rosters. It has also been stated that /written records of the inspections and action thereon, it is difficult to analyse the findings and compliance and therefore, action to introduce written formats for inspection is being taken.

2.7 On being asked since when the rosters are being maintained in Kendriya Vidyalaya Sangathan, the Ministry replied that for appointment, promotion, seniority etc. The rosters are maintained since 19 August 1971. /Ministry also stated that for all the teaching and non-teaching posts other than Group D employees 40 point roster and for Group D 100 point roster is followed.

2.8 The Committee pointed out that as per Government of India's instructions the recruitment of ^{Group} 'C' and 'D' Group Employees is done on regional basis by following 100 point rosters. and wanted to know the reasons for not following these orders. In reply the Ministry stated that the 100 point roster is followed for all Group 'D' posts. Recruitment to Group 'C' posts is done by inviting applications from the candidates through open advertisement. Moreover, the Regional Office has a jurisdiction over more than one State, hence a 40 point roster is maintained for category 'C' posts.

2.9 In reply to a similar question, the representative of Ministry of Human Resource Development stated during evidence:

"We are following 40 point because we are advertising it on all India basis. The TGT, Primary Teachers, come under Group C and for the teaching community for whom transfers take place all over the country, we have a common all-India cadre and that is why we have this 40 point roster".

Complaints/Grievances

2.10 The Committee wanted to know the number of complaints/representations/suggestions received from SC/ST Employees in Special Cell for SCs and STs during the years 1989, 1990 and 1991 and their nature. In reply the Ministry stated as under:

Year	No.of complaints/ Representations/ Suggestions received from SC/ST employees in special cell for SCs/STs.	Nature of such complaints	Time for disposal
1989	61	Regarding Appointment/ Promotion/ harrasement	Within one month.
1990	29	-do-	-do-
1991	24	-do-	-do-

2.11 The Committee have been informed that rosters are being maintained by Kendriya Vidyalaya Sangathan for both direct recruitment and promotion. They have also been informed that the liaison officer frequently inspects the rosters and brings to the notice of the respective authorities the discrepancies/shortcomings in the maintenance of rosters. The Committee note with concern that for want of written records of the inspections and action thereon, it is difficult to analyse the findings and complaints. They recommend that the Ministry should introduce written formats for inspection and suitable action be taken on the basis of the findings.

2.12 The Committee observe that the number of complaints/representations and suggestions received from SC/ST employees in regard to their appointment/promotion and harassment amount to 61, 29 and 24 in the years 1989, 1990 and 1991 respectively. They recommend that a separate complaint/grievance register should be maintained to record the complaints as and when received and steps taken for their prompt disposal.

CHAPTER - III

Reservation in Services

Direct Recruitment and Promotion

3.1 The Committee are informed that the reservation policy in favour of SCs and STs is applicable for appointment of teachers as well as Secretarial Staff through direct recruitment as well as by promotion. As per Government of India instructions 15% posts are reserved for SC & 7½% for ST in direct recruitment as well as in promotion respectively since 8th June, 1970 which is being followed in Kendriya Vidyalaya Sangathan

3.2 The Staff position both teaching as well as non-teaching furnished by Kendriya Vidyalaya Sangathan as on 30.4.92 is as under:-

-13-
STAFF POSITION AS ON 30.4.92

NAME OF POST OF EMPLOYEES (SANCTION)	TOTAL NO. OF EMPLOYEES	ACTUALLY IN POSITION	GEN. SC ST			% AGE		SHORT FALL		% AGE SHORTAGE	
			GEN.	SC	ST	SC	ST	SC	ST	SC	ST
Principal	695	571	549	17	5	2.98	0.88	69	38	12.02	6.62
Vice-Principal/ Gr. II	346	329	329	-	-	-	-	49	24	15.00	7.50
PGT	5226	3666	3497	154	15	4.20	0.41	396	260	40.80	7.09
TGT	8844	7266	6600	576	90	7.93	1.24	514	455	7.07	6.26
Head Master	371	207	192	12	3	5.80	1.45	19	12	9.20	6.05
PRT	10575	8856	7995	738	128	8.28	1.44	595	537	6.72	6.06
Music Teacher	778	672	629	40	3	5.95	0.45	61	47	9.05	7.05
PET	1154	675	659	15	1	2.22	0.15	86	50	12.78	7.35
Drawing Teacher	493	389	351	32	6	8.23	1.54	26	23	6.77	5.96
SUPW	1196	765	749	15	1	1.96	0.13	100	56	13.04	7.37
Yoga Teacher	562	347	331	15	1	4.32	0.29	37	25	10.68	7.21
Librarian	736	629	572	49	8	7.80	1.27	45	39	7.20	6.23
Non Teaching Office staff	8772	7625	4528	2670	427	35.02	5.60	-	145	-	1.90
	<u>39708</u>	<u>31997</u>	<u>26981</u>	<u>4328</u>	<u>688</u>						

3.3 It is observed from the above statement that in respect of staff of all categories the representation of Scheduled Castes and Scheduled Tribes, ^{at present} is much below then the required quota. There is ~~no~~ Scheduled Caste or Scheduled Tribe Vice Principal in the KVS.

3.4 The Committee ~~are~~ informed that the reason for shortfall are :-

- (i) Insufficient availability of qualified SC/ST candidates.
- (ii) Unwillingness of selected SC/ST candidates to join or remain in service as they also find other opportunities. This is because the teaching profession requires high educational qualifications and SC/ST candidates possessing them are scarce..

3.5 In reply to a question regarding poor performance of Kendriya Vidyalaya Sangathan in recruitment of SCs and STs, the representative of Ministry stated during evidence "till 1989 attempts were made to recruit the persons of SCs and STs category. Unfortunately, because of certain qualifications required for the purpose of teaching and because of other facilities, other members being available, not many candidates were willing to take up teaching as a profession. We have instances where the Sangathan was constrained to go in for de-reservation to fill up the vacancy..... As far as SC people are concerned we are likely to fill up all the vacancies that we have advertised in May, 1992, we are still deficient in the case of ST."

3.6 On being pointed out that one of the reasons for huge shortfall of staff in respect of ST category in Kendriya Vidyalaya Sangathan is that they are not following 100 point roster in recruiting Group 'C' even in tribal dominated regions.

the witness stated during evidence:

"This recruitment is linked with the cadre because of the nature of job and this is spread all over the country".

He added,

"We have a problem of All India cadre, which means promotion, transfer take place on all India basis".

3.7 The Committee observed that unless some regional recruitments are made in a liberalised manner, the vacancies of Class III and IV posts in reserved categories would remain unfilled. To this the witness reacted during evidence as follows:-

"if we are to change for Group C from 40 point to 100 point (roster) then the advantage which the SCs/STs are getting in a particular region would be lost; then he can not apply elsewhere".

3.8 The Committee are deeply distressed to note that there has been huge shortfalls both in direct recruitment and in vacancies filled through promotions in KVS which are attributed to insufficient availability of qualified SC/ST candidates and unwillingness of selected SC/ST candidates to join or remain in service as they also find other opportunities. The representative of the Ministry admitted during evidence that because of certain required qualifications many candidates were not willing to take up teaching as a profession which resulted in huge shortfall of SC/ST category and the Sangathan was constrained to go in for deroservation to fill up the vacancies. Their reasons are hardly convincing to the Committee. They regret to point out that in case of ST candidates particularly the shortfall is mounting. They recommend that all out efforts should be made to ensure prescribed representation of SCs/STs in the services of Kendriya Vidyalaya Sangathan without further delay.

3.9 The Committee further recommend that as per Government instructions whenever circumstances demand, vacancies reserved SCs and STs should be intercharged.

3.10 The Committee have been informed that due to all India Cadre of Group C posts in Kendriya Vidyalaya Sangathan 40 point roster is being followed for recruitment to those posts. The Committee strongly feel that recruitment to Group C post should be made on local/regional basis by following 100 point roster because in tribal dominated areas, the availability of candidates will be much more than when the recruitment is on all India Basis. The Committee, therefore, recommend that in view of the huge shortfall in Group 'C' posts in Kendriya Vidyalaya Sangathan recruitment should be made ^{State wise} regionwise with 100 point roster so that more and more candidates from SC/ST category are available to wipe off the backlog.

CHAPTER - IV

RECRUITMENT PROCEDURE

4.1 When asked about is the recruitment policy in Kendriya Vidyalaya Sangathan for selection of Secretarial and Teaching Personnel the Ministry, HRD informed that the recruitment of teaching and non-teaching posts in KVS is made on All India basis and the vacancies under direct recruitment quota are advertised in local and Regional newspapers through out the Country and also in Employment News (Weekly). The application are collected centrally to grade the candidates for shortlisting them for being called for interview and an Expert Committee for interview is constituted for selecting the teachers.

4.2 On being asked as to what relaxations are provided to SC/ST candidates so far as minimum qualification is concerned, the representative of the Ministry stated during evidence. "there is no relaxation for SC and ST in respect of minimum qualification for the interview, but in terms of their performance in the interview, we do try to go as far below as possible".

4.3 Regarding the method of selection of candidates the Committee were informed that candidates are selected through duly constituted selection Committees, through interviews/ tests.

4.4 When asked what about the percentage of marks, the witness replied during evidence :

"There is no mention of percentage of marks for the primary teachers, their qualification is just pass mark, but percentage of mark has been mentioned in TGT."

4.5 The witness further clarified:

"In the process of selection, when they are called for the interview and when we try to select the candidates, we do two things. In one case, we invite only in the ratio of 1;8 and in the other case, we invite in the ratio of 1;10 even though we may stop for the general candidates at a higher percentage depending upon the performance and their academic qualifications. In the case of SC and ST candidates, we do not want to restrict ourselves to any percentage of marks but we would like to come down as much as possible and even the minimum qualification prescribed could be relaxed and take as many as possible so that we are able to fill up the vacancies. In one case, the desire is to take the best possible and in the other case, the desire is to fill up the vacancies. That is the sort of approach that we are making."

4.6 The witness further elaborated :

"The approach is totally different. In one case, it is done by selection test. We have a large number of applications. We do this in order to see that a limited number of candidates are called for. In other case, we have to fill up as much vacancies as possible. As far as primary teachers are concerned, there is no such percentage of marks prescribed. For trained teachers, it is 45 percent. We have to restrict to that. But we will be willing to come down and take anybody who is available and put him there. There, we do not put him to such rigorous tests during the process of selection."

graduate

The witness added :

4.7 "We don't go beyond 40 percent."

When the Committee specifically pointed out that after giving 5 percent concession only ~~these~~ SC/ST candidates who have secured less than 40 percent marks will not be called for interview, the witness replied in affirmative.

B. RECRUITMENT BOARD/SELECTION

for various posts

4.8 The Committee were informed that candidates are selected through duly constituted Selection Committees. The following is the composition of the Selection Board in Teaching posts :

TEACHING

- | | |
|---|------------------|
| 1. Educational Administrator/
Eminent Educationist | Chairman |
| 2. SC/ST Officer | Member |
| 3. Lady Officer | Member |
| 4. Member of Minority Community | Member |
| 5. Subject Experts in the concerned
subjects | Members |
| 6. KVS Officer | Member-Secretary |

NON-TEACHING

- | | |
|--|------------------|
| 1. Commissioner/Jt. Commr (Admn.)/
DC (Admn.) | Chairman |
| 2. SC/ST Officer from MHRD | Member |
| 3. Senior Officer of KVS Hqrs.
and from sister organisations
like NCERT/NIEPA/CBSE | Member |
| 4. Lady Officer | Member |
| 5. KVS Officer | Member-Secretary |

4.9 The Committee were also informed that SC/ST member is always associated with the selection process.

L 10 Regarding the questions that are asked in interview
the representative of the Ministry stated during evidence :

"For post-graduate teachers, questions are on the subject because knowledge of his subject is very important and he has to teach at the university level and same is the case with the TGTs. In the case of primary teachers, questions are on general awareness like what is education, etc. because after all, a primary teacher is an ordinary graduate teacher in any subject with B.ED degree. His task is general awareness. If a person is a graduate in three subjects, it is not necessary that he will be asked to teach only in those three subjects. He may be asked to teach any subject in the primary classes. So, my requirement will be general awareness so far as subjects are concerned. Therefore, questions will be a very very general nature. The basic point is whether he can carry the children alongwith him or not because the primary stage is the formative stage and children are forced in that stage trying to grapple what education is so, the teacher should be able to guide the children. "

L 11 The witness added :

Extra

"For post-graduate, we have subject competence and in interviews, out of 100 marks, 50 marks are for subject competence, communication skill and bilingual competence - because he has to teach in English and Hindi in higher classes - and general awareness and participation in/ curricular activities carry ten plus ten marks respectively. We can ensure fair play and uniformity in the standard of questions asked by broadly outlining the syllabus out of which these questions should be asked, so far as subject competence is concerned. As regards communication skills, extra-curricular activities etc. we cannot, probably, think of a model question, syllabus, etc."

L 12 On being asked whether separate interviews for SC/ST
candidate held in different dates. The witness replied :

"We have separate interviews for them. The interview Committee is the same, but there are different dates. If the date is the same, as it may happen sometimes, interview is separate for SC and ST candidates and we keep the time different."

23

CHAPTER V

Backlog Position of SC/ST in Kendriya Vidyaalaya Sangathan

5.1 When the Committee wanted to know about the backlog figures of SC/ST vacancies separately since 1987 as per roster, the Ministry of HRD, furnished the following statement:-

STATEMENT OF BACKLOG FIGURES OF SC/ST VACANCIES SEPARATELY
SINCE 1987 to 1991 AS PER ROSTER POINT

GRADE	POST	CARRIED FORWARD FROM				1989		1990		1991		REMARKS
		1987 to 1988				SC	ST	SC	ST	SC	ST	
A	Principal	-	-	-	2	4	9	9	18	13		
A	PGTs	232	133		168	125	168	125	168	125		
	TGT	243	102		188	123	167	136	209	162		
C	PRT	221	122		141	129	104	131	165	161		
	MISC CAT.	30	12		50	31	64	46	102	66		
A.	AGs	-	-		1	-	1	-	1	-	Since filled up	
A.	EO	-	-		-	1	-	1	-	1		
C.	Hindi TR.	-	-		-	-	-	-	-	-		
C.	UDC	3	7		11	13	15	17	19	19	Since filled up	
C.	Jr. Steno	1	-		-	-	-	-	-	-		
C.	LDC(KVS)	13	12		2	16	1	14	9	19	Since filled up	
C	LDC (HQ & ROs)	2	1		2	1	1	1	1	1		
D	LDC (KVS)	81	09		50	11	34	11	7	11	Since filled up	
D.	LDC (HQ+ROs)	2	-		2	-	2	-	-	1		

5.2 It is observed from the statement that these are still backlog vacancies in respect of principal, PGT, TGT and PRT.

M. H. H. H. H.

When asked whether any Special Recruitment has been undertaken by Kendriya Vidyalaya Sangathan for Scheduled Castes and Scheduled Tribes the Ministry, HRD stated that Special Advertisement to clear the backlog vacancies in teaching and non-teaching posts reserved for SC/ST has been notified in the local/Regional News Papers throughout the Country including Employment News (Weekly) on 30.5.1992 and 6.6.1992 respectively. Recruitment is under process.

5.7 The witness clarified during evidence :-

/explained "We had a (Special) drive in 1989 and another in 1992 which is more relevant. In 1992, as I earlier, we went in for two advertisements one in the month of May, 1992 exclusively for SCs and STs and the other in the month of July, 1992 for general candidates as also the Scheduled Castes and Scheduled Tribes :-

The information in respect of special recruitment drive of identified backlog vacancies done in May, 1992 is given below:-

	No. of Posts advertised		No. of applications received		No. of eligible candidates	
	SC	ST	SC	ST	SC	ST
PRT	165	161	5985	998	4378	585
TGTs	209	162	6458	785	4752	575
Misc. Cate.	102	66	761	126	516	93
PGT	168	125	2870	306	2020	178

	No. of candidates called for inter- view		No. of candidates appeared in the interview		No. of candidates selected	
	SC	ST	SC	ST	SC	ST
PRT	4378	585	3019	368	165	86
TGTs	4702	575	2719	259	209	62
Misc.	516	93	376	51	50	09
PGT	2020	178	624	35	168	18

5.6 Clarifying the above statement the witness stated during evidence :

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/ he must

"Sir, there has been less selection in the category of STs than what was advertised for, although, the number of candidates who appeared for the interview would have possibly fulfilled a greater number of selections. There is a gap between the number of candidates who appeared for the interview for ST and the number of candidates who were finally selected. So, one argument could be, we could have selected more. Unfortunately, we have a rule by which in the interview itself the candidates may be eligible for selection but when the interview is being conducted, we have a minimum of 40 percent marks before he can be finally selected. Because of these rules, those candidates who fail to get 40 percent marks in the interview were not selected."

57.1 The Secretary, Ministry of Human Resources Development, also stated :

"In the interview, that 40 percent mark are apparently qualifying marks. So they are not able to qualify."

58 The Committee pointed out that, while the educational qualifications are fulfilled by the candidates, then this 40 percent marks for interview should not be followed. In reply the witness stated during evidence :

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"I would like to make one point clear that qualifications have been prescribed by the Board of Governors. After that educational qualification are considered. They are scrutinised by the Selection Committee because there are other essential qualifications for the post of teacher and the Committee follow the directions given by the Board of Governors. For the post of teacher minimum 45% marks are prescribed

/ are for the candidates from General category and 5% relaxation is given to SC/ST candidates, i.e. 40% marks prescribed for them."

59 . . . The Committee pointed out that at least for the post of teacher and other class III posts selection ^{been} could not have done on the basis of marks acquired by them in written test or otherwise without interview. In this regard the witness replied during evidence :

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dt.15.3.93

"I would ~~most~~ suggest that quite apart from their getting an academic qualification, making them eligible for being considered as a candidate for appointment they must also have the necessary skill to communicate to the students. Because after all it is a very sacred duty which they have to perform. In addition, different Universities, different Institutions have different ways of marking. Now there has to be some harmonisation and it is that harmonisation which is attempted through the process of Selection Committee. If ~~we~~ could not have the Selection Committee then one ~~would~~ not be able to distinguish between performance of a good teacher and a bad teacher. That is why these Committees have been constituted. The whole idea is that whomever we appoint should be in a position to teach the student. After all if we do appoint a person who is not able to communicate then we are doing a dis-service to the students community. I do agree that there is a case of taking SC/ST candidates. So far as the SC candidates are concerned, we have filled the quota, It is only ~~in~~ the case of STs that we are facing this problem."

5.10 The Committee were informed that in order to clear the backlog vacancies in teaching and non-teaching posts, the Ministry is conducting special recruitment for SCs/STs. The Committee are distressed to note that in earlier special drives in 1989 and 1992 the Ministry were not able to overcome the backlog vacancies. What dismayed the Committee more was that in the special drive in May, 1992 a small number of candidates were selected for various posts. For the Misc. category 376 Scheduled Castes candidates appeared in the interview out of which 50 candidates were selected against the backlog of 102 vacancies. In case of ST candidates out of 368, 259, 51 and 35 candidates only 86, 62, 9 and 18 were finally selected in respect of PRT, TGT, MISC category and PGT posts respectively against the backlog vacancies number 161, 162, 66 and 125. Even the representative of the Ministry was candid in admitting that there was a huge gap between the number of candidates appearing for the interview for ST and the number of candidates who were finally selected. The Committee feel that more candidates could have been selected in the special drive. Even if the Kendriya Vidyalaya Sangathan try to fill up the huge backlog through repeated special drives, the vacancy will continue to exist for years together unless and until some serious and meaningful efforts are made in this regard. The Committee recommend that in order 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 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.

Promotions

5.1] It has been stated

that to fill up the promotion quota for each category of non-teaching and teaching posts, the Departmental Promotion Committees (DPCs) are held which recommend the employees on the basis of ACRs, seniority-cum-fitness or seniority-cum-merit as the case may be.

Q 12 - On being asked what are the concessions/relaxations allowed to SC and ST employees while considering them for promotion, the Ministry replied that in the merit promotion the zone of consideration is extended up to 5 times the number of available vacancies. In seniority-cum-fitness promotion, the SC/ST who have acquired minimum length of service required for the promotion case^{are} considered. In selection scale SC/ST candidates who have completed their probation period i.e. 2 years are awarded selection grade against the quota reserved for them.

Q 13 - The Ministry have furnished the following Statement regarding Promotion of staff both teaching and non-teaching in Kendriya Vidyalaya Sangathan.

31-

PROMOTIONS

Category of Posts	1989-90			1990-91			1991-92		
	Total No. of promoted	Gen.	SC ST %age of SC/ST Promoted	Total No. of promoted	Gen.	SC ST %age of SC/ST Promoted	Total No. of promoted	Gen.	SC ST %age of SC/ST Promoted
Vice-Principal to Principal	37	37	- - Nil	48	39	3 18.75	21	21	- - Nil
PGT to Vice-Principal	96	93	2 31 3	-	-	- -	-	-	- -
TGT to PGT	236	225	10 1 5	384	367	15 02 4	-	-	- -
PRT to TGT	587	553	24 10 6	420	349	4 07 17	256	183	62 11 29
PRT to H.M.	160	157	2 01 2	182	170	10 02 7	-	-	- -
Principal to Edn. Officer	2	2	- - -	-	-	- -	-	-	- -
Head Clerk to Supdt. (Schl. Cadre)	2	2	1 - 33	-	-	- -	4	4	- -
HDC to Head Clerk	28	1	6 1 25	4	2	2 - 50	72	59	11 2 18
Daily Wager to Clerk	6	3	3 - 50	-	-	- -	15	7	8 - 53
Auditor (Schl. Cadre)	-	-	- - -	-	-	- -	4	4	- -

5.17 The Committee pointed out that in Group 'A' no SC/ST was promoted during the year 1989, 1990 and 1991. In case of Group 'B' no promotions of SC/ST were done during the year 1990-91. In Group 'C' only one ST out of 29 in 1989 none in 1990 and only 2 out of 72 in 1991 were promoted.

5.15 The Committee were informed that in order to fill up the promotion quota for each category of non-teaching and teaching posts, the Departmental Promotion Committees are held which recommend the employees on the basis of ACRs, Seniority-cum-fitness or seniority-cum-merit as the case may be. They regret to note that a large number of promotion posts reserved for SC/ST could not be filled due to non-availability of suitable candidates. The Committee recommend that 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.

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CHAPTER VI

ADMISSION OF STUDENTS IN KENDRIYA VIDYALAYAS

the criteria

(1) When asked by the Committee about the criteria followed in the admission to the wards of civilian population, it has been stated that the admission to the floating population who are desirous of joining the patterns of studies adopted in Kendriya Vidyalayas is also given subject to the availability of seats. For admission to Class I normally no admission test is conducted. However, if the number of children seeking admission is larger than the number of seats available, an admission test is considered necessary to assess the general awareness by means of a performance test/interview.

6.2 The Committee ~~are~~ informed that following instructions have been issued to Principals for admission to SC/ST candidates :-

- (i) To advertise the reserve quota for SC/ST at the time of admission in local leading newspapers.
- (ii) After meeting the needs of registered SC/ST candidates if seats of either SC/ST candidates remain unfilled then the unfilled quota of one reserved category may be transferred to other reserved category subject to a maximum number of seats of 22.5% of fresh admissions.
- (iii) The SC/ST quota may be filled on the basis of the priority category i.e. children of transferable Central Government employees, then by children of transferable employees of autonomous bodies and public sector undertakings fully financed by the Government of India and then by children of non-transferable Central Government employees and even by the children of other floating population.

- (iv) If after accommodating registered candidate, seats are not fully filled up, they may be treated as unreserved on last working day of July and allotted to those in the waiting list.

6.3 When asked what is qualifying standard for admission to various classes from I to XII for general candidates and for SC/ST candidates, the Ministry replied that the admission test will be of the level of the annual examination of the class preceding the one to which admission is sought. Candidates receiving 35% marks in each subject in the admission test may be considered eligible for admission to Classes II to VIII, But for admission to class IX, a candidate should obtain 35% marks in each subject and for admission to Class X, a candidate should obtain not less than 35% marks in each subject and an aggregate of 40%. Some concessions may be given for deficiency in language (English and Hindi). The concession will not however, be so liberal that the deficiency can not be made good by the combined efforts of the school and the parent in one academic session.

PER/p.8

6.4 In regard to relaxation given to SC/ST students in qualifying standards the Committee were informed that for deciding the stream for Class XI admission, the students belonging to SC/ST are given maximum concession of 5 marks in an individual subject or a maximum concession of 5 marks spread over different subjects so that the

the total concession in all the subjects taken together does not exceed 5 marks. For other classes efforts are made to admit each SC/ST candidate by relaxing the qualifying standards.

6.5 Regarding admission of the SC/ST students the representative of the Ministry, Human Resources Development stated during evidence :

"For each class we have 35 students. We follow the reservation of 15 percent and 7½ per cent. Our instructions are that if a SC candidate is not available then it may be handed over to ST candidate, if one such is available and vice-versa. Then our admission are open till 31 July because the session starts in July. So for one month we keep it open. We keep on waiting for SCST candidates till 31st July and the instructions are if at the close of that particular

..... /-

day adequate number of students are not available they can be considered. The idea being that we should not permit a facility, which is existing in schools, to remain vacant and not to be utilised. It means that optimum utilisation of the capacity should be there.

In addition to this we have other sets of admissions, that is the reservation for other categories like RAW, Ministry of Human Resource Development and special dispensation cases, etc. Last year a sub-Committee attached to the Ministry of HRD ruled that such special dispensation should not exceed 10 per cent of the total admissions of the previous year. This is a point we tried to achieve. Special dispensation admission was only to the order of 8 per cent to 10 per cent. So we were well within that 10 per cent. As you are aware in the case of 10 per cent reservation, according to the recommendations of the Committee each Member of Parliament is given two seats, each Member of the Council of Ministers is given five seats, each Member of the Committee is given five seats and this is how it is divided and we did the admissions according to that. We were unable to have reservation in this category because of the special preference or particular preference exercised by the hon. Members. We have to go by what they desire."

6.6 The witness further added :

"With regard to our achievement of admission in 1991-92 72 908 were admitted, out of which 11 204 were of SC category which works out to 14.6% and 5719 of ST category which works out to 7.3 per cent we are very close to the notional average."

6.7 The Committee note that for admission to Class I normally no admission test is conducted. However, if the number of children seeking admission is larger than the number of seats available, an admission test is considered necessary. The Committee were informed that the admission test will be of the level of the annual examination of the class preceding the one to which admission is sought. Candidates receiving 35% marks in each subject in the admission test may be considered eligible for admission up to class IX and for admission to Class X, a candidate should obtain not less than 35% in each subject and an aggregate of 40% marks.

6.8 The Committee note that the students belonging to SC/ST are given a maximum concession of 5 marks in any one of the individual subject or a maximum concession of 5 marks spread over different subjects so that the total concession in all subject taken together does not exceed 5 marks. The Committee feel that in a situation where 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.

CHAPTER - VI

Pre recruitment Training

7.1 When asked whether there is any ^{scheme} / for imparting pre-recruitment training to SC/ST candidates in Kendriya Vidyalaya Sangathan, the Ministry replied that the training is a regular feature in Kendriya Vidyalaya Sangathan and the SC/STs are also imparted in-service training alongwith others. However, there is no system of pre-recruitment training in Kendriya Vidyalaya Sangathan.

7.2 During the course of evidence, the representative of the Ministry re-iterated the above position :-

"We have in-service training for our teachers for upgrading their skills. But at the first point of entry, B.Ed is a compulsory item of qualification. Over the years, in order to upgrade the skills, and in order to put them in tune with the modern concept, we do have in-service training courses. We do not have as of now any pre-recruitment training courses".

7.3. On being asked what are the concession/relaxations allowed to SC and ST candidates at the time of recruitment the Ministry replied as follows:

- a) No application fee is charged from SC/ST candidates.
- b) All the SC/ST qualified candidates (listed in the computerised merit list) are called for interview irrespective of their cut off marks as for general candidates wherever sufficient number of candidates (qualified) are not available.
- c) Five years age relaxation is allowed
- d) Interviews are conducted separately under relaxed standards.
- e) Five grace marks are allowed to SC/ST candidates by the interview Board.
- f) If required, posts reserved for SC/ST are advertised separately.

7.4 The Committee were informed that in the advertisements the number of posts reserved for SCs and STs and also concessions allowed in age and application fees etc. are also indicated.

7.5 During evidence it was stated by the representative of the Ministry that for the post of teacher minimum 45% are prescribed for the candidates from general category and 5% relaxation is given to SC/ST candidates i.e. 40% marks are prescribed for them.

7.6 During the evidence, the witness state that :

"so far as the minimum qualification for interview is concerned, there is no relaxation for SC/ST candidates."

7.7 Regarding backlog of vacancies of teacher in ST category, the Committee suggested that the candidates failing in interview can be given short course training in teacher by paying stipend under special component plan. Reacting to this, the Secretary, Ministry of Human Resource Development stated during evidence :-

"The fact is that a large number of vacancies have already been filled up for SCs. It is only for the STs that we are facing the problem. Since July, 1992, advertisement has been given and a large number of applications have now been received. A special attempt will be made in the selection committee itself. As the Additional Secretary was mentioning, SC/STs cannot be browbeaten by others; they are being associated with this work; let us see whether we can completely clear this in the Committee itself; failing which we will take the suggestions of the Hon. Member to do this in the areas where there is a shortfall and try and make it up."

7.8 Explaining further, the Additional Education Secretary stated :-

"We will go through the July, 1992 advertisement. If we are to appoint 167 and we still feel at the end of the interview that we can take only 100 and 67 are not good enough to be

taken in, what we can do is that there would be an order of merit. We will have a merit list of 167 with a cut-off point at 100. And 67 may be put through a training programme so that they qualify and they become good enough to start teaching. That is one thing which can be done to fill up the backlog vacancies. On a regular basis, the provision is not there with the Sangathan. We have in-service training programme.

As I said, there are other schemes which take care of this pre-service condition. Since we are also duty-bound to fill up the vacancies, we can take it on one-time basis to get the vacancies filled up. Later, the future vacancies will be taken care of."

7.9 The Committee note with deep regret that although the Kendriya Vidyalaya Sangathan is facing huge shortfall in filling up of the reserved quota for Scheduled Castes and Scheduled Tribes in recruitment, as of now neither the Sangathan nor the Ministry of Education tried seriously for conducting pre-recruitment training course for SC/ST candidates. They find that a number of SC/ST candidates other wise eligible by fulfilling minimum qualification fail at interview stage. They feel that these candidates can come up to the requisite standard if a short term training course in teaching is arranged on stipend basis. The Committee therefore, recommend that pre-recruitment coaching course be started for those eligible SC/ST candidates who are desirous of taking up teaching profession so as to sharper their skills and can qualify in interview.

A. AUTHENTICATED COPY

NEW DELHI

April , 1993
Vaisakha , 1915(S)

K. PRADHANI
Chairman

29-4-93
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes

CONFIDENTIAL

SCTC NO. 504

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1992-93)

(TENTH LOK SABHA)
TWENTY-FIRST REPORT ON

MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(DEPARTMENT OF EDUCATION)

K. K. K.
29-4-93

/and Kendriya
Vidyalayas

Reservations for and employment of Scheduled Castes
and Scheduled Tribes in Kendriya Vidyalaya Sangathan
including reservation for SC/ST in admission therein.

PART - II

MINUTES OF THE SITTINGS OF THE COMMITTEE HELD
ON 28-1-1993 15-3-1993, and 15.4.1993.

Presentation to Lok Sabha on _____

Laid in Rajya Sabha on _____

LOK SABHA SECRETARIAT
NEW DELHI

April , 1993/Vaisakha , 1915 (Saka).

MINUTES

CONFIDENTIAL

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1992-93)

(TENTH LOK SABHA)

THIRTY-FIFTH SITTING
28.1.1993

The Committee sat from 1100 hrs to 1300 hrs.

PRESENT

Shri K. Pradhani

-Chairman

xLOK SABHA

2. Shri Mahendra Baitha
3. Shri Birbal
4. Shri Ram Prakash Chaudhary
5. Shri Anandi Charan Das
6. Shri N. Dennis
7. Shri A. Jaymohan
8. Shri Kalka Das
9. Shri Mangal Ram Premi
10. Shri Ram Singh
11. Kumari Vimla Verma

RAJYA SABHA

12. Shri Prakash Yashwant Ambedkar
13. Shri Sunil Basu Ray
14. Dr. Faguni Ram
15. Shrimati Kailashpati
16. Shri Radhakishan Malaviya
17. Shri Nyodek Yonggam

SECRETARIAT

1. Shri N.M. Jain, Deputy Secretary
2. Shri Babu Ram, Under Secretary.

REPRESENTATIVES OF THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT & KVS

1. Shri R.K.Sinha - Additional Secretary (Deptt. Education)
2. Shri D.S. Mukhopadhyay - Commissioner, Kendriya Vidyalaya Sangathan
3. Shri M.P.M. Kutty - Director
4. Shri N. Tirkey - Joint Commissioner (Academics)
5. Shri Puran Chand - Joint Commissioner (Administration)
6. Shri C. Bheemanr a - Joint Commissioner (Administration)
7. Shri S.P. Dutta - Deputy Commissioner (Administration)

Reservation in Service

In reply to a question regarding poor performance of Kendriya Vidyalaya Sangathan in recruitment of SCs and STs the representatives of Ministry stated "till 1989.....attempts were made to recruit the persons of SCs and STs category. Unfortunately, because of certain qualifications required for the purpose of teaching and because of other facilities, other member being available, not many candidates were willing to take up teaching as a profession. We have instance where the Sangathan was constrained to go in for de-reservation to fill up the vacancy.... As far as SC people are concerned we are likely to fill up all the vacancies that we have advertised in May, 1992, we are still deficient in the case of ST."

Recruitment of Procedure

On being asked as ^{to} what relaxation are provided to SC/ST candidates so far as minimum qualification is concerned, the representative of the Ministry stated "there is no relaxation for SC and ST in respect of minimum qualification for the interview, but in terms of their performance in the interview, we do try to go as far below as possible."

When asked what about the percentage of marks, the witness replied :

" There is no mention of percentage of marks for the primary teachers, their qualification is just pass mark, but percentage of mark has been mentioned in TGT."

The witness further clarified :

" In the process of selection, when they are called for the interview and when we try to select the candidates, we do two things. In one case, we invite only in the ratio of 1:8 and in the other case, we invite in the ratio of 1:10 even though we may stop for the general candidates at a higher percentage depending upon the performance and their academic qualifications. In the case of SC and ST candidates, we do not want to restrict ourselves to any percentage of marks but we would like to come down as much as possible and even the minimum qualification prescribed would be relaxed and take as many as possible so that we are able to fill up the vacancies. In one case, the desire is to take the best possible and in the other case, the desire is to fill up the vacancies. That is the sort of approach that we are making."

The witness further elaborated :

"The approach is totally different. In one case, it is done by selection test. We have a large number of applications. We do this in order to see that a limited number of candidates are called for. In other case, we have to fill up as much vacancies as possible. As far as primary teachers are concerned, there is no such percentage of marks prescribed. For trained graduate teachers, it is 45 percent. We have to restrict to that. But we will be willing to come down and take anybody who is available and put him there. There, we do not put him to such vigorous tests during the process of selection."

The witness added :

We do not go beyond 40 percent.

Pre-recruitment Training

When asked whether there is any scheme for imparting pre-recruitment training to SC/ST candidates in Kendriya Vidyalaya Sangathan, the representative of Ministry of Human Resources Development stated :

"We have in-service training for our teachers for upgrading their skills. But at the first point of entry, B.Ed is a compulsory item of qualification. Over the years, in order to upgrade the skills, and in order to put them in tune with the modern concept, we do have in-service training courses. We do not have as of now any pre-recruitment training course."

The Committee then adjourned.

MINUTES

CONFIDENTIAL

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1992-93)

(TENTH LOK SABHA)

Thirty Sixth Sitting
15.3.1993

The Committee sat from 15.00 hrs. to 17.00 hrs.

PRESENT

Shri K. Pradhani - Chairman

MEMBERS

LOK SABHA

2. Shri Anadi Charan Das
3. Shri Kalka Das
4. Shri Karia Hunda
5. Shri Rup Chand Murmu
6. Shri Ram Singh
7. Shri Mangal Ram Premi
8. Shri K.D. Sultanpuri

RAJYA SABHA

9. Shri Sunil Basu Ray
10. Dr. Faguni Ram
11. Shrimati Kailaspati
12. Shri Nyodek Yonggam

SECRETARIAT

1. Shri N.M. Jain, Deputy Secretary
2. Shri Babu Ram, Under Secretary

REPRESENTATIVES OF THE MINISTRY OF HUMAN RESOURCES
DEVELOPMENT AND KENDRIYA VIDYALAYA SANGATHAN

1. Shri S.V. Giri, Secretary, Deptt. of Education.
2. Shri R.K. Sinha, Additional Secretary, Deptt. of
Education
3. Shri D.S. Mukhopadhyay, Commissioner, K.V.S.
4. Shri M.P.M. Kutty, Director
5. Shri N. Tirkey, Deputy Educational Advisor.

Rosters

When the Committee wanted to know whether for the Group 'C' and Group D posts recruitment are done on regional basis by following 100 point rosters, the representative of Ministry of Human Resource Development stated:-

"We are following 40 point because we are advertising it on all India basis. The TGT, Primary Teachers, come under Group C and for the teaching community for whom transfers take place all over the country, we have a common all-India cadre and that is why we have this 40 point roster."

The witness elaborated.

"This recruitment is linked with the cadre because of the nature of job and this is spread all over the country."

He added,

"We have a problem of All India cadre, which means promotion, transfer take place on all India basis."

He continued:

"If we are to change for Group C from 40 point to 100 point (roster) then the advantage which the SCs/STs are getting in a particular region would be lost; then he can not apply elsewhere."

Selection Board

Regarding the questions that are asked in interview the representative of the Ministry stated :

"For post-graduate teachers, questions are on the subject because knowledge of his subject is very important and he has to teach at the university level and same is the case with the TGTs. In the case of primary teachers, questions are on general awareness like what is education, etc. because after all, primary teacher is an ordinary graduate teacher in any subject with B.Ed. Degree. His task is general awareness. If a person is a graduate in three subjects, it is not necessary that he will be asked to teach only in those three subjects. He may be asked to teach any subject in the primary classes. So my requirement will be general awareness so far as subjects are concerned. Therefore, questions will be a very very general nature. The basic point is whether he can carry the children along with him or not because the primary stage is the formative stage and children are forced in that stage trying to grapple what education is so, the teacher should be able to guide the children."

The witness added :

For post-graduate, we have subject competence and in interviews, out of 100 marks, 50 marks are for subject competence, communication skill and bilingual competence - because he has to teach in English and Hindi in higher classes - and general awareness and participation in / curricular/ activities carry ten plus ten marks respectively. We can ensure fair play and uniformity in the standard of questions asked by broadly outlining the syllabus out of which these questions should be asked, so far as subject competence is concerned. As regards communication skills, extra-curricular activities etc. we cannot, probably, think of a model question, syllabus, etc."

/extra

On being asked whether separate interviews for SC/ST candidates held in different dates. The witness replied :

"We have separate interviews for them. The interview Committee is the same, but there are different dates. If the date is the same, as it may happen sometime, interview is separate for SC and ST candidates and we keep the time different."

Backlog and Special Drive in KVS

When asked whether any special Recruitment has been undertaken by Kendriya Vidyalaya Sangathan for SC/ST, the witness stated:-

"We had a (Special) drive in 1989 and another in 1992 which is more relevant. In 1992, as I explained earlier, we went in for two advertisements one in the month of May, 1992 exclusively for SCs and STs and the other in the month of July, 1992 for general candidates as also the Scheduled Castes and Scheduled Tribes."

When asked why a very small number of SC/ST candidates have been selected in the earlier special drive though the number of applicants were very large, the representative Ministry of HRD stated:-

"Sir, there has been less selection in the category of STs than what was advertised for, although, the number of candidates who appeared for the interview would have possibly fulfilled a greater number of selections. There is a gap between the number of candidates who appeared for the interview for ST and the number of candidates who were finally selected. So, one argument could be, we could have selected more. Unfortunately, we have a rule by which in the interview itself the candidates may be eligible for selection but when the interview is being conducted he must have a minimum of 40 percent marks before he can be finally selected. Because of these rules, those candidates who fail to get 40 percent marks in the interview were not selected."

The Secretary, Ministry of Human Resources Development also stated:-

"In the interview, that 40 percent mark are apparently qualifying marks. So they are not able to qualify."

The Committee pointed out that, while the educational qualifications are fulfilled by the candidates, then this 40 percent marks for interview should not be followed.

In reply the witness stated :-

"I would like to make one point clear that qualifications have been prescribed by the Board of Governors. After that educational qualification are considered. They are scrutinised by the Selection Committee because there are other essential qualifications for the post of teacher and the Committee follow the directions given by the Board of Governors. For the post of teacher minimum 45% marks are prescribed for the candidate from General Category and 5% relaxation is given to SC/ST candidates i.e. 40% marks prescribed for them."

The Committee pointed out that at least for the post of teacher and other class III posts selection could have been done on the basis of marks acquired by them in written test or otherwise without interview. In this regard the witness replied :-

"I would most suggest that quite apart from their getting an academic qualification, making them eligible for being considered as a candidate for appointment they must also have the necessary skill to communicate to the students. Because after all it is a very sacred duty which they have to perform. In addition, different Universities, different Institutions have different ways of marking. Now there has to be some harmonisation and it is that harmonisation which is attempted through the process of Selection Committee. If we could not have the Selection Committee then one would not be able to distinguish between performance of a good teacher and a bad teacher. That is why these Committee have been constituted. The whole idea is that whosoever we appoint should be in a position to teach the student. After all if we do appoint a person who is not able to communicate then we are doing a dis-service to the students community. I do agree that there is a case of taking SC/ST candidates. So far as the SC candidates are concerned we have filled the quota. It is only in the case of STs that we are facing this problem."

Admission of Students of KVS

Regarding admission of the SC/ST students the representative of the Ministry of Human Resource Development stated :-

"For each class we have 35 students. We follow the reservation of 15 percent and 7½ per cent. Our instructions are that if a SC candidate is not available then it may be handed over to ST candidate, if one such is available and vice-versa. Then our admissions are open till 31 July because the session starts in July. So for one month we keep it open. We keep on waiting for SC/ST candidates till 31st July and the instructions are if at the close of that particular day adequate number of students are not available can be considered. The idea being that we should not permit a facility, which is existing in schools, to remain vacant and not to be utilised. It means that optimum utilisation of the capacity should be there.

In addition to this we have other sets of admissions, that is the reservation for other categories like RAW, Ministry of Human Resource Development and special dispensation cases, etc. Last year a Sub-Committee attached to the Ministry of Human Resource Development ruled that such special dispensation should not exceed 10 per cent of the total admissions of the previous year. This is a point we tried to achieve. Special dispensation admission was only to the order of 8 per cent to 10 per cent. So we were well within that 10 per cent. As you are aware in the case of 10 per cent reservation, according to the recommendations of the Committee each Member of Parliament is given two seats, each Member of the Council of Ministers is given five seats, each Member of the Committee is given five seats and this is how it is divided and we did the admissions according to that. We were unable to have reservation in this category because of the special preference or particular preference experienced by the Hon. Members. We have to go by what they desire."

The witness further added :-

"With regard to our achievement of admission in 1991-92, 72908 were admitted out of which 11204 were of SC category which works out to 14.6% and 5719 of ST category which works out to 7.3% we are very close to the national average."

Pre-Recruitment Training

Regarding the relaxation in respect of minimum qualification given to SC/ST candidates at the time of interviews the representative of the Ministry added :

"So far as the minimum qualification for interview is concerned, there is no relaxation for SC/ST candidates."

Regarding backlog of vacancies of teacher in ST category, the Committee suggested that the candidates failing in interview can be given short course training in teacher by paying stipend under special component plan. Reacting to this, the Secretary, Ministry of Human Resource Development stated :-

"The fact is that a large number of vacancies have already been filled up for SCs. It is only for the STs that we are facing the problems. Since July, 1992, advertisement has been given and a large number of applications have now received. A special attempt will be made in the selection Committee itself. As the Additional Secretary was mentioning, SC/STs cannot be brow beaten by others; they are being associated with this work; let us see whether we can completely clear this in the Committee itself; failing which we will take the suggestions of the Hon'ble Member to do this in the areas where there is a shortfall and try and make it up."

Explaining further, the Additional Education Secretary stated :-

"We will go through the July, 1992 advertisement If we are to appoint 167 and we still feel.. at the end of the interview that we can take only 100 and 67 are not good enough to be taken in, what we can do is that there would be an order of merit. We will have a merit list of 167 with a cut-off point at 100. And 67 may be put through a training programme so that they qualify and they become good enough to start teaching. That is one thing which can be done to fill up the backlog vacancies. On a regular basis, the provision is not there with the Sangathan. We have in-service training programme.

As I said, there are other schemes which take care of this pre-service condition. Since we are also duty-bound to fill up the vacancies, we can take it on one-time basis to get the vacancies filled up. Later, the future vacancies will be taken care of."

The Committee then adjourned.

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1992-93)

...

(TENTH LOK SABHA)

FORTY-FIRST SITTING

15.4.1993

The Committee sat from 11.00 hrs. to 12.30 hrs.

PRESENT

Shri A.C. Das - Acting Chairman

MEMBERS

LOK SABHA

2. Shri Mahendra Baitha
3. Shri Ram Prakash Chaudhary
4. Dr. Ramchandra Dome
5. Dr. Ravi Mallu
6. Shri Mangal Ram Premi
7. Shri Ram Singh
8. Shri N.J. Rathava
9. Shri K.D. Sultanpuri
10. Shri N. Dennis

RAJYA SABHA

11. Shri Prakash Yashwant Ambedkar
12. Shri Sunil Basu Ray
13. Dr. Faguni Ram
14. Shrimati Kailashpati
15. Shri Radhakrishnan Malaviya

SECRETARIAT

1. Shri N.M. Jain, Deputy Secretary
2. Shri Babu Ram, Under Secretary.

2. The Committee considered Draft Report on Reservations for and employment of Scheduled Castes and Scheduled Tribes in Kendriya Vidyalaya Sangathan and Kendriya Vidyalayas including reservation for SC/ST in admission therein and adopted with modification as shown in the Annexure.

3. The Committee authorised the Chairman to finalise the Report on the basis of factual verification by the Ministry of Human Resource Development and get it presented to both the Houses of Parliament.

The Committee then adjourned.

ANNEXURE

MODIFICATIONS AS CARRIED IN THE DRAFT
REPORT ON KENDRIYA VIDYALAYA SANGATHAN.

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Sl. No.	Page No.	Para No.	For	Substitute
1.	29	5.10	They recommend that the Government of India/KVS should consider the desirability of exempting, at least posts of Gr. 'C', category of teachers from the interview before selection provided the candidates possess minimum educational qualifications prescribed for these posts.	They recommend 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.
2.	32	5.15	The Committee desire that the KVS should try to give promotion to SC/ST candidates by giving suitable relaxation and dereservation should be resorted to only in exceptional circumstances.	The Committee recommend that 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.