



KARNATAKA LEGISLATURE

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND SCHEDULED TRIBES
(1979-80)

(Sixth Assembly)

THIRD REPORT
ON
RESERVATION AND EMPLOYMENT OF SCHEDULED
CASTES AND SCHEDULED TRIBES AND OTHER
WELFARE MEASURES TAKEN FOR THEM
IN THE UNIVERSITIES OF KARNATAKA

(Presented on 14th March, 1980)

KARNATAKA LEGISLATURE SECRETARIAT
BANGALORE

**Corrigenda to the Third Report of the Committee on the Welfare of
Scheduled Castes and Scheduled Tribes of Karnataka Legislature**

SIXTH ASSEMBLY

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COMPOSITION OF THE COMMITTEE

Personnel of the Comitée on the Welfare of Scheduled Castes and Scheduled Tribes.

CHAIRMAN

Shri C. M. Arumugham

Members

Legislative Assembly.—

2. Shri R. Ambanna Naik
3. Prof. S. S. Arakeri
4. Shri G. Basavannappa
5. Shri R. R. Kallur
6. Shri B. H. Lakshmanaiah
7. Smt. Motamma
8. Shri L. S. Naik
9. Shri P. K. Ranganathan

Legislative Council.—

10. Shri Channaiah Odeyar
11. Shri Kalyan Rao Margutti
12. Shri A. Masana Chetty

Secretariat.—

- Shri T. Venkataswamy, Secretary.
Shri K. S. Thimmappa Gowda, Additional Secretary.
Shri K. S. Singri Gowda, Deputy Secretary.
Shri G. Venkataram, Under Secretary.

INTRODUCTION

I, the Chairman of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes constituted by the Karnataka Legislature having been authorised by the Committee to submit on their behalf present this Third Report on Reservation and Employment of Scheduled Castes and Scheduled Tribes and other welfare measures taken for them in the Universities of Karnataka State.

The present Committee was constituted on 4th September, 1978.

This Report is based on the replies furnished by the Universities to the Questionnaire framed by the Committee on the subject and information made available to the Committee during their visit and also on the discussions with the vice Chancellors, Registrars and other Officers of the respective Universities.

The Report was considered and adopted by the committee on 4th February 1980.

The Committee wish to express their thanks to the Vice Chancellors, Registrars and all other concerned Officers of the Universities for furnishing replies and other information to the Committee in connection with the examination of the subject.

The Committee are also thankful for the valuable assistance rendered and co-operation extended by the Officers and staff of the Legislature Secretariat.

A Summary of Conclusions and Recommendations contained in the Report is appended (Appendix V).

C. M. ARUMUGHAM,
Chairman,
Committee on the Welfare of
Scheduled Castes and Scheduled Tribes.

Bangalore,

Dated 4th February 1980

REPORT

W.S.C.—B

CHAPTER I

Introductory

UNIVERSITIES

Objectives

“A University stands for humanism, for tolerance, for reason, for the adventure of ideas and for the search of truth. It stands for onward march of the human race towards higher objectives. If the Universities discharge their duties adequately, then it is well with the nation and the people”. These words high light the basic truth that Universities have a crucial part to play in the life, welfare of all sections of the people which is the strength of a nation. They are essentially a community of teachers and students, wherein some way, all learn from one another or at any rate, strive to do so. Their principal object is to deepen man’s understanding of the universe and of himself in body, mind and spirit, to disseminate this understanding throughout society and to apply it in the service of mankind. They are the dwelling places of ideas and idealism, and expect high standards of conduct and integrity from all their members. Theirs is the pursuit of truth and excellence in all its adversities a pursuit which needs, above all, courage and fearlessness. Great Universities and timid people go ill together.

1.2. Fundamental values to which the Universities owe their allegiance are largely unrelated to time or circumstance, their functions change from time to time. In the

rapidly changing contemporary world Universities have to undergo profound changes in their scopes, functions and organisation and are in a process of rapid evolution. Their tasks are no longer confined to the two traditional functions of teaching and advancement of knowledge. They are assuming new functions and these are increasing in range, depth and complexity. In broad terms, the functions of the Universities in the modern world may be said to be :

(i) to provide society with competent men and women trained in agriculture, arts, medicine, science and technology and various other professions, who will also be cultivated individuals, imbued with a sense of social purpose ;

(ii) to strive to promote equality and social justice and to reduce social and cultural differences through diffusion of education ; and

(iii) to foster in the teachers and students, and through them in society generally, the attitudes and values needed for developing the 'good life' in individuals and society.

1.3. The Universities have some special responsibilities in the present state of social and educational development of the country keeping in view of the constitutional obligations. The Universities have to create knowledge and train minds who would bring together material resources, human energies, if the living standards of our people are to be raised. The Universities existing in our State are not apart from the above objectives.

1.4. The Universities in the State are being aided by the University Grants Commission, and the State Government not only to co-ordinate and maintain the standard of education in the State but also to promote social

justice for the weaker sections of the community particularly Scheduled Castes and Scheduled Tribes in higher education, and to give adequate representation for them in the services of the Universities.

1.5. The Committee for the present are not concerned with the various educational activities of the Universities in Karnataka State. They are particularly interested in the welfare and upliftment of Scheduled Castes and Scheduled Tribes and their representation in the various services of the Universities in the State.

1.6. Keeping this in view the Committee decided to examine the reservation position of Scheduled Castes and Scheduled Tribes in the various Universities in the State and their representation in their services. In this connection the Committee had framed detailed questionnaire and sent the same to the respective Universities for furnishing replies. The questionnaire sent to the Universities and replies furnished by them is appended to the Report (vide appendices Nos. I to IV). On the basis of the replies furnished to the questionair, as also the discussions held with the authorities of these Universities the Committee have come to certain conclusions and observations as regards the reservations and employment of Scheduled Castes and Scheduled Tribes in the services of these Universities and have made their recommendations in the succeeding paragraphs.

1.7. The following are the four Universities in Karnataka which have been examined by the Committee :

- (1) Mysore University, Mysore.
- (2) Karnataka University, Dharwad.
- (3) Bangalore University Bangalore and
- (4) University of Agricultural Sciences, Bangalore.

1.8. A brief background history of these Universities and their achievement since their establishment and how far these Universities have implemented the reservation Orders for Scheduled Castes and Scheduled Tribes in their services has been mentioned and discussed in the next Chapter.

CHAPTER II

MYSORE UNIVERSITY

(a) Historical background

The University of Mysore which came into existence on 25th July 1916, has completed a long period of about sixty years of its existence. This University being one of the oldest in the country was the Seventh University to be established in India and the first in a Princely State. The University which started with a modest beginning of two Colleges, i.e., Maharaja's at Mysore and the Central College at Bangalore has developed into a seat of learning with about 128 affiliated Colleges and three Post-graduate Centres spread over the eight districts of the State. The University which was started with only two faculties of Arts and Science, today has covered all the faculties such as Arts, Science, Education, Law, Commerce, Engineering and Medicine. The number of students has enormously increased to about 85 thousand which was less than a thousand in the beginning. In order to extend the facilities of higher education to this over increasing student population, three P.G. Centres are established by the University. The Manasa Gangotri Campus started in the year 1960, has 29 P.G. Departments and all facilities for teachers and students to live in the Campus.

2.2. The Mangala Gangotri at Konaje, Mangalore started in the year 1968 has the P.G. Departments of

Kannada, Physics, Bio-Sciences, Commerce and Mathematics. Hostels to P.G. students, residential facilities for teachers are also provided there.

2.3. The P. G. Centre at B. R. Project, Shimoga started in the year 1974 has Kannada, Economics, Mathematics and Industrial Chemistry. The P.G. Departments in Economics and Commerce are also started at Davanagere in the year 1979.

2.4. The University has also started highly professional P.G. Courses such as Industrial Chemistry, Agricultural Marketing Management, Hydro-Geology, Urban and Regional Planning, Business Administration.

2.5. The Institute of Correspondence Course and Continuing Education was started in the year 1969 and this has resulted in the Open University with the decision of permitting anyone who is 25 years of age and above to go directly into the First Degree Class and anyone 35 years of age and above into P.G. Courses through Correspondence Course.

2.6. Fully equipped Libraries and Sports Fields, Canteens and Hostels, Health Centres and Swimming Pool on the Campus cater to the needs of students of the University.

2.7. 'Earn while you learn Scheme' subsidy of room rent to economically backward students are some of the steps taken by the University in helping the weaker sections of the Society.

2.8. The University has earmarked Rs. 2 lakhs in the Annual Budget for arranging Coaching Classes, providing room rent, medical facilities and for other amelioration

measures exclusively for Scheduled Castes and Scheduled Tribes/Backward Tribes students.

2.9. The University is taking measure for the welfare of the employees. Residential Facilities, Medical Facilities, Family Benefit Scheme are some of the measures taken in this regard. A decision has also been taken by this University to introduce Pension Scheme for its employees. The University in this way is planning its programmes.

2.10. In the hostels run by the University 35 per cent of seats have been given for Scheduled Castes and Scheduled Tribes candidates. In all the P.G. Courses Scheduled Castes and Schedule Tribes candidates have been given representation following the reservations as per Government Orders.

2.11. The Government of Karnataka have released Rs. 163 lakhs as maintenance grant to this University for the year 1977-78. It has also received Rs. 61 lakhs from the University Grants Commission during that period. This University has also received grants from State Government amounting to Rs. 14 lakhs for the various projects undertaken by this University such as Operation Bharani, grants from the department of atomic energy research projects and fellowships, Kannada encyclopedia, etc.

(b) Adoption/Implementation of Reservation Orders for Scheduled Castes and Scheduled Tribes by the Mysore University

2.12. With a view to ascertain the representation of Scheduled Castes and Scheduled Tribes in employment under the Mysore University, the Committee had sent a detailed questionnaire to the University for furnishing replies. The questionnaire and the replies furnished by the University along with the additional information are

appended to the Report (**vide** appendix No. I). The Committee visited the University on 15th February 1979 and held discussion with the Vice-Chancellor, Registrar and other Officers of the University. The observations and recommendations made by the Committee are based on the replies furnished and on the discussions held with the University authorities.

2.13. The following table gives the total number of posts of all categories existed in the University and the number of Scheduled Castes and Scheduled Tribes working there and their percentage.

No.	Category of posts	Total No. of posts	Others	S. C.	S.	Percentage	
						SC.	ST.
1.	Professors	69	68	1	Nil	1.45%	..
2.	Readers	90	86	4	Nil	4.45%	..
3.	Lecturers	238	234	4	Nil	1.4 %	..
4.	Tutors	37	36	1	Nil	2.7 %	..
5.	Technical	446	427	13	6	2.47%	1.34%
6.	Ministerial	425	393	24	8	5.65%	1.88%
7.	Menial	457	411	41	5	8.99%	1.1%

2.14. From the above it could be seen that in all categories of posts in the University, the representation of Scheduled Castes and Scheduled Tribes is far from satisfactory and is negligible. Even in the ministerial and menial posts, the percentage is only 5.65 per cent for Scheduled Castes and 1.88 per cent for Scheduled Tribes and in the case of menial posts, the percentage is 8.99 per cent for Scheduled Castes and 1.1 per cent for Scheduled Tribes. Here also the percentage is not fully covered.

2.15. The University should have taken action to give more representation to Scheduled Castes and Scheduled Tribes in these appointments. Even in Class IV appointments required percentage is not given for Scheduled Castes and Scheduled Tribes, The Committee regret that the University has not cared to follow the reservation orders strictly, and ignored the claims of the Scheduled Castes and Scheduled Tribes.

2.16. In reply to the Committee's questionnaires it was stated that the Orders regarding reservation for Scheduled Castes and Scheduled Tribes in the Mysore University are being followed only after the new Karnataka State Universities Act, 1976 came into force and after framing the Cadre and Recruitment Rules on 4th March 1977. Prior to 4th March 1977 there was no Government Order directing University to reserve posts for Scheduled Castes and Scheduled Tribes and therefore there has not been proper representation for Scheduled Castes and Scheduled Tribes in the University. The Committee were informed that the University received the Government Orders regarding the reservation for Scheduled Castes and Scheduled Tribes on 4th March 1977 for the first time to provide reservation in the initial recruitment. Prior to that the University was not in receipt of Government Order issued from time to time regarding reservation for Scheduled Castes and Scheduled Tribes. The Vice-Chancellor also informed the Committee that prior to 1977 the University was supposed to be an autonomous body.

2.17. As per the Karnataka Universities Act 1976, ~~the recruiting authority of the University is the Vice-Chancellor~~ and for the post carrying less than Rs. 500 maximum scale of pay, the Vice-Chancellor is the appointing authority. Under the Act the teaching staff pertaining to post graduate departments, the post of Professors, Readers and Lecturers

are filled up by direct recruitment. In Under Graduate Colleges, the post of Professors, Readers are filled by promotion. The post of Lecturers in the Under Graduate Colleges are open for direct recruitment. Under non-ministerial staff certain posts are open for direct recruitment and certain posts for promotion are filled by in consultation with the Board of Appointment.

2.18. The Committee were informed that the reservation provided for Scheduled Castes and Scheduled Tribes as per the Government Order is 15 per cent for Scheduled Castes and 3 per cent for Scheduled Tribes in direct recruitments, and this percentage is also followed in case of promotions as per Government Order.

2.19. The Committee were further informed that there are different selection Committees for selection of Professors, Librarians, Readers, Lecturers and non ministerial staff. The Constitution of these Committees and the number of members of each Committee are as enumerated Under Section 49, 50 of the Karnataka State Universities Act, 1976. The Selection Committee constituted and its function as recommending boards for selection of staff only. Regarding reservation in promotion the Vice Chancellor informed that they are following Government Orders and in respect of promotional vacancies of Professors and Readers in the Under Graduate Colleges, a clarification has been sought from the Chancellor and replies are awaited and the Committee were told that however no promotion was made after 1978.

2.20. While going through the recruitment rules of the University, the Committee have noticed that experience along with higher academic qualification has been prescribed to the posts of Professors, Readers, and Lecturers. This higher academic qualification and experience in

teaching field have barred entry of Scheduled Castes and Scheduled Tribes for the above posts. During the discussion the Vice Chancellor informed the Committee that there are 57 Professors in the University and out of them there is only one candidate belonging to Scheduled Caste. This gives a most dismal picture. The University could have given more representation in the Cadre of Professors to Scheduled Castes and Scheduled Tribes by suitably amending or relaxing the educational qualification. **The Committee urge the University that at least in future adequate representation should be given to Scheduled Castes and Scheduled Tribes in the cadre of Professors by suitably relaxing the educational qualifications.** The University has appointed 71 Lecturers for the last 5 years out of which there are only 2 persons belonging to Scheduled Castes and Scheduled Tribes and the percentage is only 2.8 per cent, which is far from satisfactory.

2.21. The committee recommend that the recruitment Rules framed for filling up of the Post of Lecturers may be suitably amended and the prescribed qualifications should be relaxed in respect of Scheduled Castes and Scheduled Tribes.

2.22. While going through the representation of Scheduled Castes and Scheduled Tribes in non-teaching cadres, the Committee have noticed that the representation to these classes of people in these cadres is most unsatisfactory. In their reply to the questionnaire, the University, has stated that out of 1812 posts there are only 110 posts in which 91 Scheduled Castes and 19 Scheduled Tribes are working, the percentage of which is only 4.8 percent and 1 percent respectively. ~~The Committee may consider the plea of the University that the suitable qualified candidates are not forthcoming to the posts of teaching staff, but even the general vacancies existing in the University~~

have also not been represented by the Scheduled Castes and Scheduled Tribes in spite of availability of candidates for these posts in the employment exchanges, etc.

2.23. From the figures furnished regarding representation of Scheduled Castes and Scheduled Tribes in the Mysore University, it is clear that the University has not followed the reservation Orders from the beginning and the representation of Scheduled Castes and Scheduled Tribes in the University is most unsatisfactory and inadequate in all the categories of posts in the University, even in Class IV the position is far below the required percentage. The Committee are very much unhappy about this state of affairs in the University.

2.24. In view of the above the Committee have come to the conclusion that in the Mysore University the goal of full representation of Scheduled Castes and Scheduled Tribes has not been achieved so far in any of the categories of posts in the University and it is not likely to be achieved in the several decades to come unless positive steps are taken to clear the shortfall of representation in all categories of posts in the University immediately.

2.25. The Committee therefore urge the University to take Special Steps to give adequate representation to Scheduled Castes and Scheduled Tribes in all categories of posts by Special recruitment only for Scheduled Castes and Scheduled Tribes so that the shortfall is made up in a quickest possible time.

2.26. The Committee are very much distressed to note that the University has disregarded the constitutional provisions and have failed to follow the reservation orders strictly. Though the University authorities have informed the Committee that they have accepted the principle of

reservation for Scheduled Castes and Scheduled Tribes, the position of representation in the University is most disheartening. There had been large scope of employment under the University but as the principle of reservation has been adopted by the University very recently the representation of Scheduled Castes and Scheduled Tribes in the University has very much reduced thereby **and this should be rectified at quickest possible time.**

2.27. The committee recommend that immediate steps should be taken to clear the backlog and to make up the shortfall in the representation of Scheduled Castes and Scheduled Tribes in the University. Adhoc steps should be taken and Special recruitment should be made to make good the loss and this should be applied to in promotions also. The University should follow the reservation orders strictly in future and there should be a time bound Programme to clear all the shortfall in the University so that the representation of Scheduled Castes and Scheduled Tribes in the University is reached to the prescribed extent.

2.28. The committee further recommend that in future while filling up the posts in non-teaching cadres the list of candidates should be obtained from employment exchanges and also from the Directorate of Social Welfare in addition to other sources.

2.29. In the earlier Rules of Recruitment of 1964 in the University, provision was made under Rule 8 as follows :—

Rule 8 :

“Barring teaching posts, the posts of Director, Deputy Director and Assistant Director, Prasaraṅga, the Director and Assistant Director of Oriental Research

Institute and posts of Librarian and Assistant Librarian of the University Library, Posts of Director and Assistant Director of Physical Education, 18 percent of the available posts shall be reserved for members belonging to Scheduled Castes and Scheduled Tribes. In respect of the posts exempted under this rule, other things being equal, preference shall be given to members of Scheduled Castes and Scheduled Tribes”.

This provision was also not followed by the University till 1977.

2.30. During discussion, the Vice-Chancellor informed the Committee that by giving training to Scheduled Castes and Scheduled Tribes candidates, the vacant posts in the University could be filled up. He has also expressed the view that Section 49(8) of the Karnataka State Universities Act, 1976 which reads as :

“(8) Notwithstanding anything in sub-section (7), preference shall be given to persons belonging to the Scheduled Castes and Scheduled Tribes in any selection if in the opinion of the Board such persons possess merit a little above the minimum qualification prescribed and are suitable”, require suitable amendment for increasing the intake of Scheduled Castes and Scheduled Tribes in the appointments under the University.

2.31. The committee agrees with the views expressed by the Vice-Chancellor urge the Government to take action to amend the said Section as proposed by the Vice-Chancellor.

Under Section 49(a) the Board of appointment for Selection to the posts of Professors and to the post of Librarian,

- (i) The Vice-Chancellor is Ex-Officio Chairman ;

(ii) the Head of the Department concerned, if he is a Professor and if he is not a Professor, a Professor from any other University in the State, is nominated by the Chancellor ;

(iii) three experts nominated by the Chancellor, two of whom from a panel furnished by the University Grants Commission and the other from amongst persons serving in any other University in the State ; are members of the Selection Committee.

2.32. The committee recommend that this Section should be amended to include a representative of Scheduled Caste/Scheduled Tribe in the Board of Appointments to safeguard the interest of Scheduled Castes and Scheduled Tribes. Similarly Section 50 should also be amended to give proper representation to Scheduled Castes and Scheduled Tribes in the Selection Committee.

2.33. Under Section 49 of the Karnataka State Universities Act, 1976, general provision has been made that the Orders issued by the State Government from time to time should be followed by the University in respect of reservation of post for Scheduled Castes and Scheduled Tribes. This does not prescribe the actual percentage of reservation for Scheduled Castes and Scheduled Tribes. Similar Sub-Section 8 of Section 49 also does not prescribe the percentage. **The Committee therefore recommend that the above Sections should be suitably amended to provide for definite percentage of reservations for Scheduled Castes and Scheduled Tribes in the University Services.**

2.34. During, the discussion, the Vice-Chancellor informed the Committee that he has requested the Government to give powers to him to create supernumerary posts

for filling up the backlog in respect of Scheduled Castes and Scheduled Tribes. **The Committee strongly urge the Government to permit the University for creating Super-numerary posts in order to fill up the backlog in the representation of Scheduled Castes and Scheduled Tribes in the University.**

2.35. In this connection the Committee further recommend that in order to clear the backlog the University should resort to recruit only Scheduled Castes and Scheduled Tribes candidates till the backlog is cleared.

2.36. According to the replies furnished by the University, the Committee presumes that the reservation rules in respect of promotional posts are being followed by the University in respect of all posts except that of Professors and Readers for which they have sought certain clarifications from the Chancellor. **The Committee would like to be informed of the latest position in the matter and urge that the reservation rules should be made applicable to all promotional posts in the University.**

(c) Other measures taken by the University for the Welfare of Scheduled Castes and Scheduled Tribes and the strenth of Scheduled Castes and Scheduled Tribes students in the various courses of studies in the University.

2.37. The following welfare measures have been taken by the University in respect of Scheduled Castes and Scheduled Tribes.

(1) During 1979-80, all the teaching posts in the Post-graduate Course are classified according to the Roster System specified by the Government.

(2) A sum of Rs. 2 lakhs has been set up as 'amelioration fund', to help the Scheduled Castes and Scheduled Tribes candidates.

(3) A Committee has also been set up by name 'amelioration fund Committee' which would chalk out the ways in which the funds will be utilised.

(4) In the following ways the amelioration fund has been utilised :

(a) 50 per cent of the caution deposit to hostel to be paid by the candidates belonging to Scheduled Castes and Scheduled Tribes has been given from this amelioration funds.

(b) Arrangements have also been made to provide food to Scheduled Castes and Scheduled Tribes candidates who are staying in the hostel at a subsidised rate, extra cost of which has been met out from the amelioration fund.

2.38. **The following table gives the strength of students etc.**—Approximate student strength in affiliated colleges :

1. Men	Women	Total
43000	17000	60000

2. Total approximate strength of SC and ST candidates :

Men	Women	Total
1900	600	2500

3. Students strength in Institute of Correspondence Course and Continuing Education :— 22000

4. No. of SC and ST Candidates in ICC and CE—
2,600

2.39. While appreciating the initiative taken by the University for starting some welfare programmes for Scheduled Castes and Scheduled Tribes the **Committee urge that more schemes such as Hostel facilities, Coaching award of Scholarships, etc., should be started and implemented by the University for the Welfare of Scheduled Castes and Scheduled Tribes.**

2.40. Apart from the representation of Scheduled Castes and Scheduled Tribes in services of the University, their representation in admissions to the Colleges, etc., under the University is also far from satisfactory. The representation in admissions works out to 4 per cent only. When the students of these communities are not admitted in large numbers, it is highly impossible to produce talented candidates for appointments and posts. **Therefore, the Committee recommend that the intake of Scheduled Castes and Scheduled Tribes students should be increased and more facilities should be created for their admissions to various courses. Hostel facilities for them should also be improved.**

CHAPTER III

KARNATAK UNIVERSITY

(a) Historical background

The Karnatak University was set up by an Act viz., Karnatak University Act and came into existence from 1st March 1950. The reasons for establishing a separate University was on a demand made by the people of Bombay Karnataka area of present Karnataka State. The areas of these districts were very backward in the field of education

pre-independence days. The setting up of a separate university at Dharwad has helped the spread of education in the northern district of Karnataka. This University was initially nurtured and brought up by the hard work of late Mr. Pavate, and it has a vast and beautiful campus comprising of various departments of the University. It is also catering higher education to the educationally backward areas of Hyderabad Karnataka districts also. The University has started marine biology department in Karwar with a view to carry out research in marine sciences in the coastal belt of Karwar.

The University has about 140 colleges under its jurisdiction which covers 8 districts viz., Belgaum, Bijapur, Bellary, Bidar, Dharwad, Gulbarga, Uttar Kannada and Raichur. The enrollment of students in the department of Post Graduate studies of this University during 1977-78 was 2631 including 136 Scheduled Castes and Scheduled Tribes students.

3.3. The total budget of the University is Rs. 3.5 crores. To meet expenditure on developmental and normal activities the Government of Karnataka has sanctioned a sum of Rs. 2 crores during the year 1977-78. The University Grants Commission also provided 70-80 lakhs per annum for maintenance of this University.

(b) Adoption/Implementation of Reservation Orders by the Karnatak University

3.4A The questionnaire framed by the Committee relating to the representation of Scheduled Castes and Scheduled Tribes in Karnatak University was sent to the University and they were asked to furnish the replies to the questionnaire. The questionnaire and the replies furnished along with the additional information are appended to the report (vide appendix No. II).

3.5. The Committee visited this University on 23rd August, 1979 and held discussion with the Vice-Chancellor, Registrar and other Officers of Karnatak University. The comments of the Committee are based on the replies furnished and also on the discussion held with the University authorities.

3.6. The following table gives the number of posts of all categories in the University and the actual representation of Scheduled Castes and Scheduled Tribes in these categories and their percentage in each category :

Sl. No.	Categories of the Post	Total No. of posts in teaching and non-teaching cadres	Total No. of persons working	No. of SCs./STs. working against each category		Percentage of SCs./STs. categories	
				SC.	ST.	S.C.	S.T.
Teaching							
(Including P.G. Departments and Constituent Colleges)							
1.	Professors	72	48	..	..	Nil	Nil
2.	Readers	160	119	..	..	Nil	Nil
3.	Lecturers	371	276	5	3	2%	1%
4.	Non-ministerial and Technical	442					
	Class I		7	..	..	Nil	Nil
	Class II		10	..	..	..	Nil
	Class III		80	..	..	..	Nil
	Class IV		161	1	..	0.62%	Nil
	Class V		76	1	..	1.33%	Nil
	Class VI		94	1	..	1%	Nil
5.	Ministerial:	957					
	Class I		17	..	..	..	..
	Class II		45	..	..	..	..
	Class III		506	8	2	6%	4%
	Class IV		389	29	..	5.9%	..

3.7. From the above it is clear that there is hardly any representation at all for Scheduled Castes and Scheduled Tribes in any of the cadres of services of the University and the representation is nil in some categories. This is a very sorry state of affairs in the University. It is evident that the University has deliberately ignored the Constitutional Provisions and the claims of Scheduled Castes and Scheduled Tribes from the beginning and they have not given any representation to these classes of people in the University let alone in higher categories of posts but even in lower categories of posts like peons, etc.

3.8. During the discussion, the Vice-Chancellor informed the Committee that the total budget of the University is about 3.5 crores. Out of which 1.65 crores is given by the State Government. Not even a portion of the budget is earmarked by the University for the welfare of Scheduled Castes and Scheduled Tribes and for creating facilities for them such as hostels, coaching facilities Book banks etc. It looks as though this University has almost closed its doors for the entry of Scheduled Castes and Scheduled Tribes both in respect of admissions and also in giving representation for them in their services.

3.9. The Committee have come to know that prior to 1976 when the new University Act came into force the Karnataka University had not followed the reservation orders at all though the other Universities were following the reservation orders to some extent and only after the new Act came into force the Karnatak University is following the reservation orders.

3.10. When asked as to why the University has not taken any action to give representation for Scheduled Castes and Scheduled Tribes in the University the Vice Chancellor informed the Committee, in that part of

Karnataka, people representing this community are not sufficiently educated. That means the University has not made any attempt to spread education in this part of the State to the Scheduled Castes and Scheduled Tribes people so that they are educated in large numbers. The Vice Chancellor also admitted that the reservation rules for Scheduled Castes and Scheduled Tribes are not followed till 1976 and that was the reason for non-representation for this community in the University since the beginning. **The Committee recommend that an enquiry should be instituted in this behalf and suitable action should be taken on the persons responsible for the lapse. The Committee also strongly recommend that the University should take special steps immediately to appoint more number of Scheduled Castes and Scheduled Tribes people in all categories of posts in the University so that the quota of reservation is maintained and the backlog is cleared at the earliest reasonable time.**

3.11. The Vice Chancellor informed the Committee that though they are making appointments on Ad-hoc basis, even then, sufficient number of Scheduled Castes and Scheduled Tribes people are not coming forward.

3.12. **In this connection the Committee recommend that the University should make special appointment only for Scheduled Castes and Scheduled Tribes to clear the backlog atleast to a reasonable extent, by obtaining lists of Scheduled Castes and Scheduled Tribes Candidates from the Employment Exchanges, Special Employment Exchange and from the directorate of Social Welfare, where large number of educated Scheduled Castes and Scheduled Tribes have registered their names and are available for employment. The Vice-Chancellor assured the Committee that in future vacancies the backlog would be cleared by adopting the above method. The Committee urge that the**

University should take necessary steps in this direction and inform the Committee.

3.13. The Committee were also told that until the Scheduled Castes and Scheduled Tribes quota is reached the University will make appointment only from Scheduled Castes and Scheduled Tribes candidates and a resolution has also been passed to that effect. The Committee hope the University will implement this resolution keeping in view of the constitutional provisions and the injustice done to the Scheduled Castes and Scheduled Tribes by the University since the beginning. The Vice Chancellor told the Committee that the University have framed Cadre and Recruitment Rules but it has not yet been finalised and would be finalised in two to three months. The Committee hope that the Cadre and Recruitment Rules have since been finalised by the University and adequate provision for reservation for Scheduled Castes and Scheduled Tribes have been made in the Cadre and Recruitment Rules.

3.14. Though the University was established in 1950, the Cadre and Recruitment Rules have not so far been framed. This is a matter of regret and it is a very sorry state of affairs. The Committee feel that the Cadre and Recruitment Rules have not been framed in order to facilitate the appointing authorities to ignore the claims of Scheduled Castes and Scheduled Tribes in this University.

3.15. As has been recommended in respect of other Universities, the Committee are of the opinion that it is necessary to make provision in the University Act itself for definite percentage of reservation for Scheduled Castes and Scheduled Tribes, as this will go a long way in helping the Scheduled Castes and Scheduled Tribes people, to claim their legitimate quota of reservations.

3.16. **The Committee further recommend that provision should be made in the Cadre and Recruitment Rules to have a Scheduled Caste Scheduled Tribe representative in the Board of Appointment for both Teaching and non-Teaching Posts under the University. Further there should be a representative of Scheduled Caste/Scheduled Tribe in the Board of Examinations also.**

3.17. **The Committee desire that the University should start more schemes for the welfare of Scheduled Castes and Scheduled Tribes in the University Act only with regard to their admissions, etc., but also with regard to their representation in the employment Under the University.**

3.18. **The Committee recommend that effective steps should be taken by the University to give Special Coaching to more Number of Scheduled Castes and Scheduled Tribes Students in the University so that they may compete with others in Admissions, etc., in the various Post Graduate Studies in the University.**

3.19. **The Vice Chancellor informed the Committee that there are 213 vacancies in Class IV categories at present and assured the Committee that adequate representation would be given to Scheduled Castes and Scheduled Tribes when appointments are made to these posts. The Committee hope that these appointments have since been made and the Scheduled Castes and Scheduled Tribes candidates have been given proper representation in these appointments. The Committee would like to be informed of in this behalf.**

3.20. **The Committee were told that the Syndicate of the University was making appointments to the various cadres in the University prior to 1976. After 1976 the University is following the Karnataka State Universities**

Act, 1976 in respect of appointments/recruitments, etc., and made 45 appointments in the Cadre of Professors, Readers and Lecturers in post Graduate Department and Constituent Colleges. Out of this 45 appointments only 5 Lecturers posts were given to Scheduled Castes and Scheduled Tribes candidates which is quite inadequate and far from satisfactory. When asked for the reason for not appointing adequate number of Scheduled Castes and Scheduled Tribes candidates the Committee were told that there were no qualified candidates available from Scheduled Castes and Scheduled Tribes and this reply is not convincing to the Committee as there are large number of qualified Scheduled Castes and Scheduled Tribes candidates are available for appointment. **The Committee should be informed of the attempts made by the University to secure the qualified Scheduled Castes and Scheduled Tribes candidates.**

3.21. As already recommended that unless positive steps are taken by the University immediately by resorting to Special recruitments only for Scheduled Castes and Scheduled Tribes the percentage of reservation will not be achieved in the University and the backlog will not be cleared. The Committee therefore recommend that the University should take urgent steps in this behalf. If the suitable qualified candidates are not available, the Employment Exchanges and the Directorate of Social Welfare should be requested to sponsor the Candidates. The University should also resort to employ the Scheduled Castes and Scheduled Tribes Candidates who are having minimum qualification for the posts and even if such Candidates are not available the University should relax certain qualifications and experience for them and see that the Scheduled Castes and Scheduled Tribes Candidates are appointed to the posts in the University.

3.22. The Committee are shocked to learn that there has not been any Scheduled Castes and Scheduled Tribes candidates appointed for any of the posts advertised by the Karnataka University so far. The Committee have come to know of many instances of qualified Scheduled Castes and Scheduled Tribes candidates registering their names in the District Employment Exchanges and in the District Social Welfare Offices and also in the Employment Cell specially meant for Scheduled Castes and Scheduled Tribes existing in the Directorate of Social Welfare. The Committee therefore do not accept the reply furnished by the University authority that no Scheduled Castes and Scheduled Tribes candidates are forthcoming to fill up the vacancies in the University. **In this connection the Committee would like to draw the attention of the authorities of the University to the recommendations made by the Committee in their first report presented to the Legislature in April, 1979.**

3.23. **Finally the Committee urge the University that as the new Recruitment Rules have come into force now the University should make sincere and honest efforts to give proper representation for Scheduled Castes and Scheduled Tribes in the various Categories of services of the University as these classes of people have been completely deprived of their legitimate claims by the University since its inception.**

(c) Other Welfare Measures

3.24. Regarding other measures and facilities taken by the University for the welfare of Scheduled Castes and Scheduled Tribes, the Committee were told that the University is giving Special Coaching for Scheduled Castes and Scheduled Tribes students but this arrangement is inadequate and the Committee suggest that more welfare schemes such as providing hostel facilities for Scheduled Castes and

Scheduled Tribes students, award of scholarships, coaching classes, etc., should be started by the University by making adequate provisions for this in their budget.

Students Strength in Karnataka University

Sl. No.	Faculty	Total No. of students admitted	SC & ST	Percentage	Remarks
1.	Education	105	3	3%	
2.	Science	693	23	3.31%	
3.	Arts	750	29	4%	
4.	Social Science	1,065	77	7.23%	
5.	Law	12	Nil	Nil	
6.	Commerce	130	17	13%	
		2,755			

CHAPTER IV

BANGALORE UNIVERSITY

(a) Historical background

The Bangalore University was established under the Bangalore University Act, 1964 in July, 1964. It has 87 affiliated Colleges and University Colleges directly maintained by the University. Its jurisdiction extend over 3 Districts, viz., Bangalore, Kolar and Tumkur. There are 345 teaching working in the Post Graduate Department of the University.

4.2. The Government of Karnataka has sanctioned Rs. 88 lakhs for this University for the year 1977-78 for completing the several building programmes taken up by the University among other programmes. The State

Government have also released Rs. 124 lakhs for 1977-78 as maintenance grant to this University.

4.3. The University Grants Commission also released Rs. 112 lakhs to this University for the year 1977-78. The University has started Evening Master Degree Course in various subjects such as Kannada, Sanskrit, Sociology, etc. It is having External Course also for the benefit of middle aged persons who aspires to get academic education.

4.4. This University which was initially started with only 2 faculties of Arts and Science, today has covered all the faculties such as Arts, Science, Education, Law, Commerce, Engineering and medicine. It has also having more than 40 post graduate departments. This University has also started the Institute of Correspondence Course and continuing education in the year 1969 as a sort of open University with a view to permit any one who is 25 years of age to go directly into first degree class and any one who is of 35 years of age to go directly into the post graduate course through correspondence course.

4.5. This University extends certain concessions to the Scheduled Castes and Scheduled Tribes candidates in admissions and also during their education in this University. 35% of seats have been reserved for Scheduled Castes and Scheduled Tribes candidates in the Hostels run by this University. It has earmarked certain amount in Annual Budget for arranging coaching classes, providing room rent, medical facilities and for other amelioration measures exclusively for Scheduled Castes and Scheduled Tribes students.

4.6. This University during the Fourth Plan has started Diploma Course in Vocational subject in 15 Under-Graduate subjects and 5 Post-Graduate subjects with a view to meet the demand for job oriented course from the students community. The University Grants Commission

also sanctioned a grant of Rs. 6 lakhs for running these courses.

Transfer of Government Colleges

4.7. During the year 1976, the Government Colleges of Law and the Government Colleges of Physical Education were transferred to the control of the University and these two Colleges are directly maintained and run by the University.

4.8. The State Government also transferred the National Institute of Social Sciences to the control of the Bangalore University and with this taking over of the Institute, the University started the Master's Degree Courses in Social Work.

Fifth Plan Programme

4.9. The U.G.C. allocated a grant of Rs. 200.00 lakhs during the Fifth Plan and the State Government also released an equal amount of Rs. 200.00 lakhs for its developmental activities for future plans as follows :

	Rupees in lakhs
1. Additional Staff Quarters	.. 10.00
2. Water Supply and Drainage	.. 20.00
3. 100 Teachers Quarters	.. 100.00
4. 100 Other quarters	.. 50.00
5. Two Hostels	.. 50.00
6. Shopping Complex	.. 5.00
7. Roads	.. 15.00
8. Canteen	.. 5.00
9. Furniture	.. 25.00
10.. Equipment	.. 50.00
11. Books	.. 50.00
12. Academic Courses	.. 20.00
Total	400.00

4.10. A programme for taking up the construction of Science Blocks on the New Campus, one of the development activity in the Fifth Five Year Plan. The U.G.C. conveyed their sanction for taking up the construction of science Blocks at a cost of Rs. 122.20 lakhs and the State Government share was Rs. 61.10 lakhs.

	Rs. lakhs
(1) Botany and Zoology Blocks ..	44.19
(2) Mathematics & Statistics Blocks ..	16.63
(3) Physics and Chemistry Blocks ..	61.38
Total ..	<u>122.20</u>

4.11. The Commission also sanctioned construction of school of Architecture at a cost of Rs. 12.00 lakhs and the State Government share was Rs. 6.00 lakhs. For the development of Engineering Courses, the U.G.C., during the Fifth Plan sanctioned Rs. 75 lakhs as its assistance including the grant of Rs. 14.00 lakhs for the construction of Electrical Engineering Block on the New Campus. With the completion of construction of school of Architecture, the Department of Architecture which was located in the City was shifted during the year 1978-79.

Students Welfare

4.12. The U.G.C., sanctioned construction of additional Hostel at a cost of Rs. 12.00 lakhs during the Fifth Plan and the building was completed during the year 1977-78. The Department of Social Welfare also placed at the disposal of the Bangalore University a sum of Rs. 14.76 lakhs for taking up the construction of Scheduled Castes and Scheduled Tribes Hostel at the New Campus. Altogether, there will be three hostels at the New Campus in addition to the existing one Hostel in the City Campus.

The Bangalore University is also having Womens Hostel both in the City and New Campus. The University took the step in the Fourth Plan to start Book Bank in all the Colleges and the University has spent over Rs. 3 lakhs to provide multiple copies of text books, reference books for the use of poor students in those colleges.

4.13. Another step taken by the University was to start the Book Bank in Hostels also. The University also instituted Vice-Chancellor's Students Welfare Fund to lent financial assistance to the poor needy and deserving students of the University and constituent Colleges.

Health Centres

4.14. The University has got two Health Centres one in the City and another in the New Campus for providing health services to the students community. The University also constructed a Bangalore University Ward over the Doctors Ward at the Victoria Hospital at a cost of Rs. 2.00 lakhs for the benefit of students as well as employees of the University.

Ameliorative Measures for the Welfare of Scheduled Castes and Scheduled Tribes Students.

4.15. The University Committee was formed in the year 1972-73 to propose ameliorative measures for the welfare of students belonging to Scheduled Castes and Scheduled Tribes. Under the scheme, special coaching classes were organised to improve the performance of the students.

4.16. Special grants were also sanctioned for this purpose for purchase of text-books, journals, furniture to the Scheduled Castes Hostels situated in the City. For the last two years, the University earmarked a grant of Rs. 5.00 lakhs for the welfare of Scheduled Castes and Scheduled Tribes students.

I.A.S./I.P.S./I.F.S. Training Course

4.17. The University organised training courses for the candidates appearing for I.A.S./I.P.S./I.F.S. Examinations and training course was commenced in the year 1976-77. The State Government sanctioned every year a grant of Rs. 25,000/- for running these courses.

4.18. The N.S.S. activities were activised and several social service camps in villages were organised and most of the constituent colleges participated in the camps. The N.S.S. Diploma Courses was also introduced during the Fourth Plan and 24 Colleges started Diploma in N.S.S. The University also introduced in the Fourth Plan Diploma in Sports and Physical Education and gave encouragement to the students who are interested in these activities.

4.19. Library and Cultural activities were also organised in Dance, Drama and Music, Debate, General knowledge, Essay writing etc., and the Karnataka Teachers welfare Fund gave some partial financial assistance for organising these activities.

4.20. (b) Adoption/Implementation of Reservation Orders by the Bangalore University.

4.21. The Committee decided to examine the representation of Scheduled Castes and Scheduled Tribes in the services of Bangalore University and they had sent a detailed questionnaire to the University for furnishing replies. The questionnaire and replies furnished by the University along with the additional information are appended (**vide** appendix III.)

4.22. The Committee also visited the University on 9th March, 1979 and held discussion with the Vice Chancellor, Registrar and other Officers of the University regarding the reservation for Scheduled Castes and Scheduled Tribes and

other ameliorative measures taken by the University for them. The Committee's observations and recommendations with regard to the representation of Scheduled Castes and Scheduled Tribes in the University services are made in the succeeding paragraphs and they are based on the replies furnished to the questionnaire and also on the discussions held with the authorities of the University.

4.23. The total number of posts under various categories in the University and the number of Scheduled Castes and Scheduled Tribes in each category and their percentage is given in the following table :—

<i>Cadre</i>	<i>Total No. of posts in teaching and non-teaching cadres</i>	<i>No. of SCs/STs working against each category</i>	<i>Percentage of SCs/STs category-wise</i>
Professors ..	57	3 (SC)	5% (SC)
Lecturers ..	251	5 (SC) 1 (ST)	2% (SC) 0.35% (ST)
Superintendents ..	28	1 (SC)	3% (SC)
Assistants ..	87	6 (SC) 2 (ST)	7% (SC) 2% (ST)
Junior Assistants ..	102	4 (SC) 2 (ST)	4% (SC) 2% (ST)
Typists ..	33	1 (ST)	3% (ST)
Clerk-cum-Typists ..	26	2 (ST)	8% (ST)
Compositors ..	8	2 (SC)	25% (SC)
Attenders ..	115	6 (SC) 1 (ST)	5.25% (SC) 0.9% (ST)
Peons/Watchmen/Gardners Cleaners/Conductors/ Sweepers/Scavengers.	300	25 (SC) 2 (ST)	8% (SC) 0.6% (ST)

4.24. The Committee are very much distressed to note that there is no adequate representation for Scheduled Castes and Scheduled Tribes in any of the categories of posts in the University and the quota of reservation has not been maintained even in the Class IV posts. Out of 300 posts of Peons, Watchmen, etc., there are only 25 Scheduled Castes and 2 Scheduled Tribes. This is a glaring example to indicate that the University has shown utter disregard in giving proper representation for Scheduled Castes and Scheduled Tribes even in lower categories of posts let alone the higher categories. The same old plea of non-availability of suitable candidates was put forth before the Committee, which the Committee cannot accept. In the opinion of the Committee the University had not made any attempt to secure suitable candidates from Employment Exchanges and the Directorate of Social Welfare for the various posts though number of qualified Scheduled Castes Scheduled Tribes candidates have registered their names in these exchanges and are available for appointments. As in the case of other Universities, this University also has not followed the reservation orders since its inception. They are following the reservation orders after 1976 only. The University has thereby ignored the constitutional provisions regarding reservation for Scheduled Castes and Scheduled Tribes in the University. **The Committee strongly recommend that immediate steps should be taken by the University to fill up the short-fall in the representation of Scheduled Castes and Scheduled Tribes in the various categories of posts in the University and steps should also be taken to make Special and Ad-hoc recruitments to achieve this purpose, if necessary by resorting to special recruitment only for Scheduled Castes and Scheduled Tribes in order to achieve the prescribed quota at an early date.**

4.25. As regards qualifications prescribed for higher posts of Professors, Readers, etc., relaxation should be

Made in respect of Scheduled Castes and Scheduled Tribes so that more number of persons from these communities are recruited to these posts.

4.26. During the discussion it was admitted by the Vice-Chancellor that local appointments were also made for various posts to carryout the work of the administration of the University and these local appointments were said to be regularised from time to time. The Committee have come to know that all these local appointments have gone to the non-Scheduled Castes candidates and no Scheduled Caste persons have been taken in these local appointments. This is a serious omission on the part of the University which has ignored the reservation orders and has done injustice to the Scheduled Castes and Scheduled Tribes people.

4.27. The Committee suggest that an enquiry should be made as regards these local appointments and action should be taken on the persons responsible and results intimated to the Committee.

4.28. During the discussion the Committee were told that the following posts are vacant in the University :

Professors	..	..	20
Readers	..	..	45
Lecturers	..	..	73
Assistants	..	..	18
Junior Assistants	..	..	43
Attendants	..	..	15
Peons	..	..	20
Watchmen	..	..	10
Sweepers	..	..	2
Scavengers	..	..	4
Gardeners	..	..	4
Stenographers	..	..	6
Drivers	..	..	2
Conductor	..	..	1

Apart from the above there were 70 people working a Casual Workers and the Committee were informed that these posts would be filled by the end of June, 1979. The Committee desire that the present position should be intimated to the Committee.

4.29. Keeping the posts vacant for a long period creates indiscipline amongst the staff. This will also affect teaching and education of the students. The posts should not be kept vacant for an indefinite period.

4.30. The Committee recommend that immediate step should be taken by the University to fill up all the vacant posts in the University by giving the required representation to the Scheduled Castes and Scheduled Tribes candidate and for certain categories of posts only Scheduled Castes and Scheduled Tribes persons should be recruited to make up the shortfall. The Committee should be informed of the action taken by the University for filling up of these vacancies.

4.31. As regards reservation in promotions the Committee have come to know that at the time of promotions the University has not followed the reservation orders and thereby many qualified Scheduled Castes and Scheduled Tribes candidates in the categories of Readers and Lecturers, etc., have been deprived of their chances of promotions.

4.32. The Vice Chancellor informed the Committee that as the reservation in promotion has since been accepted by the University and it will be given effect to in future promotions.

4.33. The Committee would like to be intimated of the action taken by the University in this regard and the

umber of promotions made and the number of Scheduled Castes/Scheduled Tribes so promoted subsequent to their Schisit to the Univversity.

4.34. In the case of posts of Superintendents there are 28 posts available and only one post has been given to Scheduled Castes/Scheduled Tribes person. With regard to the Lecturers there are 251 posts, whereas only 4 posts have been filled up by Scheduled Castes and Scheduled Tribes. In respect of Assistants as against 38 posts available only 6 have been given to Scheduled Castes and Scheduled Tribes people. From this it could be seen that the claims of Scheduled Castes and Scheduled Tribes in promotions have been deliberately ignored.

4.35. As regards typists as against 33 posts only one candidate belonging to Scheduled Caste is working. The Committee wonder whether the qualified Scheduled Castes and Scheduled Tribes candidates for the posts of typists are not available. As regards filling up of Technical posts, the Vice Chancellor informed that the University has taken Officers for these posts on deputation and the University has not made any direct recruitment at all for these categories of posts.

4.36. The Committee recommend that the reservation rules should be applied in respect of deputation posts also in the University.

4.37. In conclusion the Committee are of the view that from the highest category of post of Professors to the lowest category of peons no proper representation has been given to Scheduled Castes and Scheduled Tribes by the Bangalore University authorities.

4.38. This is a very deplorable position which required to be set right at the earliest.

4.39. The Committee suggest while recruiting candidates to various posts in the University the Director of Social Welfare or his nominee should be included in the Selection Committee or Recruitment Committee and there should also be a representative from Scheduled Castes and Scheduled Tribes in the promotional Committees. As the University has deprived even the lowest posts to Scheduled Castes and Scheduled Tribes since its inception and have not followed the reservation orders the Committee strongly urge the University authorities to make sincere efforts at least in future to give sufficient representation to Scheduled Castes and Scheduled Tribes in all the appointments under the University.

(c) Other welfare measures taken by the Bangalore University.

4.40. The Committee were informed that Rs. 5 lakhs was provided in the Budget for conducting Special Classes to Scheduled Castes and Scheduled Tribes candidates, and for purchase of text books and stationery, etc. Certain fund has also been kept under the disposal of the Vice-Chancellor who in turn grants some amount for purchase of costly text books in medical and Engineering over and above the scholarships provided by the Government. The University has also sanctioning Rs. 50 to each Scheduled Castes and Scheduled Tribes boarder who is in the University hostels over and above Rs. 120 which he normally gets as scholarship to meet the extra boarding charges incurred by each candidate.

4.41. The Committee urge the University to start more such welfare schemes for the benefit of Scheduled Castes and Scheduled Tribes students in the University as the present measures are inadequate to meet the increasing demands of the students belonging to these communities in Bangalore. Special coaching and hostel

facilities should be provided by the University for Scheduled Castes and Scheduled Tribes students.

4.42. The Committee have come to know that no separate budget allotment has ben earmarked by the University for the welfare of Scheduled Castes and Scheduled Tribes though the Vive-Chancellor informed the Committee there are three items in the budget on which they spent money for :

1. Conducting Special Classes,
2. Purchase of Text-books,
3. Awarding of Scholarships and providing of hostel facilities, etc.

4.43. The Committee feel that these are only general measures applicable to all students and the Committee desire that separate amount should be earmarked for the welfare of Scheduled Castes and Scheduled Tribes.

**Students Strength in Bangalore University
1977-78.**

4.44

Faculty/Subject	Under Graduate				Post Graduate		Scheduled Caste Students		Scheduled Tribe Students	
	Boys	Girls	Boys	Girls	Boys	Girls	Total	Total	% age to total enrolment	% age to total enrolment
	2	3	4	5	6	7	8	9	10	10
Arts	..	8,417	6,376	1,608+	16,401	2,297.	9.2.	200.	0.8.	
Science	..	6,174	4,126	767+	11,067					
Commerce	..	8,799	1,640	2,235+	11,034	397.	3.8.	35.	0.3.	
Law	..	3,993	312	..	4,305	254	5.9	11	0.3	
Education	..	415	602	32	1,077	27	2.5	..	..
Medicine	..	1,269	588	270	2,198	242	11.0	18	0.8	
Engineering	..	6,485	233	62	6,783+	237	3.5	25	0.4	
Technology	..	168	..	3	161	3	1.9	1	0.6	
Physical Education..	..	65	1	21	91	2	2.2	1	1.1	
Library Science	..	15	6	4	27	2	7.4	2	7.4	

+ includes 30 students in B.E. (Electronics) for part-time Diploma holders

+ Sex wise break ups are not available

. Related to under-graduate courses only

CHAPTER V

UNIVERSITY OF AGRICULTURAL SCIENCES BANGALORE

the Historical background

The University of Agricultural Sciences was established as per Act 22 of 1963 of the State Legislature and started functioning from October 1, 1965 with the transfer of Colleges of Agriculture, Hebbal and Dharwad and the Veterinary College at Hebbal along with 35 Research Stations located in different parts of the State and 45 Schemes in operation under the sponsorship of the ICAR and other agencies. The Marine Products processing Centre was transferred later.

5.2. In pursuance of the objectives and responsibilities as provided for in the Act and Statutes for providing higher education in the area of agriculture in its broadest sense, expansion of the horizons of knowledge through systematic research in the different disciplines and transmission or extension of the knowledge so generated to rural and urban common people for practical adoption, the UAS in the past 14 years, has embarked on several innovative programmes, for the development of Agriculture.

5.3. As a first step in fulfilment of the objectives of the University, the research as well as administrative set up was reorganised. The significant highests of accomplishments in Teaching, Research and Extension which function in an integrated manner are :

Teaching :

5.4. **Colleges.**—At the inception, there were three colleges, two in Agriculture—one at Hebbal and the other at Dharwad—and one Veterinary College at Hebbal.

After the advent of the University, the College of Basic Sciences and Humanities at GKVK, Bangalore the Fisheries College at Mangalore, the only one of its kind in India at that time, were established. A rural biased Home Science College at Dharwad and the Agricultural Engineering Institute at Raichur have also been established. The degree programmes in horticulture, agricultural marketing and co-operation are being offered besides B.Sc., (Agri), B.V.Sc., B.F.Sc., B.H.Sc., and Diploma in Agricultural Engineering programmes. At present post-graduate programmes in plant and animal sciences including fishery sciences and Ph.D. level training is available in a number of subjects. The out turn of graduates during 1978-79 was B.Sc. (Agri) : 285, B.V.Sc., 40, B.F.Sc., 31, B.Sc. (Hort) : 13, B.H.Sc. 27, D.A.E. : 27, M.Sc. (Agri) ; 85, M.Sc. (Hort) : 3, M.Sc. (Dairy Science) : 5, M.V.Sc. : 22, M.F.Sc. : 12 and Ph.D. : 17.

Research

5.5. The research set up was reorganised on the basis of agro-climatic conditions into 5 well staffed and well equipped Regional Research Stations located at Dharwad, Raichur, Mandya, Mudigere with Hebbal as the Main Campus. These Campuses serve the specific needs of the areas in which they are situated. For example, the work in RRS, Dharwad is mainly concentrated on Jowar and Cotton while at Raichur the emphasis is on crop production problems under irrigation under the Tungabhadra Project Command Areas besides work on oil seeds, pulses and rabi sorghum. The Mandya Station concentrates on sugarcane, paddy and ragi while the work on plantation crops is carried out at Mudigere. The work at Hebbal—GKVK is mainly on animal production, forage production, dry land farming as well as horticultural crops. The new set up has given a fillup to concerted work on problems of specific interest to the region and has helped evolving a number of

new crop varieties and animal strains. Among the crop varieties Varalaxmi, the first interspecific extra long staple stong fibre cotton hybrid and Indo-African crosses of ragi deserve special mention.

5.6. The remaining 34 Research Stations scattered over the different soil and climatic conditions serve as locations for trying out new crop and animal management practices in more extensive micro-situations.

Extension

5.7. The University is engaged in imparting extension educational training to extension functionaries of the State Development departments of agriculture, horticulture, animal husbandry and veterinary services and fisheries. The training of farmers is accomplished through Field Days at the Research Stations, Demonstration Plots in the farmer's fields and the Farmers Training Institute at Hebbal and Krishi Vignana Kendra at Hanumanamatti.

5.8. The field extension Limited to the area around the regional research stations at Bangalore, Dharwad, Mandya and Raichur is carried out through the agency of extension Units located at these stations. While the area currently covered by Bangalore unit is 19 taluks, the area covered by other units is 10 taluks each. Each one of the units, has a staff component of an Extension Leader and a group of Subject Matter Specialists at the unit headquarters and an Extension Guide at each taluk. Besides adaptive trials and Block Demonstrations in co-operation with the State Development Departments, whole farm demonstration or total development of selected farmers through crop improvement and subsidiary avocations is a distinctive activity of these units.

Communication and Publications

5.9. The Communication Centre and the Information Wing of the Directorate of Extension are engaged in

developing research and extension material for the benefit of research and extension workers and the interested public. The quarterly Research Journal "Mysore Journal of Agricultural Sciences" in its thirteenth volume and the monthly "Current Research" in its Eighth Volume, are the publications of the University of Agricultural Sciences in the realm of Agriculture Sciences. The Kannada quarterly "Krishi Vignana" has completed 6 years of its career in the service of agricultural Sciences in the State. The object of the Journal is to upgrade the level of thinking and decision making of its readers through scientific articles and other material. The Journal is sent to all the 8000 village Panchayats and over 4000 extension workers including the V.L.Ws. besides over 1000 farmers. The Annual Report embodying the activities of the University and the various series bulletins coupled with the two English periodicals referred to above, have secured the University a distinctive place among Agricultural Universities of the Country.

Linkages and Collaborations

5.10. The UAS works in close collaboration with the ICAR, CSIR and other scientific organisations operating in the State. The University has also a Memorandum of understanding with the State Departments of Agriculture, Horticulture, Veterinary and Animal Husbandry and Fisheries Departments for Collaborative training and extension activities.

(b) Adoption/Implementation of Reservation Orders for Scheduled Castes and Scheduled Tribes by the University of Agricultural Sciences, Bangalore.

5.11. As per the decision of the Committee to examine the position of representation of Scheduled Castes and Scheduled Tribes in the services of the University of Agricultural Sciences a detailed questionnaire framed by them was

sent to the Agricultural University for furnishing replies. The questionnaire as well as the replies furnished by the University along with the additional information are appended. (Vide appendix IV.)

5.12. The Committee also visited the University on 11th January 1979 and held discussion with the Vice Chancellor and other Officers of the University.

5.13. The observations and recommendations of the Committee are based on the replies furnished to the questionnaire and also on the evidence given during the discussion with the University authorities.

5.14. The total number of posts of all categories in the University and the representation of Scheduled Castes and Scheduled Tribes in these categories and the percentage of representation in each category is given in the following table.

<i>Sl. No.</i>	<i>Name of the post</i>	<i>Total No. of posts</i>	<i>No. of SCs against each category</i>	<i>No. of STs against each category</i>	<i>Percentage</i>
1.	Officers ..	17	..	..	..
2.	Professors ..	77	..	..	..
3.	Associate Professors	197	2	..	1.01%
4.	Assistant Professors	111	3	..	0.6%
5.	Instructors ..	622	4	..	0.6%
6.	Service Personnel ..	2,286	117	20	5.9%

5.15. It could be seen from the above table that in the categories of Officers and Professors there is no representation of Scheduled Castes and Scheduled Tribes at all. In respect of Associate Professors, Assistant Professors and

Instructors the representation is negligible and far from satisfactory. In regard to service personnel like Class III and Class IV posts, out of 2286 posts there are hardly 117 Scheduled Castes and 20 Scheduled Tribes. The percentage works out to 5.9 per cent. Even in this category the reservation quota has not been fulfilled and the position is very unsatisfactory. **The Committee views this position seriously and urge the authorities to take immediate steps to rectify the injustice done to the Scheduled Castes and Scheduled Tribes in the appointment under this University.**

5.16. The University of Agricultural Sciences was established under the University of Agricultural Sciences Act 1963 and the Act does not contain provision for the reservations for Scheduled Castes and Scheduled Tribes in the appointment under the University. Though the provision for reservation for Scheduled Castes and Scheduled Tribes has been made in the Statute of the University the same has not been followed by the University strictly. **The Committee would like to reiterate their recommendations made in their First Report presented to the Legislature in April 1979 in this behalf and would like to be informed of the action taken by the University authorities to make provision for reservation for Scheduled Castes and Scheduled Tribes in the Act itself.**

5.17. During the discussion the Committee were told that the University has not made any direct recruitment to the various categories of posts upto 1965. Persons working in other departments were transferred along with those posts when the University was constituted in the year 1963. It was also noticed that there was no reservation of posts in any category upto 1975. In 1975 the Statute was amended to provide reservation for Scheduled Castes and Scheduled Tribes but even from 1975, these provisions have not been followed by the University. The Committee were informed that the University faced the problem of non-availability of Scheduled Castes and Scheduled Tribes

candidates for the post of Professors, Teachers, etc., which is the usual plea put forth by all the Universities which has not convinced the Committee.

5.18. There are instances in this University in fixing higher qualifications such as P.h.d., Master Degree for the some of the posts just to deprive the claims of the Scheduled Castes and Scheduled Tribes people. **The Committee, therefore, recommend that in respect of Scheduled Castes and Scheduled Tribes relaxation of higher qualifications should be made so that more number of Scheduled Castes and Scheduled Tribes could be recruited to these posts.**

5.19. It was also noticed that the University authorities have advertised for various posts all over India but they have never obtained the lists from employment exchanges or employment cell existing in the Directorate of Social Welfare regarding their requirements.

5.20. The Committee suggest that whenever recruitment is made by the University steps should be taken to get the lists of candidates from the Special Employment Exchange, Employment Exchanges and also from the Employment Cell of the Directorate of Social Welfare.

5.21. **The Committee recommend that the University should take immediate steps to make bulk appointments/special appointments/Ad-hoc Appointments etc. for all the existing vacancies in the University so that adequate representation is given to Scheduled Castes and Scheduled Tribes in this University. If necessary special Appointments only for Scheduled Castes and Scheduled Tribes should be resorted to clear the backlog.**

5.22. **The Committee desire that the University should not make any local appointments except by the candidates belonging to Scheduled Castes and Scheduled Tribes in conformity with the Government policy.**

5.23. When asked whether reservations are being followed in promotions in the University, the Vice Chancellor informed the Committee that all posts in the University are to be filled by direct recruitment, and when they advertise, in service personnel in the University have also to apply and get the higher posts.

5.24. The Committee recommend that the University should also fix the promotional quota and follow the reservations in this case also as has been done in other Universities and Government Departments. This should be done by amending the statutes if necessary.

5.25. The University should adopt the Government Order of 1978 regarding reservations in promotional posts for Scheduled Castes and Scheduled Tribes and provide reservation in promotional posts in the University to wipe out inadequacy of representation to certain extent in various cadres of the posts.

5.26. During the discussion, the Committee were told that there was no provision for reservation for Scheduled Castes and Scheduled Tribes in the University till 1975 in respect of service personnel and in respect of teachers till 1977 and the Committee have noticed that there is inadequate and insufficient representation for Scheduled Castes and Scheduled Tribes in the University and the bulk of Scheduled Castes and Scheduled Tribes candidates have been deprived in getting appointments in this University. When asked by the Committee that considering low percentage of Scheduled Castes and Scheduled Tribes in employment under the University and with a view to give fair representation for these classes of people at least in future whether the University would take necessary steps in the matter, the Vice Chancellor assured the Committee that sincere attempts would be made to see that the reservation of

for these classes of people comes to the required level and if necessary even more, and further assured that he would make endeavour to achieve this as far as service personnel is concerned and in lower categories at an early date. The Committee hope that action has been taken in this direction by the University. **The Committee now would like to be informed of the results of the action taken.**

5.27. With regard to the post of Professors and Associate Professors, the Vice-Chancellor informed the Committee that inadequate representation will be made good in the course of time. **The Committee expect that the University will take necessary steps in this direction also.**

(c) Other Welfare measures taken by the University of Agricultural Sciences, Bangalore.

5.28. The minimum marks required for admission is 45 in the University. But in the case of Scheduled Castes and Scheduled Tribes the committee were told that this has been waived and just a pass is sufficient for admission to this University. The total number of students in the University is 3600 in all campus of the University and the **Committee noticed that there are no special Hostel facilities for Scheduled Castes and Scheduled Tribes and urge the University to start separate hostels for Scheduled Castes and Scheduled Tribes and provision should also be made to provide more scholarships and coaching facilities for Scheduled Castes and Scheduled Tribes in the University.**

5.29 Students Strength In University of Agricultural Sciences

			<i>Men</i>	<i>Women</i>	<i>Total</i>	<i>S.C.</i>	<i>% to total</i>	<i>S.T.</i>	<i>% to total</i>
	B.Sc. (Agri.)	..	1,426	31	1,457	209	14.34	17	1.17
	B. V. Sc.	..	479	11	490	59	12.04	10	2.04
	B. F. Sc.	..	154	..	154	8	5.19	1	0.65
	B. Sc. (Hort.)	..	133	17	150	7	4.67	5	3.33
	B. H. Sc.	..	..	80	80	..	0.00	..	0.00
	D. A. E.	..	88	..	88	12	13.64	1	1.14
50	B.Sc. (Agrl. Marketing and Co-operation).	..	179	6	185	13	7.03	..	0.00
	M. Sc. (Agri.)	..	508	5	513	41	7.99	..	..
	M. Sc. (Hort.)	..	22	4	26	1	3.85	..	..
	M. V. Sc.	..	71	4	75	6	0.00	2	2.67
	M. F. Sc.	..	36	..	36	2	5.56	..	0.00
	M. Sc. (Dairy Sc.)	..	30	2	32	2	6.25	1	3.13
	M. H. Sc.	..	..	17	17	..	0.00	..	0.00
	Ph. D. (Agri.)	..	118	..	118	2	1.69	..	0.00
	Ph. D. (Vety.)	..	8	..	8	..	..	..	..

CHAPTER VI

GENERAL RECOMMENDATIONS

From the study of the Committee, it is found that the reservation position of Scheduled Castes and Scheduled Tribes in all the Universities in the State is far from satisfactory. The Committee, therefore, wish to make the following general recommendations :

6.2. The potential for employment under the University is quite large and it is necessary that a part of this potential is acquired for the benefit of the Scheduled Castes and Scheduled Tribes in order to improve the over all employment situation of these two weaker sections of the society. The enlightened bodies like the University should be much more generous in this matter as nobody can understand the constitutional provisions better than those who are connected with education and are responsible for training the youth of the country in the best traditions laid down by the makers of our Constitution.

6.3. The Government should issue suitable directives to all the Universities in the State to follow and implement the reservation Orders and other instructions issued from Government from time to time regarding reservation for Scheduled Castes and Scheduled Tribes both at the time of recruitment as well as at the time of promotion and in respect of both teaching and non-teaching posts. Any failure on the part of the University to follow the guidelines, directives, etc., should be seriously viewed by the Government and the Government should not hesitate to withhold the grants of the University in case of any lapse on the part of the Universities in the matter.

6.4. The Annual Reports of the University giving a review of the implementation of reservation orders, etc.,

should be placed before the Legislature annually and if amendment of the Act is necessary for this purpose the Committee recommend that necessary steps should be taken by the Government to amend the Universities Act.

6.5. As the goal of full representation for Scheduled Castes and Scheduled Tribes has not been achieved so far in any of these Universities in the State and does not likely to be achieved in the several decades to come and the Committee cannot rest content with the present state of progress, they strongly recommend that positive steps should be taken by Government and the University to improve the position as recommended by the Committee in this report. The Committee urge once again that the authorities concerned will bestow their attention in this matter and take immediate remedial measures to set right the injustice done.

6.6. The Committee have found that by and large the modus operandi working in the Universities in matter of appointments is to prevent entry of the Scheduled Castes and Scheduled Tribes at the recruitment and promotional stage and the chances of promotion of these communities at the promotional stage is almost nil. As has been observed by the Committee in their earlier report the plea of unsuitability and non-availability of candidates is deceptively adopted by the appointing authorities to block the chance of Scheduled Castes and Scheduled Tribes and this has given ample scope to the appointing authorities to ignore the claims of Scheduled Castes and Scheduled Tribes and to curb the flow of entry of these Communities despite the availability of qualified candidates.

6.7. Instances have come to the notice of the Committee that the Scheduled Castes and Scheduled Tribes candidates having higher academic qualifications are dubbed as insufficient and unsuitable in the matter of selection and appointing

ment. This should be rectified and proper safeguards should be provided in the recruitment rules to protect the interest of Scheduled Castes and Scheduled Tribes. There should be an high power follow up missionary for enforcement for reservation for Scheduled Castes and Scheduled Tribes in the Universities under the direct supervision of the Vice-Chancellors.

6.8. The Committee recommend for the appointment of a Special Dean in all the Universities to lookafter the welfare of Scheduled Castes and Scheduled Tribes students in the respective Universities.

6.9. A Separate Cell is also necessary in all the Universities to enforce the implementation of reservation Orders for Scheduled Castes and Scheduled Tribes.

6.10. The Committee strongly urge that a representative of Scheduled Castes and Scheduled Tribes should invariably be appointed in each of the Selection/Promotional Committees set-up by the Universities for recruitment and Selection of staff.

6.11. The Committee had made certain recommendations in their First Report presented to the Legislature during October, 1975 and April 1979 respectively on the 4 Universities of Karnataka State. The Committee regret to noie that no action has been taken by the Government or the Universities in this behalf so far. The Committee urge the University/Government to look into the matter and furnish the action taken replies to the committee at an early date.

6.12. The Committee would like to draw the attention of the authorities to the recommendations made by the Commissioner for Scheduled Castes and Scheduled Tribes in his 24th Report Part I, Para No. 3.14, Page No. 41 wherein the Commissioner for Scheduled Castes and

Scheduled Tribes has examined the University Grants Commission and felt that the Government in the Ministry of Education should reconsider their stand to evolve uniform guidelines for all the Central and State Universities to implement the Constitutional provisions either on the pattern of Central Government or the State Government as the case may be. The relevant provision of Universities Act may also be suitably amended to achieve the objective of providing reservation of Scheduled Castes and Scheduled Tribes as allowed under the Constitutional provisions.

6.13. There are 4 Universities in the State including the Agricultural Sciences University. Not even one from the Scheduled Castes has ever occupied the position of the Vice-Chancellor over a number of years. It is not as if the eminent and brilliant educationists are not available from these communities. The Committee can only hope that the situation is to be rectified and the member of this community will occupy the position.

6.14. There should be a special cell to review and implement the reservation orders for Scheduled Castes and Scheduled Tribes in each University of the State.

6.15. Proper facilities should be provided both at the time of admission and at the time of appointments to the Scheduled Castes and Scheduled Tribes in the Universities.

6.16. The Committee while appreciating the creation of a separate Ambedkar Chair in Political Science by the Karnataka University recommend that the other Universities in the State should also follow this and establish the Ambedkar Chair in their Universities.

6.17. The Committee requests the Chancellor to issue suitable instructions to all the Vice-Chancellors of the Universities in the State to follow the reservation rules etc., for Scheduled Castes and Scheduled Tribes scrupulously in future.

CHAPTER VII

SUMMARY OF CONCLUSION/RECOMMENDATIONS OF THE COMMITTEE

Reference		Summary of conclusions/recommendations
Sl. No.	to para No. in the Report	
1	2	3
1	2.15	The University should have taken action to give more representation to Scheduled Castes and Scheduled Tribes in these appointments. Even in Class IV appointments required percentage is not given for Scheduled Castes and Scheduled Tribes. The Committee regret that the University has not cared to follow the reservation orders strictly, and ignored the claims of the Scheduled Castes/ Scheduled Tribes.
2	2.20	The Committee urge the University that at least in future adequate representation should be given to Scheduled Castes and Scheduled Tribes in the cadre of Professors by suitably relaxing the educational qualifications.
3	2.21	The Committee recommend that the recruitment Rules Framed for filling up of the Post of Lecturers may be Suitably amended and the Prescribed qualifications should be relaxed in respect of Scheduled Castes and Scheduled Tribes.
4	2.25	The Committee therefore urge the University to take Special Steps to give adequate representation to Scheduled Castes and Scheduled Tribes in all categories of posts by Special recruitment only for Scheduled Castes and Scheduled Tribes so that the shortfall is made up in a quickest possible time.

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- 5 2.26 This should be rectified at quickest possible time.
- 6 2.27 The Committee recommend that immediate Steps should be taken to clear the backlog and to make up the shortfall in the representation of Scheduled Castes and Scheduled Tribes in the University. Ad-hoc Steps should be taken and special recruitment should be made to make good the loss and this should be applied to in promotions also. The University should follow the reservation Orders strictly in future and there should be a time Bound Programme to Clear all the shortfall in the University so that the representation of Scheduled Castes and Scheduled Tribes in the University is reached to the Prescribed Extent.
- 7 2.28 The Committee further recommend that in Future while filling up the posts in non-teaching cadres the list of candidates should be obtained from employment exchanges and also from Directorate of Social Welfare in addition to other sources.
- 8 2.31 The Committee agrees with the views expressed by the Vice-Chancellor and urge the Government to take action to amend the said Section as proposed by the Vice-Chancellor.
- 9 2.32 The Committee recommend that this Section should be amended to include a representative of Scheduled Castes and Scheduled Tribes in the board of appointment to safeguard the interest of Scheduled Castes and Scheduled Tribes. Similarly Section 50 should also be amended to give proper representation to Scheduled Castes and Scheduled Tribes in the Selection Committee.
- 10 2.33 The Committee therefore recommend that the above section should be suitably amended to provide for definite percentage of reservations for Scheduled Castes and Scheduled Tribes in the University Services.

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- 2.34 The Committee strongly urge the Government to permit the University for creating Supernumerary posts in order to fill up the backlog in the representation of Scheduled Castes and Scheduled Tribes in the University.
- 2.35 In this connection the Committee further recommend that in order to clear the backlog the University should resort to recruit only Scheduled Castes and Scheduled Tribes candidates till the backlog is cleared.
- 2.36 The Committee would like to be informed of the latest position in the matter and urge that the reservation rules should be made applicable to all promotional posts in the University.
- 2.39 The Committee urge that more schemes such as Hostel facilities, Coaching, award of Scholarships, etc., should be started and implemented by the University for the welfare of Scheduled Castes and Schedules Tribes.
- 2.40 Therefore the Committee recommend that the intake of Scheduled Castes and Scheduled Tribes students should be increased and more facilities should be created for their admissions to various courses. Hostel facilities for them should also be improved.
- 3.10 The Committee recommend that an enquiry should be instituted in this behalf and suitable action should be taken on the persons responsible for this lapse. The Committee strongly recommend that the University should take special steps immediately to appoint more number of Scheduled Castes and Scheduled Tribes people in all categories of posts in the University so that the quota of reservation is maintained and the backlog is cleared at the earliest reasonable time.

- 17 3.12 In this Connection the Committee recommend that the University should make special appointment only for Scheduled Castes and Scheduled Tribes to clear the Backlog atleast to a reasonable extent. By obtaining lists of Scheduled Castes and Scheduled Tribes candidates from the employment exchanges, special employment exchange and from the directorate of social welfare where large number of educated Scheduled Castes and Scheduled Tribes have registered their names and are available for employment. The Committee urge that the University should take necessary steps in this direction.
- 18 3.15 As has been recommended in respect of other Universities, the Committee are of the opinion that it is necessary to make provision in the University Act itself for definite percentage of reservation for Scheduled Castes and Scheduled Tribes, as this will go a long way in helping the Scheduled Castes and Scheduled Tribes people, to claim their legitimate quota of reservations.
- 18 3.16 The Committee further recommend that provision should be made in the cadre and recruitment rules to have a Scheduled Caste/Scheduled Tribe representative in the Board of Appointments for both teaching and non-teaching posts under the University. Further there should be a representative of Scheduled Caste/Scheduled Tribe in the Board of Examinations also.
- 20 3.18 The committee recommend that effective steps should be taken by the University to give special coaching to more number of Scheduled Castes and Scheduled Tribes students in the University so that they may compete with others in admissions, etc., in the various post graduate studies in the University.

- 21 3.19 The Committee would like to be informed of in this behalf.
- 22 3.20 The Committee should be informed of the attempts made by the University to secure the qualified Scheduled Castes Scheduled Tribes candidates.
- 23 3.21 As already recommended that unless positive steps are taken by the University immediately by resorting to Special Recruitments only for Scheduled Castes and Scheduled Tribes the percentage of reservation will not be achieved in the University and the backlog will not be cleared. The Committee therefore recommend that the University should take urgent steps in this behalf. If the suitable qualified candidates are not available The District Employment Exchanges and the Directorate of Social Welfare should be requested to sponsor the candidates. The University should also resort to employ the Scheduled Castes and Scheduled Tribes candidates who are having minimum qualifications for the posts and even if such candidates are not available the University should relax certain qualifications and experience for them and see that the Scheduled Castes and Scheduled Tribes candidates are appointed to the posts in the University.
- 4 3.22 In this connection the Committee would like to draw the attention of the authorities of the University to the recommendations made by the Committee in their first report presented to the Legislature in April, 1979.
- 25 3.23 Finally the Committee urge the University that as the new Recruitment Rules have come into force now the University should make sincere and honest efforts to give proper representation for Scheduled Castes and Scheduled Tribes in the various categories of services

of the University as these classes of people have been completely deprived of their legitimate claims by the University since its inception.

- 26 4.24 The Committee strongly recommend that immediate steps should be taken by the University to fill up the short-fall in the representation of Scheduled Castes and Scheduled Tribes in the various categories of posts in the University and steps should also be taken to make Special and Ad-hoc recruitments to achieve this purpose, if necessary by resorting to special recruitment only for Scheduled Castes and Scheduled Tribes in order to achieve the prescribed quota at an early date.
- 27 4.25 As regards qualifications prescribed for higher posts of Professors, Readers, etc., relaxation should be made in respect of Scheduled Castes and Scheduled Tribes so that more number of persons from these communities are recruited to these posts.
- 28 4.27 The Committee suggest that an enquiry should be madeⁱ as regards these local appointments and action should^s be taken on the persons responsible, and results intimated^b to the Committee. d
- 29 4.28 The Committee desire that the present position should^a be intimated to the Committee. ie
- 30 4.29 Keeping the post vacant for a long period creates^r indiscipline amongst the staff. This will also effect^d teaching and education of the students. The posts should not be kept vacant for an indefinite period.
- 31 4.30 The Committee recommend that immediate steps should be taken by the University to fill up all the vacant posts in the University by giving the required representation to the Scheduled Castes and Scheduled Tribes candidates

and for certain categories of posts only Scheduled Castes Scheduled Tribes persons should be recruited to make up the shortfall. The Committee should be informed of the action taken by the University for filling up of these vacancies.

- 32 4.33 The Committee would like to be intimated of the action taken by the University in this regard and the number of promotions made and the number of Scheduled Castes/Scheduled Tribes so promoted subsequent to their visit to the University.
- 33 4.36 The Committee recommend that the reservation rules should be applied in respect of deputation posts also in the University.
- 34 4.39 The Committee suggest while recruiting candidates to various posts in the University the Director of Social Welfare or his nominee should be included in the Selection Committee or Recruitment Committee and there should also be a representative from Scheduled Castes/Scheduled Tribes in the promotional Committees. As the University has deprived even the lowest posts to Scheduled Castes and Scheduled Tribes since its inception and have not followed the reservation orders, the Committee strongly urge the University authorities to make sincere efforts at least in future to give sufficient representation to Scheduled Castes and Scheduled Tribes in all the appointments under the University.
- 35 4.41 The Committee urge the University to start more such welfare schemes for the benefit of Scheduled Casts and Scheduled Tribes students in the University as the present measures are inadequate to meet the increasing demands of the students belonging to these communities in Bangalore. Special coaching and hostel facilities should be

provided by the University for Scheduled Castes and Scheduled Tribes students.

- 36 4.43 The Committee feel that these are only general measures applicable to all students and the Committee desire that separate amount should be earmarked for the welfare of Scheduled Castes and Scheduled Tribes.
- 37 5.15 The Committee views this position seriously and urge the authorities to take immediate steps to rectify the injustice done to the Scheduled Castes and Scheduled Tribes in the appointment under this University.
- 38 5.16 The Committee would like to reiterate their recommendations made in their First Report presented to the Legislature in April, 1979 in this behalf and would like to be informed of the action taken by the University authorities to make provision for Reservation for Scheduled Castes and Scheduled Tribes in the Act itself.
- 39 5.18 The Committee, therefore, recommend that in respect of Scheduled Castes and Scheduled Tribes relaxation of higher qualifications should be made so that more number of Scheduled Castes and Scheduled Tribes could be recruited to these posts.
- 40 5.21 The Committee recommend that the University should take immediate steps to make bulk appointments/special Appointments/Ad-hoc appointments, etc., for all the existing vacancies in the University so that adequate representation is given to Scheduled Castes and Scheduled Tribes in this University. If necessary special appointments only for Scheduled Castes and Scheduled Tribes should be resorted to to clear the backlog.

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- 41 5.22 The Committee desire that the University should not make any local appointments except by the candidates belonging to Scheduled Castes and Scheduled Tribes in conformity with the Government policy.
- 42 5.24 The Committee recommend that the University should also fix the promotional quota and follow the reservations in this case also as has been done in other Universities and Government Departments. This should be done by amending the Statutes if necessary.
- 43 5.25 The University should adopt the Government order of 1978 regarding reservations in promotional posts for Scheduled Castes and Scheduled Tribes and provide reservation in promotional posts in the University to wipe out inadequacy of representation to certain extent in various cadre of the posts.
- 44 5.27 The Committee expect that the University will take necessary steps in this direction also.
- 45 5.28 The Committee noticed that there are no special Hostel facilities for Scheduled Castes and Scheduled Tribes and urge the University to start separate Hostels for Scheduled Castes and Scheduled Tribes and provision should also be made to provide more scholarships and coaching facilities for Scheduled Castes and Scheduled Tribes in the University.
- 46 6.2 The potential for employment under the Universities is quite large and it is necessary that a part of this potential is acquired for the benefit of the Scheduled Castes and Scheduled Tribes in order to improve the over all employment situation of these two weaker sections of the society. The enlightened bodies like the Universities

should be much more generous in this matter as nobody can understand the constitutional provisions better than those who are connected with education and are responsible for training the youth of the country in the best traditions laid down by the makers of our Constitution.

- 47 6.3 The Government should issue suitable directives to all the Universities in the State to follow and implement the reservation Orders and other instructions issued from Government from time to time regarding reservation for Scheduled Castes and Scheduled Tribes both at the time of recruitment as well as at the time of promotion and in respect of both teaching and non-teaching posts. Any failure on the part of the University to follow the guidelines, directives, etc., should be seriously viewed by the Government and the Government should not hesitate to withhold the grants of the University in case of any lapse on the part of the Universities in the matter,
- 48 6.4 The Annual Reports of the University giving a review of the implementation of reservation orders, etc., should be placed before the Legislature annually and if amendment of the Act is necessary for this purpose the Committee recommend that necessary steps should be taken by the Government to amend the Universities Act.
- 49 6.5 As the goal of full representation for Scheduled Castes and Scheduled Tribes has not been achieved so far in any of these Universities in the State and does not likely to be achieved in the several decades to come and the Committee cannot rest content with the present state of progress, they strongly recommend that positive steps should be taken by Government and the Universities to improve the position as recommended by the Committee in this report. The Committee urge once again that the

authorities concerned will bestow their attention in this matter and take immediate remedial measures to set right the injustice done.

- 50 6.6 The Committee have found that by and large the modus operandi working in the Universities in matter of appointments is to prevent entry of the Scheduled Castes and Scheduled Tribes at the recruitment and promotional stage and the chances of promotion of these communities at the promotion stage is almost nil. As has been observed by the Committee in their earlier report the plea of unsuitability and non-availability of candidates is deceptively adopted by the appointing authorities to block the chances of Scheduled Castes and Scheduled Tribes and this has given ample scope to the appointing authorities to ignore the claims of Scheduled Castes and Scheduled Tribes and to curb the flow of entry of these Community despite the availability of qualified candidates.
- 51 6.7 Instances have come to the notice of the Committee that the Scheduled Castes and Scheduled Tribes candidates having higher academic qualifications are dubbed as insufficient and unsuitable in the matter of selection and appointment. This should be rectified and proper safeguards should be provided in the recruitment rules to protect the interest of Scheduled Castes and Scheduled Tribes. There should be an high power follow up missionary for enforcement for reservation for Scheduled Castes and Scheduled Tribes in the University under the direct supervision of the Vice-Chancellors.
- 52 6.8 The Committee recommend for the appointment of a Special Dean in all the Universities to look after the welfare of Scheduled Castes and Scheduled Tribes students in the respective Universities.

1	2	3
53	6.9	A Separate Cell is also necessary in all the Universities to enforce the implementation of Reservation Orders for Scheduled Castes and Scheduled Tribes.
54	6.10	The Committee strongly urge that a representative of Scheduled Castes/Scheduled Tribes should invariably be appointed in each of the Selection/Promotional Committees setup by the Universities for recruitment and Selection of staff.
55	6.11	The Committee had made certain recommendation in their First Report presented to the Legislature during October 1973 and April, 1979 respectively on the 4 Universities of Karnataka State. The Committee regret to not that no action has been taken by the Government of the University in this behalf so far. The Committee urge the University/Government to look into the matter and furnish the action taken replies to the Committee at an early date.
56	6.12	The Committee would like to draw the attention of the authorities to the recommendations made by the Commissioner for Scheduled Castes and Scheduled Tribes in his 24th Report, Part I, Para No 3 14, Page No 4 wherein the Commissioner for Scheduled Castes and Scheduled Tribes has examined the University Grant Commission and felt that the Government in the Ministry of Education should reconsider their stand to evolve uniform guidelines for all the Central and State Universities to implement the Constitutional provisions either on the pattern of Central Government or the State Government as the case may be. The relevant provision of Universities Act may also be suitably amended to achieve the objective of providing reservation for Scheduled Castes and Scheduled Tribes as allowed under the Constitutional provisions.

- 57 6.13 There are 4 Universities in the State including the Agricultural Sciences University. Not even one from the Scheduled Castes has ever occupied the position of the Vice-Chancellor over a number of years. It is not as if the eminent and brilliant educationists are not available from these communities. The Committee can only hope that the situation is to be rectified and the member of this community will occupy the position.
- 58 6.14 There should be a special cell to review and implement the reservation orders for Scheduled Castes and Scheduled Tribes in each University of the State.
- 59 6.15 Proper facilities should be provided both at the time of admission and at the time of appointments to the Scheduled Castes and Scheduled Tribes in the University.
- 60 6.16 The Committee while appreciating the creation of a separate Ambedkar Chair in Political Science by the Karnataka University recommend that the other Universities in the State should also follow this and establish the Ambedkar Chair in their Universities.
- 61 6.17 The Committee requests the Chancellor to issue suitable instructions to all the Vice-Chancellors of the Universities in the State to follow the reservation rules, etc for Scheduled Castes and Scheduled Tribes scrupulously in future.

APPENDICES

APPENDIX I

MYSORE UNIVERSITY

Reply to the Questionnaire of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes of Karnataka Legislature

(Administrative, teaching, Non-Ministerial Staff)

Sl. No. of the HP Questionnaire	Replies to Questionnaire	Total
1. The total number of posts of all categories Administrative, Supervisory and labour in your university	<p>(a) Administrative posts ... 16</p> <p>(b) Teaching posts:—</p> <p>(i) Post-graduate Professors 63 Readers .. 101 Lecturers 188</p> <p>352</p> <p>(ii) Under-graduate Professors 26 Departments: Readers .. 37 Lecturers 140</p> <p>203</p> <p>(iii) Institute of Readers .. 5 Correspondence Lecturers 28 and continuing Tutors .. 37 Education: —</p> <p>70</p> <p>(c) Non-ministerial — 89+230</p> <p>625</p> <p>(e) Administrative posts .. 1 (SC)</p> <p>(b) Teaching (P.G. 6 .. 15 U.G. 9) 6 (SCs)</p> <p>(c) Non-ministerial 6 (STs.)</p>	16 625 319

The number of posts held by the persons in each category belonging to SC and ST and the percentage of representation in each category (Information on the above items may be furnished for the last three years).

3. Whether there are any cadre and recruitment rules or Statute framed by the University and if so, when and what is the percentage of reservations fixed; a copy of the cadre and recruitment rules/statutes may please be supplied.

4. Who are the recruiting authority of your University.

5. Whether the reservation orders of Government for S.C. and ST. have been followed and are being followed strictly in the matter of employment of SCs and STs in the University.

6. What are the categories of posts which are opened to direct recruitment and for promotion in your University.

YES—There is cadre and recruitment rules for these posts with regard to the reservation, the University is following the Government Order No. DPAR 1 SBC 77 dated 4th March 1977.

The Chancellor is the appointing authority as per the Karnataka State Universities Act 1976. For posts carrying less than Rs. 500 maximum scale of pay the Vice-Chancellor is the appointing authority as per Rules.

This is being followed since 1977.

(i) Under teaching staff, all posts pertaining to post-graduate departments, the posts of Professors, Readers and Lecturers are filled up by Direct Recruitment.

(ii) In the Under-graduate colleges, the posts of Professors and Readers are filled up by promotion. Posts of Lecturers in the Under-graduate Colleges are open for Direct Recruitment.

(iv) Under Non-ministerial staff, certain posts are opened for direct recruitment and certain posts for promotion are filled up in consultation with the Board of Appointment under Section 50 of the Karnataka State Universities Act 1976.

There are different selection committees for Professors and Librarians, Readers and Lecturers and Nons ministerial staff. The Constitution of the Committee and the number of members for each committee are as enumerated under Section 49 and 50 of the Karnataka State Universities Act 1976.

The functions of Selection Committee as well as the functions of examination are different. The Selection Committees constituted do function as recommending Boards for selection of staff only for appointment to the respective different category of posts.

(i) Please see "Special measures....."

(ii) In respect of the employees of the University belonging to SC 15% of the University quarters in each category is reserved, and in respect of University employees belonging to ST, 3% of the quarters of the University in each category is reserved.

This is not provided for anybody.

Reservation rules are being followed in respect of posts which are filled by promotion. However in respect of promotional vacancies of Professors and Readers in the U.G. Colleges a clarification is sought from the Chancellor. Replies awaited.

7. Whether there are any selection committees in your University, if so, the total number of members/officials and non-officials and whether there is any representative of SCs/STs in the Selection Committee.

8. Whether the functions of Selection Committee as well as the functions of Examination are held by one and the same body of your University.

9. The details of the schemes and other welfare measures taken up such as education, housing, employment, etc., for the SCs and STs by the University.

10. Whether any training facilities are provided for the SC and ST candidates in various categories of posts in the University.

11. Whether reservation rules have been made applicable to posts filled by promotion and if not the reasons therefor.

12. Whether any special concessions are shown to candidates belonging to S.O. S.T. at the time of recruitment.

There is a provision in the Karnataka State Universities Act 1974 under Section 49 Stating that if the Scheduled Castes candidates possess little merit over the minimum qualification prescribed by the University for teaching posts that vacancy may be thrown open to them. This function comes under the purview of the Board of Appointments.

In respect of Non-Teaching staff Roster System is being followed in accordance with the G.O. No. DPAR 1 SBC 77 dated 4th March 1977.

13. The number of local candidates appointed for the last three years in your University out of them the number of SCs and STs candidates ;

Teaching :

(i) Under-graduate Colleges	..	11	1
(ii) Post-graduate Departments	..	10	..
(iii) Non-Teaching	..	..	..
(iv) Institute of Correspondence	..	..	..

Course . Continuing Education.

14. The number of temporary posts, deputation posts, if any, in your University whether the reservation rules in favour of SCs and STs have been made applicable in filling up of these temporary/deputation posts ;

--Nil-- In the University Engineering Division there are 12 posts of Engineering Staff which are filled up by deputation while obtaining the services of deputed officials the Government will be generally requested to post SCs and STs officials.

15. Whether special registers/rosters/Government Orders and Circulars have been maintained in your University to ensure proper representation of SCs and STs in employment.

G.O. is being followed.

16. What are the special problems of Scheduled Castes and Scheduled Tribes in your University and the steps taken to solve them

The Directorate of Social Welfare is not releasing the Scholarship and Extra boarding charges in time to the Wardens of the hostels. The Wardens are facing financial difficulties. The Director of Social Welfare has been contacted and he has promised to release the amount early. In the meantime the University of Mysore has advanced Rs. 25,000 to the Post-graduate Students' hostel for SC/ST boarders to overcome the financial difficulties of the hostel.

Rs. 10 lakhs have been advanced by the University to the SC, ST and BT students of Institute of Correspondence Course and Continuing Education and the amount has to be reimbursed by the Government.

Reply to the questionnaire of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes of Karnataka^a
Legislature

(Ministerial Staff)

Sl. No. of the Questionnaire

Reply

1. The total number of posts of all categories including Administration Supervisory Labour in your University.

(a) Superintendents (Rs. 750-1525)	..	27
(b) Senior Assistants (Rs. 600-1240)	..	28
(c) First Dn. clerks (Rs 460-1000)	..	82
(d) Second Dn. clerks (Rs. 300-700)	..	166
(e) Typist-cum-Clerks (Rs 300-700)	..	98
(f) Stenographers (Rs. 460-1000)	..	27
(g) Attenders (Rs 280-500)	..	145
(h) Class IV (250-400)	..	312

2. The number of posts held by the persons in each category belonging to Scheduled Castes and Scheduled Tribes and the percentage of representation in each category (Information on the above items may be furnished for the last three years).

	SC	ST
(a) Superintendents	3.7%	3.7%
(b) Senior Assistants	16%	4%
(c) First Dn. Clerks	2.43%	..
(d) Second Dn. Clerks	8.43%	3.65%
(e) Typist cum clerks :	1%	..
(f) Stenographers	3.7%	..
(g) Attenders	8.26%	..
(h) Class IV	13.78%	2%

3. Whether there are any Cadre Rules or Statute framed by the University, if so, when and what is the percentage reservations fixed; a copy of the Cadre and Recruitment Rules/Statute may please be supplied.

4. Who are the recruiting authority of your University.

5. Whether the reservation orders of Government for Scheduled Castes and Scheduled Tribes have been followed and being followed strictly in the matter of employment of Scheduled Castes and Scheduled Tribes in the University.

6. What are the categories of posts which are opened to direct recruitment and for promotion in your University.

PSC is the appointing authority for the ministerial posts under section 51 of the Karnataka State Universities Act 1976.

Being followed

Direct Recruitment—

(a) First Division Clerks	..	33	1/3%
(b) Second Division Clerks	..	66	2/3%
(c) Stenographers	..	50	%
(d) Typists-cum-Clerks	..	100	%
(e) Attenders	..	33	1/3%
(f) Class IV	..	100	%
Promotional—			
(a) Superintendents	..	100	%
(b) Senior Assistants	..	100	%
(c) Stenographers	..	50	%
(d) First Division Clerks	..	66	2/3%
(e) Second Division Clerks	..	33	1/3%
(f) Attenders	..	66	2/3%

Sl. No. of the Questionnaire

Reply

7. Whether there are any selection Committee in your University if so, the total number of members/officials and Non-Officials and whether there is any representative of SCs/STs in the Selection Committee.
8. Whether the functions of Selection Committee as well as the functions of Examination are held by one and the same body of your University.
9. The details of the scheme and other welfare measures taken up such as education housing employment, etc., for the SCs and STs by the University.
10. Whether any training facilities are provided for the Scheduled Castes and Scheduled Tribes candidates in various categories of posts in the University.
11. Whether reservation rules have been made applicable to posts filled by promotion and if not, the reasons.
12. Whether any special concessions are made to candidates belonging to SCs at the time of recruitment.
- Ministerial—Promotional posts are directly filled up by the Vice-Chancellor and Direct Recruitment posts are filled up through the KPSC., Ministerial Staff appointments are made directly by the Vice-Chancellor as per rules.
- (b)
(f) A
(g) A
(h) C

13. The number of local candidates appointed re. the three years in your University; out of them No. of SC's and ST's candidates.

(a) Second Dvn. Clerks .. 16 (SC/ST-7+3)
 (b) Attenders .. 29 (SC/ST-2)
 (c) Calsas IV .. 50 (SC-3 ST-9+1)

14. The No. of temporary posts, deputation posts, if any in your University whether the reservation rules in favour of SC's and ST's have been made applicable in filling up of these temporary/deputation posts;

Temporary posts—4 posts of Second Dvn. Clerks
 Deputation posts: (a) FDC's 6
 (b) Supdts 8

These posts (i.e., a and b) are filled by Deputation by State Accounts Dept., Reservation rules are not applied.

15. Whether Special Registers/rosters, Govt. Orders and Circulars have been maintained in your University to ensure proper representation of SC's and ST's in employment;

Yes

16. What are the Special Problems of SC's and ST' in your University and the steps taken to solve them

..

UNIVERSITY OF MYSORE

Performance of In SC and ST Candidates BA., B.Sc., B.Com., M.B.B.S., and BE, Examination

Years	B.A.		B.Sc.		B.Com.		M.B.B.S.		B.E.		
	No. Examnd.	No. Passed	No. Examnd.	No. Passed	No. Examnd.	No. Passed	No. Examnd.	No. Passed	No. Examnd.	No. Passed	
1966	47	16	1	1	
1967	46	3	..	..	16	3	6	4	
1968	..	30	15	21	1	10	3	..	..	..
1969	..	42	9	137	37	6	1	..	..	..
1970	
1971	..	1	..	191	30	20	2	31	9	24	11
1972	343	52	39	4	..	..	..
1973	..	52	10	245	30	16	..	31	8	..	
1974	..	89	34	443	79	11	1	28	15	16	12

MYSORE UNIVERSITY

Addl. Information

Questionnaire

- Question No. 1. The Number of Professors appointed during the past 10 years ; Whether there were any applicants belonging to Scheduled Castes/Scheduled Tribes for these posts (the details may be furnished with names).
- Reply .. There are 57 Professors in the University, out of which there is only one candidate working as Professor belonging to S.C. since the applications are not available, the names of S.C./S.T. candidates (Applicants) are not furnished.
- Question No. 2 : What is the sanctioned strength of the staff of University and the number of persons working of whom the number belonging to Scheduled Castes and Scheduled Tribes and their percentage.
- Reply .. The sanctioned strength of staff is 1,872 out of which there are 91 belong to S.C. category and 19 belong to S.T. category. The percentage being 4.8% and 1% respectively.
- Question No. 3 : The number of Lecturers appointed by the University for the last 5 years and of them the number belonging to Scheduled Castes and Scheduled Tribes and their percentage.
- Reply .. 71 Lecturers were appointed for the last 5 years out of which 2 belonging to S.C. category (ST-NIL). The percentage works out to 2.8.
- Question No. 4. The number of appointments made in all categories from 4th March 1977 onwards and the number belonging to Scheduled Castes and Scheduled Tribes and the step taken to fill up the imbalance.

- Reply ..** 39 candidates were appointed out of which 5 belong to S.C. category and 1 belongs to S.T. category. Since the appointments are being made in accordance with the Government Order No. DPAR-1 SBC 77, dated 4th March 1977 following the roster system for each category of posts; the final percentage of reservation can be met after filling up of 100 vacancies.
- Question No. 5.** Were there any cadre and Recruitment Rules prior to 4th March 1977; if so, please give a copy of the Cadre and Recruitment Rules.
- Reply ..** YES; a copy is enclosed.
- Question No. 6.** The number of applications received from the Scheduled Castes and Scheduled Tribes and other Backward Classes seeking admissions to the hostels from the last 5 years.
- Reply ..** Details are given in the enclosure (vide Annexure).
- Question No. 7** The number of local candidates appointed by the University in all categories of posts both teaching and non-teaching.
- Reply ..** 203 candidates were appointed on temporary basis.
- Question No. 8.** The number of temporary posts in the University and of them the number belonging to Scheduled Castes and Scheduled Tribes.
- Reply ..** 82 temporary posts were created and filled up, out of which 11 from S.C. category and 2 from S.T. category.
- Question No. 9.** How many posts are vacant in all categories of posts; is there any roster maintained by the University; if so, the details may be furnished.
- Reply ..** 245 posts are vacant. Yes, the roster system is being followed in accordance with the G.O. No. DPAR 1 SEC 77, dated 4th March 1977 in respect of direct recruitments and for promotional posts the roster system is as per the G.O. No. DPAR 29 SBC 77, dated 27th April 1978.

Question No. 10. The number of Heads of departments, number of Research Assistants attached to them with their community; whether any concession was shown to the candidates belonging to S.C. and S.T. while selecting Research Assistants.

Reply .. There are 26 Heads of Departments and 23 Research Assistants working in the University. There were no S.C./S.T. candidates to be recruited as Research Assistants.

Question No. 11. How many S.C. and S.T. and others are working in each teaching category of the University?

Reply .. The following are the details of S.C./S.T. and others working in each teaching category of the University.

	<i>S.C.</i>	<i>S.T.</i>	<i>Others</i>	<i>Total</i>
Professors ..	1	..	69	70
Readers ..	4	..	90	94
Lecturers ..	4	..	288	292
Tutors ..	1	1	37	38

UNIVERSITY OF MYSORE

ANNEXURE - 1

Statement of Hostel Facilities from 1974-75 to 1978-79

Sl. No.	Name of the Hostel	1974-75		1975-76		1976-77		1977-78		1978-79	
		Others	SC|ST	Others	SC|ST	Others	ST|SC	Others	SC|ST	Others	SC|ST
1.	P.G. Students' Hostel Manasa Gangotri, Mysore.	244	64	244	87	319	85	319	85	329	82
2.	Ladies' Hostel Manasa Gangotri, Mysore.	191	..	187	9	208	5	252	6	245	11
3.	Students' Village Manasa Gangotri, Mysore.	80	14	80	15	131	24	137	28	128	34
4.	University Hostel-I, Mysore	..	156	..	147	..	157	..	147	..	152
5.	University Hostel-II, Mysore	..	..	58	..	58	..	58	..	58	..
6.	Maharaja's College Hostel, Mysore.	213	87	200	82	..	..	243	80	251	86
7.	P.G. Students' Hostel, Konaje, Mangalore.	151	1	149	..	151	..	122	1	134	10
8.	P.G. Students' Hostel, B.R. Project, Shimoga.	29	4	58	12	60	13	63	12	74	1
Total		948	326	976	352	1,149	357	1,204	359	1,219	..

APPENDIX II

KARNATAKA UNIVERSITY

QUESTIONNAIRE OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES OF KARNATAKA LEGISLATURE

1. The total number of posts of all categories including teaching and non-teaching, Technical and Non-technical, Administrative, Supervisory and Labour (Skilled and Un-skilled) in your University; (details of different Classes/Categories/Grades of Posts in the University to be furnished).
2. The number of posts held by the persons in each of the above Category/Class/Grade, etc., belonging to Scheduled Castes and Scheduled Tribes and the percentages of representation in each of the above items may be furnished for the last five years ;
3. Whether there are any Cadre and Recruitment Rules or Statute framed by the University and if so, when and what is the percentage of reservations fixed ; a copy of the Cadre and Recruitment Rules/Statute may please be supplied ; ;
4. Who are the recruiting authority of your University ;
5. Whether the reservation orders of Government for Scheduled Casts and Scheduled Tribes have been followed and are being followed strictly in the matter of employment of Scheduled Casts and Scheduled Tribes in the University ;
6. What are the Categories/Classes of Posts which are opened to direct Recruitment and for Promotion in your University ;

7. Whether there any Selection Committee in your University if so, the total number of Members/Officials and Non-Officials and whether there is any representatives of Scheduled Castes/Scheduled Tribes in the Selection Committee ;
8. Whether the functions of Selection Committee as well as the functions of Examination are held by one and the same body of your University ;
9. The details of the various schemes and other welfare measures taken up such as Education, Hostels, Housing, Employment, Coaching, etc., for the Scheduled Castes and Scheduled Tribes by the University ;
10. Whether any training facilities are provided for the Scheduled Casts and Scheduled Tribes candidate in various Categories of Posts in the University ;
11. Whether reservation Rules have been made applicable to posts filled by Promotion ;
12. Whether any Special Concessions are shown to Candidate belonging to Scheduled Castes and Scheduled Tribes Candidates at the time of Recruitment ;
13. The number of local candidates appointed for the last five years in your University ; out of them the number of Scheduled Castes and Scheduled Tribes Candidates ;
14. The number of Temporary Posts, Deputation Post, Transfer Posts, if any, in your University ; whether the reservation rules in favour of Scheduled Castes and Scheduled Tribes have been made applicable in filling up of these Temporary/Deputation/Transfer Posts ;

15. Whether Special Registers/Rosters/Government Orders/ Carry forward vacancies Register and Circulars have been maintained in your University to ensure proper representation of Scheduled Castes and Scheduled Tribes in employment ;

16. Whether any Reader has been promoted as Professor who belong to Scheduled Caste and Scheduled Tribes for the last five years (if so, the details to be furnished) ;

17. The number of appointments made by the University from 4th March 1977 in various Categories/Classes of Posts and number of them belonging to Scheduled Castes and Scheduled Tribes upto now ;

18. The number of appointments made by the Chancellor and the Vice-Chancellor, of them the number belonging to Scheduled Castes and Scheduled Tribes during the above period ;

19. What is the action taken by the University for making bulk appointments in various categories of posts to fill up the back log ;

20. The number of promotions made by the University and how many of them belong to Scheduled Castes and Scheduled Tribes after issue of Government Order during April 1978, relating to reservations in promotions ;

21. Whether there are any posts in the University for which the recruitment is made by the Public Service Commission and if so, the number of persons recruited and among them number belonging to Scheduled Castes and Scheduled Tribes for the last five years ;

22. Whether the University is experiencing any difficulty in getting suitable and qualified candidates belonging to Scheduled

Castes and Scheduled Tribes for various appointments in the University and if so, the action taken/proposed to be taken in this behalf to give adequate representation to Scheduled Castes and Scheduled Tribes ;

23. What are the Special Problems of Scheduled Castes and Scheduled Tribes in your University and the steps taken for their amelioration ?

24. The number of Professors appointed during the past 10 years ; Whether there were any applicants belonging to Scheduled Castes and Scheduled Tribes for these posts (the details may be furnished with names).

25. What is the sanctioned strength of the staff of University and the number of persons working, of whom the number belonging to Scheduled Castes and Scheduled Tribes and their percentage ;

26. The number of Lectureres appointed by the University for the last five years and of them the number belonging to Scheduled Castes and Scheduled Tribes and their percentage ;

27. Were there any Cadre and Recruitment Rules prior to 4th March 1977 ; If so, please give a copy of the Cadre and Recruitment Rules ;

28. The number of applications received from the Scheduled Castes and Scheduled Tribes and other Backward Classes seeking admissions to the Hostels from the last five years ;

29. The number of local candidates appointed by the University in all Categories of Posts both Teaching and Non-teaching ;

30. The number of Temporary Posts in the University and of them the number belonging to Scheduled Castes and Scheduled Tribes ;

31. How many posts are vacant in all Categories of Posts ; is there any roster maintained by the University ; if so, the details may be furnished ;

32. The number of Heads of Departments, number of Research Assistant attached to them with their Community; whether any concession was shown to the candidates belonging to Scheduled Castes and Scheduled Tribes while Selecting Research Assistants ;

33. How many Scheduled Castes and Scheduled Tribes and others are working in each teaching category of the University ?

KARNATAKA UNIVERSITY, DHARWAD

. No. of students at Post-Graduate courses for the last five years

Year	Total No. students	No. of students belonging to	
		S.C.	S.T.
1. 1974..75	.. 3731	123	50
2. 1975—76	.. 3432	137	69
3. 1976—77	.. 3022	123	40
4. 1977—78	.. 3013	105	53
5. 1978—79	.. 3753	190	77

II. No. of students at Degree courses for the last five years

Year	Total No. of students	No. of students belonging to	
		S.C.	S.T.
1. 1974—75	.. 36,022	2036	223
2. 1975—76	.. 37,653	2106	382
3. 1976—77	.. 37,442	1998	392
4. 1977—78	.. 46,353	2588	186
5. 1978—79	.. 49,830	3733	332

KARNATAK UNIVERSITY, DHARWAR

Answer to the questions appeared to the D.O. letter to the V.C. dated 5th June, 1979 from the Secretary, Karnataka Legislature Committee.

Sl. No.	Question	Answer
1	2	3
1	1	Please vide statements from Appendix A and B.
2	2	Please see the Statements referred to as an answer to question No. 1 and also Appendix C and Appendix D.
3	3	Prior to the commencement of the new Act, 1976 and according to the Statutory provisions contained therein all the powers regarding appointments of both Teaching and Non-Teaching were vested with the then Syndicate and appointments were as per the decision of the then Syndicate from time to time. However, no cadre and recruitment rules were framed under old Act, 1949. Further it may be added here that the question of framing common cadre and recruitment rules in accordance with the provisions of New Act, 1976 has been taken up and the same are being finalised.
4	4	According to the provisions of old Act, 1949, the then Syndicate was the appointing Authority. But according to the provisions of the New Act, 1976, the chancellor is the appointing authority. The Vice-Chancellor is authorised to make ad-hoc temporary appointments in emergency.

5 5 Under the provisions of old act appointments were made strictly based on the decision of the Syndicate ; and, Government Orders are strictly being followed on this issue after commencement of the New Act, 1976.

6 6 As per the statement referred to at Sl. No. 1 some posts from the grade of O. S. to D. R. were filled in by the direct recruitment and some are by promotion. The other non-teaching staff like O. S., A. O. S., O. S. for Lab. Staff were filled in by promotion. The remaining posts are filled by direct recruitment.

As regards teaching staff in the P. G. Department, the posts are filled by direct recruitment. As regards the teaching staff of the Constituent Colleges, the post of Lecturers are filled by direct recruitment and remaining higher categories of posts of Reader, Professors are filled by promotion.

7 7 For the appointment of Non-Ministerial staff there is a committee consisting of five persons of whom two are nominated by the Chancellor one of whom shall be a person belonging to scheduled castes or Scheduled Tribes and other shall be a person belonging to any socially and Educationally Backward classes of citizens.

Please vide section 50(2)(iv) of K. S. U. Act, 1976.

8 8 No.

9 9 Special coaching arrangements for students at the College level has been made and as for recruitment purposes such arrangements are not yet made in view of very

small in take fresh recruitment. Reservation is made in respect of all admission to under graduate and P. G. Graduate classes as per the State Government Rules.

Two hostels viz., one on Karnataka College Campus, Dharwar and other one Post-Graduate Centre campus Gulbarga have been constructed with the assistance from the Government of Karnataka for the S. C. and S. T. students.

The students belonging to S. C. and S. T. and who seek admission are all admitted to the present hostels.

- 10 10 Such contingency has not arisen in so far and if such a contingency arises, the University authorities would be happy provide such facilities.
- 11 11 The Syndicate has accepted the State Government rules this regard.
- 12 12 Yes, for all the posts preference is given to these S. C./ S. T. as per Government Rules.
- 13 13 No person has been appointed as local candidates under the University services. However, 24 Scheduled castes candidates and only S. T. have been appointed on daily wages.
- 14 14 A Sub-Committee has been constituted by the Syndicate to review and make recommendations with regard to providing proper representation to the S. C. and S. T. and B. C. is under active consideration.
- 15 15 The relevant Government order and Roster are being maintained.

1	2	3									
16	16	No the question has not arisen.									
17	17	Please vide Appendix 'E'.									
18	18	Please vide Appendix 'E'.									
19	19	The Committee recommendations regarding adequate provision for S.C. and S.T. has been accepted and steps are now being taken to fill in the vacancies accordingly.									
20	20	This question has not arisen since no promotions have been made after April, 1978.									
21	21	Selection to the clerical posts to be made by the Public Service Commission. However, so far no selection have been made.									
22	22	There are no, qualified applicants from any S. C. S. Ts. for teaching posts. The few who possess minimum qualifications are invariably selected. For lower post in the administrative and other cadres qualified candidates are available and are being given preference.									
23	23	The University has started special coaching classes to S.C. and S.T. Students in the Karnataka Science College. The University is also proposing to start special coaching for P. G. Students and for competitive examinations of U.P.S.C. and State Government.									
24	24	There has not been any S.C./S.T. candidates for any of the posts advertised.									
25	25	1 Sanction strength of the staff of the University 1951. <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th>S.C.</th> <th>S.T.</th> </tr> </thead> <tbody> <tr> <td>2 No. of persons working</td> <td>1345</td> <td>14</td> </tr> <tr> <td>3 Percentage</td> <td>1.04 per cent</td> <td>0.9 per cent</td> </tr> </tbody> </table>		S.C.	S.T.	2 No. of persons working	1345	14	3 Percentage	1.04 per cent	0.9 per cent
	S.C.	S.T.									
2 No. of persons working	1345	14									
3 Percentage	1.04 per cent	0.9 per cent									
26	26	Lecturers please vide Appendix 'C'									

1	2	3
27	27	No.
28	28	Information is enclosed please vide Appendix 'F'
29	29	No local candidates are appointed. However, Number of daily wages persons appointed is 202, out of whom S.C. 24 S.T. 1.
30	30	Nil.
31	31	Number of posts vacant 226. roster is being maintained.
32	32	Total Heads of Departments 32 No research Assistant are attached to Heads of Depts.
33	33	Please vide appendix 'A'.

APPENDIX A

KARNATAK UNIVERSITY, DHARWAD

Statement showing the number of S.C./S.T. working in the various categories of posts in P. G. Departments at Karnataka University, Dharwad/Gulbarga/Sandur and Karwar.

I. PROFESSOR

Sl. No.	Name of the Post-Graduate Dept.	Total No. of No. of			S.C.	S.T.	Remarks
		No. of posts	vacan-	cies			
1	2	3	4	5	6	7	8
<i>At Dharwad</i>							
1.	Institute of Kannada Studies	.. 5	2	3	..	..	..
2.	English	.. 2	1	1	..	..	..
3.	Sanskrit	.. 1	1	..	..	..	..
4.	Economics	.. 2	..	2	..	..	..
5.	History	.. 1	1	..	..	..	..
6.	A.I. History	.. 1	1	..	..	..	..
7.	Political Science	.. 1	1	..	..	..	..
8.	Philosophy	.. 2	1	1	..	..	..
9.	Psychology	.. 1	..	1	..	..	..
10.	Sociology	.. 1	1	..	..	..	..
11.	Social Work	.. 1	..	1	..	..	..
12.	Criminology & F. Science	..	..	—Nil—	..	..	..
13.	Anthropology	.. 1	1	..	..	..	..
14.	Zoology	.. 2	1	1	..	..	..
15.	Botany	.. 2	1	1	..	..	..
16.	Geology	.. 2	1	1	..	..	..
17.	Geography	..	..	—Nil—	..	..	..

1	2	3	4	5	6	7	8
18. Statistics	..	1	1	..	..	..	..
19. Mathematics	..	1	1	..	..	..	..
20. Physics	..	3	2	1	..	..	..
21. Chemistry	..	4	2	2	..	..	..
22. Commerce	..	2	1	1	..	..	..
23. Education	..	1	..	1	..	..	..
24. Law	..	2	1	1	..	..	..
25. Foreign Languages :							
(i) German	..—						
(ii) Russian	..—				—Nil—		
(iii) French	..—						
26. Hindi	..	1	..	1	..	..	..
27. K.I.M.S.	..	1	1*	1	..	..	..
28. Library Science	..	1	1	..	..	..	..
29. K.R.I.	..	1	1	..	..	..	..

At P.G. Centre, Gulbarga

1. Kannada	..	1	1	..	..	..	..
2. English	..	1	1	..	..	..	..
3. Economics	..	1	..	1	..	..	..
4. Mathematics	..	1	1	..	..	..	..
5. Chemistry	..	1	..	1	..	..	..
6. Political Science	..	1	1	..	..	..	..
7. Sociology	..				—Nil—		
8. Hindi	..				—Nil—		
9. Commerce	..	1	..	1	..	..	..
10. Microbiology	..	1	..	1	..	..	..
11. Applied Physics	..	1	..	1	..	..	..

*Prof. G. B. Figadi (appointed against the post of Professor held by Dr. D. M. Nanjundappa) has been transferred to K.I.M.S. along with the post

	2	3	4	5	6	7	8
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At P.G. Centre(T), Nandihalli, Sandur

Geology	..	1	1
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At P.G. Centre of Marine Biology, Karwar

Marine Biology	..			—Nil—			
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II. READERS

At K.U. Dharwad Campus

Institute of							
1. Kannada Studies	..	7	6	1
2. English	..	5	4	1
3. Sanskrit	..	2	2	..	..	..	..
4. Economics	..	2	1	1	..	..	..
5. History	..	1	1	..	..	..	..
6. A.I. History	..	3	3	..	..	..	..
7. Political Science	..	5	5	..	..	..	..
8. Philosophy	..	2	1	1	..	..	..
9. Psychology	..	1	1	..	..	..	..
10. Sociology	..	2	2	..	..	..	..
11. Social Work	..	1	..	1	..	..	..
12. Criminology and F. Science				—Nil—			
13. Anthropology	..	5	2	3	..	..	..
14. Zoology	..	3	3	..	..	..	..
15. Botany	..	5	5	..	..	..	..
16. Geology	..	5	4	1	..	..	..
17. Geography	..	3	..	3	..	..	..
18. Statistics	..	3	2	1	..	..	..
19. Mathematics	..	4	4	..	..	..	..

1	2	3	4	5	6	7	
20.	Physics	..	5	5	..	..	..
21.	Chemistry	..	9	8	1	..	..
22.	Commerce	..	2	..	2	..	..
23.	Education	..	4	4	..	..	..
24.	Law	..	4	4	..	..	..
25.	Foreign Languages :						
	(i) German	..	1	1	..	..	..
	(ii) Russian	..	1	..	1	..	..
	(iii) French	..	1	1	..	..	..
26.	Hindi	..	2	1	1	..	..
27.	K.I.M.S.	..	3	1	2	..	..
28.	Library Science	..			—Nil—		
29.	K.R.I.	..			—Nil—		

At P.G. Centre, Gulbarga

1.	Kannada	..	1	1	..	..	..
2.	English	..	1	..	1	..	..
3.	Economics	..	1	..	1	..	..
4.	Mathematics	..	1	1	..	..	..
5.	Chemistry	..	3	2	1	..	..
6.	Political Science	..	1	1	..	1	..
7.	Sociology	..	1	..	1	..	..
8.	Hindi	..	1	..	1	..	..
9.	Commerce	..	1	..	1	..	..
10.	Microbiology	..	4	1	3
11.	Applied Physics	..	2	1	1

At P.G. Centre(T), Nandihalli, Sandur

1.	Geology	..	2	..	2	..	
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At P.G. Centre for Marine Biology, Karwar

1.	Marine Biology	..	1	..	1	..	
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III. LECTURERS

At P.G. Dept., K.U. Dharwad

1.	Institute of Kannada Studies	..	18	15	3
2.	English	..	5	3	2
3.	Sanskrit	..	2	2	..	..	1	..
4.	Economics	..	8	8	..	..	..	..
5.	History	..	5	5	..	..	..	..
6.	A.I. History	..	1	1	..	..	..	..
7.	Pol. Science	..	6	2	4	..	..	..
8.	Philosophy	..	4	4	..	..	..	..
9.	Psychology	..	4	3	1	..	..	..
10.	Sociology	..	8	6	2	..	..	..
11.	Social Work	..	8	6	2	..	..	..
12.	Criminology & F. Science	..	8	8	..	..	..	..
13.	Anthropology	..	5	5	..	..	..	..
14.	Zoology	..	14	12	2	1	..	..
15.	Botany	..	11	9	2	..	..	..
16.	Geology	..	11	10	1	..	..	..
17.	Geography	..	11	9	2	..	..	..
18.	Statistics	..	9	9	..	..	..	..
19.	Mathematics	..	6	5	1	..	..	..
20.	Physics	..	16	16	..	..	..	..
21.	Chemistry	..	23	20	3	1	..	..
22.	Commerce	..	7	7	..	..	..	..
23.	Education	..	2	1	1	..	..	..
24.	Law	..	3	1	2	..	..	..
25.	Foreign Languages :							
	(i) German	..	3	1	2	..	..	..
	(ii) Russian	..	2	..	2	..	..	..
	(iii) French	..	2	1	1	..	..	..
26.	Hindi	..	6	5	1	..	..	..

1	2	3	4	5	6	7	8
27. K.I.M.S.	..	3	1	2	..	..	..
28. Library Science	..	7	7	..	..	..	..
29. K.R.I.	..			—Nil—			

At P.G. Centre, Gulbarga

1. Kannada	..	6	5	1	..	..	..
2. English	..	7	5	2	..	..	..
3. Economics	..	2	..	2	..	..	..
4. Mathematics	..	6	6	..	..	..	..
5. Chemistry	..	11	11	..	..	..	..
6. Political Science	..	4	2	2	..	..	..
7. Sociology	..	2	1	1	..	1	..
8. Hindi	..	2	1	1	..	..	..
9. Commerce	..	3	1	2	..	..	..
10. Microbiology	..	5	4	1	..	1	..
11. Applied Physics	..	1	..	1

At P.G. Centre, Nandihalli, Sandur

1. Geology	..	11	7	4
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At P.G. Centre for Marine Biology, Karwar

1. Marine Biology	..	3	1	2
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(1) At Karnataka Science College, Dharwad

1. Principal	..	1	1
2. Sel. Grade Professor	..	2	1	1
3. Professors	..	4	3	1
4. Readers	..	21	20	1
5. Lecturers	..	46	41	5	2

1	2	3	4	5	6	7	8
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(2) Karnataka Arts College, Dharwad

1. Principal	..	1	1
2. Sel. Grade Professor	..	4	3	1
3. Professor	..	5	5	..	..	..	..
4. Reader	..	27	25	2	..	..	..
5. Lecturer	..	36	27

(3) University College of Geology, Nandihalli, Sandur

1. Lecturer	..	11	8	3
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(4) University College of Music, Dharwad

1. Principal	..	1	1
2. Reader	..	1	1
3. Lecturer	..	1	1
4. Instructor	..	35	49	1	..	..	..

(5) University High School, Dharwad

1. Principal I/c	..	1	1	1	..	..	..
2. Assistant Teacher	..	26	24	2	..	..	..
3. Drawing Teacher	..	1	1	..	..	..	..
4. P. E. Teacher	..	1	1	..	..	..	..
5. Needle Work Teacher	..	1	1	..	..	..	..
6. Part-time Craft Teacher..	..	1	1	..	..	..	..
7. Asst. Teacher-cum-Librarian	..	1	1	..	..	..	..
8. Asst. Teacher-cum- House Master	..	1	1	..	..	..	..

KARNATAK UNIVERSITY DHARWAD

Statement showing the particulars of Laboratory Technical Staff working in the P. G. Department K. U. Dharwad/
Gulbarga/Sandur and Krwar regarding number of persons, working, number of vacancies, total number of S.C./S.T. etc

Sl. No.	Categories of non-teaching posts	Total No. of posts	No. of persons working	No. of vacancies	S.C.	S.T.
1	2	3	4	5	6	7
1.	Superintendent for Labs and Stores ..	3	3	..	..	..
2.	Sr. Technical Asstt. ..	2	2	..	..	..
3.	Asstt. Supdt. for Labs and Stores ..	4	1	3	..	..
4.	Technician ..	3	3	..	..	..
5.	Draftsman-cum-Photographer ..	1	1	..	..	..
6.	Artist ..	1	..	1	..	..
7.	Artist-cum-Photographer ..	1	1	..	..	..
8.	Photographer-cum-Lab. Assistant ..	1	1	..	..	..
9.	Sr. Lab. Assistant ..	7	6	1	..	..
10.	Lab. Technician ..	1	1	..	..	..
11.	Sorter Operator ..	1	1	..	..	..
12.	Sr. Punch Operator ..	1	1	..	..	..
13.	Herbarium Assistant ..	1	1	..	..	..
14.	Carpenter ..	1	1	..	..	..
15.	Dark Room Assistant ..	1	1	..	..	..
16.	Gas Mechanic ..	1	1	..	..	..
17.	Junior Punch Operator ..	1	1	..	..	..
18.	Lab. Assistants ..	21	13	8	..	..
19.	Oxidation Pond Assistant ..	1	1	..	..	..

20.	Field Assistant	1	1	1	1
21.	Field Collector	3	3	3	3
22.	Section Cutter	1	1	1	1
23.	Oxidation Pond Attendant	1	1	1	1
24.	Lab. Attender	28	27	27	27
25.	Driver	1	1	1	1
26.	Lab. Attendant	9	9	9	9
27.	Animal Technician-cum-Lab. Attendant :	1	1	1	1
28.	Selection Grade Peon 1	1	1	1	1
29.	Junior Research Assistant	1	1	1	1
30.	Writer	3	3	3	3
31.	Field Worker	4	4	4	4
32.	Proof Reader	1	1	1	1

Karnatak University Library Staff

1.	Asstt. Librarian (SR)	6	5	5	5
2.	Assistant Librarian (JR)	18	18	18	18
3.	Binder	1	1	1	1
4.	Attender	4	4	4	4
5.	Assistant Binder	3	3	3	3
6.	Manuscript Lib. Assistant	1	1	1	1

Post Graduate Centre, Gulbarga

1.	Assistant Librarian	4	4	4	4
2.	Attender	3	3	3	3
3.	Lab. Assistant	4	4	4	4
4.	Junior Store Keeper	1	1	1	1
5.	Technician	4	4	4	4

1	2	3	4	5	6	7
Daily Wages categories						
1.	Assistant Binder	..	1	1	..	..
2.	Assistant Librarian	..	2	2	..	..
3.	Assistant Librarian	..	1	1	..	..
Karnatak Science College Dharwad Lab. Staff/Library						
1.	Office Supdt., of Lab. Stores	..	1	1	..	..
2.	A.O.S.	..	..	2	..	..
3.	Senior Lab. Assistant	..	16	14	2	..
4.	Lab Assistants	..	36	12	24	..
5.	Machanic	..	1	1	..	..
6.	Photographer-cum-Lab Assistant	..	1	1	..	..
7.	Taxidermists	..	1	1	..	..
8.	Artists	..	1	1	..	..
9.	Field Collector	..	3	3	..	..
10.	Lab. Attender	..	37	28	9	..
11.	Lab. Attendent	..	8	8	..	..
Library Staff						
1.	Librarian	..	1	1	..	..
2.	Assistant Librarians	..	2	2	..	..
3.	Library Attender	..	1	1	..	..
4.	Book Binder	..	1	1	..	..
University College of Law						
1.	Librarian	..	1	1	..	..
2.	Assistant Librarian	..	1	1	..	..

APPENDIX-B.

Statement showing the detailed information regarding S.C. and S.T. etc. of the non-teaching employees of the Karnatak University.

Sl. No.	Name of the Category	Total Total		S. T.	Back-ward caste	Back-ward Tribes	Back-Linguistics	Scale of Pay	Remarks			
		No. of post filled	No. of post vacant									
1	2	3	4	5	6	7	8	9	10	11	12	13
1.	Registrar ..	1	1	..	..	..	..	..	..	..	1100-1800	(1)
2.	Controller of Exams.	1	1	..	..	..	..	..	..	..	1000-1500	(1)
3.	Finance Officer (on F.S.)	1	1	..	..	..	..	..	..	..	1300-1900	
4.	Dean, Students' Welfare	1	..	1	..	..	..	..	..	..	1300-1900	(1)
5.	Librarian ..	1	1	..	..	..	..	..	..	..	1100-1600	
6.	Director of Publications	1	1	..	..	..	..	..	..	..	1300-1900	
7.	Director Technology in Printing and Stationery.	1	..	1	..	..	..	..	..	..	900-1750	
8.	Director of Physical Edn...	1	1	..	..	..	..	..	..	..	1300-1900	(2)
9.	Deputy Registrars	5	5	..	..	..	..	..	..	..	1300-1900	
10.	Development Officer	1	1	..	..	..	..	..	..	..	700-1250	
11.	Deputy Librarian	1	1	..	..	..	..	..	..	..	900-1750	
12.	Deputy Director of Pub. ..	1	1	..	..	..	..	..	..	..	750-1525	
3.	Asst. Director Pub./Press..	3	3	..	..	..	..	..	..	..	900-1750	
14.	Assistant Registrars	7	4	3	..	..	..	..	..	..	900-1750	
15.	P.S. to V.C. ..	1	1	..	..	..	..	..	..	..	750-1525	

	1	2	3	4	5	6	7	8	9	10	11	12	13
92. Label Writer	1	1	..	..	..	..	..	..	..	280-500	
93. Malice	26	23	4	..	..	2	2	4	..	250 400	
94. Garotaker	2	1	1	..	..	..	..	..	..	280-500	
95. Server	1	1	..	..	..	..	..	..	..	250-400	
96. Messman	1	1	..	..	..	..	..	..	..	250 400	
97. Lifeguard	1	..	1	..	..	..	..	..	..	280-500	
98. Dairy	7	6	1	..	..	..	..	..	..	280-500	
99. Swimming Pool Attndt.	1	1	..	..	..	..	..	..	..	280-500	
100. Telephone Operator	2	2	..	..	..	..	..	..	..	300-700	
101. Telephone Attendant	1	1	..	..	..	..	..	..	..	280 500	
102. Head Peon/Nayak	3	2	1	..	..	..	..	..	..	280-500	
103. Peon/Watchman/Sweeper	253	220	333+10+17	6	31	7	7	5	16	280-400	

Remarks.—(1) Not Revised (2); Yet to be Revised

APPENDIX C

KARNATAK UNIVERSITY, DHARWAD

Statement showing the particulars of appointments made or the last five years on regular basis at P.G. Departments of Karnatak University, Dharwad Gulbarga Sandur and all constituent Colleges.

(I) P.G. DEPARTMENTS

<i>Designation</i>	<i>No. of posts</i>	<i>S.G.</i>	<i>S.T.</i>	<i>Muslim</i>
1. Professors ..	7	..	..	..
2. Readers ..	24	..	..	..
3. Lecturers ..	42	3	1	2
4. Technicians ..	5	..	..	1

(II) CONSTITUENT COLLEGES

<i>Place</i>	<i>Designation</i>	<i>No. of posts</i>	<i>S.G.</i>	<i>S.T.</i>	<i>Muslim</i>
1. Karnatak Science College, Dharwad.	Lecturers	3	2	..	..
2. Karnatak Arts College, Dharwar.	do	13	..	..	..
3. College of Geology, Nandihalli, Sandur.	do	8	..	..	..
4. Law College, Dharwad.	do	2	..	..	..
5. College of Music, Dharwad.	(i) Instructor	4	..	..	..
	(ii) Accompanist	2	..	1	..
		110	5	2	
Percentage :			%	%	24

APPENDIX D

KARNATAK UNIVERSITY, DHARWAD

Statement showing the total number of Non-teaching staff including P.G. Centre, Gulbarga, Karwar and Sandur appointed in the University office during the period from 1st April 1974 to until this day i.e. 1979.

Sl. No.	Name of the post	Total No. of post	S.O.	S.T.	Others
1.	Jr. Clerk ..	52	5	..	47
2.	Steno-typist ..	1	..	..	1
3.	Daftary ..	3	..	..	3
4.	Care-taker ..	1	..	..	1
5.	Peons/Watchman/Sweepers ..	35	4	..	31
6.	Malies ..	2	..	..	2
7.	Programmer ..	1	..	..	1
8.	Console Operator ..	1	..	..	1
9.	Programme puncher ..	2	..	..	2
10.	System Analyst ..	1	..	..	1
11.	Makadum ..	1	..	..	1
12.	Jr. Electric Supervisor ..	1	..	..	1
13.	II Class Lineman ..	1	..	..	1
14.	Sr. Grade Supervisor ..	1	..	..	41
15.	Proof Reader ..	2	..	..	2
16.	Counter Packer ..	2	..	..	1
17.	Stores Assistant ..	1	..	..	1
18.	Compounder ..	1	..	..	1
19.	Time-keeper ..	1	..	..	6
20.	Jr. Pump Attender ..	6	..	..	6
21.	Jr. Mason ..	1	..	..	1
22.	Research Assistant (T.B.) ..	2	..	..	2
23.	Library Attender ..	7	..	..	7

APPENDIX E

KARNATAK UNIVERSITY, DHARWAD

Statement showing the number of appointment made by the University from 4th March 1977 in various categories posts of teaching and No. of them belonging to SC/ST upto now.

<i>Sl. No.</i>	<i>Category of post</i>	<i>No. of appointments</i>	<i>S.C.</i>	<i>S.T.</i>
POST GRADUATE DEPARTMENT				
1.	Professors	2	..	..
2.	Readers	13	..	..
3.	Lecturers	19	3	1
CONSTITUENT COLLEGE				
1.	Lecturers	11	1	..

APPENDIX F

KARNATAK UNIVERSITY, DHARWAD

Answers to Question No. 28

Information regarding number of students (SC/ST) admitted in the University Hostels for the last 5 years.

<i>Name of Hostels</i>	1974-75	1975-76	1976-77	1977-78	1978-79
1. Nijalingappa Hostel, Karnatak University, Dharwad ..	19	20	27	29	32
2. Shalmala Hostel, Karnataka University, Dharwad ..	44	55	48	33	76
3. Ladies' Hostel, Karnataka University, Dharwad ..	3	5	5	9	8

Information regarding number of SC/ST students admitted to the College Hostels.

Name of the Hostels	1974-75			1975-76			1976-77			1977-78			1978-79		
	SC	ST	DNT	SC	ST	DNT	SC	ST	DNT	SC	ST	DNT	SC	ST	DNT
Udaya Hostel, K.C.D.	..	..	1	..	..	4	7	..	..	5	..	..	4	..	2
Pioneer Hostel, K.C.D.	..	..	..	6	..	2	2	..	4	1	..	..	..	1	..
Union Hostel, K.C.D.	16	..	..	10	..	6	33	..	4	36	..	..	43	2	..
Liberal Hostel, K.C.D.	..	..	..	3	..	1	1	..	..	..	..	..	..	..	..
Ladies Hostel, K.C.D.	2	..	..	..	..	1	2	..	2	7	..	1	11	..	1
University College of Law (Udaya Hostel)	3	3	..	4	..	..	8	1	..	6	..	..	8	4	..
University College of Education (New Block Hostel)	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..

BANGALORE UNIVERSITY

Questionnaire of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes of Karnataka Legislature and replies there on.

*Question**Answer*

Qn. 1.—The total number of posts of all categories including teaching and non-teaching, technical and non-technical, Administrative, Supervisory and labour (Skilled and unskilled) in your University; (details of different classes/categories/grades of posts in the University to be furnished)

Statement-I enclosed.

Qn. 2.—The number of posts held by the persons in each of the above category/class/grade, etc., belonging to Scheduled Castes and Scheduled Tribes and the percentage of representation in each of the above items may be furnished for the last five years;

Statement-II enclosed

Qn. 3.—Whether there are any Cadre and Recruitment Rules or Statute framed by the University and if so, when and what is the percentage of reservations fixed; a copy of the Cadre and Recruitment Rules/Statute may please be supplied;

Yes—C & R Statutes enclosed, percentage of recruitment based on the Government Orders issued from time to time.

Question

Answer

Qn. 4.—Who are the recruiting authority of your University; The recruiting authority of the University are as under :

(i) for teaching posts Board of Appointment as per section 49 of K.S.U. Act, 1976.

(ii) For other non-ministerial staff Board of Appointments as per section 50 of K.S.U Act, 1976.

(iii) For ministerial staff, the Vice-Chancellor shall appoint the candidates from the list of candidates selected by the KPSC as per section 51 of K.S.U. Act, 1976.

Qn. 5.—Whether the reservation orders of Government for Scheduled Castes and Scheduled Tribes have been followed and are being followed strictly in the matter of employment of Scheduled Castes and Scheduled Tribes in the University ;

Yes— as per relevant rules of recruitment.

Qn. 6.—What are the categories/classes of posts which are opened to direct recruitment and for promotion in your University ;

Statement—III enclosed

Qn. 7.—Whether there is any Selection Committee in your University, if so, the total number of members/officials and non-officials and whether there is any representative of Scheduled Castes/Scheduled Tribes in the Selection Committee;

Yes—(i) Board of Appointment for selection of persons for appointment to teaching posts as per section 49 of K.S.U. Act, 1976.

	Total No. of Members	Officials/ Non- Members	Rep. of officials SC/ST
(a) for Prof. post	5*	5*	..
(b) Reader and Lecturer.	5**	5**	..

(*) 3 experts (**) 2 experts.

(ii) Board of appointment for selecting persons for appointment to non-ministerial staffs as per section 50 of K.S.U. Act, 1976.

Non-teaching posts 5 3 2 1

(iii) Appointment to the ministerial posts by the Vice-Chancellor from the list of candidates selected by the Karnataka Public Service Commission as per section 51 of K.S.U. Act, 1976.

Ministerial Posts By KPSC

(iv) Appointment to Class IV Posts will be made by the Vice-Chancellor as per section 51(4) of the K.S.U. Act, 1976.

	<i>Total Officials/</i>	<i>Non-Rep.</i>
	<i>No. of Members</i>	<i>of</i>
	<i>Members</i>	<i>Officials</i>
		<i>SC/ST</i>

Class IV Posts By Vice-Chancellor.

Qn. 8.—Whether the functions of Selection Committee as well as the functions of Examination are held by one and the same body of your University ;

No.—They are separate

Qn. 9.—The details of the various schemes and other welfare measures taken up such as education, hostels, housing, employment, coaching, etc. for the Scheduled Castes and Scheduled Tribes by the University ;

For Students:—Special coaching, Library Facisilities furniture, extra teaching classes are provided by the Bangalore University for the benefit of Under-graduate and Post-graduate Students in Science and Humanities.

At present 16 Colleges, 6 hostels and 24 post graduate departments are covered by the schemes of Amelioration for SC/ST.

Extra Boarding Charges to the SC/ST students of Post-graduate Courses who are staying in the University Hostels are provided to the tune of Rs. 50 per student per month over and above the scholarship and extra Boarding charges sanctioned to them by Government.

Qn. 10.—Whether any training facilities are provided for the Scheduled Castes and Scheduled Tribes candidate in various categories of posts in the University;

Nil.

Qn. 11 : Whether reservation rules have been made applicable to posts filled by promotion ;

No

Qn. 12 : Whether any special concessions are shown to candidates belonging to Scheduled Castes and Scheduled Tribes candidates at the time of Recruitment ;

Yes, as per recruitment rules.

Qn. 13 : The number of local candidates appointed for the last five years in your University ; out of them the number of Scheduled Castes and Scheduled Tribes candidates ;

Twenty-nine persons including teaching staff are appointed as local candidates. Out of which four belong to Scheduled Caste.

The local appointments made in respect of non-teaching staff till 25-9-1975 are regularised as per Cand R statutes.

Qn. 14 : The number of temporary posts, deputation posts/transfer posts, if any, in your University ; whether the reservation rules in favour of Scheduled Castes and Scheduled Tribes have been made applicable in filling up of these temporary/deputation/transfer posts ;

There are two posts on the temporary basis and 16 posts filled by deputation basis. Reservation is made in respect of former category of posts. There is no reservation for the deputation posts.

Question

Answer

Qn. 15 : Whether special registers/rosters Government orders/Carry forward vacancies Register and Circulars have been maintained in your University to ensure proper representation of Scheduled Castes and Scheduled Tribes in employment ;

They are maintained

Qn. 16 : Whether any Reader has been promoted as Professor who belongs to Scheduled Castes and Scheduled Tribes for the last five years (if so, the details to be furnished) ;

No. As there is no provision for promotion in the Act except for allotted teachers.

Qn. 17 : The number of appointments made by the University from 4-3-1977 in various categories/classes of posts and number of them belonging to Scheduled Casts and Scheduled Tribes upto now ;

The details of appointments made are as follows :—

Category of posts	No.	SC
Professors	2	..
Readers	16	..
Lecturers	40	1
Assistants	4	..
Drivers	1	..
Attenders (Class IV)	17	2

80

3

Question

Answer

Qn. 18 : The number of appointments made by the Chancellor and the Vice-Chancellors, of them the number belonging to Scheduled Castes and Scheduled Tribes during the above period ;

The details of appointments made are as under :—

	No. of post filled	SC
Chancellor	58	1
Vice-Chancellor	22	2

Qn. 19 : What is the action taken by the University for making bulk appointments in various categories of posts to fill up the back log ;

In view of the large number of daily wage employees there is no need to make bulk recruitment immediately.

Qn. 20 : The number of promotions made by the University and how many of them belong to Scheduled Castes and Scheduled Tribes after issue of Government Order during April 1978 relating to reservations in promotions ;

No promotions are made after 1978.

Qn. 21 : Whether there are any posts in the University for which the recruitment is made by the Public Service Commission and if so, the number of persons recruited and among them the number belonging to Scheduled Castes and Scheduled Tribes for the last five years ;

Yes. The ministerial post viz., Assistants are filled from out of the list provided by KPSC. Four persons are appointed.

Qn. 22 : Whether the University is experiencing any difficulty in getting suitable and qualified candidates belonging to Scheduled Castes and Scheduled Tribes for various appointments in the University and if so, the action taken/proposed to be taken in this behalf to give adequate representation to Scheduled Caste and Scheduled Tribes ;

Qn. 23 : What are the Special Problems of Scheduled Castes and Scheduled Tribes in your University and the steps taken for their amelioration ;

In general, suitable SC/ST candidates are not forthcoming. Qualifications have been relaxed. The position is improving.

- (i) Scholarship amount is not sufficient for SC/ST to prescribe prosecute studies.
- (ii) Lack of sufficient Hostel accommodation for under-graduate and Post-graduate students of the University.

STATEMENT I

**Statement 1971; details regarding number of posts of all categories
in the Bangalore University.**

Sl. No.	Category of Posts	Grade	No. of posts
1	2	3	4
	teaching—	Rs.	
1.	Professors	.. 1,500-2,500	55
2.	Readers	.. 1,200-1,900	116
3.	Lecturers	.. 700-1,600	251
		Total :	422

II. Non-Teaching—

(Administration, Superintendents
and Others)

Registrar	.. Statutory post	1
Finance Officer	.. Statutory post	1
Controller of Examinations	.. Statutory post	1
Director of External Courses	.. 1,300-1,900	1
Dy. Registrar	.. 1,300-1,900	1
Dy. Controller of Examinations	.. 1,300-1,900	1
Development Officer	.. 1,300-1,900	1
Dean of Student Welfare	.. 1,300-1,900	1
Co-Ordinator	.. 900-1,750	1
Asst. Registrars	.. 900-1,750	3
Asst. Bursar	.. 900-1,750	1
Internal Auditor	.. 600-1,000	1
Superintendents	.. 750-1,525	28
Estate Assistant	.. 750-1,525	1
Assistants	.. 460-1,000	88
Stenographers	.. 460-1,000	18
Jr. Assistants	.. 300-700	105
Typists	.. 300-700	33
Clerk-cum-Typists	.. 300-700	26
P.S. to VC	.. 750-1,525	1

1	3	4
Rs.		
P.S. to Registrar ..	750-1,525	1
P.S. to Controller of Examinations ..	750-1,525	1
Receptionist ..	460-1,000	1
Garden Superintendent ..	600-1,500	2
Garden Supervisor ..	500-1,120	1
Field Assistant ..	300-700	1
Uni. Librarian ..	1,100-1,600 (UGC scale)	1
Dy. Librarian ..	700-1,250 (UGC scale)	1
Asst. Librarian Gr. I ..	400-950 (UGC scale)	5
Asst. Librarian Gr. II ..	300-700 (UGC scale)	3
Cataloguer ..	400-900	1
Library Asst Gr. I ..	400-900	4
Library Asst. Gr. II ..	400-900	4
Director of Phy. Education ..	1,500-1,500	1
Physical Culture Instructor ..	400-950 (UGC scale)	3
Total :		343

III. Technical (Engineering Division)—

University Engineer ..	Deputation post	1
Assistant Engineers ..	750-1,525	2
Junior Engineers ..	660-1,300	10
Tracer ..	340-800	1
Draughtsman ..	500-1,120	3
Mechanic-cum-Pump Operator ..	280-500	1
Lineman ..		
Store-keeper ..	300-700	1

University Visvesvaraya College of Engineering -

Work Shop Superintendents ..	750-1,525	1
Laboratory Assistant ..	660-1,300	4
(for Engg. Graduates).		
Laboratory Asst. (for others) ..	400-900	6
Foreman ..	500-1,120	4

1	2	3	4
		Rs.	
Instructor in Drawing	..	500-1,120	} 32
Instructor in Model Making	..	500-1,120	
Survey Instructor	..	500-1,120	
Hydraulic Lab. Instructor	..	500-1,120	
Mechanic Gr. I (SSLC + Certificate in Trade).	..	340-800	} 59
Mechanic Gr. II	..	300-700	
Laboratory Attenders	..	280-500	2
Lineman	..	280-500	1
Helpers	..	280-500	36
Electrician	..	280-500	1
Central College--			
Curator-cum-Photo Artist (Geology)	..	660-1,300 (for P.G.)	1
Curator (Botany)	..	460-1,000 (for others)	1
Taxi Dermist	..	300-700	1
Micro-Technician	..	300-700	2
Foreman	..	500-1,120	1
Glass Blower	..	500-1,120	1
Carpenter	..	300-700	2
Section Cutter	..	280-500	1
Photo Artist	..	500-1,120	1
Museum Keeperr	..	280-500	1
Animal House Keeper	..	250-400	1
Mechanic	..	300-700	2
Field Man (Geology)	..	250-400	2
Store-keeper	..	300-700	2
			Total : 185

IV. Class-IV Staff--

Attenders	..	280-500	122
Jamedar (University Office)	..	280-500	1
Daffedar (University College)	..	280-500	1
Head Watchman	..	280-500	1
Cook	..	280-500	1

1	2	3	4
		Rs.	
Watchmen	..	250-400	}
Peons	..	250-400	
Scavengers	..	250-400	
Sweepers	..	250-400	
Cycle Orderlies	..	250-400	
Gardeners	..	250-400	
Spraying Attender	..	250-400	1
		Total :	394
V. Transport Wing—			
Drivers	..	280-500	17
Conductors	..	250-400	9
Cleaners	..	250-400	2
		Total :	28
VI. Prasaranga—			
Director	..	1,300-1,900	1
Dy. Director	..	900-1,750	1
Assistant Director	..	750-1,525	1
Dy. Accountant (Graduate)	..	500-1,120	1
		Total :	4
VII. Printing Press—			
Assistant Director	..	660-1,300	1
Press Supervisor	..	500-1,120	1
Compositor (Sr.)	..	460-1,000	3
Senior Binder	..	460-1,000	2
Junior Compositor	..	300-700	8
Proof Reader (for Graduate)	..	400-900	1
Junior Binder	..	300-700	8
Printer (Senior)	..	460-1,000	2
Printer (Junior)	..	300-700	6
Packer	..	250-400	2
		Total :	34

1	2	3	4
---	---	---	---

Rs.

VIII. University Health Centre—

Medical Officer	..	900-1,750	
Staff Nurse	..	500-1,120	1
Pharmacists	..	340-800	1
Aya	..	250-400	1
Total :			5

IX. U.E.I. & G.B.—

Chief	..	900-1,750	1
Economic Investigator	..	400-900	1
Job Analyst	..	400-900	1
Senior Binder	..	300-700	1
Total :			4

	<i>Category of posts</i>	<i>No. of posts</i>
Category I	3	422
Category II	35	34
Category III	31	185
Category IV	7	394
Category V	3	28
Category VI	4	4
Category VII	10	34
Category VIII	4	5
Category IX	4	4
Total	101	1520

STATEMENT II

Statement showing number of posts held by SC/T and percentage of reservation in each category.

<i>Category of post</i>	<i>Grade</i>	<i>No. of posts available</i>	<i>No. of SC/ST holding the posts</i>	<i>Percentage</i>
	Rs.			
1. Professors	1,500-2,500	55	3	5.5%
2. Lecturers	700-1,600	251	4	1.6%
3. Superintendent	750-1,525	28	1	3%
4. Assistant	460-1,000	88	6	7%
5. Junior Assistant	300-700	105	8	8%
6. Typist	300-700	33	1	3%
7. Clerk-cum-Typist	300-700	26	1	4%
8. Compositor	300-700	7	2	30%
9. Printer	300-700	6	1	16%
10. Binder	300-700	7	2	30%
Class I V—				
1. Attender	280-500	122	19	16%
2. Peons Gardeners etc.	250-400 250-400	272	23	8.5%

STATEMENT III

Categories of Posts Opened for promotion and direct recruitment

1. Deputy Registrar
2. Deputy Controller
3. Assistant Registrar
4. Assistant Bursar
5. Superintendent
6. Assistant
7. Stenographer
8. Junior Assistant
9. Typist
10. Attender
11. Garden Superintendent
12. Assistant Librarian Grade-I
13. Assistant Librarian Grade-II
14. Director of Physical Education
15. Workshop Superintendent
16. Instructors
17. Mechanic Grade-I
18. Mechanic Grade-II
19. Laboratory Attender
20. Micro Technician.

STATUTES GOVERNING THE CADRE AND RECRUITMENT OF THE EMPLOYEES (NON-TEACHING) OF THE UNIVERSITY.

(Section 32 (c) of the Bangalore University amended upto 3rd February 1977)

152. *Definitions.*—In this Chapter, unless the context otherwise requires—

(a) 'The Act' means the Bangalore University Act, 1964.

(b) 'Appointing Authority' means the authority competent to make appointments under the provisions of the Act.

(c) 'Direct Recruitment' in relation to any post means appointment otherwise than by promotion or transfer or deputation but shall include re-employment.

(d) 'Promotion' means appointment of a member of the University service from a post or grade of service or class of service to a higher post or grade of service or class of service.

(e) 'Selection' means selection in accordance with these Statutes,—

(i) after consulting a selection committee, if any, appointed for the purpose under these statutes; or

(ii) by the appointing authority where no selection committee has been constituted.

153. *Method of Recruitment.*—In respect of each category of posts specified in Column (1) of the Schedule, the minimum qualifications, the period of probation, if any, and the method of recruitment, shall be as specified in the corresponding entries in Columns (3), (4) and (5) of the said Schedule.

Proviso.—(a) In the event of non-availability of candidates possessing the prescribed qualifications, candidates with lesser qualifications may be appointed on a purely temporary basis.

(b) In very special cases, the prescribed qualifications or period of probation, if any, may be relaxed by the appointing authority for reasons to be recorded in writing.

154. *Procedure for Appointment.*—(i) Where a post is required to be filled by direct recruitment, appointment shall be made on merit, after advertising the post.

(ii) Where a post is required to be filled by promotion ;

(a) If it is to a selection post or to a post to be filled by promotion by selection, the appointment shall be made by selection of a person on the basis of merit and suitability in all respects to discharge the duties of the post, with the regard to seniority from among persons selected for promotion ;

(b) if it is to a post other than that referred to in sub-Clause (a), appointment shall be made by selection of a person on the basis of seniority-cum-merit, that is, seniority subject to the fitness of the candidate to discharge the duties of the post from among persons eligible for promotion.

155. In the case of any appointment to be made on promotion, no one shall, unless otherwise specified under these Statutes, be considered eligible for such appointment until he acquires the qualification prescribed for the post in question.

156. *Disqualification for Appointment.*—(i) No person shall be eligible for appointment in the University unless he is a citizen of India provided that the University may, in special cases to be recorded in writing, authorise, subject to

such conditions as may be considered expedient, the appointment of a person who is not citizen of India ;

(ii) No person who has more than one wife living and no woman who has married a person already having another wife, shall be eligible for appointment in the University :

Provided that the University may, if satisfied that there are special grounds for doing so, exempt a person, from the operation of this sub-rule.

(iii) No person who attempts to obtain extraneous support by any means for his candidature, either from officials or from non-officials, shall be considered eligible for appointment in the University.

(iv) No applicant for appointment to a post in the University shall be considered for appointment if he is at the time of his application in permanent or temporary employment in State or Central Government or in any other University and has made the application without the consent of the Head of the Department or of the Government or of the authority as the case may be, under whom he is already employed ;

Provided that this sub-rule shall not be applicable to a person employed as a local candidate so long as he is treated as such.

157. *Age limits for appointment.*—(1) Every candidate for appointment to the University service by direct recruitment must have attained the age of eighteen years and must not have attained the age of—

Thirty five years in the case of a person belonging to any of the Scheduled Castes or Scheduled Tribes ; Thirty years in the case of persons belonging to other backward classes ; and Twenty eight years in the case of any other person on the last day fixed for receipt of applications :

Provided that when recruitment to the University service is by examination or selection, any University employee who on the aforesaid date is holding an appointment substantively or has been in continuous University service for a period of not less than one year and has not attained the age of 40 years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes and 35 years in the case of others, shall also be eligible for appointment.

(2) Notwithstanding anything contained in sub-rule (1), the maximum age limit for appointment shall be deemed to be enhanced in the following to the extent mentioned, namely :—

(i) (a) in the case of a candidate who is or was holding temporarily a post under the University or Government or holding a post under a local authority (or a corporation owned or controlled by the Government), by the number of years he is or was holding such post ;

(b) in the case of a candidate who is an ex-serviceman discharged from service by reason of demobilisation retrenchment or retirement, by the number of years of military service rendered by him.

(ii) The upper age limits shall not be applicable to applicants for the posts of Registrar/Bursar/Controller of Examinations/Librarian of the University Library and such other posts as may be notified in this behalf from time to time.

(iii) The age-restriction can be relaxed by the University in special cases for reasons to be recorded in writing.

158. Procedure relating to ranking of candidates belonging to Scheduled Castes, Scheduled Tribes and Backward Classes :

(1) The selection of candidates in respect of quota of posts reserved for Scheduled Castes Scheduled Tribes, or Backward Classes shall be made in the order of merit of candidates belonging to such castes, tribes or classes as the case may be, irrespective of their relative rank compared with other candidates.

(2) Notwithstanding anything contained in sub-rule (1), candidates belonging to Scheduled Castes, Scheduled Tribes or Backward Classes who have qualified for appointment in a competitive examination, shall be entitled to be appointed in the order of merit of all the candidates who are qualified for appointment in the quota of vacancies not reserved for any particular class of candidates.

159. (a) Barring the posts of Registrar, Finance Officer, Controllor of Examinations, Librarian or any other Statutory post, in all cases of direct recruitment, vacancies shall be reserved for the Scheduled Castes, Scheduled Tribes, Backward Tribes and other Backward Classes to the extent of 15 per cent, 3 per cent and 28 per cent respectively.

(b) All vacancies to be filled by direct recruitment arising in any calendar year in any category of posts shall be specified according to percentage of reservations made for Scheduled Castes, Scheduled Tribes, Backward Tribes and other Backward Classes. A separate register shall be maintained in which particulars relating to the vacancies shall be entered.

(c) Direct recruitment for appointment to posts shall ordinarily be made every year and the Registrar shall report the vacancies along with the number of vacancies reserved for Scheduled Castes, Scheduled Tribes, Backward Tribes and other backward classes to the Karnataka Public Service Commission or other selecting authority as soon as possible after the list of vacancies is ready. Provided that whenever

the number of candidates actually selected in any recruitment is less than the number of vacancies advertised, the number of posts reserved for Scheduled Castes, Scheduled Tribes, Backward Tribes and Other Backward Classes shall be calculated proportionately on the basis of the number of candidates actually selected.

160. (1) For the purpose of reservation the Backward Classes shall be the following *viz.*, Scheduled Castes as specified in the Scheduled Castes and Scheduled Tribes lists (modification) Order, 1956.

(2) Scheduled Tribes as specified in the Scheduled Caste and Scheduled Tribes lists (Modification) Order, 1956.

(3) Backward Tribes as specified in the lists in Annexure—I to Government Order No. GAD 2 SBC 75, Bangalore, dated 9th July 1975.

(4) Other Backward Classes as defined below :

(i) A person shall be deemed to belong to other Backward Classes if the income of his parent/guardian (if parent is not alive) does not exceed Rs. 1,200 p.a. ; and

(ii) Such parent/guardian (if parent is not alive) is an actual cultivator, artisan, petty businessman, holding an appointment in inferior service (*i.e.*, Class-IV in Government service or corresponding service under private employment including casual labour), or engaged in any occupation involving manual labour.

161. In the matter of determining as to whether a person belongs to other Backward Classes, the orders issued by Government in the matter from time to time shall be followed.

162. (a) In a recruitment to a category of posts if a person belonging to the Scheduled Caste who is suitable for

appointment is not available for being selected for a vacancy reserved for such castes, such vacancy shall be filled by selection of a candidate belonging to the other Backward Classes. Similarly, if a candidate belonging to Scheduled Tribes not available for selection to a vacancy reserved for such Tribes, such vacancy may be filled by selection of a candidate belonging to the other Backward Classes. If candidates belonging to the other Backward Classes are not available in either of the two vacancies, the said vacancies may be filled upon the basis of general merit. In such cases when the vacancies reserved for Scheduled Castes or Scheduled Tribes, are filled by candidates not belonging to the Castes or Tribes the vacancies lost to these Castes or Tribes shall be carried forward to the next occasion of recruitment to the same category of posts :

(b) On the second occasion of recruitment, vacancies shall be reserved for Scheduled Castes, Scheduled Tribes, Backward Tribes and other Backward Classes in accordance with the above provisions. Out of the vacancies so reserved for other Backward Classes the number of vacancies carried forward in accordance with clause (a) shall be deducted from the vacancies reserved for other backward Classes and added to the number of vacancies reserved for Scheduled Castes and/or Scheduled Tribes as the case may be. Vacancies so reserved shall be filled as indicated in Statute 162(a) above, if suitable candidates belonging to the Scheduled Castes, Scheduled Tribes are not available and the vacancies so unfilled carried over to the next recruitment.

(c) On the third occasion of recruitment to the same category of posts, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes carried forward for the second occasion of recruitment in accordance with clause (b) shall be similarly added to the number of vacancies reserved on the third occasion for Scheduled Castes and Scheduled Tribes ;

(d) If on the third occasion of recruitment, the vacancies reserved for Scheduled Castes and Scheduled Tribes on that occasion and those carried forward from the first and second occasions cannot be filled by reason of the non-availability of suitable candidates belonging to the Scheduled Castes and Scheduled Tribes, such vacancies, shall be filled by selection of suitable persons on the basis of merit and there shall be no further carried forward of the vacancies to the next occasion of recruitment.

163. Notwithstanding anything contained in the above statutes :

(a) (i) One vacancy shall be reserved for candidates belonging to the Scheduled Castes where the total number of vacancies to be filled at any recruitment is not less than three and not more than seven and two vacancies shall be so reserved where the total number of such vacancies is not less than eight and not more than fourteen ;

(ii) One vacancy shall be reserved for candidates belonging to Scheduled Tribes where the total number of vacancies to be filled at any recruitment is not less than five and not more than twenty and two vacancies shall be so reserved where the total number of such vacancies is not less than twenty one and not more than forty.

(b) When any vacancy or vacancies are reserved for candidates belonging to Scheduled Castes and Scheduled Tribes under sub-clauses (i) and (ii) of Clause (a), such number of vacancies, if any, shall be reserved for candidates belonging to Backward Tribes and other Backward classes so that the total reservation in favour of Scheduled Castes, Scheduled Tribes, Backward Tribes and other Backward Classes shall not exceed forty-nine per cent of the total number of vacancies to be filled in such recruitment.

164. A person claiming to belong to the other Backward Classes shall, alongwith his application for appointment, produce a certificate in the form specified in Annexure III to Government Order No. GAD 2 SBC 75 Bangalore, dated 9th July 1975, issued not earlier than. One year by a Revenue Officer not below the rank of a Tahsildar. A person belonging to the Scheduled Caste/Scheduled Tribe shall produce a certificate in the form prescribed in Annexure IV to the above order. A person belonging to Backward Tribes shall produce a certificate in the the form prescribed in Annexure V to the above Order.

ANNEXURE I

Backward Tribes

Nomadic and Semi-Nomadic Tribes through out the State of Karnataka :

- | | |
|---|-----------------------------|
| 1. Bairagi (Baya) | 25. Sarania |
| 2. Balasantboshi Joshi | 26. Sadugadsiddh |
| 3. Bazigar | 27. Tirumali |
| 4. Buddudiki-Joshi | 28. Vaidu |
| 5. Bharedi | 29. Vasudev |
| 6. Chara | 30. Vadi |
| 7. Chitrakathi Joshi | 31. Vagri |
| 8. Dholi | 32. Vir |
| 9. Daveri | 33. Bajanja |
| 10. Dombari | 34. Golla |
| 11. Ghisadi | 35. Shikkeligar |
| 12. Garudi | 36. Kill Kyathas |
| 13. Gopal | 37. Sarodi |
| 14. Gondali | 38. Durgamurga (Burburchi.) |
| 15. Helava | 39. Howgar (Howadiga.) |
| 16. Jogi | 40. Pichguntala |
| 17. Kelkari | 41. Masnia Yogi |
| 18. Kolhati | 42. Bunda Besta (Bestar) |
| 19. Nandiwala-Joshi- Gondali-
FullMalli. | 43. Kata bu |
| 20. Nathpanthi, Dauri, Gosavi | 44. Darwesh |
| 21. Nirshikari | 45. Kashikapdir |
| 22. Panguaaul | 46. Madari |
| 23. Joshi (Sado Joshi) | 47. Handi Jogi |
| 24. Sansia. | 48. Dombidasa |
| | 49. Bailapatar |

Denotified Tribes

I. In the Districts of Gulbarga, Raichur and Bidar only :

- | | |
|-----------------------|------------|
| 1. Lambani or Lambada | 4. Yerkula |
| 2. Woddars | 5. Kaikadi |
| 3. Paradhia | 6. Korwar |

II. In the Districts of Dharwar, Bijapur, Belgaum and North Kanara only :

- | | |
|-------------------------|-------------------|
| 1. Berad | 22. Javer |
| 2. Bedar | 23. Johar |
| 3. Talwar | 24. Lamani |
| 4. Walmiki | 25. Lambada |
| 5. Naimakkalu | 26. Takankar |
| 6. Naikwad | 27. Haraneshikari |
| 7. Bhamptha | 28. Chigribetegar |
| 8. Paradeshi (Bhamptha) | 29. Nirshikari |
| 9. Bhanta | 30. Phasechar |
| 10. Takari | 31. Sensia |
| 11. Ghantichor | 32. Chhara |
| 12. Uehlia | 33. Nat |
| 13. Tudugwaddar | 34. Kanjir Bhat |
| 14. Girniwaddar | 35. Kanjari |
| 15. Bestar | 36. Kanjar |
| 16. Dangu-dasar | 37. Beria |
| 17. Kati | 38. Waddars |
| 18. Kalkadi | 39. Cheppanvend |
| 19. Korcha | 40. Bandiwaddar |
| 20. Korwar | 41. Mannuwaddar |
| 21. Pamor | 42. Kelluwaddar |

III. In Bellary District onyl Valmiki.

IV. **Other Tribes.** In Coorg Belgaum, Bijapur, Dharwar, North Kanara, South Kanara, Gulberga, Raichur and Bidar Districts and Kollegal Taluk only:

- | | |
|----------------|----------------|
| 1. Gowdalu | 6. Kadu Kuruba |
| 2. Hakkipikki | 7. Malaikudi |
| 3. Hasalaru | 8. Maleru |
| 4. Iruliga | 9. Soliaru |
| 5. Jenu Kuruba | |

To be Adopted as per section 72 of the Karnataka State Universities Act, 1976.

SCHEDULE

(Vide Statute No. 153)

<i>Category of post</i>	<i>Scale of pay</i>	<i>Minimum qualifications prescribed</i>	<i>Period of probation</i>	<i>Method of Recruitment</i>
1		3	4	5

1. University Office

Registrar

Finance Officer

Controller of Examinations

Dean of Students Welfare

Vide Sections 14, 15, 16 and 18 of the Karnataka State Universities Act, 1976.

Rs.

Deputy Registrar

*1300-1900

(a) Master's Degree with good academic record

Two years

By direct recruitment

Or

(b) Administrative and/or academic experience for at least 10 years in a University or in Government department dealing with education matters.

By promotion by selection from the cadre of Assistant Registrars who have put in at least 5 year's service in that capacity.

Deputy Controller of Examinations.	*1300-1900	(a) Master's Degree with good academic record. Two	By direct recruitment
		(b) Should have experience of not less than 10 years in administration and/or examination work.	Or By promotion by selection from the cadre of Assistant Registrars who have put in at least 5 year's service in that capacity.
Deputy Librarian	700-50-1250	(a) A First or Second Class Bachelor's Degree with First or Second Class M. Lib. Sc. Degree. Or First or Second Class Master's degree with a Bachelor's Degree in Library Science.	(a) By promotion from the cadre of Assistant Librarians on the basis of seniority-cum-merit. Clause (a) in Col. 3 shall not apply in the case of promotion.
		(b) At least 5 year's experience in a responsible position in a University or Educational Institution offering degree courses.	(b) If suitable candidates are not available for promotion by direct recruitment as per qualifications prescribed under Col. 3.
Co-Ordinator, Prasaranga.	*900-1750	Essential:- M.A./M.Sc. with at least second Class. Two years	By direct recruitment

Rs.

(b) Desirable:—Good standard as a writer in Kannada and/or English particularly in Educational and Scientific subjects.

Experience in Printing work and Administration.

Assistant Registrar.

*900-1750

(a) Graduate with good academic record. Two years

(b) Administrative experience of not less than 5 years in a Government Institution or in a University.

Either by direct recruitment or by promotion by selection from the cadre of Superintendents.

Assistant Finance Officer.

*900-1750

(a) Graduate with good academic record. Two years

(b) Experience of not less than 5 years in Accounts in financial departments of a Government Institution or a University in a supervisory capacity.

Either by direct recruitment or by selection from the cadre of Superintendents.

(c) S.A.S. Examination of the State Government or of the Indian Audit and Accounts Department or any other equivalent examination approved by the University.

Superintendents
Accounts.

*760-1526

(a) A degree of a recognised University. Two years

(b) A pass in the S.A.S. Examination of the State Government or of the Indian Audit and Accounts Department or any other equivalent examination approved by this University.

(c) Experience of not less than two years in managing an office in Government or a University or in a business organisation. (Clause (a) will not apply in the case of Officers on deputation).

For promotion:—(i) An Assistant must have passed the S.A.S. Examination of the State Government or any other equivalent

33 1/3 percent by direct recruitment or by deputation of Officers of Government on such terms and conditions as may be fixed by the Syndicate. 66 2/3 per cent by promotion from the cadre of Assistants and Stenographers.

examination approved by this University, and must have put in at least 5 years' service as Assistant.

(ii) Stenographers must have passed the S.A.S. Examination of the State Government or any other equivalent examination approved by this University and must have put in at least 5 years' service in that cadre and 1 years' service as Assistant. On the basis of seniority-cum-ment, in the ratio of 6:1 every seventh vacancy being tenable by a promoted Stenographer.

Note:—The selected Stenographers should put in one year of service as Assistants before they are promoted as Superintendents.

Superintendents
Administration.

*750-1525

For promotion:—(i) An Assistant must have passed the prescribed departmental examination and must have put in at least 5 years service as Assistant.

Either by promotion from the cadre of Assistants and Stenographers or by deputyship, in special circumstances, of Officers of Government on such terms and conditions as may be fixed by the Syndicate.

(ii) Stenographers must have passed the prescribed departmental examination and must have put in at least 5 years' service in that cadre and one years' service as Assistant, on the basis of seniority-cum-merit in the ratio 6:1; every seventh vacancy being tenable by a promoted Stenographer.

Note:—The selected Stenographers should put in one year of service as Assistants before they are promoted as Superintendents.

Rs.

Assistants ..	*160-1000	A Degree of a recognised University.	One year	50 per cent by promotion from the cadre of Junior Assistants who have passed the prescribed departmental examination and who have put in atleast 5 years' service. 50 per cent by direct recruitment.
Stenographers ..	*160-1000 +Spl. pay of Rs. 50 pm.	(a) Essential:—(i) A pass in S.S. L.C. or equivalent examination. (ii) A pass in Senior Shorthand and Senior Typewriting Examinations conducted by Govt., or equivalent examinations. (b) Desirable:—A graduate with a minimum of 2 years experience stenographer in an office of Govt. or University or an Educational Institution or a private firm or company.	One year	(i) 66 2/3 per cent of the vacancies to be filled by direct recruitment; and (ii) 33 1/3 per cent by promotion from the cadre of typists who possess the prescribed qualifications in stenography and who have put in at least 5 years' service in that grade on the basis of seniority-cum-merit.

Note:—A typist who has passed Junior Shorthand examination

may be promoted as Stenographer subject to the condition that he should qualify himself by passing the Senior Shorthand examination within a period of one year from the date of such promotion the said period being extendable by the University at its discretion in deserving cases by one more year.

(i) Eighty-five percent by direct recruitment.

(ii) Fifteen percent by promotion of Class IV Officials including Attenders who have passed S.S.L.C. and who have put in a minimum of 5 years' service and have passed a tests prescribed by a Committee appointed by the Syndicate.

(i) Eighty-five percent by direct recruitment on the results

Junior Assistants.. 300-700 A pass in S.S.L.C. or equivalent examination with a certificate in Junior Typewriting. One year

Typists *300-700 + Spl. pay of Essential:—(i) A pass in S.S.L.C. One year or equivalent examination.

1	2	3	4	5
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Rs.

<p>Rs. 30 pm.</p>	<p>(ii) A pass in Senior Typewriting examination conducted by Government or an equivalent examination.</p> <p><i>Desirable.</i>—A Pass in Junior Shorthand Examination.</p>	<p>(ii) Fifteen per cent by promotion of Class IV Officials including Attenders who have passed SSLC and who possess the prescribed technical qualification i.e., a pass in Senior Typewriting examination, and have passed a test prescribed by a Committee appointed by the Syndicate.</p>
<p>Clerk-cum-Typist 300-700</p>	<p>(a) A pass in S.S.L.C. or equivalent examination.</p> <p>(b) A pass in Senior Typewriting examination conducted by Government or an equivalent examination.</p>	<p>By direct recruitment</p> <p>One</p>

Attenders	*280-500	Must have passed IX Standard	One year	66 2/3 per cent by direct recruitment.
Jamedar (University Office).	*280-500	Must have passed VII Standard	One year	33 1/3 per cent by promotion from the cadre of Class IV Officials in lower grade on the basis of seniority and record of service.
Dafedar (University College).	*280-500	Must have passed VII Standard	One year	By promotion from the cadre of Peons, cycle orderlies, etc.
Head Watchman	*280-500	Must have passed VII Standard	One year	By promotion from the cadre of Peons, cycle orderlies etc.
Peons, Watchmen, Scavengers, Sweepers and other Class IV posts.	*250-400	Must have passed VII Standard	One year	By promotion from the cadre of Watchmen.
Drivers	*280-500 + Spl. Pay of Rs. 30 p.m.	(a) Must have passed VIII Standard. (b) Must possess a current driving licence for a heavy vehicle and a recognised First Aid Training Certificate.	One year	By direct recruitment.

Rs.

Estate Assistant	750-1525	(a) Graduate with good academic record. (b) Should have experience of not less than 2 years in similar capacity in a Government or private establishment.	One year	Either by direct recruitment or by transfer of a Junior Engineer from the Engineering Division of the University or an Officer from any other branch of the University.
P.S. to Vice-Chancellor/Registrar/Controller of Examinations.	750-1525	(a) Graduate with a good academic record. (b) A passing Senior Typewriting and Senior Short-hand Examination, conducted by Government or equivalent examination. (c) Should have experience of not less than 5 years in similar capacity in a Government or Private establishment.	One year	Either by promotion by selection from the Cadre of Stenographers or by transfer of Superintendents or Officers of equivalent rank or by deputation.
Receptionist	460-100	Essential: (a) Graduate of a recognised University. (b) Should have experience in similar capacity under Central or State Government or in a private firm of standing in a public relations job.	One year	By direct recruitment

(c) Should be able to speak fluently in English, Kannada and Hindi.

Desirable :

(a) Proficiency in Typewriting and experience in operating PBX/PABX.

(b) Experience of office working State or Central private educational institutions.

II. Garden department

Garden Superintendent.	660-1300	(a) B.Sc. degree with either Horticulture or Agriculture or Botany or Zoology.	Two years	(i) Fifty percent by direct recruitment or by deputation of Officers of Government on such terms and conditions as may be fixed by Syndicate. (ii) Fifty percent by promotion from the cadre of Supervisors who have put in at least 3 years service in that cadre.
Garden Supervisor	500-1120	(b) Should have experience of not less than 5 years in a responsible capacity in the Department of Horticulture or should have held a responsible position in a similar capacity in a private concern.	Two years	(i) By direct recruitment, or (ii) By deputation of Officers of Government on such terms and conditions as may be fixed by the Syndicate.

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Rs.

Field Assistant	300-700	S.S.L.C. (Must receive one year's training under the Mali Training Scheme during probation).	Two years	By direct recruitment
Miss, Grindens, etc.	250-400	Education upto VII Standard preferred. (Must receive one year's training under the Mali Training Scheme during probation).	Two years	do

III. University Engineering Division

University Engineer (Executive Engineer).				By deputation of an Executive Engineer of the State Government who has put in at least 5 years' service in that capacity on such terms and conditions as may be fixed by the Syndicate.
Assistant Engineer.	750-1,525			By deputation of an Assistant Engineer of the State Government who has put in at least 3 year's service in that capacity on such terms and conditions as may be fixed by the Syndicate.



Junior Engineer	660-1,300		By deputation of a Junior Engineer of the State Government who has put in atleast 3 year's service on such terms and conditions as may be fixed by the Syndicate.
Supervisor	500-1,120	A Diploma in Civil/Mechanical Engineering from a Polytechnic in Mysore or other equivalent examination.	Two by direct recruitment and rest by deputation of Officers of State Government who have put in atleast 3 years' service in that capacity on such terms and conditions as may be fixed by the Syndicate.
Diploma Holder	340-800		
Others			
Draughtsman	500-1,120	A Diploma in Civil Engineering or a Certificate in Draughtsmanship from a Polytechnic or other equivalent examination	By direct recruitment or by deputation of Officers of Government on such terms and conditions as may be fixed by the Syndicate.
SSLC with Diploma.	340-800		
SSLC with Certificate.	300-700		
Others			
Tracer	340-800	(a) A pass in SSLC or equivalent examination. (b) One year training in drawing or tracing in Polytechnic or other recognised institution.	do

1	2	3	4	5
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Rs.

Mechanic-cum-Pump Operator.	280-500	(a) A pass in SSLC or equivalent examination. (b) A certificate in draughtsmanship or one year practical training in mechanical workshop.	One year.	By direct recruitment or by deputation of Officers of Government on such terms and conditions as may be fixed by the Syndicate.
Cook	280-500	Aliterate with atleast 3 years experience as a cook in a Hostel or a Hostel of good standing.	One year.	By direct recruitment on contract.

IV. University Library

University Librarian.	1,100-50-1,300-60-1,600.	(a) A first or second class Post Graduate degree. (b) A first or Second class Master's or Doctorate degree in Library Science and 8 to 10 years experience in a Library of a University or a research Institution of the status of National Laboratories.	Two years.	Either by direct recruitment or by deputation of Officers of Government or other University on such terms and conditions as may be fixed by the Syndicate.
		(c) Preference should be given to candidates having research		

work at their credit and knowledge of modern European Languages and important Indian Languages.

Assistant Librarian 350-25-
Grade-I. 650-30-
800.

(a) First or Second class B.A./ Two Fifty percent by direct recruit
B.Com./B.Sc. degree plus first or years. ment. Fifty percent by pro-
second class M. Lib. Science motion by selection from the
degree. cadre of Assistant Librarian
Grade-II.

Or

First or Second class M.A./M.Sc.
degree plus first or second class
B. Lib. Science or one Year
Diploma course in Library Science.

(b) At least 5 years' administrative-cum-Professional experience in University or academic or special Library.

Assistant Librarian 300-25-
Grade-II. 600.

(a) First or second class Bachelor's degree with a degree in Library Science or first or second class Master's degree with a degree/diploma in Library Science. Two Fifty percent by direct recruit
years. ment and 50% by promotion
by selection from the cadre of
Catalogues/Library Assistants
Grade-I.

Rs.

(b) At least 3 year's experience in a responsible position in a Library of a University or educational institution.

Cataloguer/ Library Assistant Grade-I.	400-900	(a) Degree of a recognised University with a degree or diploma in Library Science of a University or Educational institution.	Two	By direct recruitment.
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(b) About 2 years' experience in a responsible position in a Library

V. Department of Physical Education

Director of Physical Education. 700-50-1,250.

(a) Graduate with a master's degree in Physical Education. Two years.

(b) Experience of not less than 10 years in a responsible position in an educational Institute/University.

Either by direct recruitment or
By promotion by selection from the cadre of Physical Culture Instructors.

Physical Culture Instructor.	(a) Graduate with a degree in Physical Education. (b) About 2 years experience.	Two years.	By direct recruitment
Part-time teachers for Gymnastics and Yogasana.	(a) SSLC or equivalent exami- nation. (b) Proficiency in gymnastics. Preferably N.I.S. trained. (c) Good experience in a good Gymnasium. (d) Experience in teaching yogasana.	Two years.	By direct recruitment
Part-time teacher for Wrestling.	(a) Must have studied upto SSLC. (b) Must have undergone wrestling training or represented the Uni- versity/State or at the All India level in wrestling. (c) Experience in coaching in wrestling.	Two years.	By direct recruitment

VI. Miscellaneous Posts in the University Visvesvaraya College of Engineering and Central College.

Workshop Superintendent. *750-1,525 *Essential:* Two By direct recruitment or by promotion by selection from among Laboratory Assistants.
(a) A I or II Class degree in Mechanical Engineering.

(b) Should have at least five years' experience in maintenance of workshop particularly in erection and repairs of machinery.

Preferable:

M.E. Degree in Engineering.

Desirable:

Teaching experience.

Laboratory Assistant: (a) A second class degree in appropriate branch of science. One By direct recruitment.
*360-1,300 year.

(b) Professional experience of

For other Graduate 400-900 2 years.

Foremen	*500-1,120	SSLC with a Diploma in appropriate branch of Engineering.	One year.	1/3 by deputation of officers Government. 2/3 by promotion by selection from among the Instructors who have put in at least 5 years service in that cadre.
Instructor in Drawing.	*500-1,120	A Diploma in Architectural drawing with two years of teaching experience.	One year.	By direct recruitment
Instructor in Model making.	*500-1,120	A Diploma in Architecture or equivalent qualification with 5 years' experience in architecture.	One year.	By direct recruitment
Survey Instructor/ Hydraulic Laboratory Instructor/Machine	*500-1,120	Diploma in Appropriate branch of Engineering with one year experience.	One year.	50 percent by direct recruitment 50 percent by promotion from the cadre of Mechanics.
Instructor/Instructors.		For promotion : Candidate should pass a test conducted by the Departmental Committee.		
Mechanic Grade I --		(e) Must have studied upto IX Standard.	One year.	50 percent by direct recruitment and 50 percent by promotion from the cadre of Helpers/Laboratory Attenders.
Mechanic Grade II --				

Rs.

SSLC with Certif. *340-800 (b) Two years certificate course 50 percent by promotion from
 catein Trade. in appropriate trade with two the cadre of Helpers/Labora-
 Others *300-700 years experience. tory Attender.
 For promotion :

Candidate should pass a test conducted by the departmental committee.

Laboratory 280-500 (a) Must have studied upto One 50 percent by direct recruitment.
 Attender. VIII Standard. year. 50 percent by promotion from
 Helper (b) Experience of not less than the cadre of Helpers.
 2 years in a workshop or a recog-
 nised laboratory.

Curator-cum (a) M.Sc. degree in Geology One By direct recruitment.
 Photographer. (b) Either a Diploma in Photo- year.
 in the Dept. of graphy or experience in micro and
 Geology. field photography.

For Post-Graduate 660-1,300
 For others *460-1,000

Curator (Botany dept.)	*60-1,300	(a) B.Sc. degree with Botany, Zoology and Chemistry or Geology as optional subjects.	One year.	By direct recruitment.
For Post Graduate	*500-1,300			
For others	*160-1,000	(b) A diploma or certificate in Horticulture and in fine arts, photography, drawings and paintings. Preference will be given to those possessing 3 years' practical experience.		
Taxi Dermatist	*300-700	(a) PUC or XI Standard with CBZ as optionals. (b) Minimum experience of 6 months in Taxi-dermy at an established Zoological Museum. (c) Must have good working knowledge of prescribing, stuffing, mounting of museum specimens, and preparing animal skeletons.	One year.	By direct recruitment.
Micro-Technician	*300-700	(a) VIII Std. (old) or VII (New). (b) Experience in rock grinding and section making.	One year.	Either by direct recruitment or by promotion of qualified attenders.

Museum Keeper	*280-500	Same as for Attender, and with some knowledge of museum keeping.	One year.	By direct recruitment.
Animal House Keeper.	*250-400	Ability to handle and take care of laboratory animals.	One year.	By direct recruitment.
Fieldsmen in the Dept. of Geology.	*250-400	Same as for Peon	One	By direct recruitment.

*Equated pay scales mentioned in Muddappa Committees report on Naryu u Pai Commission Report is indicated.

APPENDIX IV

UNIVERSITY OF AGRICULTURAL SCIENCE

Replies to Questionnaire of the Committee on the Welfare of Scheduled Castes/Scheduled Tribes of Karnataka Legislature

(1) The total number of posts of all categories including Administrative, Supervisory and labour in your University.

The total number of posts of Officers, Teachers and Service Personnel (supporting staff) as on 1st January 1979 is as follows :—

	<i>UAS posts</i>	<i>Scheme posts</i>
Officers ..	17	..
Teachers ..	896	466
Service Personnel ..	1777	509

(2) The number of posts held by the persons in each category belonging to Scheduled Castes/Scheduled Tribes and the percentage of representation in each category (Information on the above items may be furnished for the last three years) :

<i>Category</i>	1976		1977		1978	
	<i>S.C.</i>	<i>S.T.</i>	<i>S.C.</i>	<i>S.T.</i>	<i>S.C.</i>	<i>S.T.</i>
	<i>Nos.</i>	<i>Nos.</i>	<i>Nos.</i>	<i>Nos.</i>	<i>Nos.</i>	<i>Nos.</i>
1. Officers ..	..	..	..	..	..	..
2. Teachers ..	6	..	4	1	1	..
3. Service Personnel	27	3	69	16	No appointments were made during 1978.	

(3) Whether Cadre and Recruitment Rules were framed by the University and if so, when and what is the percentage of reservations

fixed? A copy of the Cadre and Recruitment Rules may please be supplied?

Statute 30(1) (A) of the Statutes of the University provides for the reservation of posts in respect of SCs, STs, etc., for appointment to the posts of Teacher in the University. This was given effect to w.e.f. 29th September 1977 the date on which the amendment to the Statute was published in the *Karnataka Gazette*. The reservation for S.Cs. is 15 per cent and for S.Ts. it is 3 per cent. A copy of the relevant Statutes is given in *Annexure-I*.

Statute 32(4) (b) of the Statutes of the University provides for reservation of posts for persons belonging to SCs, STs etc., for appointment to the posts of Service Personnel in the University. This was given effect to from 5th June 1975 the date on which the amendment to Statute was published in the *Karnataka Gazette*. The reservation for SCs. is 15 per cent and for STs. it is 3 per cent. A copy of the relevant Statutes is given in *Annexure-II*.

(4) Whether the Public Service Commission was making recruitment to your University at any time and if so, whether the Public Service Commission has now ceased to function as the recruiting authority; if so, from what date; who are the recruiting authority of your University.

No. The University with the approval of the Board of Regents is making appointments to all posts in the University in accordance with the provisions of the Statutes of the University.

(5) Whether the reservation orders of Government for Scheduled Castes and Scheduled Tribes have been followed strictly in the matter of employment of Scheduled Castes/Scheduled Tribes in the University?

Yes.

(6) What are the categories of posts which are opened to direct recruitment in your University?

All posts in this University are to be filled up by direct recruitment in accordance with the Statutes of the University.

(7) Whether there are any selection Committee in your University? If so, the total number of members/officials and non-officials and whether there is any representative of Scheduled Castes/Scheduled Tribes in the Selection Committee.

There are no permanent Selection Committees. The Selection Committees vary from post to post, and will be constituted according to the Statutes.

(8) Whether the functions of Selection, Committee as well as the functions of Examination are held by one and the same body of your University?

No examinations are prescribed, excepting in the case of lower posts like Drivers and Typists etc., where trade tests will be conducted.

(9) The details of the schemes or welfare measures like education of the children of SCs and STs employees and housing facilities provided by the University for the SCs/STs employees.

Nil.

(10) Whether any training facilities are provided for the SCs/STs candidate in various categories of posts in the University?

No such facilities are provided in the University.

(11) Whether reservation rules will apply to posts filled by promotion by selection and if not, the reasons therefor

There is no provision in the University for promotion. All posts are to be filled up by direct recruitment.

(12) Whether any special concessions are shown to candidates belonging to SCs/STs at the time of recruitment?

Nil.

(13) The number of local candidates appointed for the last three years in your University out of them the number of SCs and STs candidates ?

Appointment of local candidates is not in vogue in this University.

(14) The number of temporary posts, if any, in your University ; whether the reservation rules in favour of SCs STs have been made applicable in filling up of these temporary posts ?

All schemes sanctioned to the University by the various organisations such as ICAR, Government of India, Government of Karnataka etc., are considered as Temporary schemes, and posts sanctioned under these Schemes are considered as temporary posts. While filling up of these posts, the prevailing provision for SCs and STs under the Statutes are being followed.

(15) Whether special registers/rosters, Government orders and circulars have been maintained in your University to ensure proper representation of SCs and STs in employment ?

Necessary records have been maintained in the University in this regard.

(16) What are the special problems of SCs and STs in your University and the steps taken to solve them ?

Though the University is making provision for appointment of SC and ST candidates, sufficient number of candidates belonging to these groups are not available for recruitment such as Professors, Associate Professors, Assistant Professors etc.

ANNEXURE I

Extract of Statute 30(1) (A) :

“ In making appointments to the posts Teachers, reservation of posts to the persons belonging to Scheduled Caste, Scheduled Tribe and other Backward Classes, shall be made to the same extent as determined by the State Government in this regard from time to time.

Note : The classification of Scheduled Caste, Scheduled Tribe and other Backward classes as done by the State Government from time to time, shall be equally made applicable for purpose of reservation of posts of Teachers in the University.

The mechanics and operational procedure to be followed in implementing this reservation shall be the same as detailed in Government Order No. DPAR 1 SBC 77, dated 4th March 1977”.

ANNEXURE II

Extract of Statute 32(4) (b) :

“In making appointments to the posts of Service Personnel reservation of posts to the persons belonging to the Scheduled Caste, Scheduled Tribes and other Backward Classes shall be made to the same extent as determined by the State Government from time to time.

Note: The classification of Scheduled Caste, Scheduled Tribe and other Backward Classes as done by the State Government from time to time shall be equally made applicable for purposes of reservation of posts of service personnel in the University.

The mechanics and operational procedure to be followed in implementing this reservation shall be the same as detailed in Government Order No. DPAR 1 SBC 77, dated 4th March 1977.”

ANNEXTURE III

Extract from Statutes :

Appointment of Officers :

“ 15(1) The Vice-Chancellor may from time to time appoint Selection Committees consisting of such number of members as he may determine to review applications and make recommendations for appointment of any specified category of Officers. In the event of a member being not available the Vice Chancellor may appoint a substitute member.

(2) (a) The Selection Committee shall review applications for the posts and consider the qualifications of all applicants including the University Officers and other employees who may be qualified for the post. If a qualified candidates(s) is found the Committee shall recommend in order of merit not more than three qualified persons for appointment.

(b) In case no qualified person is recommended and/or appointed as under (2) above, the Selection Committee shall—
(a) contact various Institutions and agencies (such as ICAR, State Departments, Colleges, etc.) for the purpose of obtaining applications from qualified persons and (b) otherwise advertise for qualified applicants in such manner as may be approved by the Vice-Chancellor. On receipt of such further applications the Committee shall prepare a list of all applicants and shall recommend in order of merit, not more than three qualified persons for appointment.

(3) If the Selection Committee fails to nominate an acceptable person for an Office, the Board shall take such steps as are necessary to select a suitable person.

(4) Out of the qualified persons recommended by each Selection Committee, the Board shall choose the best individual for appointment in all cases of appointments to be made by the Board.

(5) In the case of the Dean and the Comptroller, the Vice-Chancellor shall forward the recommendations made by each Selection Committee to the Chancellor along with the comments of the Board for making the appointment."

* * * *

Appointment of Teachers :

"30(1) A Teacher (including Research and Extension workers) shall be appointed by the Vice-Chancellor with the approval of the Board in any of the following grades :—

- (a) Professor
- (b) Associate Professor
- (c) Assistant Professor
- (d) Instructor

* * * *

30(1) (A) In making appointments to the posts of Teachers, reservation of posts to the persons belonging to Scheduled Caste, Scheduled Tribes and other Backward Classes, shall be made to the same extent as determined by the State Government in this regard from time to time.

Note.—The classification of Scheduled Caste, Scheduled Tribe and other Backward Classes as done by the State Government from time to time shall be equally made applicable for purpose of reservation of posts of Teachers in the University.

The mechanics and operational procedure to be followed in implementing this reservation shall be the same as detailed in Government Order No. DPAR 1 SBC 77, dated 4th March 1977.

* * * *

30(4) (a) The Selection Committee for these posts shall be Appointed by the Vice-Chancellor and shall be comprised of any five of the following :—

- (i) Dean ;
- (ii) Director of Instruction Concerned and/or Director of Research and/or Director of Extension ;
- (iii) One of the Professors in the University in the discipline concerned for posts below the rank of Professors ;
- (iv) Two outside experts in the discipline concern.

(b) The quorum for the meeting of the Selection Committee shall be three, provided there shall be atleast one outside expert in every Selection Committee Meeting.

(c) In respect of the posts of Instructors, the Selection Committee shall be appointed by the Vice-Chancellor and shall be comprised of atleast any three of the following :—

- (i) Director of Instruction concerned ;
- (ii) Director of Research ;
- (iii) Director of Extension ;
- (iv) One Professor in the University in the discipline concerned.

(d) The Vice-Chancellor shall also appoint one of the members as Chairman of the Selection Committee.

The Selection Committee shall proceed in accordance with the Statute 15(2), (3) and (4).”

* * * *

Appointment of Service Personnel :

“ 32(1) Service Personnel shall be appointed by the Administrative Officer with the approval of the Board in any of the

categories of posts as determined by the Board from time to time, and published as Regulations.

Provided that service personnel to such of the category of posts carrying a Basic Salary of not more than Rs. 70 shall be appointed by the Administrative Officer with the approval of the Vice-Chancellor. A Report of such Appointments shall be placed before the Board.

* * * *

(3) The Selection Committee for these posts shall be appointed by the Vice-Chancellor and shall be comprised of not less than three members of whom two shall be from among the Officers of the University. The Vice-Chancellor shall nominate one of these Members as Chairman of the Committee.

* * * *

(4) (b) In making appointments to the Posts of Service Personnel, Reservation of Posts to the persons belonging to the Scheduled Caste, Scheduled Tribes and other Backward Classes shall be made to the same extent as determined by the State Government from time to time.

Note.—The classification of Scheduled Caste, Scheduled Tribe and other Backward Classes as done by the State Government from time to time shall be equally made applicable for purposes of Reservation of Posts of Service Personnel in the University.

The mechanics and operational procedure to be followed in implementing this Reservation shall be the same as detailed in Government Order No. DPAR 1 SBC 77, dated 4th March 1977.

* * * *

The statement showing each Category of Post in the University of Agricultural Sciences, Bangalore.

<i>Sl. No.</i>	<i>Name of the post</i>	<i>Total No. of posts</i>	<i>No. of SCs. against each category</i>	<i>No. of STs. against each category</i>	<i>Percentage</i>
1.	Officers ..	17	..	..	..
2.	Professors ..	77	..	..	..
3.	Assoc. Profs. ..	197	2	..	1.01
4.	Asst. Profs. ..	511	3	..	0.6
5.	Instructors ..	622	4	..	0.6
6.	Service personnel	2286	117	20	5.9

Statement showing the No. of SC/ST working among the Service personnel.--

<i>Sl. No.</i>	<i>Name of the post</i>	<i>No. of sanc'd. posts</i>	<i>No. of SCs</i>	<i>No. of STs</i>
1	2	3	4	5
1.	Editor ..	1	..	..
2.	Accts. Officer-cum-Internal.. Auditors.	2	..	..
3.	Executive Engineer ..	2	..	..
4.	Deputy Librarian ..	1	..	..
5.	Medical Officers ..	2	..	..
6.	Asst. Librarian ..	6	1	..
7.	Documentalist ..	1	..	1
8.	Asst. Administrative Officer ..	1	..	..
9.	Asst. Executive Engrs, (Civil)	6	..	..

1	2	3	4	5
10.	Asst. Executive Engrs, (Elcl.)	.. 2	..	..
11.	Technical Assistant	.. 1	..	..
12.	Stores Purchase Officer	.. 2	..	..
13.	Asst. Lady Medl. Officer	.. 2	..	..
14.	Asst. Editor	.. 1	..	..
15.	Sr. Artist-cum-Photographer	.. 1	..	..
16.	Asst. Instrumentation Engineer	.. 1	..	..
17.	Admn. Assistants	.. 19	..	..
18.	Accounts Assts.	.. 10	..	..
19.	Technl. Auditor-cum- Draughtsman.	.. 2	..	..
20.	Superintendent (Genl.)	.. 11	..	..
21.	Superintendent (Accts.)	.. 14	..	..
22.	Mess Supervisor	.. 1	..	..
23.	Security Assts. GKVK	.. 1	..	..
24.	Asst. Exc. Engr. (Civil)	.. 5	..	..
25.	Forest Supervisor	.. 1	..	..
26.	Asst Engineer (Elcl.)	.. 1	..	..
27.	Jr. Artist-cum-Photo- grapher.	.. 7	..	..
28.	Production Supervisor	.. 1	..	..
29.	Library Assts.	.. 17	..	..
30.	Supervisors (Colleges)	.. 11	..	..
31.	Reprographic Assts.	.. 9	..	..
32.	Stenographers	.. 58	..	..
33.	Senior Assts.,	.. 51	3	..
34.	Receptionist	.. 1	..	..
35.	Junior Engineer (Civil)	.. 12	..	..
36.	Jr. Engineer (Elcl.)	.. 4	..	..
37.	Jr. Engineer (Mch.)	.. 9	..	..
38.	Head Draughtsman	.. 1	..	..
39.	Mechanics	.. 5	1	..

1	2	3	4	5
40.	Seaman	2	..	..
41.	Agri. Engg. Technician	10	..	..
42.	Boilerman	1	..	..
43f	Refrigeration-cum-Boiler Mechanic (Dairy)	1	..	..
44.	Automobile Supervisors	2	..	..
45.	Nursery School Teacher	1	..	..
46.	Foreman, Supervisors	2	..	..
47.	Bosun	1	..	..
48.	Cashier	1	..	..
49.	Store Keeper	20	..	..
50.	Junior Assts.	154	7	..
51.	Press Operator	1	..	..
52.	Telephone Operators	3	..	..
53.	Auto Mechanics	2	..	..
54.	Auto Electricians	3	1	..
55.	Sr. Compositor	1	..	..
56.	Sr. Machin Minder	1	..	..
57.	Driver-cum-Serung	2	..	..
58.	Mechanic (Servicing)	3	..	..
59.	Lab. Technicians (Path)	1	..	..
60.	Engine Driver	1	..	..
61.	Bulldozer Driver	2	..	..
62.	Dairy Plant Asst. (Dairy)	1	..	..
63.	Processing Assts. (Lib)	4	..	..
64.	Foreman (Binding)	1	..	..
65.	Dairy Mechanics	1	..	..
66.	Observers	66	..	..
67.	Compounders	1	..	..
68.	Sr. Milk Recorder	1	..	..
69.	Typists	66	..	..
70.	Proof Readers	2	..	..
71.	Surveyor	1	..	..

1	2	3	4	5
72.	Sr. Technicians (AEI)	.. 1	..	..
73.	Transport Assts.	.. 2	..	..
74.	Record Assts.	.. 1	..	..
75.	Jr. Machine Minder	.. 1	..	..
76.	Minders (Senior)	.. 2	..	..
77.	Salesman (Kan. Dept.)	.. 1	..	..
78.	Sr. Lab. Techn. (Hospital)	.. 1	..	..
79.	Compounders	.. 2	..	..
80.	Drivers (H.V. and L.V.)	.. 63	5	..
81.	Tracers	.. 4	..	..
82.	Lab. Assts.	.. 141	8	1
83.	Field Assts.	.. 132	9	2
84.	Tractor Drivers	.. 22	1+1	1
85.	Stores Assts.	.. 2	..	..
86.	Aquarium Asst.	.. 1	..	..
87.	Mechanic (Bakery)	.. 2	..	..
88.	Draughtsman Tracer Fish (College)	.. 1	..	..
89.	Salesman (Bakery)	.. 1	..	..
90.	Bakers	.. 4	..	..
91.	Bradma Operator	.. 1	..	..
92.	Attenders (STU)	.. 2	..	..
93.	Care-takers (Hostels)	.. 3	..	..
94.	Asst. Teacher	.. 1	..	..
95.	Shelf Asst. (Library)	.. 4	..	..
96.	Binders (Juniors)	.. 4	..	..
97.	Driver-cum-Salesman (Bakery)	.. 1	..	..
98.	Pharmacist (Hospital)	.. 1	..	..
99.	Technicians	.. 62	9	..
100.	Asst. Seaman	.. 1	1	..
101.	Asst. Boilerman	.. 1	1	..
102.	Elel. Wireman	.. 3	..	..
103.	Operators (Elec.) Sub-Stn.	.. 4	..	..

1	2	3	4	5
104.	Operators (Bakery)	.. 4	..	..
105.	Oilman	.. 2	..	..
106.	Book Binder	.. 1	..	..
107.	Masons	.. 4	..	..
108.	Carpenters	.. 4	..	..
109.	Plumbers	.. 4	..	..
110.	Auto Fitters	.. 5	..	..
111.	Attenders	.. 119	7	1
112.	Engine Drivers (RRS)	.. 6	..	..
113.	Cook	.. 1	..	..
114.	Head Watchman	.. 2	..	1
115.	Deckhand	.. 2	..	..
116.	Laskar	.. 2	..	..
117.	Fitter	.. 1	..	..
118.	Welder	.. 1	..	..
119.	Turner	.. 1	..	..
120.	Tinker	.. 1	1	..
121.	Apiaryman	.. 4	..	..
122.	Carpenter (Fisheries)	.. 1	..	..
123.	Lab. Attenders (Hospitals)	.. 1	..	..
124.	Messengers	.. 218	16	7
125.	Watchman	.. 138	11	2
126.	Janitors	.. 30	16	..
127.	Males	.. 10	..	..
128.	Bullockmen	.. 18	4	..
129.	Farm Labourers	.. 73	12	2
130.	Gardners	.. ..	..	..
131.	Ward Boy	.. 5	..	..
132.	Fisherman	.. 2	..	..
133.	Pump Attender	.. 18	..	..
134.	Helpers and Loaders	.. 44	..	..
135.	Bakery Helpers (including School Helpers)	.. 11	..	..

1	2	3	4	5
136.	Cleaner (Guest House)	.. 2	..	..
137.	Cleaner (Bakery)	.. 2	..	..
138.	Security Asst. (Hebbal and Dharwad).	2	..	..
139.	Cook	.. 2	..	..
140.	Cook-cum-Care-taker	.. 4	..	..
141.	Animal Attendants	.. 15	1	2