

Chapter 7

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7.1 Conclusion

Although a large population amongst the scheduled castes and scheduled tribes on agricultural and allied sectors, they own only a of total land area in the village. Most of them are landless labourers and better amongst them are marginal agriculturists.

There is no organization on economic lines far, making their position extremely weak in the local economic structure allotment of land in pursuance of the policy of the Government to the available resources in favours of the weaker section of the also prove the weaker section of the community to be illusory in many forcing them into disputes without making effective support of the authority, position vulnerable and resulting in financial disaster frequently.

The higher caste groups shows the feelings of social more or less the same pattern towards scheduled castes and scheduled tribes in different social situation SCs and STs who constitute 25% of the total population are the masses struggling for their survival needs, human rights, social justice.

SCs and STs who are relatively unfavourable position in terms of assets, income distribution, urban poor rural artisan's agricultural laborious, small farmers etc. are further marginalized and disadvantaged due to increasing inequalities in income resources to access to it.

Many years after Independence, Yet SCs/STs people are dependant. So to remove it still there is great scope of planning and organizing programmers for the upliftment of SCs & STs.

The Government at National and State level do declare many programmed for the SC/ST development but how far these programmed reach to them that is matter of inquiry and deliberation.

The labour and wages paid to dalit is a major concerned in unorganized sector of India. It is treated as debt default as far as economy is concerned Bonded labour amongst the dalit labour is a National shame, because dalit compose a majority of the 40 million bonded labourers in India.

Issue of reservation thus is not confined to apportionment of few jobs here and there, but a socio-economic upliftment measure for those who have remained behind for centuries because of the typical social conditions prevailing in the country. The nation cannot prosper ignoring the chronic social inequalities prevailing in social life.

Issue of reservation cannot be perceived in isolation but it has to be linked with the overall social condition of backwards at large and more particularly scheduled castes and scheduled tribes who are the worst sufferers of social fad. It is to be noted that nothing has altered in the last five decades of independence. India's freedom struggle and nationalist movement charged the government of independent India with a mandate for equality and social change.

This mission further reinforced by initiatives of Dr. Ambedkar has resulted in significant changes through empowerment laws and

affirmative policies. The socio-political landscape of India has also been transformed by the growing strength of SC/ST/OBC electoral power.

In addition, the urbanization process has created new opportunities for migration and mobility allowing some of these people to escape the stifling environment of rural caste society.

The policy of reservation is not the only or even the best option for development in the context of a hierarchically place society like India. Other options include provision of free or cheap good, good quality education in schools which is accessible to everyone, land reforms by giving land to the actual cultivator, strict implementation of minimum wages, and a complete stoppage of all kinds of discriminatory behaviour whether in villages or in corporate sector.

If all these were successfully implemented, there would be no need for reservations for any section of population now. Not only western countries, but also the East Asian tigers such as South Korea, Japan, and china have been very successful in implanting the above measures. That is why they are much ahead of India as far as social and economic indicators are concerned.

If we were successful with the measures above, along with a properly designed and implemented policy of reservations, there would soon be no further need for such policies for an indefinite time.

We have failed on these fronts and more so it is a deliberate failure. Since such failures benefit the already privileged groups, reservation remains to be an inevitable and justifiable option.

However, there are many key and important sectors where reservation has not entered like -

1. Judiciary
2. Private Sector
3. Certain Minority Institutions
4. Trustee Posts (e.g. Mumbai Port Trust) which determine policies in autonomous bodies
5. In Defence Department, the country's largest employees SC/ST share is negligible
6. In some government institutions like Banks where the reservation took effect in 1972

Whenever reservation is applicable result of implementation of it is less than satisfactory and very poor.

The Government itself flouts the law by paying less than statutory minimum wages for labour reunited under the food for work programmed.

Despite the law on child marriage, the marriages of girls under the 18 years are still common.

A Parliament bill for 33% reservation of seats for women in the Lok Sabha and assemblies has also been passed.

It is found that the reservation quota is not maintained by the Industries and education institutions. The candidate of reserved category recruited or get an admission on merit such reserved candidates considered as a reserved category instead of general category.

If the reservation policy properly implemented or not. It should be examine by the body of execution and such body must be consisting of SCs/STs members.

In private sectors SCs/STs candidates are not recruited even though they are having good qualifications and intelligence but because of their reservation symbol. Such SCs/STs candidates victimize by the private sectors people because of reservation symbol.

The private sector industries and private educational institutions state way refused and denied the SCs/STs candidates for employment or for admission purpose. The private sector industries and educational institutions authority say that you are falling under the category of reservation, so you will get employment in government sector or admission in the government school or colleges/universities. So you are not allowed in our institutions.

The SCs/STs candidates are given deliberately less mark in personal interview by the interview committee consisting of General Category members due to bias mind towards SCs/STs candidates.

Without making effective attempt, the authorities de-reserved the key post. The authority state that no eligible candidate are found in the reserved category. The real thing is that the authorities are not interested to fill up reserved category for such key post and this way

reserved category converted into de-reservation and this way unreserved candidates are appointed or admitted on reserved posts.

The general bias towards reserved category that the reserved category candidates are less intelligent and having no knowledge they are admitted or recruited only on the basis reservation quota.

7.1.1. Upliftment of Poorest Irrespective of Caste Consideration¹⁶⁸

These masses live in very economic miseries almost in starving condition, starving to match the two ends. They represent all castes and communities varying proportion from different social segmentations.

A common programme free from governmental target worries is required to be launched. We have got a Below Poverty Line (BPL) mechanism in the government for chalking out the economic planning for the people of the last bracket of the society. If one looks at the figures showing the trend or say graphical picture of the BPL, it shows a satisfactory and ever improving condition.

But one when goes amidst the slums and chawls of such BPL defined people, the picture does not correspond to what is boasted in the government declarations, pronouncements, publicities, attractively exhibited computer graphs and charts. These poor are found in entirely a different world of scarcities and starvations, wants and what not.

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Recently published J.J. Irani Committee Report on examining reservation in the private sector has awakened optimism that big corporate houses will out some strategies for skill improvement and enhancing employability of the backward classes as suggested by themselves for these needy groups.

7.1.2 Sensitizing State Administration¹⁶⁹

The fact that as India's socio political ambience is still caste ridden, caste is still a millstone round the neck of many or many officials in the administration and their mindset militates against rising above castes, ironically by imitation effect and because of resentments rooted in the history, wherein lower castes officials are also no exception.

Even if some officials are genuinely committed to their calling and to the implementation of constitutional provisions, fears are likely reprisals from the upper castes bureaucratic and political bosses deter them from their commitments.

Education in any society plays a miracle in the aspects of the social reforms. Unfortunately Indian education system has also failed in its duty to contribute in this highly sensitive Indian social problem comprising of social neglect, untouchability, hierarchical castes gradations etc. Its objective is not the spread of education, but it is a merciless mechanism creating a range of people with certain privileges exclusively for them.

¹⁶⁹ Rana Mulchand. Reservations in India – Myths and Realities: First Edition: New Delhi: Concept Publishing Company; 2008

They will act in such a way to have newer privileges for them. They work with discrimination in such a way that they can easily continue enjoying the privileges and at the same time, they act in such a way that the task of entering this arena or the privileges becomes more difficult and limited for the oppressed and neglected people of the society.

We have three types of educational institutions. First School and Colleges run by Government; Second, Private Schools Particularly, for lower middle class and Third, Private Schools and Colleges for the Upper middle class and the rich. Experience has shown that this present education system has undoubtedly widened the gap of social inequalities.

As regard quality of education in these educational schools/colleges under first category mentioned above, lot much needs to be done. The student teacher ration in the country is 71:1, which is on a much high side than what is found in the other countries.

In words of Supreme Court Justice A.P. SEN, "The State must pay heed to both the objectives of the Constitution, namely efficiency of administration and equality for all persons. The Preamble of Constitution of India is Social, Economic and Political welfare to all its citizens."

He warned, "The state's objective of bringing about and maintaining social justice must be achieved reasonably having regard to the interests of all. Irrational and unreasonable moves by the State will slowly but surely tear apart the fabric of the society. It is primarily the duty and function of the State to inject moderation into the decisions taken under Articles 15(4) and 16(4), because justice lives the heats of people and a growing sense of injustice and

reverse discrimination, fuelled by unwise State action will destroy, not advance social justice."

The tensions in the country around the policy of reservation are likely to be resolved only when there is a spirit of accommodation specially among those who oppose reservation because of having vested interests in the on-going order of society, must change their heart and work of a social order in which the monopoly of certain castes over the power structure is made non-existent.

This would give meaning to a democratic system and usher in a balancing order of society. This is in the best interests of the nation since caste-segmented society cannot allow the economy to move rapidly on the road to economic development.

Justice in a democratic society demands a socially representative power structure. Seen in this perspective, the long run national interest can be protected through internal adjustment which depends upon as to how understandingly the ruling high castes handle the legitimate aspirations and rightful demands of the lower castes who have historically been kept out of the power system of Indian society and whose recovery is impossible under the circumstances without preferential treatment on caste lines.

The Scheduled Caste and Scheduled Tribes have been considered as the lowest and weakest constituents of the Indian social since times immemorial. Therefore, certain appropriate provisions were made in the Constitution mainly to ameliorate the condition of this section of the society and as per provisions of the Constitution this responsibility was entrusted to the States of Indian Union.

As a result, the States have been executing various sectoral programmes and projects to discharge this responsibility. However, it does not mean that the Union Government and planning commission carve out a broad policy framework, allocate appropriate funds under various heads and provide guidelines and consultancy support to states with regard to the welfare and development of Scheduled Castes.

The Union government has evolved a policy for the development of these communities. The policy is aimed at: reduction in the incidence of poverty and unemployment; significant rise in the rate of growth of their economy; promotion of efficiency in the use of resources and improvement of productivity; strengthening the impulse of modernization for the achievement of economic and technological self-reliance; improving the quality of life in general through a minimum need programme; strengthening the redistributive bias of public policies and service in favour of the poor contributing to a reduction in inequalities of income and wealth; and promoting the active involvement of all sections of the people in the process of development through appropriate education, communication and institutional strategies. This approach needs an integrated effort.

Therefore, a network of institutional structures both at national and State levels have been set up in the country. Further the strategy consisting of three instruments i.e. Special Component Plan, Special Central Assistance and Scheduled Caste Development Corporation has been evolved and is being executed by the Union Government.

The Act of Scheduled Castes and Scheduled Tribes (POA) 1989 and SC/ST (POA) rules 1995 framed for the effective

implementation of the Act, it has been realized that the Act is not being implemented according to rules laid down.

The protection of Civil Right Act 1955 become redundant and the cases are not being booked under the provision of this summary trial. The majority of the cases registered under the provisions of Section 3 (1) of the (POA) act which have ultimately failed treatment if same were registered under the Prevention of Civil Rights Act,1955. The Prevention of Civil Rights Act,1955 has become redundant with the introduction of new Act scheduled caste and scheduled tribes (POA) Act, 1989.

The reasons for atrocity include economic and non-economic factors. The members of the Scheduled Castes due to centuries of practices of unsociability have been forced to occupy the lowest strata of the traditional socio-economic structure.

The view of the local leaders and the Government officers were also ascertaining the reasons for atrocities. Majority of them felt ambition for power and status was the main reason for these disputes.

The cases for SC/ST atrocities were become acquittal due to following reasons:

1. The evidence is totally deficient and fails to connect the accused with the case.
2. The investigation is very questionable.
3. Prosecution theory highly improbable.

4. An officer of the rank of Inspector or Sub-inspector investigating such cases often fail to mention important provisions of Act as mentioned in the Rule 12 (4).

- a) Delay in lodging FIR
- b) Lodging false FIR due to enmity
- c) False, contradiction in the statement of complainants and the witnesses no proper security of the cases by the prosecution before putting the challenge in the court.
- d) Witnesses and complainants become hostile.
- e) The accused and the victims compromise sometimes outside the court.
- f) Prosecution unable to prove the cases.

The cases investigated shows various disquieting factors like delay in reporting failure to register, delay in visit to the scene of the crime and delay in charge sheeting. In all cases of Indian Penal Code and Criminal Procedure Codes Sections have been cited in the charge sheet but relevant provisions of the Atrocity Act were not mentioned.

The relief in cash and different amount have been fixed for death permanent incapacitation, temporary incapacitation grievous hurt, rape, loss of house or immovable or movable property. This relief is intended to be given expeditiously and on the spot. Relief was with accordance with the scale suggested in the relief measures.

Once the victim received the first instalment of relief, he had forgotten about the fact of the case. No permanent assets in the

form of building a house, or purchase of agriculture land was created by any of the beneficiaries. The relief amount has not been properly utilized.

The District Magistrate and Superintendent of Police is supposed to visit the places of occurrences to assess the extent of atrocity, loss of life and damage to the property and submit a report forthwith to the State Government. The above said authority is not going for visit in all of the case.

Though provisions exist that all such cases should be investigated by an officer not below the rank of Deputy Superintendent of Police but unfortunately no case is investigated by an officer of his rank.

The Higher Power Vigilance and Monitoring Committee have been constituted under the Chairmanship of the Chief Minister. It is learnt that the high level committee has hardly met. No useful purpose had been served by holding such meetings. In the District no District Vigilance Committee has been constituted so far.

Section 21 of the Act lays down certain obligations on the State Government to ensure effective implementation of the Act. These relates to provisions of legal aid, provisions for travelling and maintenance expenses to witness/victim during investigation and trial of offences under this Act.

But it is seen that no demand made by the Police Administration, financial provisions under this head could not be made or released by authority (Directorate). For the want of provision under this head, the victims witness had to incur this expenditure from their own sources mostly out of the relief amount sanctioned to them.

For carrying out the provisions of this Act, the Central Government have notified the rules viz. the SC/ST (Prevention of Atrocities) rules 1995 which prescribe measures to prevent atrocities on SC/ST, procedure for conducting investigations by police and norms for relief and rehabilitation of victims and their families.

7.1.3 Relief given to the victims

1. Relief was not in accordance with the scale suggested in relief measures as per the nature of the crime.
2. Once the victim has received the first instalment of relief, he has forgotten about the fact of case.
3. No one has received the second instalment of relief so far.
4. The amount given under the relief measures has been utilized for meeting hoodmold expenses and some have spent the amount on social ceremonies like performance of marriage and so no.
5. No permanent assets in the form of building a house or purchase of agriculture land was created by any of the beneficiaries.
6. Relief amount given to victims have been misutilised in many cases.
7. There is no agency at district level to check proper of the money given as relief amount under clause 4 of section - 12

of the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.

7.2 Suggestions

The Implantation of the reservation policy is the constitutional obligation on the part of the State and it's implementing authorities. However, the prescribed percentage of the reservation is not filled up. In view of this, the Government should take this following policy directives keeping in mind the directive principles and provision of the fundamental rights as enshrined in the Constitution.

1. As suggested above the bill should be passed by the Parliament immediately and it should effectively enforce.
2. Time frame should be decided i.e. 5 years during which period all backlog vacancies should be filled up and till this backlog is over, no post vacancy should be filled up by non-reserved categories and carry forward policy should be enforced.
3. The special drive for the recruitment for this purpose has to be undertaken with certain time limit.
4. Responsibility of the Secretary of the Department of Ministry should be fixed and failure in their duty should be treated as atrocity under section (4) of the Prevention Atrocity (SC/ST) Act 1989. It should be a cognizable offence and punishment should be inflicted under this Law.
5. The reservation policy should also be introduced and implemented in the Private Sector.

6. Where no suitable candidates are available, special training classes/coaching should be run or the candidate should be sponsored by the government for enabling them for obtaining higher qualification required for such vacant posts.
7. The policy of privatization and globalization is reducing the opportunity for such category. There is no change in the constitutional provision for reservation policy and hence the policy of positive discrimination should be followed in private sector as being implemented in USA for black communities.
8. The policy of the reservation has to be applied in Judiciary at least at the High Court level. There are eligible candidate from reserved category in the bar. Special Judicial Commission should be constituted for such recruitment in the Court.

And at the end, the words uttered by our learned former president of India on the occasion of the 50th Republic Day on 26th January 2001 are most appropriate and guiding for the nation are worth quoting.

Though the provision of the reservation in the Educational Institutions and in the Public Services flow from our Constitution, these provisions remain unfulfilled through bureaucratic and administrative deformation or by narrow interpretation of the provisions.

It is forgotten that, "These benefits are provided are not as a way charity but as a human rights and as social justice to section of a society who constitute a big chunk of our population ".

We have seen many years of Independence yet SC/ST people are dependant. There is great scope of planning and organizing programs for the upliftment of SC and ST. The Government at National and State level do declare many programmes for the SC/ST development but how far these programmes reach to them is a question of inquiry and deliberation.

On the one side the statistical data of financial allocation for development of SC/ST is at increase and on the other side the result of the same is not the encouraging and not up to the mark. The gap between planning for the development of SC/ST and implementation of the planning has been widening. These types of observations are supported by one and all.

Keeping in view the findings of the study, the following suggestions are being made to alleviate the socio-economic status of Scheduled Castes, Scheduled Tribes and Other Backward Classes of country. Human resource development of Scheduled Castes, Scheduled Tribes and Other Backwards Classes are considered a pre-requisite for socio-economic development.

Therefore, the government has been undertaking various effective schemes for alleviating the educational standard of SCs, STs and OBCs people of the country. Further there are various schemes which are being executed by the State and are instrumental in bringing about a substantial change in the various educational statuses of SCs, STs and OBCs people.

But still there is a wide scope of improvement of this field. It calls for more intensive efforts, both on the part of the government and also from non-governmental agencies, so that the objective to

educate members' of the SCs, STs and OBCs can be achieved in an efficient and effective manner.

Therefore, the following suggestions are being made to bring about educational development of SCs, STs and OBCs communities:

1. The ruralite SCs, STs and OBCs people of the country are availing of the benefits of certain schemes (meant for higher education) because they are incapable of doing so and therefore the benefits of these schemes are being availed by well-off SCs, STs and OBCs people.

It is suggested that this problem can be overcome if more funds should be allocated to those schemes which cater to the school going rural SCs, STs and OBCs students and for those who are pursuing vocational/ technical education in it or Polytechnics will certainly help the really poor students of the community.

But this does not mean that schemes for pursuing higher education should be stopped altogether. These schemes should be continued but the priority and emphasis should be on poor rural students. If it is done then it will also check the emergence of the privileged and non-privileged classes among SCs, STs and OBCs.

2. It is also suggested that maximum emphasis to pay financial incentives in form of scholarship should be at primary level followed by school education, vocational/technical education, professional and higher education.

If this practice is followed then more and more people will be benefited and will be motivated to seek education. This process will accelerate the total process of educational development of SCs, STs and OBCs of the country.

3. Education of girls is a significant variable for social progress of a community of society. Therefore, it is suggested that there should be positive discrimination in favour of female children of the SCs, STs and OBCs. The positive discrimination may be in the form of:

- (a) Higher amount of scholarship;
- (b) Reservation of seats for the girls particularly vocational/technical/professional course of study;
- (c) Free hostel facilities;
- (d) Reservation of jobs for them out of those reserved for SCs, STs and OBCs

The reservation of jobs for SCs, STs and OBCs women should not be in class I and class II services in the beginning because, at present only the privileged SCs, STs and OBCs can get their daughters educated.

4. More vocational/technical institutions, particularly in those villages which have been emerging as trade centre/town/block headquarter/ Tehsil or Sub-Tehsil headquarter and located in the centre of the hub of villages, should be set up so that the SCs, STs, and OBCs can send their children to these institutions with minimum financial burden.

The establishment of these institutions in the villages will also encourage the SCs, STs, and OBCs to get their daughters educated, as it will provide a sense of social security to them. Further, these institutions should offer courses which are vocational leading to employment, both in private and public sectors. No doubt, the efforts to provide college education should continue, rather more colleges should be established in rural areas but the main emphasis should be on subjects which build up skills and lead to employment or self-employment.

5. This study leads to the conclusion that the schemes to provide loan for constructing the houses is not very popular among SCs, and STs of the country and only a limited number of them have availed of the loan under it.

Further, some of the SCs and STs who have availed of the loan under this scheme have diverted the funds to other activities. The real problem of the SCs and STs are availability of spacious plot to construct houses or residential purposes or for constructing separate enclosures for keeping animals. No doubt, some plots are allotted to them out of the Panchayat's land (free of cost) but the scheme could help only a few, because of certain reasons.

Therefore, it is suggested that in addition to the existing scheme, another scheme to advance loan for purchasing the plots may be started and when the beneficiaries who take loan for purchasing plot repays a certain amount of loan, then he may be extended another loan to construct a house and a shelter for animals. This will facilitate to separate their residential apartments from the animal.

The rural SCs, STs and other weaker sections suffer from many problems relating to: the availability of safe drinking water, electricity, sanitation and the problems of health. The government has extended some services in this connection to them under general development programmes. But the study suggests that these services need to be improved so that they can be made more effective and useful for the people.

The above stated problems are more chronic in the case of SCs and STs and Other weaker sections in the villages because of socio-economic reasons. The government has already realized this and certain policy measures have been devised and executed to tackle these problems.

The SCs, STs and other weaker sections of the society should be allowed to avail of the benefits of general development delivery system and with a positive discrimination in their favour. This type of policy measures will be instrumental in bringing them in the main-stream of the society and at par with the rest of the society.

6. The SCs, STs and OBCs have to spend a major share of their earning in getting medical treatment from private doctors. Despite this they are unable to avail of treatment from good doctors because of poverty and ignorance. Repeated illness and malnutrition has drained them both in terms of health and wealth.

Therefore, it is suggested that more effective medical and health facility should be extended by the government to them. The coverage under these facilities should be like that of immunization programme.

7. The government at present is extending the Anganwadi and crèche facilities for children and various other programmes relating to the women's welfare are being executed under general development delivery system.
8. Although, untouchability has lost its intensity, but it has not been eliminated altogether from the society. The SCs and STs still suffer from this malaise. There are legislations to prevent the SCs and STs from being treated as untouchables and from the atrocities of the upper castes but these legislations are not being executed effectively for protecting the SCs and STs from these social evils.

Further, it is also believed that the socio-economic and educational progress has equally contributed in diluting the intensity of untouchability.

Therefore, it is suggested that a proper management of execution of relevant legislations along with rapid socio-economic development of SCs and STs will be the only solution for eradicating the problems of untouchability and check atrocities committed against them.

The findings of the study clearly indicate that the economic assistance programme has helped the SCs, STs and Other weaker sections people in their efforts to raise their economic status. But it has failed to bring them above the poverty line in a significant manner and on permanent basis. Therefore, it is suggested that:

1. The programme to provide economic assistance for income generating activities should be enlarged and diversified both qualitatively and quantitatively.

2. The amount of loan advance under economic assistance programmes should be enough to satisfy the needs of the beneficiaries. It has been found that the poor SCs, STs and other weaker sections people have to explore some extra sources to repay that amount on priority basis after undertaking the activity. This resulted in financial hardships from which there is no respite.

Therefore, if the sanctioning and disbursing officials adopt a somewhat liberal attitude and attach less importance to achieve the targets, this problem can be solved easily. This will help the beneficiaries to repay the loan instalments with ease as they have not to save the money to repay the loan of a friend or relative.

3. The study concludes that the beneficiaries had taken loan for a particular activity because the government has been providing it for that particular activity. Many of them do not have liberty to choose the activity of their choice.

Therefore, the economic assistance programmes should be extended to all types of activities which SCs, STs and Other weaker sections beneficiary wants to undertake for his economic progress. For this purpose, the potential beneficiaries should be asked what activity he would like to undertake while conducting survey.

4. The sincere beneficiaries are usually rewarded with second dose of loan assistance. However, this second dose of loan assistance is not enough to keep them away from the risk of falling back under the poverty line.

Therefore, it is suggested that such beneficiaries or some educated member of their family should be counselled, guided, trained and then assisted with the sufficient amount of loan to undertake a venture.

The venture so undertaken should be on such a scale that it can ensure a good living for the family and is able to generate enough remunerative employment for the whole of the family. This type of programme/scheme will act as a permanent solution of poverty.

5. The study concludes that the beneficiaries who had taken loan for dairy activities could create some sort of assets in the family with the help of loan the milk animals are considered as the productive assets for the SCs, STs and Other Weaker Sections families.

Therefore, enough amount should be earmarked to advance loan for dairy/piggery/sheep rearing etc. this will supplement their income as well as provide sense of some sort of economic security to them.

6. Many SCs, STs and Other weaker sections families are under debt and they usually take loan for a particular activity with an objective to repay that debt. As a result, they usually seek the assets created out of the loan amount to repay the old debts.

Therefore, it is suggested that an appropriate scheme should be evolved under which SCs, STs and other weaker sections families which are under debt may be advanced a loan to repay the debt along with the loan amount for undertaking an

income generating activity. This will help them to repay the loan and debt and also prevent them from liquidating the assets created for undertaking the profitable venture.

7. The identification of prospective beneficiaries should be made through a base-line survey only. This will help to give publicity to the programmes and motivate the people to come forward for availing the benefits during the survey. This Gram Panchayat and members of their caste should be actively associated in this survey.
8. After identification of prospective beneficiaries, they should be classified into different categories. The basis of classification should be on the lines of: education, possession of skills, income, castes, age; activity for which the prospective beneficiaries prefer loan assistance; incidence of being under debt; incidence of availing any loan assistance, etc.

This formula will help to formulate appropriate policies, to take appropriate decisions; to avoid corrupt practices, to formulate appropriate and viable schemes, etc. the prospective beneficiaries should be selected for the loan assistance from the list prepared during base-line survey.

There must be transparent and standardized procedure to select the households, i.e., prospective beneficiaries. The selection should be made in the Gram Sabha meeting or in the village itself. The association and involvement of Gram Panchayat/Member Panchayat (SCs & STs) are considered essential to make the whole process genuine and transparent. This whole exercise will help deter non-serious and unscrupulous people and will ensure better recovery of loan.

9. The administrative set up responsible for handling the Economic Assistance Programmes needs certain reforms and adjustments. The areas which need the mechanism of coordination among various concerned agencies are:
 - (a) Integration of efforts being undertaken by different institutions;
 - (b) The time scheduled of sanction and disbursement of the loan amount under economic assistance programmes;
 - (c) Transparency in the whole process beginning from identification up to disbursement;
 - (d) Attitude of the officials; and
 - (e) In the follow up action of the programmes.

The following broad suggestions are offered here to see that the protective discrimination policy is implemented effectively not only by the universities but also by the State government.

1. Advertisement in all newspapers should be made available to the SCs, STs and OBCs candidates, both in urban and rural areas. These should also be given to certain social welfare organizations and newsletters managed by the SCs, STs and OBCs.
2. Roster system should be realistic and helpful to the SCs, STs and OBCs candidates. Whatever method it might adopt, what is required is to see that the SCs, STs and OBCs candidates get their share. The best method is to indicate in the

notification the total number of posts earmarked for the SCs, STs and OBCs candidates, irrespective of the cadre or discipline.

After screening the applications, information should be given to the respective Selection Committee about the posts to be reserved for the SCs, STs and OBCs.

3. Backlog reservation is needed for sometime more until the 7%, 15% and 27 % quota of the SCs, STs and OBCs are filled. This should be in respect of all grades of jobs individually.
4. Reservation at the promotion stage as is in force in the States should be strictly implemented by the Educational Institutions in the States.
5. The best among the SCs, STs and OBCs should be selected by the committees so that efficiency does not really suffer to larger extent.
6. Periodical evaluation of the implementation of the protective discrimination policy should be entrusted to Social Scientists.
7. Employers should be held responsible for lapses and necessary legal proceedings will have to be initiated against them.
8. Universities should not be allowed to claim exemption under any circumstances, even when casual or local appointments

are made, the principles of reservations will have to be strictly allowed.

9. In order to improve the performance of the SCs, STs and OBCs employees selected on the basis of reservations there should be intensive training, both before their entry into service and after their entry.

