

Scheduled Castes/Tribes Reservation

Reservation for Scheduled Castes/Tribes and Other Backward Classes has of late been considered one of the most important programmes of the Government. Articles-335, 16(4) and 46 of the Constitution provide for reservation for SCs/STs and also OBCs as defined under Article 341 and 342. These constitutional provisions are to be taken into consideration while making appointments to the services and posts, in connection with the affairs of the Union or states. This is necessary not only with a view to provide scope for employment to these communities as to increase their representation in the services, but also to up-lift them economically, socially and educationally so that they find some place in the society, thereby, bringing them into the national mainstream.

To strengthen implementation, evaluation and monitoring of reservation orders/guidelines issued by the Government of India/University Grants Commission in favour of SC/ST candidates from time to time, the U.G.C. accordingly set up in 1983 a Special Cell for SCs/STs with cent-per-cent financial assistance on the following conditions :-

1. That the University will continue to implement reservation orders issued in favour of SCs/STs on matters of admissions and appointments and will also provide centres to those candidates who have been notified by the Commission (UGC) off and on.
2. That the University will implement, evaluate and monitor programmes relating to candidates of SC/ST Communities.

The above mentioned terms and conditions laid down by the UGC have been duly accepted by the University in the 46th meeting of the Executive Council held on 13.9.85. Thereafter, many agenda items on reservation have been placed and accordingly approved by the Executive Council and also by the Academic Council. Reservation percentages duly adopted in the University are as follows :-

A: Appointments	Scheduled Castes	Scheduled Tribes

(i) Direct Recruitment :		
Group 'A' Posts	- 15%	7.5%
Group 'B', 'C' & 'D'	- 1%	44%

(100 point Roster is adopted. Now since the OBCs are also pooled under the reservation policy, a 200 point roster is to be followed while making appointments).

(ii) Posts filled by promotion, by selection from Group 'B' (Class II) to the lowest rank of category in Group 'A' (Class I)

and in Group B,C & D (class II,III & IV) posts and on the basis of seniority-cum-fitness in Groups A,B,C & D

15% (as on 1st Jan 1997) in teaching posts (including SC/ST)

Statistical Information of SC/ST Teaching Staff are shown in Annexure - I. Statistical Information of SC/ST Non-Teaching Staff are shown in Annexure - II.

B. Admissions :

- (i) Post-Graduate Courses - 50% (Combine for both to SCs and STs).
- (ii) Hostels - 40% (Combine for both the SCs and STs).

The Special Cell is under the charge of a Deputy Registrar. The Special Cell is exclusively engaged in all matters relating to implementation of reservation orders from the Government of India/UGC, monitoring, evaluation of the reservation policies/directives and also circulation of all such orders to various departments of the University.

Besides these routine matters, the Cell also provide requisite information and furnish statistical data pertaining to appointments, admissions, relaxation/concession and other facilities as admissible/granted to SCs/STs. Other matters, viz., furnishing of replies to various questionnaires called for by the UGC/MHRD for the Parliamentary Committies on reservation for SCs/STs, Prime Minister's Secretariat and other reports are also attended to by the Special Cell. Grievances, if any, in matter of reservation for SCs/STs and OBCs are welcomed from both the staff and students of the University.

Sl. No.	Group	Total No. of non-teaching employees including SC/ST		No. of SC		No. of ST	
		Men	Women	Men	Women	Men	Women
1	Group - 'A'	41	14	1	1	12	19
2	Group - 'B'	70	23	1	1	30	36
3	Group - 'C'	212	180	1	1	102	120
4	Group - 'D'	226	76	2	2	102	121
	TOTAL	549	353	5	5	245	286
							Over-all percentage of Scheduled Castes and Scheduled Tribes to total
							47.88 %

ANNEXURE-I

**Statistics in respect of Scheduled Castes and Scheduled Tribes
in Teaching Posts (as on 1st January 1997)**

Sl.No	Designation with Pay Scale	Total No. of Teachers including SC/ST		No. of SC Teachers		No. of ST Teachers		Percentage of SC & ST	Remarks
		Men	Women	Men	Women	Men	Women		
1	2	3	4	5	6	7	8	9	10
1.	Professors (Rs.4500-7300/-)	65	11	X	X	-	10	6	21 %
2.	Reader (Rs.3700-5700/-)	62	12	X	X	-	13	8	28.3 %
3.	Lecturer (Rs.2200-4000/-) (Rs.3000-5000/-) (Rs.3700-5700/-)	41	22	X	X	-	19	17	57 %
TOTAL		168	45	X	X	-	42	31	34.27 %

ANNEXURE-II

**Statistics in respect of Scheduled Castes and Scheduled Tribes
in Non-Teaching posts (As on 1.1.1997)**

Sl.No	Group	Total No. of non-teaching employees including ST/SC		No. of SC		No. of ST		Remarks
		Men	Women	Men : Women	Men : Women			
1	2	3	4	5	6	7	8	9
1.	Group - 'A'	41	14	X	X	19	13	Over-all percentage of Scheduled Castes and Scheduled Tribes to total 47.88 %
2.	Group - 'B'	92	57	1	X	33	30	
3.	Group - 'C'	315	180	1	1	105	120	
4.	Group - 'D'	336	76	3	X	185	21	
TOTAL		784	327	5	1	342	184	