

Report of
The Seminar on Employment
of
Scheduled Castes and Scheduled Tribes.

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GOVERNMENT OF INDIA
PLANNING COMMISSION, NEW DELHI

PREFACE

It gives me a real pleasure to make available for public information this report of the Planning Commission's Seminar on Employment of Scheduled Castes and Tribes. When we organised the Seminar we were anxious to see that it would lead to the formulation of practical proposals that could be put into immediate effect and would make an appreciable impact on this difficult problem. It is a matter of satisfaction for me to record that these hopes have been more than fully realised. The State Governments gave us complete cooperation, a large number of State Ministers-in-charge of the subject taking the trouble to attend and fully participate in the Seminar. In addition, we had the participation of eminent non-officials, leaders of Scheduled Castes and Scheduled Tribes and representatives of public undertakings and all-India voluntary organisations serving these weaker sections of our people. We were also able to secure excellent documentation for the Seminar, which for the first time gives a comprehensive and up-to-date picture of the position of Scheduled Castes and Scheduled Tribes in respect of their employment. It is also a matter for gratification that a great deal of public interest has been aroused in the proceedings of the Seminar. I am particularly happy to note the cordial and helpful communications I have received from several persons belonging to these weaker sections of the Indian people.

In my concluding speech at the Seminar, I gave the undertaking that we shall not rest content with merely holding the Seminar but will follow it up for stimulating the implementation of its recommendations. It is this sense of urgency, and the need both to satisfy public demand and stimulate public support, which has prompted me to bring out this report in printed form for circulation both to the implementing authorities and also the interested public. This brief document will be followed by another volume which shall contain the full proceedings of the Seminar. When the latter document gets published, the country will have, for the first time and at one place, comprehensive and authoritative data on the nature and extent of the problem as also constructive suggestions for tackling it in a practical and effective manner.

In commending this report to the attention of the State Governments and the interested public, I would like to refer

to the sentiment expressed by me in the seminar and unanimously welcomed by all who took part in its proceedings. The Seminar was unanimously of the opinion that public servants should give a lead in the movement for the establishment of equality and human dignity between the members of the Scheduled Castes and Scheduled Tribes and the rest of the Indian population. They therefore suggested that, on a particular date all public servants should ceremonially and with due solemnity take a pledge to refrain from observing untouchability in any form personally and to discourage its observance to the maximum extent possible within the spheres of activity and influence open to them. Such a pledge can also form a part of the undertaking which would be given by public servants on taking a Government appointment. It is true that this kind of pledge is implicit in the allegiance owed by a public servant to the Constitution. All the same, it will be worthwhile if such a specific pledge could be taken by our public servants.

I may add that the Planning Commission will certainly do all that it can within its limited competence to stimulate public opinion for the redress of the grievances of the Scheduled Castes and Scheduled Tribes and help in promoting the smooth and speedy implementation of the major recommendations of the Seminar.

YOJANA BHAVAN,
NEW DELHI.
21st February, 1964.

V. K. R. V. RAO
MEMBER
Planning Commission

REPORT OF THE SEMINAR ON EMPLOYMENT OF SCHEDULED CASTES AND SCHEDULED TRIBES

1. The Planning Commission organised a Seminar on Employment of Scheduled Castes and Scheduled Tribes from 30th January 1964 to 1st February 1964, in Vigyan Bhavan, New Delhi. Prof. V. K. R. V. Rao, Member, Planning Commission, presided over the Seminar.

2. The Seminar was inaugurated by Shri G. L. Nanda, the Union Home Minister and had the benefit of addresses by its Chairman, Prof. Rao, Shrimati M. Chandrasekhar, Deputy Home Minister, Shri Jagjivan Ram, M.P., Shri U. N. Dhebar, Chairman, Khadi & Village Industries Commission and Shri Jaipal Singh, M.P. Thereafter, the Seminar split itself into two groups for detailed discussion. The first group, under the Chairmanship of Shri Jagjivan Ram, discussed the problems of Education and Training, while the second with Shri T. Sanganna, Minister for Tribal and Rural Welfare, Orissa, in the Chair, discussed the employment problem. Prof. M. N. Srinivas, Delhi University, Shri Bhattacharya (Education Ministry) and Shri P. D. Kulkarni, Planning Commission acted as *Rapporteurs* for the first group, and Shri M. K. Venkateshan (Home Ministry) and Dr. S. N. Channa and Shri P. Sen Gupta, Labour & Employment Ministry were *Rapporteurs* for the second group.

3. The Seminar was attended by Ministers-in-charge of Scheduled Castes and Scheduled Tribes from Assam, Bihar, Punjab, Mysore, Orissa, Uttar Pradesh and West Bengal, Minister for Finance, Manipur, Deputy Minister for Social Welfare, Rajasthan; Members of Parliament; Representatives of Public Sector Undertakings and Central Ministries; State Government officers; Representatives of Bharatyia Adimjati Sewak Sangh, Bharat Sevak Samaj, Servants of India Society, Servants of People Society, Association of Schools of Social Work, Harijan Sewak Sangh; Gandhi Smarak Nidhi and other experts; educationists; sociologists and economists.

4. The recommendations of the Seminar may be taken as applicable to Scheduled Castes as well as Scheduled Tribes unless otherwise stated. The recommendations are as follows :

I. EDUCATION AND TRAINING

A. Primary Education

1. A vigorous drive should be launched to enrol a much large number of students in the primary schools. The enrolment campaign should consist of several enabling measures and incentives in order to attract and hold the students in the primary schools.

2. The following are some of the more important measures that should be taken as part of the campaign :

- (a) The Primary School hours in the rural areas should be so adjusted as to leave children free to help their families in domestic chores and in agricultural or other occupations;

- (b) The school vacations should synchronise with agricultural seasons for sowing, transplantation, harvesting etc.

3. Wherever sufficient number of students come forth for education, arrangements should be made for part-time schools to allow children in the age-group 9-14 more time to help their families. These schools should spread their courses over a longer period in order to reach the standards attained in the full-time schools.

4. Suitable machinery should be set up at the district level or, if possible, even at the Block level to keep track of the children of school-going age not going to schools and to help them get over the difficulties which prevent them from coming to schools. Every effort should be made to arouse the necessary motivation among parents to send their children, particularly girls, to schools.

5. For the poorer students among the weaker sections of the population, clothing should be provided free of cost along with a set of books and the necessary stationery.

6. There should be at least one residential girls' school in those Blocks where students have to travel considerable distances to reach a school.

7. For remote tribal areas, Primary schools should be established even if, for this purpose, it becomes necessary to relax the usual norms regarding the minimum number of students, the area of coverage and the standards of building.

8. All teachers in tribal areas must be required to learn the main tribal language of the area. As in some State services, cash and other incentives should be given to those who pass the prescribed examination in the tribal language. In the matter of recruitment of teachers in tribal areas, preference may be given to local candidates.

9. There should be a few specialised linguistic centres in the country to impart training in tribal languages. In addition facilities may be locally created for the teaching of tribal languages.

10. A course in tribal culture should be a compulsory part of the syllabus of teachers' training institutions in those States which have large tribal concentrations.

11. All teachers should be required in the early phase of their career to serve a minimum period in a difficult area. This rule should apply in the jurisdiction within which they are transferable.

12. In order to increase the supply of teachers in tribal areas, incentives should be offered in cash as well as in kind, including suitable residential quarters and medical aid to teachers. An important incentive would be free education for the teachers' children.

13. At all levels of the educational ladder, the more backward among the Scheduled Castes and Scheduled Tribes may be given preference over the more advanced among them.

B. *Secondary State*

1. On the basis of a study of wastage conducted by the Ministry of Education, there appears to be a sharp decline of students at the Secondary stage. In order to minimise this wastage, there should be a larger number of scholarships at this stage. The precise extent of its increase should be determined after ascertaining the existing coverage of Scheduled Castes and Scheduled Tribes at the middle and secondary stages in the various States.

2. Under the existing rules, admissions to hostels are made to some extent on considerations other than merit. In such circumstances better students are sometimes deprived of hostel facilities. Gifted students from these communities should be given opportunities to join the best schools available and to study under the best teachers.

C. *Technical Education & Training*

1. In order to attract a larger number of students to various types of technical education there should be a standing machinery for disseminating information on the facilities available for technical training and the consequent employment opportunities. For this purpose, every High School should have one Career Master, trained in the matter of career guidance. Suitable steps should be taken by the employment and training organisations to keep the career masters posted with up-to-date information on career opportunities. This should be supplemented by occasional visits by the officers from the employment and training organisations, particularly to schools in the remote areas.

2. In addition to the vocational information services, steps should be taken to expand the facilities of vocational guidance particularly at the end of the higher secondary stage.

3. There are many craftsmen with adequate skill practising a hereditary trade and wanting to improve their theoretical knowledge. Facilities should be provided to enable them to acquire formal training for bettering their prospects. Wherever they continued to work on their own instead of going on for wage-employment, provision should be made for giving them better tools and implements so as to improve their efficiency.

4. The disparity between the rates of stipend payable to these trainees and the rates of post-matric scholarships should be removed. Even with a fairly large stipend it would be difficult for a scheduled caste/scheduled tribe boy to make satisfactory arrangements for himself for boarding and lodging. It was, therefore, recommended that as a rule there should be an attached hostel with each training institution, I.T.I. or polytechnic, where the trainees belonging to these communities would be given free boarding and lodging; this would be supplemented by provision of special stipends to meet incidental expenses. As this step would take some time, with immediate effect the rates of stipend be revised and every trainee be given a stipend.

5. In order to enable the trainee to attain high degree of skills on par with other trainee it was recognised that special coaching was necessary. In each institution special facilities should be provided for such trainees.

6. In view of the importance and urgency of this programme the provision of such ancillary facilities should be treated as a Centrally sponsored scheme and hundred per cent financial assistance given to the State Governments.

7. As there is shortage of personnel with requisite qualifications in such commercial subjects as stenography, typewriting, book-keeping, etc. it is necessary to provide training facilities in these subjects to Scheduled Caste and Scheduled Tribe students.

D. Admission

Instances had come to notice when candidates from these communities found it difficult to get admission to universities and other institutions of higher learning in spite of their being eligible. Care should be taken by appropriate authorities to ensure that the recommendations made by the Inter-University Board are sympathetically complied with.

E. Scholarships and Stipends

1. Since the existing rates of stipends and scholarships at all levels were fixed years ago, they needed revision in the context of the increased cost of living. With regard to the payment of scholarships, a procedure should be devised whereby the renewals would be more or less automatic till the candidate completes the particular course of education. Rules should be liberal enough to condone one failure or non-appearance for unavoidable reasons at the examinations. As regards the award of new scholarships, arrangements should be made to accord sanctions in the first quarter of each academic years and thereafter to make payments regularly every month.

2. Arrangements should be made to place an adequate imprest money with the Headmasters of schools so that they could make advance payments to the applicants for scholarship/stipends subject to adjustments when the sanctioned amounts are actually paid out. In this connection the practice obtaining in Orissa may well be followed by other States.

3. The decision of the Government of India to give post-matric scholarships to eligible candidates should be fully enforced by the State Governments.

F. Hostels

1. Hostel facilities should be expanded at the Block level providing at least one hostel attached to a high school or a multi-purpose school in every block. Greater stress should be laid on providing hostels for girl students.

2. In addition arrangements should be made in cities to provide dormitory type accommodation at moderate cost for students who are in a position to make their own boarding arrangements.

3. Every hostel should have a tutor to supervise the educational progress of the resident students and to impart them tuition in the subjects in which they happen to be weak. In addition to hostels, the Group recommended provision of conveniently located and furnished Day Centres for self-study and special instruction under the guidance of a specially appointed tutor. A scheme on this pattern was already in operation in West Bengal and this should be adopted by other States with necessary modifications.

G. Fees

1. In certain States non-Governmental schools were charging tuition fees. These schools should be advised not to charge any fees. The concerned State Governments should examine the possibility of reimbursing the non-Governmental schools the losses they incur in exempting these students from tuition fees at the rates prescribed in the respective States.

2. Certain educational institutions which exempted these students from tuition fee, collected other fees from them some times amounting to sizeable sums. The fee concession should therefore include all types of fees.

3. The State Government should arrange with the Universities and other educational institutions of higher learning not to insist on advance payment of fees by candidates certified as eligible for the award of scholarships.

H. Book Banks

In view of the high costs of text-books especially medical and engineering subjects and the difficulty of importing books, 'Book Banks' should be organised in all educational centres to loan out books to the needy students. (In this context it was noted that the University Grants Commission were proposing to introduce a text-book library service and also to increase the number of reading seats in the college libraries).

I. Trades in Demand

In the matter of choice of trades for technical training emphasis should be laid on those trades in which there was demand for skilled personnel. There should be provision for financial and technical assistance to successful trainees for settling them in their respective trades. For trades which offer opportunities of employment in industries, there should be close consultation with the prospective employers so as to ensure that training imparted was suitable for the available jobs.

J. Special Tuition

1. For improving the employment prospects in Government service special tuition facilities like those provided at Allahabad and Bangalore for I.A.S. and other Central services should be extended to candidates appearing for Subordinate services and State Governments' examinations. The number of centres offering special tuition for I.A.S. and other Central services should also be increased so as to serve adequately the needs of candidates from different parts of the country. In-

service training for marginal candidates employed in Government services should be introduced so as to bring them up to the required standard and to improve their prospects of promotion. Similar facilities should be provided to prepare candidates for admission to Sainik Schools and other institutions for defence personnel.

2. All these special courses should pay particular attention to improving their performance in interviews and personality tests.

K. Coordination

Since a large number of Governmental and non-Governmental organisations were concerned with the implementation of programmes of education and training, there should be complete coordination among them. Wherever necessary, there should be a standing machinery for ensuring coordination.

The Scheduled Castes and Scheduled Tribes themselves should be made aware of the safeguards provided for them in the Constitution and also of the legislative and developmental measures undertaken for their benefits. This should be done through both official and non-official channels and with the help of modern means of mass communications.

II. EMPLOYMENT

The problem of employment of Scheduled Castes and Scheduled Tribes is linked up basically with reorganisation of the village economy. No single source including even land would be adequate to provide employment to this vast body of people belonging to these groups. The approach, therefore, had to be multi-pronged and would comprise full utilisation of agricultural employment, employment on animal husbandry and in village and processing industries.

2. The measures to be taken in regard to land should be—
 - (i) Protection of the rights of the Scheduled Tribes in land.
 - (ii) Distribution of the cultivable land available with government.
 - (iii) Enforcement of land reforms particularly in regard to ceilings; specifically the present tendency to have the ceiling of 30 standard acres or so, severely restricted the scope of this measure as tool for the amelioration of employment problem in agriculture. A much lower ceiling would have to be fixed depending on the proportion of landless labourers in the particular State.
 - (iv) In Gramdan areas government should assume direct responsibility.

3. In regard to sub-standard employment a minimum wage in all sectors of employment should be strictly enforced.

4. Wherever it is advantageous to agricultural workers in these communities to move to neighbouring areas, administrative agencies should facilitate such movement.

5. Detailed studies of the large scale movements of seasonal labour should be organised to ensure that they did not suffer from avoidable hardships and to assess the precise nature and extent of the impact of such movements on the economy.

6. The immediate question of taking out certain groups from their traditional occupations should be tackled; at present there was very little opportunity for vertical movement.

7. Within this general framework the employment recommendations in different sectors have been recorded.

A. Employment on Land

1. The recommendations in Chapter XI of the Dhebar Commission report should be taken note of.

2. Provision of land as such would not be adequate unless it were supplemented by facilities of irrigation, tools and equipment, credit for land clearance and improvement, construction of houses, and subsistence till the first harvest, as well as housing.

3. Much progress should not be expected unless a systematic plan of land distribution to the workers from these communities were drawn up and implemented.

4. The rights of Scheduled Tribes in land were not being fully and properly protected. Detailed Statewise studies should, therefore, be undertaken to work out suitable remedial measures. With the same end in view, the question of allotment of land to Scheduled Castes and of the conditions governing its transfer should also be studied.

5. In the programme of allotment of land, though high priority is given to the Scheduled Tribes and Scheduled Castes, the progress in assigning lands has been very slow for one reason or another. A specific measure to get over this difficulty would be to create special machinery for the purpose and to lay down certain time limits for full distribution of all available land and for the provision of ancillary facilities mentioned in paragraph 2 above. Certain steps were taken by the Government of Mysore sometime ago. Similar steps should be considered by other State Governments.

6. It is also extremely important to supplement this programme by enforcement/enactment of special legislative measures. In both these programmes, good practical results could be secured by active association of suitable voluntary organisations working in the area.

7. In order to supplement agricultural incomes, full facilities should be given for horticulture and occupations like poultry farming, piggery etc.

8. Data regarding availability of land as well as its distribution to the eligible groups should be maintained in a systematic manner and kept under constant review.

9. Whether through a service cooperative or by liberal subsidies and loans, it should be ensured that the allottees of land start off in agriculture with full facilities by way of bullocks, implements, seed,

manures etc. In any case, it should be ensured that the passing over of land thus allotted to the hands of the outsiders is effectively prohibited.

10. The problem of tribals displaced by industrial projects was extremely important. The approach in relation to such displaced persons should not be that of mere payment of compensation for the lands acquired but should be one of their satisfactory rehabilitation. It was of utmost importance that land acquisition proceedings and measures for the rehabilitation of the displaced persons should be undertaken simultaneously in order to minimise the hardships caused. The rehabilitation should not also take the shape of removing them far away from their original surroundings as apart from difficulties which they would face in a new environment, they would also be losing thereby prospects of employment under the project as well as the benefit of market which would develop in the new industrial townships for products like vegetables and eggs. At the stage at which land acquisition proceedings are started, there should be effective liaison between the prospective employers and Government so that Government would know the exact requirements of personnel who would be required for employment under the new project when it came up in due course. The responsibility of training and rehabilitation should be placed on the project authorities and the required cost should be met from the project budget itself. This would enable Government to start special institutions for imparting the requisite training in the intervening period so that full advantage could be taken of the employment opportunities from the very inception of the project itself. To make such training programmes attractive, the rates of stipends should be adequate and other fuller measures described later in relation to the technical institutions in general should be undertaken. In order to enable those joining the project at relatively lower levels of employment to work their way up to better positions, there should be a programme of in-service training to be pursued by the Project. Project authorities should normally accept the responsibility of running the programme.

11. Wherever there is concentration of contract labour their terms and conditions of work including welfare facilities should be on par with those available to non-contract labour under the existing legislation. The Union Labour Ministry should lay down Model Contract Rules governing minimum wages and other terms and conditions of work.

12. Wherever Scheduled Caste/Scheduled Tribes families have rights over the land on which their houses stand these rights could be effectively protected. A regular scheme of providing every family of agricultural labourers with a house site and a homestead plot should be worked out. There should be no hesitation to resort to land acquisition in order to secure the requisite amount of land in the appropriate places. Unless the feeling of insecurity which results in absence of bargaining power in landless labour is overcome it would not be possible for the landless labourers to stand up for their rights.

13. In the case of families which may not be in a position to repay the cost of acquisition of the site the amount should be advanced by

the Government in the first instance and recovered from the beneficiary as a loan repayable in easy instalments. In the case of relatively poor families the expenditure by Government should be treated as an outright grant to the family concerned.

14. The above policy of ensuring that every landless labourer family becomes owner of the site on which its house stands should also extend in the same way to other families which are nearly in the same economic conditions as Scheduled Castes and Scheduled Tribes.

15. The progress in the implementation of minimum wages legislation (in agriculture) in the different States has been far from satisfactory. Some States have kept the position under review and recently revised the rates also. However, there is little doubt that much more has to be done if the landless labourers are to be ensured a fair return for their labour. The State Governments should again take a hard look at the position obtaining in their States and make sure that (i) the existing rates are refixed on the principles mentioned above and (ii) the legislation is implemented satisfactorily creating special machinery for the purpose, if necessary. (iii) Forestry should also be included as a scheduled industry under the Minimum Wages Act.

16. Development of agro-industries is extremely important and it should receive more active attention than it seems to have done till now. Unless the agro-industrial economy is well understood and integrated with development plans for such industry it would place serious limitations on the attainment of the objective of economic betterment of the rural population.

17. The system of bonded labour was not only a highly objectionable system but the saddest part of the story was that in spite of legal prohibition it continued on a large scale in one form or the other in all the States. This requires to be immediately abolished.

B. Employment in Forests

1. To provide full employment for the tribal population, the detailed recommendations made by the Dhebar Commission in Chapter 12 of their report should be implemented.

2. The forest authorities could take a more positive view of their responsibilities towards the forest dwellers than they seem to do at present. Early implementation of the special schemes recommended by the Dhebar Commission of providing employment for a minimum of 300 days in a year in forestry, agriculture, exploitation of minerals, etc., should be taken up.

3. Forest labour cooperatives should be encouraged on a large scale. In Maharashtra and Gujarat, the policy was to completely replace the contractors by forest labourers' cooperatives over a period of years. This policy has worked well and other States should examine how it could be adapted to suit their conditions.

4. Full advantage should be taken of good voluntary organisations in the initial stages so that guidance would be available to these societies in the first few years of their operation till they could settle down and be taken over by local leadership.

5. The State should also make it a point to encourage forest based industries.

6. The cadre of forest guards should largely consist of the local tribals. In order to qualify them for appointment as forest guards and rangers etc. there should be special training institutions near the areas concerned with facilities like hostels and stipends. Such schemes of training should fall in the Central sector.

C. Employment in Industry

1. Success in this field cannot come about, unless the employability of concerned groups is improved. This in turn highlights the importance of training facilities. The present experience was that in spite of adequate reservation in training institutions for the Scheduled Castes and Scheduled Tribes the reserved seats were not fully utilised. It would be very necessary for the State Governments to identify the reasons for this failure and to remove them.

2. The leather industry which offers large scope for employment in the rural areas, should be improved and expanded. Efforts must be made to introduce mechanical techniques of production as far as possible and also to make the leather industry, especially the flaying process a 'clean occupation'. The Government should examine the possibility of reserving certain types of products of the leather industry for the small-scale and rural sectors. Steps should also be taken for the proper exploitation and utilisation of dead cattle and their by-products.

3. In relation to private industry the question would largely be one of imparting of skills. The annual replacements of industrial labour is of the order of about 2 lakhs. Steps should be taken to ensure that a fair share of this employment went to the communities. The fair representation should be not only in terms of total number but also in terms of each category of employment within the industry. One way of meeting this would be to ensure their employment as the *badlis* wherever this was possible.

4. In addition to rural industries other schemes like provision of small expellers and canning industries of fruit and vegetables would not only assure employment but also cut across social barriers. The Khadi and Village Industries Commission through its affiliated institutions should be enabled to take up such programme actively.

D. Employment under Government

1. While the huge shortfall in Class I and Class II could be explained by reference to the absence of a vast educational programme in the earlier years, there was no reason why Class III and Class IV vacancies should not be filled up by candidates belonging to these classes.

2. Unless a categorical line was taken by the Government, progress would always be halting. Thus, it would be useful to have a rule that the quota of Scheduled Castes and Scheduled Tribes in vacancies arising every year should be filled in the same year, subject to the minimum prescribed qualifications. This should be supplemented by a scheme of special coaching to the Scheduled Castes/Tribes entrants to ensure

that they come up to the level of general employees as early as possible.

3. There was a shortfall in Class IV in relation to Scheduled Tribes. The excuse of lack of minimum qualifications sounded unconvincing in relation to recruitment to Class IV. Any persons from these classes with a little of general education should be acceptable for appointment to Class IV.

4. About Class III, the difficulty seemed to be that appointing authorities were insisting on some qualifications *in addition* to the minimum educational qualifications. While these extra qualifications were, to some extent, relatable to the type of work which an employee in Class III would be called upon to perform, there was no reason to suppose that any persons with the requisite educational qualifications could not by a special effort make up for deficiency and give satisfactory service. Therefore, even in relation to Class III, it should be the rule that a person with the minimum educational qualifications be recruited.

5. In relation to Class I and Class II, though the number of posts involved is small, it has been difficult to find candidates who would be acceptable for the reserved vacancies. Significant results would come about if Government were to take a step for special coaching facilities as recommended earlier. Under the existing rules reserved vacancies lapsed if they were not filled within the recruitment years. The provision for lapse should be withdrawn. This would put a pressure on appointing authorities to promptly fill the reservation quotas.

6. Due to ambiguity regarding the class of services into which certain categories of posts fall—(teachers were mentioned as an example)—the policy of reservation was not being fully implemented. It was stressed that unless a post under government was specifically exempted from the purview of the reservation orders, there was no question of having no reservation. Reservation being the rule, the State Government and the Central Government should see whether there are such cases and issue suitable clarifications.

7. A Central Executive authority fully qualified with power to nominate candidates against reserved vacancies should be established; in addition to services this authority should be in general charge of proper implementation of the entire programme.

8. Candidates should be given financial assistance to defray the cost of registration with Employment Exchanges and on journeys for interviews with employees.

9. More Employment Exchanges and Employment Information Bureau should be opened in interior areas so as to make employment service easily accessible to the Scheduled Tribes. Wherever possible, even Mobile Employment Exchanges should be provided to register candidates from these communities for employment in new projects.

10. There should be a Committee at the State level for a constant review of the performance of each department in the matter of public undertakings in fulfilling reserved quotas. At the State level this committee may have the Minister-in-charge of Welfare as its Chairman,

few members of Legislatures belonging to Scheduled Castes and Scheduled Tribes as members and Secretary, Social Welfare, as Secretary. The Committee should be given adequate powers to make it effective. The report of this Committee may be placed before the State Legislature for discussion every year.

11. There should be a similar committee at the district level consisting of the District Magistrate, the Chairman, Zila Parishad, the Employment Officer and the Tribal Welfare Officer. One of them may function as a departmental expert on Selection Board.

12. Closer liaison should be established between Directorate of Public Relations and Employment Exchanges for giving wider publicity to employment opportunities.

13. It is extremely important that requirements of physical standards, specially, height and weight should be suitably relaxed in favour of such candidates. Many promising young men from these classes were being drawn away from good careers under Government particularly the Defence forces and Police for no other reason except that they fall somewhat short of the physical standards which were rigidly enforced.

14. More I.T.s should be started in tribal areas and scholarship given to *all* the Scheduled Castes and Scheduled Tribes trainees.

15. There should be regular follow-up programme for these trainees from these institutions in order to avoid wastage.

16. The State Governments should take a strict view of any slackness on the part of appointing authorities in furnishing the prescribed returns and/or of failure to fill the reserved quotas in services.

17. The Central Government should obtain annual returns from the State Governments indicating the progress of employment of candidates of these communities in the services of the State Governments and make available their comments to the State Governments.

18. Public undertakings should make a reservation in their services on the lines adopted by the State Governments for their services. The contractors connected with the undertakings should also fall in line and adopt such principles of reservation. It would be highly desirable that such an arrangement is formalised as a condition of the agreement entered into by the undertaking with the contractor.

19. Government should insist that every institution, receiving financial assistance from it, should observe the principle of reservation in employment under it.

20. Normal administrative inspections should also give specific attention to the performance on the part of the office in filling up the reserved quotas and the inspection report should make specific mention of the position in this regard.

21. It would be extremely desirable to have on each Union/State Public Service Commission, Railway Service Commission and similar other bodies set up for recruitment for Public Service, a person belonging to Scheduled Castes or Scheduled Tribes.

22. With a view to removing the shortfalls in representation to these communities even in the relatively lower ranks of Government services, a determined effort is necessary to recruit primary school teachers, police constables, Gram Sevaks, etc. from these communities. The proportion of reservation should have a direct relation to the proportion which the Scheduled Castes/Tribes form to the total population in the area.

23. In the case where local Employment Exchanges are not able to provide suitable candidates, more intensive efforts should be made to provide the required candidates from either the neighbouring areas or from outside expeditiously to fill the reserved vacancies in the area. Employment Exchange should exercise sufficient scrutiny and caution in the matter of issuing non-availability certificates to the appointing authorities.

24. Cases where employers reject a large number of candidates under the plea of their unsuitability, should be carefully examined by Employment Officer personally and efforts should be made to provide the type of candidates required by the appointing authorities.

25. A small brochure containing information in respect of posts under the Central Government, Semi-Government and corporate bodies as also State Governments with regard to classification and training experience and other conditions required should be published by Government of India and copies supplied to all educational institutions, Backward Classes' Hostels, Block Development Officers, voluntary organisations and vocational guidance officers. The Central Government should be willing to bear the expenditure which the State Governments might incur on this.

26. There were instances where social prejudices prevented Scheduled Castes getting accommodation even after they had secured appointments. It was, therefore, necessary that wherever public housing was available arrangements should be made with a view to removing this disability.

27. Special grants should be sanctioned to voluntary agencies for engaging part-time teachers to teach students in hostels of Scheduled Castes and Scheduled Tribes to improve their standard of education. In large cities voluntary agencies should be encouraged to run special evening classes for coaching.

28. There should be suitable reservations for the employees in the matter of departmental promotions and these should extend to promotion to posts in Class I and Class II also. There is relaxation of age for initial recruitment; it is necessary that such relaxation be given at successive stages of service also. This must be accompanied by suitable training programmes, so that those promoted under the reserved quota would be fully qualified to hold their new jobs.

29. Since the implementation of these recommendations would require a large variety of trained personnel, the concerned departments/organisations both at the Centre and in the States should take early steps for the assessment of manpower requirements and their advance training.

30. Cooperation of the universities and appropriate research organisations should be sought in order to carry out the special studies which have been indicated in the foregoing recommendations. Wherever necessary, adequate financial assistance should be given to research agencies for the purpose.

31. In the training programmes of I.A.S. and other cadres of personnel in the Central and State Governments, courses should be introduced to impart information on the existing living and working conditions of Scheduled Castes and Scheduled Tribes. The Constitutional guarantees and safeguards given to these communities should be specially emphasised.