

**REPORT ON**

**A STUDY OF THE UTILISATION OF RESERVATION  
FOR THE SCHEDULED TRIBES IN GOVERNMENT JOBS  
(STATE AND CENTRAL INCLUDING PUBLIC SECTOR UNDERTAKINGS)**

Sponsored by

Ministry of Tribal Affairs  
Government of India, New Delhi

Conducted by

Assam Institute of Research  
for Tribals and Scheduled Castes,  
Jawaharnagar, Guwahati-22, Assam.

## Preface

The Constitution of India provides for reservation of Posts in services under the Union and the State Governments in favour of the Scheduled Tribes. The Constitutional safeguards, therefore, undoubtedly reflects the concerns of the people of India for the welfare of the Scheduled Tribes. The Union Government and the State Governments have taken steps to discharge their Constitutional obligations through enactments and executive orders. This study on the 'Utilization of Reservation for the Scheduled Tribes in Government Jobs( State and Central, including Public sector Undertakings' has been conducted to assess the utilization of various enactments and executive orders made by Government of India and State Government from time to time regarding getting jobs in Union, State Governments and Public sector Undertakings.

The Ministry of Tribal Affairs, Government of India had instructed all the Tribal Research Institutes during the year 2006-2007 for conducting this important study. But due to various reasons that were unavoidable, it was not possible for this Institute to conduct the study in the said year. The universe for the study is the whole of Assam. Data were collected from various departments, Employment exchanges and individuals.

I am grateful to the Ministry of Tribal Affairs, New Delhi and WPT & BC Department. Government of Assam for entrusting this Directorate for carrying out research studies on issues related to tribes. I am also thankful to the Tribal Development and Research Institute, Bhopal which acted as the nodal Institute for the study. Thanks are also due to various individuals, officials, and departments for extending necessary help to the investigators without whose co-operation the project would not have been completed in the specific time frame. I acknowledge the help extended in course of the project by Mr. G.C. Kakati, Joint Director of this Institute. I am also grateful to Dr. G.C. Sharma Thakur, ex- Director, AIRTSC for providing valuable inputs for the study. I offer my sincere thanks to Ms. Mitra Das and Ms. Farzana Begum, Research Officers, AIRTSC who were entrusted with the task of conducting this research study. I also offer my thanks to the investigators without whose cooperation this study would not have been possible. I also offer my thanks to the other Officers and staff of this Directorate for their help and co-operation in conducting the study.

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## THE UNIVERSE OF THE STUDY

The Universe embraces the entire 23 districts of Assam 21 in plains and 2 in hills covering 29 scheduled tribes, 14 in plains and 15 in hills (as per 2002 ST Amendment Act) viz. Plains tribes = 1. Barmans of Cachar, 2. Boro, Boro Kachari, 3. Deori, 4. Hojai, 5. Kachari Sonowal, 6. Lalung (Tiwa), 7. Mech, 8. Miri (Mishing), 9. Rabha, 10. Dimasa, 11. Hajong, 12. Singpho, 13. Khamti, 14. Garo.

Hill Tribes – (In the Autonomous District) 1. Chakma, 2. Dimasa Kachari, 3. Garo, 4. Hajong, 5. Hmar, 6. Khasi Jayantia, Shantang, Pnar, War, Bhoi, Lyngam, 7. Any Kuki tribes (37 sub tribes), 8. Lakher, 9. Man (Tai speaking), 10. Any Mizo (Lushai) tribes, 11. Karbi, 12. Any Naga tribes, 13. Pawi, 14. Synteng, 15. Lalung.

The total population of the STs is 33,08,570 male 16,78,117 female 16,30,453. The North Cachar Hills district has highest ST population 65.54% followed by Karbi Anglong with 51.56%, Dhemaji 43.92%, Kokrajhar 41.15% and Lakhimpur 23.57%. Rest of the Districts has below 20% ST population.

The Constitution of India provides 10% reservation for plains tribes and 5% reservation for ST hills. The Government of Assam vide Notification No. LGL 120/77/55, dtd. 28.5.1979 enacted the Assam SC and ST (Reservation of Vacancies in Services and Posts) Act. 1979 for reservation of vacancies in services and posts for the members of the SCs and STs. The Act has no jurisdiction over Central Government appointment, any appointment in the Assam Judicial Service Grade-I and any employment in domestic service. Under the Act 7% of the vacancies shall be reserved for SCs, 10% for ST (Plains) and 5% for ST (Hills). The SC and ST candidates who qualify for selection on the merit shall be included in general list. In Grade II and III services of Assam Judicial Service 10% vacancies for ST (P) and 5% vacancies for ST (H) shall be reserved. The members of STs shall be entitled to a concession of three year over the prescribed age limit for appointment to any service or post.

There is reservation facility of 10% for ST (P) and 5% for ST (H) in promotion.

A separate 20-Point Roster shall be maintained by every establishment. Reservation for ST members shall not apply to any specialized service. In the 20 Point Roster 1st vacancy is reserved for ST (P). The Roster is a running account from year to year.

In case of non-availability of ST candidates in a particular year reservation shall be carried forward to the following year till the requisite percentage at that cadre is filled up.

### Preferential Treatment

Government of Assam vide No. 12 abm 18/56/14, dtd. 4.8.1956 granted preferential treatment in respect of settlement of contracts, benefits, fisheries, ferries, toll bridges, forest mahals and excise shops to the STs of the state by showing them all possible preferences in the matter subject to the requirement of public services and needs of the administration. Generally in respect of works where it may be feasible contracts, permits, fisheries, ferries toll budges, etc. when works are settled on the basis of bids whether in auction or by tender should be settled with

candidates belonging to STs up to limit of 7 ½ Percent below the highest bid offered subject to suitability of the person belonging to the category of people entitled to preferential treatment.

The ST members are allowed to pay 50% on earnest/security money as per para 4 of the O.M.No.ABM 18/56/14, dated 4.8.1957.

### **Concessions to STs living outside regarding reservation in posts, etc.**

The State Government vide No. TAD/BC/9/55, dtd. 27.12.60, repeated in AAP.114/57/Pt-1/149, dtd. 1.10.1962 granted concessions at special privileges to STs living in the Autonomous Districts and Part B tribal areas (NEFA) and the STs living in the plains districts when they live in the plains districts and hill district respectively in public services to which they would have been entitled as ST if they were living within the specified areas. They would not; however be entitled to any special representation in the state legislature and in parliament associated with their residences in such plains or hill areas.

In persuasion of the above decision, the STs of that category (plains tribes living in hills and hill tribes living in plains) also be entitled to the same benefits of reservation in the services and posts in connection with the affairs of the State of Assam as provided for the STs.

### **Constraints**

Of late, there is a growing demand for inclusion of certain ethnic communities in the list of ST in Assam. Many of such communities were left out from the list when Kaka Kakelkar visited Assam during the fifties of the last century because of the ignorance of the communities or because of acculturation and accumulation process, which was gaining ground at that time. There are apprehension was among the already enlisted groups regarding their reserved quotas. If these communities are enlisted reserved quotas are to be increased. No solution of this knotty problem is found yet.

### **Objective of the study**

The study is conducted by the Assam Institute of Research for Tribals and Scheduled Castes.

The broad objective of the present study is to assess the utilization of various enactment and executive order by the scheduled tribes in getting jobs in the Union and State Governments and public sector under takings as there are allegation of doing injustice to the STs in appointments and creating backlogs.

Thus the main objective of the study are :

1. To find out the current status of employment among STs against the reserved vacancies and promotions
2. The possible factors which have led to such achievements.
3. Inhibiting factors responsible for not filling up the reserved posts, and
4. Suggestion for improvement.

### **Hypothesis to be tested**

1. The Sixth Scheduled Areas i.e. Karbi Anglong and North Kachar Hills district and the recently included Bodo Land Territorial Council Areas and other sixes Autonomous District Council Areas of plains have utilized more the reservation facilities meant for the STs.
2. The STs have utilized the posts reserved for them in certain sectors more in comparison to others. The reasons for variations will be investigated where the reserved category posts have not been filled up.

3. The Roster prepared will be studied to see the availability of the ST candidates for various posts especially the isolated and technical ones.
4. Some STs have utilized more the facilities for reservation as compared to other tribes. The reasons thereof will be studied.
5. Previously the backlog of the posts to be filled up by ST candidates was not carried forward to subsequent years. But within last ten years or so the rules in this regard have been made more stringent. The backlogs are carried forward to be filled in by the candidates of the STs through special recruitment drives. The implementation of the special drive and its affect will be studied.

### **Methodology**

To collect data following schedules were prepared.

- I. Collection of data from the Monitoring Cell/Departments/Directorates of State/Central/PSU levels.
- II. Collection of data from Employment Exchanges.
- III. Interviewing successful candidates who got recruited through the Employment Exchanges.
- IV. Schedule for interviewing unsuccessful candidates who did not get recruitment from Employment Exchanges.
- V. Schedule for interviewing officers.
- VI. Schedule for interviewing representatives of the people.

4 Nos. of Investigators were appointed to collect data under the supervision of two Research Officers of the Directorate of AIRTSC. The Investigators visited different districts to collect data from the offices of State and Central and Public Sector Undertaking offices and Employment Exchange offices.

The Research Officers contacted the relevant Developmental Heads and Directorates of State and Central Governments and offices of Public Sector Undertaking for collection of necessary data. The Investigators interviewed Nos of successful and unsuccessful candidates who got employment through the employment exchanges and those unsuccessful candidates who did not get recruitment in spite of registration in employment exchanges. Case studies of these two categories covering female candidates (15 from successful and 14 unsuccessful categories) were collected by interviewing the candidates.

Schedules No. V & VI were canvassed personally but no positive response came from them in spite of repeated reminders.

### **Time Frame**

The collection of data as per schedule started in the month of June. Altogether 27 State Government Departments including 48 Directorates/Heads of Offices and 13 Central Government/Public Sector Undertakings heads of offices submitted filled up schedules. Data from 23 district Employment Exchanges incorporating State/ Central and PSU were collected. The Research Officers guided the Investigators in the field and themselves contacted the officers and representative of the people.

Tabulation of the huge data was done from November and the final report was ready by mid April 2009.

## CHAPTER – I

### The Scheduled Tribe Setting in the State of Assam.

Situated in the North Eastern part of India and blended with hills and plains, Assam presents a unique panorama with as many as 25 scheduled tribe communities having distinctive culture, racial origin, myths, languages and at various stages of development socially, educationally and economically. As per 2001 Census the total S.T. population of Assam is 33,08,570, male 16,78,117, female 16,30,453 constituting 12.48 pc of the total population of 2,66,38,407 (2001 Census). The rural urban break up of ST population is rural total 31,54,546, male 15,98,267, female 15,56,279. The urban ST population is total 1,54,024 male 79,850, female 74,174. Details of ST population, pc of each ST to total ST population and literacy as per 2001 Census have been shown in Table -1.

In 1991 Census the total ST population of Assam was 28,74,441, male 14,61,560, female 14,12,881 constituting 12.82 pc of the total population of the State. In rural areas the pc of ST is 13.94% of the total rural population of the state and in urban areas the pc of ST is 3.90 pc of the total urban population.

The ST literacy in Assam as per 1991 Census excluding 0-6 age group was 49.16, male 58.93 pc, female 38.48%. In 12 districts more than 50 pc STs were literate. Dibrugarh district had the highest ST literates i.e. 86.60 pc. 14 districts of Assam had literacy rate above the state average.

The growth rate of the tribals during 1951-61 and 1961-71 had been 36.87 pc and 40.99 pc respectively against state's growth rate of 34.99 pc and 34.95 pc respectively. Table-2 shows the district wise distribution of STs and their pc to the total population (1991 census).

**TABLE - 1**

Showing ST population and pc of literacy, Census 2001.

| No.         | Name of tribe      | Population  |             |             | Pc to total ST population | PC of literacy |       |        |
|-------------|--------------------|-------------|-------------|-------------|---------------------------|----------------|-------|--------|
|             |                    | Total       | Male        | Female      |                           | Total          | Male  | Female |
| 1.          | Karbi              | 353513      | 180136      | 173377      | 10.68                     | 42.95          | 51.25 | 34.31  |
| 2.          | Dimasa             | 110976      | 56876       | 54100       | 3.35                      | 49.14          | 57.28 | 40.58  |
| 3.          | Garo               | 21112       | 10739       | 10373       | 0.62                      | 40.06          | 44.44 | 35.52  |
| 4.          | Hajong             | 256         | 139         | 117         | 0.01                      | 44.53          | 56.03 | 29.91  |
| 5.          | Chakma             | 2478        | 1329        | 1149        | 0.07                      | 15.13          | 24.07 | 4.79   |
| 6.          | Hmar               | 14460       | 7429        | 7031        | 0.44                      | 72.03          | 76.17 | 67.65  |
| 7.          | Khasi              | 12722       | 6354        | 6368        | 0.38                      | 27.55          | 28.61 | 26.49  |
| 8.          | Any Kuki tribes    | 28273       | 14666       | 13607       | 0.85                      | 65.24          | 70.43 | 59.65  |
| 9.          | Any Mizo tribe     | 2957        | 1504        | 1453        | 0.08                      | 62.80          | 67.55 | 57.88  |
| 10.         | Any Naga Tribe     | 21706       | 11077       | 10629       | 0.66                      | 47.09          | 55.51 | 38.32  |
| 11.         | Lakher             | 11          | 5           | 6           | 0.01                      | 81.8           | 80.00 | 83.33  |
| 12.         | Synteng            | 336         | 164         | 172         | 0.01                      | 58.33          | 65.85 | 51.16  |
| 13.         | Man (Tai speaking) | 739         | 375         | 364         | 0.02                      | 67.50          | 72.27 | 62.63  |
| 14.         | Bodo Kachari       | 135277<br>1 | 682710      | 670061      | 40.88                     | 51.48          | 59.81 | 43.00  |
| 15.         | Miri (Mising)      | 587310      | 299790      | 287520      | 17.76                     | 49.12          | 58.42 | 39.43  |
| 16.         | Rabha              | 277517      | 140614      | 136903      | 8.39                      | 56.37          | 64.33 | 48.20  |
| 17.         | Sonowal Kachari    | 235881      | 119470      | 116411      | 7.13                      | 70.52          | 76.22 | 64.66  |
| 18.         | Lalung (Tiwa)      | 170622      | 85964       | 84658       | 5.16                      | 51.53          | 59.77 | 43.17  |
| 19.         | Deori              | 41161       | 20809       | 20352       | 1.24                      | 65.46          | 72.72 | 58.33  |
| 20.         | Mech               | 8997        | 4597        | 4400        | 0.28                      | 70.97          | 76.09 | 65.64  |
| 21.         | Hojai              | 1882        | 932         | 950         | 0.06                      | 63.07          | 70.49 | 55.79  |
| 22.         | Barmans of Cachar  | 15877       | 8024        | 7853        | 0.48                      | 56.15          | 61.32 | 50.87  |
| 23.         | Other Tribes       | 47013       | 24414       | 22599       | 1.43                      | 50.54          | 58.27 | 42.20  |
| Total Assam |                    | 330857<br>0 | 167811<br>7 | 163045<br>3 |                           | 62.5           | 72.3  | 52.4   |



**TABLE - 2**  
**Showing district-wise distribution of STs as per 1991 Census**

| Sl.No. | Name of State/District | Population of Scheduled Tribe | Percentage of ST to total population |
|--------|------------------------|-------------------------------|--------------------------------------|
| 1.     | Dhubri                 | 32260                         | 2.42                                 |
| 2.     | Kokrajhar              | 329461                        | 41.15                                |
| 3.     | Bongaigaon             | 141542                        | 17.53                                |
| 4.     | Goalpara               | 115099                        | 17.23                                |
| 5.     | Barpeta                | 110452                        | 7.97                                 |
| 6.     | Nalbari                | 179641                        | 17.67                                |
| 7.     | Kamrup                 | 214340                        | 10.72                                |
| 8.     | Darrang                | 224957                        | 17.32                                |
| 9.     | Sonitpur               | 152498                        | 10.71                                |
| 10.    | Lakhimpur              | 177156                        | 23.57                                |
| 11.    | Dhemaji                | 210312                        | 43.92                                |
| 12.    | Morigaon               | 98483                         | 15.40                                |
| 13.    | Nagaon                 | 69848                         | 3.69                                 |
| 14.    | Golaghat               | 84916                         | 10.25                                |
| 15.    | Jorhat                 | 105307                        | 12.09                                |
| 16.    | Sibsagar               | 34496                         | 3.80                                 |
| 17.    | Dibrugarh              | 82920                         | 7.95                                 |
| 18.    | Tinsukia               | 51493                         | 5.35                                 |
| 19.    | Karbi Anglong          | 341718                        | 51.56                                |
| 20.    | North Cachar Hills     | 98834                         | 65.54                                |
| 21.    | Karimganj              | 1430                          | 0.17                                 |
| 22.    | Hailakandi             | 715                           | 0.16                                 |
| 23.    | Cachar                 | 16563                         | 1.36                                 |
|        | <b>Assam</b>           | <b>2874441</b>                | <b>12.82</b>                         |

**TABLE – 3**

Showing the tribe-wise and sex-wise breakup of literacy among the scheduled tribes as per 1971 Census

| Sl. No. | Name of Scheduled Tribe  | Percentage of literacy | Percentage of male literacy | Percentage of female literacy |
|---------|--------------------------|------------------------|-----------------------------|-------------------------------|
| 1       | 2                        | 3                      | 4                           | 5                             |
| 1       | Barmans of Cachar        | 30.45                  | 39.97                       | 22.56                         |
| 2       | Boro, Boro-Kachari       | 20.51                  | 29.73                       | 11.06                         |
| 3       | Chakma                   | 23.48                  | 38.94                       | 6.38                          |
| 4       | Deori                    | 27.72                  | 39.58                       | 15.10                         |
| 5       | Dimasa, Kachari          | 18.84                  | 27.36                       | 9.36                          |
| 6       | Garos                    | 22.89                  | 31.36                       | 11.62                         |
| 7       | Hajong                   | 10.88                  | 14.98                       | 5.03                          |
| 8       | Hmar                     | 14.40                  | 56.90                       | 31.66                         |
| 9       | Hojai                    | 27.72                  | 36.56                       | 19.09                         |
| 10      | Kachari Sonowal          | 27.33                  | 35.36                       | 18.77                         |
| 11      | Khasi & Jaintia          | 18.27                  | 20.65                       | 15.42                         |
| 12      | Any Kuki Tribes          | 28.51                  | 36.54                       | 19.43                         |
| 13      | Lakher                   | 1.00                   | 1.00                        | -                             |
| 14      | Lalung                   | 21.43                  | 31.47                       | 11.14                         |
| 15      | Man (Tai Speaking)       | 7.98                   | 13.70                       | 2.11                          |
| 16      | Mech                     | 30.58                  | 39.66                       | 21.64                         |
| 17      | Mikir (Karbi)            | 13.18                  | 21.09                       | 4.95                          |
| 18      | Miri (Mishing)           | 18.20                  | 28.54                       | 7.54                          |
| 19      | Any Mizo Tribes (Lushai) | 57.95                  | 63.44                       | 51.92                         |
| 20      | Any Naga Tribes          | 15.51                  | 22.55                       | 8.33                          |
| 21      | Rabha                    | 22.24                  | 31.23                       | 12.66                         |
| 22      | Pawi                     | 16.67                  | 25.00                       | -                             |
| 23      | Synteng                  | 4.91                   | 5.35                        | 4.53                          |
|         |                          | 26.02                  | 34.62                       | 17.16                         |

The STs in Assam have improved considerably since 1971 Census so far literacy is concerned. The figures of literacy in 1971 are comparable to the figures of literacy of 2001 Census

Table-1 shows vast improvement of educational status of the STs. This has happened mainly due to expansion of education coupled with infrastructural facilities in the far flung tribal areas.

#### Migration

The STs in the state are the autochthones of Assam. They belong to the Indo Mongoloid group. The term Indo Mongoloid is applied to a large group of people living in Eastern India. In their physical features and linguistic affinities they belong to the Tibeto China branch. They are believed to have entered India through the mountain passes in the North East from the Mongolian countries in Eastern Tibet and South Western China. They are in all likelihood the first cultivators of rice in India. They had introduced for the first time in India the art of rearing silk worm as well as spinning and weaving of silk clothes.

The Indo Mongoloids of Assam in olden days were known as Kiratas since the Mahabharata time. Different branches of the great Sino Tibetan speaking people which had their original homes near the head waters of the Yang-Tse-Kiang

and the Huang Ho rivers were pushed towards the South and the West during the late Neolithic period when there developed a population explosion in South West China. Large groups of people equipped with the food producing technology from this region in China began to infiltrate into North East India through the mountain passes over the Eastern Himalayas and the Patkai ranges. In India they came to be known as Bodos (Bod being referred to Tibet). The Bodos in course of time became the most widespread and dominant race not only in the Brahmaputra valley but also in North Bengal. The Mongoloid tribes appear to have infiltrated into India in a later period. The latest arrivals of the Mongoloids in the Brahmaputra valley is a branch of the Thai race known as the Ahoms who belong to the Siamese Chinese linguistic families.

### **Socio- Economic Condition**

The characteristic feature of the tribal economy is that in the plains the tribal people depend entirely on wet paddy cultivation while the tribes of the two hill districts practice shifting cultivation/terrace cultivation. In fact agriculture is the way of life of the people. Besides paddy the tribal people produce winter crops like potato, maize, pulses, etc. Till recently they were self sufficient with the daily requirements of food stuff but of late due to various factors like fragmentation of land, lack of scientific agricultural practices, the economy of the tribal people, by and large, is not sound. Besides the age old indebtedness, extravagant expenditures incurred in socio-religious occasions cut at the vital of the tribal economy. Of late immigrant settlers have penetrated into the tribal lands in certain parts including the tribal lands of Karbi Anglong hill district. The people rear cattle which are still considered as the main asset of agricultural activities, particularly among the plains tribes. Pigs, fowls, goats, ducks are also reared by the tribals as pigs and fowls are essential ingredients in the religious ceremonies. The rice beer consumption is practiced by almost all the ethnic groups except the Tai Buddhist groups. It may be mentioned that sizable portion of paddy is consumed in the form of rice beer which tells upon the subsistence economy of the tribal people.

The plains tribes build their houses on plinth and their habitations are interspersed with non tribal habitations. Assimilation and acculturation of the plains tribals with the main stream was affected till the sixties of the last century but today there is a reverse trend as Autonomy demand gained momentum among the plains tribes and District Councils have been constituted among the major plains tribal groups like the Bodo Kacharis, Rabhas, Tiwas (Lalungs), Miris (Mishing), Deoris, Sonowal Kacharis and Thangal Kacharis. The Karbis and the Dimasas have Autonomous District Councils as per Constitutional provisions under the Sixth

Schedule.

The hill tribes generally build their houses on plinth with available local materials while the plains tribes build their houses on plinth.

Every village has a traditional headman called *Gaonubura*. Besides there are Government *Gaonburas* in the tribal villages. Panchayat system was extended to the plains tribal areas but today most of the tribal people have Autonomous administrative machinery of their own. Every village possesses a Village Council(Mel) where disputes of minor nature are settled.

The social stratification based on clan is noticed among all the tribes. Kinship ties still bind the tribal people.

Both formal and informal marriages are prevalent but the preponderance of the latter is the characteristic feature. The educated sections however, prefer negotiated marriages. Clan exogamy is strictly enforced among all the ethnic groups. A peculiar system of female clan is found among the Dimasas of N.C. hills. Bride price system is in vogue both in cash and kind. But today tokenism has replaced the original bride price among the educated and well-to-do sections. The boys marry at the age of 20-23 while the girls generally enter into conjugal affairs after the age of 18.

Monogamy is the prevailing practice. The second wife is taken in exceptional cases.

The women folk among the tribes of both hills and plains have equal status with men and the men folk consult the women in matters of family administration. The women assist the men in agricultural activities besides performing the daily chores like cooking, taking care of the children and aged parents-in-law, caring the animals poultries, collecting firewood from forests, etc. The most part of leisure hours after performing the above duties, the womenfolk busy themselves in weaving. It is interesting to note that almost every tribal household possesses a loom. They weave clothes not only for the members of the family but for commercial purposes too. Most of the tribal women weave *Endi chadars* and they are expert in rearing *Endi* cocoons. Besides they have an onerous duty of preparing rice-beer. Although the men folk treat the women with respect, yet in the village council they are not included as members, however they may be allowed to stand as witness in cases.

Formerly all the tribes had village dormitories where the unmarried youths were required to sleep at night besides learning various skills of bamboo and wood works, singing and dancing, etc. But of late this institution is almost non existent.

The Hill Tiwas still preserve the institution. The Mishing '*Morang*' has been converted to a meeting place of village elders and youths on the occasion of '*Dabur Puja*'. The hill tribals have, however, dormitories but the youth today hardly find to spend time at night in the dormitory as they are students of schools and colleges. However the youths of the tribal villages particularly among the Karbis and Mishings have social institutions exclusively constituted by the youths which perform many welfare activities in the villages particularly for the poorer sections. The Karbi's grain bank institution may be cited as an example.

In respect of religious beliefs and practices the tribes of Assam adhere to the traditional faith which may be called Animism. By and large Lord Mahadeo is the presiding deity of many plain tribes like the Bodos (*Bathow Brai*), Rabhas (*Langa*), Tiwas (*Fa Mahadeo*) and Deoris (*Bura Buri or Kundi Mama*). The Dimasas of North Cachar hills worship *Sibrai* i.e. Lord Mahadeo. There are instances that Hindu Gods and Goddesses have found place among the tribes, Of course the names of the Gods and Goddesses have traditional names. Sacrifice of fowls to appease the malevolent deities is common among the tribes. Rice beer forms an essential item in their *pujas*. Every village has a priest to perform the *pujas*. Sometimes there may be many office bearers like that of the Deoris who have Bor Deori (head priest), Saru Deori, Bharali, etc.

The tribal people in Assam practice patrilineal system of inheritance. Property is divided equally among the same. The girls inherit mother's property. Descent is traced through the father. Of course, there are variations. Among the Dimasas there are 40 male clans and 42 female clans called *Semfong* and *Zulu* respectively and maternal property is inherited by the daughters.

Both cremation and burial are practiced by the tribes of Assam. The Mishings, however, practice burial. Unnatural cases like man killed by tiger, suicide cases, woman who dies during delivery, etc. are buried. The period of purification ceremony varies from 7 days to one year (i.e. certain tribes like the Karbis, Miris, Deoris, etc. observe the final purification ceremony after one year. Sometimes 2/3 families having pending cases observe the ceremony jointly. A big feast is arranged where pork and rice beer are essential items.

It has been felt that mere reservation facilities very often encourage indulgence for lack of seriousness to enter into competitive ventures. We have experienced that due to non availability of suitable candidates reserved posts particularly of Class-II and Class-I remain to be unfilled. Thus spread of education and awareness are the prerequisites to bring the socio-economic standard of the

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tribal people. Further during colonial rule education of the tribal was neglected and the Christian Missionaries only started some schools in tribal areas, that too in the hills with the intention of spreading Christianity. The plains tribal people did not get any facility. Only after Independence, particularly after formulation of TSP, the plains tribal people are getting benefits of education. Now almost all the tribal villages have L.P. school. The H.E. schools were formerly lying at a far distance from the villages. Now the same are available within 1-2 kms from the villages. Due to expansion of communication facilities, the female students are now attending H.E. schools. Of course, colleges are located at a considerable distance from the villages.

Although quantitatively much has been done to spread educational facilities, the progress is not as expected. The tribal areas have peculiar socio-geographical problems and until these problems are solved the progress graph so far quantitative aspect is concerned will remain low. Of late, enrolment in educational institutions is increasing even among the tribals. The overall gross enrolment ratio (GER) in the primary stage (Class I-V) increased from 42.6 per cent in 1950-51 to 103.00 per cent. As a result of this expansion Indian Elementary education has become one of the largest education systems in the world providing access to schools within one km of walking distance to 8.25 lakh habitations covering 94% of the country's population. This has contributed to increase the overall literacy rate of 52.2% in 1991 compared to 18.3% in 1950-51. The literacy rate in Assam also increased to 52.89. The pc of literacy among the Scheduled Tribes of Assam was 49.16 (1991 Census) and the same increased to 62.5 pc in 2001.

The above data indicate an impressive quantitative improvement even among the STs. But enrolment escalation is not the only criterion for educational improvement of the children in primary stage. The problem of retention and dropout continues. A publication of the NCERT points out the seriousness of the problem of dropout in these words. "While the increase in enrolment at the elementary stage recorded since 1950 has been satisfactory, the problem of drop out has been more or less negating the progress achieved of every 100 children enrolment in class-I, only about 40 reach class-V and only about 25 reach class-VIII." Some of the important causes of drop out are : Irregularity of attendance due to the indifference of parents to the education of their children, poverty, chronic age old indebtedness, distance to schools, physical hazards, negative social attitude towards female education, inadequate facilities at home and in schools, male teacher in female majority schools, half hearted incentive schemes (midday meal), inefficient

teachers, dull stereotyped curriculum, political influence in school teacher employment, heterogeneity in the age composition of students (some students join school in late age) and they find it difficult to adjust psychologically with their peers who are of lower age), overcrowding in class, helping parents in household affairs, large number of fairs and festivals, illiteracy of parents excessive domestic work, caste prejudice, single teacher, lack of toilets for girls, poor school building.

In the above backdrop the "Education for All by 2000 AD" Indian Perspective (1990) observed "The efficiency of an education system is determined not only by enrolling more and more children but also by ensuring retention in the system ..... It may be observed that retention is a very serious problem at the primary stage." The problem gets more complicated as the drop out rates, though declining continues to be high. About half of the children entering class-I drop out before reaching class-V. This is more applicable in the case of scheduled tribe students due mainly to their poverty and subsistence economy.

But the post Independence scenario in education among ST population is to some extent satisfactory if we look into the ST educational status of the survey of five sample districts viz. Kokrajhar, Bongaigaon, Goalpara, Barpeta and Sonitpur conducted by DPEP (II) in 1995. Following table No. 4(A) indicates an encouraging picture of ST enrolment in class-I.

**TABLE-4 (A)(District wise enrolment of ST students in Class-I )**

| Sl.No. | Name of district | Male  |         | Female |         |
|--------|------------------|-------|---------|--------|---------|
|        |                  | S.T.  | General | ST     | General |
| 1.     | Kokrajhar        | 10612 | 7369    | 9914   | 6405    |
| 2.     | Bongaigaon       | 5459  | 11180   | 3336   | 8341    |
| 3.     | Barpeta          | 4061  | 32472   | 3950   | 26761   |
| 4.     | Goalpara         | 8049  | 12620   | 7672   | 9845    |
| 5.     | Sonitpur         | 4076  | 5996    | 3791   | 4171    |

Out of five districts under survey Kokrajhar has the highest number of tribal people i.e. 117098 and the enrolment position shows a higher trend. The percentage of ST to total population of the district is 41.15. The enrolment of ST students in rest of the four districts is much less in comparison with the general category of students. The percentage of ST population in the five districts has been shown below.

**TABLE-4 (B)percentage of of ST population in 5 district**

| Name of district | PC of ST to total population of the district |
|------------------|--|
| Kokrajhar        | 41.5   |
| Bongaigaon       | 17.5   |
| Goalpara         | 17.2   |
| Barpeta          | 7.9  |

|          |      |
|----------|------|
| Sonitpur | 10.7 |
|----------|------|

Over the decades there is a tangible improvement of ST literacy as the following comparative data indicate.

**TABLE -5(Rate of literacy among STs of Assam)**

| Sl.No. | Name of tribe      | PC of literacy in 1971 |        |       | PC of literacy in 2001 |        |       |
|--------|--------------------|------------------------|--------|-------|------------------------|--------|-------|
|        |                    | Male                   | Female | Total | Male                   | Female | Total |
| 1      | 2                  | 3                      | 4      | 5     | 6                      | 7      | 8     |
| 1.     | Barmans of Cachar  | 39.97                  | 22.56  | 30.45 | 61.32                  | 50.87  | 56.15 |
| 2.     | Boro Kachari       | 29.73                  | 11.06  | 20.51 | 59.81                  | 43.00  | 51.48 |
| 3.     | Chakma             | 308.94                 | 6.38   | 23.48 | 24.07                  | 4.79   | 15.13 |
| 4.     | Deori              | 39.58                  | 15.10  | 27.72 | 72.72                  | 58.33  | 65.46 |
| 5.     | Dimasa Kachari     | 27.36                  | 9.36   | 18.84 | 57.28                  | 40.58  | 49.14 |
| 6.     | Garo               | 31.36                  | 11.62  | 22.89 | 44.44                  | 35.52  | 40.06 |
| 7.     | Hajong             | 14.98                  | 5.03   | 10.88 | 56.03                  | 29.91  | 44.53 |
| 8.     | Hmar               | 56.90                  | 31.66  | 14.40 | 76.17                  | 67.65  | 72.03 |
| 9.     | Hojai              | 36.56                  | 19.09  | 27.72 | -                      | -      | -     |
| 10.    | Kachari Sonowal    | 35.36                  | 18.77  | 27.33 | -                      | -      | -     |
| 11.    | Khasi & Jaintia    | 20.65                  | 15.42  | 18.27 | 28.61                  | 26.49  | 27.55 |
| 12.    | Any Kuki tribes    | 36.54                  | 19.43  | 28.51 | 70.43                  | 59.65  | 65.24 |
| 13.    | Lakher             | 1.00                   | -      | 1.00  | 80.00                  | 83.33  | 81.80 |
| 14.    | Lalung             | 31.47                  | 11.14  | 21.43 | 59.77                  | 43.17  | 51.53 |
| 15.    | Man (Tai speaking) | 13.70                  | 2.11   | 7.98  | 72.27                  | 62.63  | 67.50 |
| 16.    | Mech               | 39.66                  | 21.64  | 30.58 | 76.09                  | 65.64  | 70.97 |
| 17.    | Mikir (Karbi)      | 21.09                  | 4.95   | 13.18 | 51.25                  | 34.31  | 42.95 |
| 18.    | Miri (Mishing)     | 28.54                  | 7.54   | 18.20 | 58.42                  | 39.43  | 49.12 |
| 19.    | Any Mizo tribes    | 63.44                  | 51.92  | 57.95 | 67.55                  | 57.88  | 62.80 |
| 20.    | Anby Naga tribes   | 22.55                  | 8.35   | 15.51 | 55.51                  | 38.32  | 47.09 |
| 21.    | Rabha              | 31.23                  | 12.66  | 22.24 | 64.33                  | 48.20  | 56.37 |
| 22.    | Pawi               | 25.00                  | -      | 16.67 | 58.27                  | 42.20  | 50.54 |
| 23.    | Synteng            | 5.35                   | 4.53   | 4.91  | 65.85                  | 51.16  | 58.33 |
| Total  |                    | 34.62                  | 17.16  | 26.02 | 72.3                   | 52.4   | 62.5  |

(Source: Census of India 1971 and 2001)

### **Impact of Developmental Activities on the Scheduled Tribes**

#### **Tribal Bench Mark Survey, 1978(Directorate of Economics and Statistics, Government of Assam)**

The greatest problem of tribal economy is centering round the availability of agricultural land for deriving a stable livelihood of an unit of family. There is therefore ample scope for discussing the question of land holding when 93 pc of the tribal cultivators in the plains areas of Assam are dependent on agriculture for their livelihood. In this connection the distribution of number of households according to the size class of land possessed in the ITDP No. 5 (Nalbari) has been quoted here as a representative picture occurring in the tribal predominated areas of the state of Assam. The tribal population constitute 53.06% of the total project area population (Block wise Baska 54.52%, Tihu Barama 51.96% and Tamulpur 51.83%). It is therefore presumed that the appended table will reflect the size class of land possessed by majority of the tribal households in the project area.



**TABLE 6** (Size class of land possessed by the Tribal household in 3 Blocks of Nalbari district)

| Size class of land possessed (in hectares) | No. of households | P.C. to total |
|--|-------------------|---------------|
| Below 1.0                                  | 12,188            | 43            |
| 1.0 to 5.0                                 | 15,222            | 54            |
| 5.0 to 10.00 and above                     | 856               | 3             |
| Total:-                                    | 28,266            | 100           |

If 2 hectares are taken to be the minimum required for an economic holding then only 43% of the total families of the project area are not at all economically viable for cultivation as a source of living. The percentage will go up further if the 1 acre land holders included in the 1.0 to 5.0 acre group are added to this. With the addition of this percentage the non economic holding group may exceed 50% which leads to the general conclusion that agricultural occupation is tribal pockets at least to the extent of 50% in a losing venture. If the trend of productivity of the tribal communities is to be accelerated the problem of agricultural land in tribal pockets must be attended to on a priority basis. Otherwise economic growth of tribal areas will continue to be stagnant.

#### **Investigation of Land Transfer to Non Tribals at Dispur (Tribal Belt)**

In this context it may be mentioned that although land holdings per unit of family will go down with the emergence of new generations and sharing of family property, yet individual households are also responsible for transferring and alienating whatever land remains after sharing with other family members. The tendency of transfer of land gets upper hand at the slightest hammering of financial constraints or through the provocations of the middlemen who offer fabulous prices unexpected by the villagers. An investigation was carried out in September, 1973 in Dispur village within the Gauhati Revenue Circle. The investigation showed that out of 42 tribal households living in the village, 19 households have disposed of their land amounting to 98 Bighas 5 Lessas covered by periodic patta to outsiders who were non tribals.

#### **Investigation of Land Transfer to Non Tribals at Jatia village near Dispur South Kamrup (Tribal Belt)**

Another investigation in Jatia Village near Dispur was carried out at the same time which showed that out of 54 tribal households in the village, 12 families had already transferred 24 Bighas 7 Lessas of periodic patta land and the ownership had gone to the non resident outsiders. One important aspect of these transfer was that although both the villages were covered by Tribal Belt restrictions with effect from 3.9.1955 to 30.7.67, major part of the transfer had taken place during this period as per verbal evidence given by the villagers. Incidentally it may be mentioned that there were (at the time of survey) 23 tribal households who were landless.

#### **Alienation of Tribal land and Indebtedness**

Further the same investigation carried out at Turukpara village under Boko Circle revealed that out of 61 tribal households of the village, 20 households (33%) of the total households had mortgaged their lands and the lands so mortgaged accounted for 38.8% of the total periodic patta land of the village.

The classification of the mortgagers were :

1. Insiders tribal mortgagee – 10 Nos.
2. Outsiders tribal mortgagee – 4 Nos.
3. Outsider non tribal mortgagee – 7 Nos.
4. Insider non tribal mortgagee - 2 Nos.

An interesting feature of these pledgements was that there were no written documents and specific time limit. The cause of transfer/mortgage was to obtain agricultural inputs in absence of easily available agricultural finance. Transfer of land was affected due to meet the expenses of socio-religion rituals of petty nature. In this way the process of alienation of tribal land had been intensified primarily due to very slow rate of growth of capital formation which was the direct consequential effect of weaker deposit/saving base of the tribal households.

In a survey conducted in February, 1981 in the Mishing and Bodo Kachar villages of Darrang district it was found that the rate of interest for one crop season (8 to 9 months) was 100 pc. The customary practices like 'Aagmukhchoa' (advance payment of rent at fixed rate on leased out land obtained by mortgage), 'Darkatapratha' (pre fixation of sale price crop irrespective of price fluctuation at the time of harvest), 'Aagdhandiya' (sale of crop before harvesting or before plantation) are prevailing much to the economic distress of the poor tribal families. The case studies reveal a disheartening picture. In Lohitmukh area of Darrang district one tribal poor man took a loan of 2 quintals of paddy on the 1<sup>st</sup> week of February 1981 under the 'Darkata' system at Rs. 50.00 per 40 kg. It was agreed that payment of the loan would begin on and from 22<sup>nd</sup> February of the same year in terms of 100 kg of mustard seeds. The 200 kgs of paddy would cost Rs. 250.00 @ Rs. 50.00 per 40 kg and the cost of one quintal of mustard seed was Rs. 250.00. Therefore the interest of Rs. 250.00 for a period of 15 days amounted to Rs. 200.00.

In Bhogpur village within Helem Gaon Panchaya the tribal cultivators were found to be living mostly on borrowings. On enquiry it was learnt that the villagers usually paid 7 mounds of paddy (1 mound = 40 kg approx) towards principal and interest for 9 months loan (mid April to mid January) of Rs. 100.00. In terms of money the price of 7 mounds of paddy came to Rs. 350.00 @ Rs. 50.00 per mound. Out of Rs. 350.00 the principal amounted to Rs. 100.00 and the balance interest. In other words the rate of interest stood at Rs. 250.00 for a period of 9 months.

There are multiple instances of transactions in tribal villages where most exacting terms are borne by the indebted families. The Afghan national exploited cultivators in North

Kamrup and North Goalpara areas. The intensity of the tribal indebtedness may to a greater extent be diluted by revitalizing the granary system. The village granary of Belguri village in Masalpur area of Kamrup district is an example. The village granary provides loans at 50% PA and interests thus gained are utilized in social work like giving Rs. 200.00 per college student for a period of 3 months without any interest. The unscrupulous Mahajans are gradually leaving their nefarious design. Besides the villagers keep a constant vigil so that village Mahajans cannot frustrate the well meaning common granary system. The Assam Plains Tribe Development Corporation came to help tribal youths by providing working capital to all ventures of trade and commerce. The corporation has opened 18 local offices and till 15<sup>th</sup> December, 1979 it has extended consumption loan to the tune of Rs. 21.29 lakhs and financial loan against specific schemes to the tune of Rs. 29.06 lakhs.

The Sericulture and Weaving Department of the Government of Assam found that rather than spending time in *Endi* culture the tribal people should engage themselves in mulberry plantation as there are enough scopes for economic gain on comparatively lesser amount of investment. The Department observed that mulberry plantation in 1 ½ *Bighas* of land is sufficient for 400 cocoons to produce about 120 kg green mulberry cocoons which will yield an income of Rs. 1800.00 but *Endi* plantation in the same area would give Rs. 1000.00.

### **Impact of Dhansiri Irrigation Project**

The Tribal Research Institute had undertaken a research study on 'Displacement of tribals caused by the Dhansiri Irrigation Project in the Darrang district in 1984. The study highlighted (1) extent of displacement of tribal people, (2) rehabilitation scheme if any (3) cash compensation paid to the displaced families, (4) extent of pending cases, (5) problems faced by the displaced families, (6) attitude of the tribal people towards the project.

The Project acquired 1184 *Bighas* of land from 1000 tribal families till 1982. The land acquired included periodic *patta* land, annual *patta* land and *Tauzi* land. The *Mauza* wise distribution of affected tribal families was –

|             |       |           |
|-------------|-------|-----------|
| Silputa     | = 84  | families, |
| Harisinga   | = 70  | "         |
| Ambagan     | = 310 | "         |
| Odalguri    | = 253 | "         |
| Barsilajhar | = 277 | "         |

The acquisition of land for the project had rendered four tribal families landless. Families which had 1-5 *bighas* of land before the project came into being, increased to 63 from 26 when land acquisition started. Similarly families having 5 to 10 *Bighas* of land had come down to 16 from 22. In this way the acquisition of land for the project had changed the land holding pattern of the families.

Out of 92 families, 7 families have lost homestead lands ranging from 2-5 *Bighas*. 60 families have lost agricultural lands ranging from 2-5 *Bighas*, 30 families from 6-10 *Bighas* and 2 families from 11-15 *Bighas*. In this way sizable tribal families were reduced to the status of landless agriculturists. Besides the project authority did not have any responsibility towards the affected families other than paying cash compensation under the Land Acquisition Rules. Good number of villagers within the sample villages had reported that they had neither received any compensation nor any alternative land in lieu of the lost land due to acquisition. Those who received compensation had to struggle for it ranging from 4-6 years. The *Tauzi* land holders were deprived from compensation. Besides the amount paid to the villagers as compensation was not enough to purchase similar amount of land elsewhere. A sum of Rs. 80.00 lakhs had been earmarked for paying compensation in cash for land acquisition but only 10% i.e. Rs. 8,83,643.00 was disbursed. There were 3433 pending cases till 31.12.1983.

Another drawback in regard to the payment of compensation was disbursal through installments as part payment did not serve any purpose as the villagers did not any bank account. They rather spent the money for consumption purposes. The price fixed by the Revenue Authorities for the acquired land is much less than the prevailing market price at the time of acquisition. Some affected families did not receive any notice for immediate acquisition of their land. Most of the affected families had considered the project as their enemy and not as a friend.

### **Economic Transition of Tribal Society (studies of two Deori villages of Upper Assam)**

The study of economic of changes in two Deori villages, plains tribe of Assam was undertaken by the District Research office, Dibrugarh under the T.R.I., Assam in 1985. They are a riverine tribe and prefer to live on the banks of river. They belong to the Indo-Mongoloid group of Tibeto Burman linguistic stock. Two Deori villages namely Madhupur under Dibrugarh Subdivision of Dibrugarh district and Bormuria under Dhemaji Sub Division (at present District of Lakhimpur ) were selected for the study. These villages were originally located at the Panidihing Mauza of Sibsagar district till the great earth quake of 1950. Due to erosion of the bank of the Brahmaputra the villages were shifted to the present site.

Madhupur village falls under the jurisdiction of Barbarua Development Block there is one LP school, 2 ME school and 1 HE school in this village. Barmuria village is located within Dhemaji Development Block. This village is connected with the Silapathar town which is also the railway station. There are 2 H.E. schools.

Occupational mobility has taken place in both the villages. A tendency to take up occupations other than the traditional agricultural one is gaining momentum among the Deoris. In pre Independence period when there was not even a M.E. passed student today the villages particularly Madhupur can boast of 13 matriculate (9 male and 4 female) teachers, 4 Graduate

teachers (2 male, 2 female) and 1 Post Graduate teacher. There are 3 Gazetted officers (2 male and 1 female) besides one Post Graduate gazetted officer. Technical education attracts the tribal students of Madhupur. There are 4 such employees in Madhupur having technical qualifications. Not only that there are 5 matriculate non Gazetted officers, 8 Graduate non Gazetted officers, one post graduate non Gazetted officer and 6 technically qualified non gazetted officers. One college teacher is also found in the village

The position in Bormuria is not satisfactory due to location of the village. There are only 2 under matriculate and one matriculate teacher (all male) Only one Gazetted officer (technical) is found in the village. The effect of economic mobility in society is noticed particularly in the family system. The traditional joint family structure is largely demolished. Out of 38 families of Madhupur there is only 1 joint family. Similarly out of 52 families of Bormuria there are only 5 joint families.

It is interesting to note that the Deoris of Madhupur village are accepting the modern methods of agriculture. Out of 38 households all the households are using tractors and fertilizers. 10 families (26.31%) each have been adopting Japanese method, modern irrigation and improved seeds. On the contrary Bormuria village are wholly remaining traditional in agricultural practices. In Madhupur village various development agencies and the representatives of the people have taken much interest in introducing the new technologies. Education also plays a major role. It may be mentioned that in addition to the modern technologies, a good number of villagers of Madhupur have resorted to other means of technological development. For instance out of 38 households 11 households are adopting new type of thresher. There are 4 rice mills which are replacing the traditional mortar pestles. Introduction of electricity may also be assigned as a factor for this transition (One household of the village possesses a Gobar Gas Plant. The Bormuria village is lacking in all these respects).

### **Case No. 1.**

#### **Evaluation of Tribal Sub Plan Schemes at Sonapur, 5 to 11, January, 1985**

An evaluation study of the Individual Beneficiary Scheme under the TSP was conducted by the Sub Divisional Welfare Officers working under the Department of Plains Tribes and Backward Classes during 5<sup>th</sup> to 11<sup>th</sup> January 1985. The group interviewed Srimati Rupeswari Boro of Kamarkuchi village under Borkhat Panbari Gaon Panchayat. Srimati Boro was a beneficiary under the Veterinary and Animal Husbandry scheme. She received a duck unit (6 nos.) on 7.7.1984 although it was a scheme sanctioned in 1982-83. The research officers while visiting the household of Srimati Boro found only one duck. The rest were reported to have died of disease.

• It was observed that since there had not been any incremental income from the scheme the question of enabling the family to cross the poverty line did not arise. Secondly the

dose of benefit was so small that from this scheme alone (Srimati Boro was landless) the family could not cross the poverty line. A package of schemes should have been given to the family or the dose of benefit from the concerned department ought to have been substantial.

### **Case No 2**

#### **Individual Beneficiary Scheme.**

The study group interviewed Shri Bijoy Garo of Kalitakuchi village under Borkhat Panbari G.P. who received a pair of bullock on 30.9.1983 from the Veterinary and Animal Husbandry scheme. Sri Garo was a small farmer having 5 Bighas of cultivable land. It was reported that Sri Garo could earn an annual incremental income of Rs. 1200.00 (approx) from the bullocks. He could cultivate his own land with the help of bullocks which he was unable to do so earlier. He also allowed bullocks to be hired by fellow villagers. Sri Garo could cross the poverty line with the help of bullocks he received from the Veterinary Department.

### **Case No 3**

#### **Individual Beneficiary Scheme.**

Sri Basanta Boro of Mariakuchi village under the said Panchayat had received a Jersey cow with a heifer from the Animal Husbandry and Veterinary Department, TSP scheme on 6.9.1981. He was a marginal farmer having 5 Bighas of land. He could earn Rs. 1000.00 PA by selling milk. Although Jersey cows require stall feeding Shri Boro let the cow loose during day time so that she can find her own fodder. The follow up actions from the Department was not here. However, Sri Boro could earn some incremental income.

### **Case No. 4**

#### **(Group Beneficiary Scheme)**

Four members of Senabar village of Khetri area of Kamrup district were provided with a power tiller at 50% subsidized rate by the Agriculture Department in 1981-82. The 50% of the cost of power tiller amounting to Rs.24500.00 was financed by the U.C.O. Bank, Guwahati. The scheme benefited the group of four villagers in a big way. Formerly they were producing only one crop but the power tiller had enabled them to go for multiple cropping. As a result the farmers were in a position to increase their production of paddy from 7 to 10 quintals PA. Their annual incremental income also increased from Rs. 2000.00 to Rs. 3000.00.

This was a very successful scheme which enabled the four farmers to rise above the poverty line. The co villagers were also benefited by the power tiller. The Departmental follow up measure contributed largely towards the success of the scheme. The U.C.O. Bank's role was also commendable.

### **Case No. 5**

### **Supply of Drinking water (Community Beneficiary Scheme)**

A deep tube well was installed in Maraikuchi tribal village of Dimoria T.D. Block. The villagers (300 Nos.) were getting good drinking water. Supply of water had also been extended to near by tribal villages.

The Public Health Engineering Department had installed three ring wells in Tetelia near Khetri. The villagers were benefited much from these ring wells. The water was potable.

### **Case No. 6**

### **Lift Irrigation Project, Digaru (Infrastructure Development Scheme)**

Digaru Lift Irrigation Project is located at a distance of 2 ½ kms from Sonapur, the H.Q. of Dimaria T.D. Block. The project was designed to be completed in two phases. The first phase was completed in 1977 and irrigation facilities were provided to 80 families out of which 55 Nos. belonged to ST. The Project authority was prompt to pay the compensation for acquisition of land to the villagers. Irrigated water was made available to the villagers free of cost. Prior to the commission of the Project the farmers raised only one crop during monsoon only but the Project enabled them to grow Ahu paddy also during winter season . The reaped 3 to 4 quintals of Ahu paddy which was a great boon for them.

### **Impact of Enforcing Liquor Prohibition Among Bodo Kacharis – A Case Study.**

Drinking of rice beer and liquor made from molasses is a common habit among all the tribal communities of Assam. The use of rice beer during celebration of community festivals is indispensable. Rice beer forms an essential item in certain religious ceremonies also.

In the context of Government of India's occasional thinking on introducing total prohibition on an all India basis, a case study was undertaken in two Bodo Kachari villages, namely Ghilaguri and Baragari under Kokrajhar Revenue Circle of Kokrajhar District of Assam. Both the villages have accepted Brahmaism according to which rice beer or other alcoholic drinks are forbidden. Boragari is comparatively advanced in education while Ghilaguri is backward in that respect.

The study was conducted in 1980, There are 106 households in Ghilaguri and 141 households in Baragari village. The economic base of the people of both the villages is agriculture. But problem of land is acute in Ghilaguri where 20 families are found without having an iota of land of their own. The problem of landlessness is, however, not so acute in Baragari village where 3 families are not having any land of their own. Compared to the two extreme sections of the families in respect of possession of land, there are intermediate families who are having lands in between 1-8 Bighas. In Ghilaguri 35 and in Bargari 67 families are in this category.

Another dismal picture is the chronic indebtedness among the villagers arising out of inadequacy of agricultural land, brewing of rice beer and avoidable extravagance in socio-ritual festivals. Naturally majority of families of both the villages are not self sufficient as regards their food requirements. The situation of indebtedness has further been aggravated by the practice usually followed by the needy villagers in selling out their standing crops such as wheat, betel nut and other horticultural crops even at the flowering stage. Thus the actual cultivators are deprived of the benefits.

The tendency of brewing and consuming rice beer is amply visible in Baragari village where as in Ghilaguri village rice brewing and consumption are resorted to very occasionally. Rice beer is not available in the latter village for daily use. On an average each family in Baragari village spends 8% of the annual income in purchasing rice and rice beer cakes where as the villagers of Ghilaguri spend 3% of its annual income under this head. The major portion of the rice beer prepared in the Baragari village is mainly meant for business. There are four prohibition Acts in force in Assam. These are :

- Assam Liquor Prohibition Act;
- Assam Excise Act;
- Assam Opium Prohibition Act;
- Assam Ganza and Bhang Prohibition Act.

Kokrajhar district (formerly a Sub Division of Goalpara district) was declared a dry district in 1962. The Assam Excise Act does not interfere with the brewing of rice beer by the tribals for household consumption. The limit for a family at any time is fixed at 2 ½ seer (approx 3 litres). Prohibition does not interfere with this exemption as rice beer containing less than 5% alcohol has been exempted from its purview.

The study revealed that spread of modern education has not much relevance in the face of dire food necessity and survival. Thus economic necessity has thrown 20 household of Baragari (educationally advanced) to resort to rice brewing as a business proposition. The persons who resort to this illegal liquor business are mostly landless or marginal farmers having practically no other sources of living. It was interesting to note that continuance of this illicit trade has been necessitated by a few households not only to meet their livelihood but also to supplement the educational expenses of their wards.

In contrast the Ghilaguri village is not much advanced educationally but the economy of the village is comparatively better than Baragari. Due to the comparatively sound economic footing of the villagers the impact of prohibition is apparently felt in the village.

The existing law i.e. Assam Liquor Prohibition Act, 1962 sanctioning brewing of rice beer for the tribals at the rate of 3 litres (approx) per family should be discontinued because this limitation is very often broken by illicit traders. Further because of this relaxation the law enforcing authority is finding difficulty in enforcing the Prohibition of law.



## Impact of the Tribal Forest Villagers Development Scheme, 1984-85

Assam is traditionally famous for its forests particularly evergreen forests and out of a total 75,155 hectares of forest land in the entire country Assam possess 2855 hectares of forest land. In Assam 17,317 sq.km area is under reserved forest. For scientific and systematic management of forests, the forest authorities required sizable manpower. But population in or near the reserved forests was remarkably low. Except for a few dispersed tribal pockets most of the forest areas were devoid of population. There was no regular flow of labour for forest work. The Forest authorities had a trying time to procure labour force. Often at times plantation work had to be suspended. Against this backdrop the necessity for creation of regular labour force was urgently felt and the concept of forest village gained currency. From 35 forest villages in 1901-05, today the number increased to 524.

Forest villagers were compelled to live within forest reserves with the facilities provided by the Forest Department. Every forest villager was allotted 5 *Bighas* of land including homestead land. Besides each working member living in that household was entitled to receive 10 *Bighas* of land. The ceiling, however, was fixed at 35 *Bighas* per household. In lieu of the facilities offered by the Forest Department the villagers were required to render 5 day's free labour in a year. Besides the villagers received free grazing facilities, 10 No.s of cart loads firewood and house building materials

Out of 524 forest villages, 234 are tribal forest villages. The tribal forest villagers are facing certain problems over the years due to increase of family members as original allotment of land became insufficient. As the forest villages were established under the over all provision of Forest Regulation 1891, they were kept outside the purview of Panchayat Act. The villagers did not get benefits of TSP or any such plans as Forest Department kept the sole responsibility for their development, if any. They are not having basic amenities like good roads, drinking water, marketing, etc. The condition of the L.P. schools established during British regime became dilapidated. They have been deprived of benefits of D.R.D.A.

In order to cater to the basic needs and improvement of infrastructural facilities the Forest Department launched a scheme known as 'Improvement of Forest Villages' during 1984-85 with an outlay of Rs. 266.00 lakh. It was an ambitious scheme with definite objective like undertaking of individual beneficiary scheme. It was also intended to raise the literacy level of the children. The communication system needed immediate attention and the scheme had earmarked amount for improvement of roads, construction of school buildings, establishment of Veterinary centres and Dispensaries, providing minor irrigation, grain bank weekly forest village market and extension of rural electrification, etc. But surprisingly the well meaning scheme was abandoned after one year. The plight of the villagers remained more or less same. It is therefore suggested that the scheme drawn for the welfare of the forest villages should be revitalized.

## Land Alienation and Indebtedness in ITDP Areas – A case study of Morigaon ITDP

Land alienation within and outside the tribal belts and blocks is one of the pressing problems within the entire sub plan areas of Assam because of influx from other areas including Bangladesh, Nepal and Bihar. Apart from the special provisions under which tribal belts and blocks were created, no special laws were enacted to protect the tribal land. The main drawback of the above provisions was that the members of the ST and other inhabitants of the tribal belts and blocks as on a particular date were treated at par and this helped the outsiders to claim the original inhabitant status. Again due to various reasons even the special provisions for belts and blocks have not been effectively implemented. The Government of Assam weaponed with the Assam Land and Revenue Regulation (Amendment) Act, 1947 tried to protect the tribals from the clutches of the land hungry outsiders. But still the problem could not be solved. Again an amendment of the said Act had to be brought in the year 1964 where in it was specifically mentioned that "not with standing anything contrary in any law, usage, contract, agreement, no person shall acquire or possess by transfer, exchange lease, agreement or settlement of any land in any area or areas constituted into Belts and Blocks in contravention of the provisions of sub section (i) from the commencement of the Assam Land and Revenue Regulation (Amendment) Act 1964 no document evidencing transaction for acquisition or possession of any land by way of transfer, exchange, lease, agreement or settlement shall be registered under the Indian Regulation Act 908 if it appears to the registering authority that the transaction has been affected in contravention of the provisions of Sub Section (2)."

In spite of the above measures, alienation of tribal lands under Belts and Blocks continued which will be testified by the following data published by the Sub Committee of Advisory Council for welfare of ST (Plains) on Settlement of Land in Tribal Belts and Blocks and of Forest Land, 1976.

In Bhalukjari Tribal Block under Morigaon Revenue Circle 14 ineligible persons had occupied 44 *Bighas* of lands falling inside Tribal Blocks. Similarly 277 ineligible persons have occupied 1153 *Bighas* of land under Zamadari and Barangani Pathar Tribal Blocks of Laharighat Circle. In the same tribal Block as many as 355 ineligible persons have occupied 2240 *Bighas* of *patta* lands. In Bagariguri Tribal Block, Amchoi Tribal Block and Boronchila Tribal Block 67 persons have illegally possessed 221 *Bighas* of land and 88 ineligible persons got *patta* over 491 *Bighas* of tribal land. The bulk of the tribals possess lands within the range of 1-5 hectares including homestead land. They can hardly afford the annual expenditures from agricultural sources. Thus they have to depend upon the local Mahajans who prefer the payment in kind and not in cash which is most profitable to the lenders as the burden of interest rate is not immediately felt by the borrower. In Morigaon the Mahajans demand one mound of paddy about 38 kg for lending Rs. 20.00. The interest is collected immediately after the harvest.

The Assam Rural Indebtedness Relief Act 1975 tried to give some relief to the tribal people. But the people are yet to be brought out from the clutches of Mahajans. Most of the Lalungs of Niz Bhurbandha G.P. take loans from the Bangladeshi Mahajans. For Rs. 100.00 loan the Mahajans charge 5 mounds of paddy to be returned after harvest. Majority of the villagers of Dhopguri under Kohtali G.P. are indebted to Marowari Mahajans of Marigaon. On an average each family of the village took Rs. 200.00 as loan during 1978. The Mahajans took only paddy in lieu of cash i.e. 5 mounds of paddy for Rs. 100.00. It was reported that the villagers took loan not only to meet financial exigencies like maintaining the family, but also for casual and paltry expenses like visiting a relative in a distant village or going to the towns. Sometimes arrear dues accrue and are spilled over to the next year when the cultivation in a particular year is affected by flood or pests. In this way the villagers are perpetually in the clutches of the Mahajans. The Gaonbura of Topakuchi village under Raha G.P. narrated that the Mahajans grab the land of the borrower if the arrear dues accumulate. The modern operandi of the Mahajans is that they appoint middle men from among the tribal people who share certain percentage of profit from the Mahajans.

The report suggested that all illegal transfers of land should be cancelled and lands acquired in the process should be restored to the real owners. A machinery should be created involving non officials to look after the implementation of the Assam Land and Revenue Regulations. Training of the tribals regarding prohibitory provisions of land transfer within Tribal Belts and Blocks should be organized. Cheap institutional credit facilities should be extended considering the vulnerable economic situation of the tribal. Efforts should be made to revitalize the traditional tribal co-operative institutions.

## CHAPTER – II

### **Rules and Regulations Framed by the States and Central Governments in the light of the Constitutional Provisions for the Reservation of Posts for the Scheduled Tribes.**

The founding fathers of the Constitution of India were aware of the special problems of the backward classes particularly scheduled castes and scheduled tribes who with their distinct culture and tradition are at various stages of development and the general development activities could hardly meet their special aspirations. With a view to achieve the Constitutional objectives various provisions had been made in the Draft Constitution providing safeguards for the SCs and STs and other backward communities.

Provision for safeguard to the backward classes including the SCs and STs could be traced back from the very first session of the Constituent Assembly in December 1946 wherein Pandit Jawaharlal Nehru had moved the principal resolution providing adequate safeguards for the minorities, backward and tribal areas, depressed and other backward classes. The safeguards provided inter alia for representation of SC and ST communities in the Lok Sabha and State Legislative Assemblies. In order to look after the special interests of the SCs and STs, provision was made to appoint ministers of tribal welfare in largely tribal inhabited states like Bihar, Madhya Pradesh and Orissa. Provision was also made to appoint minister in charge of welfare of Autonomous Districts and Autonomous Regions in Assam. Representation of SCs and STs in Central and State services was also ensured. Measures were provided to abolish the age old untouchability enabling the members of SC and ST to enter into the Hindu religious institutions without any inhibition. The educational institutions were thrown open to all irrespective of caste and creed, special provisions were made for social, educational and economic advancement of SCs and STs. Accordingly Article 46 under the Directive Principles of State policies in part IV of the Constitution enjoined. "The State shall promote with special care the educational and economic interests of the weaker sections of the people and in particular SCs and STs and shall protect them from the social injustice and all forms of exploitation."

The special safeguards for SCs and STs provided in the Constitution have been spelt out in 24 Articles including above mentioned Article 46 and in two schedules namely Vth and VIth schedules. Eight of the 24 Articles i.e. Articles 15, 16, 17, 19, 23, 25, 29, 35 are within the purview of the Fundamental Rights under Part-III of the Constitution which implies that any provision made under these articles is enforceable through courts of law inconsistent with the spirit of these Articles is liable to be declared as void.

Article 15 deals with the provision of discrimination on grounds of religion, race, caste, sex or place of birth. No citizen shall be subject to any disability, liability or restriction on this count with particular reference to a) access to shops, public restaurants, hotels or place of public entertainment, b)

the use of tanks, wells, bathing ghats, place of public resort maintained partly or wholly out of state funds or dedicated to the use of the general public.

Equality of opportunity in matters of public employment has been ensured through the Article 16. Nothing prevents the states from making any provision for reservation of appointments or posts in favour of backward classes of citizens which in the opinion of the states is not adequately represented in the services under the states.

The age old untouchability is sought to be abolished in unequivocal terms as per Article 17. It emphasizes that enforcement of any disability arising out of untouchability shall be an offence punishable as per law.

Article 19 provides freedom of speech, movement throughout the territory of India, right to reside and settle in any part of the country and to acquire, hold and dispose of property. For protection of interests of STs and SCs the article specifies that nothing relating to the sub clauses on freedom of movement, residence or acquiring property shall affect the operations of any existing laws in so far as it imposes or prevents the state from making any law imposing restrictions.

In respect of cultural and educational rights of SCs and STs the two clauses of the Article 29 provide protective benefits. There are :

Any section of citizens residing in the territory of India or any part thereof having a distinct language, script or culture of its own shall have the right to conserve the same.

No citizen shall be denied admission into any educational institution maintained by the state or receiving aid out of state funds on grounds only of religion, race, caste, language or any of them

The Article 35 provides right to constitutional remedies while Article 38 under the Directive Principles of the state policies has dealt with special provisions towards promotion of welfare of weaker sections including SCs and STs by securing and protecting a social order in which justice social, economic and political shall inform all institutions of the national life.

Part X of Article 244 of the Constitution pertains to the administration of Scheduled and tribal areas containing V Schedule for scheduled areas of scheduled tribes of Part A and Part B states while VI Schedule for the administration of the tribal areas in the state of Assam.

The VI Schedule makes provision for the administration of tribal areas of Assam by setting up Autonomous District Councils and Regional Councils specifying powers to make laws and administration of justice.

Article 275 provides financial assistance to the states for implementation of the provisions of the Constitution.

Part XIV deals with services under the Union and the states. Most of the Articles under Part XVI relate to special provisions for SCs and STs. The Articles 330, 332, 334 provide for reservation of seats for SC and ST in the Lok Sabha and State Assemblies while Article 335 provides for reservation in the services for SC and ST.

In fine the safeguards provided in the Constitution make provision for representation in Parliament and the State Legislatures, appointment of ministers in charge of tribal welfare, appointment of a minister especially in charge of welfare of Autonomous Districts and Autonomous Regions, representation in the central and state services, abolition of untouchability, throwing open Hindu religious and educational institutions for SC and ST, special provisions for social, educational and economic advancement and appointment of special officer to investigate all matters related to safeguards provided for SCs and STs.

#### **B. Special Protective Provisions for STs.**

Special protective provisions for the STs were made through certain Acts and Orders like family and land rights exempting the STs from the Hindu Succession Act 1956, the Hindu Adoption Act of 1956 and the Marriage Act 1956. Besides most of the state Governments have also taken executive and legislative measures to protect the rights of SCs and STs.

#### **C. SCs and STs in Assam as per SC & ST (Amendment) Act of 1976 and 2002.**

As per SC & ST (Amendment) Act of 1976 there are 16 scheduled castes and 14 scheduled tribes in the Autonomous Districts and 9 scheduled tribes in the areas excluding the Autonomous Districts of Assam. The latest amendment of the SC and ST list as per SC & ST (Amendment) Act of 2002 brought certain minor changes. The number of SC has been reduced to 15 from 16 of the previous list. Here the allied professional categories of SC like Mehtar, Bhanggi, Muchi and Richi are brought together into one category. Formerly Mehtar and Bhanggi formed one category while Muchi and Richi constituted another. In case of STs one tribe from plains i.e. Lalung has also been included in the hill tribal list, thus increasing the number of hill tribal list to 15 from 14 in the previous list. Three tribes in the hill tribal list namely Dimasa, Hajong and Garo are also included in the list of plains tribes while two new tribes Khamti and Singpho got berths in the plains tribal list. Therefore as per the latest amendment, there are 14 plains tribes against 9 in the previous amendment Act of 1976.

The names of SCs in Assam :

1. Bansphor, 2. Bhumali, Mali, 3. Brittil, Bania, Bania, 4. Dhupi, Dhubi, 5. Dugla, Dholi, 6. Hira, 7. Jalkeot, 8. Jhalo Malo or Jhalomalo, 9. Kaibarta, Jalia, 10. Lalbegi, 11. Mahara, 12. Mehtar, Bhanggi, Muchi, Richi, 13. Namasudra, 14. Patni, 15. Sutradhar.

S.Ts. of Assam in the Autonomous Districts, (Hill tribes) –

1. Chakma, 2. Dimasa Kachari, 3. Garo, 4. Hajong, 5. Hmar, 6. Khasi Jaintia, Shantong, Pnar, War Bhoi, Lyngam, 7. Any Kuki Tribes, 8. Lakher, 9. Man (Tai speaking), 10. Any Mizo (Lushai) Tribe, 11. Karbi, 12. Any Naga Tribes, 13. Pawai, 14. Synteng, 15. Lalung.

S.Ts. in the districts other than Autonomous Districts (Plains Tribes).

1. Barmans of Cachar, 2. Boro, Boro Kachari, 3. Deori, 4. Hojai, 5. Kachari, Sonowal, 6. Lalung, 7. Mech, 8. Miri (Mishing), 9. Rabha, 10. Dimasa, 11. Hajong, 12. Singpho, 13. Khamti, 14. Garo.

#### **D. The Assam SC and ST (Reservation of Vacancies in Services and Posts) Act 1978**

The Government of Assam vide Notification No. LGL.120/77/55, dtd. 28.5.1979 enacted the following Act of the Assam Legislative Assembly which was assented by the Governor on 23.5.1979.

The Assam SC and ST (Reservation of Vacancies in Services and Posts) Act 1978, an Act to provide for reservation of vacancies in services and posts for the members of the SCs and STs.

Preamble – whereas the members of the scheduled castes and scheduled tribes who are backward classes of citizens are not adequately represented in the services and posts within the state.

And whereas it is expedient to provide for the reservation of vacancies in services and posts for them.

It is hereby enacted in the 29<sup>th</sup> year of the Republic of India by the Legislature of Assam, as follows.

1. Short title, extent and commencement;

(i) This Act may be called Assam SC and ST (Reservation of Vacancies in Services and Posts) Act 1978.

(ii) It extends to the whole of Assam;

(iii) It shall come into force on such date as the state Government may pass Notification in the official gazette.

2. Definition – In this Act unless the context otherwise required:

(a) Appointing Authority – In relation to a service or post in an establishment means the authority empowered to make appointment to such services and posts.

(b) Establishment means any office of the State Government, local or statutory authority constituted under a state Act for the time being in force or a corporation in which not less than fifty one per cent of the paid up share capital is held by the state Government and includes universities and colleges affiliated to the universities, primary, secondary and multipurpose schools and also other educational institutions which are owned or aided by the State Government and also includes an establishment in the public sector.

(c) Establishment in public sector means any industry, trade, business or occupation owned controlled and managed by –

State Government or any Department of the State Government.

A Government Company as defined in Section 617 of the Company's Act 1956 or a

• Corporation established by or under a Central or State Act in which not less than fifty one per cent of the paid share up capital is held by the State Government or

A local or Statutory authority constituted under any State Act for the time being in force.

(d) Establishment in private sector means any industry, trade, business or occupation which is not an establishment in public sector.

(e) Schedule means Scheduled appended to this Act.

3. This Act shall not apply in relation to :

- a) any employment under the Central Government;
- b) any employment in the Assam Judicial Service, Grade-I;
- c) any employment in domestic service.

4. Reservation for SC and ST in vacancies to be filled up by direct recruitment : At the commencement of this Act all appointments to services and posts in the establishment which are to be filled up by direct recruitment shall be regulated in the following manner, namely :

a) Subject to the other provisions of this Act seven percent of the vacancies shall be reserved for the candidates belonging to scheduled castes and ten percent for the scheduled tribes (plains) and five percent for the scheduled tribes (hills) in the manner set out in the schedule:

Provided that the State Government may from time to time review the implementation of the reservation policy and take adequate measures including increase of percentage mentioned in Clause 4(a) of this Act.

Provided further that the candidates belonging to SC and ST who qualify for selection on merit shall be included in the general list and not against reserved quota.

Provided also that in respect of the Assam Judicial Services the p.c. shall be seven for SC and ten for ST (plains) and five p.c. for ST (Hills) in grade II and III of the service.

b) Fees, if any prescribed for the examinations for selection to any service or post shall be reduced to half in the case of candidates belonging to SC and ST.

c) The members of the SC and ST shall be entitled to a concession of three years over the prescribed maximum age limit for appointment to any service or post.

5. Reservation for SC and ST in vacancies to be filled up by promotion in any establishment shall be regulated in the following manner.

a) There shall be reservation at seven percent for members of SC and ten percent for the members of ST (plains) and five percent for the members of ST (Hills).

Provided that State Government may from time to time review the implementation of the reservation policy and make adequate measures including increase of percentage mentioned in clause 5 (a) of this Act.

b) A separate twenty point roster in the form given in the Scheduled shall be mentioned by every establishment.

6. Power to exempt :

The State Government is of the opinion that reservation for the members of SC and ST shall not be applied to any specialized service or post in view of the specialized qualification and experience necessary and in absence of such qualified candidates from amongst the SC and ST, the State



Government may by notification in the official gazette exempt such services or post from the provisions of this Act.

7. Penalty :

If an appointing authority makes an appointment in contravention of the provisions of Section 4 or Section 5 he shall be punishable with fine, which may extend to one thousand rupees and the State Government may also draw up proceedings against the respective Head of the Department asking to show cause and for further punishment.

Provided further that nothing contained in this Section shall apply in relation to an appointment to any service or post of which the appointing authority is the Governor.

8. Cognizance offences :

No prosecution for an offence under the Act shall be instituted except by or with the sanction of the State Government.

9. Protection of action taken in good faith :

No suit, prosecution or other legal proceedings shall be against any person for anything which is in good faith done or intend to be done under this Act.

10. Removal of difficulties :

If any difficulty arises in giving effect to the provisions of this Act the State Government may take such steps or issue such orders not in consistent with the provisions of this Act as the state Government may consider necessary removing the difficulty.

11. Power to amend the schedule :

The State Government may by order publish in the official gazette add to, amend or alter the schedule.

12. Submission of annual report, maintenance of other records and inspection thereon:

1) Every appointing authority shall maintain such records as may be prescribed by rules made in this behalf and shall furnish to the state government in the prescribed manner an annual report on the appointments made by it during the previous financial year.

2) Any officer authorized by the State Government in that behalf may inspect any records or document which are maintained in relation to appointments made by such appointing authority.

3) It shall be the duty of the appointing authority to produce such records or documents for inspection by the officer authorized under sub section (2) and furnish such information or afford such assistance as may be necessary for him to carry out his functions under this Act.

4) Notwithstanding anything contained in this Assam Civil Services (Conduct) Rules 1965, any member of SC and ST who is adversely affected due to non compliance of the provisions of this Act or the rules made there under by any State Government and upon application made by him the State Government may call such records or take such action there of as it may think fit.

13. Power to make rules :

(1) The State Government may make rules for carrying out the purposes of this Act.

(2) In particular and without prejudice to the generality of the foregoing power such rules may provide for all or any of the following matters –

(a) Form in which every establishment shall submit annual report to the state Government regarding the number of persons recruited in such establishment.

(b) Any other matter which has to be or may be prescribed by rules made in this behalf.

## THE SCHEDULE

(See Section 4)

The reservation for the members of the SC and ST in services and posts in an establishment shall be given effect to in the following manner.

(1) A roster of twenty vacancies will be necessary to give effect to the reservation for the SCs and STs. The roster given below shall be adopted for the purpose by each establishment.

|                    |         |   |                           |
|--------------------|---------|---|---------------------------|
| 1 <sup>st</sup> -  | Vacancy | - | Scheduled tribe (Plains), |
| 2 <sup>nd</sup> -  | Vacancy | - | Unreserved,               |
| 3 <sup>rd</sup> -  | Vacancy | - | Scheduled caste,          |
| 4 <sup>th</sup> -  | Vacancy | - | Unreserved,               |
| 5 <sup>th</sup> -  | Vacancy | - | Unreserved                |
| 6 <sup>th</sup> -  | Vacancy | - | Unreserved,               |
| 7 <sup>th</sup> -  | Vacancy | - | Scheduled tribe (hills),  |
| 8 <sup>th</sup> -  | Vacancy | - | Unreserved,               |
| 9 <sup>th</sup> -  | Vacancy | - | Unreserved,               |
| 10 <sup>th</sup> - | Vacancy | - | Unreserved,               |
| 11 <sup>th</sup> - | Vacancy | - | Scheduled tribe (plains), |
| 12 <sup>th</sup> - | Vacancy | - | Scheduled caste,          |
| 13 <sup>th</sup> - | Vacancy | - | Unreserved,               |
| 14 <sup>th</sup> - | Vacancy | - | Unreserved                |
| 15 <sup>th</sup> - | Vacancy | - | Unreserved                |
| 16 <sup>th</sup> - | Vacancy | - | Unreserved                |
| 17 <sup>th</sup> - | Vacancy | - | Unreserved                |
| 18 <sup>th</sup> - | Vacancy | - | Unreserved                |
| 19 <sup>th</sup> - | Vacancy | - | Unreserved                |
| 20 <sup>th</sup> - | Vacancy | - | Unreserved                |

### Reservation points :

Scheduled tribes (plains) 1, 11

Scheduled castés, 3, 12

Scheduled tribes (hills), 7

(II) A register shall be maintained for giving effect to the instructions contained in paragraph (1).

(III) Before making an appointment by direct recruitment, the appointing authority shall ascertain by consulting the register whether the vacancy is reserved or unreserved and it is reserved for whom it is so reserved. Immediately after an appointment is made the particulars there of shall be entered in the register and signed by the appointing authority.

(IV) The roster is a running account from year to year and shall be maintained accordingly. If recruitment in a particular year stop at a particular point of the cycle say at the 4<sup>th</sup> point, recruitment in the subsequent year shall begin at the next point i.e. at the 5<sup>th</sup> point.

(V) No gap shall be left in the roster in filling vacancies and if a reserved vacancy, say at the 5<sup>th</sup> point of the cycle, has for want a qualified SC candidate to be treated as unreserved the candidate shall be shown against the point. An attempt shall be made at the time of filling each successive unreserved vacancy to recruit a SC candidate but if a SC candidate still cannot be found in the year in which the vacancy is filled the reservation shall be carried forward to the following year. The first unreserved vacancy in that year shall be reserved for the SC in addition to any other vacancy available to them according to the cycle.

(VI) In the absence of a qualified SC and ST candidate in a particular year vacancy shall be carried forward till the requisite percentage at that cadre is filled up.

(VII) The roster shall be maintained separately for permanent and temporary vacancies.

A vacancy due to whatever cause, except termination of service during probation, shall be treated as fresh vacancy.

A candidate who claims to be a member of the SC or ST shall support his candidature by a certificate from a Gazetted officer or from such other authority as may be prescribed by rules under this Act.

#### **E. Preferential Treatment for SCs and STs.**

Government of Assam vide No. 12 ABM.18/56/14, dtd. 4.8.1956 have granted preferential treatment in respect of settlement of contracts, benefits, fisheries, ferries, toll bridges, forest *mahals* excise shops, etc. to the SC and ST of the state.

All authorities connected with settlement of contracts, permits, fisheries, ferries, forest *mahals* etc. will especially promote the economic interests of the weaker sections of the people and in particular of the SCs and STs by showing them all possible preferences in the matter subject to the requirement of the public service and the needs of the administration. Generally in respect of works where it may be feasible contracts, permits, fisheries, ferries, toll bridges, forest *mahals*, etc. when works are settled on the basis of bids whether in auction or by tender should be settled with candidates belonging to SCs and STs up to the limit of 7 ½ per cent below the highest bid offered if any such case subject to suitability of person belonging to the category of people entitled to preferential treatment and his to perform the task satisfactorily and within such limits as regards the value of work up to which their concession will be available as may be fixed for the purpose. In any case in which the bid of a

candidate belonging to SC or ST is not within the 7 ½ per cent limit, but he is otherwise considered suitable for the performance of the work in question, he should as far as practicable be given an option to take the contracts, permits or settlement at an amount to be fixed within the 7 ½ per cent limit according to merit of each case.

Till, however the final list is published by Government, the classes of people who have already been accepted by the state Government as backward categories of people is point of fact as above should be considered to be entitled to preferential treatment. In other case whether a particular candidate belongs to an economically weaker sections of the people or not should be decided on merit of each case. In any case of doubt the position may be cleared by making a reference to the Government in the Department concerned. Among the people regarded as economically weaker, the claims of the SC and ST should invariably receive the highest priority. In the matter of settlement of fisheries, however, bonafide fishermen who belong to SC should invariably receive the first preference. The ST should also like bonafide fishermen of SC get first preference in the settlement of fisheries situated in predominantly tribal areas.

Candidates belonging to SC and ST and also those who may belong to the OBCs formally declared as such by the State Government may be allowed in view of their comparative economical background to deposit only 50 per cent of the standard amount of security or earnest money fixed for the purpose of any work.

In respect of comparatively small work requiring little technical skill, knowledge or equipment, the desirability of granting preference to such people of the locality of the work for whose obvious advantages the work is undertaken should also be considered for the sake of maximum local co-operation.

These instructions should be regarded as applicable to all departments of the State Government.

15 ABM 18/56/Pt/90, dtd. 2-2-1960.

1) The concession mentioned in OM No. ABM 18/56/14 dated 4<sup>th</sup> August, 1956 should be allowed to the OBCs also as approved by the State Government for the present. The limit of the concession for granting contracts for fisheries, ferries, and the like would however be Rs. 35,000.00. Accordingly the present fisheries Rules allowing concessions to SC and ST fishermen up to an extent of Rs. 20,000.00 only would be modified raising that figure to Rs. 35,000.00.

2) While 50% concession on earnest money and security money should be continued to the members of SC and ST and OBCs mentioned in para 4 of OM No. ABM 18/56/14 Dated 4<sup>th</sup> August, 1956, there will be no concession in respect of security deposit for equipment supplied to the lessee belonging to any class of people.

3) Delete the last para of Appointment Department OM No. ABM 18/56/21, Dated 4<sup>th</sup> August, 1956 which reads as below .

"To ensure that the policy laid down in the Circular No. ABM 18/56/14 dated 4<sup>th</sup> August, 1956 has been properly followed and that the discretion given to the various authorities have been judiciously exercised there should also be a provision in every set of rules conferring the power of revision of Chief Minister enabling him to call for the record of any case at any stage and pass such orders as he may deem to be proper."

No. TAD/BC/9/55, Dated 27.12.1960 repeated in AAP 114/57/Pt/1/149, dated 1.10.1962.

Concessions to STs living outside regarding reservation in posts, preferential treatment in settlement of contracts, permits, fisheries, etc.

1) "Scheduled Tribes living in the Autonomous Districts and Part B Tribal areas (NEFA) and the STs living in the plains districts of the state when they live in the plains districts and hills districts respectively should be given the general educational and economic concessions as well as special privileges in the matter of employment in public services to which they would have been entitled as ST if they were living within their specified areas. They would not, however, be entitled to any special representation in the State Legislature and in Parliament associated with their residences in such plains or hill areas."

2) "In pursuance of the above decision the STs of the Autonomous Districts and NEFA living in the plains districts and the STs of the plains districts living in the Autonomous Districts should be entitled to the concessions mentioned in OM No. ABM 18/56/14 dated 4<sup>th</sup> August, 1956 and No. ABM 18/56/Pt/90 dated 2.2.1960 regarding settlement of contracts permits, etc. They will also be entitled to the same benefit of reservation in the services and posts in connection with the affairs of the State of Assam as provided for the STs.

## CHAPTER – III

### The Current Status of Employment Against Reserved Vacancies and Current Status of Promotions – State Government.

Information regarding filling up of posts by direct recruitment and through promotion for scheduled tribes of Assam were received from 23 State Government Departments and 13 PSU/Central Government Departments since the beginning till 31<sup>st</sup> December, 2005. Details are shown in the following tables.

**TABLE – 7**

**Showing names of Government Departments with Directorates under the Departments.**

| Sl.No. | Name of Departments                          | Sl.No. | Name of Directorates                            |
|--------|--|--------|---|
| 1      | 2  | 3      | 4   |
| 1.     | Border Areas Department                      | 1.     | Directorate of Border Areas                     |
| 2.     | Cultural Affairs Department                  | 1.     | Directorate of Cultural Affairs                 |
|        |  | 2.     | Directorate of Archaeology                      |
|        |  | 3.     | Directorate of Museum                           |
|        |  | 4.     | Directorate of Library Science                  |
| 3.     | Handloom Textiles and Sericulture Department | 1.     | Directorate of Sericulture                      |
|        |  | 2.     | Directorate of Handloom & Textiles              |
| 4.     | Hill Areas Department                        | 1.     | Hills and Barak Valley Division                 |
| 5.     | Panchayat and Rural Development Department   | 1.     | Directorate of P & R.D                          |
|        |  | 2.     | Block Level                                     |
| 6.     | Industries and Commerce Deptt.               | 1.     | Directorate of Industries and Commerce.         |
| 7.     | Soil Conservation Department                 | 1.     | Directorate of Soil Conservation                |
| 8.     | Information and Public Relations Department  | 1.     | Directorate of Information and Public Relations |
| 9.     | Power (Electricity), Mines and Minerals      | 1.     | Chief Electrical Inspectors                     |
|        |  | 2.     | Geology and Mining                              |
| 10.    | Printing and Stationery Deptt.               | 1.     | Directorate of Printing and Stationery          |
| 11.    | Personnel Department                         | 1.     | Assam Public Service Commission                 |
|        |  | 2.     | Assam Administrative Tribunal                   |
| 12.    | Planning and Development Deptt.              | 1.     | Directorate of Economics and Statistics         |
|        |  | 2.     | Directorate of Evaluation and Monitoring        |
| 13.    | Finance Department                           | 1.     | Director, Financial Inspection                  |
|        |  | 2.     | Director, Local Accounts                        |
|        |  | 3.     | Director, Accounts                              |
|        |  | 4.     | Director, Small Savings                         |
|        |  | 5.     | Commissioner, Taxes                             |
|        |  | 6.     | Director, State Lottery                         |
| 14.    | Irrigation                                   | 1.     | Chief Engineer, Irrigation                      |
| 15.    | Home Department                              | 1.     | Director General of Police                      |
|        |  | 2.     | Inspector General of Prisons                    |
|        |  | 3.     | Director, Civil Defence and Home                |
|        |  | 4.     | Director, Fire Services                         |
| 16.    | Pension and Public Grievances                | 1.     | Directorate of Pension                          |
| 17.    | Animal Husbandry and Veterinary              | 1.     | Directorate of Veterinary                       |
|        |  | 2.     | Directorate of Dairy Development                |

|     |                                   |                            |  |
|-----|-----------------------------------|----------------------------|--|
| 18. | Food and Civil Supplies           | 1.<br>2.                   | Director, Food and Civil Supplies<br>Controller, Legal Metrology   |
| 19. | Labour & Employment               | 1.<br>2.<br>3.<br>4.       | Commissioner of Labour<br>Chief Inspector of Boilers<br>Director, Employment and Craftsman Training<br>Administrative Medical Officer (ESI Scheme)   |
| 20. | Urban Development Department      | 1.                         | Directorate of Town and Country Planning   |
| 21. | General Administration Department | 1.<br>2.<br>3.<br>4.<br>5. | Trade Advises and Director of Movements Kolkata.<br>Commissioner, Upper Assam Division, Jorhat<br>Commissioner, Lower Assam Division, Guwahati<br>Commissioner, Northern Assam Division, Tezpur<br>Commissioner, Hills and Barak Valley Division, Guwahati |
| 22. | Public Enterprise Deptt.          |                            |  |
| 23. | Guwahati Municipal Corporation    |                            |  |
| 24. | Health & Family Welfare Deptt.    | 1.<br>2.                   | Directorate of Health Services<br>Directorate of Medical Education   |
| 25. | Education Department              |                            |  |
| 26. | P.W.D. Roads and Building         |                            |  |
| 27. | Water Resources                   |                            |  |

**TABLE - 8**

**Showing names of PSU/Central Government Offices functioning in Assam.**

| Sl. No. | Names of PSU/Central Government Offices in Assam |
|---------|--|
| 1.      | Indian Oil Corporation Ltd. Guwahati Refinery    |
| 2.      | Accountant General A&E, Assam,                   |
| 3.      | Indian Institute of Entrepreneurship             |
| 4.      | Housefed   |
| 5.      | Assam Tribal Development Authority               |
| 6.      | Indian Institute of Handloom Technology          |
| 7.      | Tezpur University                                |
| 8.      | Reserve Bank of India                            |
| 9.      | Food Corporation of India                        |
| 10.     | Assam Industrial Development Corporation         |
| 11.     | Assam Small Industries Development Corporation   |
| 12.     | Coal India Ltd                                   |
| 13.     | Numaligarh Refinery Ltd.                         |

Category wise number of posts reserved for ST and filled up since the beginning till 31<sup>st</sup> December, 2005 under the State Government Departments.

**1. Department of Border Areas.**

**A. Border Areas Directorate**

**(a) Direct Recruitment**

In this Directorate out of a total 21 posts in I,II, III and IV categories, 1 post in II category and 2 posts in III category were reserved for STs, but only one post in the II category i.e. one male and one post (one male) in III category were filled up. In the III category one post reserved for ST remains unfilled. Reasons for not filling up the post in class III are not shown.

**(b) Number of posts filled up by promotions**

As regards number of posts filled up by promotion the Directorate filled up one male class II post which was reserved for ST while out of 2 class III reserved posts only one male was filled up by promotion. The reason for non filling up the post in class III however was not shown. Details are shown in Tables 9 and 10 below.

**TABLE-9**  
Showing total Posts reserved For ST Category wise and Filled Up

| Name of the deptt./ org.                      | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |     | Reason for not filling up ST posts |
|---|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|-----|------------------------------------|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | S T |                                    |
|   |                   |                 |                 |                           | Male | Female |         |     |                                    |
| Border Areas<br>• Directorate of Border Areas | I                 | 4               | -               | -                         | -    | -      | -       | -   | -                                  |
|   | II                | 2               | 1               | 1                         | 1    | -      | -       | -   |                                    |
|   | III               | 10              | 2               | 1                         | 1    | -      | 1       | 1   |                                    |
|   | IV                | 5               | -               | -                         | -    | -      | -       | -   |                                    |
|   | Total             | 21              | 3               | 2                         | 2    | -      | 1       | 1   |                                    |

**TABLE-10**  
Showing total posts, number of posts reserved for ST and reserved posts filled up by promotion

| Name of the deptt./ org.                      | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |     | Reason for not filling up ST posts |
|---|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|-----|------------------------------------|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | S T |                                    |
|   |                   |                 |                 |                           | Male | Female |         |     |                                    |
| Border Areas<br>• Directorate of Border Areas | I                 | 4               | -               | 4                         | 0    | 0      | 0       | 0   |                                    |
|   | II                | 2               | 1               | 1                         | 1    | 0      | 0       | 0   |                                    |
|   | III               | 10              | 2               | 1                         | 1    | 0      | 1       | 1   |                                    |
|   | IV                | 5               | -               | 0                         | 0    | 0      | 0       | 0   |                                    |
|   | Total             | 21              | 3               | 6                         | 2    | 0      | 1       | 1   |                                    |

**2. Department of Cultural Affairs**

**A. Directorate of Cultural Affairs**

**B. Directorate of Archaeology**

**C. Directorate of Museum**

**D. Directorate of Library Services.**



There are 750 sanctioned posts including nine casual employees in the four Directorates under the Department of Cultural Affairs and out of these 108 posts in various categories are reserved for STs. It has been observed that only 316 posts under general category and 84 (78 male and 6 female) posts under reserved categories were filled up in the four Directorates in the period under reference. There are even balance of ST categories in class III and Grade IV posts where 20 class III and 6 Grade IV are located. In respect of promotional posts also there are 12 backlogs.

The reasons shown are -

Due to non availability of vacant posts, steps have been taken to fill up District Museum Officer. APSC has been moved. Out of 2 posts one will be from ST.

The reasons in the promotional column indicate not in the promotional zone and candidates with requisite qualifications are not available.

Details are shown in Tables 11 and 12.

**TABLE -11**

| Name of the deptt./ org.   | Category of Posts | No of Posts     |                 | Number of Posts Filled up |            |           | Balance  |           | Reason for not filling up ST posts   |
|--|-------------------|-----------------|-----------------|---------------------------|------------|-----------|----------|-----------|--|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST         |           | Total    | ST        |  |
| Male   | Female            |                 |                 |                           |            |           |          |           |  |
| Cultural Affairs<br>1. Directorate of Cultural Affairs<br>2. Archaeology<br>3. Museum<br>4. Library services | I                 | 25              | 3               | 5                         | 0          | 2         | 20       | 1         | 1. Due to non availability of vacant posts<br>2. For filling up of District Museum Officer APSC has already taken initiative. Out of 2 post 1 will be filled up by ST.<br>3. not in the promotional zone and administrative reason |
|  | II                | 33              | 5               | 12                        | 1          | 4         | 21       |           |  |
|  | III               | 402             | 60              | 187                       | 41         | 2         | 215      | 17        |  |
|  | IV                | 281             | 42              | 112                       | 36         | 0         | 169      | 6         |  |
|  | Any other         | 9*              |                 |                           |            |           |          |           |  |
|  | <b>Total</b>      |                 | <b>750</b>      | <b>110</b>                | <b>316</b> | <b>78</b> | <b>8</b> | <b>58</b> |  |

\*(there are 9 no.s of casual employees working since prior April 1993 till date on fixed monthly pay)

**TABLE 12**

| Name of the deptt./ org.                               | Category of Posts | No of Posts     |                 | Number of Posts Filled up |    |   | Balance |    | Reason for not filling up ST posts               |
|--|-------------------|-----------------|-----------------|---------------------------|----|---|---------|----|--|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST |   | Total   | ST |  |
| Male   | Female            |                 |                 |                           |    |   |         |    |  |
| Cultural Affairs<br>1. Directorate of Cultural Affairs | I                 | 13              |                 | 4                         | 0  | 1 | 9       | 0  | 1. Not in the promotional zone.<br>2. candidates |
|  | II                | 30              | 4               | 12                        | 1  | 1 | 18      | 2  |  |
|  | III               | 72              | 11              | 35                        | 5  | 2 | 37      | 4  |  |
|  | IV                | 48              | 7               | 8                         | 1  | 0 | 40      | 6  |  |
|  | Any other         | 9               |                 |                           |    |   |         |    |  |

|   |       |     |    |    |   |   |     |    |  |
|---|-------|-----|----|----|---|---|-----|----|--|
| 2.Archaeology<br>3.Museum<br>4.Library services | Total | 172 | 22 | 59 | 7 | 4 | 104 | 12 | with requisite qualification are not available |
|---|-------|-----|----|----|---|---|-----|----|--|

### 3. Handloom, Textile and Sericulture Department

#### A. Directorate of Sericulture

#### B. Directorate of Handloom and Textiles.

The two Directorates under the Department have 4097 posts and 614 posts in all the categories have been reserved for STs and 525 posts in various categories have been filled up. In Grade IV although the eligible p.c. of reservation comes to 171, the Directorates have filled up 247 posts in the category. However the balance shows a figure of 165, highest being in Class III posts (139).

In case of promotion the two Directorates have reserved 325 posts to be filled by promotion by the ST categories. Here also in Grade-IV excess postings have been made. The percentage wise there should have been 88 reserved posts but in the filled up column 155 reserved posts have been shown. The backlog is only 14.

The reasons shown for direct recruitment are – 1. Under process of promotion, 2. non receipt of financial approval, 3. qualified candidates are not available, 4. administrative.

Details are shown in Tables 13 and 14.

**TABLE-13**

| Name of the deptt./ org.                        | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |            | Reason for not filling up ST posts   |
|---|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|------------|--|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST         |  |
|   |                   |                 |                 |                           | Male | Female |         |            |  |
| Handloom Textile & Sericulture<br>1.Sericulture | I                 | 80              | 12              | 9                         | 9    |        | 71      | 3          | 1.under process of promotion<br>2.non receipt of finance (SIU) approval<br>3. qualified candidates are not available<br>4.administrative |
| 2. Handloom & Textile                           | II                | 275             | 41              | 18                        | 18   |        | 257     | 23         |  |
|   | III               | 2600            | 390             | 390                       | 182  | 69     | 2210    | 39         |  |
|   | IV                | 1142            | 171             | 242                       | 239  | 8      | 900     | exc<br>ess |  |
|   | Total             | 4097            | 614             | 659                       | 448  | 77     | 236     | 53         |  |

**TABLE 14**

| Name of the deptt./ org.       | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|--------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                                |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                                |                   |                 |                 |                           | Male | Female |         |    |                                    |
| Handloom Textile & Sericulture |                   |                 |                 |                           |      |        |         |    |                                    |

|   |       |      |     |     |     |    |  |            |  |
|---|-------|------|-----|-----|-----|----|--|------------|--|
| 1. Sericulture<br>2. Handloom & Textile | I     | 68   | 10  | 10  | 10  |    |  |            | 1. qualified candidates are not available<br>2. administrative |
|   | II    | 200  | 0   | 16  | 16  |    |  | 14         |  |
|   | III   | 1310 | 197 | 197 | 157 | 40 |  |            |  |
|   | IV    | 587  | 88  | 155 | 152 | 3  |  | exc<br>ess |  |
|   | Total | 2165 | 325 | 378 | 335 | 43 |  | 14         |  |

#### 4. Hill Areas Department.

##### A. Hills and Barak Valley Division

In this Division covering both two hills and Barak Valley there are 26 sanctioned posts and out of these posts 2 posts have been reserved for ST and were duly filled up. Out of 26 sanctioned posts earmarked for promotion one post has been reserved (out of 12) for ST which was duly filled up.

The reasons in direct as well as promotions have been shown as Grade-I posting is made by Government and in case of promotion the single post has been filled up by Direct recruitment.

Details are shown in Tables-15 and 16.

**TABLE-15**

| Name of the deptt./ org.                  | Category of Posts | No of Posts     |                  | Number of Posts Filled up |      |         | Balance |    | Reason for not filling up ST posts       |
|---|-------------------|-----------------|------------------|---------------------------|------|---------|---------|----|--|
|   |                   | Sanctioned post | Reser ved for ST | Total                     | ST   |         | Total   | ST |  |
|   |                   |                 |                  |                           | Male | Fema le |         |    |  |
| Hill Areas<br>1.Hills & Barak Valley Div. | I                 | 3               |                  |                           |      |         |         |    | Gr. I posting and transfer made by Govt. |
|   | II                | 1               | 1                | 1                         | 1    |         |         |    |  |
|   | III               | 12              | 1                | 1                         | 1    |         |         |    |  |
|   | IV                | 10              |                  |                           |      |         |         |    |  |
|   | Total             | 26              | 2                | 2                         | 2    |         |         |    |  |

**TABLE-16**

| Name of the deptt./ org.                  | Category of Posts | No of Posts      |                  | Number of Posts Filled up |      |         | Balance |    | Reason for not filling up ST posts  |
|---|-------------------|------------------|------------------|---------------------------|------|---------|---------|----|---|
|   |                   | Sanct ioned post | Reserv ed for ST | Total                     | ST   |         | Tot al  | ST |   |
|   |                   |                  |                  |                           | Male | Fema le |         |    |   |
| Hill Areas<br>1.Hills & Barak Valley Div. | I                 | 3                |                  |                           |      |         |         |    | Gr. I posting and transfer made by Govt.<br>Gr. IV- all post filled by direct recruitment |
|   | II                | 1                |                  |                           |      |         |         |    |   |
|   | III               | 12               | 1                | 1                         | 1    |         |         |    |   |
|   | IV                | 10               |                  |                           |      |         |         |    |   |
|   | Total             | 26               | 1                | 1                         | 1    |         |         |    |   |

#### 5. Panchayat and Rural Development

##### A. Directorate level,

##### B. Block level

Out of a total sanctioned post of 1602 in both the levels of recruitment, 240 posts in Class-III and Grade-IV have been reserved. Out of 218 class III reserved posts 207 have been filled up only 11 remains in balance. In Grade-IV the reserved posts were filled up.

In case of promotion out of 309 posts, 46 posts are reserved for ST in class III posts and 31 posts for STs have been filled up. In backlog there are 15 posts in class-III.

The reasons for direct recruitment backlog are : non availability of sanctioned vacant post 10 nos. of posts of Gram Sevika had been abolished and another 20 nos. proposed to be abolished. 62 Nos. of Junior Assistants were promoted to the post of UDA-cum-Accountant during April, 2008.

In respect of promotion the reason is non availability of candidates in the gradation list of Junior Assistant. Details in Table- 17 and 18.

**TABLE-17**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts         |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|--|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |  |
| P&RD                     |                   |                 |                 |                           | Male | Female |         |    |  |
| 1. Directorate           |                   |                 |                 |                           |      |        |         |    |  |
| 2. block level           | I                 |                 |                 |                           |      |        |         |    | Non availability of sanctioned vacant post |
|                          | II                |                 |                 |                           |      |        |         |    |  |
|                          | III               | 1454            | 218             | 1280                      | 171  | 36     |         | 11 |  |
|                          | IV                | 148             | 22              | 128                       | 20   | 2      |         |    |  |
|                          | Total             | 1602            | 240             | 1408                      | 191  | 38     |         | 11 |  |

**Note Below**

- 10 nos. of post of Gram Sevika had been abolished and another 20 nos . proposed to be abolished
- 62 nos of Jr. asst. were promoted to the post of UDA-cum – Acctt. During April/ 08
- 7 nos of Gr. IV were promoted to the post of Jr. Asstt. During Feb. 08

**TABLE-18**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts                                 |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|--|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |  |
| P&RD                     |                   |                 |                 |                           | Male | Female |         |    |  |
| 1. Directorate           |                   |                 |                 |                           |      |        |         |    |  |
| 2. block level           | I                 |                 |                 |                           |      |        |         |    | Non availability of candidates in the gradation list of Jr. Asstt. |
|                          | II                |                 |                 |                           |      |        |         |    |  |
|                          | III               | 309             | 46              | 289                       | 25   | 6      | 20      | 15 |  |
|                          | IV                |                 |                 |                           |      |        |         |    |  |
|                          | Total             | 309             | 46              | 289                       | 25   | 6      | 20      | 15 |  |

## 6. Industries and Commerce Department

### A. Directorate of Industries and Commerce

The Directorate has a total post of 1012 in class III and Grade-IV. Class-I and II posts are not shown. Out of the total 1012 in class-III and Grade-IV, 153 Nos. have been reserved for ST. In class-III, 65 nos. of reserved post are filled up and 48 Nos. remained backlog. In Grade-IV 19 reserved posts are filled up and remaining 69 posts are yet to be filled up.

In the promotional categories out of 105 class-III posts, 17 posts are reserved for ST. Only 7 reserved posts are filled up during reference period and 10 posts remained to be filled up.

Reasons shown in respect of direct recruitment are (a) qualified candidates are not available and (b) direct recruitment.

Similarly in promotion cadres, reason for non fulfillment is qualified candidates are not available. Details are in Tables 19 and 20.

**TABLE-19**

| Name of the deptt./ org.                  | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |        | Balance    |           | Reason for not filling up ST posts                                 |
|---|-------------------|-----------------|-----------------|---------------------------|-----------|--------|------------|-----------|--|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST        |        | Total      | ST        |  |
|   |                   |                 |                 |                           | Male      | Female |            |           |  |
| 1. Directorate of Industries and Commerce | I                 |                 |                 |                           |           |        |            |           | 1. qualified candidates are not available<br>2. Direct recruitment |
|   | II                |                 |                 |                           |           |        |            |           |  |
|   | III               | 742             | 113             | 680                       | 65        |        | 62         | 48        |  |
|   | IV                | 270             | 40              | 223                       | 19        |        | 47         | 21        |  |
|   | <b>Total</b>      | <b>1012</b>     | <b>153</b>      | <b>903</b>                | <b>84</b> |        | <b>109</b> | <b>69</b> |  |

**TABLE-20**

| Name of the deptt./ org.                  | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |        | Balance  |           | Reason for not filling up ST posts   |
|---|-------------------|-----------------|-----------------|---------------------------|----------|--------|----------|-----------|--|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST       |        | Total    | ST        |  |
|   |                   |                 |                 |                           | Male     | Female |          |           |  |
| 1. Directorate of Industries and Commerce | I                 |                 |                 |                           |          |        |          |           | 1. Promotional post<br>2. roster points non applicable in single post<br>3. qualified candidates are not available |
|   | II                |                 |                 |                           |          |        |          |           |  |
|   | III               | 105             | 17              | 97                        | 7        |        | 8        | 10        |  |
|   | IV                |                 |                 |                           |          |        |          |           |  |
|   | <b>Total</b>      | <b>105</b>      | <b>17</b>       | <b>97</b>                 | <b>7</b> |        | <b>8</b> | <b>10</b> |  |

## 7. Soil Conservation Department

In the Directorate of Soil Conservation has 1828 persons in the category of sanctioned posts and out of that 275 in all categories have been reserved for STs. There are 6 backlog in Class-I

reserved posts and 7 backlog in class-II reserved posts. In class-III more persons have been shown in reserved categories as out of 146 reserved posts 227 nos. have been shown. Similarly in Grade-IV out of 109 reserved posts 120 have been shown as filled up.

In the promotional posts there are 1828 sanctioned posts and 275 Nos. have been reserved for STs in all the four categories. Out of 9 reserved class-I posts 4 have been filled up. Likewise out of 11 reserved posts in class-II, only 2 have been promoted. There are 49 backlog promotional posts in Class-III i.e. out of 146, only 97 reserved posts have been included in the promotional column as filled up and remaining 49 shown as backlog. In grade four reserved category 109 remained as backlog.

The reasons are not shown. Details are in Tables 21 and 22.

**TABLE-21**

| Name of the deptt./ org.            | Category of Posts | No of Posts     |                     | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|-------------------------------------|-------------------|-----------------|---------------------|---------------------------|------|--------|---------|----|------------------------------------|
|                                     |                   | Sanctioned post | Reserved for ST (%) | Total                     | ST   |        | Total   | ST |                                    |
|                                     |                   |                 |                     |                           | Male | Female |         |    |                                    |
| 1. Directorate of Soil Conservation | I                 | 58              | 9                   | 38                        | 3    |        | 20      | 6  |                                    |
|                                     | II                | 72              | 11                  | 55                        | 4    |        | 17      | 7  |                                    |
|                                     | III               | 973             | 146                 | 931                       | 217  | 10     | 42      | -  |                                    |
|                                     | IV                | 725             | 109                 | 707                       | 120  |        | 18      | -  |                                    |
|                                     | Total             | 1828            | 275                 | 1731                      | 344  | 10     | 97      | 13 |                                    |

**TABLE-22**

| Name of the deptt./ org.            | Category of Posts | No of Posts     |                     | Number of Posts Filled up |      |        | Balance |     | Reason for not filling up ST posts |
|-------------------------------------|-------------------|-----------------|---------------------|---------------------------|------|--------|---------|-----|------------------------------------|
|                                     |                   | Sanctioned post | Reserved for ST (%) | Total                     | ST   |        | Total   | ST  |                                    |
|                                     |                   |                 |                     |                           | Male | Female |         |     |                                    |
| 1. Directorate of Soil Conservation | I                 | 58              | 9                   | 38                        | 3    | 1      | 20      | 5   |                                    |
|                                     | II                | 72              | 11                  | 55                        | 2    |        | 17      | 9   |                                    |
|                                     | III               | 973             | 146                 | 931                       | 93   | 4      | 42      | 49  |                                    |
|                                     | IV                | 725             | 109                 | 707                       |      |        | 18      | 109 |                                    |
|                                     | Total             | 1828            | 275                 | 1731                      | 98   | 5      | 97      | 172 |                                    |

## **8. Information and Public Relations Department**

### **A. Directorate of Information and Public Relations**

The Directorate has a total strength of 413 personnel in class-III and Grade-IV categories and out of these 67 (41 in class-III and 26 in Grade-IV) posts have been reserved for STs. In class-III reserved posts out of 41 reserved posts 40 posts have been filled up and one remains backlog. Similarly in Grade-IV out of 26 reserved posts 25 posts have been filled up and one remains to be filled up.

Same is the position in respect of promotion of reserved posts.

For Class-I and II posts which are not shown, the reason as reported in 'Grade-I & II maintained by IPRD, Government of Assam. Details are shown in Tables 23 and 24.

**TABLE 23**

| Name of the deptt./ org.                        | Category of Posts | No of Posts     |                     | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts     |
|---|-------------------|-----------------|---------------------|---------------------------|------|--------|---------|----|--|
|   |                   | Sanctioned post | Reserved for ST (%) | Total                     | ST   |        | Total   | ST |  |
|   |                   |                 |                     |                           | Male | Female |         |    |  |
| Information & Public Relation                   |                   |                 |                     |                           |      |        |         |    |  |
| 1. Directorate of information & Public Relation | I                 |                 |                     |                           |      |        |         |    | Gr-I&II maintained by IPRD, govt. of A |
|   | II                |                 |                     |                           |      |        |         |    |  |
|   | III               | 273             | 41                  | 40                        | 34   | 6      |         | 1  |  |
|   | IV                | 140             | 26                  | 25                        | 24   | 1      |         | 1  |  |
|   | Total             | 413             | 67                  | 65                        | 58   | 7      |         | 2  |  |

**TABLE 24**

| Name of the deptt./ org.                        | Category of Posts | No of Posts     |                     | Number of Posts Filled up |      |        | Balance |     | Reason for not filling up ST posts     |
|---|-------------------|-----------------|---------------------|---------------------------|------|--------|---------|-----|--|
|   |                   | Sanctioned post | Reserved for ST (%) | Total                     | ST   |        | Total   | S T |  |
|   |                   |                 |                     |                           | Male | Female |         |     |  |
| Information & Public Relation                   |                   |                 |                     |                           |      |        |         |     |  |
| 1. Directorate of information & Public Relation | I                 |                 |                     |                           |      |        |         |     | Gr-I&II maintained by IPRD, govt. of A |
|   | II                |                 |                     |                           |      |        |         |     |  |
|   | III               | 273             | 41                  |                           | 34   | 6      |         | 1   |  |
|   | IV                | 140             | 26                  |                           | 24   | 1      |         | 1   |  |
|   | Total             | 413             | 67                  |                           | 58   | 7      |         | 2   |  |

**9. Department of Power (Electricity), Mines and Minerals.**

**A – Chief Electrical Inspectors.**

**B – Geology and Mining.**

The total strength of personnel of both the Directorates is 365 and out of that 57 posts are reserved for STs. In class I post out of 5 reserved posts 2 posts are filled up while in class-II there are only 2 posts. In class-III reserved posts all the 21 posts were filled up (14 male and 7 female) while in grade-IV out of 32 reserved posts 14 posts were filled up. The total backlog is 21 posts.

In promotional posts out of 6 class-I posts only one post is filled up and in class-II the lone reserved post is unfilled. In class-III out of 14 reserved seats 7 posts are filled up while there are only 2 unreserved posts in the IV grade category. The total backlog in Class-I =5, Class-II =1, Class-III =7.

The reason shown in direct recruitment category is 'Grade-I record is available with the Government while in promotion category the reason shown is 'No post of ST to be filled up by promotion.' Details are shown in Tables 25 and 26.

**TABLE 25**

| Name of the deptt./ org.       | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts    |
|--------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---------------------------------------|
|                                |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                       |
|                                |                   |                 |                 |                           | Male | Female |         |    |                                       |
| 1. Chief Electrical Inspectors | I                 | 33              | 5               | 26                        | 2    |        | 7       | 3  | Gr-I records available with the Govt. |
|                                | II                | 2               |                 | 2                         |      | 1      |         |    |                                       |
|                                | III               | 144             | 21              | 95                        | 14   | 7      | 49      |    |                                       |
|                                | IV                | 186             | 32              | 133                       | 12   | 2      | 53      | 18 |                                       |
|                                | Total             | 365             | 57              | 256                       | 28   | 10     | 109     | 21 |                                       |
| 2 Geology & Mining             |                   |                 |                 |                           |      |        |         |    |                                       |

**TABLE-26**

| Name of the deptt./ org.       | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts            |
|--------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---|
|                                |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |   |
|                                |                   |                 |                 |                           | Male | Female |         |    |   |
| 1. Chief Electrical Inspectors | I                 | 40              | 6               | 31                        | 1    |        | 9       | 5  | 1. No post of ST to be filled up by promotion |
|                                | II                | 11              | 1               | 6                         |      |        | 5       | 1  |   |
|                                | III               | 96              | 14              | 89                        | 7    |        | 8       | 7  |   |
|                                | IV                | 2               |                 | 2                         |      |        |         |    |   |
| 2 Geology & Mining             | Total             | 149             | 21              | 128                       | 8    |        | 22      | 13 |   |

**10. Department of Printing and Stationery**

**A. Directorate of Printing and Stationery**

There are only 637 sanctioned posts in the Directorate. In Class-I no post has been shown in reserved category while out of a total strength of 5 in class-II, 2 posts are reserved for ST and one post is filled up. In Class-III out of 558 posts 84 posts are reserved for STs and only one post is filled up while in Grade IV all the 9 reserved posts remain unfilled. In total there are 93 backlogs.

In the promotional posts also out of 5 posts 2 posts are reserved for STs and one is filled up. In class-III posts out of 558 posts 84 posts have been reserved for STs and only 14 posts are reserved. In Grade-IV out of 64, 9 posts are reserved for STs and all the posts remain unfilled. The total backlog is 80.

The reasons shown are – In Direct Recruitment column = 'Under process for recruitment, vacancy could not be filled up due to non sanction of posts by S.I.U (in Department, Dispur).

Details are shown in Tables 27,28.



**TABLE 27**

| Name of the deptt./ org.   | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts  |
|--|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |   |
|  |                   |                 |                 |                           | Male | Female |         |    |   |
| Printing & Stationary<br>1. Directorate of Printing & Stationary | I                 | 10              |                 |                           |      |        |         |    | 1. under process for recruitment<br>2. vacancy could not be filled up due to non-sanction of post by S.I.U(finance deptt. Dispur) |
|  | II                | 5               | 2               | 1                         | 1    |        | 1       | 1  |   |
|  | III               | 558             | 84              | 1                         | 1    |        | 557     | 83 |   |
|  | IV                | 64              | 29              |                           |      |        | 64      | 9  |   |
|  | Total             | 637             | 95              | 2                         | 2    |        | 625     | 93 |   |

**TABLE 28**

| Name of the deptt./ org.   | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts                         |
|--|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|--|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |  |
|  |                   |                 |                 |                           | Male | Female |         |    |  |
| Printing & Stationary<br>1. Directorate of Printing & Stationary | I                 | 10              |                 |                           |      |        |         |    | 1. due to death of S.T. candidates<br>2. - do- (technical) |
|  | II                | 5               | 2               | 1                         | 1    | 2      | 1       | 1  |  |
|  | III               | 558             | 84              | 16                        | 14   |        | 30      | 70 |  |
|  | IV                | 64              | 9               |                           |      |        | 64      | 9  |  |
|  | Total             | 637             | 95              | 17                        | 15   | 2      | 95      | 80 |  |

**11. Personnel Department****A – A.P.S.C.****B – Assam Administrative Tribunal**

In total the Directorates have 172 persons in Class-III and Grade-IV and out of that 28 (20 in Class-III and 7 in Grade-IV) posts are reserved. Out of 20 Class-III posts 20 posts are filled up and all the posts of 4<sup>th</sup> Grade are filled up. Backlog figures are 7.

In respect of promotional posts out of 24 class-I posts 2 have been reserved but not filled up. Out of 13 posts in class-II, 2 posts are reserved for ST and one is filled up. In class-III out of 7 posts 3 posts are reserved and one is filled up while in 4<sup>th</sup> Grade out of 7 posts 1 post is reserved and filled up. Total backlog figures are 5.

In respect of direct recruitment the reasons shown by the Directorate are : 1. Grade-I and II posts are promotional posts, 2. 4 promotional posts of UDA in Grade-III could not be filled up due to death of experienced incumbent. 3. Administrative appoints 4. Appointment before Rules framed under Act.

In respect of promotional posts the reasons for backlog are : 1. Qualified candidates are not available, 2. Administrative. Details are in Tables 29 and 30.

**TABLE-29**

| Name of the deptt./ org.         | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts   |
|----------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|--|
|                                  |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |  |
|                                  |                   |                 |                 |                           | Male | Female |         |    |  |
| 1.APSC                           | I                 | 6               | 1               | 4                         |      |        | 2       | 1  | 1.Gr. I & II – promotional post<br>2.4 promotional post of UDA in Gr. III could not be filled up due to dearth of experienced incumbents.<br>3.administrative<br>4.appointment before Rules framed under Act |
| 2. Assam Administrative Tribunal | II                |                 |                 |                           |      |        |         |    |  |
|                                  | III               | 122             | 20              | 114                       | 9    | 5      | 8       | 6  |  |
|                                  | IV                | 44              | 7               | 41                        | 7    |        | 3       |    |  |
|                                  | Total             | 172             | 28              | 159                       | 16   | 5      | 13      | 7  |  |

**TABLE - 30**

| Name of the deptt./ org.         | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts                            |
|----------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---|
|                                  |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |   |
|                                  |                   |                 |                 |                           | Male | Female |         |    |   |
| 1.APSC                           | I                 | 24              | 2               | 18                        |      |        | 4       | 2  | 1. qualified candidates are not available<br>2.administrative |
| 2. Assam Administrative Tribunal | II                | 13              | 2               | 13                        | 1    |        |         | 1  |   |
|                                  | III               | 7               | 3               | 7                         |      | 1      |         | 2  |   |
|                                  | IV                | 7               | 1               | 7                         | 1    |        |         |    |   |
|                                  | Total             | 51              | 8               | 47                        | 2    | 1      | 4       | 5  |   |

**12. Planning and Development Department****A – Economics and Statistics****B – Evaluation and Monitoring**

The two Directorates have a total intake capacity of 691 personnel in Grade-III and Grade-IV. In grade-III out of 650 posts 97 are reserved and 92 are filled up while out of 41 IV grade posts 6 posts are reserved and all are filled up. Total backlog is 5.

As regards posts filled by promotion, out of 650 grade-III posts 97 are reserved for ST and out of that 54 posts are filled up. The total backlog is 43.

Reasons are – In the direct recruitment category 'qualified candidates' are not available.

. In promotional category the reason is 'dearth of candidates in the zone of consideration.'

Details are in Tables 31 and 32.

**TABLE - 31**

| Name of the deptt./ org.    | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts        |
|-----------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---|
|                             |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |   |
|                             |                   |                 |                 |                           | Male | Female |         |    |   |
| Planning & development      |                   |                 |                 |                           |      |        |         |    | 1. qualified candidates are not available |
| 1. Economics and Statistics | I                 |                 |                 |                           |      |        |         |    |   |
|                             | II                |                 |                 |                           |      |        |         |    |   |
| 2. Evaluation & Monitoring  | III               | 650             | 97              | 650                       | 86   | 6      |         | 5  |   |
|                             | IV                | 41              | 6               | 41                        | 6    |        |         |    |   |
|                             | Total             | 691             | 103             | 691                       | 92   | 6      |         | 5  |   |

**TABLE - 32**

| Name of the deptt./ org.    | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts                   |
|-----------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|--|
|                             |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |  |
|                             |                   |                 |                 |                           | Male | Female |         |    |  |
| Planning & development      |                   |                 |                 |                           |      |        |         |    | 1. dearth of candidates in the zone of consideration |
| 1. Economics and Statistics | I                 |                 |                 |                           |      |        |         |    |  |
|                             | II                |                 |                 |                           |      |        |         |    |  |
| 2. Evaluation & Monitoring  | III               | 650             | 97              | 374                       | 54   |        | 276     | 43 |  |
|                             | IV                |                 |                 |                           |      |        |         |    |  |
|                             | Total             | 650             | 97              | 374                       | 54   |        | 276     | 43 |  |

**13. Finance Department**

- A – Director, Financial Inspection**
- B – Director, Local Accounts,**
- C – Director, Accounts,**
- D – Director, Small Savings,**
- E – Commissioner of Taxes,**
- F – Director, State Lotteries.**

There are altogether 156 sanctioned posts in 6 Directorates. Out of 156, there are 46 reserved posts in all the four categories. In Grade-I out of 21 posts 3 posts, in Grade-II out of 94, 14 posts, in Grade-III out of 42 posts, 6 posts and Grade-IV out of 156 posts, 23 posts have been reserved for STs. In Grade-III all the 6 reserved seats remain unfilled and in Grade-IV out of 23 reserved posts, 21 posts have been filled up. The total backlog is 8.

Regarding promotional posts out of 218 posts 32 posts in all categories have been reserved for STs. In Grade-I out of 31 posts, 4 posts, in Grade-II out of 96 posts 14 posts, in Grade-III out of 85, 13 posts and in Grade-IV out of 6 posts 1 post have been reserved for STs. In Grade-I 2 reserved posts, in Grade-III 7 reserved posts and in Grade-IV the single post have been filled up. The total backlog is 22.

The reasons shown by the Directorates in Direct recruitment 'one No. of Grade-III reserved post had been filled up on 1.11.07. I and II Roster maintained by Government – Qualified candidates are not available. Employment Exchange has been requested to furnish the name of the ST candidates for appointment to clear the backlog. Data of Directorate of State Lotteries are not available.

Details are shown in Tables 33 and 34.

**TABLE - 33**

| Name of the deptt./ org.          | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts  |
|-----------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---|
|                                   |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |   |
|                                   |                   |                 |                 |                           | Male | Female |         |    |   |
| Finance                           |                   |                 |                 |                           |      |        |         |    |   |
| 1. Director, Financial Inspection | I                 | 21              | 3               | 0                         | 0    | 0      | 0       | 0  | *One no of Grade III post have been filled up on 1.11.07<br>* I and II- Roster maintained by Govt.<br>*Qualified candidates not available.<br>*Employment Exchange has been requested to furnish the name of the ST candidates for appointment to clear the backlog |
|                                   | II                | 94              | 14              | 0                         | 0    | 0      | 0       | 0  |   |
| 2. Director, Local Accounts       | III               | 42              | 6               | 41                        | 0    | 0      | 1       | 6  |   |
|                                   | IV                | 156             | 23              | 30                        | 21   | 0      | 126     | 2  |   |
|                                   | Total             |                 | 46              | 71                        | 21   | 0      | 127     | 8  |   |
| 3. Director, Accounts             |                   |                 |                 |                           |      |        |         |    |   |
| 4. Director, Small Savings        |                   |                 |                 |                           |      |        |         |    |   |
| 5. Commissioner, Taxes            |                   |                 |                 |                           |      |        |         |    |   |
| 6. Director State Lottery         |                   |                 |                 |                           |      |        |         |    |   |

**TABLE - 34**

| Name of the deptt./ org.          | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts  |
|-----------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---|
|                                   |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |   |
|                                   |                   |                 |                 |                           | Male | Female |         |    |   |
| Finance                           |                   |                 |                 |                           |      |        |         |    |   |
| 1. Director, Financial Inspection | I                 | 31              | 4               | 8                         | 2    | 0      | 23      | 2  | *One post of Grade III have been promoted to Grade II (ie Supdt on 4.10.99)<br>*Qualified candidates not available. |
|                                   | II                | 96              | 14              | 0                         | 0    | 0      | 2       | 14 |   |
|                                   | III               | 85              | 13              | 6                         | 6    | 1      | 61      | 6  |   |
| 2. Director, Local Accounts       | IV                | 6               | 1               | 1                         | 1    | 0      | 4       | 0  |   |
|                                   | Total             | 218             | 32              | 15                        | 9    | 1      | 170     | 22 |   |
| 3. Director, Accounts             |                   |                 |                 |                           |      |        |         |    |   |
| 4. Director, Small Savings        |                   |                 |                 |                           |      |        |         |    |   |
| 5. Commissioner, Taxes            |                   |                 |                 |                           |      |        |         |    |   |
| 6. Director State Lottery         |                   |                 |                 |                           |      |        |         |    |   |

#### 14. Department of Irrigation

##### A – Chief Engineer, Irrigation

In Grade-III and Grade-IV the Directorate has a total sanctioned posts of 18,827 and out of these 1824 posts are reserved for STs. Out of the huge number of reserved posts only 208 posts have been filled up. In Grade-III balance of reserved post is 798 while 1820 reserved posts in Grade-IV only 6 have been shown as filled up. Keeping a balance of 1814. The total backlog is a whopping 2612 Nos.

As regards promotional posts the Directorate has shown 6695 in Grade-II as sanctioned strength arranging 1004 posts reserved for STs. The filled up column in respect of STs shows that 118 posts (99 male and 19 female) are filled up. Thus 886 posts remain in backlog category.

The reasons shown in (Table-29) are 'The posts could not be filled up due to non receipt of permission for concerned authority.'

In respect of promotion (Table 30) the reasons are 'Due to non availability of ST candidates under zone of consideration the backlog could not be cleared. Details are shown in Tables 35 and 36.

**TABLE – 35**

| Name of the deptt./ org.                 | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |      | Reason for not filling up ST posts   |
|--|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|------|--|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST   |  |
|  |                   |                 |                 |                           | Male | Female |         |      |  |
| Irrigation<br>Chief Engineer, Irrigation | I                 | 0               | 0               | 0                         | 0    | 0      | 0       | 0    | The posts could not be filled up due to non-receipt of permission from concerned authority |
|  | II                | 0               | 0               | 0                         | 0    | 0      | 0       | 0    |  |
|  | III               | 6695            | 1004            | 991                       | 872  | 119    | 5704    | 798  |  |
|  | IV                | 12132           | 1820            | 1814                      | 6    | 0      | 10318   | 1814 |  |
|  | Total             | 18827           | 2824            | 2805                      | 89   | 119    | 16022   | 2612 |  |

**TABLE – 36**

| Name of the deptt./ org.                 | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |     | Reason for not filling up ST posts  |
|--|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|-----|---|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST  |   |
|  |                   |                 |                 |                           | Male | Female |         |     |   |
| Irrigation<br>Chief Engineer, Irrigation | I                 | 0               | 0               | 0                         | 0    | 0      | 0       | 0   | Due to non availability of ST candidates under zone of consideration the backlog could not be cleared |
|  | II                | 0               | 0               | 0                         | 0    | 0      | 0       | 0   |   |
|  | III               | 0               | 0               | 0                         | 0    | 0      | 0       | 0   |   |
|  | IV                | 6695            | 1004            | 118                       | 99   | 19     | 6577    | 886 |   |
|  | Any other         | 12132           | 1820            | 0                         |      |        |         |     |   |
|  | TOTAL             |                 |                 |                           |      |        |         |     |   |

## 15. Home Department

Following Directorates of Home Department are submitting information regarding reservation of STs.

1. Director General of Police,
2. Inspector General of Prisons,
3. Director, Civil Defence and Home,
4. Director of Fire Services.

Out of 1466 personnel in four categories, 220 posts have been earmarked as reserved for STs. But only 6 reserved posts have been filled up keeping 197 posts as back log.

The break up of reserved posts is in Grade-II out of 12, 2 in Grade-III out of 1412, 212 and in Grade-IV out of 38, 6 posts are reserved. The 2 posts in Grade-II remain unfilled while out of 212 Grade-III posts only 19 posts are filled up. The total backlog is 197.

In respect of promotional posts out of 12 posts in Grade-II, 2 posts are reserved which are unfilled. Out of 569 Grade-III posts 85 posts are reserved for ST and only 59 posts are filled up. The backlog is 28. Reason shown in respect of Direct recruitment is qualified candidates are not available. No reason has been shown in respect of promotional posts. Details are shown in tables 37 and 38.

**TABLE - 37**

| Name of the deptt./ org.   | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |          | Balance     |            | Reason for not filling up ST posts |
|--|-------------------|-----------------|-----------------|---------------------------|-----------|----------|-------------|------------|------------------------------------|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST        |          | Total       | ST         |                                    |
|  |                   |                 |                 |                           | Male      | Female   |             |            |                                    |
| Home Deptt<br>1. Director General of Police<br>2. Inspector General of Prison<br>3. Director, civil defence & home<br>4. Director, Fire Services | I                 | 4               | 0               | 0                         | 0         | 0        | 0           | 0          | Qualified candidates not available |
|  | II                | 12              | 2               | 0                         | 0         | 0        | 12          | 2          |                                    |
|  | III               | 1412            | 212             | 154                       | 15        | 4        | 1239        | 193        |                                    |
|  | IV                | 38              | 6               | 4                         | 2         | 2        | 0           | 2          |                                    |
|  | Any other         | 0               | 0               | 0                         | 0         | 0        | 0           | 0          |                                    |
|  | <b>TOTAL</b>      | <b>1466</b>     | <b>220</b>      |                           | <b>17</b> | <b>6</b> | <b>1251</b> | <b>197</b> |                                    |

**TABLE - 38**

| Name of the deptt./ org.   | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|--|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|  |                   |                 |                 |                           | Male | Female |         |    |                                    |
| Home Deptt<br>1. Director General of Police<br>2. Inspector General of Prison<br>3. Director, civil defence & home<br>4. Director, Fire Services | I                 | 4               | 0               | 0                         | 0    | 0      | 0       | 0  |                                    |
|  | II                | 12              | 2               | 0                         | 0    | 0      | 12      | 2  |                                    |
|  | III               | 569             | 85              | 59                        | 59   | 0      | 45      | 26 |                                    |
|  | IV                | 0               | 0               | 0                         | 0    | 0      | 0       | 0  |                                    |
|  | Any other         | 0               | 0               | 0                         | 0    | 0      | 0       | 0  |                                    |
|  | <b>TOTAL</b>      |                 |                 |                           |      |        |         |    |                                    |

## 16. Panchayat and Public Grievance Department

### A – Directorate of Pension

Out of 16 total employees in all the categories, one post is reserved in Grade-III which is unfilled. Some is the position in case of promotional posts.

Reason for not filling the single post is not shown. TABLE – 39 and 40

**TABLE 39**

| Name of the deptt./ org.      | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|-------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                               |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                               |                   |                 |                 |                           | Male | Female |         |    |                                    |
| PPG<br>Directorate of Pension | I                 | 3               | 0               | 3                         | 0    | 0      | 0       | 0  |                                    |
|                               | II                | 1               | 0               | 1                         | 0    | 0      | 0       | 0  |                                    |
|                               | III               | 8               | 1               | 7                         | 0    | 0      | 1       | 1  |                                    |
|                               | IV                | 4               | 0               | 4                         | 0    | 0      | 0       | 0  |                                    |
|                               | Any other         |                 |                 |                           |      |        |         |    |                                    |
|                               | <b>TOTAL</b>      | 16              | 1               | 15                        | 0    | 0      | 1       | 1  |                                    |

**TABLE 40**

| Name of the deptt./ org.      | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|-------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                               |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                               |                   |                 |                 |                           | Male | Female |         |    |                                    |
| PPG<br>Directorate of Pension | I                 | 3               | 0               | 3                         | 0    | 0      | 0       | 0  |                                    |
|                               | II                | 1               | 0               | 1                         | 0    | 0      | 0       | 0  |                                    |
|                               | III               | 8               | 1               | 7                         | 0    | 0      | 1       | 1  |                                    |
|                               | IV                | 4               | 0               | 4                         | 0    | 0      | 0       | 0  |                                    |
|                               | Any other         |                 |                 |                           |      |        |         |    |                                    |
|                               | <b>TOTAL</b>      | 16              | 1               | 15                        | 0    | 0      | 1       | 1  |                                    |

## 17. Department of Animal Husbandry and Veterinary

### A – Directorate of Veterinary

### B – Directorate of Dairy Development

Out of a total 286 sanctioned posts in all the four categories 88 posts are reserved for STs. In Grade-I out of 70, 10 posts, in Grade-II out of 10, 1, in Grade-III out of 237, 35 and in Grade – IV out of 286, 43 posts have been reserved for ST. Out of the reserved posts 46 nos., one each in Grade-I and II, 20 in Grade-III and 24 in Grade-IV have been filled up. The backlog in Grade-I = 9, grade-III = 15 and in Grade-IV = 19.

In sanctioned posts under promotion totaling 72, 11 posts have been reserved for STs. The break up is 4 in Grade-5, 6 in grade-III and 1 in grade-IV. None of the reserved posts has been filled up.

The reasons shown in Direct recruitment are 'Candidates not available, Finance (SIU) approval not received.

In case of promotional posts the reason for non fulfillment of reserved is 'Finance approval is not received.' Details are shown in Tables 41 and 42.

**TABLE 41**

| Name of the deptt./ org.            | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |          | Balance   |           | Reason for not filling up ST posts                                     |
|-------------------------------------|-------------------|-----------------|-----------------|---------------------------|-----------|----------|-----------|-----------|--|
|                                     |                   | Sanctioned post | Reserved for ST | Total                     | ST        |          | Total     | ST        |  |
|                                     |                   |                 |                 |                           | Male      | Female   |           |           |  |
| Animal Husbandry & veterinary       |                   |                 |                 |                           |           |          |           |           |  |
| 1. Directorate of veterinary        | I                 | 70              | 10.5            | 42                        | 1         | -        | 28        | 9         | 1. Candidates not available.<br>2. Finance (SIU) approval not received |
| 2. Directorate of Dairy Development | II                | 10              | 1               | 10                        | 1         | -        | 0         | -         |  |
|                                     | III               | 237             | 35              | 198                       | 20        | -        | 39        | 15        |  |
|                                     | IV                | 286             | 43              | 281                       | 20        | 4        | 5         | 19        |  |
|                                     | Any other         |                 |                 |                           |           |          |           |           |  |
|                                     | <b>TOTAL</b>      | <b>603</b>      | <b>89</b>       | <b>531</b>                | <b>42</b> | <b>4</b> | <b>72</b> | <b>43</b> |  |

**TABLE 42**

| Name of the deptt./ org.            | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance   |           | Reason for not filling up ST posts |
|-------------------------------------|-------------------|-----------------|-----------------|---------------------------|----------|----------|-----------|-----------|------------------------------------|
|                                     |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total     | ST        |                                    |
|                                     |                   |                 |                 |                           | Male     | Female   |           |           |                                    |
| Animal Husbandry & veterinary       |                   |                 |                 |                           |          |          |           |           |                                    |
| 1. Directorate of veterinary        | I                 | 28              | 4               | 3                         | -        | -        | 25        | 34        | Finance approval not received      |
| 2. Directorate of Dairy Development | II                | -               | -               | -                         | -        | -        | -         | -         |                                    |
|                                     | III               | 39              | 6               | 4                         | -        | -        | 35        | 6         |                                    |
|                                     | IV                | 5               | 0.7             | 0.5                       | -        | -        | 4         | 1         |                                    |
|                                     | Any other         |                 |                 |                           | -        | -        |           |           |                                    |
|                                     | <b>TOTAL</b>      | <b>72</b>       | <b>11</b>       | <b>8</b>                  | <b>-</b> | <b>-</b> | <b>64</b> | <b>11</b> |                                    |

### 18. Food and Civil Supplies Department

**A – Director, Food and Civil Supplies,**

**B – Controller, Legal Meteorology,**

Out of 291 sanctioned posts in Grade-III and Grade-IV, 22 in Grade-III and 21 posts in Grade – IV have been reserved for ST and all the reserved posts had been filled up.

In promotional categories out of 27 posts in grade-III, 4 posts have been reserved for ST and all the posts had been filled up.

Reasons for non reservation of Grade-I and Grade-II posts are – 'Appointment and promotion of class-I and II posts are made by Government. Details are shown in Tables 43 and 44.



**TABLE 43**

| Name of the deptt./ org.           | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |          | Balance   |          | Reason for not filling up ST posts                                  |
|------------------------------------|-------------------|-----------------|-----------------|---------------------------|-----------|----------|-----------|----------|---|
|                                    |                   | Sanctioned post | Reserved for ST | Total                     | ST        |          | Total     | ST       |   |
|                                    |                   |                 |                 |                           | Male      | Female   |           |          |   |
| Food & civil Supplies              |                   |                 |                 |                           |           |          |           |          |   |
| 1. Director, Food & civil Supplies | I                 | -               | -               | -                         | -         | -        | -         | -        | Appointment and promotion of Class-I and II Posts are made by Govt. |
|                                    | II                | -               | -               | -                         | -         | -        | -         | -        |   |
|                                    | III               | 148             | 22              | 121                       | 21        | 1        | 27        | 0        |   |
|                                    | IV                | 143             | 21              | 114                       | 20        | 1        | 29        | 0        |   |
|                                    | Any other         |                 |                 |                           |           |          |           |          |   |
|                                    | <b>TOTAL</b>      | <b>291</b>      | <b>43</b>       | <b>235</b>                | <b>41</b> | <b>2</b> | <b>56</b> | <b>0</b> |   |

**TABLE - 44**

| Name of the deptt./ org.           | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance  |          | Reason for not filling up ST posts   |
|------------------------------------|-------------------|-----------------|-----------------|---------------------------|----------|----------|----------|----------|--|
|                                    |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total    | ST       |  |
|                                    |                   |                 |                 |                           | Male     | Female   |          |          |  |
| Food & civil Supplies              |                   |                 |                 |                           |          |          |          |          |  |
| 1. Director, Food & civil Supplies | I                 | -               | -               | -                         | -        | -        | -        | -        | Appointment and promotion of Class-I and II Posts are made by Govt. 1 backlog for ST (H) due to non availability of candidates |
|                                    | II                | -               | -               | -                         | -        | -        | -        | -        |  |
|                                    | III               | 27              | 4               | 27                        | 4        | 0        | 0        | 0        |  |
|                                    | IV                | -               | -               | -                         | -        | -        | -        | -        |  |
|                                    | Any other         |                 |                 |                           |          |          |          |          |  |
| 2. Controller, Legal Meterology    |                   |                 |                 |                           |          |          |          |          |  |
|                                    | <b>TOTAL</b>      | <b>27</b>       | <b>4</b>        | <b>27</b>                 | <b>4</b> | <b>0</b> | <b>0</b> | <b>0</b> |  |

**19. Labour and Employment Department**

- A – Commissioner Labour,**
- B – Chief Inspector of Boilers,**
- C – Chief Inspector of Factories,**
- D – Director, Employment and Craftsman Training**
- E – Administrative Medical Officer, ESI Schemes.**

Out of 203 sanctioned posts 20 posts have been reserved for STs. 27 reserved posts (24 men and 3 women) were filled up and 2 remain to be fulfilled.

In respect of promotion posts out of 39, 6 posts have been reserved for STs and 3 posts were filled. Backlog is 3.

Reasons – In Direct Recruitment '3 Nos. of vacant posts of Inspector of Boilers not yet been filled up. 9 ST incumbent resigned and one ST incumbent died during service and his wife was appointed on compassionate ground.

In respect of promotion the reason of backlog was 'ST candidates were in the zone of consideration.' Details are in Tables 45 and 46.

**TABLE 45**

| Name of the deptt./ org.                      | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |          | Balance   |          | Reason for not filling up ST posts   |
|---|-------------------|-----------------|-----------------|---------------------------|-----------|----------|-----------|----------|--|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST        |          | Total     | ST       |  |
|   |                   |                 |                 |                           | Male      | Female   |           |          |  |
| 1. Commissioner, Labour                       |                   |                 |                 |                           |           |          |           |          | # 3 no.s of vacant posts of IB not yet been filled up.<br><br>#1ST incumbent resigned & 1 ST incumbent died during service & his wife was appointed on compassionate ground. |
| 2.Chief Inspector of Boilers                  | I                 | 51              | 7.69            | 17                        | 6         | -        | 12        | 1        |  |
|   | II                | 4               | -+0             | -                         | -         | -        | 1         | -        |  |
|   | III               | 77              | 12.2            | 33                        | 10        | 2        | 34        | -        |  |
|   | IV                | 71              | 10.1            | 29                        | 8         | 1        | 33        | 1        |  |
| 3.Chief Inspector of Factories                | Any other         |                 |                 |                           |           |          |           |          |  |
| 4. Director, Employment & Craftsman Training  |                   |                 |                 |                           |           |          |           |          |  |
| 5. Administrative Medical Officer, ESI Scheme |                   |                 |                 |                           |           |          |           |          |  |
|   | <b>TOTAL</b>      | <b>203</b>      | <b>29</b>       | <b>79</b>                 | <b>24</b> | <b>3</b> | <b>80</b> | <b>2</b> |  |

**TABLE 46**

| Name of the deptt./ org.                      | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance   |          | Reason for not filling up ST posts                 |
|---|-------------------|-----------------|-----------------|---------------------------|----------|----------|-----------|----------|--|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total     | ST       |  |
|   |                   |                 |                 |                           | Male     | Female   |           |          |  |
| 1. Commissioner, Labour                       |                   |                 |                 |                           |          |          |           |          | ST candidates was not in the zone of consideration |
| 2.Chief Inspector of Boilers                  | I                 | 13              | 2               | 6                         | -        | -        | 7         | 2        |  |
| 3.Chief Inspector of Factories                | II                | 1               | -               | -                         | -        | -        | 1         | -        |  |
| 4. Director, Employment & Craftsman Training  | III               | 23              | 3.35            | 6                         | 2        | -        | 15        | 1        |  |
| 5. Administrative Medical Officer, ESI Scheme | IV                | 2               | 1               | 2                         | 1        | -        | -         | -        |  |
|   | Any other         |                 |                 |                           | -        | -        |           |          |  |
|   | <b>TOTAL</b>      | <b>39</b>       | <b>6.35</b>     | <b>14</b>                 | <b>3</b> | <b>-</b> | <b>23</b> | <b>3</b> |  |

**20. Urban Development Department****A – Directorate of Town and Country Planning**

The Directorate has a sanctioned posts numbering 509 and out of that 74 posts have been reserved for STs. The break up reserved posts is a Class-I – 2, out of 19 Class-II, 1 out of 13 posts, class –III 44, out of 294 and grade-IV 27 out of 183. The filled up column of reserved post shows that

40 male and 8 female have been appointed. 26 reserved posts are yet to be filled up. The break up of unfilled reserved posts is class -III = 12, Grade - IV = 14.

In promotional posts out of total sanctioned posts of 99, 14 posts have been reserved for STs. 10 reserved posts (8 male and 2 female) have been filled up and 4 posts remain to be filled up.

The reasons shown are - 'The post of R.A. is direct recruitment and promotional Administrative.'

In pension the reason for backlog is mentioned as 'Administrative.' Details are in Tables 47-48.

**TABLE - 47**

| Name of the deptt./ org.                                    | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |          | Balance    |           | Reason for not filling up ST posts                                 |
|---|-------------------|-----------------|-----------------|---------------------------|-----------|----------|------------|-----------|--|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST        |          | Total      | ST        |  |
|   |                   |                 |                 |                           | Male      | Female   |            |           |  |
| URBAN DEVELOPMENT<br>Directorate of Town & country PLanning | I                 | 19              | 2               | 4                         | 2         | -        | 13         | -         | The Post of RA is direct recruitment & Promotional. Administrative |
|   | II                | 13              | 1               | 1                         | 1         | -        | 11         | -         |  |
|   | III               | 294             | 44              | 35                        | 26        | 6        | 27         | 12        |  |
|   | IV                | 183             | 27              | 13                        | 11        | 2        | 157        | 14        |  |
|   | Any other         |                 |                 |                           |           |          |            |           |  |
|   | <b>TOTAL</b>      | <b>509</b>      | <b>74</b>       | <b>53</b>                 | <b>40</b> | <b>8</b> | <b>408</b> | <b>26</b> |  |

**TABLE - 48**

| Name of the deptt./ org.                                    | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance   |          | Reason for not filling up ST posts |
|---|-------------------|-----------------|-----------------|---------------------------|----------|----------|-----------|----------|------------------------------------|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total     | ST       |                                    |
|   |                   |                 |                 |                           | Male     | Female   |           |          |                                    |
| URBAN DEVELOPMENT<br>Directorate of Town & country Planning | I                 | 23              | 3               | 6                         | 2        | 1        | 14        | -        | Administrative                     |
|   | II                | 7               | 1               | 1                         | 1        | -        | 5         | -        |                                    |
|   | III               | 69              | 10              | 6                         | 5        | 1        | 1         | 4        |                                    |
|   | IV                | -               | -               | -                         | -        | -        | 57        | -        |                                    |
|   | Any other         |                 |                 |                           |          |          |           |          |                                    |
|   | <b>TOTAL</b>      | <b>99</b>       | <b>14</b>       | <b>13</b>                 | <b>8</b> | <b>2</b> | <b>77</b> | <b>4</b> |                                    |

**21. General Administration Department**

- A - Trade Adviser and Director of Movements, Kolkata,
- B - Commissioner, Upper Assam Division,
- C - Commissioner, Lower Assam Division,
- D - Commissioner, N.A.D, Tezpur
- E - Commissioner, Hills and Barak Valley Division.

The 5 Directorates have a total sanctioned posts of 98 in all the categories. Reservation is maintained in Class-III and Grade-IV posts. In Class-II out of 51 posts 7 posts and in Grade-IV out of 43 posts 6 posts have been reserved for STs. Out of the reserved posts only 3 posts of Grade-IV were filled up. The backlog is 10, i.e. Class-III 7 posts and Grade- IV 3 posts.

The promotion data figures are not available. The reason for not filling up ST posts is due to non availability of suitable candidates. Table 49 shows the details.

**TABLE - 49**

| Name of the deptt./ org.                                | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance   |           | Reason for not filling up ST posts             |
|---|-------------------|-----------------|-----------------|---------------------------|----------|----------|-----------|-----------|--|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total     | ST        |  |
|   |                   |                 |                 |                           | Male     | Female   |           |           |  |
| GAD<br>1.Trade Advisor & Director of Movements, Kolkata | I                 | 3               | -               | 3                         | -        | -        | -         | -         | Due to non-availability of Suitable candidates |
|   | II                | 1               | -               | 1                         | -        | -        | -         | -         |  |
|   | III               | 51              | 7               | 23                        | -        | -        | 28        | 7         |  |
|   | IV                | 43              | 6               | 14                        | 3        | -        | 26        | 3         |  |
|   | Any other         |                 |                 |                           |          |          |           |           |  |
| 2.Commissioner, UAD , Jorhat                            |                   |                 |                 |                           |          |          |           |           |  |
| 3.Commissioner, LAD , Guwahati                          |                   |                 |                 |                           |          |          |           |           |  |
| 4.Commissioner, NAD ,Tezpur                             |                   |                 |                 |                           |          |          |           |           |  |
| 5.Commissioner, Hills & Barak Valley Division, Ghy      |                   |                 |                 |                           |          |          |           |           |  |
| <b>TOTAL</b>  |                   | <b>98</b>       | <b>13</b>       | <b>41</b>                 | <b>3</b> | <b>-</b> | <b>54</b> | <b>10</b> |  |

## 22. Department of Public Enterprise

The Department has a total sanctioned post of 8 only spread over 5 Class-I, 3 Class-III posts. One post of Class-III is reserved for ST which is duly filled up.

The promotional data part of the schedule is unfilled.

The reason shown is 'No ST vacant post.' Table 50 and 51

**TABLE - 50**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance  |          | Reason for not filling up ST posts |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|----------|----------|----------|----------|------------------------------------|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total    | ST       |                                    |
|                          |                   |                 |                 |                           | Male     | Female   |          |          |                                    |
| Public Enterprise Deptt. | I                 | 5               | -               | 3                         | -        | -        | 2        | -        | No ST vacant post                  |
|                          | II                | -               | -               | -                         | -        | -        | -        | -        |                                    |
|                          | III               | 3               | 1               | 3                         | 1        | -        | -        | -        |                                    |
|                          | IV                | -               | -               | -                         | -        | -        | -        | -        |                                    |
|                          | Any other         |                 |                 |                           |          |          |          |          |                                    |
| <b>TOTAL</b>             |                   | <b>8</b>        | <b>1</b>        | <b>6</b>                  | <b>1</b> | <b>-</b> | <b>2</b> | <b>-</b> |                                    |

**TABLE - 51**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                          |                   |                 |                 |                           | Male | Female |         |    |                                    |
| Public Enterprise Deptt  | I                 | -               | -               | -                         | -    | -      | -       | -  |                                    |
|                          | II                | -               | -               | -                         | -    | -      | -       | -  |                                    |
|                          | III               | -               | -               | -                         | -    | -      | -       | -  |                                    |
|                          | IV                | -               | -               | -                         | -    | -      | -       | -  |                                    |
|                          | Any other         | -               | -               | -                         | -    | -      | -       | -  |                                    |
|                          | TOTAL             | -               | -               | -                         | -    | -      | -       | -  |                                    |

**23. Guwahati Municipal Corporation**

The Corporation has 2455 sanctioned posts in all categories and out of that 370 posts are reserved for STs. The break up is 9 in Class-I, 24 in Class-II, 120 in Class-III and 217 in Grade-IV. Out of the reserved posts 133 posts were filled up. The backlog is 237. Same is the case in case of promotion.

The reasons shown are : 'No appointment made since 1998 except compassionate ground and employees' welfare scheme.

Regarding filling up promotional posts the reasons are – 'Candidates with requisite qualification are not available and No appointment made since 1998 except on compassionate ground and employees welfare scheme. Details are shown in Tables 52 & 53.

**TABLE - 52**

| Name of the deptt./ org.       | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |     | Reason for not filling up ST posts  |
|--------------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|-----|---|
|                                |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST  |   |
|                                |                   |                 |                 |                           | Male | Female |         |     |   |
| Guwahati Municipal Corporation | I                 | 60              | 9               | 1                         | 1    | -      |         | 8   | No appointment made since 1998 except Compassionate ground and employees welfare scheme |
|                                | II                | 158             | 24              | 5                         | 7    | 1      |         | 16  |   |
|                                | III               | 794             | 120             | 39                        | 36   | 3      |         | 81  |   |
|                                | IV                | 1443            | 217             | 85                        | 74   | 11     |         | 132 |   |
|                                | Any other         |                 |                 |                           |      |        |         |     |   |
|                                | TOTAL             | 2455            | 370             | 130                       | 118  | 15     |         | 237 |   |

**TABLE - 53**

| Name of the deptt./ org.       | Category of Posts | No of Posts     |                 | Number of Posts Filled up |            |           | Balance  |            | Reason for not filling up ST posts   |
|--------------------------------|-------------------|-----------------|-----------------|---------------------------|------------|-----------|----------|------------|--|
|                                |                   | Sanctioned post | Reserved for ST | Total                     | ST         |           | Total    | ST         |  |
|                                |                   |                 |                 |                           | Male       | Female    |          |            |  |
| Guwahati Municipal Corporation | I                 | 60              | 9               | 1                         | 1          | -         | -        | 8          | Candidates with requisite qualification are not available<br>No appointment made since 1998 except Compassionate ground and employees welfare scheme |
|                                | II                | 158             | 24              | 5                         | 7          | 1         | -        | 16         |  |
|                                | III               | 794             | 120             | 39                        | 36         | 3         | -        | 81         |  |
|                                | IV                | 1443            | 217             | 85                        | 74         | 11        | -        | 132        |  |
|                                | Any other         |                 |                 |                           |            |           |          |            |  |
|                                | <b>TOTAL</b>      | <b>2455</b>     | <b>370</b>      | <b>130</b>                | <b>115</b> | <b>15</b> | <b>-</b> | <b>237</b> |  |

**23. Health and Family Welfare Department**

- A – Directorate of Health Services,
- B – Directorate of Medical Education,
- C – Assam Medical College Hospital, Dibrugarh,
- D – Silchar Medical College Hospital, Silchar
- E – Guwahati Medical College Hospital, Guwahati,
- F – Regional Dental College, Guwahati,
- G – Regional College of Nursing, Guwahati,
- H – Government Ayurvedic College, Guwahati,
- I – S.J.N. Homeopathic Medical College, Jorhat.

Out of a total 15331 sanctioned posts in all the four categories, 2290 posts ( in class-III 1438 and in grade-IV 852) have been reserved for ST. Out of the reserved posts for ST, only 4 posts ( 1 male and 3 females) have been filled up. The break up is Class I = 1 female, Class-II = 1 female, class-III = 1 female and grade-IV = one male. There is a huge backlog of 2295.

Reasons for non filling up of ST posts is qualified candidates are not available. Information about promotion is not available. Details are in Table 54.

**TABLE - 54**

| Name of the deptt./ org.                        | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance   |             | Reason for not filling up ST posts |
|---|-------------------|-----------------|-----------------|---------------------------|----------|----------|-----------|-------------|------------------------------------|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total     | ST          |                                    |
|   |                   |                 |                 |                           | Male     | Female   |           |             |                                    |
| Health & Family welfare                         |                   |                 |                 |                           |          |          |           |             |                                    |
| 1. Directorate of health Services               | I                 | 5               |                 |                           |          | 1        |           |             | Qualified Candidates not available |
| 2. Directorate of Medical education             | II                | 32              | 4.85            | 24                        |          | 1        | 24        | 4           |                                    |
| a. Assam Medical College & Hospital, Dibrugarh  | III               | 9590            | 1438            | 1364                      |          | 1        | 17        | 1437        |                                    |
| b. Silchar Medical College & Hospital, Silchar  | IV                | 5704            | 855             | 821                       | 1        |          | 20        | 854         |                                    |
| c. Gauhati Medical College & Hospital, Gauhati  | Any other         |                 |                 |                           |          |          |           |             |                                    |
| d. regional dental College, Ghy                 |                   |                 |                 |                           |          |          |           |             |                                    |
| e. Regional College of Nursing, Ghy             |                   |                 |                 |                           |          |          |           |             |                                    |
| f. Govt Ayurvedic College, ghy                  |                   |                 |                 |                           |          |          |           |             |                                    |
| g. SJN Homeopathic Medical college, ghy         |                   |                 |                 |                           |          |          |           |             |                                    |
| h. Dr. JKS. Homeopathic Medical college, Jorhat |                   |                 |                 |                           |          |          |           |             |                                    |
| <b>TOTAL</b>                                    |                   | <b>15331</b>    | <b>2298</b>     | <b>2209</b>               | <b>1</b> | <b>3</b> | <b>61</b> | <b>2295</b> |                                    |

**24. Education Department**

1. Directorate of Higher Education, Guwahati,
2. Directorate of Secondary Education, Guwahati,
3. Directorate of Elementary Education, Guwahati,
4. Directorate of Adult Education, Guwahati,
5. Directorate of Historical and Antiquarian Studies, Guwahati,
6. Editor in Chief, District Gazetteer, Guwahati

The total sanctioned posts of all the above mentioned Directorates are 10901 and out of that 1634 posts are reserved for ST and 1432 reserved posts have been filled up, male 1022, female 410. Reservation was made in the posts of all the four categories, 30 in Class-I, 1059 in Class-II, 278 in Class-III and 267 in Grade-IV. The backlog is 202.

In promotional cases out of 1062 sanctioned posts 159 posts are reserved for ST and 98 (87 male and 11 female) posts have been filled up. The backlog is 61.

Reason – Selection process not completed. Non receipt of Govt. permission  
 Details are shown in Table 55 and 56.

**TABLE - 55**

| Name of the deptt./ org.                                | Category of Posts | No of Posts     |                 | Number of Posts Filled up |             |            | Balance    |            | Reason for not filling up ST posts                            |
|---|-------------------|-----------------|-----------------|---------------------------|-------------|------------|------------|------------|---|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST          |            | Total      | ST         |   |
|   |                   |                 |                 |                           | Male        | Female     |            |            |   |
| Education   |                   |                 |                 |                           |             |            |            |            |   |
| 1. Directorate of Higher Education, Ghy                 |                   |                 |                 |                           |             |            |            |            |   |
| 2. Directorate of Secondary Education, Ghy              | I                 | 202             | 3               | 164                       | 2           | 1          | 36         | 27         | Single post, no reservation. Selection process not completed. |
|   | II                | 7065            | 1059            | 6602                      | 692         | 296        | 459        | 71         |   |
|   | III               | 1854            | 278             | 1652                      | 164         | 53         | 184        | 61         |   |
|   | IV                | 1780            | 267             | 1523                      | 164         | 60         | 232        | 43         |   |
| 3. Directorate of Elementary Education, Ghy             | Any other         |                 |                 |                           |             |            |            |            |   |
| 4. Directorate of Adult Education, Ghy                  |                   |                 |                 |                           |             |            |            |            |   |
| 5. Directorate of Historical & antiquarian Studies, Ghy |                   |                 |                 |                           |             |            |            |            |   |
| 6. Editor in Chief, District gazetteer Ghy              |                   |                 |                 |                           |             |            |            |            |   |
|   | <b>TOTAL</b>      | <b>10901</b>    | <b>1634</b>     | <b>9941</b>               | <b>1022</b> | <b>410</b> | <b>911</b> | <b>202</b> |   |

**TABLE - 56**

| Name of the deptt./ org.                                | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |           | Balance        |           | Reason for not filling up ST posts |
|---|-------------------|-----------------|-----------------|---------------------------|-----------|-----------|----------------|-----------|------------------------------------|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST        |           | Total          | ST        |                                    |
|   |                   |                 |                 |                           | Male      | Female    |                |           |                                    |
| Education   |                   |                 |                 |                           |           |           |                |           |                                    |
| 1. Directorate of Higher Education, Ghy                 |                   |                 |                 |                           |           |           |                |           |                                    |
|   | I                 | 32              | 5               | 29                        | 2         | 1         | 2              | 2         | Non receipt of govt. permission.   |
|   | II                | 78              | 11              | 45                        | 4         | 1         | 29             | 6         |                                    |
| 2. Directorate of Secondary Education, Ghy              | III               | 726             | 109             | 645                       | 56        | 9         | 62             | 44        |                                    |
|   | IV                | 226             | 34              | 192                       | 25        |           | 18+1.9         | 9         |                                    |
| 3. Directorate of Elementary Education, Ghy             | Any other         |                 |                 |                           |           |           |                |           |                                    |
| 4. Directorate of Adult Education, Ghy                  |                   |                 |                 |                           |           |           |                |           |                                    |
| 5. Directorate of Historical & antiquarian Studies, Ghy |                   |                 |                 |                           |           |           |                |           |                                    |
| 6. Editor in Chief, District gazetteer Ghy              |                   |                 |                 |                           |           |           |                |           |                                    |
|   | <b>TOTAL</b>      | <b>1062</b>     | <b>159</b>      | <b>911</b>                | <b>87</b> | <b>11</b> | <b>111+1.9</b> | <b>61</b> |                                    |



## 25. P.W.D. (Roads and Buildings) Department

1. Directorate of Roads,
2. Directorate of Buildings

The Directorates have a total sanctioned post of 225 and out of that 33 posts have been reserved for ST. The break up is class-I = 2, class-III = 17, Grade-IV = 12. The scheduled showed an excess posting of 31 ST candidates. 58 males and 6 females from ST category were filled up.

In respect of promotion there are 43 sanctioned posts and 3 posts have been reserved for ST but not filled up. The backlog is 3.

Reason for non recruitment has not been shown. Details in Tables 57 & 58.

**TABLE - 57**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                          |                   |                 |                 |                           | Male | Female |         |    |                                    |
| PWD                      |                   |                 |                 |                           |      |        |         |    |                                    |
| 1. Roads                 |                   |                 |                 |                           |      |        |         |    |                                    |
| 2. Building              | I                 | 17              | 2               | 15                        | 4    |        | 4       |    |                                    |
|                          | II                | 13              | 2               | 9                         | 2    |        | 2       |    |                                    |
|                          | III               | 115             | 17              | 114                       | 25   | 5      | 28      |    |                                    |
|                          | IV                | 80              | 12              | 79                        | 27   | 1      | 17      |    |                                    |
|                          | Any other         |                 |                 |                           |      |        |         |    |                                    |
|                          | TOTAL             | 225             | 33              | 217                       | 58   | 6      | 51      |    |                                    |

**TABLE - 58**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                          |                   |                 |                 |                           | Male | Female |         |    |                                    |
| PWD                      |                   |                 |                 |                           |      |        |         |    |                                    |
| 1. Roads                 |                   |                 |                 |                           |      |        |         |    |                                    |
| 2. Building              | I                 | 12              |                 | 12                        |      |        |         |    |                                    |
|                          | II                | 3               |                 | 3                         |      |        |         |    |                                    |
|                          | III               | 18              | 2               | 17                        |      |        | 1       | 2  |                                    |
|                          | IV                | 10              | 1               | 8                         |      |        | 2       | 1  |                                    |
|                          | Any other         |                 |                 |                           |      |        |         |    |                                    |
|                          | TOTAL             | 43              | 3               | 40                        |      |        | 3       | 3  |                                    |

## 26. Water Resources Department

1. Chief Engineer, Flood Control, Mangaldoi Division.

There are 187 sanctioned posts in the Chief Engineer, Flood Control office and out of these 28 posts, are reserved for ST. The break up is Class-I = 1, Class - II = 1, Class-III = 12, Grade-IV = 14. Only 4 reserved posts are filled up and all by males, 3 in class-III and 1 in Grade-IV. The backlog is 24.

Some reserved posts are maintained for promotion but all remain unfilled. The backlog is 28.

Reason in both cases is 'Administrative.' Details are in Tables -59 and 60.

**TABLE – 59**

| Name of the deptt./ org.   | Category of Posts | No of Posts      |                 | Number of Posts Filled up |          |          | Balance |           | Reason for not filling up ST posts |
|--|-------------------|------------------|-----------------|---------------------------|----------|----------|---------|-----------|------------------------------------|
|  |                   | Sanct ioned post | Reserved for ST | Total                     | ST       |          | Total   | ST        |                                    |
|  |                   |                  |                 |                           | Mal e    | Fema le  |         |           |                                    |
| Water resource<br>1. Chief Engineer ,<br>Flood Control<br>• Mangalda<br>i Division | I                 | 9                | 1               |                           |          |          | 1       | 1         | Administra<br>tive                 |
|  | II                | 2                | 1               |                           |          |          | 1       | 1         |                                    |
|  | III               | 80               | 12              | 3                         | 3        |          | 5       | 9         |                                    |
|  | IV                | 96               | 14              | 1                         | 1        |          | 9       | 13        |                                    |
|  | Any other         |                  |                 |                           |          |          |         |           |                                    |
|  | <b>TOTAL</b>      |                  | <b>187</b>      | <b>28</b>                 | <b>4</b> | <b>4</b> |         | <b>16</b> |                                    |

**TABLE – 60**

| Name of the deptt./ org.   | Category of Posts | No of Posts      |                 | Number of Posts Filled up |       |         | Balance |    | Reason for not filling up ST posts |
|--|-------------------|------------------|-----------------|---------------------------|-------|---------|---------|----|------------------------------------|
|  |                   | Sancti oned post | Reserved for ST | Total                     | ST    |         | tota l  | ST |                                    |
|  |                   |                  |                 |                           | Mal e | Fema le |         |    |                                    |
| Water resource<br>1. Chief Engineer<br>, Flood Control<br>• Mangal<br>ai<br>Division | I                 | 2                | 1               |                           |       |         |         |    | Administrativ<br>e                 |
|  | II                | 2                | 1               |                           |       |         |         |    |                                    |
|  | III               | 80               | 12              |                           |       |         |         |    |                                    |
|  | IV                | 96               | 14              |                           |       |         |         |    |                                    |
|  | Any other         |                  |                 |                           |       |         |         |    |                                    |
|  | <b>TOTAL</b>      |                  | <b>187</b>      | <b>28</b>                 |       |         |         |    |                                    |

**The Current Status of Employment Against Reserved Vacancies and Current Status of Promotions.**

**PSU/Central Government**

**1. Indian Oil Corporation Ltd., Guwahati Refinery**

The Corporation has a total sanctioned post of 241; 27 in Class-I and 214 in Grade-IV. Out of these posts 4 posts of Class-I and 32 posts of Grade-IV have been reserved for ST. In the class-I reserved post 2 posts were filled up while 16 reserved posts were filled up in Grade-IV. The backlog is 18.

As regards promotional posts out of 51 posts in Class-II (8), Class-III (5) and Grade-IV (38), one post of Class-II is reserved for ST and 5 posts of Grade-IV have been reserved for ST. Only 2 posts, one each from Class-II and Grade-IV have been filled up. Total backlog figure comes to 4.

Reasons for non filling of reserved post are not shown. Tables 61 and 62.

**1. Category wise number of Posts reserved and filled up since the beginning till 31st December 2005**

**Table - 61**

| Name of the deptt./ org.                   | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |          | Balance  |           | Reason for not filling up ST posts |
|--|-------------------|-----------------|-----------------|---------------------------|-----------|----------|----------|-----------|------------------------------------|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST        |          | Total    | ST        |                                    |
|  |                   |                 |                 |                           | Male      | Female   |          |           |                                    |
| Indian oil Corporation Ltd , Ghy. refinery | I                 | 27              | 4               | 27                        | -         | 2        | -        | 2         |                                    |
|  | II                | -               | -               | -                         | -         | -        | -        | -         |                                    |
|  | III               | -               | -               | -                         | -         | -        | -        | -         |                                    |
|  | IV                | 214             | 32              | 214                       | 16        | -        | -        | 16        |                                    |
|  | Any other         |                 |                 |                           |           |          |          |           |                                    |
|  | <b>TOTAL</b>      | <b>241</b>      | <b>36</b>       | <b>241</b>                | <b>16</b> | <b>2</b> | <b>-</b> | <b>18</b> |                                    |

**Table - 62**

| Name of the deptt./ org.                  | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance  |          | Reason for not filling up ST posts |
|---|-------------------|-----------------|-----------------|---------------------------|----------|----------|----------|----------|------------------------------------|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total    | ST       |                                    |
|   |                   |                 |                 |                           | Male     | Female   |          |          |                                    |
| Indian oil Corporation Ltd , Ghy refinery | I                 | -               | -               | -                         | -        | -        | -        | -        |                                    |
|   | II                | 8               | 1               | 8                         | 1        | -        | -        | -        |                                    |
|   | III               | 5               | -               | 5                         | -        | -        | -        | -        |                                    |
|   | IV                | 38              | 5               | 38                        | 1        | -        | -        | 4        |                                    |
|   | Any other         |                 |                 |                           |          |          |          |          |                                    |
|   | <b>TOTAL</b>      | <b>51</b>       | <b>6</b>        | <b>51</b>                 | <b>2</b> | <b>-</b> | <b>-</b> | <b>-</b> |                                    |

**2. Accountant General A & E, Assam**

There are 790 sanctioned posts in the establishment. Out of 111 Class-II posts 16 posts, from 623 class = III posts 93 posts, from 66 grade-IV posts, 16 nos., 93 nos. and 10 nos. of posts have been reserved for STs. Categories wise filled up reserved posts are Class-II = 4, Class - III = 51, Grade - IV = 8, total = 64. The backlog figures are 55.

Regarding promotional posts out of 117 posts in 3 categories reserved for ST, 64 posts were filled up. The backlog is 53.

The reasons shown are :

1. No eligible officers are available for promotion, 2. Administrative.

For promotional posts – The reason shown is candidates with requisite qualifications are not available.

TABLES 63-64

**Table – 63**

| Name of the deptt./ org.      | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |           | Balance  |           | Reason for not filling up ST posts                                      |
|-------------------------------|-------------------|-----------------|-----------------|---------------------------|-----------|-----------|----------|-----------|---|
|                               |                   | Sanctioned post | Reserved for ST | Total                     | ST        |           | Total    | ST        |   |
|                               |                   |                 |                 |                           | Male      | Female    |          |           |   |
| Accountant General A&E, Assam | I                 | -               | -               | -                         | -         | -         | -        | -         | 1.No eligible officers are available for promotion<br>2. administrative |
|                               | II                | 111             | 16              | 4                         | 4         | -         | -        | 12        |   |
|                               | III               | 623             | 93              | 51                        | 41        | 10        | -        | 42        |   |
|                               | IV                | 66              | 10              | 9                         | 8         | 1         | -        | 1         |   |
|                               | Any other         | -               | -               | -                         | -         | -         | -        | -         |   |
|                               | <b>TOTAL</b>      | <b>790</b>      | <b>119</b>      | <b>64</b>                 | <b>53</b> | <b>11</b> | <b>1</b> | <b>55</b> |   |

**Table – 64**

| Name of the deptt./ org.      | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |           | Balance  |           | Reason for not filling up ST posts                       |
|-------------------------------|-------------------|-----------------|-----------------|---------------------------|-----------|-----------|----------|-----------|--|
|                               |                   | Sanctioned post | Reserved for ST | Total                     | ST        |           | Total    | ST        |  |
|                               |                   |                 |                 |                           | Male      | Female    |          |           |  |
| Accountant General A&E, Assam | I                 | -               | -               | -                         | -         | -         | -        | -         | 1. candidates with requisite qualification not available |
|                               | II                | 111             | 16              | 4                         | 4         | -         | 1        | 12        |  |
|                               | III               | 613             | 91              | 51                        | 41        | 10        | -        | 40        |  |
|                               | IV                | 66              | 10              | 9                         | 8         | 1         | -        | 1         |  |
|                               | Any other         |                 |                 |                           |           |           |          |           |  |
|                               | <b>TOTAL</b>      | <b>790</b>      | <b>117</b>      | <b>54</b>                 | <b>53</b> | <b>11</b> | <b>1</b> | <b>53</b> |  |

N B : balance post will be filled up on promotion as and when reserved category officers completed the requisite service.

### **3. Indian Institute of Entrepreneurship**

Out of 57 sanctioned posts in all the four categories 4 posts have been reserved for STs. In class-I out of 13 posts no post is reserved for ST while out of 9 posts in class-II one post is reserved for ST and from 26 posts in class-III, 3 posts have been reserved for ST. There are only 9 sanctioned posts in Grade-IV. The single reserved post is not filled up while the 3 reserved posts of class-III are filled up. There is only one backlog.

In promotional matter above data are applicable. Reason shown in Direct recruitment as well as in promotion . Action taken to fill up. Tables 65-66

**Table - 65**

| Name of the deptt./ org.             | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance  |          | Reason for not filling up ST posts |
|--------------------------------------|-------------------|-----------------|-----------------|---------------------------|----------|----------|----------|----------|------------------------------------|
|                                      |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total    | ST       |                                    |
|                                      |                   |                 |                 |                           | Male     | Female   |          |          |                                    |
| Indian Institute of Entrepreneurship | I                 | 13              | -               | -                         | -        | -        | -        | -        | 1.Action taken to fill up          |
|                                      | II                | 9               | 1               | -                         | -        | -        | 1        | 1        |                                    |
|                                      | III               | 26              | 3               | 3                         | 2        | 1        | -        | -        |                                    |
|                                      | IV                | 9               | -               | -                         | -        | -        | -        | -        |                                    |
|                                      | Any other         |                 |                 |                           |          |          |          |          |                                    |
|                                      | <b>TOTAL</b>      |                 | <b>57</b>       | <b>4</b>                  | <b>3</b> | <b>2</b> | <b>1</b> | <b>1</b> |                                    |

**Table - 66**

| Name of the deptt./ org.             | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance  |          | Reason for not filling up ST posts |
|--------------------------------------|-------------------|-----------------|-----------------|---------------------------|----------|----------|----------|----------|------------------------------------|
|                                      |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total    | ST       |                                    |
|                                      |                   |                 |                 |                           | Male     | Female   |          |          |                                    |
| Indian Institute of Entrepreneurship | I                 | 13              | -               | -                         | -        | -        | -        | -        | 1.Action taken to fill up          |
|                                      | II                | 9               | 1               | -                         | -        | -        | 1        | 1        |                                    |
|                                      | III               | 26              | 3               | 3                         | 2        | 1        | -        | -        |                                    |
|                                      | IV                | 9               | -               | -                         | -        | -        | -        | -        |                                    |
|                                      | Any other         |                 |                 |                           |          |          |          |          |                                    |
|                                      | <b>TOTAL</b>      |                 | <b>57</b>       | <b>4</b>                  | <b>3</b> | <b>2</b> | <b>1</b> | <b>1</b> |                                    |

NB: action being taken for placing the matter of advertisement and constitution of selection committee in the next E. C. meeting to be held in January 2009.

**4. Housefed**

There are 70 sanctioned posts in the organization. Out of 15 class-II posts 3 posts are reserved for ST. Similarly out of 42 class-III posts, 7 posts have been reserved for ST and out of 13 posts 3 posts have been reserved for ST. Out of 13 reserved posts 6 posts (all male) had been filled up. The backlog is 7.

The reason shown is 'under process' in both cases. Table 67-68.

**Table - 67**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |          | Balance  |           | Reason for not filling up ST posts |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|-----------|----------|----------|-----------|------------------------------------|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST        |          | Total    | ST        |                                    |
|                          |                   |                 |                 |                           | Male      | Female   |          |           |                                    |
| HOUSEFED                 | I                 | -               | -               | -                         | -         | -        | -        | -         | Under process                      |
|                          | II                | 15              | 3               | 15                        | -         | -        | 3        | 3         |                                    |
|                          | III               | 42              | 7               | 42                        | 3         | -        | 7        | 4         |                                    |
|                          | IV                | 13              | 3               | 13                        | 3         | -        | 3        | -         |                                    |
|                          | Any other         |                 |                 |                           |           |          |          |           |                                    |
|                          | <b>TOTAL</b>      |                 | <b>70</b>       | <b>13</b>                 | <b>70</b> | <b>6</b> | <b>-</b> | <b>13</b> |                                    |

**Table – 68**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance   |          | Reason for not filling up ST posts |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|----------|----------|-----------|----------|------------------------------------|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total     | ST       |                                    |
|                          |                   |                 |                 |                           | Male     | Female   |           |          |                                    |
| HOUSEFED                 | I                 | -               | -               | -                         | -        | -        | -         | -        | Under process                      |
|                          | II                | 15              | 3               | 15                        | -        | -        | 3         | 3        |                                    |
|                          | III               | 42              | 7               | 42                        | 3        | -        | 7         | 4        |                                    |
|                          | IV                | 13              | 3               | 13                        | 3        | -        | 3         | -        |                                    |
|                          | Any other         |                 |                 |                           |          |          |           |          |                                    |
|                          | <b>TOTAL</b>      | <b>70</b>       | <b>13</b>       | <b>70</b>                 | <b>6</b> | <b>-</b> | <b>13</b> | <b>7</b> |                                    |

**5. Assam Tribal Development Authority**

Except 3 class-I and 2 class-II posts all grade-III and IV posts numbering 36 are reserved for STs. Out of a total of 36 reserved post (total sanctioned posts are 41) except class-I and class-II posts, all 31 posts of class-III and grade IV were filled up from ST candidates.

In respect of promotional posts the organizations has 27 class-III posts and 24 reserved posts were filled up from ST candidates. Remaining 3 remain to be filled up. Reason – All grade-III and IV posts have been filled up from STs. Step is being taken to fill up the vacant posts in Direct recruitment as well as promotional categories. Details are shown in Tables 69-70.

1. Category wise number of Posts reserved and filled up since the beginning till 31st December 2005

**Table – 69**

| Name of the deptt./ org.           | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |          | Balance  |          | Reason for not filling up ST posts  |
|------------------------------------|-------------------|-----------------|-----------------|---------------------------|-----------|----------|----------|----------|---|
|                                    |                   | Sanctioned post | Reserved for ST | Total                     | ST        |          | Total    | ST       |   |
|                                    |                   |                 |                 |                           | Male      | Female   |          |          |   |
| Assam Tribal Development Authority | I                 | 3               | -               | 3                         | -         | -        | -        | -        | All gr III and IV have been filled up from ST. step is being taken to fill up the vacant post |
|                                    | II                | 2               | -               | 2                         | -         | -        | -        | -        |   |
|                                    | III               | 27              | -               | 24                        | 17        | 7        | 3        | -        |   |
|                                    | IV                | 9               | -               | 7                         | 5         | 2        | 2        | -        |   |
|                                    | Any other         |                 |                 |                           |           |          |          |          |   |
|                                    | <b>TOTAL</b>      | <b>41</b>       | <b>-</b>        | <b>36</b>                 | <b>22</b> | <b>9</b> | <b>5</b> | <b>-</b> |   |

**Table -70**

| Name of the deptt./ org.           | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance  |          | Reason for not filling up ST posts             |
|------------------------------------|-------------------|-----------------|-----------------|---------------------------|----------|----------|----------|----------|--|
|                                    |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total    | ST       |  |
|                                    |                   |                 |                 |                           | Male     | Female   |          |          |  |
| Assam Tribal Development Authority | I                 | -               | -               | -                         | -        | -        | -        | -        | step is being taken to fill up the vacant post |
|                                    | II                | -               | -               | -                         | -        | -        | -        | -        |  |
|                                    | III               | 27              | -               | 24                        | 17       | 7        | 3        | -        |  |
|                                    | IV                | -               | -               | -                         | -        | -        | -        | -        |  |
|                                    | Any other         |                 |                 |                           |          |          |          |          |  |
|                                    | <b>TOTAL</b>      | <b>27</b>       | <b>-</b>        | <b>24</b>                 | <b>-</b> | <b>7</b> | <b>3</b> | <b>-</b> |  |

**6. Indian Institute of Handloom Technology**

There are altogether 35 sanctioned posts. The break up is class-I = 3, class-II = 5, class-III = 15, grade-IV = 12. Only 3 posts of class-III and 2 posts of grade-IV have been reserved for STs and all the 5 reserved posts were filled up by ST female candidates.

In case of promotional posts, reservation is maintained only in class-iii posts were 2 Nos of posts are reserved and both the posts were filled up. Details in Tables 71-72.

**Table -71**

| Name of the deptt./ org.                | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance  |          | Reason for not filling up ST posts |
|---|-------------------|-----------------|-----------------|---------------------------|----------|----------|----------|----------|------------------------------------|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total    | ST       |                                    |
|   |                   |                 |                 |                           | Male     | Female   |          |          |                                    |
| Indian Institute of Handloom technology | I                 | 3               | -               | 2                         | -        | -        | 1        | -        |                                    |
|   | II                | 5               | -               | 4                         | -        | -        | 1        | -        |                                    |
|   | III               | 15              | 3               | 15                        | -        | 3        | -        | -        |                                    |
|   | IV                | 12              | 2               | 12                        | -        | 2        | -        | -        |                                    |
|   | Any other         |                 |                 |                           |          |          | -        | -        |                                    |
|   | <b>TOTAL</b>      | <b>35</b>       | <b>5</b>        | <b>33</b>                 | <b>-</b> | <b>5</b> | <b>-</b> | <b>-</b> |                                    |

**Table - 72**

| Name of the deptt./ org.                | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance  |          | Reason for not filling up ST posts |
|---|-------------------|-----------------|-----------------|---------------------------|----------|----------|----------|----------|------------------------------------|
|   |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total    | ST       |                                    |
|   |                   |                 |                 |                           | Male     | Female   |          |          |                                    |
| Indian Institute of Handloom technology | I                 | 3               | -               | -                         | -        | -        | -        | -        |                                    |
|   | II                | 5               | -               | 1                         | -        | -        | -        | -        |                                    |
|   | III               | 15              | 2               | 6                         | 1        | 1        | -        | -        |                                    |
|   | IV                | 12              | -               | 1                         | -        | -        | -        | -        |                                    |
|   | Any other         |                 |                 |                           |          |          |          |          |                                    |
|   | <b>TOTAL</b>      | <b>35</b>       | <b>2</b>        | <b>8</b>                  | <b>1</b> | <b>1</b> | <b>-</b> | <b>-</b> |                                    |

## 7. Tezpur University

The University authority shows 10 reserved posts out of the 170 sanctioned posts. The break up is 32 posts in class-I, 15 in class-II, 53 in class-III and 70 in grade-IV. Considering 15 pc reservation for ST the total reserved posts should have been 23. However, the 2 reserved posts in class-I remain to be filled up and remaining 8 reserved posts were filled up from ST candidates. The break up of filled up reserved posts in class-II =1, class-III = 4 and grade – IV = 3.

The reason for backlog in class-I post is 'candidate with requisite qualification are not available'. Regular DPCs are not held. Table 73.

**Table - 73**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts                       |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|--|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |  |
|                          |                   |                 |                 |                           | Male | Female |         |    |  |
| Tezpur University        | I                 | 32              | 5               | 26                        | -    | -      | 6       | 2  | 1. candidates with requisite qualification not available |
|                          | II                | 15              | 1               | 15                        | 1    | -      | -       | -  |  |
|                          | III               | 53              | 7               | 53                        | 2    | 2      | -       | -  |  |
|                          | IV                | 70              | 10              | 70                        | 2    | 1      | -       | -  |  |
|                          | Any other         |                 |                 |                           |      |        |         |    |  |
|                          | TOTAL             | 170             | 23              | 164                       | 5    | 3      | 6       | 2  |  |

NB : Regular DPCs not held

## 8. Reserve Bank of India

The total strength of employees of the bank is 91 and out of that 19 posts have been reserved for ST. The break up is out of 53 class III posts, 11, and out of 38 grade IV posts 8 posts are reserved. The number of posts reserved for ST however exceed as 13 (12 male and 1 female) posts in class III and 23 in grade IV posts all male have been filled up from ST category.

As regards promotional figures, out of a total of 90, 24 posts have been reserved for ST, 16 in class III and 8 in grade IV. All the reserved posts under class III have been filled up. In grade IV the reserved quota exceeds as 9 posts have been filled up.

Reason – Grade-I posts are filled up by Central office, Mumbai and Rosters are maintained by them. Tables 74-75.

1. Category wise number of Posts reserved and filled up since the beginning till 31st December 2005



**Table – 74**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                  | Number of Posts Filled up |           |          | Balance   |    | Reason for not filling up ST posts                                    |
|--------------------------|-------------------|-----------------|------------------|---------------------------|-----------|----------|-----------|----|---|
|                          |                   | Sanctioned post | Reserve d for ST | Total                     | ST        |          | Total     | ST |   |
|                          |                   |                 |                  |                           | Male      | Female   |           |    |   |
| Reserve Bank of India    | I                 |                 |                  |                           |           |          |           |    | Gr I are made by central office Mumbai and rosters maintained by them |
|                          | II                |                 |                  |                           |           |          |           |    |   |
|                          | III               | 53              | 11               | 53                        | 12        | 1        | 13        |    |   |
|                          | IV                | 38              | 8                | 38                        | 23        |          | 23        |    |   |
|                          | Any other         |                 |                  |                           |           |          |           |    |   |
|                          | <b>TOTAL</b>      | <b>91</b>       | <b>19</b>        | <b>91</b>                 | <b>35</b> | <b>1</b> | <b>36</b> |    |   |

**Table – 75**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                  | Number of Posts Filled up |           |        | Balance   |    | Reason for not filling up ST posts |
|--------------------------|-------------------|-----------------|------------------|---------------------------|-----------|--------|-----------|----|------------------------------------|
|                          |                   | Sanctioned post | Reserv ed for ST | Tot al                    | ST        |        | Tot al    | ST |                                    |
|                          |                   |                 |                  |                           | Male      | Female |           |    |                                    |
| Reserve Bank of India    | I                 |                 |                  |                           |           |        |           |    |                                    |
|                          | II                |                 |                  |                           |           |        |           |    |                                    |
|                          | III               | 67              | 16               | 67                        | 16        |        | 16        |    |                                    |
|                          | IV                | 23              | 8                | 23                        | 9         |        | 9         |    |                                    |
|                          | Any other         |                 |                  |                           |           |        |           |    |                                    |
|                          | <b>TOTAL</b>      | <b>90</b>       | <b>24</b>        | <b>90</b>                 | <b>25</b> |        | <b>25</b> |    |                                    |

**9. Food Corporation of India**

The Corporation has 2521 employees and out of that 188 employees have been shown as reserved. But if 15% reservation is accepted, the figures under reserved quota would be 377. The break up is out of 199 class II posts the Corporation shows 15 posts reserved instead of 29, again out of 1247 posts of class III, the reserved quota has been shown as 94 instead of 187. Similarly out of 1075 posts of grade IV category, 80 posts have been earmarked for ST where as it should be 161. The filled up reserved posts for ST are 13 in class II, 18 in class III and 99 in grade IV. According to the Corporation the backlog is only 2 but the same should have been 247.

The reasons shown by the Corporation are –

"Grade-I are made by FCI headquarters, New Delhi and Rosters maintained by them. Table 76.

1. Category wise number of Posts reserved and filled up since the beginning till 31st December 2005

**Table – 76**

| Name of the deptt./ org.  | Category of Posts | No of Posts     |                 | Number of Posts Filled up |            |           | Balance    |            | Reason for not filling up ST posts  |
|---------------------------|-------------------|-----------------|-----------------|---------------------------|------------|-----------|------------|------------|---|
|                           |                   | Sanctioned post | Reserved for ST | Total                     | ST         |           | Total      | ST         |   |
|                           |                   |                 |                 |                           | Male       | Female    |            |            |   |
| Food Corporation of India | I                 |                 |                 |                           |            |           |            |            | 1.Gr I are made by FCI headquarters, new Delhi and rosters maintained by them<br>2.Qualified candidates not available |
|                           | II                | 199             | 29              | 113                       | 13         |           | 86         | 16         |   |
|                           | III               | 1247            | 187             | 1211                      | 110        | 7         | 36         | 169        |   |
|                           | IV                | 1075            | 161             | 958                       | 89         | 10        | 117        | 62         |   |
|                           | Any other         |                 |                 |                           |            |           |            |            |   |
| <b>TOTAL</b>              |                   | <b>2521</b>     | <b>377</b>      | <b>2282</b>               | <b>212</b> | <b>17</b> | <b>239</b> | <b>247</b> |   |

**10. Assam Industrial Development Corporation**

The Corporation has a total sanctioned posts of 246 in all the four categories and reservations are made from all the categories. Thus out of 40 class I posts 6, from 50 class II posts 8, from 92 class III posts, 14 and from 64 grade IV posts 10 seats of 38, 15 posts (all male) had been filled up. The backlog is 23.

In promotional categories covering 4 grades out of a total 127 posts 22 posts are reserved for STs. The break up is 6 in class I, 5 in class II, 8 in class III and 3 in grade IV. Out of 22 reserved posts 5 posts 2 in class I, 2 in class II and 1 in class III and 3 in grade IV were filled up. The total backlog is 14.

The reasons shown are – 1. 'Majority of the employees are appointed before the implementation of the reservation policy', 2. Administrative.

For promotional cases backlog reasons are not shown. Tables 77-78.

1. Category wise number of Posts reserved and filled up since the beginning till 31st December 2005

**Table-77**

| Name of the deptt./ org.                 | Category of Posts | No of Posts     |                 | Number of Posts Filled up |           |        | Balance   |           | Reason for not filling up ST posts  |
|--|-------------------|-----------------|-----------------|---------------------------|-----------|--------|-----------|-----------|---|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST        |        | Total     | ST        |   |
|  |                   |                 |                 |                           | Male      | Female |           |           |   |
| Assam Industrial Development Corporation | I                 | 40              | 6               | 36                        | 2         |        | 4         | 4         | 1. majority of the employees are appointed before the implementation of the reservation policy<br>2. administrative |
|  | II                | 50              | 8               | 24                        | 2         |        | 26        | 6         |   |
|  | III               | 92              | 14              | 69                        | 3         |        | 25        | 11        |   |
|  | IV                | 64              | 10              | 62                        | 8         |        | 2         | 2         |   |
|  | Any other         |                 |                 |                           |           |        |           |           |   |
| <b>TOTAL</b>                             |                   | <b>246</b>      | <b>38</b>       | <b>191</b>                | <b>15</b> |        | <b>57</b> | <b>23</b> |   |

**Table - 78**

| Name of the deptt./ org.                 | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |        | Balance   |           | Reason for not filling up ST posts |
|--|-------------------|-----------------|-----------------|---------------------------|----------|--------|-----------|-----------|------------------------------------|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST       |        | Total     | ST        |                                    |
|  |                   |                 |                 |                           | Male     | Female |           |           |                                    |
| Assam Industrial Development Corporation | I                 | 39              | 6               | 36                        | 2        |        | 3         | 4         |                                    |
|  | II                | 34              | 5               | 19                        | 2        |        | 5         | 3         |                                    |
|  | III               | 52              | 8               | 16                        | 1        |        | 36        | 7         |                                    |
|  | IV                | 2               | 3               |                           | 3        |        |           | 3         |                                    |
|  | Any other         |                 |                 |                           |          |        |           |           |                                    |
|  | <b>TOTAL</b>      | <b>127</b>      | <b>22</b>       | <b>71</b>                 | <b>8</b> |        | <b>44</b> | <b>17</b> |                                    |

**11. Assam Small Industries Development Corporation**

Out of 272 posts in all the four categories, 40 posts are reserved for STs. The break up is class I = 5, class II = 3, class III = 21, grade IV = 11. It is seen that out of 40 reserved posts only 9 posts are filled up.

In promotional case also the above figures are presented.

Reasons shown in both cases are 'Administrative'. Tables 79-80.

**Table - 79**

| Name of the deptt./ org.                       | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance   |           | Reason for not filling up ST posts |
|--|-------------------|-----------------|-----------------|---------------------------|----------|----------|-----------|-----------|------------------------------------|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total     | ST        |                                    |
|  |                   |                 |                 |                           | Male     | Female   |           |           |                                    |
| Assam Small Industrial Development Corporation | I                 | 34              | 5               | 13                        | 1        |          | 21        | 4         | administrative                     |
|  | II                | 19              | 3               | 6                         |          |          | 13        | 3         |                                    |
|  | III               | 144             | 21              | 121                       | 2        | 1        | 23        | 18        |                                    |
|  | IV                | 75              | 11              | 68                        | 3        | 2        | 7         | 6         |                                    |
|  | Any other         |                 |                 |                           |          |          |           |           |                                    |
|  | <b>TOTAL</b>      | <b>272</b>      | <b>40</b>       | <b>208</b>                | <b>6</b> | <b>3</b> | <b>64</b> | <b>31</b> |                                    |

**Table - 80**

| Name of the deptt./ org.                       | Category of Posts | No of Posts     |                 | Number of Posts Filled up |          |          | Balance   |           | Reason for not filling up ST posts |
|--|-------------------|-----------------|-----------------|---------------------------|----------|----------|-----------|-----------|------------------------------------|
|  |                   | Sanctioned post | Reserved for ST | Total                     | ST       |          | Total     | ST        |                                    |
|  |                   |                 |                 |                           | Male     | Female   |           |           |                                    |
| Assam Small Industrial Development Corporation | I                 | 34              | 5               | 13                        | 1        |          | 21        | 4         | administrative                     |
|  | II                | 19              | 3               | 6                         |          |          | 13        | 3         |                                    |
|  | III               | 144             | 21              | 121                       | 2        | 1        | 23        | 18        |                                    |
|  | IV                | 75              | 11              | 68                        | 3        | 2        | 7         | 6         |                                    |
|  | Any other         |                 |                 |                           |          |          |           |           |                                    |
|  | <b>TOTAL</b>      | <b>272</b>      | <b>40</b>       | <b>208</b>                | <b>6</b> | <b>3</b> | <b>64</b> | <b>31</b> |                                    |

NB : Due to the curtailment of many of its activities in the advent of economic liberalization policy, decontrolled policy, etc, and owing to resultant financial constraints, the corporation had kept promotion in abeyance.

## 12. Coal India Ltd.

The organization has shown only 46 nos, of sanctioned posts in class III and has not shown any reserved post. However, we calculate that there should have been at least 7 reserved posts in that category.

In this promotional scheduled, however the organization has shown 243 nos of sanctioned posts in class III and 72 Nos in grade IV totaling 315. Seats for reservation are not shown although from our analysis we have inserted 36 posts in class III and 11 posts in grade IV in the reserved category. Interestingly in the filled up column the organization has shown 1 post of class III and 3 posts in grade IV only. The total backlog should be 43.

Reasons shown are 'Grade-I are made by C.I.L., Kalkata and rosters maintained by them. For promotion also similar reason is shown. Table 81-82.

**Table – 81**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts                            |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |   |
|                          |                   |                 |                 |                           | Male | Female |         |    |   |
| Coal India Limited       | I                 |                 |                 |                           |      |        |         |    | 1.Gr I are made by CIL Kolkata and rosters maintained by them |
|                          | II                |                 |                 |                           |      |        |         |    |   |
|                          | III               | 46              | 7               |                           |      |        |         | 7  |   |
|                          | IV                |                 |                 |                           |      |        |         |    |   |
|                          | Any other         |                 |                 |                           |      |        |         |    |   |
|                          | TOTAL             | 46              | 7               |                           |      |        |         | 7  |   |

**Table – 82**

| Name of the deptt./ org. | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts                            |
|--------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|---|
|                          |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |   |
|                          |                   |                 |                 |                           | Male | Female |         |    |   |
| Coal India Limited       | I                 |                 |                 |                           |      |        |         |    | 1.Gr I are made by CIL Kolkata and rosters maintained by them |
|                          | II                |                 |                 |                           |      |        |         |    |   |
|                          | III               | 243             | 36              | 243                       | 1    |        |         | 35 |   |
|                          | IV                | 72              | 11              | 72                        | 3    |        |         | 8  |   |
|                          | Any other         |                 |                 |                           |      |        |         |    |   |
|                          | TOTAL             | 315             | 47              | 315                       | 4    |        |         | 43 |   |

## 13. Numaligarh Refinery Ltd.

The Refinery has sanctioned posts of 700 and out of that the authority has shown 68 as reserved posts. But actually the reserved posts for ST should have been 103. In class I the Refinery authority has shown 23 out of 315 where as the number of reserved posts should have been 47. Again in class III the authority has shown 43 as reserved posts, but the figure should be 54. One each post

has been reserved in class II and grade IV. The filled up posts of ST are class I 26, class II = 1, class III = 50, grade IV = 4. In grade IV 3 reserved filled up posts have been shown against 1 reserved post. Thus total backlog figure comes to 24.

Reasons are not shown. Promotional figures are not available. Table 83.

**Table – 83**

| Name of the deptt./ org.    | Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|-----------------------------|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                             |                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                             |                   |                 |                 |                           | Male | Female |         |    |                                    |
| Numaligarh Refinery Limited | I                 | 315             | 47              | 27                        | 26   | 1      | 288     | 20 |                                    |
|                             | II                | 11              | 1               | 1                         | 1    |        | 10      |    |                                    |
|                             | III               | 361             | 54              | 50                        | 50   |        | 311     | 4  |                                    |
|                             | IV                | 13              | 1               | 4                         | 4    |        | 9       |    |                                    |
|                             | Any other         |                 |                 |                           |      |        |         |    |                                    |
|                             | <b>TOTAL</b>      | 700             | 103             | 82                        | 81   | 1      | 618     | 24 |                                    |

**Data Analysis of District-wise recruitment of ST candidates through Employment Exchanges**  
**(State Government)**

**1. Cachar District Employment Exchange**

The Cachar Employment Exchange has 5336 Class III ST candidates in the live register and out of that the exchange sponsored 235 ST candidates against 15 reserved posts. The data indicate recruitment of a meager 2 ST class III candidates. As many as 9 Departments/offices recruited candidates from the employment exchange.

In respect of Grade-IV the exchange sponsored 131 ST candidates out of 4756 ST candidates in the live register. Only 7 posts were shown as reserved for ST and 2 candidates were recruited.

There were 9 Departments/offices recruiting ST candidates from the exchange.

The figures in the live register since 2005 are -

|      |   |      |
|------|---|------|
| 2005 | - | 6945 |
| 2006 | - | 7031 |
| 2007 | - | 7463 |
| 2008 | - | 9980 |

No reason was shown for non recruitment of ST candidates. Table -84

**Table-84**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government)**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange   | Total Registered ST candidates in Live register of employment exchange  | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|--|---|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |  |   | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4  | 5   | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 1     | Cachar           | Class-III | DC, Silchar<br>ITI, Sackiona<br>Town & country Planning, Silchar<br>Suptt of Taxes, Silchar<br>ITDP<br>Silchar Medical College<br>Adult Education<br>PWD,(R)<br>Astt com of Taxes, Silchar | 921<br>810<br>715<br>864<br>921<br>1105<br><br><br><br><br><br><br>5336 | 21              | 15              | 402                            | 235 | 3                              | 2  |

| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 1     | Cachar           | Class-IV | 1.DC, Silchar<br>2.ITI, Sackiona<br>3.Town & country Planning, Silchar<br>4.Suptt of Taxes, Silchar<br>5. ITDP<br>6.Silchar Medical College<br>7.Adult Education<br>8.PWD,(R)<br>9.Astt com of Taxes, Silchar | 631<br>810<br>715<br>631<br>864<br>1105                                | 9               | 7               | 173                            | 131 | 2                              | 2  |
|       |                  |          |   | 4756   |                 |                 |                                |     |                                |    |

**Reasons for non recruitment:** results not received

**Remarks:** Data since 1998 as earlier records destroyed due to shifting of offices due to flood and fire

## 2. Jorhat District Employment Exchange

Altogether 8 Departments recruited candidates from the Jorhat Employment Exchange. The exchange sponsored 297 class III ST candidates and 7 were recruited against 17 reserved posts. The exchange had 6640 class – III ST candidates in the live register.

In respect of Grade-IV 8 Departments recruited candidates. The exchange sponsored 22 grade IV ST candidates and 2 ST candidates were recruited against 2 reserved posts. The exchange had 6640 ST candidates in the live register. The data includes Majuli Division exchange.

Reasons for non recruitment – Recruitment against the sponsored candidates is in process and the final result is not yet received. Table – 85

### 3. Dibrugarh District Employment Exchange

The Dibrugarh Employment Exchange has a total 9980 ST class III candidates in the live register out of which 15 candidates are reserved for ST. The Exchange sponsored 164 ST candidates to 14 Departments of State Government. The number of ST candidates recruited column showed only 6.

In respect of grade IV ST the live register showed a total of 9980 candidates. 10 candidates are reserved for ST and the actual recruited column showed only 4. The Exchange, however, sponsored 289 candidates.

No reason has been shown for non recruitment. Details are shown in Table – 86.

**Table-86**

#### District- wise recruitment of ST candidates through Employment Exchanges (State Government)

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|---|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |   |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4   | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 3     | Dibrugarh        | Class-III | 1.Airforce station, Chabua<br>2.Labour court, Dibrugarh<br>3.Adult edu,<br>4.Audit, Local Funds<br>5.DC, Dibrugarh<br>6. town & country Planning<br>7.Com of Transport<br>8.DHS, Dibrugarh<br>9.Com of Excise<br>10. Principal, MDKG college<br>11. Depy secy,VC<br>12.Medical centre, Dibrugarh<br>13.Commanding works Engineer, Dibrugarh<br>14.Soil conservation | 9980   | 50              | 15              | 1190                           | 164 | 18                             | 6  |



| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 3     | Dibrugarh        | Class-IV | 1.Airforce station, Chabua<br>2.Labour court, Dibrugarh<br>3.Adult edu,<br>4.Audit, Local Funds<br>5.DC, Dibrugarh<br>6. town & country Planning<br>7.Com of Transport<br>8.DHS, Dibrugarh<br>9.Com of Excise<br>10. Principal, MDKG college<br>11. Depy secy,VC<br>12.Medical centre, Dibrugarh<br>13.Commanding works Engineer, Dibrugarh<br>14.Soil conservation | 9980   | 156             | 10              | 2223                           | 289 | 26                             | 4  |

Remarks : Live Register- 2005-6945  
2006-7031  
2007-7463  
2008-9980

#### 4. North Cachar Hills District Employment Exchange

As many as 11 Departments recruited ST Class-III candidates from the Employment Exchange. The live register showed a total of 56442 Class-III ST candidates out of which only 1 has been reserved for ST. The Exchange sponsored 279 class III candidates to various departments. The recruited column indicated only 4.

For Grade- IV ST candidates 11 Departments recruited ST candidates. No post has been shown as reserved for ST while recruited column also showed nil candidates. The Exchange sponsored 221 ST candidates.

No reason for non recruitment is shown. Table – 87

**Table-87**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government)**

| SI No | Name of District | Category  | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange  | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|---|---|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |   |   | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4   | 5   | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 4     | <b>NC Hills</b>  | Class-III | 1. LIC, Haflong<br>2. CC Forest, Haflong<br>3. DC, Haflong<br>4. KV, Haflong<br>5. DFO, Haflong<br>6. SBI, Haflong<br>7. Soil Conservation, Haflong<br>8. AIR, Haflong<br>9. Govt College, Haflong<br>10. Labour com, Ghy<br>11. SBI, Silchar | 1996-3094<br>1997-3815<br>1998-4092<br>1999-4682<br>2000-5589<br>2001-6124<br>2003-8230<br>2004-10080<br>2005-10736 | 20              | 1               | 461                            | 279 | 8                              | 4  |

| SI No | Name of District | Category | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange  | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|----------|---|---|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |          |   |   | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3        | 4   | 5   | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 4     | <b>NC Hills</b>  | Class-IV | 1.LIC, Haflong<br>2.CC Forest, Haflong<br>3.DC, Haflong<br>4.KV, Haflong<br>5.DFO, Haflong<br>6.SBI, Haflong<br>7.Soil Conservation, Haflong<br>8.AIR, Haflong<br>9.Govt College, Haflong<br>10.Labour com, Ghy<br>11SBI, Silchar | 1996-3094<br>1997-3815<br>1998-4092<br>1999-4682<br>2000-5589<br>2001-6124<br>2003-8230<br>2004-10080<br>2005-10736 | 13              | 0               | 221                            | 221 | 2                              | 0  |

**5. Karbi Anglong District Employment Exchange**

The Karbi Anglong Employment Exchange has 8831 Class-III ST candidates in the live register. As many as 39 Departments/Offices recruited candidates from the Employment Exchange. There are 114 posts reserved for ST and out of that 28 were recruited. The Exchange sponsored 885 ST class-III candidates.

Out of 40 reserved IV grade ST posts 32 nos. were recruited by 17 Departments/Offices. The live register has 8831 ST grade IV candidates.

Reason for non recruitment is not mentioned. Details are shown in Table 88.

**Table-88**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government)**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange  | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|---|---|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |   |   | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4   | 5   | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 5     | Karbi Anglong    | Class-III | 1. Controller of Weights and Measures, Ghy<br>2. J. Dir. SIB, Shillong<br>3. J. Dir Secretariat, Education Assam<br>4. DRO, Diphu<br>5. D. D. of Employment, Hill zone, Diphu<br>6. Superintendent of police, Diphu<br>7. J. Registrar of Co-operative Society<br>8. Asst. Superintendent of Post, Diphu<br>9. Superintendent of post, Nowgaon<br>10. Comm.. of Transport, Ghy<br>11. Asst. Directory, Subsidiary Intelligence Bureau, Ghy<br>12. AIR,<br>13. ITI, Diphu<br>14. Employment & craftman training, Ghy<br>15. Health Services, Silchar<br>16. Comm. Of Transport, Assam<br>17. Custom and Central Excise, Shillong<br>18. Finance and Accounts, Office of the comm. , Hills and Barak valley<br>19. IGP( Person ), Ghy<br>20. IGP Assam range<br>21. Assam State Textbook Pro. & Pub. Limited, Ghy<br>22. Soil Conservation, Ghy<br>23. ITI, Nowgaon<br>24. DD , Geological Survey, Shillong<br>25. DD General , Metrological region, Assam<br>26. Sup. Of Excise, Nowgaon<br>27. Director, SCERT, ghy | 1. 1990- 315<br>2. 1994- 532<br>3. 1995-1006<br>4. 1996-440<br>5. 1997- 407<br>6. 1998-355<br>7. 1999-477<br>8. 2000-455<br>9. 2001-1348<br>10. 2003-703<br>11. 2004-825<br>12. 2005-1099<br>13. 2006-869 | 484             | 114             | 155<br>7                       | 885 | 52                             | 28 |

|  |  |  |  |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|--|
|  |  |  | 28. Principal, Diphu Govt. College<br>29. District Fishery Office, Diphu<br>30. Add. CE Upper Assam Zone, Jorhat<br>31. DC, Karbi Anglong<br>32. Station Engineer, Doordarshan, Nagaland<br>33. Asst. Director, Dairy Extension Centre, Diphu<br>34. Fire Services, Assam<br>35. Com. Of Excises, Assam<br>36. PNRD, Assam<br>37. DH Services, Family Welfare, Assam<br>38. Comm. & Secy. to the Govt. of Assam, Training & Employment, Dispur<br>39. Secy cum PF Commi. ATPPF & PF Schemes, Ghy |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|--|

| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange   | Total Registered ST candidates in Live register of employment exchange   | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|----------|--|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |          |  |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3        | 4  | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 5     | Karbi Anglong    | Class-IV | 1. Asst. Superintendent of Post, Diphu<br>2. Superintendent of post, Nowgaon<br>3. Secy. APSC,<br>4. NF Railway, Lumding<br>5. ITI, Diphu<br>6. Employment & craftman training, Ghy<br>7. Research Extension Centre, Diphu<br>8. Soil Conservation, Ghy<br>9. DD, Geological Survey, Shillong<br>10. DD General, Metrological region, Assam<br>11. Director, SCERT, Ghy<br>12. Principal, Diphu Govt. College<br>13. DC, Karbi Anglong<br>14. EE, END Div. Barpeta<br>15. Com. Of Excises, Assam<br>16. DE & CT, Assam<br>17. DGM, GEC, LADCL, Ulubari | 1. 1990-315<br>2. 1994-532<br>3. 1995-1006<br>4. 1996-440<br>5. 1997-407<br>6. 1998-355<br>7. 1999-477<br>8. 2000-455<br>9. 2001-1348<br>10. 2003-703<br>11. 2004-825<br>12. 2005-1099<br>13. 2006-869 | 160             | 40              | 593                            | 430 | 8                              | 32 |

## 6. Employment Exchange Barpeta District

The Barpeta Employment Exchange has a total of 4019 ST class III candidates in the live register. None of the ST candidates were recruited against 10 reserved posts. The Exchange sponsored 740 candidates.

The recruitment column against 13 grade IV reserved post showed nil. The Exchange sponsored 212 ST grade-IV candidates to 14 nos. of Department/Offices. The reason for non recruitment has not been shown. Details are shown in Table-89.

**Table-89**

### District- wise recruitment of ST candidates through Employment Exchanges (State Government)

| SI No | Name of District | Category  | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |         | Number of candidates recruited |    |
|-------|------------------|-----------|---|--|-----------------|-----------------|--------------------------------|---------|--------------------------------|----|
|       |                  |           |   |  | Total           | Reserved for ST | Total                          | ST      | Total                          | ST |
| 1     | 2                | 3         | 4   | 5  | 6               | 7               | 8                              | 9       | 10                             | 11 |
| 6     | Barpeta          | Class-III | 1. SDI. Postal. Barpeta<br>2. SDI. Postal. Nalbari<br>3. JD. Health Services, Kokrajhar<br>4. Regional PF Commission, Ghy<br>5. Asst. Comm. Excise, Shillong<br>6. Dir. Of Emp. Ghy<br>7. JNV, Howli<br>8. Div. Forest Office<br>9. IG. Prison<br>10. Manager, Chandakhira Tea Estate, Karimganj<br>11. APTDC, GHy<br>12. DD. Assam Text Book Pro. Pub.<br>13. JD. Transport, Ghy<br>14. Manager, Fatima Tea Estate<br>15. Principal, BH College, Howli<br>16. ITI, Barpeta<br>17. VP. ACI Limited, Ghy<br>18. EE& ND, Barpeta<br>19. EE, Lower Assam Irrigation Water resource Deptt.<br>20. Principal DHD College, Sarupeta<br>21. Principal, Barnagar College, Sarbhog<br>22. The Session Judge, Barpeta | 188<br>293<br>306<br>369<br>404<br>436<br>487<br>1536                  | 131             | 10              | 43<br>15                       | 74<br>0 | 0                              | 0  |
|       |                  |           |   | 4019   |                 |                 |                                |         |                                |    |

| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange   | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|----------|--|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |          |  |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3        | 4  | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 6     | Barpeta          | Class-IV | 1. SDI. Postal. Barpeta<br>2. SDI. Postal. Nalbari<br>3. Asst. Comm. Excise, Shillong<br>4. Dir. Of Emp. Ghy<br>5. JNV, Howli<br>6. DC. Barpeta<br>7. Div. Forest Office<br>8. JD. Transport, Ghy<br>9. Inspector of School, Barpeta<br>10. SBI, Barpeta<br>11. Foreigner Tribunal, Barpeta<br>12. EE& ND, Barpeta<br>13. EE, Lower Assam Irrigation Water resource Deptt.<br>14. The Session Judge, Barpeta | 188<br>293<br>306<br>369<br>404<br>436<br>487<br>1536                  | 29              | 13              | 426                            | 212 | 0                              | 0  |
|       |                  |          |  | 4019   |                 |                 |                                |     |                                |    |

### 7. Karimganj District Employment Exchange

Altogether 9 Departments /Offices recruited ST Class-III candidates from the exchange. There are 287 ST class III candidates in the live register of the Exchange and out of that the exchange sponsored 115 candidates against 10 reserved posts for ST class III. The recruitment column, however, has shown nil.

There are 159 ST grade-IV candidates in the live register of the Exchange. Eight Departments/Offices recruited candidates. Out of 8 reserved ST IV grade posts none is recruited although the Exchange sponsored 85 candidates.

Reason for non recruitment – 'Follow up action has been taken from time to time but no action has been taken from the employees' side'. Details are in Table – 90.

**Table-90****District- wise recruitment of ST candidates through Employment Exchanges (State Government)**

| Sl No | Name of District  | Category  | Name of recruiting through exchange   | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                  | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|-------------------|-----------|---|----------------------------------|--|-----------------|------------------|--------------------------------|-----|--------------------------------|----|
|       |                   |           |   |                                  |  | Total           | Reser ved for ST | Total                          | ST  | Total                          | ST |
|       |                   |           |   |                                  |  |                 |                  |                                |     |                                |    |
| 1     | 2                 | 3         | 4   | 5                                | 6  | 7               | 8                | 9                              | 10  | 11                             |    |
| 7     | <b>Kari mganj</b> | Class-III | 1. DIET, Ghy<br>2. Social welfare<br>3. Session Judge, Karimganj<br>4. EE, water resource<br>5. Principal cum suptt. Silchar Medical college<br>6. DHS<br>7. Secy cum Pf,ATPPF<br>8. EE, PWD<br>9. Dir. Secondary Education |                                  | 92<br>96<br>99   | 10              | 10               | 115                            | 115 | 0                              | 0  |
|       |                   |           |   |                                  | 287  |                 |                  |                                |     |                                |    |

| Sl No | Name of District  | Category | Name of recruiting through exchange   | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                  | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|-------------------|----------|---|----------------------------------|--|-----------------|------------------|--------------------------------|----|--------------------------------|----|
|       |                   |          |   |                                  |  | Total           | Reser ved for ST | Total                          | ST | Total                          | ST |
|       |                   |          |   |                                  |  |                 |                  |                                |    |                                |    |
| 1     | 2                 | 3        | 4   | 5                                | 6  | 7               | 8                | 9                              | 10 | 11                             |    |
| 7     | <b>Kari mganj</b> | Class-IV | 1. DIET, Ghy<br>2. Social welfare<br>3. Comm. Of Excise<br>4. EE, water resource<br>5. DHS<br>6. Secy cum Pf,ATPPF<br>7. EE, PWD<br>8. Dir. Secondary Education |                                  | 52<br>53<br>54   | 8               | 8                | 85                             | 85 | 0                              | 0  |
|       |                   |          |   |                                  | 159  |                 |                  |                                |    |                                |    |

**Reasons for non recruitment:** Follow up action has been given to the employers for the placement of sponsored candidates from time to time, but no action has been taken from the employers side.

**8. Employment Exchange Tinsukia District**

As many as 21 Department/Heads of Offices recruited candidates from the Tinsukia Employment Exchange. There are 110 reserved class III ST posts. The Exchange sponsored 193 candidates but the recruitment column showed a meager 4 figure. The total ST class III candidates in the live register are 4311.

As regards grade IV ST Candidates the Exchange has 1081 ST candidates in the live register and out of that 15 posts have been reserved for ST. The Exchange sponsored 57 candidates and only one was recruited.

The reason showed – Candidates sponsored on the basis of registration , seniority of the candidates and number of candidates to be sponsored is limited. Hence highly qualified candidates left out due to loss of seniority and limited number of candidates. Details are in Table -91.

**Table-91**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government)**

| SI No | Name of District | Category | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange   | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 8     | Tinsukia         | C        | <ol style="list-style-type: none"> <li>1. Tinsukia College</li> <li>2. Employment &amp; Craftman training, Ghy</li> <li>3. END , dibrugarh</li> <li>4. Com &amp; Secy to the Govt . of Assam</li> <li>5. Oil, Duliajan</li> <li>6. Dir. Of Social Welfare</li> <li>7. JD of Health Services</li> <li>8. PNRD, Ghy</li> <li>9. Com. Of Excise</li> <li>10. Principal cum Suptt. Of ITI, Tinsukia</li> <li>11. Com &amp; secy to the Govt . of Assam, Labour &amp; emp.</li> <li>12. SDO, Sadiya</li> <li>13. Sub Div. Statistical Officer, Sadiya</li> <li>14. CE, PWD. R</li> <li>15. J. Secy of Assam Labour &amp; emp</li> <li>16. CEO, Khadi and Village Ind.</li> <li>17. Dir. Of Secondary Education, Ghy</li> <li>18. Secy cum PF Comm. ATPPF and PF Scheme, Ghy</li> <li>19. D Secy to he govt . of assam ( PWD EStt.</li> <li>20. DHS ( FW)</li> <li>21. DC Tinsukia</li> <li>22. GM, Dibrugarh, UABOLL</li> <li>23. D. of Cultural Affair Ghy</li> <li>24. Dir. Soil conservation</li> </ol> | <ol style="list-style-type: none"> <li>1. 2005-1220</li> <li>2. 2006-930</li> <li>3. 2007-1231</li> <li>4. 2008-930</li> </ol> | 518             | 110             | 10<br>40                       | 193 | 5                              | 4  |
|       |                  |          |   | 4311   |                 |                 |                                |     |                                |    |



| Sl No | Name of District | Category    | Name of Department recruiting candidates through employment exchange   | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-------------|--|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |             |  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3           | 4  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 8     | Tinsukia         | Class III V | 1. END, Dibrugarh<br>2. Oil, Duliajan<br>3. Dir. Of Social Welfare<br>4. Com. Of Excise<br>5. Inspector of Schools, Tinsukia<br>6. Dir. Of Secondary Education, Ghy<br>7. DHS (FW)<br>8. DC Tinsukia<br>9. Secy to GOA, Admin. Nazareth, ghy | 1. 2005-241<br>2. 2006-224<br>3. 2007-291<br>4. 2008-325               | 117             | 15              | 241                            | 57 | 6                              | 1  |
|       |                  |             |  | 1081   |                 |                 |                                |    |                                |    |

**Reasons for non recruitment:** Candidates sponsored on the basis of registration seniority of the candidates & number of candidates to be sponsored is limited. Hence highly qualified candidates may be left out due to less seniority & limited no. of candidates.

**Remarks :** It includes data from Chapakhowa also.

### 9. District Employment Exchange, Golaghat

The Golaghat Exchange has 7059 ST class III candidates in the live register. Fourteen Departments/Offices recruited candidates from the Exchange. 29 posts have been reserved for ST candidates and only 3 were recruited. The Exchange sponsored 164 ST candidates for recruitment in class III posts.

Out of 79 sponsored ST grade IV candidates against 16 reserved posts only 4 were recruited. The live register of the Exchange has 7059 ST candidates. 10 Departments/Offices recruited ST candidates.

Reason for non recruitment - The concerned authority/employer/Departments have not furnished the result of placement to the Exchange properly in due time. Less sponsored of ST candidates was resorted as per requirement of the employers. Details are in Table - 92

**Table- 92**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government)**

| S<br>I<br>N<br>o | Name<br>of<br>District | Cate<br>gory  | Name of Department<br>recruiting candidates<br>through employment<br>exchange   | Total Registered<br>ST candidates in<br>Live register of<br>employment<br>exchange | Number of<br>Posts |                        | Number of<br>candidates<br>sponsored |     | Number of<br>candidates<br>recruited |    |
|------------------|------------------------|---------------|---|--|--------------------|------------------------|--------------------------------------|-----|--------------------------------------|----|
|                  |                        |               |   |  | Total              | Reser<br>ved for<br>ST | Tot<br>al                            | ST  | To<br>tal                            | ST |
| 1                | 2                      | 3             | 4   | 5  | 6                  | 7                      | 8                                    | 9   | 10                                   | 11 |
| 9                | <b>Golag<br/>hat</b>   | Clas<br>s-III | 1. DC, Golaghat<br>2. DHS, Family welfare<br>3. CE, Building, PWD<br>4. Soil Conservation<br>5. Com. Of Transport<br>6. Add. CE , Jorhat<br>7. DIET, Ghy<br>8. Dir. SFS Organisation<br>9. Dir. Higher Secondary<br>education<br>10. Com. Of Excise<br>11. Com & Secy, LNE<br>12. Social Welfare,<br>Golaghat<br>13. PWD, R<br>14. J Secy GOA | 1. 2001- 1059<br>2. 2003-1522<br>3. 2004-1484<br>4. 2005-1511<br>5. 2006-1483      | 40                 | 29                     | 82<br>8                              | 164 | 5                                    | 3  |
|                  |                        |               |   | 7059   |                    |                        |                                      |     |                                      |    |

| S<br>I<br>N<br>o | Name<br>of<br>District | Cate<br>gory | Name of Department<br>recruiting candidates<br>through<br>exchange   | Total Registered<br>ST candidates in<br>Live register of<br>employment<br>exchange | Number of<br>Posts |                        | Number of<br>candidates<br>sponsored |    | Number of<br>candidates<br>recruited |    |
|------------------|------------------------|--------------|--|--|--------------------|------------------------|--------------------------------------|----|--------------------------------------|----|
|                  |                        |              |  |  | Total              | Reserv<br>ed for<br>ST | Tot<br>al                            | ST | Total                                | ST |
| 1                | 2                      | 3            | 4  | 5  | 6                  | 7                      | 8                                    | 9  | 10                                   | 11 |
| 9                | <b>Golag<br/>hat</b>   | Clas<br>s-IV | 1. DC, Golaghat<br>2. EE, irrigation & WR<br>3. SE. Jorhat Circle<br>4. Dis. SSA, Golaghat<br>5. Dir. Of Eco & Stats<br>6. Com. Of Excise<br>7. Social Welfare,<br>Golaghat<br>8. PWD, R<br>9. Dir. Secondary<br>Education<br>10. J Secy GOA | 1. 2001- 1059<br>2. 2003-1522<br>3. 2004-1484<br>4. 2005-1511<br>5. 2006-1483      | 19                 | 16                     | 209                                  | 79 | 6                                    | 4  |
|                  |                        |              |  | 7059   |                    |                        |                                      |    |                                      |    |

**Reasons for non recruitment:** the concerning authority/ employer/ deptt have not furnished the result of submission / placement to the employment exchange properly in due time. less sponsored ST candidates against some posts as per requirements of the employers

**Remarks :** It includes data from Barpathar Subdivision also.

### 10. District Employment Exchange , Kamrup

As many as 42 Departments/Heads of offices recruited ST candidates through the Employment Exchange. The schedule has incorporated only some half data regarding class III ST candidates as live register data of ST candidates are available for 2008 which is 15919. The Exchange sponsored 506 ST candidates against 32 reserved posts. Number of recruited candidates was not mentioned.

Data regarding grade IV are not available. Reason for non recruitment is not shown. Table – 93

**Table- 93**

### District- wise recruitment of ST candidates through Employment Exchanges (State Government)

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |         | Number of candidates recruited |    |
|-------|------------------|-----------|---|--|-----------------|-----------------|--------------------------------|---------|--------------------------------|----|
|       |                  |           |   |  | Total           | Reserved for ST | Total                          | ST      | Total                          | ST |
| 1     | 2                | 3         | 4   | 5  | 6               | 7               | 8                              | 9       | 10                             | 11 |
| 10.   | Kamrup           | Class-III | 1. Com. Of Transport Under Secy. to GOA, Finance Deptt.<br>2. Principal, BB College<br>3. Dir. Of Social Welfare , Ghy<br>4. Dir. Of Culture , Ghy<br>5. Chief Human Resource Manager, IOC, Ghy<br>6. J. Secy, to GOA, Legislative Deptt.<br>7. Member, Foreigners Tribunal, Ghy<br>8. Com. Of Excise<br>9. Chief Electrical Inspector, GOA<br>10. EE, Irrigation, Ghy<br>11. Dir. Of Soil Conservation, Ghy<br>12. D. Secy, to GOA, Assam Sect. Admin. Deptt.<br>13. Project Manager, Tool Room & Training Centre, Ghy<br>14. Zonal Dir. (NEZ), Central Board for Works Education, Ghy<br>15. Dir of Printing & Stationary, Ghy<br>16. Dir. Food & Civil Suppliers, Consumer Affairs , Ghy<br>17. Dir. Dist. Library Services, | 2008-15919   | 308             | 32              | 35<br>77                       | 50<br>6 | -                              | -  |

|  |  |  |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|
|  |  |  | <p>Ghy</p> <p>19. Dist &amp; Session Judge, Ghy</p> <p>20. Sr. Superintendent of Post office, Ghy Divn.</p> <p>21. Dist. D. Registrar of Cooperatives Societies, Ghy</p> <p>22. Sr. Manager, Mail Motor Service, Ghy</p> <p>23. Sr. Dy. Account General (admin.) o/o the Account General, Ghy</p> <p>24. Controller of Legal Metrology, Ghy</p> <p>25. Sr. Govt. Advocate, Assam Ghy High Court, Ghy</p> <p>26. Dir. Of Forensic Science, Assam, Ghy</p> <p>27. R. Director,(NE), Ghy</p> <p>28. Dir. Of Training Assam Admin. Staff College, Ghy</p> <p>29. EE, PWD, Ghy</p> <p>30. Principal, Assam Engineering College, Ghy</p> <p>31. D. Secy, to GOA, Assam</p> <p>32. Add. Com. Of Taxes, Dispur</p> <p>33. J. Secy, to GOA</p> <p>34. Dir. Of Handloom &amp; Textiles, Ghy</p> <p>35. Principal, Engineering Institute, Ghy</p> <p>36. Principal, Girls polytechnic, Ghy</p> <p>37. principal, Dimoria college</p> <p>38. Supt. Engineer(PHE), Ghy</p> <p>39. Under Secy. to the GOA, PWD Bill Branch. Ghy</p> <p>40. Officer Commanding Station Workshop EME, 99 APO</p> <p>41. Dir. Of Tourism, Ghy</p> <p>42. IIE, Ghy</p> |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|

Remarks : No data of Grade- IV

### 11. District Employment Exchange , Goalpara

The Goalpara District Employment Exchange catered to the needs of as many as 240 Departments/Offices so far recruitment of candidates for various posts are concerned. The live register of the Exchange contained as many as 68,433 candidates against 827 total class III posts and 9 reserved class III posts for STs. The Exchange sponsored 713 ST class III posts. The recruitment column however showed a meager 14 ST candidates.

In respect of grade IV posts the Exchange live register showed 25,677 candidates out of 673 grade IV posts were sponsored against 13 ST reserved posts. Only 29 ST grade IV were recruited.

Reasons for non recruitment are not shown. Details are shown in Table – 94.

**Table- 94**

### District- wise recruitment of ST candidates through Employment Exchanges (State Government)

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange  | Number of Posts |                 | Number of candidates sponsored |         | Number of candidates recruited |    |
|-------|------------------|-----------|---|---|-----------------|-----------------|--------------------------------|---------|--------------------------------|----|
|       |                  |           |   |   | Total           | Reserved for ST | Total                          | ST      | Total                          | ST |
| 1     | 2                | 3         | 4   | 5   | 6               | 7               | 8                              | 9       | 10                             | 11 |
| 11    | Goalpara         | Class-III | 1. EE,NF Railway<br>2. Dy. Supt. Of Excise<br>3. EE,NF Railway, construction<br>4. Personnel Officer, BRPL<br>5. Dist. Malaria Officer<br>6. DC, Goalpara<br>7. Chief, Medical and Health Officer<br>8. DI of School, Goalpara<br>9. EE, CWC, div. Ghy<br>10. Dist. Session Judge<br>( total 24 0 departments/ Offices) | 68433<br>1985-1159<br>1986-1867<br>1987-1813<br>1988-1936<br>1989-2110<br>1990-2271<br>1991-2332<br>1992-3179<br>1993-3048<br>1994-2368<br>1995-3094<br>1996-2707<br>1997-3657<br>1998-3791<br>1999-3791<br>2000-3909<br>2001-3688<br>2202-4180<br>2003-4110<br>2004-4630<br>2005-4645<br>2006-4150 | 827             | 9               | 52<br>92                       | 71<br>3 | 541                            | 14 |

| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange   | Total Registered ST candidates in Live register of employment exchange   | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|----------|--|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |          |  |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3        | 4  | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 11    | Goalpara         | Class-IV | 1. EE,NF Railway<br>2. Dy. Supt. Of Excise<br>3. EE,NF Railway, construction<br>4. Personnel Officer, BRPL<br>5. Dist. Malaria Officer<br>6. DC, Goalpara<br>7. Chief, Medical and Health Officer<br>8. DI of School, Goalpara<br>9. EE, CWC, div. Ghy<br>10. Dist. Session Judge<br>(total 24 0 departments/ Offices) | 25677<br>1985-112<br>1986-135<br>1987-219<br>1988-319<br>1989-314<br>1990-513<br>1991-452<br>1992-1658<br>1993-1597<br>1994-953<br>1995-975<br>1996-1578<br>1997-1415<br>1998-1707<br>1999-1707<br>2000-1787<br>2001-1625<br>2202-1981<br>2003-1914<br>2004-1698<br>2005-1579<br>2006-1439 | 827             | 13              | 40<br>19                       | 673 | 5<br>4<br>1                    | 29 |

## 12. District Lakhimpur

In the District of Lakhimpur 8 Departments recruited 6 class III ST candidates out of a total of 67 sponsored ST candidates for 4 reserved posts. In case of grade IV out of a total of 45 sponsored ST candidates, 5 ST candidates were recruited against 5 reserved posts. It may be mentioned that out of 8 Departments 2 belonged to private organizations viz. G.M. Ananda T.E. and VP Chitranala T.E. Details are shown in Table 95.

**Table-95**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government)**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through exchange   | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 12    | Lakhimpur        | Class-III | DGM , GEC Ulubari, Ghy<br>EE Irrigation<br>EE PWD<br>END Deptt.<br>Secy. cum PF, ATPPF<br>Health Services<br>GM Annanda Tea Estate<br>VP. Chitranala Tea Estate |  | 6               | 4               | 86                             | 67 | 6                              | 6  |

| Sl No | Name of District | Category | Name of Department recruiting candidates through exchange   | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 12    | Lakhimpur        | Class-IV | 1. DGM , GEC Ulubari, Ghy<br>2. EE Irrigation<br>3. EE PWD<br>4. END Deptt.<br>5. Secy. cum PF, ATPPF<br>6. Health Services<br>7. GM Annanda Tea Estate<br>8. VP. Chitranala Tea Estate |  | 5               | 5               | 72                             | 45 | 5                              | 5  |

### 13. District Dhemaji

In Dhemaji District 2 Departments viz. D.C. Dhemaji and Health Services, recruited 3 Class III posts out of a total 508 sponsored candidates (no ST candidate sponsored) against 6 reserved posts for ST. The total registered ST candidates in the live register of the Employment Exchange were 6226.

In respect of grade IV the said Departments recruited only 1 ST candidate against 1 reserved vacancy. Numbers of candidates sponsored are not available. Details are shown in Table – 96.

**Table -96**

#### District- wise recruitment of ST candidates through Employment Exchanges (State Government )

| Sl No | Name of District | Category  | Name of Department recruiting candidates through exchange | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|---|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |   |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4   |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 13    | <b>Dhemaji</b>   | Class-III | DC Dhemaji Health Services                                |                                  | 6226   | 16              | 8               | 508                            | 0  | 3                              | 3  |
|       |                  |           |   |                                  |  |                 |                 |                                |    |                                |    |

| Sl No | Name of District | Category | Name of Department recruiting candidates through exchange | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|---|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |   |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4   |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 13    | <b>Dhemaji</b>   | Class-IV | 1.DC Dhemaji<br>2. Health Services                        |                                  | 6226   | 6               | 1               |                                |    | 6                              | 1  |
|       |                  |          |   |                                  |  |                 |                 |                                |    |                                |    |



#### 14. Dhubri District

In Dhubri district class III recruitment of ST ( and even non ST) candidates are not shown. Nor there is any mention of the Departments, Total no.s of registered ST candidates in live register of employment exchange no.s of candidates sponsored, etc. while in grade IV only one Head of office viz. Superintendent of Taxes has been shown in the column 'Name of Department recruiting candidates through employment exchanges. Out of a total 20 ST grade IV candidates sponsored only one is recruited against one ST IV grade reserved post. The figures indicate quite a significant numbers of ST candidates in the live registers of the employment exchange. During 2005-06 = 627 No.s, 2006-07 = 184 Nos and 2007-08 = 227 Nos of grade IV ST aspirants. Details are shown in Table 97.

**Table -97**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government )**

| Sl No | Name of District | Category  | Name of Department recruiting through exchange | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|--|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |  |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4  |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 14    | Dhubri           | Class-III |  |                                  |  |                 |                 |                                |    |                                |    |
|       |                  |           |  |                                  |  |                 |                 |                                |    |                                |    |

| Sl No | Name of District | Category | Name of Department recruiting through exchange | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|--|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |  |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4  |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 14    | Dhubri           | Class-IV | 1. Superintendent. Taxes                       |                                  | 2005-6 : 627<br>2006-7 : 184<br>2007-8: 227                            | 1               | 1               | 20                             | 20 | 1                              | 1  |
|       |                  |          |  |                                  |  |                 |                 |                                |    |                                |    |

**Remarks:** No data of Class III from Dhubri EE

### 15. Kokrajhar District Employment Exchange

The numbers of ST class III candidates recruited through Kokrajhar Employment Exchange are 9 out of 34 ST sponsored candidates against 6 reserved posts. Only two heads of offices viz. DGMLEADCL and Electrical Circle recruited the above candidates. There are 13658 class III ST candidates in the live register of the Employment Exchanges.

In respect of grade IV no data have been supplied by the Employment Exchange.

Regarding non recruitment of class III ST candidates the employment exchange clarified that letters for recruitment were not received from the employers/Departments except from DGU, Electrical Circle. Table – 98.

**Table -98**

### District- wise recruitment of ST candidates through Employment Exchanges (State Government )

| Sl No | Name of District | Category  | Name of recruiting through exchange  | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|--------------------------------------|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |                                      |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4                                    |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 15    | Kokrajhar        | Class-III | 1. DGM LEADCL ,<br>Electrical Circle |                                  | 13658  | 29              | 6               | 70                             | 34 | 20                             | 9  |

| Sl No | Name of District | Category | Name of recruiting through exchange | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|-------------------------------------|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |                                     |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4                                   |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 15    | Kokrajhar        | Class-IV |                                     |                                  |  |                 |                 |                                |    |                                |    |

**Reasons for non recruitment:** Due to non availability of letters for recruitment received from the employers/ deptt. , sufficient candidates could not be sponsored by the exchange except DGM LEADCL, Electrical Circle

**Remarks:** No data of Class IV from Kokrajhar EE

### 16. Nalbari Employment Exchange

There were five offices recruiting class III ST candidates from Nalbari Employment Exchange. In the live registers of the exchange there were 12835 ST candidates. Out of 24 ST candidates of class

III posts sponsored by the exchange only 3 candidates were recruited against one reserved post for ST.

In grade IV also out of 44 sponsored ST candidates 6 Nos were recruited against one post reserved for ST.

The reasons for non recruitment are 'Most of the departments failed to intimate the results of sponsored candidates. Table -99.

**Table -99**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government )**

| SI No | Name of District | Category  | Name of Department recruiting candidates through exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|--|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 16    | Nalbari          | Class-III | 1. SD Inspector Postal<br>2. SHA, Nalbari<br>3. Tea Estate Dumani<br>4. Dir. Of Health Services, Nalbari<br>5. JNV , Baska | 12835 (total till july 2008)   | 3               | 1               | 54                             | 24 | 3                              | 3  |

| SI No | Name of District | Category | Name of Department recruiting candidates through exchange   | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 16    | Nalbari EE       | Class-IV | 1.SD Inspector Postal<br>2.SHA, Nalbari<br>3.Tea Estate Dumani<br>4.Dir. Of Health Services, Nalbari<br>5.JNV , Baska | 12835 (total till july 2008)   | 12              | 1               | 19<br>5                        | 44 | 12                             | 6  |

**Reasons for non recruitment:** Data submitted for the last 10 years for both state/ central/ PSU. Most of these deptt. failed to intimate the results.

**17. Bongaigaon Employment Exchange**

The Bongaigaon Employment Exchange sponsored 135 ST class III candidates to seven Departments and Head of Offices and 9, ST candidates were recruited against 10 reserved posts.

There are quite a large number of registered class III ST candidates in the live register of the exchange amounting to 36,229 spreading over 1991 to 2005 years.

As regards recruitment of grade IV ST candidates the exchange sponsored 369 candidates to the seven Departments/Heads of offices and 14 ST candidates were recruited against 14 reserved posts. The figures of total registered ST 4<sup>th</sup> grade candidates in the live register of the exchange amount to 27993 spreading over a period of 1991 to 2005. Table 100.

**Table -100**

**District- wise recruitment of ST candidates through Employment Exchanges (State Government )**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange   | Total Registered ST candidates in Live register of employment exchange  | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|--|---|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |  |   | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4  | 5   | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 17    | Bongaigaon       | Class-III | 1. Oriental Insurance<br>2. Bongaigaon Polytechnic<br>3. BRPL<br>4. NF Railway<br>5. Inspector of Factories<br>6. APTDC limited<br>7. PWD, R&B | 1991-1571<br>92-1845<br>93-2067<br>94-2239<br>95-2494<br>96-2109<br>97-2185<br>98-2369<br>99-3195<br>2000-3010<br>01-2435<br>02-2535<br>03-2501<br>04-2768<br>05-2906 | 57              | 10              | 52<br>8                        | 135 | 45                             | 9  |

| 1  | 2          | 3        | 4   | 5   | 6  | 7  | 8       | 9       | 10 | 11 |
|----|------------|----------|---|---|----|----|---------|---------|----|----|
| 17 | Bongaigaon | Class-IV | 1.Oriental Insurance<br>2.Bongaigaon Polytechnic<br>3.BRPL<br>4.NF Railway<br>5.Inspector of Factories<br>6.APTDC limited<br>7.PWD, R&B | 1991-1850<br>92-2075<br>93-2135<br>94-1299<br>95-1334<br>96-1666<br>97-1842<br>98-1626<br>99-2112<br>2000-1997<br>01-1677<br>02-1945<br>03-2015<br>04-2114<br>05-2306 | 49 | 14 | 57<br>6 | 36<br>9 | 49 | 14 |

**Reasons for non recruitment:** In the year 1998 at Sl. 3 the notified vacancies were not filled up by the employer due to one ban order on recruitment of grade III & IV staff imposed by superior Authority to the concerned employer.

### 18. Morigaon District

There are 14409 class III registered candidates in the live register of employment exchange of Morigaon. Only 2 departments viz. Social Welfare and District Session Judge sought candidates for class III posts from the employment exchange. Only 2 ST candidates out of 58 sponsored class III ST candidates were recruited against, however, no reserved posts for STs.

In respect of grade IV 10 ST candidates were sponsored, but number of ST candidates recruited was nil. The total registered ST candidates in the live register was 14409 but number of posts reserved for ST was nil.

Reason – Some of the employers have not communicated the final selection of the candidates recruited till date. Table – 101.

**Table -101**

#### District- wise recruitment of ST candidates through Employment Exchanges (State Government )

| Sl No | Name of District | Category  | Name of Department recruiting through exchange | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|--|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |  |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4  |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 18    | <b>Morigaon</b>  | Class-III | 1. Social Welfare<br>2. District Session Judge |                                  | 14409  | 7               | 0               | 36<br>3                        | 58 | 2                              | 2  |

| Sl No | Name of District | Category | Name of Department recruiting through exchange | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|--|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |  |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4  |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 18    | <b>Morigaon</b>  | Class-IV | 1.Social Welfare<br>2.District Session Judge   |                                  | 14409  | 2               | 0               | 46                             | 10 | 0                              | 0  |

**Reasons for non recruitment:** Some of the employers have not communicated the final selection of the candidates/ recruited till date.

### 19. Sonitpur District

There are 810 class III ST candidates in the live register of the Sonitpur Exchange. 31 ST candidates were sponsored to S.D.O., Gohpur, D.H.S. Hengrabari and C.E. Irrigation but the recruitment column showed nil although 3 class III posts were reserved for ST..

In respect of Grade IV 52 ST candidates were sponsored but number of candidates recruited column showed nil. Seven posts were reserved against 2628 total registered ST candidates in the live register.

Reasons for non recruitment are not shown. Table – 102.

**Table -102**

#### District- wise recruitment of ST candidates through Employment Exchanges (State Government )

| Sl No | Name of District | Category  | Name of Department recruiting candidates through exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 19.   | <b>Sonitpur</b>  | Class-III | 1.SDO, Gohpur<br>2. DHS, Hengrabari<br>3. CE, Irrigation  | 810  | 20              | 3               | 31                             | 31 | 0                              | 0  |

| Sl No | Name of District | Category | Name of Department recruiting candidates through exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 19.   | <b>Sonitpur</b>  | Class-IV | 1.SDO, Gohpur<br>2. DHS, Hengrabari<br>3. CE, Irrigation  | 2628   | 7               | 7               | 52                             | 52 | 0                              | 0  |

## 20. Darrang District

There were five Departments recruiting candidates for class III and grade IV posts namely E.E. Mangaldoi END Division, Superintendent of Taxes, Directorate of Soil Conservation, Guwahati, Deputy Secretary, G D A (Administration) and Library Sciences. The live register of the employment exchange showed a total ST class III candidates of 15,678. The exchange sponsored 116 ST candidates against 11 reserved class III ST posts but the recruitment column showed only 2.

For grade IVth exchange sponsored 81 ST candidates to the said 5 Departments/Directorates but 2 candidates were recruited against 11 reserved posts. The live register showed a total 9847 candidates aspiring for appointment.

Reason – The sponsored candidates were not getting call letters for interview from the concerned offices. Table – 103.

**Table -103**

### District- wise recruitment of ST candidates through Employment Exchanges (State Government )

| Sl No | Name of District | Category  | Name of Department recruiting through exchange  | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|---|----------------------------------|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |   |                                  |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4   |                                  | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 20.   | <b>Darrang</b>   | Class-III | EE, Mangaldoi div, END div<br>Superintendent Taxes<br>Directorate of Soil Conservation, ghy<br>Deputy Secy,GOA(Adm)<br>Library Sciences |                                  | 6057<br>5831<br>3790   | 14              | 11              | 12<br>6                        | 116 | 2                              | 2  |

| Sl No | Name of District | Category | Name of Department recruiting through exchange   | Department candidates employment | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|--|----------------------------------|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |  |                                  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4  |                                  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 20.   | <b>Darrang</b>   | Class-IV | 1.EE, Mangaldoi div, END div<br>2.Superintendent Taxes<br>3.Directorates of Soil Conservation, ghy<br>4.Deputy Secy,GOA(Adm)<br>5.Library Sciences |                                  | 6057<br>3790   | 10              | 11              | 83                             | 81 | 2                              | 2  |

**Reasons for non recruitment:** Sponsored candidates not getting their calling letters for interview from different department

## 21. Nagaon District

The employment exchange of Nagaon sponsored 18 Nos. of candidates for class III posts to four offices viz. J.N.V. Dhing, Assistant Commissioner, Taxes, Nagaon, Krishi Vigyan Kendra, Nagaon and Kaliabar E.E. and A E D C L, Nagaon. Out of 4243 Nos. of S.T. candidates in live register of class III category 2 posts were reserved and 4 were recruited.

Regarding grade IV the exchange had 4243 candidates in the live register and no post is reserved for ST. However, the recruitment column showed the figure 4 out of 3 sponsored candidates. The three offices recruiting ST candidates in grade IV were E.E. Upper Assam, JNV Dhing and Kaliabar E.E.

Reason for non recruitment – 'The list of candidate was forwarded to higher authority for necessary action and the same is likely to be filled up within few months. Table – 104.

**Table -104**  
**District- wise recruitment of ST candidates through Employment Exchanges (State Government )**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through exchange   | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                  | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|---|--|-----------------|------------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |   |  | Total           | Reser ved for ST | Tot al                         | ST | Tot al                         | ST |
| 1     | 2                | 3         | 4   | 5  | 6               | 7                | 8                              | 9  | 10                             | 11 |
| 21    | <b>Nagaon</b>    | Class-III | JNV, Dhing<br>Astt commissioner,<br>taxes, Nagaon<br>Krishi vigyan Kendra,<br>Nagaon<br>AEDCL, Nagaon | 4243   | 60              | 2                | 10<br>3                        | 18 | 46                             | 4  |
|       |                  |           |   |  |                 |                  |                                |    |                                |    |

| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                  | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|--|--|-----------------|------------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |  |  | Total           | Reser ved for ST | Tot al                         | ST | Tot al                         | ST |
| 1     | 2                | 3        | 4  | 5  | 6               | 7                | 8                              | 9  | 10                             | 11 |
| 21    | <b>Nagaon</b>    | Class-IV | 1.EE, upper Assam<br>2. JNV, Dhing                                   | 4243   | 16              | 0                | 53                             | 3  | 3                              | 4  |

**Reasons for non recruitment:** List of candidates were forwarded to higher authority for necessary consideration and likely to be filled up within few months

**Remarks :** the data also includes Kaliabor, EE



## 22. Hailakandi District

The employment exchange at Hailakandi sponsored 79 class III ST candidates to S.E. Flood Control, Hailakandi, E.E. Flood Control, Hailakandi, E.E. Guwahati, Health Services, Assam Guwahati and Hailakandi and D.C. Hailakandi. Out of 79 class III ST candidates sponsored by the exchange only 2 were recruited against 4 reserved for ST. The live register had 345 class III ST aspirants.

As regards grade IV, the S.T. recruitment column showed an encouraging figure of 65 against reserved posts of 2. The exchange sponsored 44 grade IV ST candidates to E.E. Flood Control, Hailakandi, E.E. Guwahati, Health Services Assam and Hailakandi and D.c. Hailakandi. There were 381 ST IV grade candidates in the live register.

The reason for non recruitment is that recruitment process is going on and the final selection is yet to be made. Details in Table – 105.

**Table -105**

### District- wise recruitment of ST candidates through Employment Exchanges (State Government )

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange   | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|--|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 22    | Hailakandi       | Class-III | SE, Flood control ,Hailakandi<br>EE, Flood control ,Hailakandi<br>EE, GHY<br>Health services, Assam & Hailakandi<br>DC, Hailakandi | 90<br>115<br>140   | 29              | 4               | 52<br>9                        | 79 | 7                              | 2  |

| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange                                      | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 2     | Hailakandi       | Class-IV | 1.EE, Flood control ,Hailakandi<br>2.EE, GHY<br>3.Health services, Assam & Hailakandi<br>4.DC, Hailakandi | 72<br>105<br>204   | 7               | 2               | 12<br>2                        | 44 | 2<br>4<br>4                    | 65 |

**Reasons for non recruitment:** It is observed that recruitment against most of the recruits are informed to be in the process and result of the final selection get to be received

### 23. District Sibsagar

Four heads of offices viz. State Fire Service, Guwahati, Employment and Craftsman Training, Guwahati, P & R D, Guwahati, O.N.G.C. recruited candidates from the exchange. The live register contained 6917 class III ST candidates and 43 posts were reserved for ST. The exchange sponsored 81 ST candidates but only 6 candidates got recruitment.

As regards grade IV the live register had 6917 ST candidates and 3 posts were reserved for ST. The exchange sponsored 22 ST candidates but the recruitment column showed nil.

Reason – 'Concerning Department/Employers have not furnished the placement intimation' letters to the Directorate properly. Table – 106.

**Table -106**

#### District- wise recruitment of ST candidates through Employment Exchanges (State Government )

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange               | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|--|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 23    | Sibsagar         | Class-III | State Fire Services, Ghy<br>Employment & Craftmen<br>trg. Ghy<br>PNRD, Ghy<br>ONGC | 6917   | 43              | 43              | 81                             | 81 |                                | 6  |

| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|--|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 23    | Sibsagar         | Class-IV | PNRD, Ghy  | 6917   | 3               | 3               | 22                             | 22 |                                |    |

**Remarks :** Concerning Deptt./Employers have not furnished the placement Intimation letters to this Directorate properly.

**District-wise Recruitment of ST candidates through Employment Exchanges (Central Government/PSUs)**

**A. CENTRAL GOVERNMENT**

**District Employment Exchange, Cachar District**

Three Departments viz. A P O, Doordarshan Kendra, Silchar and Superintendent of Posts, Silchar recruited candidates through the Employment Exchange of Cachar District. There are 1231 ST candidates in the live register of the Exchange. Out of 31 sponsored ST class III posts, 5 posts were reserved and 3 were recruited. Grade IV data are not available.

**B. P S U**

The Employment Exchange of Cachar district has 810 registered ST class III candidates. Three P S Us namely KVA, Allahabad Bank and U B I Bank recruited class III ST candidates. There are 9 posts reserved for ST and none was recruited. The Exchange sponsored 113 class III ST candidates.

In grade IV also above 3 PSUs recruited candidates. The Exchange has 2214 ST candidates in the live register. Out of 3 posts reserved for ST none was recruited. The Exchange sponsored 53 ST candidates. Reasons for non recruitment of ST candidates are not shown. Details are shown in Table

- 107.

**Table- 107**

**District- wise recruitment of ST candidates through Employment Exchanges (Central govt.)**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|--|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |  |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4  | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 1.    | <b>Cachar</b>    | Class-III | APO<br>Doordarshan Kendra,<br>Silchar<br>Sup of Posts, Silchar       | 600<br>631   | 30              | 5               | 212                            | 31 | 24                             | 3  |
|       |                  |           |  | 1231   |                 |                 |                                |    |                                |    |

**District- wise recruitment of ST candidates through Employment Exchanges (PSU)**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|--|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |  |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4  | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 1.    | <b>Cachar</b>    | Class-III | 1. KVA<br>2. Allahabad Bank<br>3. UBI Bank                           | 810  | 39              | 9               | 430                            | 113 | 0                              | 0  |

| SI No | Name of District | Category | Name of Department recruiting candidates through exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 1.    | <b>Cachar</b>    | Class-IV | 1.KVA<br>2.Allahabad Bank<br>3.UBI Bank                   | 810<br>600<br>864<br>2214  | 3               | 3               | 53                             | 53 | 0                              | 0  |
|       |                  |          |   |  |                 |                 |                                |    |                                |    |

### A. P.S.U./CENTRAL GOVERNMENT

#### District Employment Exchange, Jorhat

Two PSUs namely, OIL and ONGC recruited ST III candidates from the Exchange. The Exchange sponsored 250 ST class III candidates and only 6 were recruited. There were 14 reserved posts. The live register showed a figure of 6640.

Grade IV data not available. Reasons for non recruitment are not shown. Details in Table –

108.

**Table- 108**

#### **District- wise recruitment of ST candidates through Employment Exchanges (PSU)**

| SI No | Name of District | Category  | Name of Department recruiting candidates through employment exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|--|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |  |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4  | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 2     | <b>Jorhat</b>    | Class-III | 1.OIL<br>2.ONGC  | 6640   | 14              | 14              | 250                            | 250 | 6                              | 6  |

### P.S.U./CENTRAL GOVERNMENT

#### Dibrugarh Employment Exchange

The total registered ST candidates in live register was 9980. Five PSUs recruited class III ST candidates and they were U.B.I., Brahmaputra Valley Fertilizers, OIL, IOC and Regional Medical Centre, Dibrugarh. The Exchange sponsored 49 ST candidates for class III posts and only 7 Nos. were recruited against equal nos. of reserved posts.

The above mentioned PSUs recruited grade IV ST candidates from the Exchange. The figures of live register ST candidates are the same as mentioned above. Altogether 35 ST grade IV candidates

were sponsored by the Exchange. The column of recruited candidates showed nil. Reasons for non recruitment are not mentioned. Details are shown in Table 109.

**Table- 109**

**District- wise recruitment of ST candidates through Employment Exchanges (PSU)**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange                                | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|-----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |           |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3         | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 3.    | Dibrugarh        | Class-III | 1.UBI<br>2. Brahmaputra Valley Fertilizer<br>3.OIL<br>4.IOC<br>5.Regional medical Centre, Dibrugarh | 9980   | 62              | 7               | 166                            | 49 | 61                             | 7  |

**District- wise recruitment of ST candidates through Employment Exchanges (PSU)**

| Sl No | Name of District | Category | Name of Department recruiting through exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 3.    | Dibrugarh        | Class-IV | 1.UBI<br>2. Brahmaputra Valley Fertilizer<br>3.OIL<br>4.IOC<br>5.Regional medical Centre, Dibrugarh | 9980   | 7               | 5               | 64                             | 35 | 0                              | 0  |

**P.S.U./CENTRAL GOVERNMENT**

**District Employment Exchange, Karbi Anglong**

As many as 21 PSUs/Central Government offices recruited candidates from the Employment Exchange. The live register showed 8831 Class III ST candidates. The Exchange sponsored 373 ST candidates against 41 reserved posts of ST but the recruited column showed a figure of 4 only.

In respect of Grade IV 13 PSU/Central Government offices recruited candidates. The live register figure is the same as above. The Exchange sponsored 219 ST candidates against 2 reserved posts. Only 9 candidates were recruited.

Reason for non recruitment is not shown. Details are in Table – 110

**Table- 110**

**District- wise recruitment of ST candidates through Employment Exchanges (PSU/ Central)**

| Sl No | Name of District     | Category  | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange  | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|----------------------|-----------|---|---|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                      |           |   |   | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                    | 3         | 4   | 5   | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 4.    | <b>Karbi Anglong</b> | Class-III | 1. CEO, Assam Khadi & Ind. Board,<br>2. LIC<br>3. Brahmaputra Board<br>4. Vinay Cement<br>5. Navoday Vidyalaya, Shillong<br>6. Regional PF<br>7. KV, Diphu<br>8. United Insurance<br>9. KV, Haflong<br>10. KV, Silchar<br>11. Assam State Housing Board<br>12. JNV, diphu<br>13. Chairman, Diphu, town committee<br>14. KV, Bokajan<br>15. Brahmaputra and Barak Basin, Central Water, Commission, shillong<br>16. 1999 APO<br>17. Coffee Research Centre, Diphu<br>18. Assam coop Jute Mill<br>19. JNV<br>20. Dairy Ex. Centre<br>21. Brahmaputra Valley fertilizers Coop. limited | 1. 1990- 315<br>2. 1994- 532<br>3. 1995-1006<br>4. 1996-440<br>5. 1997- 407<br>6. 1998-355<br>7. 1999-477<br>8. 2000-455<br>9. 2001-1348<br>10. 2003-703<br>11. 2004-825<br>12. 2005-1099<br>13. 2006-869 | 258             | 41              | 778                            | 373 | 4                              | 4  |
|       |                      |           |   | 8831  |                 |                 |                                |     |                                |    |

| Sl No | Name of District | Category | Name of Department recruiting through exchange   | Total Registered ST candidates in Live register of employment exchange   | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|----------|--|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |          |  |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3        | 4  | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 4.    | Karbi Anglong    | Class-IV | 1. KV, Diphu<br>2. Regional Manager, Central bank of India<br>3. JNV, diphu<br>4. OC, Military farm, dimapur<br>5. Garden Engineer, Dimapur<br>6. EE, Central Ground Water Board<br>7. AG, RBI<br>8. SBI, Diphu<br>9. ASEB, Diphu<br>10. 1999 APO<br>11. Telecom, Nowgaon Division<br>12. Coffee Research Centre, Diphu<br>13. JNV | 1. 1990-315<br>2. 1994-532<br>3. 1995-1006<br>4. 1996-440<br>5. 1997-407<br>6. 1998-355<br>7. 1999-477<br>8. 2000-455<br>9. 2001-1348<br>10. 2003-703<br>11. 2004-825<br>12. 2005-1099<br>13. 2006-869 | 35              | 2               | 365                            | 219 | 12                             | 9  |
|       |                  |          |  | 8831   |                 |                 |                                |     |                                |    |

### P.S.U./CENTRAL GOVERNMENT

#### District Employment Exchange, Karimganj

For class III ST posts 12 Nos. of PSU/Central Government offices recruited candidates from the Exchange. The Exchange sponsored 144 ST class III candidates reserved for ST and number of candidates recruited columns showed Nil. The live register showed 287 ST candidates.

Regarding grade IV ST candidates 10 PSU/Central Government offices recruited candidates from 59 sponsored candidates belonging to ST against 6 reserved posts. But none was recruited. The live register showed 159 ST candidates for 4<sup>th</sup> grade posts.

Reason for non recruitment is not shown. Details are in Table-111.

**Table- 111**

**District- wise recruitment of ST candidates through Employment Exchanges (PSU/ Central Govt.)**

| Sl No | Name of District | Category  | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |     | Number of candidates recruited |    |
|-------|------------------|-----------|---|--|-----------------|-----------------|--------------------------------|-----|--------------------------------|----|
|       |                  |           |   |  | Total           | Reserved for ST | Total                          | ST  | Total                          | ST |
| 1     | 2                | 3         | 4   | 5  | 6               | 7               | 8                              | 9   | 10                             | 11 |
| 5.    | Karimganj        | Class-III | 1. Principal, JNV<br>2. Div. Engineer, SHGT, Silchar<br>3. CE Office<br>4. CAEDCL, Deputy, GM<br>5. DC, karimganj<br>6. Navodoya Vidyalaya<br>7. Employment exchange<br>8. IG prisons<br>9. D. audit, Local Funds<br>10. Comm. Transport<br>11. Library services<br>12. Principal Karimganj college | 92<br>96<br>99   | 0               | 0               | 14<br>4                        | 144 | 0                              | 0  |
|       |                  |           |   | 287  |                 |                 |                                |     |                                |    |

| Sl No | Name of District | Category | Name of Department recruiting candidates through employment exchange  | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                 | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|------------------|----------|---|--|-----------------|-----------------|--------------------------------|----|--------------------------------|----|
|       |                  |          |   |  | Total           | Reserved for ST | Total                          | ST | Total                          | ST |
| 1     | 2                | 3        | 4   | 5  | 6               | 7               | 8                              | 9  | 10                             | 11 |
| 5.    | Karimganj        | Class-IV | 1. Div. Engineer, SHGT, Silchar<br>2. CAEDCL, Deputy, GM<br>3. DC, karimganj<br>4. Navodoya Vidyalaya<br>5. IG prisons<br>6. Assam Bhawan<br>7. D. audit, Local Funds<br>8. Library services<br>9. Principal Karimganj college<br>10. Soil conservation | 52<br>53<br>54   | 6               | 6               | 59                             | 59 | 0                              | 0  |
|       |                  |          |   | 159  |                 |                 |                                |    |                                |    |



**P.S.U./CENTRAL GOVERNMENT**

**District Employment Exchange, Golaghat**

Altogether 5 PSU/Central Government offices recruited ST class III candidates. The Employment Exchange sponsored 99 ST (Class III) candidates against 16 reserved posts but only 1 post was filled up. The live register figures of ST candidates are conspicuously absent.

For IV grade posts 2. PSU/Central Government offices recruited candidates belonging to ST. The Schedule showed only 5 ST sponsored candidates. No post has been shown against reserved category. Number of candidates recruited nil. Similarly nothing is shown against live register column.

Reason for non recruitment is not mentioned. Details are shown in Table – 112.

**Table- 112**

**District- wise recruitment of ST candidates through Employment Exchanges (PSU/Central)**

| S<br>I<br>N<br>o | Name of District | Cate<br>gory  | Name of Department recruiting candidates through employment exchange                | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                        | Number of candidates sponsored |    | Number of candidates recruited |    |
|------------------|------------------|---------------|---|--|-----------------|------------------------|--------------------------------|----|--------------------------------|----|
|                  |                  |               |   |  | Total           | Reserv<br>ed for<br>ST | Tot<br>al                      | ST | Total                          | ST |
| 1                | 2                | 3             | 4   | 5  | 6               | 7                      | 8                              | 9  | 10                             | 11 |
| 6                | <b>Golaghat</b>  | Clas<br>s-III | 1. JNV, Chinatola,<br>Golaghat<br>2. ATPPF<br>3. ONGC<br>4. NRL<br>5. CEO, KVI Boad |  | 113             | 16                     | 791                            | 99 | 0                              | 1  |

| S<br>I<br>N<br>o | Name of District | Cate<br>gory | Name of Department recruiting candidates through employment exchange | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                        | Number of candidates sponsored |    | Number of candidates recruited |    |
|------------------|------------------|--------------|--|--|-----------------|------------------------|--------------------------------|----|--------------------------------|----|
|                  |                  |              |  |  | Total           | Reserv<br>ed for<br>ST | Tot<br>al                      | ST | Tota<br>l                      | ST |
| 1                | 2                | 3            | 4  | 5  | 6               | 7                      | 8                              | 9  | 10                             | 11 |
| 6                | <b>Golaghat</b>  | Clas<br>s-IV | 1. JNV, Chinatola,<br>Golaghat<br>2. SBI                             |  | 0               | 0                      | 60                             | 5  | 0                              | 0  |

## Interview of successful and unsuccessful registered ST candidates in the Employment Exchanges and Case Studies.

### A – Interview of the successful candidates who got recruited through the Employment Exchanges

Altogether 72 candidates were interviewed from among the successful candidates from 16 districts of Assam, who got recruited through the Employment Exchanges. The name of districts are :

1. Karbi Anglong
2. Dibrugarh
3. Tinsukia
4. Nagaon
5. Golaghat
6. Sibsagar
7. Jorhat
8. Darrang
9. Sonitpur
10. Dhemaji
11. Lakhimpur
12. Kokrajhar
13. Bongaigaon
14. Karimganj
15. North Cachar Hills
16. Morigaon

Out of 16 districts, 2 districts namely Karbi Anglong and North Cachar Hills are autonomous hill districts. There are 64 plains tribes candidates and 8 hill tribe candidates in the interview programme. From the analysis, it has been found that there are 3 candidates below HSLC standard, 24 HSLC standard, 25 Higher Secondary standard, 12 B.A., B.Sc., B.Com standard, 2 post graduate standard among the successful candidates. Data of 6 candidates are not available.

As regards marital standard, 11 candidates are married, 43 nos. are unmarried and 18 candidates are married with children. This latter candidates have children from the age 1 year to Class IX. Fathers of 35 candidates are cultivators, and fathers of 29 candidates are service holders. Data of 8 candidates are not available. All the candidates told that educational facilities and other infrastructural facilities are available in their villages or adjacent to the villages. Teachers are also available in the educational institutions.

60 candidates got one sponsorship from the employment exchanges, 9 candidates got twice sponsorship and 3 candidates received sponsorship 3 times and only after that they got jobs.

No in-service or pre service training was provided to 70 candidates and only 2 candidates reported that they had in-service training.

As regards jobs, 35 candidates were selected for grade IV posts, 30 candidates were appointed in class III posts, 2 candidates got class II posts while 5 candidates did not mention about the cadres.

Majority i.e.36 candidates preferred not to pass any comment about the functioning of the employment exchanges, 14 candidates expressed good, 11 candidates expressed very good, 3 candidates were satisfied with the performance of employment exchanges,1 candidate found the functioning of exchanges as excellent while 9 candidates remarked not good and one candidate found the performance as not so good. The candidates were not required to pay any registration fee.

#### **B. Results of the interview of the unsuccessful candidates who did not get jobs even after sponsorship from the employment exchanges**

Altogether 56 unsuccessful candidates were interviewed. Educational qualification of these candidates indicated that majority i.e. 24 candidates were of higher secondary standard followed by 13 candidates with degree standard (most of them are Arts graduate). There were one each candidate from HSLC and M.A. standard and 4 candidates were of below HSLC standard. Data of 13 candidates were not available.

As regards father's occupation 29 candidates returned cultivation, 25 candidates returned service and 2 candidates returned business as father's occupation.

Majority of the candidates 43 nos. were unmarried, 4 nos. married and 9 nos. were married with children.

All the 56 candidates expressed that educational facilities, other facilities are available in or near the villages. Similarly all the 56 candidates told that there were sufficient teachers in the educational institutions.

37 candidates each received employment intimation once from employment exchanges, 4 candidates each got interview information twice, while one candidate got interview information thrice. Data of 14 candidates are not available.

There was no training facility for the candidates. The candidates were not paying any money which registering their names in the employment exchanges.

As many as 45 candidates preferred not to pass any comment on the activities of the employment exchanges while 5 candidates felt 'not good', 4 candidates were not satisfied and one each found the functioning 'bad' and 'not bad'.

## **Case Studies of successful Candidates from Fifteen Districts**

### **Case study 1**

Mr Sarsing Teron, 54 years old, son of Lt Kania Teron belongs to the Karbi tribe. He is a resident of Diphu town in Karbi Anglong district. He is married. He is a matriculated and did his schooling from Diphu Govt. Boys High school. His father is a cultivator and their annual family income is Rs. 12, 000. He lives with his wife and brother.

He registered in the employment exchange in the year 1977. He was sponsored by the employment exchange for a post of Lower Division Assistant. He was sponsored by the Employment Exchange for one time and he got the job. He was selected on the basis of merit only. He has received professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he felt proud to say that the Govt. provided him the service through Employment Exchange. He is satisfied with the functioning of Employment Exchange.

### **Case study 2**

Mr Montu Sonowal, 31 years old, son of Sri Padmadhar Sonowal, a retired Govt employee belongs to the Sonowal Kachari tribe. He is a resident of Dibrugarh town in Dibrugarh district. He is married. He passed Post graduation from Dibrugarh University with 56%. His annual family income is Rs. 1, 00, 000. He lives with his parents and wife.

He registered in the employment exchange in the year 1998. He was sponsored by the employment exchange for a post of Section Assistant in the Department of water Resource. He was sponsored by the Employment Exchange for one time and he got the job. He was selected on the basis of merit only. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he was of the view that the Employment Exchange did not properly arrange/ sponsored the service jobs. He wants to change this system.

### **Case study 3**

Mr Bokul Borah, 26 years old, son of Lt Upen Borah, a service holder belongs to the ST (P). He is a resident of Lovanghat village of Golaghat district. He is unmarried. He has passed Higher Secondary and completed ITI diploma from ITI, Tezpur with 74%. His annual family income is Rs. 60, 000. He lives with his parents.

He registered in the employment exchange in the year 2004. He was sponsored by the employment exchange for a post in ONGC. He was sponsored by the Employment Exchange for one time and he got the job. He was selected on the basis of merit only. He has not paid any money/fee for

the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he did not expressed any opinion in this regard

#### **Case study 4**

Sri Kumud Sonowal aged 33, son of Budheswar Sonowal got the post of retired Assistant Operator, Oil India Limited, through the employment exchange, Tinsukia. He belongs to ST(P). He is married and he has to maintain a family of 5 members. He is a graduate from the Tinsukia College securing 47% in 1998. He registered his name in the Tinsukia Employment Exchange in 2002 and his registration no. is 08/11. His name is sponsored by the Employment Exchange twice and the second time brought his success. He did not pay any money for registration in the Employment Exchange. Although luck favoured him with a job per favour of Employment Exchange, yet he was not happy with the service provided by Employment Exchange. There was no training facility provided to him.

#### **Case study 5**

Sri Kushal Boro, aged 37 belongs to ST(P). He is a resident of Ouguri village under Hatbar Development Block of Nagaon district. Name of his father is Ponaram Boro. He is a married person having responsibility of maintaining 5 members of the family. He passed HSLC examination. He registered his name in Nagaon Employment Exchange and his registration No. is 259/89. His name was sponsored by the Employment Exchange one and he was selected for a post of LD Assistant in the office of the Executive Engineer, Upper Assam Investigation Division, Jorhat. Regarding performance of the Employment Exchange he gave no comment. In-service training facilities were not provided. No money was paid to the Employment Exchange for registration.

#### **Case study 6**

Pulin Kumar Deori , aged 32 belongs to the Deori tirbe a plains tribe of Assam. He is a resident of station Chariali, Sibsagar under Sibsagar Development Block. His father's name is Dilip Kumar Deori, a cultivator by profession. There are six members in the family. He is unmarried. He passed HSLC examination in second division in 1993. He registered his name in the Sibsagar Employment Exchange and his registration number is 775/2003. He got interview letter from the office of Mechanical Engineer, Jorhat and got the job of Field Operator, ONGC in 1994. The Employment Exchange sponsored his name once. There was no in-service training facility. No comment was passed by him in respect of performance of the Employment Exchange. No money was paid for registration in Employment Exchange.

#### **Case study 7**

Sri Sonaram Payeng aged 38 of Ujani Jakai Boa Village of Majuli Sub Division of Jorhat district belongs to the Mishing community, a plains tribe of Assam. His father Ponaram Payeng is a cultivator.

There are 5 members in the family. He is married having 3 children and two are school going (L P standard). He passed HSLC examination in 3<sup>rd</sup> division in 1989. He registered his name in the Employment Exchange and got sponsored once for a job in E & D, Majuli. He joined as Sectional Assistant. His registration No. is 1834/97. No in-service training was provided to him. There was no comment regarding performance of the Employment Exchange. No money was paid for registration fee in Employment Exchange.

#### **Case study 8**

Sri Ganeswar Das, son of Bhabendra Das aged 26 of Gemagaon, under Darrang district, belonging to ST (P) got a 4<sup>th</sup> Grade job under Executive Engineer, E & D Mangaldoi. His father is a teacher and earns Rs. 75,000.00 P.A. There are 6 members in the family. Sri Ganeswar Das passed HSLC with 44% and Higher Secondary 45%. He is married and has one child of 4 years of age. The Employment Exchange sponsored his name only once and his registration No was 2794/2000. There was no training in the job. There was no comment regarding performance of the Employment Exchange. No money was paid for registration in the Employment Exchange.

#### **Case study 9**

Srimati Mamani Norah of Station road, Dhemaji a graduate in Arts, daughter of Shri Bhabendra Nath Norah got her Junior Assistant post in D.C. Dhemaji's office in 2007 as her name was sponsored by Employment Exchange, Dhemaji. The family has six members. Her father who is a teacher earns an annual income of Rs. 120000.00 PA. Her name was sponsored by the Employment Exchange only once. She is unmarried. She belongs to the Mishing tribe (ST(P)). No money was paid for registration in the Employment Exchange.

#### **Case study 10**

Srimati Mala Basumatary aged 27 of Gosaingaon under Baginadi Development Block of Lakhimpur District, daughter of Rabiram Basumatary, a teacher earning Rs. 84,000.00 PA, got the post of L.D. Assistant under P.W.D. Rural Road Division as her name was sponsored by the Lakhimpur Employment Exchange. She passed B.A. in 2004 scoring 33%. Her registration No. is 01/12/2004. She is unmarried. The family has 5 members. Her name was sponsored once. There was no in-service training. She has not given any comment regarding functioning of Employment Exchange.

#### **Case study 11**

Srimati Nikasi Rajbangshi aged 30 belongs to ST(P). She hails from Kokrajhar district. Her father's name is Nirendra Rajbangshi who is teacher by profession and earns Rs. 67,000.00 PA. There are 6 members in the family. Nikasi passed B.A. in 1990 scoring 52%. Her registration No. is 21/12/92. She got the post of L.D. Assistant as her name was sponsored by Employment Exchange, Kokrajhar.

There was no training. According to her the Employment Exchange is not serving satisfactorily. No money was paid for registration.

#### **Case study 12**

Shrimati Tulika Basumatary aged 28, daughter of Bibeswar Basumatary of Bongaigaon district, HSLC (34%) passed candidate registered her name in the Bongaigaon Employment Exchange on 6.6.1995. The Employment Exchange sponsored her name thrice. At last she got service under PHC Hospital, Bongaigaon as L.D. Assistant. There are 3 members in her family. Her father, a teacher by profession earns Rs. 90000.00 PA. She remains unmarried on the date of survey. No training was imparted to her in connection with the service. She preferred not to pass any comment regarding the activities of the employment exchange. She belongs to the Bodo community a plains tribe. No money was paid for registration in the Employment Exchange.

#### **Case study 13**

Shri Dilip Chorci, aged 40, son of Lwyen Chorci, a cultivator by profession, earning Rs. 20,000.00 PA registered his name in the Karimganj Employment Exchange in 1998. He passed M.A. in 1995 securing 54%. The Employment Exchange sponsored his name twice and he was lucky to get a post of Science Teacher in the second attempt. He was given training for the job. The family has 5 members including the incumbent who is married. No money was paid for registration in Employment Exchange. He was fully satisfied with the performance of employment exchange.

#### **Case study 14**

Shri Lalnepui Khobung aged 39 belonging to ST(H) a resident of village Retzaul of Haflong in North Cachar Hills district registered his name in the Employment Exchange, Haflong in 1992. He passed Higher Secondary examination in 1993 scoring 40% marks. His father Sri Lalngam Khobung is a service holder and earns Rs. 2,50,000.00 PA. He is a married person and there are 7 Nos. of family members in the family. His name was sponsored by Employment Exchange twice and he got the post of a teacher. No training was imparted to his. He found the performance of employment exchange very good. No money was paid for registration in Employment Exchange.

#### **Case study 15**

Shri Apurba Boro, aged 32 of Gohaigaon under Morigaon district belongs to ST(P). His father Shri Atul Boro, a service holder earns Rs. 80,000.00 PA and maintains a family of 4 members. Shri Apurba passed Higher Secondary examination in 1995. His registered his name in the Employment Exchange in 1993 and the Employment Exchange sponsored his name once and got the post of 4<sup>th</sup> grade under P.W.D., Morigaon division. He remains unmarried. No in-service training was imparted to

him. He found the service provided by employment exchange to be satisfactory. No money was paid for registration in Employment Exchange.

## **Case Studies of unsuccessful Candidates from Fourteen Districts**

### **Case study I**

- Mr Francis Killing, 30 years old, son of Horen Killing belongs to the Karbi tribe. He is a resident of Rongmonjir village , PO Diphu of Karbi Anglong district. He is unmarried. He has completed graduation in 2000. he did his schooling from Rongmonjir village school and did his higher secondary and graduation from Diphu college. His father is a cultivator and their annual family income is Rs. 10, 000. He lives with his aged parents and one elder and one younger brothers. His parents are illiterates and his brothers are both graduates.

He registered in the employment exchange in the year 2005 and his registration no. is 1245. He was sponsored by the employment exchange for one time but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/ fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he says that he is not satisfied.

### **Case study II**

- Mr Mintu Sonowal, 32 years old, son of Damudar Sonowal belongs to the Sonowal Kachari tribe. He is a resident of Guijal village in Tinsukia district. He is unmarried. He did his schooling from Guijal village L.P school and did his higher secondary from Guijal Higher Secondary School. His father is a cultivator. He lives with his aged parents two younger brothers and two younger sisters. His mother is illiterate and his father has studied till primary level. both his brothers have completed higher secondary level and his sisters have studied till high school.

He registered in the employment exchange in the year 2002. He was sponsored by the employment exchange for one time but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/ fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

### **Case study III**

- Mr Joysing Daimari , 23 years old, son of Krishna Daimari belongs to the Bodo tribe. He is a resident of Beschimari village in Nowgaon district. He is unmarried. He did his schooling from Beschimari village L.P school and did his higher secondary from Beschimari Higher Secondary



School in 2000. His father is a service holder and their annual family income is Rs. 60, 000. He lives with his aged parents and one younger sister. His mother is has studied till middle school level and his father and sister have completed high school.

He registered in the employment exchange in the year 2002 and his registration no. is 250. He has not received any professional training from the employment exchange. He was sponsored by the employment exchange for one time for the post of one sub- divisional welfare officer but could not get any job. He has not paid any money/ fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

#### **Case study IV**

- Ms. Minali Sonowal , 26 years old, daughter of lambodhar Sonowal belongs to the Sonowal Kachari tribe. She is a resident of Mancotta Road in Dibrugarh district. She is unmarried. Her father is a service holder and their annual family income is Rs. 100, 000.

She registered in the employment exchange in the year 2000 and her registration no. is W 291. He has not received any professional training from the employment exchange. She was sponsored by the employment exchange for one time for but could not get any job. Regarding her opinion on the service provided by the employment exchange, she has declined to comment on the issue.

#### **Case study V**

- Mr Navokanta Doley, 37 years old, son of Sachidhar Doley belongs to the Mising tribe. He is a resident of Kalbari village , PO: Guimari in Golaghat district. He is married and has one child who studies in the 5<sup>th</sup> grade. He did his schooling from Kalbari village L.P school and did his middle school from Adarsha High school and higher secondary from Borkalla Higher Secondary School securing second division, both situated in Jorhat town. His father is a cultivator and their annual family income is Rs. 50, 000. He lives with his aged parents two younger brothers, one younger sister, his wife and one child. His mother has studied till class 5 and his father has completed middle school level . One brother has completed graduation and another brother and his sister and wife have studied till higher secondary level.

He registered in the employment exchange in the year 2000 and his registration no. is 3444. He was sponsored by the employment exchange for one time for the post of Assistant Enforcement officer but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

### Case study VI

- Mr Kamal Bora, 28 years old, son of Atul Bora . He is a resident of Tamiregaon, Bangrabari in Sibsagarh district. He is unmarried . He did his schooling from Bangrabari village L.P school and completed class IX from Bangrabari High school. His father is a service holder and their annual family income is Rs. 65, 000. He lives with his aged parents and two younger brothers. His mother has studied till class 5 and his father has completed high school level . Both brothers has completed high school level.

He registered in the employment exchange and his registration no. is 2025/99. He was sponsored by the employment exchange for two times for posts in the Directorate of Employment and Craftsmen Training, Assam but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

### Case study VII

- Mr Bijoy Ragon, 26 years old, son of Ramen. He is a resident of Sonaparagaon , Jengraimukh in island in Jorhat district. He is unmarried . He did his schooling from Sonaparagaon L.P school and did his middle school from Jengraimukh High school and higher secondary from Majuli College. His father is a service holder and their annual family income is Rs. 40, 000. He lives with his aged parents one elder and one younger brother, and one younger sister. His mother has studied till class 8 and his father has completed high school level . One brother has completed high school, another higher secondary and his sister has studied till class 9. He registered in the employment exchange and his registration no. is 687/04. He was sponsored by the employment exchange for one time for a post of Section Assistant in the END Department but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

### Case study VIII

- Mr Krishna Boro, 23 years old, son of Mina Ram Boro belongs to the Bodo tribe. He is a resident of Kacharipara, Bhakatpara in Darrang district. He is unmarried . He did his schooling from Kacharipara L.P school and did his higher secondary from Bhakatpara High School. His father is a driver in the PWD and their annual family income is Rs. 75, 000. He lives with his

aged parents two younger brothers, and one younger sister. His mother has studied till class 8 and his father has completed high school level. One brother has completed higher secondary level, another is a graduate and his sister has studied till H.S.L.C.

He registered in the employment exchange and his registration no. is 1033/2001. He was sponsored by the employment exchange for one time but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

#### **Case study IX**

- Ms. Lina Narzari, 29 years old, daughter of Bhadreswar Narzari belongs to the Bodo tribe. She is a resident of New Kaliabor in Sonitpur district. She is married but do not have any children. She did her schooling from Kaliabor L.P school and did her higher secondary and graduation in science from Darrang College. Her father is a service holder and their annual family income is Rs. 100, 000. She lives with her parents one elder and one younger brother. Her mother has studied till higher Secondary level and her father is a graduate. Both brothers are post graduates- one in arts and another in Business Administration. She registered in the employment exchange in the year 2000. She has not received any professional training from the employment exchange. She was sponsored by the employment exchange for the post of Junior Assistant in Accounts ( D.C. Court) for but could not get any job. Regarding her opinion on the service provided by the employment exchange, she has declined to comment on the issue.

#### **Case study X**

- Mr Majindra Lagasu, 26 years old, son of Ramish. He is a resident of Kosoiling Miri Gaon in Dhemaji district. He is unmarried. He did his graduation from Dhemaji College. His father is a cultivator. He lives with his aged parents, two younger brothers, and two younger sister. His mother has studied till higher Secondary level and his father is a graduate. Both brothers are graduates, one sister has studied till H.S.L.C., and another has completed higher secondary in the science stream. He registered in the employment exchange He was sponsored by the employment exchange for the post of Junior Assistant Khadi and Gram Udyog Board but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

#### **Case study XI**

- Mr Prabhat Deori, 32 years old, son of late Sukuram Deori belongs to the Deori tribe. He is a resident of Bali Deori village in Lahimpur district. He is married. He did his higher secondary from North Lahimpur College. He lives with his mother, two younger brothers, one younger sister and wife. His mother has studied till class 8. Both brothers have completed higher secondary, his sister has studied till H.S.L.C., and wife has completed higher secondary level. He registered in the employment exchange in 2000 and his registration no is 2378/2000. He was sponsored by the employment exchange for the post of teacher could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

### Case study XII

- Mr Vanlalhriel Hmar, 26 years old, son of late Tharkan Hmar belongs to the Hmar tribe. He is a resident of Harangajao village in N.C.Hills district. His father is a businessman and their annual family income is Rs. 500, 000. He is unmarried. He did his schooling from Harangajao school and did his higher secondary from Haflong College. He lives with his father and two younger sisters. His father has studied till class 5. Both sisters have studied till H.S.L.C. He registered in the employment exchange in 2001. He was sponsored by the employment exchange for one time but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he says 'not bad'.

### Case study XIII

- Mr Huingulnvir Chorci, 26 years old, son of Thanku Chorci. He is a resident of Magura in Karimganj district. He is unmarried. His father is a service holder and their annual family income is Rs. 200, 000. He did his schooling from Magura school and did his higher secondary from Patharkandi College. He lives with his parents, one younger brother, one elder and one younger sister. His mother has studied till primary level and his father has studied till class 9. His brother has studied till class X, one sister has studied till H.S. and another has completed till class X. He registered in the employment exchange in 2004. He was sponsored by the employment exchange but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange.

exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion

#### Case study XIV

- Mr Polaraj Musahari, 22 years old, son of Apurba Musahari belongs to the Bodo tribe. He is a resident of Morigaon town in Morigaon district. He is unmarried. He did his schooling from MV school and did his higher secondary from Morigaon College. His father is a cultivator and their annual family income is Rs. 50, 000. He lives with his aged parents. His mother has studied till class 8 and his father has completed high school level. He registered in the employment exchange and his registration no. is 451/04. He was sponsored by the employment exchange for a post in the Department of Irrigation but could not get any job. He has not received any professional training from the employment exchange. He has not paid any money/fee for the registration in the employment exchange. Regarding his opinion on the service provided by the employment exchange, he has declined to offer any opinion.

## CHAPTER – IV

### The Factors responsible for achievements both in Filling the Reserved Category Posts and Posts Reserved for Promotions.

In respect of filling up of reserved category posts the main responsible factor is the quota of reserved posts as per Constitutional provisions. Thus 10 per cent posts are reserved for plains tribes and 5 per cent posts are reserved for ST (Hills). The reserved posts for STs in various categories encouraged the STs particularly educated tribal youths to apply for the same.

Secondly, the 20 Point Roster system assisted the Departments/Heads of offices to fill up the reserved posts. Before 1979 when the rules of roster was not enforced the STs were often times deprived of their reserved quota of employment. But since the enactment of the Assam Reservation of Services and Posts Act, 1978 and Rules of the said Act made in 1979 the ST candidates have been provided with their share.

Another major factor is spread of education among the STs of both plains and hills and the tribal people are getting H.E., College facilities nearer to their villages. The Education Department has sizable TSP and Hill Plan allocation in the budgets.

The percentage of ST literacy has increased manifold since 1971. From 26.02 pc of ST literacy in 1971, the figure increased to 62.5% in 2001. The female pc of ST literacy in 1971 was mere 17.16 but in 2001 the pc of literacy of female rose to 52.4%. Naturally the expansion of educational facilities in far-flung tribal areas contributed largely towards increase of educated persons both male and female among the tribal communities.

Awareness about the reservation facilities has increased of late among the scheduled tribes. Today the guardians of the ST boys and girls are not feeling shy to spend money on education of their wards. Besides the scholarship provided to the students, free text books, became a booster to go for higher education. The study tours provided by the Tribal Welfare Department every year expanded the horizon of the ambitious ST students.

The media's role also can not be underestimated. The All India Radio teaches almost every household and the tribal students get information about vacancies reserved for them. The T.V. particularly the National Programmes bring out special news item of employment opportunities. Besides news papers also bring advertisements showing reserved quotas. The Weekly Employment News magazine is available in the book centres.

The Department of WPT & BC is the model agency which provides necessary information regarding availability of facilities for the ST candidates. Besides there is a Directorate and numbers of SDWOs, which are providing necessary guidelines. The Heads of Departments, Directorate and SDWOs are mostly from S.T. communities and they are committed for overall welfare of the ST communities. .

The Development Blocks in tribal areas are manned by tribal people and rural educated tribal youths get required information through this agency.

Due to expansion of communication facilities the S.T. candidates can easily come to the Employment Exchanges for registration of their names. Till two decades back this was the main constraint. The candidates were required to stay overnight in District Headquarters when they come for interviews.

Perhaps the role of District Employment Exchanges in forwarding the list of ST candidates to the concerned heads of offices is significant. The dedicated staff of the Exchanges are responsible to a greater extent for achievements in filling up the reserved category of posts.

Promotion – The roster system enabled the appointing authorities to provide promotions to the deserving ST candidates. Besides the tribal people by nature are sincere and hard working. Whenever they get scope of employment they try hard to satisfy the superior authorities. Thus when merit cum seniority is considered the tribal candidates get opportunities.

## CHAPTER - V

Inhibiting factors responsible for not filling the reserved posts and posts reserved for promotion.

### A. Direct Recruitment under Stage Government.

The inhibiting factors regarding filling up reserved posts vary from Department to Department (State Government posts). For example the Department of Cultural Affairs showed reasons like 'Due to non availability of vacant posts, APSC has taken steps to fill up the posts of Museum Officer (out of two posts, one is reserved for ST) and Administrative reason, ban on recruitment.

The Handloom and Textiles Department showed reasons of non filling up of reserved posts - 1. 'Due to non receipt of finance (SIU) approval, 2. Qualified candidates are not available, 3. Due to administrative reasons.

The Hill Areas Department showed reason of non filling up reserved posts as 'Grade-I posting and transfer is made by Government,' while Panchayat and Rural Development found difficulty in filling up reserved posts due to "non availability of sanctioned vacant post."

The Department of Industries and Commerce also mentioned that 'qualified candidates are not available. It was not understood what the Department meant by 'Direct recruitment' as reason for not filling up reserved post.

The Directorate of Information and Public Relations did not fill up the reserved posts of class - I and II as the reason showed was 'Grade-I & II maintained by IPRD, Government of Assam. Regarding non filling up of 2 posts one each of class III and IV no reason was shown.

Power (Electricity), Mines and Minerals Department had balance unfilled post in Class-I, Class-III and Grade-IV and inhibiting factors are not mentioned except "Grade one records available with the Government." which was vogue.

There are sizable balance unfilled posts in the Printing and Stationery Department in class III (83 Nos), grade IV = 9 Nos. The inhibiting factors of not filling up as mentioned by the Department were - 1. 'under process for recruitment, 2. vacancy could not be filled up due to the non sanction of post by SIU (Finance Department, Dispur).

The Personnel Department had only 7 unfilled posts, 6 in class III and 1 in class I. The Department showed reason as follows :

1. Grade-I & II promotional posts, 2. Promotional post of UDA could not be filled up due to death of experienced incumbents, 3. Administrative, 4. Appointment before Rules framed under Act.



The Planning and Development Department filled up quite a large number of reserved posts and only 5 class III posts remained to be filled up due to non availability of qualified candidates.

The Finance Department, Government of Assam filled up most of the reserved posts except 6 Nos. class III and 2 Nos Grade IV posts. The inhibiting factors were "one No. of class III post has been filled up on 1.11.2007. For I & II posts rosters are maintained by Government :- Qualified candidates not available – Employment Exchange has been requested to furnish the name of the ST candidates for appointment to clear the backlog."

The Department of Irrigation has sizable backlog of reserved posts of class III and grade IV. In class III there are 798 Nos. balance posts and in grade IV there are as many as 1814 reserved posts in the balance. The reason showed was 'The post could not be filled up due to non receipt of permission from concerned authority.'

The Department of Home has unfilled class III reserved post numbering 193 and 2 each of class II and grade IV. The reason for such unfilled post was 'qualified candidates are not available.'

The Pension and Public Grievance Department has only one class III unfilled reserved post. Reason was not shown.

The Animal Husbandry and Veterinary Department has 43 unfilled posts, 9 in class I, 15 in class III and 19 in grade IV. The inhibiting factors were "candidates not available and Finance (SIU) approval not received".

The Food and Civil Supplies Department has no unfilled reserved posts.

The Labour and Employment Department has only 2 unfilled posts, one class I and 1 grade IV. The reason for not filling up posts was "3 Nos. of vacant posts of 13 not yet been filled up 1<sup>st</sup> incumbent died during service and his wife was appointed on compassionate ground.

The Labour and Employment has 3 unfilled reserved posts, 2 in class I and 1 in class III. The reason for un-filling the post was "ST candidates was not in the zone of consideration."

There were 26 unfilled reserved posts 12 in class III and 14 in grade IV in the Urban Development Department. The reason for unfilling was "The post of R.A. is Direct recruitment and promotional. Administrative."

The Trade Adviser and Director of Movements, Kolkata has 10 backlog, 7 in class III and 3 in grade IV. The reason was non availability of suitable candidate. There is no vacant ST reserved post in Public Enterprises Department.

The Guwahati Municipal Corporation has as many as 237 vacant ST reserved posts to be filled up. The reason for not filling is 'No appointment made since 1998 except compassionate ground and Employees' Welfare Scheme.

Perhaps Health and Family Welfare Department maintains a record of not filling up reserved ST vacant posts as many as 4 class II, 1437 class III posts and 854 posts of grade IV are yet to be filled up.

The inhibition recorded was 'qualified candidates not available.'

The Education Department has 7 class I, 71 class II, 61 class III, 43 grade IV ST reserved posts to be filled up. The reason was 'Reservation selection process not completed.'

The P.W.D. Department employed more ST candidates against the reserved posts.

The Water Resources Department has 24 reserved posts to be filled up. The break up is class I = 1, class II = 1, class III = 9 and grade IV = 13.

The Border Areas Department and the Soil Conservation Department have not mentioned about the reason for non fulfillment of this reserved ST post. The Border Areas Department, however, has only one class III unfilled post while the Soil Conservation Department has 6 posts of class I, 7 posts of class II unfilled post which are reserved. The Department, however, appointed excess tribal candidates in class III and grade IV. There were 146 class III reserved posts, but 227 posts (including 10 female) were given to ST candidates. Similarly there were 109 grade IV reserved posts but 120 posts were filled up with ST candidates. Inhibition responsible for filling up reserved ST posts.

#### **B. Inhibition responsible for filling ou reserved promotion posts under State Government**

In the Border Areas Department 3 promotional reserved posts in class II and class III. One post each from class II and class III were filled up and only one class III post remains to be filled up.

The inhibition factor for not filling the same has not been shown.

The Directorate of Cultural Affairs have 22 reserved posts for promotion. The break up is 4 in class II, 11 in class III and 7 in grade IV. Out of these 11 posts were filled up by promotion. There are 12 posts in the backlog category.

The factors responsible for not filling up posts by promotion are – 'Not in the promotional zone and candidates with requisite qualifications are not available'.

The Handloom, Textiles and Sericulture Department has 14 class II reserved promotional posts. In class III posts however all the promotional posts are filled up. There is also excess ST reserved promotional posts filled up in grade IV.

The inhibitive factors were 1. qualified candidates are not available, 2. Administrative.

In the Hill Areas Department there are no backlog of promotional posts.

There are 15 class III posts reserved for ST in promotional category in Panchayat and Rural Development Department.

The reason for not filling the posts is 'Non availability of candidates in the gradation list of Junior Assistants.'

The Industries and Commerce Department has 10 promotional post of class III to be filled up. The reason shown was '1. Roster points not applicable in single post, 2. Qualified candidates are not available.'

There are quite a good number of promotional posts lying unfilled in all the categories viz. 5 in class I, 9 in class II, 49 in class III and 109 in grade IV.

The inhibiting factors responsible for not filling are not mentioned.

In the Information and Public Relations Department 2 promotional posts 1 of class III and one of grade IV are remaining unfilled. The reason mentioned by the Department was 'Grade I & II maintained by IPRD, Government of Assam.

There are 13 promotional posts 5 in class I, 1 in class II, 7 in class III remain unfilled in the Power Mines and Minerals Department.

The reason shown was 'No post of ST to be filled up by promotion'.

In the Printing and Stationery Department there are 80 promotional posts 1 in class II, 70 in class III and 9 in grade IV lying unfilled.

The inhibiting factors are '1. Due to dearth of ST candidates, 2. Due to dearth of technically qualified ST candidates.

The Personnel Department has 5 promotional posts lying unfilled. The break up is 2 in class I, 1 in class II and 2 in class III.

The reason for not filling up the posts was 1. qualified candidates are not available, 2. Administrative.

The Planning and Development Department has 43 promotional posts lying unfilled. The reason shown 'Dearth of candidates in the zone of consideration.

The Finance Department has 22 promotional posts 2 in class I, 14 in class II and 6 in class III lying unfilled.

The reason shown 1. one post of class III has been promoted to class II (i.e. Superintendent on 4.10.1999', 2. qualified candidates are not available.

There are as many as 886 promotional posts in grade IV lying unfilled 'due to non availability of ST candidates under zone of consideration, hence the backlog could not be cleared.'

The Home Department has 28 unfilled promotional posts, 2 in class II and 26 in class III. The reason was not mentioned.

Pension and Public Grievance Department has only one promotional reserved post unfilled. Reason not shown.

There are 11 promotional unfilled reserved posts in the Animal and Veterinary Department. The break up is 4 in class I, 6 in class III and 1 in grade IV. The reason was 'Finance approval not received.'

The Food and Civil Supplies Department has no reserved promotional post to be filled up. Although in reason column it is mentioned that 'Appointment and promotion of class I and II posts is made by Government. There is a backlog of ST (H) post but in the relevant column it is not shown. The backlog is 'due to non availability of candidates.'

•The Labour and Employment Department has 3 promotional reserved posts lying unfilled – 2 in class I and 1 in class III. The inhibiting factor is 'ST candidates were in the zone of consideration'.

The Urban Development Department has 4 unfilled promotional reserved posts in class III. The reason was 'Administrative.'

The G.A.D. has not submitted data on promotional reserved candidates.

The Public Enterprises Department kept the schedules on promotion vacant.

There are as many as 237 promotional reserved posts lying unfilled under Gauhati Municipal Corporation. The inhibiting factors are 'Candidates with requisite qualifications are not available.'

No appointment was made since 1998 except on compassionate ground and Employees Welfare Scheme.

The Health and Family Welfare Department has not filled up the schedule on promotion.

The Education Department has 61 unfilled promotional reserved posts – 2 in class I, 6 in class II, 44 in class III and 9 in grade IV.

The inhibiting factor is 'non receipt of Government permission.;

The PWD has 3 posts of unfilled reserved posts of promotion. The break up is 2 in class III and 1 in grade IV.

All the 28 posts in promotional reserved categories remain unfilled in the Water Resource Department. The reason was 'Administrative'.

### **Inhibiting Factors responsible for not filling up the reserved posts.**

#### **B. Central Government/PSUs – Direct Recruitment.**

The Indian Oil Corporation Ltd. has 18 unfilled reserved posts, 2 in class I and 16 in grade IV. The inhibiting factors for not filling up posts are not mentioned.

The Accountant General, A&E, Assam has 55 unfilled reserved posts. The reasons are – A. Candidates with requisite qualifications are not available, B. Administrative.

The Indian Institute of Entrepreneurship has only one class II unfilled reserve post. Action is being taken to fill up the vacancy.

The Housefed has 7 backlog unfilled posts, 3 in class II and 4 in class III. 'Filling up the said posts is 'under process.'

The Assam Tribal Development Authority has no unfilled reserved posts.

The Indian Institute of Handloom Technology has no unfilled reserved posts.

The Tezpur University has 2 class I reserved posts to be filled up. The reason was that candidates with requisite qualifications are not available.

The R.B.I., Guwahati has no unfilled reserved posts.

The Food Corporation of India has as many as 247 (16 class II, 169 class III and 62 grade IV) unfilled reserved posts. The inhibiting factors are 1. 'Grade I posts are made by FCI headquarters, New Delhi and rosters maintained by them, 2. Qualified candidates are not available.'

The Assam Industrial Development Corporation has 23 unfilled reserved posts. The constraints are 1. "Majority of the employees are appointed before the implementation of the reservation policy. 2. Administrative."

The Assam Small Industries Development Corporation has 31 (4 in class I, 3 in class II, 18 in class III and 6 in grade IV) unfilled reserved posts. The reason was Administrative.

The Coal India Ltd. Has 7 unfilled reserved posts of class III category. Reason "Grade I are made by CIL, Kolkata and rosters maintained by them."

The Numaligarh Refinery Ltd has 24 (20 in class I and 4 in class III) unfilled reserved posts. The inhibiting factors are not mentioned.

**Promotional un filled reserved posts and constraints for not filling the same:**

The Indian Oil Corporation Ltd. has 4 grade IV unfilled reserved promotional posts. The reason for not filling up the same is not shown.

The Accountant General, A&E, Assam has 53 unfilled reserved promotional posts – 12 in class II, 40 in class III and 1 in grade IV. The reason for not filling was 'candidates with requisite qualifications are not available'.

The Indian Institute of Entrepreneurship has only one grade II unfilled reserved promotional posts. 'Action is taken to fill up the same'.

The Housefed has 7 unfilled promotional reserved posts. The reason 'under process'.

The Assam Tribal Development Authority has no unfilled reserved promotional posts.

The Indian Institute of Handloom Technology has no unfilled promotional reserved posts.

The Tezpur University has not submitted the schedule for promotional vacancies.

There is no promotional reserved unfilled posts in the R.B.I.

The Food Corporation of India has not filled up the schedule for promotional reserved vacancies.

The Assam Industrial Development Corporation has 14 (4 in class I, 3 in class II, 7 in class III and 3 in grade IV) unfilled promotional reserved posts. The reason is not mentioned.

There are 31 promotional unfilled reserved posts in the Assam Small Industries Development Corporation. The break up is 4 in class I, 3 in class II, 18 in class III and 6 in grade IV. The reason for not filling the posts was 'Administrative.'

The Coal India Limited has 43 (35 class III and 8 grade IV) unfilled promotional reserved posts. The reason Grade I are made by CIL Kolkata and rosters maintained by them.

The Numaligarh Refinery Ltd has not furnished information regarding promotional posts.

## CHAPTER – VI

### **Recommendations**

It has been observed that except Border Areas Department, Hill Areas Department, Personnel Department, Food and Civil Supplies Department and Public Enterprises Department all the rest 25 State Government Departments did not fill up the posts reserved for ST column properly as most of the Departments knowingly or unknowingly showed 10 pc reservation for ST where as the pc of reservation should have been 15 pc (10 pc for plains tribe and 5% for hill tribes). It is, therefore, recommended that ST reservation quota should be properly reflected.

Female reserved quota as well as filled up posts for female appeared to be very low. For instance out of 60 class III reserved posts for ST of the Department of Cultural Affairs, 41 candidates belonged to male and only 2 posts belonged to female candidates. Similarly the Soil Conservation Department out of 217 male filled up posts in class III only 10 were female. In Planning and Development Department against 86 class III posts male only 6 belonged to female candidates. In Guwahati Municipal Corporation 36 class III posts occupied by male and only 3 posts went to female candidates. Like wise out 56 class III filled up reserved posts in Education Department only 9 belonged to females.

The Industries and Commerce Department put the figures of filled up reserved posts in such a way that it was difficult to decipher male female candidates. Only Department of Irrigation gave reasonable representation to the female ST candidates i.e. 119 male and 89 female. However, the Irrigation Department has done commendable job by filling up 119 posts by female candidates against 89 posts by male candidates. The unsuccessful candidates list indicates that there are quite a good number of female job seekers particularly in class III category while placing demand for reserved candidates by the Departments certain percentages for females in class III posts should be shown so that the Employment Exchanges may send names accordingly. The Employment Exchanges should also send names of female candidates from their end.

The inhibiting factors responsible for not filling up reserved posts are not mentioned by 5 state Government Departments although this constitutes a vital column in the schedule. This column helps the authorities to find out the constraints so that necessary steps could be taken to remove the inhibiting factors. Some of the Departments have mentioned 'Administrative' in the column reason for not filling up reserved posts. The Hill Areas Department has mentioned 'Grade I posting and transfer made by Government A'. It is not understood what the Department means by Government A.' Similarly Information and Public Relations reply to the reason for not filling up reserved post column 'Grade I & II maintained by IPRD, Government of Assam' does not carry meaning of difference between Government of Assam and Department under the Government of Assam. Again the Power, Mines and Minerals reply is also in the same line. Even after long thirty years of the Rules framed under the

Assam Reservation of Services and Posts Act the Personnel Department noted in the reason column 'Appointment before Rules framed under Act. The Home Department could not fill up 193 reserved class III posts out of 212 reserved posts with a note 'qualified candidates are not available'. 'Candidates not available, Finance (SIU) approval not received' was the reply from Animal Husbandry and Veterinary Department. Thus almost all the Departments submitted vague statements like 'selection process not completed (Education)', 'qualified candidates not available', 'under process', etc.

We, therefore, recommend that the Departments should be constitutionally bound to fill up the reserved posts keeping in mind the socio-economic backwards of the ST communities. Constraints may be there but the national commitment should also be not side tracked. The negligence in this particular sphere may snowfall in due course of divisive tendencies.

More or less similar tendency has been noticed in respect of promotional reserved posts. A few Departments did not fill up the 'reason' column. As some departments showed reasons like 'suitable candidates are not available' (particularly in the technical stream) more ST students may be provided with scholarships and other benefits enabling them to take up technical jobs of junior category. The Department of Finance, very often take much time to clear files concerning recruitment as quite a few Departments mentioned 'Administrative' reasons for not filling up reserved vacancies.

### **Central Government/PSUs**

In case of Central Government/ PSUs three Departments did not show any reason for not filling up reserved posts while some of the Departments simply mentioned 'action taken to fill up', 'under process', 'Grade I are made by FCI headquarters, New Delhi and rosters maintained by them', 'majority of the employees are appointed before the implementation of the reservation policy' (ADC which are not tribal friendly and against the spirit of the reservation policy of the Government. Instead of taking resort to avoiding attitude and throwing responsibility to the highest authority the regional authorities should be empowered to take action, particularly when question of appointment of reserved posts is concerned.

More or less above mentioned reasons are mentioned in case of filling up of promotional reserved posts.

The Employment Exchanges were designed as a catalytic agent to implement the welfare policies of the weaker sections, so far employment aspect is concerned. It is found that most of the District Employment Exchanges did not mention any reason for non recruitment of ST candidates. In certain cases the collaboration aspect between employers and District Employment Exchanges is not encouraging. Some of the Exchanges reported that the employers did not care to inform the exchanges regarding filling up of the candidates. Besides from their own the performance part of the Employment Exchanges is not satisfactory as reflected in the observations of unsatisfactory ST candidates in as much as 47 unsuccessful candidates have expressed 'No comment', 4 candidates opined 'not satisfied', 2 candidates 'not good', one candidate remarked 'bad', and 2 candidates 'not

bad'. Even among the successful candidates 36 out of 72 had 'no comment', 9 candidates 'not good', one 'not so good', 3 candidates 'satisfied' and 24 candidates were happy with the performance' of Employment Exchanges with the remark 'good'. These observations amply demonstrate that Employment Exchanges should think seriously about the performances particularly in the sensitive cases like employment of ST candidates are concerned. People keep faith on Employment Exchanges and it is the onerous duty of the Employment officers to serve the people, particularly the backward sections in a dedicated spirit as the disgruntled unemployed tribal youths may go astray.

We therefore, suggest that Tribal Welfare agencies like Ministry of Social Welfare, Government of India, Ministry of Social Welfare (WPT & BC), Govt. of Assam, Advisory Councils, Department of WPT & BC, Directorate of Plains Tribes, etc. should monitor the backlogs of ST unfilled candidates regularly. Right now an evaluation study is the prime need.

If we go through the nos. of ST candidates sponsored and numbers of ST candidates recruited in the Departments in State, Central and PSU we find a very disheartening picture. In the two hill districts the position of recruitment of ST candidates is beyond imagination. For instance in the NC Hills the employment of Class III posts was only 4 against 279 sponsored candidates. In respect of grade IV also none was recruited against 221 sponsored ST candidates. Therefore, a time has come to reorient the entire process of employment of ST candidates through employment exchanges. A special employment agency should be created to cater to the needs of the ST candidates.



**SCHEDULE NO I**

Name of the Dept/ Organisation: .....

Phone No:

Collection of Data from the Monitoring Cell/ Departments/Directorate as the case may be at the State Govt./Central Govt. / PSU level.

1. Category wise number of Posts reserved and filled up since the beginning till 31st December 2005

**State Government / Central Government/Public Sector Undertaking (PSUs)**

| Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                   |                 |                 |                           | Male | Female |         |    |                                    |
| I                 |                 |                 |                           |      |        |         |    |                                    |
| II                |                 |                 |                           |      |        |         |    |                                    |
| III               |                 |                 |                           |      |        |         |    |                                    |
| IV                |                 |                 |                           |      |        |         |    |                                    |
| Any other         |                 |                 |                           |      |        |         |    |                                    |
| <b>Total</b>      |                 |                 |                           |      |        |         |    |                                    |

- Posts filled up by disabled ST candidates should be shown separately
- Isolated /technical posts reserved for ST and not being filled up should also be mentioned in the foot note stating reasons.

2. Reasons for not filling in the Posts separately for the Posts of the Government and PSUs. Tick the reasons:

- a. Qualified candidates not available.
- b. Candidates are not aware about the vacancies.
- c. Administrative.
- d. Any other (Specify)

3. Number of Posts to be filled by Promotions:

**State Government / Central Government/Public Sector Undertaking (PSUs)**

| Category of Posts | No of Posts     |                 | Number of Posts Filled up |      |        | Balance |    | Reason for not filling up ST posts |
|-------------------|-----------------|-----------------|---------------------------|------|--------|---------|----|------------------------------------|
|                   | Sanctioned post | Reserved for ST | Total                     | ST   |        | Total   | ST |                                    |
|                   |                 |                 |                           | Male | Female |         |    |                                    |
| I                 |                 |                 |                           |      |        |         |    |                                    |
| II                |                 |                 |                           |      |        |         |    |                                    |
| III               |                 |                 |                           |      |        |         |    |                                    |
| IV                |                 |                 |                           |      |        |         |    |                                    |
| Any other         |                 |                 |                           |      |        |         |    |                                    |
| <b>Total</b>      |                 |                 |                           |      |        |         |    |                                    |

4. Reasons for not filling the Posts by Promotion

- a. Regular DPCs are not held
- b. Candidates with requisite qualifications are not available
- c. Administrative.
- d. Any other (Specify)

5. Please give details of measures being adopted, to fill up the balance posts of reservations as well as of Promotions.

Date :.....

Name of the Informant/s:.....

Designation with official seal

**SCHEDULE NO II**

**Collection of Data from the Employment Exchanges:  
State Government District wise /Sector wise recruitment through Employment Exchange**

| Sl No | Name of Department recruiting candidates through employment exchange | Category     | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                  | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|--|--------------|--|-----------------|------------------|--------------------------------|----|--------------------------------|----|
|       |  |              |  | Total           | Reser ved for ST | Total                          | ST | Total                          | ST |
| 1     | 2  | 3            | 4  | 5               | 6                | 7                              | 8  | 9                              | 10 |
|       |  | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |  | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |  | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |  | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |  | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |  | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |  | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |  | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |  | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |  | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |  | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |  | b. Class-IV  |  |                 |                  |                                |    |                                |    |

**Public sector undertakings Districtwise / Sectorwise**

| Sl No | Name of Public Sector recruiting candidates through employment exchange | Category     | Total Registered ST candidates in Live register of employment exchange | Number of Posts |                  | Number of candidates sponsored |    | Number of candidates recruited |    |
|-------|---|--------------|--|-----------------|------------------|--------------------------------|----|--------------------------------|----|
|       |   |              |  | Total           | Reser ved for ST | Total                          | ST | Total                          | ST |
| 1     | 2   | 3            | 4  | 5               | 6                | 7                              | 8  | 9                              | 10 |
|       |   | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |   | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |   | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |   | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |   | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |   | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |   | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |   | b. Class-IV  |  |                 |                  |                                |    |                                |    |
|       |   | a. Class-III |  |                 |                  |                                |    |                                |    |
|       |   | b. Class-IV  |  |                 |                  |                                |    |                                |    |

- Year wise information since the functioning of the Department till 2005-06

**Reasons for not recruited of the candidates sponsored by the exchange:**

Date :.....

Name of the Informant/s:.....

Designation with official seal  
Contact No :

**SCHEDULE NO III**

**Schedule for Interviewing the Successful Candidates Who Got Recruited Through the Employment Exchanges**

1. Name of the candidate selected:
2. Age :
3. Tribe:
4. Name of the village/town/city:
5. Name of Tehsil / Block:
6. Distance of the village from the Block Headquarters:
7. Educational facilities available in the village:
  - a. A note about the facilities available in the village:
  - b. A note on the availability of the teacher:
8. Family Background of the candidate :
  - a. Name of Father:
  - b. Father's occupation:
  - c. Approx. Annual Income of the Family:
  - d. Marital Status:
  - e. Number of members in the Family of origin:

| SL no | Relationship      | Age | Last Educational Qualifications | Remarks |
|-------|-------------------|-----|---------------------------------|---------|
| 1     | Father            |     |                                 |         |
| 2     | Mother            |     |                                 |         |
| 3     | Brother/ Brothers |     |                                 |         |
|       | 1                 |     |                                 |         |
|       | 2                 |     |                                 |         |
|       | 3                 |     |                                 |         |
|       | 4                 |     |                                 |         |
|       | 5                 |     |                                 |         |
|       | Sister/Sisters    |     |                                 |         |
|       | 1                 |     |                                 |         |
|       | 2                 |     |                                 |         |
|       | 3                 |     |                                 |         |
|       | 4                 |     |                                 |         |
| 4     | Wife/Husband      |     |                                 |         |

9. Educational Qualifications of the candidate

10.

| SI No | Level                 | Name of the inst | Distance from the place of residence | Year | Aggregate% scored |
|-------|-----------------------|------------------|--------------------------------------|------|-------------------|
| 1     | Primary               |                  |                                      |      |                   |
| 2     | Middle                |                  |                                      |      |                   |
| 3     | High School           |                  |                                      |      |                   |
| 4     | Higher Secondary      |                  |                                      |      |                   |
| 5     | Graduation            |                  |                                      |      |                   |
| 6     | Post Graduation       |                  |                                      |      |                   |
| 7     | Other higher degrees  |                  |                                      |      |                   |
| 8     | Other Training If any |                  |                                      |      |                   |

11. If Married no of children :

12. Are the children of school going age? If yes, then in which standard do they study  
(give details)

13. Department and post on which selected:

14. Date and year of registration in the Employment Exchange?

15. Was some professional Training provided by the Employment Exchange? If Yes, specify

16. How many times was he sponsored by the Employment Exchange?

17. Post to which he got recruited as sponsored by the Employment Exchange?

18. Was he required to pay some money/fee for the registration in the Employment Exchange?

19. If Yes, then how much?

20. Was he required to pay extra money for getting the job sponsored by the Employment Exchange?

21. If Yes, then how much?

22. His opinion about the service provided in the Employment Exchange-

**SCHEDULE No IV**

**Schedule for Interviewing the unsuccessful Candidates Who did not Get Recruited through the Employment Exchanges**

- 1 Name of the candidate not selected:
- 2 Age:
- 3 Tribe
- 4 Name of the village/town/city:
- 5 Name of Tehsil:
6. Name of the Block:
- 7 Distance of the village from the Block Headquarters:
- 8 Educational facilities available in the village:
  - a. A note about the facilities available in the village:
  - b. A note on the availability of the teacher:
- 9 Family Background
  - a. Name of Father
  - b. Father's occupation
  - c. Approx. Annual Income of the Family
  - d. Married/ unmarried
  - e. Number of members in the Family of origin

| SL no | Relationship      | Age | Last Educational Qualifications | Remarks |
|-------|-------------------|-----|---------------------------------|---------|
| 1     | Father            |     |                                 |         |
| 2     | Mother            |     |                                 |         |
| 3     | Brother/ Brothers |     |                                 |         |
|       | 1                 |     |                                 |         |
|       | 2                 |     |                                 |         |
|       | 3                 |     |                                 |         |
|       | 4                 |     |                                 |         |
|       | 5                 |     |                                 |         |
|       | Sister/Sisters    |     |                                 |         |
|       | 1                 |     |                                 |         |
|       | 2                 |     |                                 |         |
|       | 3                 |     |                                 |         |
|       | 4                 |     |                                 |         |
| 4     | Wife              |     |                                 |         |

10 Educational Qualifications of the candidate

11

| Sl. No | Level                 | Name of the inst | Distance from the place of residence | Year | Aggregate % scored |
|--------|-----------------------|------------------|--------------------------------------|------|--------------------|
| 1      | Primary               |                  |                                      |      |                    |
| 2      | Middle                |                  |                                      |      |                    |
| 3      | Higher Secondary      |                  |                                      |      |                    |
| 4      | Graduation            |                  |                                      |      |                    |
| 5      | Post Graduation       |                  |                                      |      |                    |
| 6      | Other Training If any |                  |                                      |      |                    |

12 If Married no of children

13 Are the children of school going age? If yes, then in which standard do they study

14 Date and Year of registration in the Employment Exchange?

15 Was some professional Training provided by the Employment Exchange?

16 How many times was he sponsored by the Employment Exchange and for which post. The last Post to which he was sponsored but could not get the employment?

17 Was he required to pay some money/fee for the registration in the Employment Exchange?

18 If Yes, then how much

19 His opinion about the service provided in the Employment Exchange-



## SCHEDULE-V

### Schedule for Interviewing Officers

1. Name of the officer:
2. Post held:
3. Department:
4. (a) Age:                      (b) Educational Qualification:
5. Period of posting on the present Post:
6. Does s/he know about the rules, regulations, enactments, executive orders etc for the reservations made for the Scheduled Tribes in recruitments to various posts and Promotions? Elaborate.
7. Is s/he aware about the facilities provided for the coaching, Training etc. for the recruitment to various job for the ST? Elaborate.
8. If yes, does s/he consider them sufficient or should some more provisions etc, have to be made regarding enactments and coaching facilities ? Elaborate.
9. What is his/her opinion about the implementation of various facilities of reservation for the ST? Elaborate.
10. His/her suggestion about the improvement in the implementation of various facilities of reservation. Elaborate.

(This above Schedule was sent to the concerned officers for their view regarding reservation of STs, but in spite of our best efforts and repeated reminders, no reply was received from their end.)

**SCHEDULE-VI**

**Schedule for Interviewing the Representatives of the People**

Name :

MP/MLA/Chairman of Zila Parishad:

Constituency:

(a) Age:                      (b) Educational qualification :

Period of posting on the present Post:

Does s/he know about the rules, regulations, enactments, executive orders etc for the reservations made for the Scheduled Tribes in recruitments to various posts and Promotions? Elaborate.

Is s/he aware about the facilities provided for the coaching, Training etc. for the recruitment to various job for the ST? Elaborate.

If yes, does s/he consider them sufficient or should some more provisions etc, have to be made regarding enactments and coaching facilities ? Elaborate.

What is his/her opinion about the implementation of various facilities of reservation for the ST? Elaborate.

His/her suggestion for filling up the reserved vacancies. Elaborate.

(This above Schedule was sent to the concerned MP/ MLAs/ Chairperson of the Zilla Parishad to get their view regarding implementation of various facilities of reservation of Sts, but in spite of our best efforts, no reply was received from their end.)