



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

**SCs and STs Research and Training Institute (SCSTRTI),
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C o n t e n t s

	<u>Page</u>
Chapter-I	
1. Introduction	1-8
• Representation in posts and services	
• Emergence of ORV Act	
• Approach and strategy	
• Measures to eliminate exploitation	
• Objectives of the study	
• Methodology	
• Tools of the study	
• Universe and sample	
• Research Personnel	
• Time schedule and Limitation of the Study	
Chapter-II	
2. Scheduled Tribe Setting in the State	9-14
• History of Scheduled Area	
• Creation of Scheduled Area	
• Scheduled Area Administration	
• Scheduled Areas of Orissa	
• Distribution of Scheduled Tribes	
2.1 Demographic Features	15-33
• Population	
• Sex- Ratio	
• Growth rate	
• Literacy	
• Rural &Urban ratio	
• Migration	
• Size of the Family	
• Development of PTGs	
2.2 Socio-Economic conditions	34-45
• Occupational pattern	
• Dependency Rate	
• Economic cycle	
• Position of Women and their contribution to Socio- Economic life	
• Utilization of Local natural resources	

- Family
- Lineage
- Clan
- Phratry
- Moiety
- Kinship
- Culture
- Social life
- Traditional Panchayat
- Religion

2.3 Education 45-49

- Educational Institutions and Facilities for Development of STs
- Training & Empowerment

2.4 Impact of Development activities on STs 50-58

- Utility of research findings of SCSTRTI
- Social Development
- Impact of Health
- Economic impact

Chapter-III 59-108

Rules and Regulations framed by the States and the Central Government in the light of the Constitutional Provisions for the Reservation of Posts for the Scheduled Tribes

- Central Government Provisions for the reservations of Posts for the Scheduled Tribes
- State Government Provisions for the reservations of Posts for the Scheduled Tribes
 - (1) The Orissa Reservation Of Vacancies in Post and Services (For Scheduled Castes and Scheduled Tribes) Act, 1975.
 - (2) Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Rules, 1976 [As amended by the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) (Amendment) Rules, 1984.
 - (3) Circulars of S.T & S.C Development Department

Chapter-IV

4. The Current Status of Employment against the Reserved Vacancies (in different District Employment Exchange, Government Departments & PSUs in Initial Recruitment) 109-136

- Information from Employment Exchange:
- Information from Government Departments:
- Information on PTGs of Micro Project:

- Information from Public Sector Undertakings (PSUs):

Chapter-V

5. The Current Status of Employment Against the Reserved Vacancies in different Govt. Departments & PSUs in Promotions **137-151**

- Information from Government Departments:
- Information from Public Sector Undertakings (PSUs):

Chapter-VI

6. Factors responsible for achievements both in filling the Reserved category of posts and posts reserved for promotions, Collected from the field study **152-172**

- Category wise successful candidates interviewed
- Opinion of Successful ST Candidates
- Case studies of successful candidates in Initial Recruitment
- Case studies of successful candidates in Promotional cases

Chapter-VII

7. Inhibiting Factors responsible for not filling the reserved Posts and posts reserved for promotion **173-204**

- Response of the People's Representatives
- Opinion of Government Officers regarding reservations of Posts for the Scheduled Tribes Unsuccessful candidates interviewed
- Opinion of Unsuccessful ST Candidates
- Case studies of unsuccessful candidates (Class III&IV)

Chapter-VIII

Observations & Recommendations **205-211**

- Observations from the information provided by Employment Exchanges, Government Departments & Public Sector Undertakings as per the formats and schedules
- Recommendations

ACRONYMS USED IN THE TEXT

ADM	-Additional District Magistrate
ADWO	- Additional District Welfare Officer
APICOL	- Agricultural Promotion &Investment Corporation of Orissa
ATDC	- Academy of Tribal Dialect and Culture
BDA	- Bonda Development Agency
BDO	- Block Development Officer
BPL	- Below Poverty Line
CBDA	- Chuktia Bhunjia Development Agency
CCR	- Confidential Character Roll
DDA	- Didayi Development Agency
DEO	- District Employment Officer
DI	- District Inspector
DIC	- District Industrial Centre
DKDA	- Dongria Kondh Development Agency
DPC	- Departmental Promotion Committee
DPEP	- District Primary Education Programme
DRDA	- District Rural Development Agency
DWO	- District Welfare Officer
EE	- Employment Exchange
EFP	- Essential Forest Produce
EMRS	- Ekalabya Model Residential School

GRIDCO	- GRID Corporation of Orissa
HSC	- High School Certificate
HTW	- Harijan and Tribal Welfare
IAY	- Indira Awas Yojana
IPICOL	- Industrial Promotion & Investment Corporation of Orissa Limited
ITDA	- Integrated Tribal Development Agency
ITDP	- Integrated Tribal Development Programme
JDA	- Juang Development Agency
KBK district	- Koraput, Bolangir, Kalahandi district
KKDA	- Kutia Kondh Development Agency
LDA	- Lodha Development Agency
LSDA	- Lanjia Saora Development Agency
MADA	- Modified Area Development Approach
MD	- Managing Director
MFP	- Minor Forest Produce
MLA	- Member of Legislative Assembly
MOTA	- Ministry of Tribal Affairs
MP	- Members of Parliament
MPW	- Multi Purpose Worker
NFFWP	- National Food for Work Programme
NGO	- Non Government Organization
NREGS	- National Rural Education Guarantee Scheme
OAS	- Orissa Administrative Service

OCC	- Orissa Construction Corporation Ltd.
OFDC	- Orissa Forest Development Corporation Ltd.
OIIDCO	- Orissa Industrial Infrastructure Development Corporation
OMC	- Orissa Mining Corporation Ltd.
OMTES	- Orissa Model Tribal Education Society
OPSC	- Orissa Public Service Commission
OPGC	- Orissa Power Generation Corporation
ORV	- Orissa Reserve Vacancy
OSCSTDFCC	- Orissa Scheduled Castes & Scheduled Tribes Development Corporation
OSFDC	- Orissa State Finance Development Corporation
OSRTC	- Orissa State Road Transport Corporation
OSPHWC	- Orissa State Police Housing & Welfare Corporation
OSCSC	- Orissa State Civil Supply Corporation Ltd.
OSFC	- Orissa State Financial Corporation
OSIC	- Orissa Small Industries Corporation Ltd.
OTDC	- Orissa Tourism Development Corporation
OUAT	- Orissa University of Agriculture & Technology
PA	- Project Administrator
PBDA	- Pauri Bhuiyan Development Agency
PETC	- Pre Examination Training and Coaching
PG	- Post Graduation
PGDCA	- Post Graduation Diploma in Computer Appliances
PMGY	- Prime Minister Gramin Yojana

PRI	- Panchayat Raj Institution
PSU	- Public Sector Undertakings
PTGs	- Primitive Tribal Groups
RBI	- Reserve Bank of India
RDC	- Revenue Development Commissioner
RLTAP	- Revised Long Term Action Plan
SSA	- Sarba Sikshya Abhijan
SC	- Scheduled Caste
SCA	- Special Central Assistance
SCSTRTI	- Scheduled Caste& Scheduled Tribes Research & Training Institute
SDA	- Saora Development Agency
SGRY	- Swa Gramin Rojagar Yojana
SS	- Siksha Sahayak
ST	- Scheduled Tribe
TAC	- Tribes Advisory Council
TDA	- Tumba Development Agency
TDCC	- Tribal Development Co- Operative Corporation
THRCTC	- Tribal & Harijan Research cum Training Centre
THRTI	- Tribal & Harijan Research Cum Training Institute
TDCCOL	- Tribal Development Co-operative Corporation Ltd.
TRW	- Tribal & Rural Welfare
TSP	- Tribal Sub Plan
TW	- Tribal Welfare

UOI	-Un-official Instruction
UOR	- Un-official Reference
UPSC	- Union Public Service Commission
VLW	- Village Level Worker

EXECUTIVE SUMMARY

The Draft Report relates to the role of different Government Departments and Public Sector Undertakings of Orissa State in filling up of the reserved vacancies for ST candidates in different category of posts to get jobs. The Draft Report prepared on the basis of the information collected from 15 districts (All 13 Scheduled districts & 2 Non- Scheduled districts), Government Departments and Public Sector Undertakings of the State by administering different schedules and formats as per the guidelines provided by the Nodal Institution of the Study (TRI), Bhopal, Madhya Pradesh. This report contains eight chapters & the brief of salient points of some chapters are reflected below.

Under the aegis of the Ministry of Tribal Affairs, Govt. of India, SC & ST Research & Training Institute under ST&SC Development Department, Govt. of Orissa has undertaken National Level study on “Utilization of Reservation for the Scheduled Tribes in Govt. Jobs (State and Central including Public Sector Undertakings) during the year 2007-08. The reports based on evaluation study having four broad objectives like (1) The Current Status of employment of STs against the reserved vacancies and promotion (2) The possible factors which have led to such achievements, (3) Inhibiting factors responsible for not filling up the reserved posts (4) Suggestions for improvement

In consonance with the above objectives, the study design, tools prepared by the nodal Institute, Bhopal, MP following with little modification. Information are collected from the Primary sources like interviewing the successful and unsuccessful candidates at field level from 15 districts in getting/not getting Govt. Jobs, interviewing Govt. Officers who are held responsible / involved in giving appointment to reserved category candidates and the People’s Representatives belonging to ST category. Secondary sources include information recorded/collected from live register of 15 Employment Exchange Offices, Special Employment Exchange Office for SCs & STs, Bhubaneswar, 7 Govt. Departments & PSUs of the State and the Institute’s Library. Emphasis has been given to honour the views of the successful and unsuccessful candidates interviewed, People’s Representatives and appointing officers in Government jobs both in filling up of the reserved posts in initial appointments and by promotion.

In Orissa, out of 30 districts, 13 districts (the entire seven districts such as Kondhmal, Mayurbhanj, Sundergarh, Nawarangpur, Koraput, Malkangiri, Rayagada and parts of six districts such as Balasore, Keonjher, Sambalpur, Gajapati, Ganjam and Kalahandi) are covered under Schedule area.

On the basis of geo-physical condition, the entire State is divided into 4 geophysical zones i.e. Northern Plateau (25.5%), Eastern Ghat Regions (29.2%), Central Table Land (24.1%), and Coastal Tract (21.2%). All the 62 tribal communities found in the state are mainly spread over on the Northern Plateau and Eastern Ghat Regions.

As per 2001 Census, the ST population constitutes 8.20% of the total population of the country and 22.13% of the total population of the state. In the State the sex ratio of STs is 972 females per 1000 males. The growth rate of ST has been reduced from +16.62 in 1971-81 to +15.83 during the year 1991-2001. There is a rise of literacy among STs from 7.36% in 1961 to 37.37% in 2001 Census. Still they are lagging far behind than that of general population (63.08%). The rural urban ratio which was 15:1 & 47:1 during the year 1961 in case of general and ST population respectively reduced to 6:1 & 17:1 during 2001 which indicates that there is a shift or migration towards urban areas both by general population and ST population. Size of the family, which was 5:3 & 4:8 in respect of general and ST population during 1981, was reduced to 4:8 & 4:5 respectively during 2001 census.

There are 13 PTGs inhabiting in Orissa as against 75 PTGs in the Country. There are 17 Micro Projects operating in the remote pockets at an elevation of 100 ft to 5000ft above the mean sea level spreaded over 12 districts. Out of 17 Micro Projects, 13 Micro Projects are within TSP areas where as 4 Micro Projects are operating outside the TSP areas.

The PTGs are categorized in 4 Techno economic stages, like hunterer /food gatherer, shifting cultivators, terrace cultivators and settled cultivators. But all of them mainly supplement their livelihood by forest collection. Besides they are expert in their traditional arts and crafts like basket, rope and sling making out of siali fiber, sabai grass and jute, monkey catching, khali stitching and pressing, weaving of handloom clothes, bead necklaces making, carpet weaving, broomstick making, embroidery, wood craving and decorating, wall painting, comb making etc. for additional earning. Some PTGs adopted horticulture plantation in the shifting lands.

As per 2001 Census, the total number of workers among the ST Communities is 39,90,007(49%), out of which 22,88,475(57.36%) are main workers, 17,01,532 (42.64%) are marginal workers, cultivators constitute 1053644 (46.04%), agricultural labourers 7,14,057 (31.20%) and workers engaged in house hold industries constitute 78,555 (3.43%) of the total main workers. Most of the cultivators among the Scheduled Tribes are small and marginal farmers.

The rest of the tribal communities are depending on their livelihood as cattle-header, simple artisan, terrace and shifting cultivators, settled agriculturists and industrial and urban workers.

All the Tribal Groups belong to patrilineal societies. The women in tribal societies occupy a dignified position, enjoying considerable freedom in socio-economic life.

Forest and tribal life are inseparable. Forest supplies the tribals bamboos, timber, thatching grass, fibers and clays for their hut. Wood is also a source of light.

The family may be defined as a basic fundamental and the smallest social grouping, the members of which are united by bonds of kinship. Lineage is a corporate dissent group composed of consanguine Kin who claim decent from a common and able to trace descent genealogically thorough known links. Clan may be considered as an enlarged unilateral kinship group that rests on the fiction of common descent from a founding ancestor. The members of a

clan believe in blood relationships among themselves and as such they maintain the rule of clan exogamy. The phratry is unilateral decent groups composed of two or more clans, which are supposedly, inter related. They have retained their own way of managing internal affairs of the village mainly through the village council and youth dormitory.

Normally rituals are performed on the expected events in the life cycle of the individuals because they involve transition from one social status to another. This indeed implies separation, transition, and integration.

The religion of the Orissan tribes is an admixture of animism, nature-worship, fetishism, shamanism and ancestor worship. Religious believes and practices aim at ensuring personal security and happiness as well as community well-being and group solidarity.

The tribal male and female literacy rates are 51.48% and 23.37% respectively whereas in case of general male and female literacy rates are 75.35% and 50.51%. The literacy position of the ST and general people indicates a wider gap of 25.71 % for all whereas in case of ST female it is still higher (27.14%).

Orissa State Financial Development Corporation (OSFDC) is conducting various training programmes with the approval of the Govt. in ST & SC Development Department for ST students. Various training programmes for STs are conducted by OSFDC, NFSDC in different periods to train and to empower them to compete with others and get employed in different Organizations.

Emphasis has given for providing health care services in remote tribal areas. Accordingly a three tier health service system comprising of one sub center for every 3000 population, one PHC/AHC for every 20000 population and one community center for every 80000 to 120000 population is being established by the State Health Department.

As per the estimate on incidence of poverty in rural and urban Orissa by social groups for the year 1993-94, the percentage of SC and ST population below poverty line in rural areas of the State stood at 40.5 and 63.6 and in urban areas at 41.7 and 58.6 respectively. Special attention is also being paid to the implementation of employment and income generating programmes.

Prevention of exploitation of Tribals in respect of alienation of land, Money lending and debt bondage, trade, collection and sell of Minor Forest Produce etc. has also received due attention of State Government in the Schedule areas.

Food insecurity is a chronic problem in remote tribal areas of KBK districts. 423 nos. of Grain Banks have been established in the KBK districts with assistance from the Ministry of Tribal Affairs, Government of India in terms of cash and food grains.

Rules and Regulations framed by the States and Central Government in the light of Constitutional Provisions for the reservation of posts for the STs:

In order to secure fair representation among SCs & STs, the Constitution of India provides for reservation in posts and services under the Union and State Governments in favour of Scheduled Castes and Scheduled Tribes in Article 16(4); 16(4) A, 16(4) B and 335.

Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 shall apply to all appointments to the Posts and Services under the State except Class 1 posts which are above the lowest rung, scientific posts, Tenure posts, contract post, ex-cadre posts, deputation posts, transfer posts, Temporary appointments of less than forty-five days duration, persons under the rehabilitation assistance, members of the family of the deceased of permanent disabled employee and single post.

The State Government prescribes model rosters indicating the number of vacancies to be reserved for the Scheduled Castes and Scheduled Tribes and the number to be left unreserved. The appointing authorities shall maintain rosters in the prescribed form.

But the provisions of ORV Act, section-7 shall not apply to the reserved vacancies to be filled up by promotion on the basis of selection where such promotion is to be made- from class III posts to class II posts, Within class II posts, from class II posts to class I posts, and from posts in the lowest rung of class I.

As regard to relaxation and concessions, the upper age limit prescribed for recruitment of STs shall be increased for five years, the qualification regarding experience, if any, may be relaxed up to two years, fees for admission into any competitive examination or interview for recruitment are exempted.

All appointments made in contravention of the provisions of this Act after the commencement of the Orissa Reservation of Vacancies in Posts and Services(for Scheduled Castes and Scheduled Tribes) Amendment Act ,1982 shall be treated as voidable.

Any appointing authority who makes the appointment in violation of this Act and Rule made there under shall on conviction be punished with a fine which may extend to five thousand rupees. The Government may also draw up disciplinary proceeding against the authority concerned and punishment so imposed shall be recorded in his confidential character roll.

In each Department of the Government, an Officer not below the rank of an Under Secretary authorized by the Secretary of the Department on that behalf shall act as Liaison Officer in respect of the matters provided in this Act ensuring proper implementation of the provisions of this Act and the rules made there under ;

There shall be a Standing Committee to review of the implementation of the provisions of this Act and the rules made there under, as far as possible, twice a year; Suggests measures for the removal of difficulties in such implementation for the improvement thereof.

The State Government shall prepare an annual report on the working of this Act and lay the same before the Legislature Assembly for a period of not less than fifteen days in the succeeding calendar.

The provisions of this Act shall have overriding effect notwithstanding anything to the contrary in any other law or in any rule, order, or resolution made by the State Government

During the year 2007, 98,569 ST job seekers (Male 75,446 & Female 23,123) were registered their names as against 3,84,948 lakh total registered job seekers (Male-2, 95,242 & Female-89, 706) in 15 Employment Exchange Offices of the Scheduled Areas including two Non- Scheduled districts of the State. During the year 2006, maximum job seekers had been registered i.e. 4, 02,412 (Male-3, 10,298 & Female 92,114) as against 99,503 (Male 76, 317 & Female -23, 186) Scheduled Tribes. As per the record and collected information from the Employment Exchange Offices, the total job seekers during the year 2006 is 4.34% more than that of 2007 where as in case of ST job seekers it was only 1.94%. During 2007, placements of 259 STs were made including the spill over vacancies notified earlier. Home department is the only department of the State which have notified and recruited maximum number of posts for various categories during the last six years i.e. 2002-07. There are six departments of the State Govt. have not absorbed and recruited a single person in any post under their jurisdiction due to ban on recruitment in post and services imposed by the State Govt. During last six years (2002-07) the number of recruitment of ST candidates was 616 as against the number of vacancies notified for them in 13 departments was 458, which indicates that the placement of ST categories were made including the spill over vacancies notified in the earlier years as per the roster rule. There are 36 Administrative Departments functioning under the State Govt. Most of the Departments like Parliamentary Affairs, Public Grievances & Pension Administration, Public Enterprises, General Administration, Housing & Urban Development, Information & Technology, Law, Rural Development, Science & Technology and Water Resources etc. have absolutely no offices functioning in the Districts.

Over last 6 years (2002-07), there were 11237 ST candidates registered their name in SC & ST Special Employment Exchange, Bhubaneswar. Out of total registrant of 11237, 5034 (44.80%) were matriculate. The ST registrant was highest in number (2914) during the year 2006 in comparison to other years. Over a period of 6 years (2002-07) not a single ST Graduate Technical holder has registered his name in the special Employment Exchange meant for SCs & STs. During 2007, the number of ST Matriculate registrant was 3008(40.32%) and Diploma holders was 682 (9.14%).

The recruitment of ST females was also highest during 2007. All the posts (100%) in Class-I category and 85.45% posts in Class-II category are deputed from other Govt. Departments. Maximum posts (649) in Class-IV category are filled up during initial recruitment followed by Class-III category in the Public Sector Undertakings.

Out of total 338 nos. of PTGs employed in different Govt. and Private Organizations maximum PTGs are engaged in Class III category 160(47.34%). Among them 5 (1.48%) persons are engaged in Class II category posts and 138(40.83%) in Class IV category posts. Besides 35(10.36%) persons are engaged in different Private Organizations.

The initial and promotional posts in class-I category includes single post and deputed post. There is short fall of ST candidates in many Government/PSU sectors due to non availability of qualified ST

candidates in feeder grade. In some cases posts are filled up by dereservation /deputation. The representation of STs shown in all the 4 categories of posts both in initial and promotional cases is much less than the prescribed percentage of reservation. In 28 PSUs, only 1.20% in case of class-I category posts, 15.16% in class-II category, 7.36% in class-III category and 13.39% in class-IV category posts are filled up.

Total 201 successful candidates in respect of class II, III & IV category of posts were interviewed from 15 districts (13 Scheduled districts and 2 non-scheduled Districts) to find out their reasons of success in getting jobs in different sectors of Government Organizations & PSUs. Out of total number of candidates interviewed, 176 numbers (88%) were males and only 25 numbers (12%) were females. Among them 47 belong to Class II category, 80 belongs to Class III category and 74 to Class IV category. Class I category Officers who have directly recruited in Government Jobs from the ST category were not interviewed as, such candidates were not available during the field study.

Total 61 successful candidates in class I, II, III & IV categories in promotional post were interviewed from 15 districts (13 Scheduled districts and 2 non-scheduled Districts) to find out their reasons of success in getting the Govt. jobs and subsequently promoted in their respective cadre. Out of total number of candidates interviewed, 56 numbers (91.80%) were males and only 5 numbers (8.20%) were females. Among them 11 nos. belong to Class I category, 19 to Class II category and 25 nos. to Class III and 6 nos to Class IV category.

Most of the People's Representatives opined that the rules and regulations are in pen and papers. These are not properly followed by the Govt. Officers during the time of recruitment of reserved category candidates to different Posts and also in Promotions. Most of the ST Caste Certificates are forged and issued in favour of Non ST communities. Vocational Training and Coaching are not organized at regular interval in districts for the ST students. Awareness camps regarding job facilities in different Government Departments are not ensured. Additional technical/financial help is not provided. No encouragement to ST students who have possessed extra curricular activities. The guide lines are not being followed for proper implementation of various facilities of reservations for the STs. Importance are not given to economically backward ST candidates.

As opined by the Government Officers, the provisions of Act and Rules are not correlated symmetrically, which creates confusion, at the time of applicability. The provisions of the Act are not clearly defined for initial and promotional appointments for which most often, appointing authorities are seeking clarification from ST & SC Development Department for its proper implementation. Adequate Coaching / Training facility for SC/ST candidates are not noticed. The rules should be clear and unambiguous so that there shall be no doubt while implementing different provisions. The existing coaching facility is inadequate. More coaching/ Trainings facilities for ST students are required. The ORV Act, 1975 and the Rules made there under are required to be amended with incorporation with certain executive instruction in consonance with the judgment of the Apex Court. The vacancy-based reservation is required to be replaced by post-based reservation principle. The appointing authority is required to be trained periodically to make them conversant with the present status of the Act.

Out of 153 unsuccessful candidates registered in class III & IV category of post, 137 numbers (89.54%) were males and only 16 numbers (10.46%) were females and 76 nos. belong to Class III category, 77 to Class IV category. The total number of family members of 153 unsuccessful candidates are 708. Out of which 272 (38.42%) persons are engaged in different works like cultivation (51.47%), agricultural labour (11.03%), 61 Pvt. Service (22.43%), 12 nos each from small business and Govt. service (4.41%). From the income range it shows that all the candidates belong to lower income group ranging from Rs.1000-25000.

As many as 19 case studies on unsuccessful candidates in different category of posts were collected in course of undertaking the study in 15 district of Orissa. Among unsuccessful candidates, major reasons of their failure in getting Govt. jobs are low academic career, name not sponsored by Employment Exchange, rural back ground and lack of awareness, not qualify interview (14.38%), some of them (35.29%) have not got job due ban on recruitment and for refusing to give bribe to the staff of the Employment Exchange office for sponsoring their name against vacancies for post in Government Departments. Out of 153 candidates, 131 (85.62%) candidates had no Primary School facility with in their village.

Inhibiting factors responsible for not filling the different reserved category posts in different sectors of Government and PSUs are, no direct recruitment is made in Class-I Category Posts. In Class II & in Class III Category, some posts are single posts and some are filled up by deputation & some others are filled up on contractual basis. In Government Departments/PSUs posts in different cadre are remain vacant due to non-availability of qualified ST candidates & ban on direct recruitment by Government since 1991 & non availability of candidates from feeder grade. In some PSUs Candidates were appointed before 1982 when the ORV rules was not applicable to PSUs & in some other cases posts are abolished due to their financial crisis.

Observation:

In most of the cases, the Departments and PSUs do not regularly intimate about the filling of the vacancies to the Employment Exchanges. The special recruitment drives are not commissioned for a longer period. Shortfall of vacancies of reserved posts for longer period is noticed in different Govt. Departments/PSUs. In some cases the reserved vacancies are filled up by way of de-reservation of posts or on exchange basis. Many posts, being the single posts, have been filled up by deputation and transfer. Due to restriction of the Government, there is ban on direct recruitment in the Govt. Deptts and PSUs. ST candidates with requisite qualification are reported to be not available to fill up of the reserved posts in Govt. Departments. In some Departments like Home, SSD, Health, Education recruitments are made to meet the emergency services. Roasters are not maintained properly and separately for each category of posts in initial recruitment and promotional cases. Maintenance of separate roaster register for permanent appointments and temporary appointments likely to become permanent are completely ignored. The appointing authorities in some cases have not verified the entries made in the roaster registers. At the time of regularization of contract laborers, reservation quota is also ignored in majority of cases.

Recommendation

SC & ST candidates selected on their own merit should not be adjusted against the reserved points. The Department/PSUs may resort to direct recruitment of SC & ST candidates where these candidates are not available for promotion. Special Recruitment Drive should be taken up immediately to fill up the reserved posts as there are sizable vacant posts in reserved category. Creamy layers among STs should be excluded from availing the reservation quota. The Govt. should create awareness in the interior pockets regarding the job opportunity available in Public Sectors. Govt. should take effective steps for creation of awareness on ORV Act/Rules among the ST candidates inhabiting in remote areas through special training in Schools and at Panchayat and Block levels. The provision of special coaching for the ST meritorious students should be implemented more effectively and this facility should be extended to all tribal district Head Quarters. Annual reports on the working of this ORV Act should be produced by the State Govt. regularly. Penalty for violation of ORV Act should be implemented more effectively. The nodal department should take effective steps for clear cut clarification to all the Govt. Department/PSUs regarding Post Based and Vacancy Based roster. Regular training should be arranged for the Govt./PSUs Officials dealing with ORV Act. The Govt. must choose dedicated officers having adequate sympathy and commitment towards development of the weaker section and post them in key positions where they can effectively translate various Constitutional Safeguards in to realities.

Chapter-I

1. Introduction

The Constitution of India has provided some concessions in favour of Scheduled Tribes and Scheduled Castes for their upliftment in the interest of political, social and economic justice. Orissa as the integral part of India has made a number of enactments in furtherance of the above-mentioned policy and principles enshrined in the Directives under the Indian Constitution. Scheduled Tribes are inseparable from the political, social and cultural life of people of Orissa though they inhabit in inaccessible hill and forest areas. They are economically backward to get the benefit and to enjoy the fruits of modern civilization under the adverse circumstances as well as in inhospitable environment. As such, laws and enactments to remove the deep-rooted backwardness from tribal societies have been made and put into effect right from the date, Orissa become a separate State.

In this context, development and welfare of weaker sections of the Society have assumed greater importance and magnitude especially of Scheduled Tribes. To speak about things at the National level, it may be mentioned that Five Year Plans, Community Development and National Extension Service Programmes were launched with effect from 1.4.1951 and 2.10.1952 respectively with a view to ameliorating the socio-economic conditions of the Scheduled Tribes and other weaker sections of the society.

Constitutional safeguards have been provided for social, economic, educational, cultural, political, employment and for the all-round development of the Scheduled Tribes for bringing them into the main stream of national life.

Reservation in Indian law is a form of affirmative action whereby a, union and state civil services, public sector units, union and state government departments and in all public and private educational institutions, except in the minority and religious educational institutions, for the socially and educationally backward classes of citizens or the Scheduled Castes and Tribes who are perceived by the government to be inadequately represented in these services and institutions.

Caste is the predominant factor used for Reservation in India, though reservation is also offered based on other parameters like Religion, State of Domicile etc. Central government of India reserves 27% of government jobs and places in higher education^[1].

- **Representation in the posts and Services:**

The Constitution of India provides for reservation in posts and services under the Union and State Governments in favour of Scheduled Castes and Scheduled Tribes in Article 16(4); 16(4) A, 16(4) B and 335 which are the relevant provisions.

The Constitutional safeguards, therefore, reflect the concern of the people of India for the Welfare of the STs and SCs. The Union Government has taken steps to discharge their Constitutional obligations by issuing executive instructions and enacting laws.

In order to fulfill the obligations embodied in Article 16(4) A, 16(4) B, 46 and 335 of Constitution of India, Government of Orissa in the Home Department Resolution* No. 417 Reforms, dated the 29th April, 1953, laid down certain principles in regard to the requirement of candidates belonging to the SCs and STs to public services. The said resolution provides for reservation of 18 percent and 20 percent of vacancies in all such services for candidates belonging to the Scheduled Castes and Scheduled Tribes respectively in accordance with the 1951 Census, when the percentage of the Scheduled Tribe Population was 20.2 and the Scheduled Caste Population was 17.09 out of the total population of the State. In their Memo No. 1284(22)- Reforms, dated the 29th December 1953 the Home Department regarding reservation of vacancies for candidates belonging to Scheduled Castes and Scheduled Tribes in public Services, wherein “*Carry Forward*” rule was elaborately explained.

According to 1961 Census figures, the Scheduled Tribe population was 4,223,757, i.e., 24.06 percent and the Scheduled Caste Population 2,763,858 i.e., 15.74 percent of the total population of the State. The increase in the percentage of the Scheduled Tribe Population from 20.02 to 24.06 and decrease in the Percent of the Scheduled Caste population from 17.09 to 15.74 and corresponding over all increase in their total population necessitated a revision of the percent of reservation of vacancies for Scheduled Tribe and Scheduled Caste for appointment in Government services. The State Government then reviewed the whole matter in the changed context and decided that on the basis of the population figures as ascertained in the census of 1961, the revised percent of reservations shall be fixed at 24 for Scheduled Tribe and 16 for Scheduled Caste against vacancies in all civil services of the State and number of posts reserved for such Castes and such Tribes on the basis of percent now fixed shall be specified in each case of advertisement against the total number of vacancies to be filled up by the concerned authorities.

For securing adequate representation of the Scheduled Caste and the Scheduled Tribe in all classes of the State Civil Services, the ‘Carry Forward’ rule as laid down by the Government of India, Ministry of Home affairs in their office Memorandum No. 2/24/63-Estt. (D) dated the 4th, December, 1963 in the Central services shall be adopted in respect of the State Government Services. Accordingly, the State Government in the Tribal and Rural Welfare Department in the revised Resolution No. 9941-TRW dated the 18th May, 1965 have provided for reservation of 24% and 16% of vacancies in all public services for candidates belonging to S.T. and S.C. respectively after reviewing the position relating to the percentage of their population to the total population of Orissa in 1961 Census. For proper publicity of the reserved vacancies it has been laid down in the said Resolution that the number of posts reserved for S.C and S.T. on the basis of the revised percentage should be specified in each advertisement against the total number of vacancies to be filled up by the appointing authorities. Apart from this, the appointing authorities have been requested to specify also the number of vacancies reserved for S.C. and S.T. in the requisition sent to Employment Exchange for sponsoring candidates.

For securing adequate representation of S.T. and S.C. of all classes of civil services the following “Carry forward Rule” laid down by the Government of India is followed in respect of the State Government services also.

In spite of the Constitutional Safeguards and specific provisions to reserve in all services under State Government 24% for duly qualified S.T. and 16% for S.C. candidates, it is seen that the representation is still far from satisfactory. In order to ensure better assistance a District Employment Committee was set up in all districts during 1965-66 in which the District Magistrate/Collector is the Chairman, District Employment Officer, Chairman, Zilla Parishad as members, District Welfare Officer as secretary and at least five non-officials, viz, S.C. and S.T. M.L.As, M.Ps and other leading S.C. and S.T persons as co opted members. This committee meets quarterly and reviews the progress of absorption of S.T. and S.Cs in various services. It also explores the possible employment avenues in industries and other sectors assists S.T and S.C candidates as best as possible to take full advantage of the opportunities.

A Standing Committee on employment under the Chairmanship of the Minister, T & R.W. was constituted during the year 1970-71 to study the situation relating to employment of the S.Cs and S.Ts in Govt.services and other Public Sector Undertakings. On the recommendations made by the standing Committee, the State Government decided:

- (i) That whenever any selection Broad is set up for the selection of candidates for any posts, there should be a representatives from the T. & R.W. Department to watch the interest of S.Cs and S.Ts Accordingly in the Secretariat and at Departments level, there should be representative from the T. & R.W. Department where as in the District level, D.W.O. would represent the Department in the selection Board.

T. & R.W. Department also ensures that Public Sector Undertakings, Semi-Government Organizations, Statutory bodies, Local bodies etc. make reservation for SCs and STs on the same lines as done by the State Government i.e, 24% reservation for S.Ts and 16% for SCs for the total vacancies.

In order to give effect to reservation in initial requirement, a model roster of 25 points indicating the vacancies to be reserved for S.T. and S.C. and those to be left unreserved, was introduced for the guidance of all the appointing authorities. The principles to be followed in respect of de-reservation, carry forward of reservation, exchange of reservation and special recruitment drive were outlined.

- (ii) In the matter of reservation in promotional posts, the State Government decided that the percentage of promotion should be subject to maximum of 24% for S.T. and 16% for S.C. employee's bear to the total number in the lower grade of service as on 1.4.1973.
- (iii) The State Government made exemptions and exclusions of certain posts and services from the preview of reservation orders keeping in view the decisions taken by Government of India in this regard.

The Tribes Advisory Council (T.A.C.) in its meeting held on 3.9.1974 recommended that the reservation for members of Scheduled Communities in services i.e., ensured through legislation and that separate standard of examination be prescribed.

In pursuance of these recommendations the Orissa Reservation of vacancies in posts and services (For S.Cs and S.Ts) Bill, 1975 was passed in the Orissa Legislature Assembly on 1.8.1975 and assented to by the Governor of Orissa on 23.8.1975. Rules under the Act have been also framed.

- **Emergence of ORV Act**

The State of Orissa occupies an important place in the country having sizeable concentration of Scheduled Castes and Scheduled Tribes population which constitute 38.66% of the total population (SC-16.53%, ST-22.13% as per 2001 Census). There are 93 categories of Scheduled Castes and 62 categories of Scheduled Tribes including 13 Primitive Tribal Groups (PTGs) in the State.

In order to fulfill the Constitutional and Social obligation in this regard more effectively, **Orissa is the first State in the Country to make a Act called “The Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975”.** This Reservation Act has come into force with effect from **1st July 1976**. With the passing of the above legislation, executive instructions, Orders, Government resolution* issued in this regard stand withdrawn to the extent as these are contrary to the provisions of the Act. It has, therefore, now become statutory obligation on the part of the appointing authorities to ensure reservation for the Sch. Caste and Sch. Tribes in various services. This is basically an administrative function, which is performed not only by the administrators but also by Officers under various Government Departments and the subordinate offices as well as in Public Sector Undertakings, Autonomous Bodies, etc.

The Act and the Rules have been amended from time to time to provide adequate representation of the Scheduled Castes and Scheduled Tribes in posts and services under the State. Various circulars have been issued from time to time either to resolve difficulties, clarify certain points or to cope up with the new situations Reflected in *Annexure-1*.

As per instruction of Ministry of Tribal Affairs, Govt of India, SC & ST Research and Training Institute, Bhubaneswar is assigned to take up the ‘National Study on Utilization of Reservation for STs in Govt jobs -State Govts including Public Sector Undertakings’ for the state of Orissa. The study design, tools (questionnaires, schedules and formats) prepared by Tribal Research and Development Institute, Bhopal, Madhya Pradesh, which is approved by MOTA, Govt of India for collection of primary data from the field level as well as secondary data from the concerned offices of the Administrative Departments, Employment Exchange Offices and PSUs of Orissa.

- **Approach and Strategy**

In pursuance of Article 46 of the Constitution of India, the State Government has been implementing various schemes and programmes for the all-round development of the Scheduled Tribes. Besides, in order to protect the interest of the Scheduled Tribes and to defend them against exploitation, the Governor has been vested with powers to modify the State and Central Legislation in their applicability to the **Scheduled Areas** and frame regulations for good governance in these areas.

The following protective regulations are in force in the Scheduled Areas of the State.

- (1) The Orissa Scheduled Areas transfer of immoveable Property (by Scheduled Tribe) Regulation, 1956(Regulation 2 of 1956)
- (2) The Orissa (Scheduled Areas) Debt Relief Regulation, 1967 (Regulation 1 of 1968)
- (3) The Orissa (Scheduled Areas) Money Lender's Regulation, 1967 (Regulation 2 of 1968)

- **Measures to eliminate Exploitation**

In order to prevent exploitation of Scheduled Tribes, several protective regulations have been enacted and implemented. The important protective Regulations, which are in operation in the Scheduled areas of the State along with its objectives, are as follows.

- (a) Orissa Scheduled Areas transfer of immoveable property (by Scheduled Tribe) Regulation, 1956(Regulation 2 of 1956) is being enforced to prevent alienation of lands belonging to the members of the Scheduled Tribes.
- (b) The Orissa Money Lender's Regulation, 1967 (Regulation 2 of 1968) is in operation since 15th Nov.1968 with a view to regulating and monitoring money lending activities in the Scheduled Areas of the State so as to give protection to the tribals from being exploited.
- (c) The Orissa reservation of vacancies in posts and services (for S.C.s and S.T.s) Act, 1975 has been in force since 15th July 1976 for ensuring adequate representation of SCs and STs in posts and services. The percentage of reservation for S.C.s and S.T.s in initial appointment and promotion for all categories of posts subject to certain exceptions is 16.25% and 22.50% respectively.
- (d) The Bonded Labour system (Abolition) Act, 1976 has been enacted with a view to abolishing the pernicious bonded labour system and providing self-employment and job-employment opportunity to the liberated bonded labourers so that they do not relapse into bondage.
- (e) The Orissa Debt Relief Act, 1980 has been in force since 13th March 1981 with a view to providing relief from indebtedness to small farmers, rural artisans and agricultural labourers

- **Objectives of the Study:**

The broad Objective of the present study is to assess the utilization of various enactments and executive orders by the Scheduled Tribes in getting jobs in the State Govts and Public Sector Undertakings. The other objectives of the study are the following-

- i. To find out the current Status of employment among STs against the reserve vacancies.
- ii. To find out the current Status of employment among STs against promotion.
- iii. To find out the current Status of employment among PTGs against the reserve vacancies.
- iv. To find out the successful factors for filling up the reserved posts.
- v. To find out the unsuccessful factors for not filling up the reserved posts
- vi. The Roster prepared will be studied to find out the availability of ST candidates for various posts including technical and isolated ones.
- vii. Suggestion for improvement in the State of employment among STs against the reserved vacancies.

- **Methodology:**

As per the guidelines of the MOTA, the following methodology has been applied in this study.

- i. Prior to administration of Schedules and Formats, a three day Orientation training was organized for the District Nodal Officers, Research Scholars and the Establishment Officers of different Administrative Deptts.
- ii. Administration of the Schedules and Formats supplied to the Administrative Deptts., PSUs and District Employment Exchange offices through post intimate and personal collection.
- iii. Interview to the People's representatives
- iv. Interview to the People's representatives
- v. Interview to successful candidates who are in Govt. jobs in various grades.
- vi. Interview to unsuccessful candidates who failed to get into the Govt. jobs in various grades
- vii. Interview to the appointing authorities.
- viii. Data processing and Computerisation

- **Tools of the Study:**

While preparing the report, the guidelines and instructions issued by the Ministry of Tribal Affairs, Govt of India followed as far as possible in collection of information from the District Employment Exchange Offices, Pubic Sector Undertakings and Administrative Departments of our State. The information collected from the above sources are reflected in the report and Annexure.

The following Questionnaires, Schedules and Formats (Revised) are prepared and used in the study.

- i. Schedule I -Collection of the data regarding filling of reserved posts in different Departments/PSUs.
- ii. Schedule II- State Government (Department wise) recruitment through Employment Exchange from 2002 –2007.
- iii. Schedule III- Public sector undertaking (State Govt) recruitment through Employment Exchange from 2002 –2007.
- iv. Schedule IV- Utilization of reservation for the Scheduled Tribe in Govt jobs for successful candidates in class III and class IV posts
- v. Schedule V –Utilization of reservation for the STs in Govt jobs for unsuccessful candidates class III and class IV posts
- vi. Schedule VI – Utilization of reservation for the STs in Govts jobs who get selected to Gazetted (Grade –B and above) posts through OPSC
- vii. Schedule VII- Utilization of reservation for the Scheduled Tribe in Govt. job who get selected/ not selected to higher posts through promotion for various category of posts in class I, II, III and IV (Grade A to Grade D)
- viii. Schedule VIII –To interview the people’s representatives such as Chairman, Panchayat Samiti, President and Vice President of Zilla Parishad, MLAs and MPs
- ix. Schedule IX- Interviewing the Government Officers (in charge of establishment and administration) for filling up reservation vacancies for STs in their Departments.

- **Universe and sample**

The study based on the ground level data collected from the field as well as from secondary sources from different Departments/PSUs.

As per the instruction provided by MOTA, Government of India, New Delhi, 15 districts are covered under study. Out of 30 districts of Orissa, 13 districts come under the Scheduled areas. Six districts such as Mayurbhanj, Balasore, Keonjhar, Sambalpur, Kalahandi and Sundargarh are from the northern part of the State where as Koraput, Nawarangpur, Malkangiri, Rayagada, Kondhmal, Gajapati and Ganjam (partly) come under the Southern part of the State are covered under the Study. Besides, 2 other Non-Scheduled districts like Nuapara and Balangir are selected for the study from the western part of the State. All the districts from southern part of the State are covered under Scheduled area either partly or fully.

- **Research personnel**

For undertaking the study on “Utilisation of Reservation for the Scheduled Tribes in Government Jobs (State and Central including Public Sector Undertakings), one Technical Consultant of class I rank, one Research Officer, eleven Research Personnel (Nine Temporary Research Personnel and two Statistical Assistants of the Institute) and one Nodal Officer of SC & ST Development Deptt are engaged. Nodal officers, Technical Consultant are engaged for 5 months and Temporary Research Personnel are

engaged for 3 months. Besides one temporary data entry operator is also engaged for computerization of report/ data collected from the field level, from different Deptts and PSUs.

- **Time Schedule and Limitation of the Study:**

The study on “Utilization of Reservation for the Scheduled Tribes in Government Jobs (State and Central including Public Sector Undertakings) started from November 15th, 2007. Ten days orientation training on administration of Schedules/ Questionnaires were given to the temporary Research Personnel and other associated Officers and Statistical Assistants followed by collection of data both from primary and secondary sources from the field level. The temporary Research Personnel and Statistical Assistants of the Institute were engaged for one-month fieldwork from 26th Nov to 26th Dec, 2007. The compilation of information collected from the field and tabulation of schedules etc. continued for two months at the Headquarters under the direct supervision of the Technical Consultant and the Research Officer. The State Nodal Officer of the ST&SC Development Department had constant touch with the Officers of various Departments to get the information as per the formats circulated to them earlier.

The month wise live registered information collected from different Employment Exchange Offices for the years 2007 are uneven. Therefore, the scope of month wise comparative analysis of live register information is restricted for the above year.

The study compromised with the availability of data received from Employment Exchange Offices from 2002-2007 instead of 1976 to December, 2005 as per the guideline provided by MOTA. This is because, reorganization of districts (from 13 to 30) of Orissa was enforced during the year 1994 and for about 8 years, the Employment Exchange Offices in the new districts were not functioning for which it was not possible to get information as desired by MOTA, from the year 1976-2005.

Besides, the study team could procure all the data from all the PSUs, Employment Exchanges, covered the required number of successful and unsuccessful candidates and also could collect information from the key informants prescribed by the nodal agency. But as regards information from the administrative departments, inspite of repeated persuasions and effort, only from some administrative departments the same could be collected and other departments are in the process of compiling the same, which is expected to take considerable time. Therefore, notwithstanding the deficiency in the data from the administrative department, this report has been attempted taking in to consideration the emerging trend from the available information.

Chapter-II

2. Scheduled Tribe Setting in the State

British Colonists, Travellers, Explorers, Traders and Missionaries to understand and describe the way of life of native Peoples, they found in Africa, Asia, Australia and New World have used the term 'Tribe' or 'Tribal'. The forest and hill residing people were called Tribe or Tribal to differentiate them from other civilized people. Thus the term Tribe or Tribal is a British legacy. In the anthropological literatures various term appear synonymous to the term Tribe. For example: Primitive, Indigenous, Aborigines, Native, Savage, Original settlers, Adivasi, Uncivilised men, Barbaric, Depressed class, Simple society, Preliterate society, Backward Hindus etc. In Hindi term Adivasi or Janajati appear in place of the English term "Tribe" but Scheduled Tribe is the Constitutional name of the Tribe living in our country. The Scheduled Tribe populations constitute 8.20 percent of the total population of our country as per 2001 Census. They scattered along the length and breadth of India from Himalayas to Indian Ocean and from the Arabian Sea to the Eastern Frontiers.

- **History of Scheduled Areas:**

The History of Scheduled Areas can be traced from the year 1874, in which the British Government had introduced the "Scheduled District Act" to provide administration in the Scheduled district. According to this "Scheduled District Act", special Officers were appointed in the Scheduled district to look into the Civil and Criminal cases and to provide justice to the inhabitants of the area. Attempt also made to collect taxes for providing better administration in the area. In this Act, there was provision of "Scheduled Area".

In the year 1919, the British Government introduced another Act. The tribal areas, coming under the jurisdiction of Scheduled District Areas, were made free from legal boundary. The tribal areas coming under Scheduled District Areas were divided into 2 (two) categories: that is, i) Fully Excluded Area and ii) connected Excluded Area. Again through the Act of 1935, tribal areas were divided into two categories namely a) Excluded Area and b) Partially Excluded Area. According to the Act 1935, the Tribal Areas were brought under the rule of Governor, appointed by the President. These areas were not brought under the rule of Parliament and State Assemblies. At the time of Independence, the Constituent Assembly had paid special attention towards the problem of tribes and the tribal areas. Two sub-committees were constituted to review the situation of tribes and tribal areas. The Committee had reviewed the tribal situation and made suggestion to modify the tribal area. Therefore Scheduled Areas are nothing but another name of Excluded and Partially Excluded Areas.

- **Creation of Scheduled Area:**

For creating Scheduled Area, the following objectives were kept in mind.

- To assist the Tribes with average interference and though small processors.
- To develop the Scheduled area and to protect the interest of Tribes in the area.

- **Scheduled Area Administration:**

According to fifth schedule, the administration of Scheduled area consist of following parts:-a) Special Privilege to Governors b) Reports of Governor to the President and c) Tribe Advisory Council.

According to section 'c' para X of 5th Schedule, the "Scheduled Area" includes those areas, which have been scheduled by Honorable President of India .The President may amend the "Scheduled Area" after discussing the problem with the concerned Governor of the State. The Parliament may also make amendment of the "Scheduled Area", but this will not be understood as Constitutional amendment.

The Scheduled Tribes live in contiguous areas traditionally forming territorial units. In order to protect the interests of the Scheduled Tribes and give them a special treatment some of them have been put under the "fifth Scheduled" of the Constitution of India.

The criteria for declaring any area, a viable administrative entity such as District, Block or Taluk, and economic backwardness .The States covered under the "Scheduled Areas" are Orissa, Andhra Pradesh, Himanchal Pradesh, Jharkhand, Chhatisgarh, Madhya Pradesh, Gujarat, Rajasthan and Maharashtra.

The "Sixth-Scheduled" area under Article 244 and 275 of the Constitution are those areas in the North Eastern States like Assam, Meghalaya, Mizoram, Nagaland, Arunachal Pradesh, Manipur & Tripura) which have been declared as "Tribal Areas" where provisions are made for the administration through autonomous Districts/Regional Councils.

- **Scheduled Areas of Orissa:**

In Orissa the entire seven districts such as Khondhaml, Mayurbhanj, Sundargarh, Nabarangpur, Koraput, Malkangiri, Rayagada and parts of six districts such as Balesore, Keonjhar, Sambalpur, Gajapati, Ganjam and Kalahandi are covered under "Scheduled Areas".

The following table reflects the detail information about the "Scheduled Areas" such as, the name of the districts, tracts includes area in sq.kms, ST population and concentration of major tribal communities.

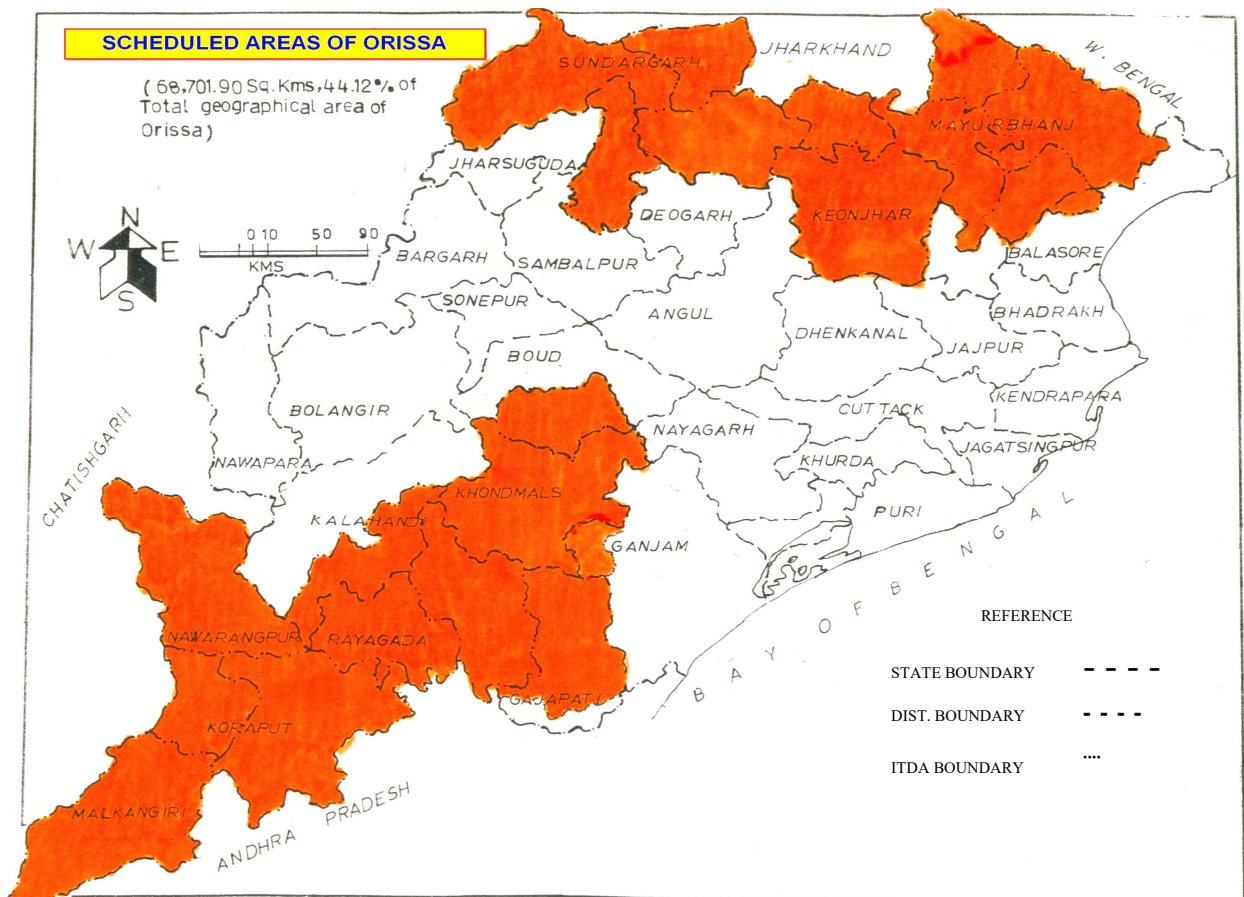
Table-1
District wise Schedule Areas (Area, ST Population & Concentration of Major Tribes.)

Sl. No	Name of the District	Detail of the Tracts declared as Scheduled Areas	Area of the tract under Scheduled Areas (insq.km)	Population (Total & ST) as per 2001 Census		Major Tribes concentration
				Total	ST	
1	2	3	4	5	6	7
1	Mayurbhanja	Whole District	10416.60	2223456	1258459	Santal, Munda, Ho, Kolha, Bhumij
2	Sundergarh	Whole Dist	9921.40	1830673	918903	Oraon, Kisan, Munda, Gond, Bhuyan

3	Koraput	Whole Dist	8534.00	1180637	585830	Kondh,Paroja,Gond,Gadaba
4	Rayagada	Whole Dist	7584.70	831109	463418	Saors, Kondh, Kondh Gauda,Bagata
5	Nowarangpur	Whole Dist	5135.30	1025766	564480	Gond, Bhottada, Omanatya, Dharua
6	Malkangiri	Whole Dist	6115.30	504198	289538	Koya, Paroja,Bhumia,Dharua
7	Kondhmal	Whole Dist	7645.70	648201	336809	Kondh, Gond, Kondh Gauda
8	Gajapati	(I) R.Udayagiri Tahsil ofParlakhemundi subdivision (II)Guma Block of Parlakhemundi Tahsil of Parlakhemundi subdivision (III) Rayagada Block of Parlakhemundi Tahsil of Parlakhemundi subdivision	2498.80	347022	237489	Saora,Kulis, Mahali,Shabara Lodha
9.	Sambalpur	Kuchinda Tahsil of Kuchinda sub-divisions	2367.30	255359	142972	Oraon,Kisan, Mirdha,Gond,Kondh
10	Keojher	2 Tahsils of Keojher Sub-divisions namely (I) Keonjhar Tahsil (II)Telkoi Tahsail 2 Tahsils of Champua Sub-divisions namely (I) Champua Tahsil (II)Barbil Tahsil	6935.60	1148700	594840	Santal, Bathudi,Saonti, Sabar lodha,Munda, Kol-lohara
11	Kalahandi	2. Blocks namely: (i)Th.Rampur and (ii)Lanjigarhof Bhawanipatna subdivision	1323.50	140912	74543	Gond, Kondh, Baiga
12	Balasore	Nilagiri block of Nilagiri Subdivision	223.60	110232	61902	Santal, Munda,Kolha,Bathudi,Bhumija
13	Ganjam*	Suruda Tahsil Excluding Gazalbadi and Gochha Gram Panchyat in Ghumsur Subdivision (Bhanjanagar)	912.00	165795	16898	Sabaralodha,Kondh,Matya,Kondh, Gouda
			Total Scheduled Area	69613.80	10412060	5546081
			State Total	155707.00	36804660	8145081
			Percentage of Scheduled areas to that of the State	44.71	28.29	68.09
* Not included in Tribal Sub Plan Areas						

- **Distribution of Scheduled Tribes:**

Orissa is the homeland of 62 tribal communities spread over mainly two geo-physical zones such as Northern plateau (25.5%), and Eastern Ghats Region (29.2%) out of four geo physical section. The other two sections such as Central Table Land (24.1%) and Coastal Tract (21.2%) having dispersed tribal population. The Tribal Sub-Plan areas of the state lies in the first and second geo physical section covers about 55 percent of total geographical area of the State.



The Northern plateau (25.5%)

It lies between 20 -degree N latitude and 79 degree to 87 degree E longitude. It includes Mayurbhanja, Keonjhar, Sambalpur, Sundergarh, Kalahandi and Anugul covers an area of 15030 Sq. miles. The hills in this plateau raise upto an elevation of 2500 ft to 3500ft above the sea level, the important hills are the Simulia hills with two peaks, one at Similipal and the other at Meghasani (1162 mtrs). The plateau includes some of the rolling upland of Orissa namely, the Rajgangapur uplands and the Rairangpur uplands which are lower is elevation than the Plateau. They vary from 153 m. -305m. Some of the subdued plateau (305-610m) such as upper Baitarani of Keonjher district is one of the features of this plateau region. In this uplands silt erosion is most common while gulling is confined to river valleys. The Plateau region is rich in iron ore, limestone and coal deposits and therefore has great potentialities for industrial development. The Northern Plateau is characterised by humid forest found in region at 3000-4000

ft altitude. Semi evergreen species are predominant in the region. Below 3000ft., Sal is most common.

- * Predominant Tribal Communities found in this zone are: Santal, Kolha, Munda, Bhuiyan, Oraon, Gond, Kisan & Bhumij.
- * ITDA Covers: Baripada, Karanjia, Kaptipada, Rairangpur, Kuchinda, Sundergarh, Panposh, Bonai, Keonjhar and Champua
- * Primitive Tribal Groups: Juang, Hill Kharia, Mankirdia, Lodha, Birhor, Paudi Bhuiyan

Eastern Ghats Region (29.2%)

This geophysical region is consisting of Gondwana system. Khondalite which are highly metamorphosed sediments found in Kondhmal region, Gneisses and schists are found in Kalahandi, Charnochite rocks are found in Parlakhemundi areas. Koraput and Pottangi areas consisting of alternating bands of Charnochite and Khondalite rocks. The Charnochite rocks furnish good building stone. The Jeypore and Nawarangpur plateau consisting of a series of Metamorphus sediments which has been intruded by Granites, Charnochite and Dobrites. High altitude, good drainage system and duration of low temperature period have favoured the growth of oranges and pineapples in Parlakhemundi, Lanjigarh and Pottangi valleys. The soils of Eastern Ghat region are mainly laterites. The high-level laterites caps are found at 3000-4000ft. plateau in Parlakhemundi and Rayagada areas. Sal is the dominant species. The original forest cover is lost in the whole Eastern Ghat regions due to intensive shifting cultivation by the tribals.

- * **Predominant Tribal Communities:** - Kondh, Saora, Paraja, Koya, Gond, Gadaba,
- * **ITDA Covered:** - Thuamul Rampur, Nawarangpur, Koraput, Jeypore, Malkangiri, Rayagada, Gunapur, Parlakhemundi, Balliguda, Phulbani & Nilagiri
- * **Primitive Tribal Groups:** - Bondo, Didayi, Kutia Kondh, Dongria Kondh, Saora, Lanjia Saora, Chuktia Bhunjia.

Central Table Land (24.1percent)

This geographical section covers whole of the Brahmini and the Mahanadi basins. This belt does not cover neither under the Scheduled Areas nor under the TSP areas of the State. The major rivers flow in this area are Mahanadi, Brahmani, Tel and their tributaries. The famous Gandhamardan hills are bounded by Bolangir in Northwest, Sambalpur in South, Kalahandi in South west.

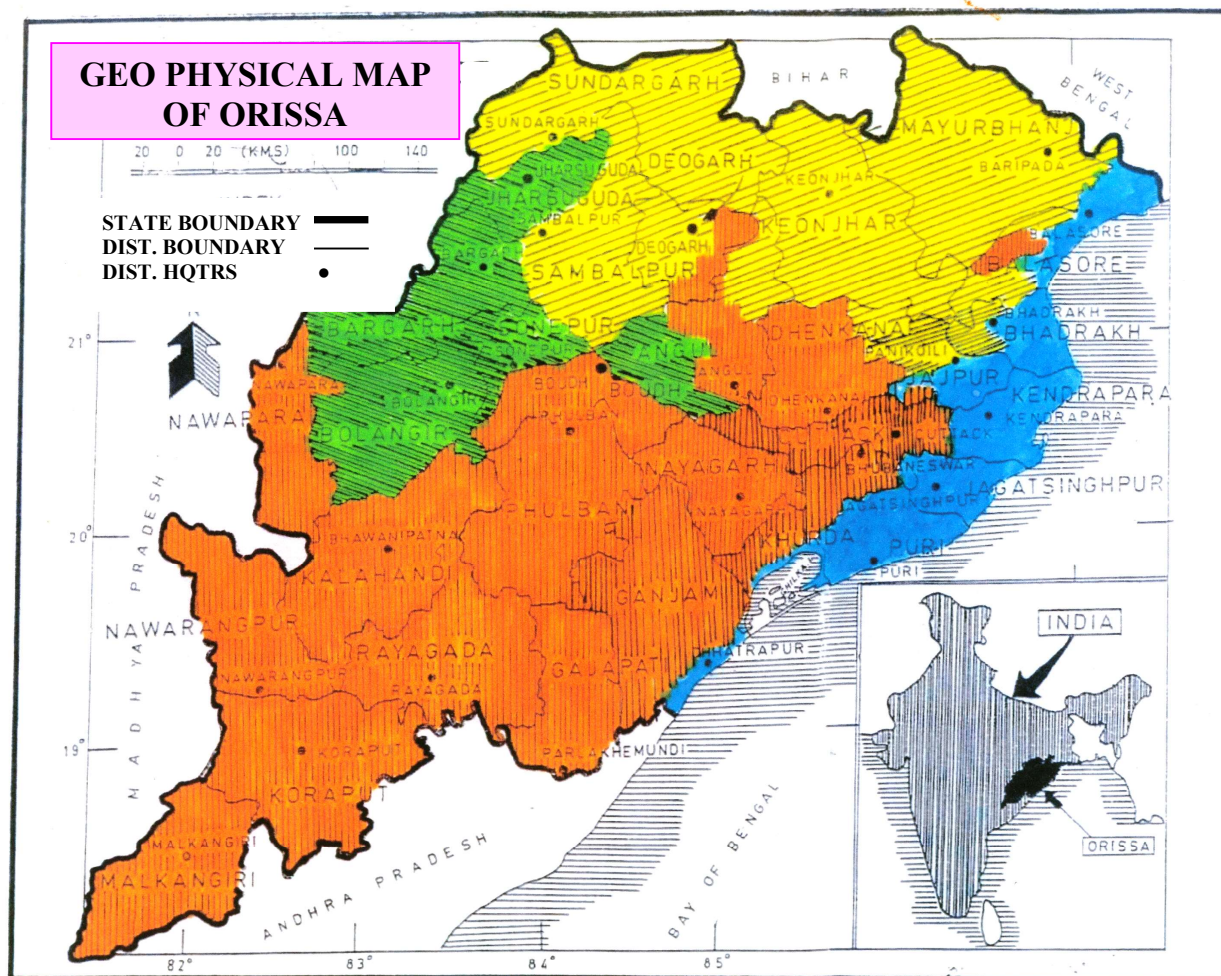
- * **Predominant Tribal Communities:** - Gond, Kisan, Desia kondh, Sabar.
- * **ITDA Covered:** - No ITDA is operating in this belt. The Modified Area Development Approach (MADA) pockets are present.
- * **Primitive Tribal Groups:** - Paudi- Bhuiyan Development Agency is located at Ruguda kudar of Sonepur district.

Coastal Tract (21.2 percent)

The Sea bound tract is stretching from Rushikulya River to Subarnarekha river. Seven districts fully or partly come under this geo-physical zone. The main and important rivers flowing in the area are Mahanadi, Brahmani, Baitarani, Birupa, Kathajodi, Kuakhai, Daya, and Salandi. The soil of this geo-physical zone is favourable for rice, pulses, vegetable cultivation. People of this tract depends upon irrigation source from the water of the rivers. This tract is the most advanced in compare to other geophysical zones. All the important places of the state lie in the state capital. The tribal concentration in this belt is not adequate like the Northern plateau and Eastern Ghats.

Generally the tribal inhabitants in this zone had come from the districts like Mayurbhanj, Keonjhar, Sundergarh, Koraput, Gajapati, and Kondhmal. They are Santal, Ho, Munda, Sabar, and Khondh. Their main occupation is in the construction and road work, earth work, Rickshaw pulling and as industrial labour.

- Predominant Tribe:- Mixed Tribal Communities as mentioned above
- ITDA Covered-No ITDA exists and MADA and Cluster Pockets are operating.
- Primitive Tribal Communities-Nil.



2.1 Demographic Features:

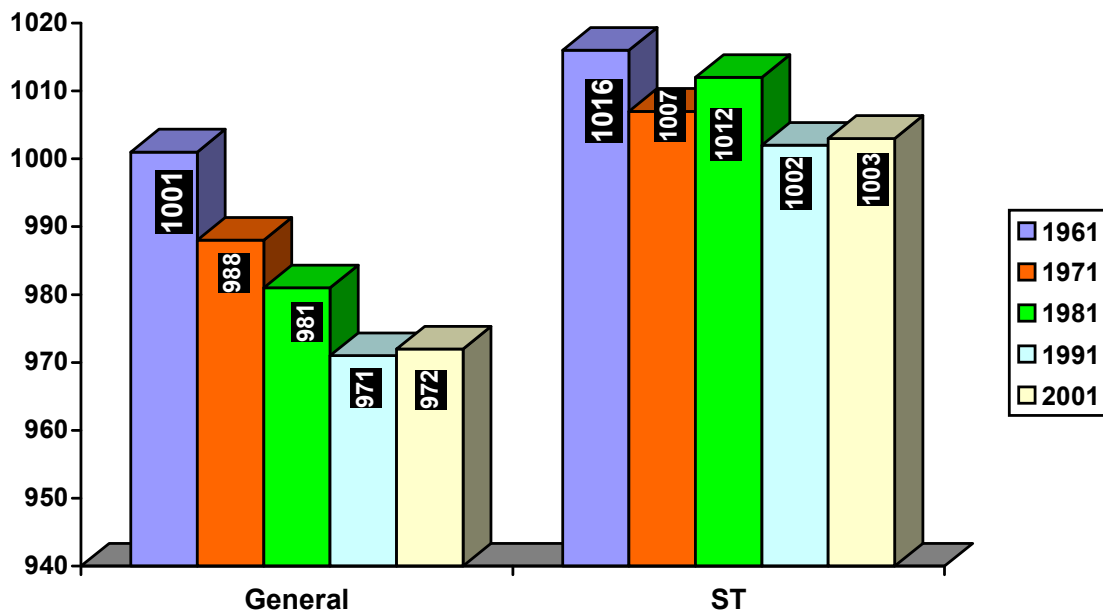
Gender wise demographic profile of total population and ST population is given below.

Population:

Table-2
Gender wise General and ST Population in different Decades

Year	Population	Category	
		General	Scheduled Tribe
1961	Male	8770586	2094753 (23.88)
	Female	8778220	2129004 (24.25)
	Total	17548846 (100)	4223757 (24.07)
1971	Male	11041083	2526663 (22.88)
	Female	10903532	2545274 (23.34)
	Total	21944615 (100)	5071937 (23.11)
1981	Male	13309786	2939863 (22.09)
	Female	13060435	2975204 (22.78)
	Total	26370271 (100)	5915067 (22.43)
1991	Male	16064146	3512891 (21.87)
	Female	15595590	3519323 (22.57)
	Total	31659736 (100)	7032214 (22.21)
2001	Male	18660570	4066783 (21.79)
	Female	18144090	4078298 (22.48)
	Total	36804660 (100)	8145081 (22.13)

- From the above table it is shown that the general population as well as Scheduled Tribe population is increasing gradually from 1961 onwards.
- The table indicates that the percentage of ST population to total population in different decades from 1961 to 2001 is gradually showing a declining trend.
- The same declining trend is also shown among the ST males and females in different decades (1961-2001) in comparison to general population.
- The female population in comparison to male population in general category is higher in 1961 Census, but the reverse case is found in other four decades (1971-2001).
- In case of Scheduled Tribe, the Female population is more in comparison to male population throughout the five decades (1961-2001).



Sex Ratio of General & ST Population in different decades

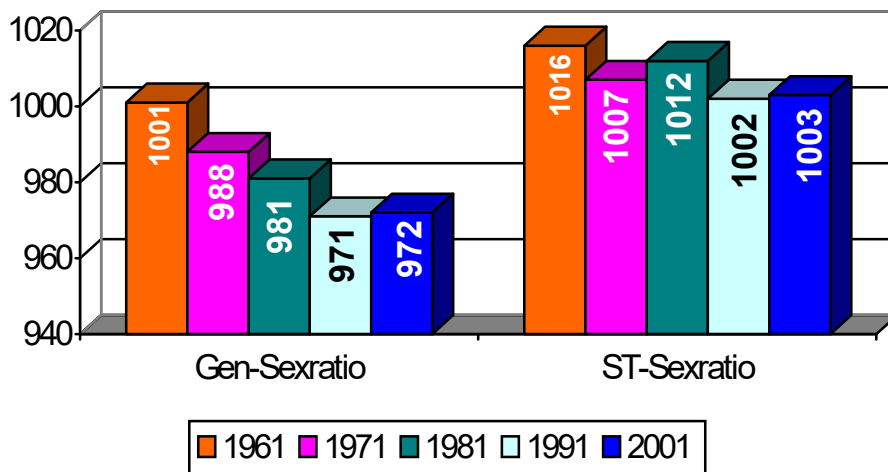
Sex ratio:

Table-3
Sex Ratio of General and ST Population in different Decades

Decade	Category	
	General	Scheduled Tribe
1961	1001	1016
1971	988	1007
1981	981	1012
1991	971	1002
2001	972	1003

- The Sex ratio among general population is gradually declining from 1961 to 1991. During the decade 1991-2001, there is a slight increase in Sex ratio from 971 to 972.
- In case of Scheduled Tribe, the female Sex ratio which is more over five decades (1961-2001) shows a fluctuating trend. The Sex ratio which was 1016 during the 1961 came down to 1002 in 1991 and slightly increased to 1003 in 2001.
- From the table it transpires that the female population in general category is comparatively less than the male population than that of ST category.

**SEXRATIO OF GENERAL & ST POPULATION OF ORISSA:2001
CENSUS**

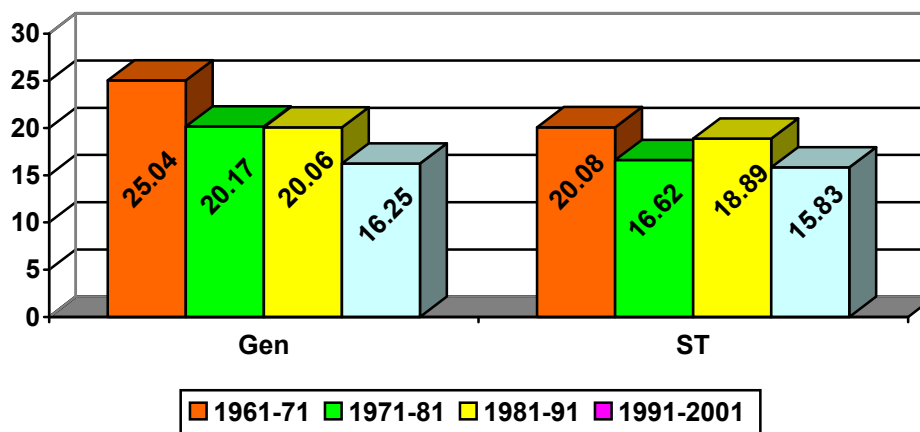


**Table-4
Growth Rate of General and ST Population**

Decade	Category	
	General	Scheduled Tribe
1961-71	25.04	20.08
1971-81	20.17	16.62
1981-91	20.06	18.89
1991-01	16.25	15.83

- i. The growth rate among general population is gradually showing a declining trend while in case of ST population the growth rate is fluctuating.
- ii. The ST growth rate during the year 1971-1981 which was +16.62, increased to +18.89 during the year 1981-1991, is again reduced to +15.83 during the year 1991-2001.

Growth Rate of General and ST Population

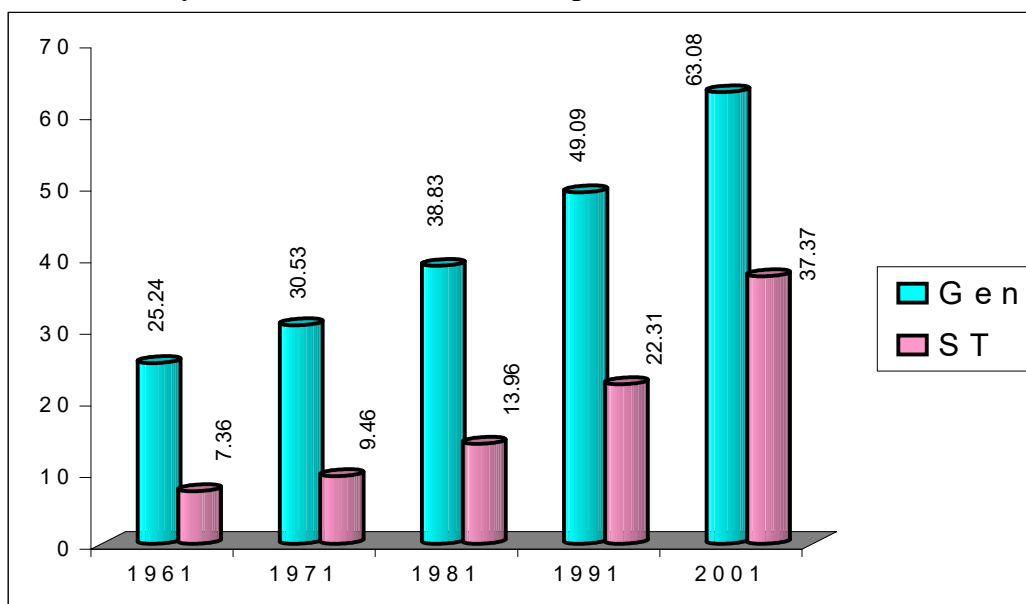


- **Literacy:**

Table-5
Literacy Rate of General and ST Population in different Decades

Census	Population	Category	
		General	Scheduled Tribe
1961	Male	40.26	13.04
	Female	10.12	1.77
	Total	25.24	7.36
1971	Male	44.50	16.38
	Female	16.29	2.58
	Total	30.53	9.46
1981	Male	53.35	23.27
	Female	23.99	4.76
	Total	38.83	13.96
1991	Male	62.37	34.44
	Female	34.40	10.21
	Total	49.09	22.31
2001	Male	75.35	51.48
	Female	50.51	23.37
	Total	63.08	37.37

Literacy Rate of General and ST Population in different Decades



- i. From the literacy table it is seen that in case of both general and tribal population the male literacy rate is higher in comparison to female literacy rate.

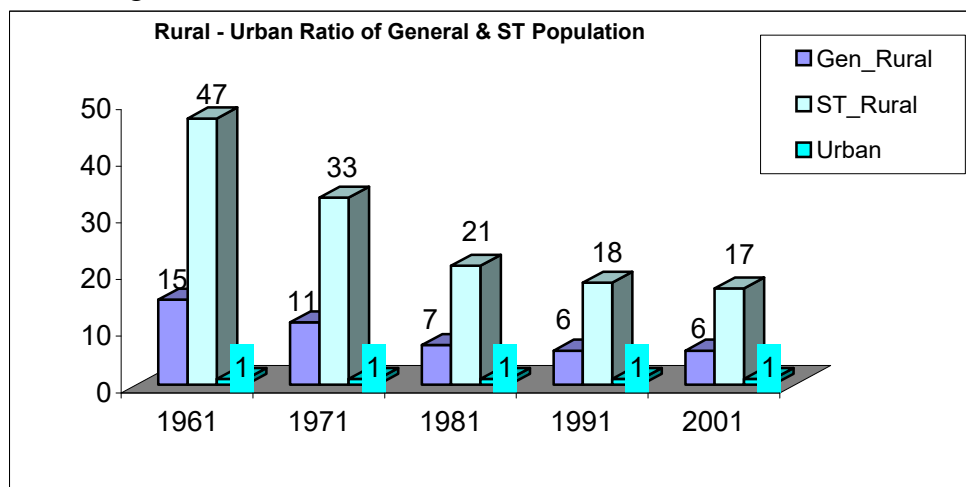
- ii. The general female literacy rate is more than twice than that of the ST female literacy rate during the year 2001.
- iii. The ST female literacy rate is showing an increasing trend over five decades in comparison to general female literacy rate. During the decade 1961, the ST female literacy rate, which was around ten times less than the general female literacy rate was reduced to two times less during the decade 2001.
- iv. Over five decades, the general female literacy rate has increased five times only where as the ST female literacy rate has increased more than twenty times.
- v. Similarly, general male literacy rate has increased one and half times only where as the ST male literacy rate has increased nearly three times over five decades, which shows a positive impact of educational facilities in tribal areas.

- **Rural and Urban Ratio:**

Table-6
Rural and Urban Ratio

Census	Population	
	General	Scheduled Tribe
1961	15:1	47:1
1971	11:1	33:1
1981	7:1	21:1
1991	6:1	18:1
2001	6:1	17:1

- i. From the table it is seen that in case of both general and tribal population the rural-urban ratio is gradually declining in different decades from 1961-2001.
- ii. The rural-urban ratio in case of Scheduled Tribes is more in comparison to General population over five decades.
- iii. The rural- urban ratio is declining at higher rate in case of STs in comparison to General population.
- iv. From the table it reveals that the migration of STs to urban area is gradually increasing.



- **Migration:**

Year	Population (in million)	
	General	Scheduled Tribe
2001	11.05	2.11

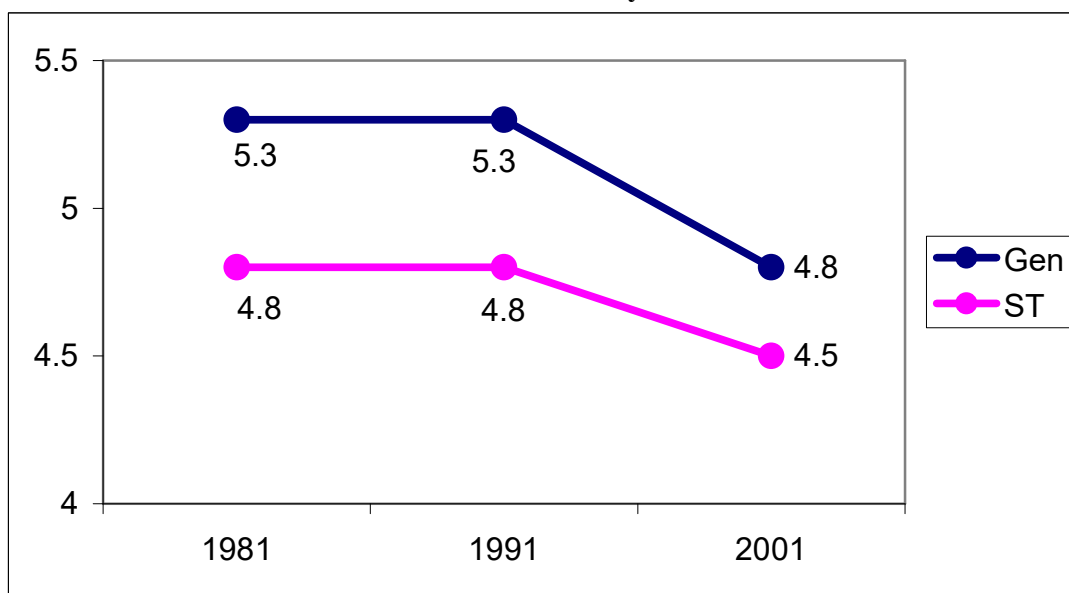
The rate of migration in case of general population is 11.05 million and for tribal population is 2.11 million as per 2001 census.

- **Size of the Family:**

Table-7
Size of the Family

Year	Family Size	
	General	Scheduled Tribe
1981	5.3	4.8
1991	5.3	4.8
2001	4.8	4.5

Size of the Family



From the table it is seen that the size of the family is more in case of general population in comparison to ST population.

The size of the family, which remains constant during the year 1981 and 1991 for general as well as for ST population, it decreased during 2001 Census for both category of population.

- **Development of Primitive Tribal Groups (PTGs)**

Among the hundreds of Tribal Communities living across the length and breadth of the Country, there are some groups who are relatively more isolated, archaic, vulnerable, deprived and backward. They have been identified and designed as Primitive Tribal Groups (PTGs) for the purpose of receiving special attention for protection, exploitation and development.

The Concept of Primitive Tribe

In common Parlance the term primitive means simple ness and antiquity .The commonly arranged characteristics of primitive people are (1) homogenous (2) small population (3) relative physical isolation (4) social institutions are caste in a simple mould,(5) absence of written language (6) relatively simple technology and (7) a slower rate of change In the present context the group of aboriginals who continue to pursue an archaic way of life and absorb the changes slowly are distinguished as **PTGs**.

The Criteria for Classification and Identification of PTGs

Now Government of India has adopted the term Primitive Tribal Group (PTGs) for the purpose of classification and identification of a tribe or a section of it in the basis of the main criteria like (i) Stagnant or diminishing population, (ii) very low level of economy associated with per agricultural stage of hunting, food gathering and shifting cultivation (iv) relative physical isolation,

PTGs in India

In India there are as many as 75 PTGs who are disturbed in 14 undivided States and 1(one) Union Territory of Andaman and Nicobar Island as given below .As per the estimate of the Ministry of Social Justice and Empowerment, they number about 1.36 million, which account for 2% of the total S.T. Population of India in 1991.

Table-8
State/Union Territories wise number of PTGs

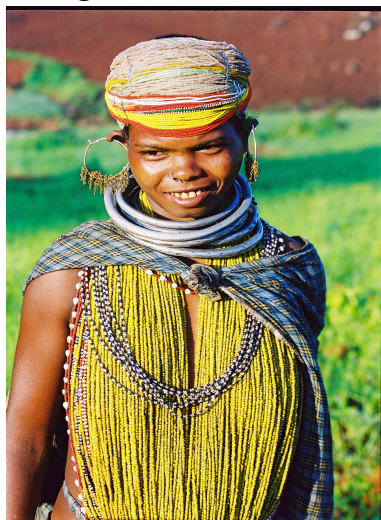
State	No. of PTGs
Andhra Pradesh	12
Bihar	9
Gujarat	5
Karnatak	2
Kerala	5
Madhya Pradesh	7
Maharashtra	3
Manipur	1
Orissa	13
Rajasthan	1
Tamilnadu	6
Tripura	1
Uttar pradesh	2
West Bengal	3
Union Territory	
Andaman & Nicobar Islands	5
Total	75

(Source: Annual report (2001-2002). Govt. of India, Ministry of Tribal Affairs)

PTGs in Orissa

Orissa has the distinction of having the largest a number of PTGs among the States and Union Territories as evident from the above table. In Orissa there are 13 PTGs namely, Bonda, Birhor, Chuktia Bhunjia, Didayi, Dungria Kondh, Hill Kharia, Juang, Kutia, Langia Saora, Lodha, Mankadia, Paudi Bhuiyan and Saora. 17 Micro Projects are functioning in different parts of the State to take care of their problems of Development.

Distinguished Socio-Cultural Features



BONDA # autochthons of Bond hills in Malkangiri District # speak Remo, a Munda language # distinguished appearance of women with shaven heads # wear a short hand-woven break cloth ring and bead necklaces and ornaments covering neck and throat # men keep long hair and armed with axe and bow and arrow # known for their aggressive # expert hunters, gatherers, shifting cultivators and streambed rice growers # have scattered housing pattern # have dual social Organization, otherwise known as moiety system # do have girl's dormitory, Selain dingo and boy's dormitory, Ingersing dingo # each village has a Community Center, Sindibor # observe Patkhanda Jatra every year.

BIRHOR/MANKIDI / MANKIRDIA # disturbed in and around Similipal hills # speak a form Munda language # semi-nomadic hunters and food –gatherers # catch Monkeys and eat their meat # make Siali/ jute ropes # wander inside forest in small bands, Tanda # live in temporary dome shaped leaf huts. Kumbha # have girl's dormitory, Kudi-ada # shuttle between market and forest # observe Hear or Chaita Parba.



CHUKTIA BHUNJIA # Inhabitants of Sonabera plateau in Nuapada district # speak # Gondi, a Dravidian language # have linear house pattern # Sunadei is their Supreme deity # build kitchen separately a little away from the main dwelling, for they consider it to be the most sacred seat of their ancestors # Socially divided into two exogamous moieties # settled cultivators and become dependent on forest produce # have village Councils and inter village Councils which are functional # their main festival is Jatra.

DIDAYI# Small hill tribe of Malkangiri District # speak Gata, a Munda language # Primarily shifting Kui, a Dravidian dialect # shifting Cultivators but depend on forest produce # have scattered house pattern # have gulisung, a central place in the village for communal activities # grouped into five exogamous totemic clans # traditional village council, leper to be functional # the two main festival are *pande* and *bhairo puja*.



DONGRIA KANDHA# Autochthons of the Niamgiri hill ranges in Rayagada district # speak Kui, a Dravidian dialect # shifting cultivators and expert horticulturists # grow pineapples, banana, oranges, turmeric and a variety of cereals and pulses in their swiddens # have leaner housing pattern in the Dravidian style # organized into strong territorial clan groups # follow clan exogamy and practise polygyny # girl's dormitory, dash beta is functional # observe meria or Kendu festival sacrificing buffaloes # worship earth goddess, dharnipenu and Kateiwalli # their community house is called sadar # one of the feuding tribes of India

HILL KHARIA# a primitive section of the Kharia tribe # inhabitants of the Similipal hills # speak Kharia, a Munda language # live in small forest settlements with scattered housing pattern # subsist on hunting and gathering # expert in collection of honey, arrowroot and resin.



A Hill Kharia Kitchen



JUANG # Autochthons of the Gonasika hills in Keonjhar district # speak Juang, a Munda Language # primarily shifting cultivators but depend on the Forest Collections # live in uniclun village settlements # traditionally organized into strong co-operate groups – Barabhathi, at the Village level, Pirha, at the regional level # practise village exogamy # youth dormitory-cum-community center is called Mandaghar / Majang

KUTIA KONDH # Inhabitants of Belghar-Lanjigarh highland of Phulbani and Kalahandi Districts # speak Kui, a Dravidian dialect # have linear housing pattern in the Dravidian style # boys' and girls' dormitories are found functional # primarily shifting cultivators but depend upon forest procedure # mainly grow tumeric and a variety of cereals and pulses in their swiddens # organize themselves into strong clan groups # Sopangada is regarded by them as their place of origin and therefore the main sacred center # observe Kendu festival by sacrificing buffaloes.



LODHA # Known as an ex-criminal tribe # inhabitants of Suliapada and Moroda Blocks in Mayurbhanj district # speak Lodha, a form of Munda language # earn livelihood from rice cultivation raising silk cocoons selling firewood and making ropes of Sabai grass.

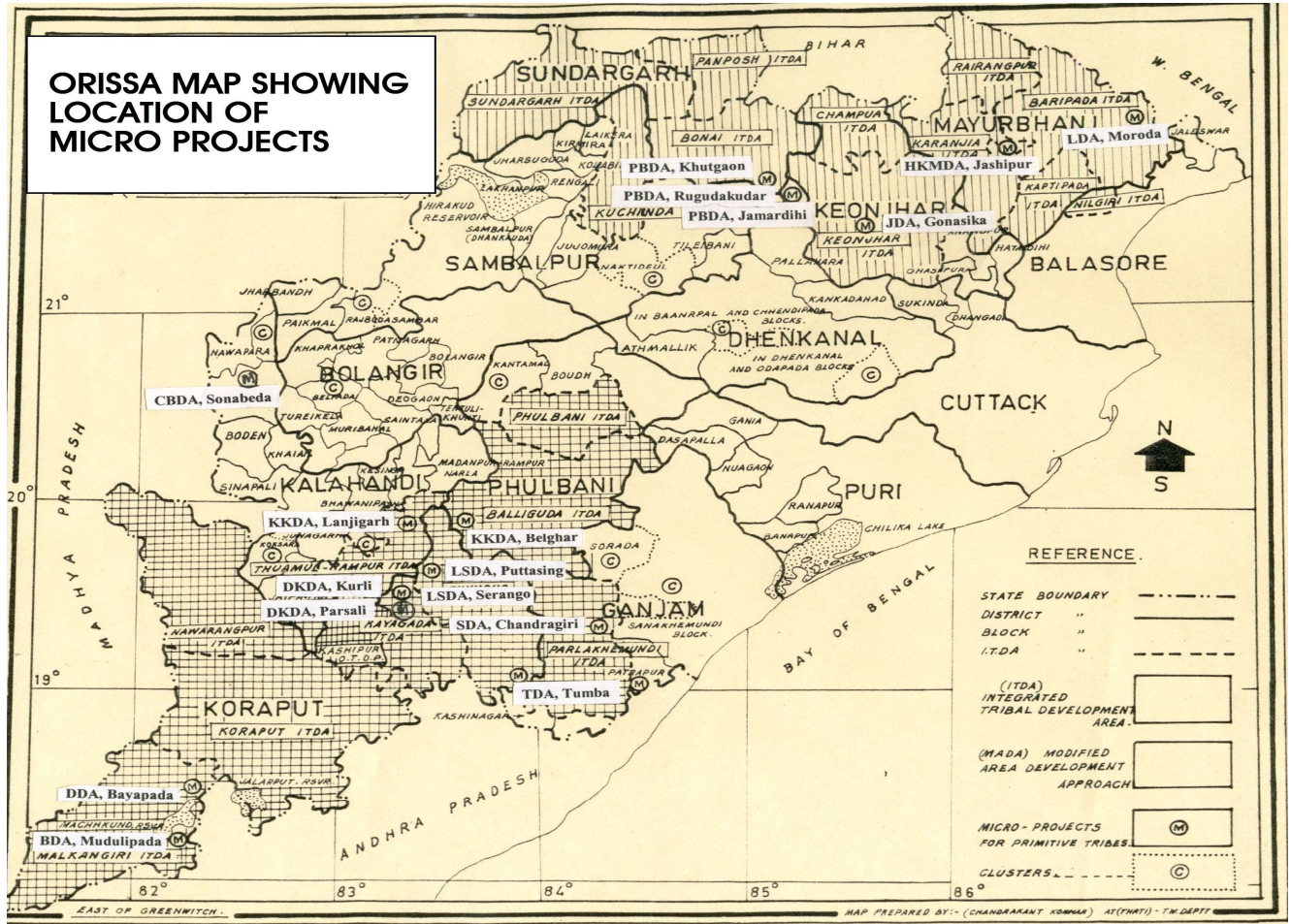
PAUDI BHUYAN # a hill dwelling section of the Bhuyan tribe # inhabit the Bhuyan Pirhas of Keonjhar, Sundargarh and Dhenkanal district # speak Oriya as their mother tongue # shifting cultivators but depend on forest procedure # have youth dormitory and Community center Darbar in the village # the corporate body of the traditional village council still effective # known for their special changu dance.



SAORA / LANJIA SAORA # Inhabitants of the highlands of Rayagada, Gajapati and Ganjam districts # speak Sora, a Munda language # have scatted housing pattern # the village guardian deities are represented by wooden posts installed at the entrance of the village # pursue shifting cultivation and prepare terrace fields for rice cultivation # have their typical labours cooperatives. Ansir # presence of lineage organization called Birinda # famous for their attractive wall paintings Initial # observe Guar, the secondary burial ritual to commemorate the dead by sacrificing buffaloes.



- In Orissa there are 13 Identified PTGS. However, Birhor and Mankirdia are culturally the same. The same way, Lanjia Saora and Saora have identical cultural features.



Distribution of PTGs

All the 17 Micro Projects are functioning for their all round socio- economic development and situated in the remote PTG concentration pockets at an elevation of 100 ft to 5000ft above the mean sea level covering 12 districts.

- *In Western Orissa (5 districts)- Kalahandi, Nuapada, Sundargarh, Deogarh and Anugul
- * In Northern Orissa (2 districts) - Mayurbhanj and Keonjhar
- * In Southern Orissa (5 Districts) - Malkangiri, Rayagada, Phulbani, Gajapati, Ganjam

Two (Paudi Bhuyan and Saora) are found both in the TSP areas as well as outside the TSP areas.

- Only 3 PTGs, Chuktia Bhunjia, Paudi Bhuyan & Saora live outside the TSP area in 4 (four) Micro Projects.
- The rest PTGs are live within TSP areas in 13(thirteen) Micro Projects.

As per the Socio Economic Survey Conducted by SCSTRTI in the 17 Micro Project areas during 2001-02, the PTGs inhabitants in 547 Hamlets/Villages distributed in 69 Gram Panchayats (GPs) under 20 Blocks in 12 districts as mentioned above

Demography

Number of House holds	Male	Female	Total	Sex Ratio	Household Size
18493	37934	40585	78519	1070per 1000 male	4

Literacy rate of PTGs:

Base line Socio Economic survey was conducted by SCSTRTI during 2001-02 & 2007-08 on 13 PTGs of Orissa .A comparative statement of literacy rate is stated below: -

Year	Total Literacy rate of PTGs (%)
2001-02	19.04
2007-08	24.04

The above statement shows that the literacy rate of PTGs has increased from 19.04% in 2001-02 to 24.04% in 2007-08.

Techno-Linguistic identity:

The PTGs of Orissa are distributed ethno linguistically into three linguistic groups like Indo-Aryan, Dravidian and Austro-Asiatic/Munda.

Linguistic Groups

Ethnic Speakers

- | | |
|---|--|
| <ul style="list-style-type: none"> • Austro-Asiatic/Munda • Dravidian • Indo-Aryan | <p>Birhor, Bondo, Didayi, Juang, Saora, Lanjia, Saora, Mankirdia, Hill Kharia, Lodha.</p> <p>Chuktia, Bhunjia, Dongria Kondha, Kutia Kondha,</p> <p>Paudi Bhuiyan.</p> |
|---|--|

Techno-Economic Stages:

The PTGs belong to 4(four) Techno –economic stages of Development-

- | | |
|--|---|
| <ul style="list-style-type: none"> • Hunter –Gatherer • Shifting Cultivators | <p>Birhor, Mankirdia, Hill-Kharia,</p> <p>Bondo, Didayi, Juang, Dongria Kondh, Kutia Kondh, Lanjia Saora, Paudi Bhuyan.</p> |
|--|---|

- **Terrace Cultivators** Saora, Lanjia Saora
- **Settled Cultivators** Lodha, Chuktia Bhunjia.

Economic Existence

The PTGs basically thrive on a land and forest based Economy, Except the Birhor/Mankirdia and Hill-Kharia who are exclusively dependent on forests for their subsistence, the rest of them are primarily farmers of one kind or other .The Birhor/Mankirdia are semi-nomadic monkey catchers and siali rope makers, Similarly the Hill Kharia live by their expertise in collection of honey resin, arrowroot and other minor forest produce. The Bondo, Didayi, Juang, Dongria Kondha, Kutia Kondha, Lanjia Saora, Paudi Bhuyan and saora are traditionally shifting Cultivators. They have also taken up settled cultivation now a days. Among them the Saora and Lanjia Saora are terrace cultivators and the Dongria Kondha are horticulturists. All of them supplement their livelihood by forest collections.

Traditional Skills, Art and Craft

Sl. No	PTGs	Skills, Art and Craft
1,2,3	Birhor/ Mankirdia/Mankidi	<ul style="list-style-type: none"> • Basket, rope and sling making out of siali fiber sabai grass and jute • Monkey Catching • Khali stitching and pressing
4	Bondo	<ul style="list-style-type: none"> • Weaving of handloom clothes • Bead necklaces making • Carpet weaving • Broomstick making • Vegetable Cultivation • Archery
5	Didayi	<ul style="list-style-type: none"> • Bamboo basketry • Weaving of handloom clothes • Archery • Broomstick making
6	Dongria Kondha	<ul style="list-style-type: none"> • Embroidery • Wood Craving and decorating. • Wall painting • Comb making • Pineapple cultivation and fruit processing
7	Hill Kharia	<ul style="list-style-type: none"> • Collection and processing of honey. Resin, arrowroot • Broom stick making • Mat making • Khali stitching and pressing

8	Juang	<ul style="list-style-type: none"> • Wood craving • Comb making
9	Kutia Kondha	<ul style="list-style-type: none"> • Broom stick making
10	Paudi Bhuiyan	<ul style="list-style-type: none"> • Broom stick making • Mat making • Basketry • Litchi Cultivation • Tussar rearing
11	Lanjia Saora	<ul style="list-style-type: none"> • Icon (wall painting) • Wood carving • Stone Terracing & Water management • Cashew Plantation & Processing
12	Saora	<ul style="list-style-type: none"> • Icon (wall painting) • Wood Craving carpet weaving • Mulberry cultivation
13	Lodha	<ul style="list-style-type: none"> • Sabai rope making

These indigenous skills can be upgraded and developed for income generation activities and improvement of their quality of life.

Table-9
Percentage of BPL House holds and Landless House Holds of PTGs

PTGs	BPL house holds	Landless Households
• Bonda	91.80%	32.05%
• Chuktia Bhunjia	100%	37.96%
• Didayi	100%	58.78%
• Dongria Kondha	87.92%	81.96%
• Hill Kharia & Mankirdia	100%	71.93%
• Juang	88.83%	18.28%
• Kutia Kondh	56.63%	20.56%
• Lanjia Saora	54.79%	8.23%
• Lodha	49.54%	24.14%
• Paudi Bhuyan	97.95%	43.17%
• Saora	56.38%	25.75%
Total:	79.08%	37.02%

- *Panchayat Raj Department had conducted house to house BPL Survey during the year 1996. A Socio Economic Survey for each Micro Project were conducted by SCSTRTI during 2007 for Eleventh Five Year Plan period, and the information about BPL families of the above Micro Project (PTGs) were submitted by the Special Officers.*
- *Panchayat Raj Department has not conducted any further survey in respect of BPL families till 2007.*
- *Three Primitive Tribes such as Chuktia Bhunjia, Didayi and Hill Kharia Mankirdia have cent percent BPL families. The reasons behind this is that the Chuktia Bhunjias are inhabiting with in the National Sanctuaries, Didayis are inhabiting inaccessible topography and Hill Kharia Mankirdias are nomadic tribes.*

- *Lodhas are the least BPL families among other PTGs.*
- *Dongria Kondhs who are inhabiting in the Niyamgiri hills are the highest landless householders and they depend their livelihood on shifting cultivation.*
- *Lanjia Saora, is one of the advanced PTGs of our State. They are mainly Podu cultivators and practicing terrace cultivation. Most of the families of this community are converted into Christianity and working as labourers in the tea gardens in Assam and other north eastern States. They earn quite a handsome wage from the tea gardens. Perhaps that is the reason, the percentage of BPL families are less in compared to other PTGs of the States.*

Quality of life

The quality of life of PTGs remains around the subsistence level. People have a little assurance on their daily consumption pattern. Being backward and with little resources at their command they struggle to make both the ends meet. They spend more than 65% of their income on food. During lean periods their living conditions become worse. In absence of adequate and affordable health care facilities their declining health conditions add salt to the injury. However, some improvements are visible in their quality of life after the development intervention made through the official and non-official agencies and particularly by the Micro Projects, grounded in different Plan Periods.

Table-10
Grounding of Micro Projects for Development of PTGs in Orissa during different plan period

Five Year Plan	PTG	Micro Project	Grounding Year
5 th (1974-78)	Bondo	Bondo Development Agency (BDA) Mudulipad, Koraput (now Malkangiri) District	1976-77
Plan Holiday (1978-80)	Juang	Juang Development Agency (JDA), Gonasika, Keonjhar district	1978-79
	Dongria Kondha	Dongria Kondha Development Agency (DKDA) Kurli, Koraput, (Now Rayagada) district	1978-79
	Paudi Bhuyan	Paudi Bhuyan Development Agency (PBDA), Khuntagaon, Sundargarh district.	1978-79
		Paudi Bhuyan Development Agency (PBDA), Jamardihi, Dhenkanal (now Anugul) District	1978-79
	Lanjia Saora	Lanjia Saora Development Agency (LSDA) Seranga, Ganjam (Now Gajapati) district	1978-79
	Saora	Saora Development Agency (SDA), Chandragiri, Ganjam (now Gajapati) district	1978-79
		Tumba Development Agency (TDA), Ganjam district	1978-79
	Kutia Kondha	Kutia Kondha Development Agency (KKDA) Belghar Phulbani district	1978-79
6 th (1980-85)	Lanjia Saora	Lanjia Saora Development Agency (LSDA) Puttasing, Koraput (now Rayadaga) District	1984-85
7 th (1985-90)	Didayi	Didayi Development Agency (DDA) Bayapada, Koraput (now Malkangiri) district	1986-87
	HillKharia	Hill-Kharia Mankirdia Development Agency,	1986-87

	Mankirdia	Gudugudia, Mayurbhanj district	
	Lodha	Lodha Development Agency (LDA) Moroda, Mayurbhanj district	1985-86
	Kutia Kondha	Kutia Kondha Development Agency (KKDA) Lnjigarh, Kalahandi district	1986-87
	Dongria Kondha	Dongria Kondha Development Agency (DKDA), Parsali, Rayagada district	1987-88
8 th (1992-97)	Paudi Bhuyan	Paudi Bhuyan Development Agency (PBDA) Rugudakudafr, Sambalpur (now Deogarh) district	1993-94
	Chuktia Bhunjia	Chukita Bhunjia Development Agency (CBDA) Sunabeda, Nuapada district	1994-95

- *Funding to Micro Project done through S.C.A and under Central Sector Scheme (Article 275) on cent percent subsidy.*
- *Governing body of the Micro Project headed by Project Administrator, ITDA/Collector.*
- *Administrative Structure includes one Special Officer assisted by a associated staff.*

Development of PTGs

The questions of tackling the problems of the more backward of tribal communities have received the attention of all. Dhebar Commission (1961) suggested the PTGs as a class of tribal in an extremely underdeveloped stage occupying the lowest layer and suggested for their special protection and development. Shilu Ao Team (1969) found the PTGs as extremely backward and in the primitive food gathering stage and suggested for separate central schemes for education and economic upliftment and special provisions in the plan .On the lines of the above suggestions identification of the extremely backward tribal groups namely PTGs or the vulnerable groups were made and special programmes of Development with cent percent finance by Ministry of Home Affairs (now Ministry of Tribal Affairs) have been taken up since the 5th Five Year Plan Period. Further as per the recommendation of workshops on Primitive Tribal Communities, 1975 and Conference of Tribal Commissioners and State Chief Ministers the Ministry of Home Affairs issued during the year 1976 a detailed guideline for identification of PTGs

Since 5th Five Year Plan Period concerted efforts have been made by Govt.of India as well as States /Union Territories to ameliorate the plights of the PTGs and to bring about their total development primarily by utilizing funds out of Special Central Assistance (SCA) on cent percent subsidy basis. The Govt.of India have been generous in funding for their planned development, but the result achieved so far fall short of expectation. Ever since the 5th Five Year Plan during which the concept of PTG was introduced by Government of India, a number of special development intervention are being extended for this vulnerable section of the tribe through the specially set up Micro Projects. There are 17 Micro Projects set up in our state for effective implementation and allround development of the 13 PTGs grounded in various plan periods.

Although different kinds of intervention have been extended for the development of this vulnerable section of the tribals and concerted efforts are made to bring them to the main stream, yet the achievement have been far from satisfactory. Realising this Government of India in the Ministry of Tribal Affairs have envisaged in its strategy during the 11th Plan Period to formulate a five year conservation cum development plan through a consultative process with the approval

of Gram Sabha keeping the felt needs of the PTGs which are culturally appropriate and acceptable. Besides, wide range of consultation in each village has been done and felt needs of the community have been identified on the basis of which appropriate interventions are suggested in the CCDP plan duly approved by the Gram Sabha. The Plan has been formulated with some prime objectives such as (1) To conserve the eco system, the life styles and traditional skills of the PTGs, (2) To place equal emphasis on economic programmes for the PTGs at par with other nontribal people. (3) To enable PTGs to move forward in its own chosen direction and at its own pace and (4) To avoid such development interventions, which are likely to disrupt moorings of the PTGs.

Table-11
List of PTGs, Micro Projects Location, Composition, Population & Literacy

Sl. No	Name of the unPTG	Name & address of the Micro Project	Establishment Year of Micro Project	ITDA Covered (TSP) Project	Part blocks Covered	No. of Gps	No. of villages/hamlets	Name of house-holds	PTG Population			Total Literacy
									M	F	Total	
1	Bonda	1) Bonda Dev. Agency, Mudulipada, Malkangiri district	1976-77	Malkangiri	Khairput	3	38	1585	2717	3291	6008	10.33
2	Chukita Bhunjia	2) Chukita Bhunjia Dev. Agency, Sonabeda, Nuapada district	1994-95 dt. 30.9.94	Non TSP area	Komna	2	12	519	1124	1145	2269	18.77
3	Didayi	3) Didayi Dev. Agency, Bayapada, Malkangiri district	1986-87	Malkangiri	Kudumulguma & Khairput	4	37	1633	3064	3481	6545	7.36
4	Dongria Kondha	4) Dongria Kondha Dev. Agency, Parsali, Rayagada district	1987-88 dt. 7.12.87	Rayagada	K. Singh pur	2	40	615	1069	1498	2567	14.40
		5) Dongria Kondha Development Agency, Kurli, Chatikona, Rayagada district	1978-79	Gunupur	Bissamkatak & Muniguda	6	62	1430	2553	3483	6036	16.23
5	Hill Kharia	6) Hill-Khadia & Mankirdia Agency, Jashipur, Mayurbhanj district	1986-87	Karanjia	Karanjia & Jashipur	11	18	659	1033	1049	2082	30.45
6	Mankirdia											
7	Birhor											
8	Juang	7) Juang Dev. Agency, Gonasika, Keonjhar district	1978-79 dt. 10.3.78	Keonjhar	Banspal	6	35	1728	4077	4204	8281	24.12
9	Kutia Kondha	8) Kutia Kondha Dev. Agency, Belghar, Phulbani district	1978-79	Bliguda	Thudibandh	2	67	1325	2658	2866	5524	25.83
		9) Kutia Kondha Dev. Agency, Lanjigarh, Kalahandi district	1986-87 dt. 13.8.86	Thuamul-Rqampur	Lanjigarh	2	16	591	1288	1261	2549	32.56
10	Lanjia Saora	10) Lanjia Saora Dev. Agency, Puttasing Rayagada district	1984-85 dt. 1.4.84	Gunupur	Gunupur	1	21	919	2825	2949	5774	32.99

		11)Lanjia Saora Dev.Agency,Seranga,Gajapati district	1978-79 dt.3.1379	Parlakhem undi	Gummma	3	21	1293	2772	2669	5441	29.54
11	Lodha	12) Lodha Dev. Agency, Moroda, Mayurbhanj district	1985-86	Baripada	Suliapada & morada	6	8	874	1470	1370	2840	23.41
12	Paudi Bhuyan	13) Paudi Bhuyan Dev.Agency ,Khutagaon,Sundargarh district	1978-79 dt.25.5.79	Bonai	Lahunipada	3	22	999	1959	1955	3914	19.23
		14)Paudi Bhuyan Dev.Agency Jamardhi,Anugul district	1978-79 dt.17.5.78	Non-TSP Project	Pallahara	3	27	1242	2817	2816	5633	34.68
		15) Paudi Bhuyan Dev.Agency Rugudakudar ,Deogarh district	1993-94 dt.1.5.93	Non-TSP Project	Barkote	5	32	972	1826	1829	3655	20.41
13	Saora	16)Saora Dev.Agency,Chandragiri.Gaja pati district	1987-79 dt.11.4.78	Paralakhe mundi	Mohana	7	32	1128	2679	2682	5361	44.00
		17) Tumba Dev. Agency, Tumba, Ganjam district	1978-79 dt.20.5.78	Non-TSP area	Patrapur	3	58	981	2003	2037	4040	26.32
Total:13 PTGs		17 Micro Projects		TSP-13, Non TSP- 4	20 Blocks	69	546	18493	37934	40585	78519	24.04

Source: Base line Socio Economic Survey conducted by SCSTRTI, September, 2007

2.2 Socio Economic Condition:

- Occupational Pattern:**

Occupational pattern varies from tribe to tribe in different geographical zone. In Southern zone (Eastern Ghat Regions) majority of tribal groups practising terrace and shifting cultivation where as in Northern zone (Northern Plateau) and Central Table land they practice settled cultivation. Some of the tribal groups inhabiting near industrial area earn their livelihood as industrial workers and some PTGs depend their livelihood on food gathering and hunting. However, 3990007(49%) of the total tribal population are engaged in different works. The occupational pattern of general as well as tribal population is presented below.

Table-12
Occupational Pattern of General and ST Population

Category	Total population			Total workers		
	Total	Male	Female	Total	Male	Female
General	36804660	18660570	18144090	14276488	9802006	4474482
ST	8145081 (22.13%)	4066783 (21.79%)	4078298 (22.48%)	3990007 (27.95%)	2226837 (22.72%)	1763170 (39.40%)

Contd...

Category	Main Workers			Cultivators		
	Total	Male	Female	Total	Male	Female
General	9589269	8004740	1584529	3435170	3004654	430516
ST	2288475	1687439	601036	1053644	844262	209382

Contd...

Category	Ag.labour			Household Workers		
	Total	Male	Female	Total	Male	Female
General	2098158	1570444	527714	404208	258151	146057
ST	714057	474027	240030	78555	31748	46807

Contd...

Category	Other Workers			Marginal Workers			Non- Workers		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
General	3651733	3171491	480242	4687219	1797266	2889953	22528172	8858564	13669608
ST	442219	337402	104817	1701532	539398	1162134	4155074	1839946	2315128

As per 2001 Census, the total number of workers among the ST Communities is 39, 90,007, out of which 22,88,475(57.36%) are main workers, 17,01,532 (42.64%) are marginal workers, cultivators constitute 1053644 (46.04%), agricultural labourers 7,14,057 (31.20%) and workers engaged in house hold industries constitute 78,555 (3.43%) of the total main workers. Most of the cultivators among the Scheduled Tribes are small and marginal farmers.

- **Dependency Rate:**

Table-13
Dependency Rate of General and ST Population in different Decades

Decade	Category	
	General	Scheduled Tribe
1961	1:1	1:1
1971	1:2	1:2
1981	1:2	1:1
1991	1:2	1:1
2001	1:2	1:2

- *The dependency rate which was 1:1 in case of both General and ST population during the year 1961 was increased to 1:2 during 1971 and remain same up to 1:2 till 2001 Census for general population.*
- *But the dependency rate shows a fluctuating trend in case of Scheduled Tribes. It was increased during 1971, again reduced and remains constant during 1971 and 1981 and again increased to 2001.*
- *During 2001 Census the dependency rate is same for General and ST population.*

- **Economic Cycle:**

Tribal economy is characterized as subsistence oriented. The subsistence economy is based mainly on collecting, hunting and fishing (e.g., Birhor, Hill Kharia), or a combination of hunting and collecting with shifting cultivation (e.g., Juang, Hill Bhuiyan, Lanjia, Saora, Kondha etc.) Even the so-called plough using agricultural tribes do often, where scope is available, supplement their economy with hunting and collecting. Subsistence economy is characterized by simple technology, simple division of labour, small-scale units of production and no investment of capital. The socio unit of production, distribution and consumption is limited to the family and lineage. Subsistence economy is imposed by circumstances, which are beyond the control of human beings, poverty of the physical environment, ignorance of efficient technique of exploiting natural resources and lack of capital for investment. It also implies existence of barter and lack of trade.

Considering the general features of their (i) eco-system, (ii) traditional economy, (iii) supernatural beliefs and practices, and (iv) recent “impacts of modernization” the tribes of Orissa can be classified into six types, such as: -

- Hunters, Forest Collectors and gatherers
- Cattle-header
- Simple artisan
- Terrace and shifting cultivators
- Settled agriculturists and
- Industrial and Urban Workers

Each type has a distinct style of life which could be best understood in the paradigm of nature, man and spirit complex, that is, on the basis of relationship with nature, fellow men and the supernatural.

- **Hunters, Forest Collectors and gatherers:** Kharia, Mankidi/ Mankirdia /Birhor, live in the forest of Mayurbhanj, Keonjhar and Sundergarh Districts, exclusively depend on forest resources for their livelihood by practicing hunting, gathering and collecting. They live in tiny temporary huts made out of the materials available in the forest. Under constraints of their economic pursuit they live in isolated small bands or groups. With their primitive technology, limited skill and unflinching traditional and ritual practices, their entire style of life revolves round forest. Their world view is fully in consonance with the forest eco-system. The population of such tribes in Orissa though less, yet their impact on the ever-depleting forest resources is very significant. Socio-politically they have remained inarticulate and therefore have remained in a relatively more primitive stage, and neglected too.
- **Cattle-header:** The Koya, which belongs to the Dravidian linguistic group, is the lone pastoral and cattle-breeder tribal community in Orissa. This tribe which inhabits in the Malkangiri district has been facing crisis for lack of pasture. Rehabilitation of Bangala Desh refugees in the Koya traditional habitat has created certain socio-economic problems.
- **Simple artisan:** Mahali and Kol-Lohara practise crafts like basketry and black-smithy respectively. The Loharas with their traditional skill and primitive tools manufacture iron and wooden tools for other neighboring tribes and there by eke out their existence. Similarly the Mahalis earn their living by making baskets for other communities. Both the tribes are now confronted with the problem of scarcity of raw materials. And further, they are not able to compete with others, especially in the tribal markets where goods of other communities come for sale, because of their primitive technology.
- **Terrace and shifting cultivators:** The tribes that practise Terrace and shifting cultivation are many. In northern Orissa, the Juang and Pauri Bhuiyan, and in southern Orissa the Kondh (Dongria and Kutia Kondha), Saora (Lanjia Saora), Koya, Parenga, Didayi, Dharua and Bondo practise shifting cultivation. They supplement their economy by food gathering and hunting, as production in shifting cultivation is low. Shifting cultivation is essentially a regulated sequence of procedure designed to open up and bring under cultivation patches of forestlands, usually on hill slopes. Shifting cultivation is not only an economic pursuit of some tribal communities, but it accounts for their total way of life. Their social structure, economy, political organization and religion are all accountable to the practice of shifting cultivation.

Among the above Communities Juang, Lanjia Saora and Saora are terrace cultivators. In certain hilly areas, terraces are constructed along the slopes. It is believed to be a step towards settled agriculture. The terraces are built on slopes of hill with water streams. In terrace cultivation the available hill slopes are fully used and the available water of hill streams are tapped for cultivation through out the year as the water flows from one terrace to another in downward motion. The terrace walls are **riveted** and packed with stones and boulders, which cannot be washed out easily. In terraces, paddy is mainly grown and the yield per acre is quite high. The quantity of terrace land under the possession of a family is not much.

- **Settled agriculturists:** Several large tribes, such as Santal, Munda, Ho, Bhumij, Oraon, Gond, Kondh, Mirdha and Sabar are settled agriculturists, though they supplement their economy with hunting, gathering and collecting. Tribal agriculture in Orissa is

characterized by unproductive due to uneconomic holdings, land alienation, indebtedness, lack of irrigation facilities in the undulating terrains, lack of easy or soft credit facilities as well as use of traditional skill and primitive implements. In general, they raise only one crop during the monsoon, and therefore have to supplement their economy by other types of subsidiary economic activities.

- ***Industrial and Urban Workers:*** Sizable agglomeration of tribal population in Orissa has moved to industrial and urban areas for earning a secured living through wage- labour. During the past three decades the process of Industrial urbanization in the tribal belt of Orissa has been accelerated through the operation of Mines and establishment of Industries. Mostly persons from advanced tribal communities, such as Santal, Munda, Ho, Oraon, Kisan, Gond etc., have taken to this economic pursuit in order to relieve pressure from their limited land and other resources.

- **Position of Women and their contribution to socio-economic life:**

The Position of Tribal women in tribal development may be viewed in the context of four conditions.

1. Treatment of women.
2. Legal status of women.
3. Opportunity available to women for public activity.
4. Participation and involvement of women in development.

All the Tribal Groups belong to patrilineal societies. Among them the division of labour between the sexes is more or less equitable. The custom of bride price and polygyny is prevalent among them. A woman can seek dissolution of marriage on grounds of infidelity, impotency and cruelty on the part of the husband. In traditional tribal societies unmarried girls enjoy considerable freedom in the matter of selection of their life partners.

The Women of lower strata enjoy more autonomy and freedom. They do not feel that they are inferior to men. But as they come in contact with the developed multi caste villages where rigid hierarchical relation dominates, they seem to develop a sense of dependence and inferiority.

Beggary and prostitutions were non-existent in tribal communities. But beggary came into existence with the change in family norms in industrial areas that led to the neglect of old and infirm members.

Household management in all tribal societies important decisions are usually taken by the males. However in day-to-day matters, both males and females take decision jointly. But so far as political organization is concerned women are completely excluded. No women formally join the council of village elders, which exercises the highest legal and judicial powers with in the village.

Many tribal communities particularly the women folk are skilled in mat making and basketry. They use leaves of palm trees for making mats and bamboo for making baskets

On the whole the Women in Tribal Societies occupy a dignified position, enjoying considerable freedom in socio-economic life. No tribal Community suffers from any stigma of untouchability and the tribal women do not face such evils as adultery, rape, maltreatment and beating as their sisters of caste Hindus do. Purdah and bride burning are non-existent. Child marriage is unknown and widow remarriage is practiced without any social hindrance. Though the tribal women observe certain taboos in respect of their participation in certain economic activities and ritual performance, but the rigor with which impurity and pollution is not met with. Moreover such concepts are conspicuous by their absence in tribal societies.

In hunting and food gathering community strict division of labour along the lines of sex is practiced among them. Works like collection of roots and tubers and firewood, fetching water, cooking, house keeping, looking after children are performed by the women. In general women share the duties and responsibilities of maintaining the daily life of their families on equal terms with the men folk.

Tribal Women suffer from a great handicap in the matter of their educational standard. There are 41 million ST women in India as per 2001 census. The literacy rate among them is 34.8 percent. This low literacy standard has stood in the way of their understanding of various developmental strategies and participation in the different developmental activities. Added to these disabilities the tribal women suffer from acute mal-nutrition and various serious diseases resulting there from. In view of this ever since the first five-year plan, the necessity of paying special attention to Women's development has been recognized. The most important programmes which have taken up so far include special nutritional programmes, special incentives for increasing the enrolment of girl's in schools, functional literacy for adult women, equal remuneration to eliminate discrimination, labour laws to provide maternity benefits and crèches in units for employed women and craft training programmes for women.

- **Utilization of Local Natural Resources:**

Orissa has about 25000 Square miles of forest which constitute about 42 percent of the total area of the State. Of this 8600 square miles are reserved forests and about 2000 square miles are demarcated as protected forest, reserved lands etc.

Forest and tribal life are inseparable. The forest economy has great impact on the tribal people, their culture and polity. In many parts of the country, communal ownership of forest and other resources prevail among the tribal communities. Tribal social structures are always oriented towards the collectivity. They have an in-built system of taking collective decision about protection, use and allocation of native resources that is land, forest, water, animals and birds.

Most of the tribal communities live in and around the forest. To a vast number of tribal people, the forest is their well loved home, their livelihood and their very existence. It gives those edible fruits and leaves, honey, roots and tubers, game and fish. Fruits, flowers, leaves, roots and tubers supplement and balance their cereal diet. Meat of wild animals is found in the dense forest. Fish are caught from small streams, ponds and water logs spread in the interior pockets of forest. Honey is collected from the canopy of the forest. Forest supply

the prime necessity i.e. food to the tribal people. Mahua flower which grow abundantly all over the region provides liquor to the tribals. Natural water streams are the perennial source of water for drinking and bathing.

Forest supplies the tribals bamboos, timber, thatching grass, fibers and clays for his hut. Wood is also a source of light too. Fuel collected from forest heats tribals cooking pot, lights his home, warms him during winter and wards off wild beasts during the night.

He collects innumerable kinds of roots, fruits, tubers, leaves, fibers, gums, honey and wax and sale them to other people of neighbouring villages or in the weekly markets. Bamboos, fibers and leaves are utilized in cottage craft like basketry, rope making and roof thatching. Forest, thus is an important source of employment for them.

Forest not only supports the tribes, but also their cattle. Grazing facility is essential for the cattles for which the tribal depends on forests. Besides fodder, forest provides shady shelter to the cattle. Natural streams and small ponds of forest are the source of water supply for the cattle. In the time of food scarcity, edible tubers taken as substitute for food grains. In the crisis of the diseases, herbs and leaves are used for curing various ailments. Their rituals, worships, ceremonies, songs and dances abound in reference to forest and its beauty. The tribe possesses marvelous knowledge of different species of trees, plants and creepers, their seasonal history, technique of exploitation and their uses.

It provides them with materials to build their home and to practise their arts and crafts. So the forests and tribals are inextricably interlinked with each other. Fifty percent of the time of a tribal is spent in agricultural activities followed by collection of Essential Forest Produce (EFP). The income from EFP comes next to agriculture. In Orissa the average percentage of income from collection of EFP is about 12 to 15 percent. The National Commission of Agriculture estimated for the Nation as a whole that employment provided by collection of EFP was 250 million man-days and by proper management it would increased to 1000 million man-days by 2000 AD.

The symbiotic relationship, which, exists between the Tribal people and the forest, does not confine to the economic sphere alone. It covers other spheres like medicine, recreational activities, social, religious and cultural aspects of their life. This relationship ensures the fulfillment of their daily needs and the protection of the environment. Since the tribal communities are almost landless or marginal farmers, they depend upon forest more for survival than on other sources of livelihood. The varieties of trees and plants yielding valuable EFP and with food value are too many to identify. They are knowledgeable about such plants and the use to which they use in their daily life. They know which kind of timber is most suitable for building their houses, for agricultural implements, for furniture and for crafts and artifacts. Thatching grass, rope making fibers, cup and plate making leaves, trap making reeds and bamboos, poisonous ingredients used in arrowheads and numberless such other products are collected from the forest.

In most areas the health centers are situated in far off places, difficult of access by the tribal people. This is the reason why the tribal people still utilize herbs. Since they depend upon the forest, in totality for existence, they exist balance between their own and the

ecological needs. The social control, taboos and prohibition, manner of utilization of forest products, their myths and legends remind them of the consequences of any harm to the nursing mother, reinforced the symbiotic relation ship for their existence in peaceful harmony with nature.

- **Family:**

The family may be defined as a basic fundamental and the smallest social grouping the members of which are united by bonds of kinship. The kinship ties, which unite the individual family, exist between the married pair and their children.

- **Lineage:**

Lineage is a corporate dissent group composed of consanguine Kin who claim decent from a common and able to trace descent genealogically thorough known links.

- **Clan:**

Clan may be conspired as an enlarged unilateral kinship group that rests on the fiction of common descent from a founding ansister. The members of a clan believe in blood relationships among themselves and as such they maintain the rule of clan exogamy.

The tribes are segmented into exogamous (patrilineal in Orissa) totemic (excepting the Saoras) clans, frequently with territorial cohesion and strong corporate identity. Clans are segmented into lineages with known genealogical ties which function as effective corporate social units.

- **Phratry:**

The phratry is unilateral decent groups composed of two or more clans, which are supposedly, enter related. Like the individuals of the clan the members of phratry cannot able to trace their actual genealogical link with common ansister. Like clan the phratry organization is also exogamous. The phratry organization is relatively rare and functionally insignificant phenomena. No phratry organization is found among Orissan Tribes.

- **Moiety:**

On the basis of descent, large social groups resulted from this spiting of society in to two equal or unequal halves. Each have thus formed is called moiety. Moieties are exogamous. The members of a moiety have believed in a common ancestor. Each moiety is again subdivided in to a number of phratry. Each phratry in its turn is split into a number of clans and each clan in to a number of lineage and finally each lineage in to a number of families. No Moiety organization is found among Orissan Tribes.

- **Kinship:**

The overall kinship system of the tribes may be labeled as “tempered classificatory”. In terminology the emphasis lies on the unalienable principle, generation and age. Descent

and inheritance are patrilineal and authority is patripotestal among all the tribal communities of Orissa. On the basis of kinship organization Orissan tribes can be divided into two categories. The kinship system of the tribes of the Dravidian language family is “bifurcates merging” type, whereas the tribes of the other two language families are “bifurcate collateral” type.

Among the tribes there is very little specialization of social roles, with the exception of role differentiation in terms of kinship and sex and some specialization in crafts, the only other role specializations are Head-man, priest, shaman and the Haruspex.

There is very little rigid stratification in society. The tendency towards stratification is gaining momentum among several settled agricultural tribes under the impact of modernization. The tribes of Orissa are at different levels of socio-economic development.

- **Culture:**

The tribal people of Orissa express their cultural identity and distinctiveness in their social organization, language, rituals and festivals and also in their dress, ornaments, art and craft. They have retained their own way of managing internal affairs of the village mainly through two institutions namely, the village council and youth dormitory. The dormitory is the core of tribal culture and it reinforces the age-old traditions. In Orissa this institution occurs among many tribal communities in some form or other. It is variously called by different tribal groups. The Juangs call it *majang* and *Darbar*, the Kondhs call it *Dindaghar*, the Bhuiyans call it *Dhangarabaasa* and among the Bondos it goes by the name *ingersin*. Of all the tribes the dormitory system is well organized among the Juang. Conspicuous in the village, the Mandaghar is the largest hut. It has wall on three sides and is open in front. The wooden parts and sidewalls are carried with decorative symbols depicting animals.

- **Social Life:**

Outstanding among crisis rites are those connected with the important and critical, but normally expected events in the life cycle of the individual, the biological crisis of life, namely, birth, sexual maturity, marriage and death. Rituals performed on these occasions have been called rites-of-passages, because they involve transition from one social status to another. This indeed implies separation, transition and integration. A person is separated from a social status and then admitted or integrated into another status after a phase of transition. Crisis rites are makers of special events in the life of the individual and are different from recurrent cyclic rituals pertaining to sowing and harvesting. Happening such as birth, sexual maturity, marriage, illness or death are extremely important to an individual and to his kins and close relatives and are generally of diminishing importance outside his kinship circle.

Birth is an important bio-social event in every society. It causes fresh alignments in the structural relations. The persons, on whom the birth as a socio-biological event hinges, observe certain taboos and refrain from the performance of sacred activities for varying periods of time.

Pubescent rite is an important event among all the tribal communities of Orissa. Sexual maturity of boys is not punctuated by any rite, but the maturity of a girl, on the other hand, is a very significant personal and social event. Attainment of puberty by a girl immediately leads to her physical and social segregation. For seven days the girl is kept in strict seclusion and is subjected to strict observance of taboos. On expiry of the period, of the pollution, the girl undergoes a purificatory ritual. Through the ritual, the event is announced among the kins, neighbours and others. Sexual maturity brings about marked change in personal behaviours and social relations.

Marriage is a remarkable event in the life of every individual. Marriage rite is an elaborate one, which begins with the attempts for bride acquisition and ends up in her affiliation with her final kin group and sexual consummation. Although the rules of residence after marriage and customs of tracing descent are uniform among the tribes of Orissa, other factors, such as the mode of acquisition of a bride, payment of bride price, and age at marriage vary widely among them. Marriage may fall asunder, although most marriages are stable, but important is the degree of sacralization attached to marriage institution in all the tribal societies. It is vital for the social identity of children, and continuation of lineages, clans and other functioning social groups.

As regards the acquisition of brides for marriage the most widely prevalent practice among the tribes of Orissa is through “capture”, although other practices, such as, elopement, purchase service and negotiated type of marriage, which is considered prestigious, is being preferred more. Payment of bride price is an inseparable part of tribal marriage, but this has changed to the system of dowry among the educated sections. In the past tribal marriages used to be performed in the house of the groom, but in recent times well-to do and educated tribal families have changed the marriage booth to the bride’s parental home. After marriage the bride goes to the house of her in-laws. Therefore, family among all the tribal communities of Orissa is patrilocal. Among some of the Dravidian tribal communities of Orissa, the customs of “prescriptive” and “preferential” marriage are there, that is, marriage with mother’s brother’s daughter or father’s sister’s daughter. Except Kandha, this custom is in operation among other Dravidian tribes of Orissa.

The bereaved refrain from many normal acts, perform various rites of mourning for the prescribed period which varies from tribe to tribe and finally the funeral or mortuary rite is performed, which marks the end of the final formal mourning and after this kins of the deceased are brought back to normal social relationships.

The degree of elaboration of the funeral rite depends upon the social position of the deceased. The socio-cultural dimension of the mortuary rite is directly related to the age and social position of the deceased.

- **Traditional Panchayat**

Society is an ordered arrangement of human beings. It provides solutions to all human problems. It is a complex network of institutionalized inter-human relationships, and not simply depends upon the political forces of the society to secure discipline. There would be no coherent social life unless the social relationship, which bind people together are

institutionalized and predictable. To maintain an orderly system of social relations, people have to be subjected to some degree of compulsion, they cannot at all times do, exactly what they like. Because often self-interest may incite behaviour incompatible with the common good, and therefore every society have some rules for constraining people's behaviour. This is called political organization of a society.

Law and order, peace and security, the basic purpose for which man lives in society, are secured through the political organization in the past, through which they used to regulate their social life. But after independence with the introduction of the Panchayati Raj, the system of traditional political organization among the tribes has become weak, but yet it continues with certain *diminutions* and serves their social interests.

The traditional political organization of any tribe has three components, namely, (i) norms, customary laws and social sanctions, (ii) functionaries, and (iii) territoriality. Norms, customary laws and social sanctions are culture specific, and their similarity among the tribes of Orissa can be obtained at a level of abstraction. Functionaries and territorial organization, also show considerable amount of uniformity among the tribes of Orissa.

Norms governing proper conduct, customary laws relating to social, economic, religious and political organizations and social sanctions relating to regulations of sex, community natural resources and social solidarity do not so much difference from one tribe to another in Orissa. However, the traditional political organization of the Orissan tribe, in spite of board similarity, can be divided into three sub-types, namely (I) northern, (II) southern and (III) northwestern. Each of these is coterminous with the local revenue administrative unit of the area. The northern type is known as 'pirha', the southern type as 'Mutha', and the northwestern type as 'pargana'.

Tribes in Orissa mainly inhabit the Eastern-ghat hill range, which runs in the north-south direction. Most of the areas in which various tribal communities traditionally lived were parts of different feudatory States of Orissa. And the traditional political organization of the tribes was influenced by the revenue administrative organization of the concerned State. For instance the political organization of the Santal, Munda, Ho, Bhumij, Bathudi etc. who lived in the state of Mayurbhanj was influenced by the revenue territorial organization of that state. Thus among these tribes the hierarchical order of the political organization from bottom to top, runs as (i) family (ii) lineage (iii) village, (iv) paragana and (v) the king, symbolizing the State. This is the hierarchical order of the traditional political organization of other tribes of Orissa too, but among other north Orissa tribes such as Bhuiyan and Juang and among the south Orissa tribes, such as the Kandha, Saora, Godaba, Koya, Didayi, Jhodia Paraja etc., the inter village political Organization is called pirha and Mutha respectively. But in real situation, the lineage and the village are effective political machineries among all the tribal communities, and indeed these are the guardians and custodians of tribal customs, norms and customary laws. The inter-village political organization, that is, the paragana or pirha or mutha as the case may be used to be periodically called into action or as and when it became absolutely necessary. The jurisdiction, powers and functions of each level of the political organization from the family to the kings was specific and represented a stage in the socio-cultural life of the concerned tribe. The traditional political organization up to the village level is still in existence and is functional. After the introduction of the statutory

panchayati Raj system, the traditional tribal political organizations are gradually becoming feeble, yet they are considered as important socio-cultural institutions to regulate the socio-cultural life.

The roles of all the functionaries are important, but those of the lineage-heads and the village headmen are very crucial in the maintenance of social order. The role of village priest in the implementation of social control is supportive only. The traditional leadership among the tribes was corporate in nature. The joint authority system is still there. This means that the traditional leadership pattern continues to exist along side the modern democratic leadership pattern. The traditional village level tribal panchayat is a corporate body of village elders, the Priest and the Headman. A messenger is nominated by the headman from among the villagers to assist him in the discharge of his duties. Only men constitute the panchayat. The tribal societies of Orissa are patrilineal and patriarchal.

The position of priest, village headman and the inter-village headman are hereditary. The village headman is invariably from original settlers', clan of the village which is obviously dominant. Punishments or corrective measures are proportional to the gravity of the breach of set norms or crime, and the punishments range from simple oral admonition to other measures, such as corporal punishments, imposition of fines, payment of compensation, observance of prophylactic rites and excommunication from the community. Truth of an incident is determined by oath, ordeals and occult mechanism.

Among all the tribes, conformity to customs and norms and social integration continue to be achieved through their traditional political organizations. The tributary institutions of social control, such as family, kinship and public opinion continue to full fill central social control functions. The relevance of tribal political organization in the context of economic development and social change continues to be there. As the traditional leaders continue to wield influence over their fellow tribesmen, it is worthwhile to take them into confidence in the context of economic development and social change.

- **Religion**

The religion of the Orissan tribes is an admixture of animism, *animatism*, nature-worship, fetishism, shamanism, anthropomorphism and ancestor worship. Religious beliefs and practices aim at ensuring personal security and happiness as well as community well-being and group solidarity. Their religious performances include life-crisis rites, cyclic community rites, ancestor and totemic rites and observance of taboos. Besides these, the tribal also resort to various types of occult practices. In order to tide over either a personal or a group crisis, the tribals begin with occult practices, and if it does not yield any result, the next recourse is supplication of the supernatural force.

The annual cycle of rituals of the tribes is in tune with the cycle of economic activities, and surrounds socio-economic interests and well being of the tribal communities. Most of the rituals of the tribes are seasonal and annual. A ritual is a prescribed order for performing a concentration of rites, and a rite is traditional performance to which conventional symbolic meaning is attached by those who believe in it. The rituals are commonly but not always ceremonial in nature. A ritual brings human beings into relationship with gods, ancestral spirits and other supernatural entities.

As most of the tribes of Orissa, practice agriculture in some form or the other, and have a vital stake in agriculture, sowing, planting, first fruit eating and harvest rites are common among them. Their common cyclic rites revolve round the pragmatic problems of ensuring a stable economic condition, recuperation of the declining fertility of soil, protection of crops from damage, human and live-stock welfare and safety against predatory animals and venomous reptiles and to ensure a good yield of annual and perennial crops.

The annual cycle of rituals commence right from the initiation of agricultural operation. For instance, among the Juang, Bhuiyan, Khond, Saora, Gadaba, Didayi, Koya and Bondo, who practise shifting cultivation, the annual cycle beings with the first clearing of hill slopes during the Hindu month of Chaitra (March- April) and among others it starts with the first fruit eating ceremony of mango in the month of Baisakh (April-may). All the rituals center round agricultural operation, first-fruit eating, human, live-stock and crop welfare are observed by the members of a village on a common date which is fixed by the village head-man in conclusion with the village priest.

Thus the ideological system of all the tribes surrounds supernaturalism. The pantheon in most cases consists of the Sun God, the Mother Earth and a lower hierarchy of Gods. Besides there are village tutelary, nature-spirits, presiding deities and ancestor-spirits, who are also propitiated and offered sacrifices. Gods and Spirits are classified into benevolent and malevolent categories. A peculiarity of the tribal mode of worship is the offering of blood of an animal or a bird, because such propitiations and observance of rites are explicitly directed towards happiness and security of the family, abundance of crops, livestock, plants and progenies. Sickness is not natural to a tribal, it is considered as an out-come of the machination of some evil spirits or indignation of ancestor spirits of Gods. Sometimes, sickness is also considered as the consequence of certain lapses on the part of an individual or group. Therefore, riddance must be sought through propitiation and observance of rituals

2.3 Education:

Education of tribals is one of the cardinal basic inputs for human resource development. Educational development will create awareness and empower the ST students to reap the benefits of ORV Act and facilitate them to avail the employment opportunities in Government, public and PSUs and NGOs that results in rapid economic development among the tribals. Besides, advancement of education will also ensure bringing a sizable section of the population, i.e. the Tribals to the mainstream of national consciousness.

As Per 2001 Census the rate of literacy among the Scheduled Tribes of Orissa is 37.37% against the overall literacy rate of 63.08%. The tribal male and female literacy rates are 51.48% and 23.37% respectively. Such figures in respect of general male and female literacy rates are 75.35% and 50.51%. The literacy position of the ST and general people indicates a wider gap of 25.71 % for all whereas in case of ST female it is still higher (27.14%). Table below explains the literacy position of ST and general people along with the differential figure of literacy percentage.

Table-14
Gap between literacy rate of General and ST population

Census	Population	Literacy Rate (%)		Gap
		General	Scheduled Tribe	
2001	Male	75.35	51.48	23.87
	Female	50.51	23.37	27.14
	Total	63.08	37.37	25.71

- **Educational Institutions and facilities for development of STs:**

Educational Institutions

Literacy and education are prerequisites for the quality of human resources of any society. Improvement in the level of this indicator reflects development in the society. The rate of literacy among the STs is 37.37% against the overall literacy rate of 63.08% in the State as per 2001 census. The Tribal male and female literacy rates 51.48% and 23.37% respectively. Over the last decade there has been a significant improvement in literacy level among the STs in Orissa, which recorded a jump from 22.31% in 1991 to 37.37% in 2001 census.

The ST and SC Development Department is the nodal Departments. Of the State Govt. for the welfare of the ST & SC communities. Since education is the most important aspects for the socioeconomic development of STs and SCs, Govt. in ST and SC Development Deptt. Attach due importance to improve the educational status of this communities. In order to provide quality education to the students belonging to STs & SCs, this dept. runs a numbers of educational institutions. Most of the schools run by this deptt. Are Residential in nature and residential facilities in these schools have help a lot to check the drop outs and eradicate the Illiteracy among the STs. The details of the Educational institution are given below.

Table-15
Educational Institutions of ST & SC Development Department, Orissa

Sl. No	Category of Schools	Number of Institution
1	Higher Secondary Schools (in Science and Commerce)	8
2	High Schools	155
3	Girls High Schools	91
4	Ashram Schools	112
5	Secondary Teachers Training Schools	2
6	Ekalabya Model Residential Schools	10
7	Residential Sevashram	143
8	Sevashram	1031
	Total	1552

Table-16
Hostels under ST & SC Development Department

Sl. No	Category of Schools	Number of Institution
1	Primary School Hostels (In ITDA Blocks)	1548
2	Primary School Hostels (St Girls KBK)	400
3	ST Girls Hostel	1003
	Total	2951

Hostels under ST & SC Development Department

All the 36 Kanya Shrams functioning under this department have been upgraded to Girls High Schools from the Academic session 2006-07, Class-IX has been opened in these upgraded Girls High School in 2007-08 and Class-X will be opened in 2008-09.

Opening of 1003 ST girl's Hostels in the State to prevent drop out among the ST girls:

In order to check the high rate of droupout and to promote ST girls education, Govt. ST & SC Development Department have opened 1003 girls hostel spread over all the 30 district of the State during 2007-08. As a result of the construction of the hostel, more than 1 laks girls students have been provided residential accommodation, The infrastructure of the said new residential Girl's High Schools has been created utilizing funds available under RLTA(PKBK), DPEP, BRGF, Article 275(i) of the constitution of India.

Eklabya Model Residential School (EMRS)

Ten EMRS are functioning in the State under ST & SC Development Department through Orissa Model Tribal Education Society (OMTES) for providing quality education to the tribal students with financial from Govt. of India, Ministry Of Tribal Affairs, under Article 275(i) of the Constuituion of India. Besides, in the year 2007-08, Ministry Of Tribal Affairs, Govt. of India have sanctioned one more EMRS to be established at Kalinganagar, Jajpur and this EMRS will start functioning in the year 2008-09. Hence the Total nos of EMRS in the State under the admistrative control of ST & SC Development Department will be 11(Eleven).The succdess rate of student from the Eklabya Model residential Schools in 2007 Secondary Board Examination was 86%.

Incentives and facilities:

Besides, the incentives and facilities extended to the STs for promotion of their education include:

- Introduction of teaching in tribal languages through utilization of primers in Tribal language at primary schools in tribal dominated areas.

- Text Blocks and reading materials are being supplied to SC & ST students & boarders
- Provision of Garments to ST students from class I –X
- Cash Award Scheme for the ST & SC Students and Educational Institutions of ST & SC Dev. Deptt.
- Provision for residential schools & stipend and supply of garments to ST students
- Relaxation in age of entry in to higher educational institutions
- Distribution of Bicycles to ST Girl's students of Scheduled areas
- Computer Education Programme in the SSD High Schools & Girls High Schools and Eklabya Model Schools
- Free travel to appear interview and written examinations.
- Introduction of group wise course particulars for Post-matric &Pre Matric Scholarship
- Book Bank- A component of schemes of Post matric scholarship.
- Introduction of coaching allowances to the teachers engaged on contractual basis in the SSD High Schools & Girls High Schools.
- Mid-day Meals is being provided in schools in tribal Sub-Plan area to increase regular attendance in schools.
- Textbooks in primary schools have been thoroughly revised to include contextual activities favourable and interesting to tribal children.
- Massive training of teacher in dealing with tribal children and respecting their culture and way of life is now being provided under the DPEP which is going to be provided to all teachers working in all Schools in the tribal areas.
- Continuous Attitudinal Training in child friendly methods based on activity based approaches is being provided to in-service teachers; under DPEP and SSA Schemes.
- Reservation of seats in technical (Engineering, Medical, etc.) and general educational institutions and colleges.
- Adult Literacy Centers, Audio-Visual and other Social Service Programmes to enlist people's participation and generating awareness about plans and programmes.

- This Department has always given greater emphasis on promotion of literacy among ST & SC children in general and Girls students in particular. The strategy is to take up motivation of students as well as improvement of educational facilities. This being done by providing Scholarship to ST/SC girl students in KBK districts. Boarders of the 400 Girls hostel constructed in primary Schools of KBK districts are being provided with Scholarship. 18,462 numbers of ST girl students are getting scholarship out of the RLTAP funds every year.
- Pre examination training and coaching are being provided to the ST candidates who are appearing different competitive examinations for State and Central Government jobs.
- **Training and Empowerment:**

In addition to the above facilities for promotion of education of ST students, Govt. is also taking measures for extending technical education through talent search and imparting computer trainings to the ST Graduate and Diploma pass students to empower them to compete with other general students with a view to avail the employment facilities at different Govt. and PSU sectors. Moreover, for empowerment of the ST prospective candidates, Youths and PRIs, Teachers, Govt. Officers and NGO authorities are being trained in SCSTRTI, Bhubaneswar on Constitutional Provisions, Protective Legislations and Safeguards for STs and SCs, ORV Act and PETC. As many as 40 different training programmes for 784 trainees were organized at SCSTRTI during the period 1983-2007. The number courses and different training programmes conducted at SCSTRTI are reflected in the Table below.

Table-17
State level Training, Workshop & Awareness Programmes during 1983-2007

Sl. No	Year	Constitutional Safeguard & protective legislation for SCs & STs		ORV Act		PETC	
		No of courses	No of participants	No of courses	No of participants	No of courses	No of participants
1	1983	01	11	-	-	-	-
2	1984	02	24	-	-	-	-
3	1985	03	66	-	-	-	-
4	1986	02	34	-	-	-	-
5	1987	01	37	-	-	-	-
6	1989	01	13	-	-	-	-
7	1990	01	22	-	-	-	-
8	1991	01	29	08	131	01	40
9	1992	01	17	04	50	01	40
10	1993	-	-	04	50	-	-
11	2000	03	48	-	-	-	-

12	2005	03	77	-	-	-	-
13	2006	02	57	-	-	-	-
14	2007	-	-	01	38	-	-
Total		21	435	17	269	02	80

Special Coaching and Training:

- Special Employment Exchange for Scheduled Castes and Scheduled Tribes.
- Pre-Examination Coaching and Training
- Pre-Recruitment Training for entry into Armed and Para Military forces

2.4 Impact of Developmental Activities on STs

- (1) At all levels of development, the three essentials are, (1) people to lead a long and healthy life, (2) to acquire knowledge and (3) to have access to resources needed for a decent standard of living.

Tribal Sub Plan strategy has been adopted since the beginning of the 5th Five Year Plan Period (1974-75), which continues to shape the core strategy for tribal development. This strategy is based on area development approach with adequate emphasis on family oriented income generating activities taking a comprehensive view of tribal problems with the objective to narrow down the gap of socio economic development between tribals and others, with the frame work of Nations Five Year Plans. The Tribal Sub Plan Approach envisages integrated development of the tribal areas, where in all programmes irrespective of their sources of funding operate in unison to achieve the common goal of bringing the area at par with the rest of the State and to improve the quality of the life of the tribals. The original strategy was oriented towards taking of family oriented income generating schemes in the sphere of agriculture, horticulture, animal husbandry, elimination of exploitation, human resource development through education and training programmes and infrastructure development programmes. The strategy more or less continues with refinement over the years with greater emphasis on tribal development.

The main instrument for achieving the Constitutional objectives of welfare and development of Scheduled Tribes is the Tribal Sub Plan, which is carried out through well planned out institutional mechanism.

• Utility of Research Findings of SCSTRTI:

The broad objectives of the Scheduled Castes and Scheduled Tribes Research and Training Institute is to serve as the centre to providing data and advisory services to Government in Scheduled Tribes and Scheduled Castes Development Department on the problems and development of Scheduled Castes and Scheduled Tribes communities.

The Research, Planning, Evaluation, Training and Museum activities and their utility are reflected below:

Sl No.	Broad Categories	Research Studies	Utility
1	Research	Monographic and Ethnographic Studies on ST and SC Communities	<ul style="list-style-type: none"> • Helps in documentation of first changing tribal and SC culture, customs and tradition • To help understand them better • Dissemination of knowledge and to provide scope for further research. • To help in formulating Culture and area specific development programmes for their development.
		Dignostic and problem oriented studies on tribal education, Drop out, Land alienation, Indebtedness etc.	<ul style="list-style-type: none"> • To asses the cause and magnitude of the problem. • To find out mechanisms to devise suitable programmes for the speedy eradication of the problem.
		Determination of ethnic status of communities	<ul style="list-style-type: none"> • To examine such cases for inclusion/non- inclusion/exclusion from the Scheduled list
2	Survey/Planning	Socio economic survey/Base line survey among ST and SC Communities.	<ul style="list-style-type: none"> • To prepare a data base on the socio economic status of communities. • To prepare feasibility report for grounding new development projects • To built a data base to conduct post facto evaluation studies
3	Evaluation	Concurrent and post facto evaluation studies of the development programmes implemented for the SC and ST Communities.	<ul style="list-style-type: none"> • To find out bottlenecks in the process of development intervention. • To suggest remedial measures for successful implementation of development programmes and to assess the impact of development programmes, qualitatively and quantatively on the target groups. • To modify the scheme guidelines where ever necessary.
4	Training	National and State level Training programmes, Work shops and Seminars for the Govt. and Non Govt. functionaries, tribal youths ,ladies, PRI	<ul style="list-style-type: none"> • To upgrade skills of the participants • To acquaint the participants with tribal society ,culture and development. • To increase awareness and ensure capacity building ,skill development etc.

		representatives on tribal issues,policies, remedial measures,development and administration.	<ul style="list-style-type: none"> To suggest recommendation and prepare the proceedings on various issues policies etc.of the workshops and the seminars.
5	Tribal Museum& Tribal Huts	Museum of Tribal Art and Artifacts	<ul style="list-style-type: none"> To preserve, Documents systematically,scientifically display of tribal arts and artifacts. To preserve feeding tribal culture through its arts and artifacts and provide scope for further research. To familiarize visitors with tribal life and culture.

• Social Development

Impact of Education:

The Scheme (Distribution of Bicycles to ST Girl's students of Scheduled areas) has been received very well. Tribal women in general and school/college going girls in particular feel empowered and exhibit greater confidence while riding the bicycle.

Accordingly this year (2006-07) 10 institutions (High schools, Girls High Schools & EMRS) have been given cash award of Rs.2,000/-each on the basis of their performance in the Annual Exam. 2006. Sixteen ST & SC students (8 Boys & 8 Girls each from ST & SC category) have been awarded cash prize basing on the marks secured by them in the HSC Exam. 2006.

Over five decades (1961-2001), the general female literacy rate has increased five times only where as the ST female literacy rate has increased more than twenty times. Similarly, general male literacy rate has increased one and half times only where as the ST male literacy rate has increased nearly three times over five decades, which shows a positive impact of educational facilities in tribal areas.

Over the last decade, there has been a significant improvement in literacy level among the STs in the State, which recorded an increase from 7.36% in 1961 to 37.37% in 2001. A comparison of literacy between the STs and general people in the State of Orissa over last 5 decades is given in the table below.

Table-18
Scheduled Tribes literacy in different decades

Census	Population	Literacy Rate (%)		Gap
		General	Scheduled Tribe	
1961	Male	40.26	13.04	27.22
	Female	10.12	1.77	8.35
	Total	25.24	7.36	17.88
1971	Male	44.50	16.38	28.12

	Female	16.29	2.58	13.71
	Total	30.53	9.46	21.07
1981	Male	53.35	23.27	30.08
	Female	23.99	4.76	19.23
	Total	38.83	13.96	24.87
1991	Male	62.37	34.44	27.93
	Female	34.40	10.21	24.19
	Total	49.09	22.31	26.78
2001	Male	75.35	51.48	23.87
	Female	50.51	23.37	27.14
	Total	63.08	37.37	25.71

- The highlights of the above table, it is seen that in case of both the male and female literacy rate of tribals over five decades shows a significant increase over the general counterpart.
- The gap between general literacy and ST literacy is gradually showing a declining trend over six decades from 1961-2001.

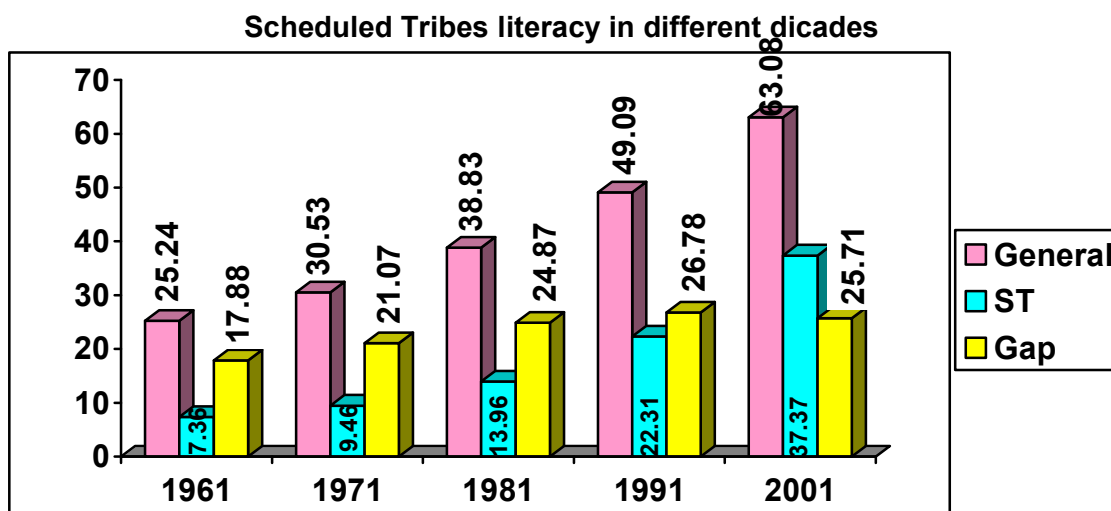


Table-19
Annual High School Certificate Examination (2007)

Category	Total			ST		
	Boys	Girls	Total	Boys	Girls	Total
On rolls	4369	2318	6687	2969	1291	4260
Total appeared	4080	2192	6272	2769	1225	3994
Total Passed	3021	1616	4637	2041	912	2953
% of Pass	74.04	73.72	73.93	73.71	74.45	73.94

- The above table shows that the percentage of pass is almost equal between total (73.93%) and ST category students (73.94%) in annual HSC Examination.
- The percentage of pass among ST girls is 74.45% in HSC examination during 2007, which is more in comparison to that of general category girls(73.72%).
- Incase of Boys, the percentage of pass of general category is slightly more (74.04%) than that of ST in general category (73.71%).
- The above trend shows a positive impact and quality of education provided in the tribal areas.

Impact of Training:

Orissa State Financial Development Corporation (OSFDC) is conducting various training programmes with the approval of the Govt. in ST & SC Development Department for ST students. Various training programmes for STs are conducted by OSFDC, NFSDC in different periods to train and empower them to compete with others and get employed in different Organisations. The number of training programmes and number of candidates trained during the year 2007-08 is stated below.

Table-20 (A)
Skill Development Training (2007-08) for ST students organized by OSFDC

Sl. No	Institution	Course	No. of candidates trained	Placement of candidates
1	Central Tool Room & Training Centre(CTTC),BBSR	Basic Machining	60	60(100%)
2	-do-,Rayagada	-do-	50	Training is continuing
3	Central Institute of Plastic Engineering & Technology(CIPET)	-do-	100	Training is continuing
4	-do-	Auto CAD,CADCAM, CNC Programming	60	54
5	Jagannath Institute of Technology and Management(JITM)	Vocational Training	100	Training is continuing
6	NIIT	Data Entry Operator	40 SC&ST Women	Training is continuing
7	Bharatiya Bidya Bhawan	Data Entry Operator	19 SC&ST	Training is continuing

Besides the above training programmes, **NFSDC** has sanctioned 6 training programmes for ST candidates during the year 2007-08 which is stated below.

Table-20 (B)
Skill Development Training (2007-08) for ST students organized by OSFDC

Sl No.	Name of the Training	Duration (in months)	No of Candidates Trained
1	Auto mobile repair and servicing	3	30
2	BPO Call Centre	3	30
3	Certificate Course in Garment	4	30
4	Course in Hardware Networking	3	50
5	Mobile Repairing and Servicing	3	30
6	Automobile repair and servicing	3	30

All the above training programmes have already been strated

- **Impact of Health:**

Medical and Public Health Care Facilities

Emphasis has given for providing health care services in remote tribal areas. Accordingly a three tier health service system comprising of one sub centre for every 3000 population, one PHC/AHC for every 20000 population and one community centre for every 80,000 to 1,20,000 population is being established. The number of health institutions in tribal areas to provide health care facilities to STs is given in the table below.

Table-21
Number of Health Institutions in Tribal Areas

Health Institutions	Number
Hospital	52(36 in rural areas)
Community Health Centre	60
Primary Health Centre	445(including 379 newPHC)
Mobile Health Unit	10
Hospital Beds	3152
Ayurvedic Dispensary	166
Homoeopathic Dispensary	139
Allopathic Dispensary	148

Source: Economic Survey 2006-07

- **Economic Impact:**

Poverty alleviation Programmes for SCs and STs

As per the estimate on incidence of poverty in rural and urban Orissa by social groups for the year 1993-94, the percentage of SC and ST population below poverty line in rural areas of the state stood at 40.5 and 63.6 and in urban areas at 41.7 and 58.6 respectively. A number of employment programmes including self employment like SGSY, SGRY, IAY,

NFFWP and NREGS etc.that are designed to improve the standard of living and quality of life of the rural poor are in operation in the state. Table 2.5 shows the number of SC and ST families covered under different anti poverty programmes during 2005-06.

Table-22
Coverage of ST beneficiaries under different Poverty alleviation programmes during 2005-06

Name of the Programme	Number of Beneficiaries		
	All category	ST	Percentage to total beneficiaries
SGSY	63904	18584	29.08
SGRY(Lakh Man days)	556.02	194.44	34.97
IAY(No of houses completed)	77850	20880	26.82
PMGY-Gramin Awas(No of houses completed)	532	314	59.02
NREGS(Lakh Man days)	355.09	163.19	45.96
NFFWP(Lakh Man days)	461.64	217.12	47.03

Source: Panchayat Raj Department/Economic Survey 2006-07

Anti Exploitative Measures provided to STs

Special attention is also being paid to the implementation of employment and income generating programmes.

Prevention of exploitation of Tribals in respect of alienation of land, Money lending and debt bondage, trade, collection and sell of minor forest produce etc.has also received due attention of Govt.

Panchayati Raj Institutions (PRIs) are the primary vehicles for implementing development programmes for the Tribals to ensure them social justice.

Women Self Help Group are vigorously promoted for ensuring both social justice and empowerment.

Food insecurity is a chronic problem in remote tribal areas of KBK districts. During periods of distress arising out of crop failure or crop loss due to drought or other natural calamities, the tribal families in these remote pockets face acute food insecurity. In order to combat such situation, 423 nos. of grain Banks have been established in the KBK districts with assistance from the ministry of Tribal Affairs, Government of India in terms of cash and food grains. Even safe storage of food grains is a problem in these remote tribal pockets. To overcome this problem, funds have been provided for construction of Grain Bank

buildings. So far 390 nos. of such Grain Bank buildings have been sanctioned for construction and 383 nos. have already been completed.

In order to improve employment opportunities for the ST/SC youths of KBK districts, efforts are also being made to impart them Pre-Military training immediately before such recruitment to facilitate their enrolment in Armed Forces at the Center and in the Police Force at the State level. Seventeen camps have been conducted so far. Besides this, skill upgradation of ST/SC youths through vocational training at established ITIs/Polytechnics is yet another important effort of the State Government. A total number of 1036 ST/SC youths of KBK districts have been imparted vocational training at established IITs/Polytechnics in trades, like Machanic in Auto Electricals and Electronics, Driver-cum-Machanic, House weiring , Welding etc.

The Tribal Students have achieved greater importance in State level and National level games. In order to provide them better coaching in games and sports from the School level, steps have been taken to provide better facilities in games and sports in tribal schools and hostels in KBK districts.

Chapter- III

RULES AND REGULATIONS FRAMED BY CENTRAL GOVERNMENT AND THE STATES IN THE LIGHT OF CONSTITUTIONAL PROVISIONS FOR THE RESERVATIONS OF POSTS FOR THE SCHEDULED TRIBES

- **Central Government Provisions for the reservations of Posts for the Scheduled Tribes:**

The framers of the Constitution felt that unless special provisions were made for the protection of the rights of the SCs & STs to secure fair representation in public employment in proportion to their population, it would never be possible for them to catch up & compete successfully for securing public employment. In order to secure their fair representation, the Constitution of India provides for reservation in posts and services under the Union and State Governments in favour of Scheduled Castes and Scheduled Tribes in Article 16(4); 16(4) A, 16(4) B and 335 which are the relevant provisions, mentioned as below.

16(4)“ Nothing in this Article shall prevent the State from making any provision for the reservation of appointments or posts in favour of any backward class of citizens which in the opinion of the State, is not adequately represented in the services under the State.

16(4) A : “Nothing in this Article shall prevent the State from making any provision for reservation in matters of promotion with consequential seniority to any Class or Classes of posts in the service under the State in favour of the Scheduled Castes and Scheduled Tribes which in the opinion of the State, are not adequately represented in the services under the State.

16(4) B : “Nothing in this Article shall prevent the State from considering any unfilled vacancies of a year which are reserved for being filled up in that year in accordance with any provisions for reservation made under clause(4) or clause(4) A as a separate Class of vacancies to be filled up in any succeeding year or years and such class of vacancies shall not be considered together with the vacancies of the year in which they are being filled up for determining the ceiling of 50% reservation on total number of vacancies of that year”.

335: The claims of the members of the Scheduled Castes and Scheduled Tribes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making appointments to services and posts in connection with the affairs of the Union or a State.

Provided that nothing in this Article shall prevent in making of any provision in favour of the members of the Scheduled Castes and Scheduled Tribes for relaxation in qualifying marks in any examination or lowering the standards of evaluation for reservation in matters of promotion to any Class or Classes of services or posts in connection with the affairs of the Union or the State.

Instructions were issued by the Govt. of India on 13th Sept. 1950 providing for 12.5% reservation for the SCs in posts filled by direct recruitment on all India basis by open competition. Reservation of 16- 2/3% in direct recruitment on all India basis other than by open competition was continued. Reservation of 5% of vacancies filled by direct recruitment was introduced in favour of STs. The relaxation in the upper age limit by 3 years and the concession in application fees i.e. 25% of the normal fees were continued.

The orders regarding reservation of vacancies in favour of STs & SCs made applicable to recruitment in 1950, *were not extended to promotion*. Promotion continued to be made on the basis of seniority and/or merit, as the case may be till 1956. In 1957 reservation was provided for SCs & STs in departmental competitive examination, *which was limited to Group-C & D only in 1963. In 1974 reservation in promotion by selection from Group-C to Group-B, with in Group-B and from Group-B to the lowest rung of Group-A were introduced provided that the element of direct recruitment did not exceed 50%*. The limitation of direct recruitment not exceeding 50% was raised to 66-2/3% in 1976 and it has further been raised to 75% in 1989. The percentage of reservation @ 12.5% for SCs & 5% for STs *were raised to 15% & 7.5% respectively w.e.f. 25-03-70*. The local or regional percentages of reservation applied to recruitment to Group-C and Group-D post made through the local Employment Exchange or through examination on regional basis were *revised w.e.f. 1-06-1985* on the basis of the population percentage of SCs & STs as per 1981 census.

State Government Provisions for the reservations of Posts for the Scheduled Tribes:

**THE ORISSA RESERVATION OF VACANCIES
IN POST AND SERVICES
(FOR SCHEDULED CASTES AND SCHEDULED TRIBES)
ACT, 1975**

**ORISSA ACT 38 OF 1975
[As modified up to 31st October 1994]**

LAW DEPARTMENT

ORISSA ACT 38 OF 1975

¹[THE ORISSA RESERVATION OF VACANCIES IN POSTS AND SERVICES (FOR SCHEDULED CASTES AND SCHEDULED TRIBES) ACT, 1975]

[Received the assent of the Governor on the 23rd August 1975, first published in an extraordinary issue of the Orissa Gazette, dated the 1st September, 1975]

AN ACT TO PROVIDE FOR ADEQUATE REPRESENTATION OF SCHEDULED CASTES AND SCHEDULED TRIBES IN POSTS AND SERVICES UNDER THE STATE

BE it enacted by the Legislature of the State of Orissa in the Twenty-sixth Year of the Republic of India, as follows:-

Short title extent and commencement

1. (1) This Act may be called the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975.

(2) It shall extend to whole of the State of Orissa.

(3) It shall come into ²force on such date as the State Government may, by notification appoint on that behalf.

Definition

2. In this Act, unless the context otherwise requires,-

(a) “Prescribed” means prescribed by rules made under this Act ;

³[(b) “requirement year” means the calendar year during which a requirement is actually made;]

(c) “reservation” means reservation of vacancies in posts and services for the scheduled Castes and Scheduled Tribes;

(d) “Scheduled Castes” shall have reference to the Scheduled Castes specified in the Constitution (Scheduled Castes) Order, 1950 made under Article 341 of the Constitution of India and as amended from time to time ;

(e) “Scheduled Tribes” shall have reference to the Scheduled Tribes specified in the Constitution (Scheduled Tribes) order ,1950 made under Article 342 of the Constitution of India and as amended from time to time;

(f) “Select list” means the list of candidates arranged in order of precedence prepared according to the rules and orders issued by the State Government in that behalf and adopted

by the competent authority for making appointments in respect of initial recruitment and promotion;

(g) “State” includes the Government and the Legislature of the State of Orissa and all ¹[local or other authorities] within the State or under the Control of the State Government;

²[(h) “Selection” means selection made for promotion on the basis of merit and suitability with due regard to seniority

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1. *For Statement of Objects and Reasons See Orissa Gazette, Extraordinary, dated the 30th July 1975(No.1272) and for report of Select Committee, see ibid dated the 18th February 1975(No.316)*
 2. *Came into force with effect from 1st July 1976 vide Notification No.1971-Emp.(i) – 36/75—TRW., dated the 18th June 1976, published in Orissa Gazette, Extraordinary dated the 23rd June 1976(No.1032)*
 3. *Substituted by the Orissa Act 22 of 1987, Section 2(i)*

Applicability

3. This Act shall apply to all appointments to the Posts and Services under the State except-

³[(a) Class 1 posts which are above the lowest rung thereof and report for conducting or guiding or directing Scientific and technical research.

(b) Class 1 posts which are above the lowest rung thereof and classified as scientific posts];

(c) Tenure posts;

(d) those filled up on the basis of any contract;

(e) ex-cadre posts;

⁴[(f) those which are filled up by the transfer within the cadre or on deputation;]

⁵[(g) The appointment of such staff the duration of whose appointment does not extend beyond the term of office of the person making the appointment and the work-charged staff which are required for emergencies like flood relief work, accident, restoration and relief etc;]

(h) Temporary appointments of less than forty-five days duration;

⁶[(h-i) those which are required to be filled up by the appointment of persons under the rehabilitation assistance given to the members of the family of the deceased of permanent disabled employee who suffer from the disability while in service;]

(i) Those in respect of which recruitment is made in accordance with any provision contained in the Constitution;⁷

⁸[(j) A post which is single in any grade or cadre.]

(1) Substituted by the Act 9 of 1982, section 2

(2) Inserted by the Orissa Act 22 of 1987, section 2(ii)

(3) Substituted by the *ibid*, section 3(i)

(4) Substituted by the *ibid*, section 3(ii)

(5) Substituted by the *ibid*, section 3(iii)

(6) Inserted by the Orissa Act 22 of 1987, section 3(iv)

(7) Substituted by *ibid*, section 3 (v)

(8) Inserted by the Orissa Act 6 of 1993, Section 2 came into force w.e.f the 8th March 1988

Reservation and the percentage thereof

4(1) Except as otherwise provided in this Act, the vacancies reserved for the Scheduled Castes and Scheduled Tribes shall not be filled up by candidates not belonging to the scheduled Castes and Scheduled Tribes.

(2) The Reservation of vacancies in Posts and Services shall be at such percentage of the total number of vacancies as the State Government may, from time to time, by order, determine:

¹[**Provided** that the percentage so determined shall, in no case be less than the percentage of the persons belonging to the Scheduled Castes and the Scheduled Tribes, as the case may be, in the total population of the State:

Provided further that there shall be no reservation of vacancies to be filled up by promotion where-

- (a) The element of direct requirement in the grade or cadre in which the vacancies have occurred is more than sixty-six and two-third percent;
- (b) The vacancies have occurred in class 1 posts and are to be filled up by promotion through limited departmental examination ;or
- (c) The vacancies have occurred in class 1 posts which are above the lowest rung thereof, and are to be filled up on the basis of selection.]

Explanation-The expression “population” means the population as ascertained at the last census for which the relevant figures have been published.

²[(3) Notwithstanding any thing contained in this section, one third of the vacancies in class II, class III (including those specially declared to be Gazetted) and class IV Services and Posts, reserved for the Scheduled Castes and Scheduled Tribes in a year, which are required to be filled up by direct requirement, shall be reserved for women belonging to the respective communities and, in the event of non-availability or availability of insufficient number of eligible women candidates belonging to any particular community, the vacancies or, as the case may be, the remaining vacancies shall be filled up by male candidates of that community .]

Model Roster

5(1) The State Government shall prescribe model rosters indicating the number of vacancies to be reserved for the Scheduled Castes and Scheduled Tribes and the number to be left unreserved.

(2) The appointing authorities shall maintain rosters in the prescribed form.

(3) The rosters shall be consulted for ascertaining the number of reserved vacancies but the appointments shall be made in accordance with the order of precedence as shown in the select list.

1. Substituted by the Orissa Act 9 of 1982 ,section 3

2. Inserted by the Orissa Act 15 of 1993,section 2

Exchange of reservation between the Scheduled Castes and Scheduled Tribes.

6. The reservation vacancies in appointments shall be exchanged between the Scheduled Castes and Scheduled Tribes in the event of non-availability of candidates from the respective communities but vacancies reserved for a particular community shall continue to be reserved for that community only for two recruitment years and if candidates are not available for appointments, in particular reserved vacancies in the third year the vacancy so filled by exchange shall be treated as reserved for the candidates of that particular community who actually appointed :

¹[Provided that nothing in this section shall apply to reserved vacancies in appointments in respect of class III and class IV Posts and Services.]

Carry forward of reservation and dereservation

7. If, in any recruitment year, the number of candidates either from Scheduled Castes or Scheduled Tribes is less than the number of vacancies reserved for them even after exchange of reservation between the Scheduled Castes and Scheduled Tribes, the remaining vacancies may be filled up by general candidates after dereserving the vacancies in the prescribed manner but the vacancies so dereserved may be carried forward to subsequent three years of requirements:

Provided that in the years following the recruitment year the normal reserved vacancies together with the vacancies carried forward shall not exceed fifty percent of the total number of vacancies of the year in which recruitment is made and excess over fifty percent reserved vacancies shall be carried forward to subsequent years of recruitment.

²[Provided further that the provisions of this section shall not apply to the reserved vacancies to be filled up by promotion on the basis of selection where such promotion is to be made-

- (a) From class III posts to class II posts,
- (b) Within class II posts.
- (c) From class II posts to class I posts, and
- (d) From posts in the lowest rung of class I]

³[Provided also that nothing in this section shall apply to the vacancies reserved in respect of class III and class IV posts. If candidates are not available for filling up such reserved vacancies these remaining vacancies shall be filled up by holding fresh recruitment only from candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be, and such sub-section (5) of section 9 shall not apply to such vacancies.]

1. Inserted by the Orissa Act 11 of 1992, section 2

2. Added by the Orissa Act 9 of 1982, section 4

3. Inserted by the Orissa Act 11 of 1992, section 3

Relaxation and concessions

8. For initial appointment-

(a) The upper age limit prescribed for recruitment shall be increased for five years ;

¹[(a-1) the qualification regarding experience, if any, may be relaxed up to two years by the Orissa Public Service Commission, the Selection Board or the competent authority, as the case may be, provided such relaxation is not inconsistent with efficiency.]

² [(b) fees prescribed for admission into any competitive examination or interview for recruitment shall be exempted;]

(c) the Scheduled Caste and Scheduled Tribe candidates shall be paid travelling allowance to attend competitive recruitment examination or interview at such rate as may be prescribed.

Manner of initial requirement

9.(1) For recruitment through Employment Exchange, in the requisition sent to the Exchange, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes shall be specified against the total number of vacancies.

(2) For recruitment made through the Orissa Public Service Commission or any Selection Board on the basis of the Competitive examination or interview, the advertisement shall specify the number of vacancies reserved for Scheduled Castes and Scheduled Tribes against the total number of vacancies.

³[(3) In the case of direct requirement otherwise than by written examination in respect of reserved vacancies in such non-technical posts and quasi- technical posts in class III and class IV as may be notified by the State Government, the best among the available Scheduled Castes and Scheduled Tribes candidates may be selected provided they possess the minimum qualification required for the post or service.]

(4) If the required number of Scheduled Caste and Scheduled Tribe candidates are not available for filling of the reserved vacancies, a fresh recruitment may be made only from candidates belonging to the Scheduled Castes or Scheduled Tribes as the case may be, for filling up the remaining reserved vacancies.

(5) If after holding such fresh recruitment candidates belonging to the Scheduled Castes or the Scheduled Tribes are still not available or if the number of such candidates is less than the number of reserved vacancies the vacancies which remain unfilled shall be filled up by general candidates in accordance with the procedure laid down in section 6 and 7.

1. Inserted by the Orissa Act 9 of 1982, Section 5

2. Substituted by the Orissa Act 5 of 1987, Section 2

3. Substituted by the Orissa Act 9 of 1982, Section 6

Promotion based on the seniority-cum-fitness

10. (1) Where promotion is to be made on the basis of seniority subject to fitness, the Scheduled Castes and Scheduled Tribes officers shall be promoted to the next higher post or grade against reserved vacancies provided they possess the minimum qualifications and experience required for such promotion.

(2) The number of reserved vacancies shall be determined on the basis of the reserved points shown in the roster maintained under section 5.

¹[(3) There shall be no zone of consideration in respect of promotion based on seniority subject to fitness.]

²[*****]

Zone consideration for promotion

³[11-A (1) Where promotion is to be made on the basis of selection the procedure for filling up the reserved vacancies shall be as may be prescribed and the number of reserved vacancies will be determined on the basis of the reserved points shown in the roster maintained under section 5.]

(2) Except the promotions maintained in sub-section (3) of section 10-

(a) There shall be a separate zone of consideration for Scheduled Castes and Scheduled Tribes candidates in respect of promotion to class III posts and within class III posts;

(b) There shall be a common zone of consideration in respect of promotion other than those specified in clause (a).

(3) The extent of the zone of consideration shall be as may be prescribed.

Selection from different services

12. Where selection is to be made from different services the recruiting or appointing authority shall select Scheduled Caste and Scheduled Tribe Candidates to the extent of the reserved quota, provided such candidates satisfy the minimum conditions of suitability, qualification and experience laid down in respect of the posts concerned.

Irregular appointments to be voidable

⁴[12-A. All appointments made in contravention of the provisions of this Act after the commencement of the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Amendment Act, 1982 shall be treated as voidable.]

Penalty

⁵[12-B. Any appointing authorities who makes the appointment in violation of this Act and Rule made thereunder shall on conviction be punished with a fine which may extend to ⁶(five thousand rupees) .The Government may also draw up disciplinary proceeding against the authority concerned and punishment so imposed shall be recorded in his confidential character roll:

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1. *Inserted by the Orissa Act 22 of 1987, Section 4*
 2. *Omitted by the Orissa Act 1 of 1988, Section 2*
 3. *Substituted by the Orissa Act 22 of 1987, Section 4*
 4. *Inserted by the Orissa Act 9 of 1982, Section 8*
 5. *Inserted by the Orissa Act 22 of 1987, Section 6*
 6. *Substituted by the Orissa Act 25 of 1993, Section 3*

Provided that nothing contained in this section shall apply in relation to an appointment to which the Governor is the appointing authority.]

Submission of annual report and maintenance of other records and inspection thereof.

13.(1) Every appointing authority shall furnish to the Government in the prescribed manner an annual report on appointments by the end of the month of ¹[April of the succeeding Calendar year] and maintain such other records as may be prescribed.

(2) Any officer authorised by the State Government in that behalf ² [here in after referred as the Inspecting Officer] may inspect any record or documents and require the appointing authority to produce the roster and other records relating to appointments made by him which are maintained in his office .

(3) It shall be the duty of the appointing authority to produce such records and documents, furnish such information and afford all such assistance and facilities as may be necessary for the aforesaid purpose.

³[13-A. (1) It shall be the duty of every Inspecting Officer to institute prosecution against an appointing authority who is found during his inspection under sub-section (2) of section 13 to have made any appoint in violation of this Act and rules made thereunder, subject to the previous sanction of an authority who is one level above the said appointing authority and to whom such appointing authority is subordinate.

(2) The authority competent to accord sanction under sub-section (1) may, on receipt of a reference for such sanction from the Inspecting Officer, either accord such sanction or refuse it if so considers appropriate for reasons to be recorded in writing and shall, in every case of such reference, communicate his decision to the Inspecting Officer concerned within thirty days from the date of receipt of the reference.

(3) Nothing in this section shall be construed to prevent any person from making a complaint to any Court alleging the commission of an offence under Section 12-B.]

Nomination of Liaison Officer

14. In each Department of the Government, an Officer not below the rank of an Under Secretary authorized by the Secretary of the Department in that behalf shall act as Liaison Officer in respect of the matters provided in this Act who shall be specially responsible for-

- (a) ensuring proper implementation of the provisions of this Act and the rules made there under ;
- (b) ensuring compliance by the subordinate authorities ;
- (c) ensuring timely submission of returns.

- (d) conducting annual inspection of rosters and such other records as may be prescribed .
- (e) acting as Liaison Officer between the Administrative Department and the ⁴ [Harijan & Tribal Welfare] Department;and
- (f) ensuring necessary assistance to the ⁴ [Harijan & Tribal Welfare] Department and the Commission for Scheduled Castes and Scheduled Tribes in the investigation of complaints received from organizations or individuals belonging to the Scheduled Castes and Scheduled Tribes.

1. *Substituted by the Orissa Act 18 of 1988,Section 3*
2. *Inserted by the Orissa Act 15 of 1993,Section 4*
3. *Inserted by the Orissa Act 15 of 1993,Section 5*
4. *Substituted by the Orissa Act 18,of 1988,Section 4*

Constitution of Standing Committee

15. There shall be a Standing Committee consisting of the following members, namely;

- | | |
|--|--------------------|
| (a) Minister, ¹ [Harijan & Tribal Welfare] | :Chairman |
| (b) Five members of the Orissa Legislature Assembly
To be selected in such manner as may be determined
by the Speaker. | :Members |
| (c) Chief Secretary to Government | : Member |
| (d) Secretary to Government, Home Department | : Member |
| (e) Secretary to Government, ² [Harijan & Tribal
Welfare Department:] | :Member- Secretary |

Provided that on issue of a proclamation under the Article 356 of the Constitution of India the composition of the Committee may be altered by the State Government to such extent as they deem fit.

Functions of the Standing Committee

16.The Standing Committee shall perform the following functions,namely:-

- (a) review of the implementation of the provisions of this Act and the rules made there under,as far as possible ,twice a year;
- (b) suggesting measures for the removal of difficulties in such implementation for the improvement thereof ;and
- (c) such other function as the State Government may, from time to time, assign to the committee.

Annual Report

17. The State Government shall prepare an annual report on the working of this Act and lay the same before the Legislature Assembly for a period of not less than fifteen days in the ³[succeeding calendar].

Rule making power

18.(1) The State Government may, after previous publication make rules to carry out all or any of the purposes of this Act.

(2) In particular and without prejudice to the generality of the foregoing powers, they may, make* rules in respect of all matters express required or allowed by this Act to be prescribed.

(3) All the rules made under this Act shall, as soon as may be after they made, be laid before the State Legislature for a total period of fourteen days which may be comprised in one or more sessions and, if during the said period the State Legislature makes modifications,if any

,there in the rules shall there after have effect only in such modified form so,however, that such modification shall be without prejudice to the validity of anything previously done under the rules .

Overriding effect of the Act

19. The provisions of this Act shall have effect notwithstanding anything to the contrary in any other law or in any rule, order or resolution made by the State Government.

1. & 2.Substituted by the Orissa Act 18 of 1988, Section 4

3. Substituted by the Orissa Act 18 of 1988,Section 5

**For Rule See Notification No.19712-EMP.(i) 51/76-T.R.W,dated the 18th June 1976 published in Orissa Gazette,Extraordinary,dated the 23rd June 1976(No.1032)*

**The Orissa Reservation of Vacancies in Posts and Services (for Scheduled
Castes and Scheduled Tribes) Rules, 1976[As amended by the Orissa
Reservation of Vacancies in Posts and Services (for Scheduled Castes and
Scheduled Tribes) (Amendment) Rules, 1984]**

**HARIJAN AND TRIBAL WELFARE DEPARTMENT
TRIBAL & RURAL WELFARE DEPARTMENT**

TRIBAL & RURAL WELFARE DEPARTMENT
NOTIFICATION
The 18th June 1976

No. 19711-Emp. (i)-36/75-T.R.W-In exercise of the powers conferred by sub-section (3) of Section 1 of the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975(Orissa Act 38 of 1975), the State Government do hereby appoint the 1st day of July 1976 as the Date on which the aforesaid Act shall come into force.

By order of the Governor

BHUPINDER SINGH
Secretary to Government

TRIBAL & RURAL WELFARE DEPARTMENT
NOTIFICATION
The 18th June 1976

No 19712-Emp.(i)57/76-T.R.W-Where as the draft of certain rules further to amend the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes)Rules,1976 was published in the extraordinary issue of the Orissa Gazette No.198,dated the 16th February 1983 under the Notification of the Government of Orissa in the Harijan & Tribal Welfare Department No.3995-Legal-1/83-H.T.W dated the 15th February 1983 as S.R.O No.107/83,inviting objection and suggestions from all persons likely to be affected thereby till the expiry of a period of one month from the date publication of the said notification in the Official Gazette;

And whereas, the objections and Suggestions received in respect of the said draft within the period so specified have been considered by the State Government;

Now, therefore, in exercise of the powers conferred by the sub-section (2) of section 18 of the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes), Act, 1975(Orissa Act 38 of 1975), the State Government do hereby make the following rules namely:-

Short title extent and commencement.

1. (1) These rules may be called “The Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Rules, 1976” [As amended by the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) (Amendment) Rules 1984].*

2. They shall come into force on the date of their publication in the Orissa Gazette. * *

Definition

2. In these rules, unless the Context otherwise requires,-

- (a) “Act” means the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 (as amended by O.R.V Amendment Act, 1982).
- (b) “Form” means a form; set out in the appendix to these rules
- (c) “Scheduled” means ‘the Schedule’ appended to these rules * * *
- (d) “Section” means a section of the Act
- (e) All other words and expressions used in the rules but not defined herein shall have the same meaning as are respectively assigned to them in the Act.

Model Roaster

3. The ‘model roster’ for initial requirement and promotion shall be as prescribed in “the Scheduled” * * * * *

**Substituted by Rule 1 (1) of the Amendment Rules, 1984 published in notification No.2164-Emp. (V)-1/84-H.T.W, dated 20-1-1984.*

*** Came into force on the 3rd February 1984 vide Extraordinary Orissa Gazette No.141 dated the 3rd February 1984.*

**** Substituted by the rule 2 of the Amendment Rules, 1984*

***** Substituted by Rule 3 of the Amendment Rules, 1984*

4.(1) Register shall be maintained in the forms prescribed in Appendix 1 and every appointing authority shall treat vacancies as reserved and unreserved as indicated in the model rosters prescribed in Rule 3.

(2) Separate registers shall be maintained for initial recruitment and promotion well as for each type of recruitment separately for each grade, or services or group of posts.

(3) Within each category of posts, separate rosters may be maintained for permanent and temporary appointments.

(4) Immediately after an appointment has been made, the particulars of the persons appointed will be entered in the register in the appointment column and the entry signed by the appointing authority by the officer authorized to do so by the appointing authority.

(5) The roster will be maintained in the form of a running account year by year.

Explanation-If recruitment in a year stops at point 9 of a cycle, recruitment in the following year will begin at point 10 and so on.

(6) The appointment of a temporary employee to a new temporary vacancy is a new appointment and should be accounted for in the roster again.

(7) Within any year of recruitment, the conditions of eligibility by age or otherwise should remain the same even if the recruitment is made more than once in that requirement year that is, a person who was eligible on the 1st of April of a particular year shall not be disqualified on the ground that he was no longer eligible by the time the relevant vacancy (against which he could not be appointed) arose later in that recruitment year.

Dereservation of vacancies

(5) (1) Vacancies reserved for the Scheduled Castes and Scheduled Tribes* “in case of initial recruitment shall not be filled by general candidates without being dereserved in accordance with the following procedure:-

(a) (i) All vacancies except those which are required to be filled under statutory rules on through the Orissa Public Service Commission shall be notified to the local Employment Exchange in the form of requisition as prescribed under the Employment Exchange (Compulsory Notification of Vacancies) Rules 1960. Simultaneously, a copy of the requisition in case of Vacancies in Departments of Government or Heads of Department shall be sent to the Tribal & Rural Welfare Department ,and in case of vacancies in subordinate offices to the District Welfare Officer concerned.

(ii) The number of vacancies reserved for Scheduled Castes and Scheduled Tribes out of the total Vacancies notified shall be clearly indicated in the requisition furnished to the Employment Exchange.

(iii) If sufficient number of Scheduled Castes or Scheduled Tribe candidates are not available through the Employment Exchange to fill up to the vacancies reserved for

them, the vacancies shall be advertised by the appointing authorities after getting a clearance certificate from the Employment Exchange.

- (iv) While notifying or advertising reserved vacancies it shall be made clear that while the vacancies are reserved for Scheduled Tribes (or Scheduled Castes) Scheduled Caste candidates would also be eligible for consideration in the event of non-availability of suitable Scheduled Tribes candidates and vice versa.
- (v) In case suitable Scheduled Caste or Scheduled Tribe candidates are not available to fill up the reserved vacancies even after the issue of advertisement, such vacancies shall be deserved in accordance with the principles laid down in sub-clause (vi).
- (vi) Dereservation of vacancies shall be made by an appointing authority with the prior approval of the authority next above the appointing authority. After such deservation has been made the appointing authority shall, in case of deservation of vacancies in a District Office intimate the fact to the District Collector concerned and in case of dereservation of vacancies in an office of the Head of a Department or a Department of Government to the Tribal and Rural Welfare Department along with a certificate to the effect that he has followed procedure laid down in this connection with regard to the dereservation.

(b) The Procedure of deservation started in sub-clause (vi) of cluse (a) shall also apply to vacancies to be filled otherwise than through the Employment Exchange.

*(2) In case of promotion on the basis of seniority subject to fitness, the vacancies reserved for Scheduled Castes and Scheduled Tribes and remaining unfilled on the ground of non-availability of candidates belonging to these communities, shall not be filled up without being dereserved by the appointing by taking orders of the next higher authority.

** (3) In case of promotion based on selection from class III posts to class II posts, within class II posts, from class II posts to class I posts and from posts in the lowest rung of Class I, the reserved vacancies remaining unfilled, if any, shall be filled up by a general candidates.

Payment of travelling allowance

6. The Scheduled Caste and Scheduled Tribe candidates shall be paid travelling allowance at the following rates to attend competitive recruitment examination, written test or interview:-

- (1) Scheduled Caste and & Scheduled Tribe Candidates appearing for examination / interview for class I and class II posts will be eligible for reimbursement of train fare by second class/bus fare if such fare for journeys to and fro from the place of residence to the place of examination/interview exceeds rupees twenty.
- (2) For Journeys performed by Scheduled Tribes and Scheduled Caste candidates appearing for examination /or interview for recruitment to class III and class

IV posts, train fare by second class /bus fare will be admissible in case such fare exceeds rupees ten.

- (3) The reimbursement will be made by the executive authority on receipt of a written statement in the form set out in Appendix II signed by the candidate to the effect that he /she has actually performed the Journey and paid the fare which is reimbursed .
- (4) Scheduled Tribe and scheduled Caste candidates will be eligible for reimbursement of travelling allowance for appearing at examination /interview for a particular post for three occasions only.
- (5) The above concessions will not be admissible to the Scheduled Castes and Scheduled Tribes candidates who are already in service under the State Government or Central Government.

Promotion based on selection

7. In promotion made by selection where the element of direct requirement does not exceed fifty percent, the following procedure shall be followed for filling up reserved vacancies:-

- (a) Promotion from class III to class II, within class II, from class II to class I and within class I-
 - (i) Selection against vacancies reserved for Scheduled Tribes and Scheduled Castes will be made only from those Scheduled Tribe and Scheduled Caste Officers who are within the * * * “Common zone of consideration numbering five times the estimated number of vacancies”.
 - (ii) If candidates from Scheduled Castes and Scheduled Tribes obtain on the basis of merit with due regard to seniority on the same basis as others, less number of vacancies than that reserved for them, the difference shall be made up by selecting candidates of these communities who are in the zone of consideration irrespective of merit but who are considered fit for promotion.
 - (iii) A select list shall then be prepared in which the names of all the selected officers general as well as those belonging to the Scheduled Tribes and Scheduled Castes, are arranged in the order of merit and seniority by placing the names in the three categories viz., ‘Outstanding’ , ‘very good’ and ‘good’ in that order without disturbing the seniority *inter se* within each category .This select list shall there after, be followed for making promotions in vacancies as and when they arise during the year.
 - (iv) The “Select List” shall be periodically reviewed. The names of those officers who have already been promoted (otherwise than on a local or purely temporary basis)and continue to officiate, shall be removed from the list and the rest of the names along with others who may now be included in the field of choice shall be considered for the “Select List” for the subsequent period.
 - (v) Where promotion in the above manner are first made on a long term officiating basis, confirmation shall be made according to the general rule viz., that an officer who has secured earlier officiating promotion on the basis of his place in the select list should also be confirmed earlier and thus enabled to retain the advantage gained by him, provided that he maintains an appropriate standard.

*(b) Promotion to Class III posts and within Class III posts-

For such posts, the select list of Schedule Caste and Scheduled Tribe Officers shall be drawn up from among the officers coming under the separate zone of consideration numbering five times the estimated number of reserved vacancies to be filled up. Such of the Scheduled Castes and Scheduled Tribe candidates found fit for promotion shall be included in the list irrespective of their merit as compared to other officers. Promotion against reserved vacancies shall be subject to the candidates satisfying the prescribed minimum standard.

* * * *Substituted by the Rule 4(2) of the Amendment Rules, 1984*
* * * * *Substituted by the Rule 4(3) of the Amendment Rules, 1984*
* * *Inserted by the Rules 5(i) of the Amendment Rules, 1984*

Annual Returns

8(1) Each appointing authority shall furnish by the 31st of July every year to the Department of Government concerned.-

- (a) a statement in the Form given in Appendix III showing the total number of Government servants and the number of Scheduled Casts and Scheduled Tribes amongst them as on 1st April of the year;
- (b) a statement in the Form given in Appendix IV showing the particulars of recruitment during the year ending 31st March and the number filled by Scheduled Castes and Scheduled Tribes .

(2) Each Department of Government shall furnish to the Tribal & Rural Welfare Department by 31st October every year-

- (a) a Statement in the Form given in Appendix III in respect of all offices under its control including its own;
- (b) a consolidated statement in the Form given in Appendix IV in respect of all offices under its control including its own;
- (c) In the Statement referred to in Rule 8(2), (a) and (b), Department of Government, Heads of Department and Subordinate offices shall be shown separately.

** 9. In the said rules, for Schedule A and Schedule B the following Schedule shall be substituted namely:-

-
- *Substituted by the Rule 5(i) of the amendment Rules ,1984*
 - *Substituted by the Rule 6 of the amendment Rules ,1984*

The Schedule

(See Rule 3)

Model rosters of 100 points showing the points to be reserved for Scheduled Castes and Scheduled Tribes in initial appointment as well as promotion to posts and services in the State.

Reserved quota	:	38 percent
Scheduled Castes	:	15 percent
Scheduled Tribes	:	23 percent

Scheduled Tribes	Scheduled Castes
1	3
6	11
10	16
14	24
18	30
23	37
27	43
31	50
36	56
40	63
44	70
49	76
53	83
58	90
62	96
66	-
71	-
75	-
79	-
84	-
88	-
92	-
97	-

NOTE-If there are only two vacancies to be filled in a particular year, not more than one may be treated as reserved. If there be only one vacancy, in a particular year which falls on a reserved point in the roster, it will be treated as unreserved in the first instance and filled accordingly but the reservation shall be carried forward to subsequent year (s). In the

subsequent year (s) the reservation shall be applied by treating the vacancy arising in that year as reserved even though there might be only a single vacancy in that subsequent year(s).

Appendix-1

Form of register to be maintained to give effect to Roster for reservation in initial Recruitment and Promotion on posts and services for Scheduled Castes and Scheduled Tribes .

Name of Office.

Grade of Posts.

Permanent/Temporary.

Reservation brought forward_		Recruitment Year	Roster point No	General or reserved for S.C/S.T according to Roster	Name of the Person appointed and date of appointment
Scheduled Caste	Scheduled Tribe				
(1)	(2)	(3)	(4)	(5)	(6)

Whether S.C S.T., if not Say neither	Reservation Carried Forward		Signature of appointing authority or Other authorised Officer	Remarks
	Scheduled Caste	Scheduled Tribe		
(7)	(8)	(9)	(10)	(11)

Appendix –II
[(See Rule 6(3))]
Form of Certificate

This is Certify that I, Shri/Kumari Son/Wife/
daughter of Shri.of Village/town
in the District of at present regarding at in the
district of. belonging to.Caste/Tribe under the Orissa
Scheduled Castes and Scheduled Tribes Lists (Modification) Order,1956, appeared at the
examination/interview conducted on. at.
by. and paid the bus and train fares as follows:-

- (1) Bus fare.
(2) Train fare by Second Class.....

Signature of Candidate

Place.....

Date.....

Appendix III
(See Rule 8)

Statement showing the total number of posts in different grades and the number of
Scheduled Castes and Scheduled Tribes amongst them as on the 1st April 19.....

Office.....

Classification of posts/services (along with grades in each class)	Total No. Number of as on 1 st April 19 --	Number of				Remarks
		Scheduled Castes		Scheduled Tribes		
		Number	percentage	Number	percentage	
		(1)	(2)	(3)	(4)	

Appendix IV (See Rule 8)

Statement showing the distribution of vacancies filled up during the period from.....

.....to.....

Office.....

Permanent/Temporary.....

						Remarks
Classification of posts/services (along with grades in each class)	Total No. of vancancies filled up during the period	Number of				
		Scheduled Castes		Scheduled Tribes		
		Number	Percentage	Number	Percentage	
(1)	(2)	(3)	(4)	(5)	(6)	(7)

By order of the Governor

BHUPINDER SINGH

Secretary to Government

CIRCULARS:
S.T & S.C DEVELOPMENT
No.17947-Emp1.1 (B)-1/2006-SSD.
Dated the 29th April 2006

To

All Departments/Heads of Department

Sub:- Deputation of officers for attending DPC and verification of Roster Register

The undersigned is directed to invite a reference to the subject cited above and to say that most of the Departments/Officers are sending their requisition to depute an officer of this Department for attending DPC to ensure proper implementation of Orissa Reservation Act and Rules of the State Government just at eve of DPC to be held without any reference papers. As a result of which, it is felt very much inconvenient to examine/verify the number of backlog/carry forward vacancies properly at the time of holding the DPC to trace out the lacunas, if made in the previous years of requirement/appointment.

Similarly, most the Departments/Officers are not submitting their roster registers for verification as per Annual Inspection Programme U/s 13(2) of O.R.V. Act, 1975 which should submitted as per the Scheduled date and Programme.

In order to obviate the above difficulties, it is requested to all concerned to follow the following instructions scrupulously:-

1. It must be ensured that the roster register should be got verified by any of the authorized officer of this Department before any DPC/initial Requirement.
2. AS and when requisition for deputation of an Officer of this Department is made to attend the DPC, the memorandum prepared for DPC should be submitted to this Department without fail at least before two days of the DPC scheduled to beheld.
3. It shall be certified that the roster register have already been verified for officer of this Department.
4. All Departments/Heads of Department are requested to communicate the above instruction to their subordinate officers for their guidance.

G.N. MOHANTY
Director (ST & SC)-cum-
Additional Secretary to Government

Memo No. 17948/SSD, dt. 29-04-2006.

S.T & S.C DEVELOPMENT DEPARTMENT
No.17947- Emp1.1 (B)-1/2006-SSD.
Dated the 29th April 2006

To

All Departments/All Heads of Department

Sub: - Deputation of officers for attending DPC and verification of Roster Register

The undersigned is directed to invite a reference to the subject cited above and to say that most of the Departments/Offices are sending their requisition to depute an officer of this Department for attending DPC to ensure proper implementation of Orissa Reservation Act and Rules of the State Government just at eve of DPC to be held without any reference papers. As a result of which, it is felt very much inconvenient to examine/verify the number of backlog/carry forward vacancies properly at the time of holding the DPC to trace out the lacunas, if made any in the previous years of recruitment/appointment.

Similarly, most the Departments/Offices are not submitting their roster registers for verification as per Annual Inspection Programme U/s 13(2) of O.R.V. Act, 1975 which should submitted as per the Scheduled date and Programme.

In order to obviate the above difficulties, it is requested to all concerned to follow the following instructions scrupulously:-

1. It must be ensured that the roster register should be got verified by any of the authorized officer of this Department before any DPC/initial Requirement.
2. As and when requisition for deputation of an Officer of this Department is made to attend the DPC, the memorandum prepared for DPC should be submitted to this Department without fail at least before two days of the DPC scheduled to be held.
3. It shall be certified that the roster register have already been verified for officer of this Department.
4. All Departments/Heads of Department are requested to communicate the above instruction to their subordinate officers for their guidance.

G.N. MOHANTY
Director (ST & SC)-cum-
Additional Secretary to Government

Memo No. 17948/SSD, dt. 29-04-2006.

Copy forwarded to all Collectors/District Welfare Officers for information. They are requested to communicate the above instruction to all appointing authorities of their districts for their guidance.

[ILLEGIBLE]
Joint Director-cum-Deputy Secretary to Government

Memo no. 17949/SSD, dt. 29-04-2006

Copy forwarded to all officers of ST & SC Development Department (Employment Section 10 spare copies to Employment Section) for information and necessary action.

[ILLEGIBLE]
Joint Director-cum-Deputy Secretary to Government

S.T & S.C DEVELOPMENT

No. 21429-Emp1. 1(A)-50/2002-SSD.
The 3rd April 2003

From

Shri K.C. Mohapatra, OAS (SAG)
Director (ST/SC) & EX—Officio
Additional Secretary to Government

To

All Departments of Government/
All Heads of Departments/
O.P.S.C., Cuttack.

SUB: - Clarification on applicability of exchange of reservation between S.C & S.T. in case of promotion from class III to class II and above posts and services.

Section 6 of the O.R.V. Act deals with exchange of reserved vacancies between SC & ST in case of non-availability of candidates of one category. While the applicability of this provisions in case of appointments by directrecruitment requirement is well understood, a number of cases have been referred to the ST & SC Development Department expressing doubts regarding applicability of exchange of reservation between SC & ST in case of promotional appointments as provided under section 6 of the O.R.V. Act, 1975. It has also been observed that different Departments have interpreted the provisions differently.

The matter was, therefore, examined in consultation with the Law Department and the Advocate General, Orissa, Cuttack. After careful examination of the provisions of the Law, it is here by certified that provisions of section 6 of the O.R.V., Act, 1975 are applicable in case of appointment by promotions also and exchange of reservation between SC & ST in respect of promotional appointments from Class III to Class II posts within Class II posts, from Class II posts to the lowest rung of Class I is permissible.

This has been concurred in by the Law Department in their U.O.R. No. 816/L. dated, 22-5-2002 and vetted by the Advocate General, Orissa, Cuttack vide their U.O.I. No. 417/AG. Dated, 16-7-2002.

This may be brought to the notice of all Appointing Authorities working under their administrative control.

K.C. Mohapatra
Director (ST & SC) & EX-Officio
Additional Secretary to Government

Memo No. 21430/SSD, Dated. 3-4-2003

Copy forwarded to Orissa Subordinate Staff Selection Commission, Bhubaneswar/Secretary to Governor, Raj Bhawan, Bhubaneswar/Register, Utkal University, Vani Vihar, Bhubaneswar/Berhampur University, Bhanja Vihar/ Sambalpur University, Jyoti Vihar, Sambalpur/Register, Orissa High Court, Cuttack/Register, O.U.A.T., Bhubaneswar/Advocate General, Orissa, Cuttack for information and necessary action.

[ILLIGIBLE]

Special officer-cum-under-Secretary to Government

Memo No. 21431/SSD, Dated. 3-4-2003

Copy forwarded to all D.W.Os./ Director SCST & RTI, Bhubaneswar/M.D., TOCCOL, Bhubaneswar/Director, A.T.D.C./General Manger, OSFDC, Bhubaneswar/All joint Director (Welfare) All officers and all Section of ST & SC Development for information and necessary action.

[ILLIGIBLE]

Special officer-cum-under-Secretary to Government

S.T & S.C DEVELOPMENT DEPARTMENT

No. 26239-Empl. 1(A)-53/2001-SSD.
The 25th July 2002

To

All Departments of Governments

Sub: - De-reservation of reserved vacancies reference to the ST & SC Development Department-Regarding.

The Undersigned is directed to invite reference to the subject above and say that a number of cases are being referred to this Department for Concurrence in de-reservation of Reserved Vacancies in various grades/posts by different Department.

Section 7 of the Orissa Reservation of vacancies in Posts and Services (for S.Cs. & S.Ts.) Act, 1975 reads as follows:-

“7. if, any recruitment year, the number of candidates either from the Scheduled Castes or Scheduled Tribes is less than the number of vacancies reserved for them even after exchange of reservation between the Scheduled Castes and Scheduled Tribes, the remaining vacancies may be filled up by general candidates after de-reserving the vacancies in the prescribed manner, but the vacancies so de-reserved may be carried forward to subsequent three years of recruitment.”

It has been prescribed in Rule 5 (2) of the O.R.V. Rules, 1976 that-

“Rule 5 (2) :- In case of promotion on the basis of seniority subject to fitness, the vacancies reserved for Scheduled Castes and Scheduled Tribes and remaining un-filled on the ground of non-availability of candidates belonging to these communities, shall not be filled up without being de-reserved by the appointing authority by taking orders of the next higher authority.”

Thus, the O.R.V. Act, 1975 and rules made there-under provide that if at all any de-reservation of any reserved vacancy is absolutely necessary in the public interest, the appointing authority may de-reserve such reserved vacancies after due observance of the procedure prescribed for the purpose under section 7 read with Rule 5 (2) as indicated above.

The above procedure prescribed for de-reservation of reserved vacancies does not envisage concurrence of ST & SC Development Department. The Rules of Business on the Instructions issued under those Rules also do not envisage any reference to concurrence by the ST & SC Development Department. no reference need be made by Administrative Departments, therefore, for de-reservation of vacancies to this Department. It, is however, absolutely necessary that the prescribed procedure should be followed and that the decision should be in the public interest. However, if, there is any doubt regarding the procedure to be followed in specific cases, the Administrative Department/Appointing Authority may seek clarification from this Department.

This may be brought to the notice of all concerned.

[ILLIGIBLE]

Principal Secretary to Government

Memo No. 26240/SSD, Dated. 25-7-2002

Copy forwarded to all Heads of the Departments/all R.D.Dc./ Member, Board of Revenue, Orissa, Cuttack/ all Collectors for information and necessary action.

[ILLIGIBLE]

Joint Director-cum-Deputy Secretary to Government

Memo No. 26241/SSD, Dated. 25-7-2002

Copy forwarded to all joint Directors of ST & SC Development Department/all Project Administrators of ITDAs/all District Welfare Officers/Managing Director, TDC Ltd./ Managing Director, O.S.C.S.T.D.F.C.C. Ltd./Director, ATDC/all Officers of this Department/ Employment section (20 spare copies) for information and necessary action.

[ILLIGIBLE]

Joint Director-cum-Deputy Secretary to Government

WELFARE DEPARTMENT
No. 15489-Emp.(1)(A)-54/98-W.
The 15th may 1999

To

All Departments of Government/
All Heads of Departments

Sub:- Clarification on implementation of the provisions of the O.R.V. Act on conservation of the State Cadre Posts, into District cadre and allocation of existing personnel to different district on the basis of the district-wise total entitlement of posts.

The undersigned is directed to say that a number of cases have been referred for clarification as to the implementation of the provisions of the O.R.V. Act, 1975 on Conservation of the State Cadre posts into the District Cadre and allocation of existing personnel of different district on the basis of the district-wise total entitlement of the posts, to initial appointment only or both for initial and promotional appointment.

After careful consideration and in consultation with the G.A. Department and the Law Department, the Government have been passed to clarify that, in the new District Cadre the roster point shall be started afresh from point No.1. Since the section 3(f) of the O.R.V. Act provides that this is not applicable to the posts, which are filled up by transfer within the cadre or on deputation. In case of bifurcation of the said cadre, the posts in the districts as such there is no scope for fresh appointment or promotion. The roster point shall be started afresh from one in the "80-point model roster" in a new District Cadre only.

[ILLIGIBLE]

Director (SC/ST) and EX-Officio
Additional Secretary to Government

Memo No. 15490/W

Dated. 15-5-1999

Copy forwarded to all Collectors/ Join Director of Welfare/all D.W.Os/P.A., ITDAs/ Managing Director TDCC, Bhubaneswar/Managing Director OSFDC Ltd., Bhubaneswar/ Director ATDC, Bhubaneswar/Aal Officers/ all sections of Welfare Department/Employment section (50copies) for information and guidance.

Sd/-ILLIGIBLE
Director (SC/ST) and-EX-Officio
Additional Secretary to Government

WELFARE DEPARTMENT

No. 13883-Emp1.ID-14/99-W.

The 29th April 1999

To

All Departments of Governments

All Heads of Departments

Sub:- Association of a representative of the welfare Department in the Selection Board for selection of candidates in Departments, Heads of the Departments and other offices of the Government.

The undersigned is directed to invite a reference to this Department resolution No. 23933 dt. 18-12-1969 (Copy enclosed) on the above subject and to say that it has been clarified there in that there should be representative of this Department whenever any selection Board is set up for any post for selection of candidates at the State Level and District Level Offices in order to ensure the proportionate representation of SC/ST candidates in different services. But this is not being followed by several Offices.

It is, therefore, to request that the guidelines issued in this Department resolution referred to above may be followed strictly at the time of selection of candidates for appointments in the Departments, Heads of Departments and District Level Offices.

[ILLIGIBLE]

Director (SC/ST) & EX-officio-

Addl. Secretary to Government

Memo No. 13884/W,

Dated. 29-04-1999

Copy with copy of its enclosure forwarded to All Collectors/All D.W.Os./ All P.A, ITDAs for information and necessary action.

[ILLIGIBLE]

Director (SC/ST) & EX-officio-

Addl. Secretary to Government

**GOVERNMENT OF ORISSA
TRIBAL & RURAL WELFARE DEPARTMENT**

RESOLUTION

No. 23983-Stat-104/69-T.R.W.

The 18th December 1969

Sub: - Association of a representative Of the Tribal & Rural Welfare Department in the Selection Board for selection of candidates in Departments, Heads of the Departments and other Offices of Government.

The question of ensuring adequate representation of Scheduled Castes and Scheduled Tribes in all classes of State Civil Services has engaged the attention of the State Government for some time past. Although in accordance with Acts, 16(4) and 335 of the Constitution of India, the State Government have made reservation to the extent of 16 per cent for Scheduled Castes and 24 percent for Scheduled Tribes in all vacancies under their control. In actual practice, it is seen that the percentage of reservation fixed for them is not ordinarily reached in any category of services. It was, therefore, felt necessary that serious attempts should be made by the employing authorities for filling up the reserved quota. Accordingly, a sub-committee under the chairmanship of the minister, Tribal & Rural Welfare to review the performances of the Departments of Government, Heads of the Departments, other Officers and Public Uector Undertakings in the matter of recruitment of Scheduled Castes and Scheduled Tribes to services has been constituted which has inter alia recommended that the whenever any selection Board is set up for selection of candidates for any post there should be a representative from the Tribal and Rural Welfare Department to watch the interest of Scheduled Castes and Scheduled Tribes. In the Secretariat of Heads of Department level there should be a representative from the Tribal and Rural Welfare Department whereas in the district level the District Welfare Officer would represent the Department in the Selection Board.

After careful consideration of the above recommendation of the sub-Committee, the State Government have been pleased to decide that it should be implemented by all Departments of Governments, all Heads of Departments and other Offices of the State Government.

ORDER- Ordered that a copy of the resolution be communicated to all Departments of the Government/all Heads of Departments/all District Officers/Secretary, Orissa Public Service Commission, Cuttack /Registrar of High Court, Orissa, Cuttack/ all District and Sessions Judges/Secretary to Governor/ Private Secretary to Chief Minister for information and guidance and that a copy of this Resolution be published in the next issue of the Orissa Gazette.

By order of the Governor
R.N. DAS
Secretary to Government

WELFARE DEPARTMENT
No. 8764-Emp(1)A-10/98-W.
The 15th March 1999

To

All Departments of Governments/
All Heads of Departments/
All Collectors.

SUB: - Clarification regarding the participation of reserved categories candidates against the “Unreserved” vacancies.

The undersigned is directed to invite a reference to this Department Memo No. 21671, dt. 23-7-1997, No. 21670, dt. 23-7-1997, No. 21669, dt.23-7-1997, clarifying the participation of reserved categories candidates against the “Unreserved vacancies” in appointments, in the event of their success in the process of the selection. In spite of issues of the above clarification, there is still doubts in the mind of some of the Appointing Authorities, as to the applicability of the clarification dt.23-7-1997, in initial appointment only or both initial and promotional appointments.

2. In this connection two questions arises for consideration-

- (a) Whether the “Unreserved Vacancies” are reserved for a specified class of candidates.
- (b) Whether the process of selection and issues of appointment, orders are made in initial appointment only.

3. Taking in to consideration of the aspect at point-2 above, it is answered as follow:-

- (i) The unreserved vacancies are not reserved for any general, S.C, S.T., OBC. Or other specified class of candidates. This has to be filled up strictly on the basis of the “select list” prepared by the Board of selection or the Departmental Promotion Committee, following the relevant requirement rules.
- (ii) The process of selection is done both in case of initial and promotional appointments and the order of appointments are being issued in both the cases i.e, in initial appointment and promotional appointment, following the select list prepared of the purpose.

4. With a view to over coming such doubts it is further clarified that the circular dt. 23-7-97 shall be made applicable in both the cases i.e. in initial appointment and promotional appointments.

5. It is requested that the clarification may please be brought to the notice of all appointing authorities working under their Administrative control for information and necessary guidance.

[ILLEGIBLE]
Director (SC/ST) and EX-Officio
Addl. Secretary to Government

Memo No. 8765/W,

Dated 15-3-1999

Copy to O.P.S.C., Cuttack/Orissa Sub-Ordinate Staff Selection Board,/Secretary to Governor /Registrar, Utkal, University, Vanivihar, Bhubaneswar/Registrar of Berhampur, University, Bhanja Vihar/Registrar of Sambalpur University, Jyotivihar/Registrar of Orissa High Court, Cuttack/Govt. Advocate General, Cuttack and Registrar, O.U.A.T., Bhubaneswar for necessary action.

[ILLEGIBLE]

Special Officer-cum-under-Secretary to Government

Memo No. 8766/W

Dated 15-3-1999

Copy to all Sectional Officers/all Departmental Officers for information and necessary action.

[ILLEGIBLE]

Special Officer-cum-under-Secretary to Government

Memo No.8767/W,

Dated. 15-03-1999

Copy to all D.W.Os./ Director, THRCTC, Bhubaneswar/A.T.D.C./M.D.,T.D.C.C./ Managing Director, SC/ST,D.F.C.C./ Poultry Officer/all Joint Director (Welfare)/ all circle Inspectors of Schools /all D.I. of school (Welfare)/all I.T.D.P./ all A.D.W.Os. for information and necessary action.

[ILLEGIBLE]

Special Officer-cum-under-Secretary to Government

WEL FARE DEPARTMENT

No.21666-Empl (I)(A)-46/1997-W,
The 23rd July 1997

From

Sri M.M. Sabar,

Joint Director-cum-Deputy Secretary to Government

To

The District Welfare Officer, mayurbhanj, Baripada

Sub:- Clarification regarding the participation of Reserved Catagories Candidates against the unreserved Vacancies.

Sir,

I am directed to invite reference to your letter no.2122, dt.24-6-97 on the above subject and to clarify that the reserved categories candidates can compete for the non-reserve posts and in the event of their candidate. Their number is not to be added and taken in to consideration for working out the percentages of reservation.

It is further clarified that the unreserved vacancies are to be filled up on the basis of select list prepared for the purpose.

Yours faithfully,

[ILLEGIBLE]

Joint Director-cum-Deputy Secretary to Government.

Memo No.21667/W,

Dated 23-7-1997

Copy forwarded to the Inspector of Schools, Mayurbhanj, Baripada for information and necessary action.

[ILLEGIBLE]

Joint Director-cum-Deputy Secretary to Government.

Memo No.21668/W,

Dated 23-7-1997

Copy forwarded to all D.W.Os. for information and necessary action.

[ILLEGIBLE]

Joint Director-cum-Deputy Secretary to Government.

Memo No.21669/W,

Dated 23-7-1997

Copy forwarded to all collectors for information and necessary action.

[ILLEGIBLE]

Joint Director-cum-Deputy Secretary to Government.

Memo No.21670/W,

Dated 23-7-1997

Copy forwarded to all Heads of department for further necessary action.

[ILLEGIBLE]

Joint Director-cum-Deputy Secretary to Government.

Memo No.21671/W,

Dated 23-7-1997

Copy forwarded to all Departments of Government for information and nessary action.

[ILLEGIBLE]

Joint Director-cum-Deputy Secretary to Government.

TRIBAL WELFARE DEPARTMENT

No. 28230-Emp. (v)-18/1994-TW.
The 20th September 1994

To

All Departments of Government /
All Heads of Department

SUB: - Clarification regarding maintenance of Roster Register after enforcement of Orissa Reservation of Vacancies in Posts and Services (For Scheduled Castes & Scheduled Tribes) (Amendment) Rules, 1994.

The undersigned is directed to invite a reference to this Department memo No. 18843, dt.14-6-94 clarifying the maintainance of roster consequent on the Orissa Reservation of Vacancies in Posts & Services (for Scheduled Castes & Scheduled Tribes) (Amendment) Rules, 1994 came in to force i.e. 21-4-94, inspite of issue of the above clarification there is still doubt in the minds of the some of the appointing authorities as to the maintainance of the roster point in the changed circumstances.

Rule 4 (5) of the O.R.V. Rules provides that the roster will be maintained in the form of a running account year by year.since the roster is to be maintained in the form of a running account, the appointing authority is required to determine the status of the vacancy as per the next roster point point in the revised 80-Point model roster with effect from 21-4-94. For example, if the appointment has stopped at Point no.10 of the 100-Point model roster on 20-4-94, the next appointment will be made against point no.11 of the revised 80-Point model roster effective from 21-4-94. Where , however,the roster point has already crossed the point No.80,prior to the amended rules came in to force, subsequent roster shall start from point No.1 of the 80-point model roster effective from 21-4-94.

[ILLEGIBLE]

Special Officer-cum-under
-Secretary to Government

Memo No. 28231/TW,

Dated. 20-09-1994

Copy forwarded to all Collectors /District Welfare Officers/P.A., ITDAs./ all Joint directors' ,H & TW/ Director, THRTI/ Managing Director, OSFCC/all Branch Officers/S.Os.of T.W. Department / 20 spare copies to Emp. Branch for information and necessary action.

[ILLEGIBLE]

Special Officer-cum-under-
Secretary to Government

TRIBAL WELFARE DEPARTMENT

No. 18843-Emp.(V)-18/1994-TW.
The 14th June 1994

To

All Departments of Government /
All Heads of Department

SUB:- Clarification regarding maintenance of Roster Register after enforcement of Orissa Reservation of Vacancies in Posts and Services (For Scheduled Castes & Scheduled Tribes) (Amendment) Rules, 1994.

The undersigned is directed to say that doubts have been entertained at various quarters after enforcement of the Orissa Reservation of Vacancies in Posts & Services (for Scheduled Castes & Scheduled Tribes) (Amendment) Rules, 1994 i.e. from 21-4-94, whether the previous rosters will be completely abolished from the date of the above amendment came into force or the previous rosters will be continued in the amended forms .

It is clarified that Rule 4 (5) of the O.R.V. Rules provides that the roster will be maintained in the form of a running account year by year. In this connection the "Explanation" under it may also be referred to. The Roster Point maintained for initial as well as promotional appointments from 1-7-76 shall continue till a complete cycle of 80 vacancies is filled up. Where however the Roster point has already crossed the Point No.80 as per the previous 100-Points model roster, subsequent roster shall start from point No.1 in the 80-Point model roster effective from 21-4-94.

[ILLEGIBLE]

Special Officer-cum-under-
Secretary to Government

Memo No. 18844/TW,

Dated. 14-06-1994

Copy forwarded to all collectors /District Welfare Officers/P.A., ITDAs./ all ,H & TW/ Director, THRTI/ Managing Director, TDCC/Managing Director, OSFDC/all Branch Officers/S.Os.of T.W. Department / 20 spare copies to Emp. Section for information and necessary action.

[ILLEGIBLE]

Special Officer-cum-under-
Secretary to Government

TRIBAL WELFARE DEPARTMENT

OFFICE MEMORANDUM
No. 15396-Emp.(Ins)5/94-TW.
The 12th May 1994

SUB:- Guidelines for filling prosecution

The undersigned is directed to say that Orissa Act 15 of 1993, the Inspecting Officers have been authorized to file prosecution against the appointing authorities who have made any appointment in violation of the O.R.V. Act and Rules subject to previous sanction of an authority to whom such appointing authority is subordinate..

While executing the said provision of the Act certain difficulties were experienced for which it was considered necessary to issue a guideline for successful implementation of the penal provisions of the Act.

Accordingly the following guidelines are issued in consultation with the Law Department which may be kept in view by the inspecting Officer, while filing prosecutions against the earring appointing authorities:-

1. Provisions of section 13-A of the O.R.V. Act shall be made applicable to the violations made on from the date from which section 12-B of the said Act came in force i.e. from 19th December, 1987.
2. The prosecution shall be filled by the inspecting Officers in the Court within whose local jurisdiction the violation was committed as per section 177 of the Code of Criminal Procedure, 1973.
3. The offences under section 12-B of the Act is to be tried by any judicial Magistrate
4. On receipt of proposal from the Inspecting Officers for filling prosecution, this Department shall obtain the permission of Law Department for engaging the concerned A.P.P. to file such prosecution in the respective Court.
5. The Inspecting Officers shall furnish requirement of Law charges such as Court Fee, Stamp Paper and misc. expenditure etc. to this Department which shall be provided to them with due concurrence of the Legal Remembrancer as required under para-7 of Annex.-c of the Delegation of financial Power Rules, 1978.

P.K.PATANAİK
Director-cum-Additional
Secretary to Government

Memo No. 15397/TW,

Dated 12-5-1994

Copy forwarded to all Departments/Heads of Department/Collectors/D>W.Os/Jt.Director (HTW) attached to R.D.Cs for information and necessary action. Inspecting Officers for information and necessary action.

[ILLEGIBLE]
Special Officer-cum-Under-
Secretary to Government

Memo No. 15398/TW,

Dated 12-5-1994

Copy forwarded to all Inspecting Officers for information and necessary action.

[ILLEGIBLE]

Special Officer-cum-Under-
Secretary to Government

Memo No. 15399/TW,

Dated 12-5-1994

Copy forwarded to all Officers of this Department for information.

[ILLEGIBLE]

Special Officer-cum-Under-
Secretary to Government

TRIBAL WELFARE DEPARTMENT

NOTIFICATION
The 21st April 1994

S.R.O. No.339/94- WHEREAS the draft of certain rules further to amend the Orissa Reservation of vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Rules, 1976 was published in the extraordinary issue No.323 of the Orissa Gazette, dated the 15th March, 1994 under the notification of the Government of Orissa Tribal Welfare Department No. 9148, dated the 15th March, 1994 bearing S.R.O. No. 245/94 inviting objection and suggestion from all persons likely to be affected thereby till the expiry of a period of thirty days from the date of publication of the said notification;

AND WHEREAS, no objection or suggestion has been received in respect of the said draft within the period so specified;

NOW, THEREFORE, in exercise of the powers conferred by section 18 of the Orissa Reservation of Vacancies in Posts and Services (For Scheduled Castes and Scheduled Tribes) Act, 1975 (Orissa Act 38 of 1975), the State Government do hereby make the following Rules, namely:-

1. (1) These rules may be called the Orissa Reservation of vacancies in posts and service (for Scheduled Castes and Scheduled Tribes) (Amendment) Rules, 1994.
(2) They shall come into force on the date of their publication in the Orissa Gazette.
2. In the Orissa Reservation of Vacancies in Posts and Services (For Scheduled Castes and Scheduled Tribes) Rules, 1976 for THE SCHEDULE, the following SCHEDULE shall be substituted, namely:-

“THE SCHEDULED”
[See Rule 3]

Model Roster of 80-Points showing the points to be reserved for Scheduled Castes and Scheduled Tribes in initial appointment as well as promotion to posts and services in the State. The letter in the brackets (W) stands for the word ‘Women’ which is required to be filed up by women candidates belonging to Scheduled Castes and Scheduled Tribes, as the case may be , in initial requirement only in respect of vacancies in Class II, Specially declared Gazetted, Class III and Class IV posts and services .

Reserved Quota	:	38.75 percent
Scheduled Castes	:	16.25 percent
Scheduled Tribes	:	22.50 percent

Scheduled Tribes	Scheduled Castes
1	4
8(W)	10(W)
12	16
18	22
20(W)	28(W)
26	36
30	42
34(W)	46(W)
38	54
44	60
48(W)	66(W)
52	72
58	78
62(W)	..
68	..
70	..
76(W)	..
80	

NOTE:-I- If there are only two vacancies to be filled in a particular year not more than one may be treated is reserved. If there be only one vacancy in a particular year which falls on reserved point in the roster, it will be treated as unreserved in the first instance and filed accordingly but the reservation shall be carried forward to subsequent year (s). In the subsequent years(s) the reservation shall be applied by treating the vacancy arising in that year as reservation even through there might be only in single vacancy in that subsequent year(s).

NOTE-II: - In the event of non-availability or availability of insufficient number of eligible Women candidates belonging in any particular Community, in a year, Vacancies or, as the case may be, the remaining vacancies shall be filled up by Male candidates of that community.

[No. 13157-Emp-(v). 18/94/(TW)]

By order of the Governor

M.K.PURKATI

Commissioner-cum-Secretary to Government

TRIBAL WELFARE DEPARTMENT

ORDER

The 15th March 1994

S.R.O. No. 244/1994- In exercise of the powers conferred by sub-section (2) of Section 4 of the Orissa Reservation of Vacancies in Posts and Services (For Scheduled Castes and Scheduled Tribes) Act, 1975 (Orissa Act 38 of 1975) and in suppression of the order of the Government of Orissa in the erstwhile Harijan & Tribal Welfare Department No.3989, dated the 15th February 1983, the State government do hereby determine that the reservation of vacancies in posts and services in the case of initial requirement as well as promotion –

- (i) for the Scheduled Castes shall be at 16.25 percent; and
- (ii) for the Scheduled Tribes shall be at 22.50 percent of the total number of vacancies

[No. 9144-Emp-(v). 18/94/(TW.)]

By order of the Governor

M.K.PURKATI

Commissioner-cum-Secretary to Government

TRIBAL WELFARE DEPARTMENT

No. 25815-Emp. (v)-15/1993-T.W.

The 14th September 1993

TO

All Departments of Government/
Heads of Department

SUB:- Maintenance of Roster Register under the provisions of the O.R.V. Act and Rules made there under jumping of Roster points.

The undersigned is directed to say that a number of cases are being referred to Tribal Welfare Department entering doubts as to the maintenance of Roster Register provided under the provisions of the O.R.V. Act and Rules made there under, consequent on insertion of 3rd provision to Section 7 of the O.R.V. Act by Orissa Act 11 of 1992.

The Orissa Reservation of Vacancies in Posts and Services (For Scheduled Castes & Scheduled Tribes) Act, 1975 have come into force w.e.f the 1st July 1976. The statute does not prevent the administration from filling up the general vacancies by jumping over the reserved ones indicated in the Roster in the event non-availability of suitable candidates belonging to reserved categories. No such prohibition need be read into the statute by reason of Rule 4(5) of the O.R.V. Rules which speaks of a “running account”. what is meant by “running account” is that the roster should not be discontinued at one stage and started afresh

another. Instantly, the unfilled vacancies meant for reserved candidates are very much kept alive. "Jump over" is therefore not only an indispensable necessity but a logical incident of the third proviso to Section 7 of the O.R.V. Act. But prior to resorting to jump over, the provision of Section 9(4) has to be observed.

It is therefore requested that above clarification may be brought to the notice of all concerned for necessary guidance.

[ILLEGIBLE]
Joint Director-cum-Deputy
Secretary to Government

Memo No.25816/TW,

Dated 14-9-1993

Copy to all Collectors/all Joint Directors of HTW/all P.A., ITDAs/all D.W.Os/all Inspector of Schools, HTW/M.D., OSCSTDFCC Ltd. /Director, ATDC/all Officers/Sections of T.W. Department/ Emp. Section (20copies) for information and necessary action.

[ILLEGIBLE]
Joint Director-cum-Deputy
Secretary to Government

TRIBAL WELFARE DEPARTMENT

No. 3537-Emp.(v)-2/1992-T.W.

The 5th February 1993

To

All Departments of Government/
Heads of Department

SUB:- Clarification on interpretation of 3rd proviso to Section 7 of the O.R.V. Act introduced by Orissa Act 11 of 1992.

The undersigned is directed to say that a number of cases have been referred for clarification as to the interpretation of the proviso inserted under Section 7 of the O.R.V. Act by Orissa Act 11 of 1992, i.e. whether the said proviso applies to initial appointment only or both initial and promotional appointments.

After careful consideration and in consultation with the Law Department and Advocate General, Government have been pleased to clarify that the third proviso the section 7 of the ORV Act shall be applicable to initial recruitment only.

[ILLEGIBLE]
Director (T.W.)-cum-Additional
Secretary to Government

Memo No. 3538/TW.

Dated 5-2-1993

Copy forwarded to all Collectors/all Joint Director of TW/all D.W.Os./P.A. ITDAs/Managing Director TDCC Ltd., Bhubaneswar/Managing Director, OSFDC Ltd., Bhubaneswar/Director ATDC/all Officers/all sections of T.W. Department/Emp. section(50 copies) for information and guidance.

[ILLEGIBLE]

Director (T.W.)-cum-Additional
Secretary to Government

TRIBAL WELFARE DEPARTMENT

No. 391-Emp.(v)-33/1991-T.W.
The 7th January 1993

To

All Departments of Government /
Heads of Department

SUB: - Clarification regarding applicability of the provisions of the O.R.V. Act and Rules made there under in respect of Aided Educational Institutions.

The undersigned is directed to invite a reference to the Harijan & Tribal Welfare Department's letter No. 17827, Dt.18-6-91 wherein it was clarified that the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 would not apply to the aided Educational Institutions in the State on the ground that an employee of an Aided Educational Institution is not an employee under the State or a local authority so as to come within the purview of the 'State' as defined under section 2 (g) of the said Act.

The matter was referred to Law Department to re-examine the issue in view of the facts that such Institutions are receiving aid from Government to run the Institution. The Law Department after re-examine the issues in depth has opined that the provisions of the O.R.V. Act would apply to the aided Educational Institutions, in view of the judgment, dated the 6th April 1978 of the Hon'ble Orissa High Court in O.S.C. No. 1392 of 1978, Wherein the Honorable Court have held that an Aided Educational Institutional institution is a both statutory body and State.

The earlier Clarification issued in this regard in letter No. 17827/ HTW. Dt. 18-6-91 is therefore withdrawn.

It is further clarified that the O.R.V. and Rules are applicable to the Aided institutions.

[ILLEGIBLE]

Joint Director -cum-Deputy
Secretary to Government

Copy Forwarded to all Collectors/all Joint Director HTW/all D.W.Os./P.A. ITDAs./M.D. TDCC/M.D., OSFDC/Director, ATDC/all Officers, TW Deptt. /Emp. Section (20 Copies) for information and necessary action in continuation of this Department's Memo No. 17828, Dt 18-6-1991.

[ILLEGIBLE]
Joint Director -cum-Deputy
Secretary to Government

TRIBAL WELFARE DEPARTMENT

No. 36334-Emp. (v)-52/1991-T.W.
The 11th December 1992

To

All Departments of Government/
All Heads of Departments

The undersigned is directed to say that a number of cases have been referred for clarification as to the applicability of the provision of ORV Act and Rules in respect of Co-operative institutions registered under the Orissa Co-operative Societies Act, 1962. After examination of all such cases in consultation with the Law Department it is here clarified as follows:-

(1) The Orissa Reservation of vacancies in Posts and Services (For SCs & STs) Act, 1975 applies to all the appointments to the Posts and Services under the State except those mentioned under Section 3 of the said Act, Section 2(g) of the Act defines 'State' which includes the Government and the Legislature of the State of Orissa and all local authorities within the State or under the control of the State Government. This is also the definition of the State "Under Article 12 of the Constitution of India".

(2) The Co-operative societ / Co-operative Corporation /Co-operative bank, acquires the status of the State once created under the law passed by the State Legislature, after satisfying the essential tests as follows.

- (a) The Society /Bank must be a statutory body
- (b) The Government must have a share in the Society /Bank.
- (c) The Government must have the power to exercise deep and pervasive control over it.
- (d) The Management of the Society/Bank vests in the Government

It may not be necessary that a society must satisfy all the tests mentioned above to come under the definition of an authority. Only some of the prominent features may give it the status of the State. As the Co-operative Corporation /Banks, Co-operative Sugar Factories, Ware Housing Corporation, etc. satisfy the above test, they obviously acquire the status of an authority with in the meaning of Section 2 (g) of the ORV Act and therefore, the provisions of reservation apply to them.

It is, however, pertinent to note that every Co-operative Society cannot acquire the status of the State merely because it has been registered under the Co-operative Societies Act.

[ILLEGIBLE]
Director, Tribal Welfare-cum-
Additional Secretary to Government

Memo No. 36335/TW,

Dated 11-12-1992

Copy to all Branch Officers/Sections of T.W. Department/Emp (v) 30 copies for information & necessary action

[ILLEGIBLE]
Director, Tribal Welfare-cum-
Additional Secretary to Government

TRIBAL WELFARE DEPARTMENT

No. 35692-Emp.(v)-40/1992-T.W.
The 4th December 1992

To

All Departments of Government/
Heads of Department

SUB: - Applicability of the provisions of the ORV Act and rules in respect of the specially declared Gazetted posts.

The undersigned is directed to say that a number of cases are being referred to Tribal Welfare Department for clarification as to the applicability of the provisions of the ORV Act & Rules made there under in respect of the specially declared Gazetted posts, consequent on introduction of the Orissa Civil Services (Classification, Control & Appeal) Amendment Rules 1992 by the G.A Department in their Notification No.28655, Dt 10-7-1992 effective from 31-7-1992 constituting a separate state Civil Services /Posts known as the State Civil Services/Posts(Specially declared Gazetted) in the State.

The Orissa reservation vacancies in Posts and Services (for Scheduled Castes & Scheduled Tribes) Act,1975 is applicable to all appointments to the posts & services under the State except certain categories as mentioned in section 3 of the said Act. Since the specially declared Gazetted posts are not exempted from the purview of the reservation, doubts have been entertained at various quarters as to relevant provisions of the Act which shall regulate filling up the reserved vacancies in the Specially declared Gazetted posts consequent on the Orissa Civil Services (Classification, Control and Appeal) Amendment

Rules, 1992 came into force. Accordingly it is clarified that the following provisions of the Act shall regulate filling of the reserved vacancies in the Specially Gazetted posts.

The specially declared Gazetted posts have been assigned a status higher than the class III & below the class II services/posts vide notification of the G.A Department referred to above. As such provisions of section 11-A(2) (b) of the ORV Act read with sections 6 & 7 along with the other relevant provisions of the Act shall regulate filling of the reserved vacancies in promotional appointments. In other words, the promotions shall be based on the common zone of the consideration, exchange of reservation, carry forward of reservation and de-reservation as provided in the Act. The general principle of de-reservation i.e obtaining the prior approval of the authority next above the appointing authority, shall be made applicable in such cases. Section 10 of the Act would not be applicable in regulating such promotion as all promotions to the posts & services under the State are to be made by "Selection" as per Rule 3(a) of the Orissa Civil Services (Criteria for promotion) Rules, 1992.

So far as initial recruitment is concerned the reserved vacancies shall be filled up according to Sections 6, 7 & 9 of the Act along with the other relevant provisions.

It is, therefore requested that the above clarification may be brought to the notice of all concerned for necessary guidance.

[ILLEGIBLE]

Director –cum-Additional Secretary to Government

Memo No.35693/TW

Dated 4-12-1992

Copy forwarded to all Collectors/all Joint Directors of HTW/all D.W.Os/P.A., ITDAS/M.D., TDCC/ M.D., OSFDC Ltd./Director, ATDC/all Officers/Sections, T.W. Department/Emp. Section (50 copies) for information & guidances.

[ILLEGIBLE]

Director –cum-Additional Secretary to Government

Chapter- IV

4. The Current Status of Employment against the Reserved Vacancies *(In different District Employment Exchange, Government Departments & PSUs in Initial Recruitment:*

There are 80 Employment Exchange Offices in the State functioning under the Directorate of Employment. These Employment Exchange undertake registration of eligible unemployed persons with the aim to provide them possible placement in the existing vacancies under different Govt. Departments and Public Sector Undertakings. But the present ongoing reform process of the State Government to down size the State Government establishments as well as PSUs has severely affected the placement initiatives. During 2007, 98,569 ST job seekers (Male 75,446 & Female 23,123) were registered as against 3,84,948 lakh total registered job seekers (Male-2, 95,242 & Female-89, 706) in 15 Employment Exchange Offices of the Scheduled Areas including two Non- Scheduled districts of our State. During the year 2006, maximum job seekers had been registered i.e. 4, 02,412 (Male-3, 10,298 & Female 92,114) as against Scheduled Tribes 99,503 (Male 76, 317 & Female-23, 186). As per the record and collected information from the Employment Exchange Offices, the total job seekers during the year 2006 is 4.34% more than that of 2007 where as in case of ST job seekers it was only 1.94%. During the year 2002, 65 vacancies for ST category were notified for recruitment for various categories of posts as against only 08 vacancies were notified during the year 2003. During 2007, placements of 259 STs were made including the spill over vacancies notified earlier. The status of registration, vacancies and placement made in the State since the year 2002 is indicated below.

Table-23

Year wise Total Live registrant and ST Live Registrant from Employment Exchanges

Year	Total Live Registrant in Employment Exchange			Total ST Live Registrant in E E			No of posts Notified			Reserved for S.T		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
2002	324382	268599	55783	57067	48808	8259	291	263	28	65	61	04
2003	316329	260257	56072	65482	53359	12123	109	97	12	08	08	-
2004	376952	294251	82701	86218	68817	17401	303	169	134	45	31	14
2005	357629	279538	78091	88074	68715	19359	273	251	22	31	23	08
2006	402412	310298	92114	99503	76317	23186	99	81	18	22	19	03
2007	384948	295242	89706	98569	75446	23123	262	242	20	35	29	06

Contd...

Year	No of candidates Sponsored			S.T Candidates Sponsored			No of candidates Recruited			ST Candidates Recruited		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F
2002	3201	2905	296	828	762	66	501	438	63	120	102	18
2003	1662	1382	280	214	200	14	112	77	35	43	21	22
2004	1251	1081	170	445	266	179	211	147	64	38	30	08
2005	5345	5022	323	1031	371	660	80	75	05	06	06	-
2006	1762	1417	345	656	564	92	76	67	09	14	11	03
2007	570	555	15	159	159	-	644	562	82	259	219	40

Table-24
Year wise Recruitment of STs in various Catagories of Posts under different Departments sponsored from Employment Exchanges

SI No	Name of the Department	2002			2003			2004			2005			2006			2007			Total		
		*N	*S	*R	N	S	R	N	S	R	N	S	R	N	S	R	N	S	R	N	S	R
01	SC & ST Development	02	216	-	12	66	01	-	02	-	-	-	-	-	-	-	-	-	-	14	284	01
02	School & Mass Education	01	-	-	39	17	-	-	-	-	-	-	-	-	-	-	-	-	-	40	17	-
03	Forest & Environment	-	-	-	-	-	-	-	04	-	10	220	-	13	411	-	02	46	-	25	681	-
04	Agriculture	-	-	-	-	03	-	-	15	-	-	02	-	-	-	-	-	-	-	-	20	-
05	Women & Child welfare	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
06	Revenue	-	-	04	03	41	01	-	-	30	-	-	-	-	08	-	40	16	03	81	59	-
07	Water Resources	-	-	-	-	-	-	-	-	-	-	-	-	25	-	-	-	-	-	25	-	-
08	Higher Education	-	-	02	-	-	-	-	-	-	-	-	01	03	01	-	-	-	-	01	03	03
09	Panchayat Raj	-	-	-	-	-	-	01	06	-	-	-	-	-	-	-	-	-	-	01	06	-
10	Home	77	433	88	22	67	48	97	104	38	43	406	08	-	01	38	100	303	277	1110	486	-
11	Health & Family Welfare	13	10	01	14	25	32	04	-	-	20	735	-	33	81	07	06	04	21	90	855	61
12	Commerce & Transport	02	06	-	02	-	-	01	41	03	-	-	-	-	-	-	-	-	-	05	47	03
13	Law	02	-	03	-	09	-	-	07	-	-	-	-	-	-	-	-	-	-	02	16	03
	Total	97	665	98	92	228	82	103	179	71	73	1363	8	47	520	17	46	190	340	458	3145	616

*N-Notified, *S-Sponsored, *R-Recruited

- Home department is the only department of the State which have notified and recruited maximum number of posts for various categories during the last six years i.e. 2002-07.
- During these six years, Police constables, Writers, Drivers, Cooks and Battalion constables etc. were recruited and posted in the boarder districts as and when required in the Police stations, C.I. offices and Orissa State Armed Police (Battalions) by Home Department.
- There are six departments of the State Govt. have not absorbed and recruited a single person in any post under their jurisdiction due to ban on recruitment in post and services imposed by the State Govt.
- During last six years (2002-07) the number of recruitment of ST candidates was 616 as against the number of vacancies notified for them in the above mentioned 13 departments was 458, which indicates that the placement of ST categories were made including the spill over vacancies notified in the earlier years as per the roster rule.
- There are 36 Administrative Departments are functioning under the State Govt.

- Most of the Departments like Parliamentary Affairs, Public Grievances & Pension Administration, Public Enterprises, General Administration, Housing & Urban Development, Information & Technology, Law, Rural Development, Science & Technology and Water Resources etc. have absolutely no offices functioning in the Districts.
- The above 13 departments mentioned in the table are the Services departments responsible for development administration.

Table-25(A)

Registration of Un-employed ST candidates in Orissa (Special Employment Exchange, Bhubaneswar)

Year	Nos . Scheduled Tribes registered in different years																	
	2002			2003			2004			2005			2006			2007		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Matric	424	74	498	509	130	639	758	184	942	415	79	494	1080	740	1820	658	253	911
Under Graduate	152	40	192	202	69	271	285	85	370	138	52	190	283	141	424	233	147	380
Graduate (General)	134	53	187	175	71	246	351	77	428	89	39	128	171	92	263	93	72	165
Diploma Holders	88	11	99	109	09	118	158	22	180	164	29	193	110	20	130	141	17	158
Graduate (Technical)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Others (Specify)	257	38	295	273	45	318	281	52	333	213	36	249	239	38	277	284	55	339
Total	1055	216	1271	1268	324	1592	1833	420	2253	1019	235	1254	1883	1031	2914	1409	544	1953

- Over last 6 years 2002-07 there were 11237 ST candidates registered their name in Special Employment Exchange, Bhubaneswar, Orissa.
- Out of total 11237 registrants, 5034 (44.80%) were matriculates.
- During last 6 years no ST Technical graduates have registered their name under this Employment Exchange.
- During the year 2006, the ST registrant candidates were highest in number (2914) in comparison to other years.

Table-26
Live Registration of Un-employed ST candidates in Orissa (Special Employment Exchange), Bhubaneswar

Year	Noumber of Scheduled Tribes Registered in Different years																	
	2002			2003			2004			2005			2006			2007		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Matric	1782	175	1957	1788	262	2050	2251	431	2682	2166	466	2632	2469	536	3005	2401	607	3008
Under Graduate	694	154	848	726	166	892	866	222	1088	837	253	1090	949	341	1290	909	403	1312
Graduate (General)	885	141	1026	857	203	1060	1044	244	1288	948	245	1193	925	278	1203	679	281	960
Diploma Holders	478	45	523	451	27	478	529	45	574	613	79	692	603	91	694	590	92	682
Graduate (Technical)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Others (Specify)	1481	173	1654	1567	211	1778	1575	228	1803	1518	124	1642	1450	228	1678	1263	256	1519
Total	5320	688	6008	5389	869	6258	6265	1170	7435	6082	1267	7249	6396	1474	7870	5842	1619	7461

M-Male & F-Female

- Over a period of 6 years (2002-07) not a single ST Graduate Technical holders has registered his name in the special Employment Exchange meant for SCs & STs.
- During 2007, the nos of ST Matriculate registrant was (3008) 40.32% and Diploma holders was(682) 9.14%

Table-27

**Year wise Vacancies in different Government Department / PSUs received by
Special Employment Exchange, Bhubaneswar, Orissa**

Categories/t ypes of Services	Year of notification of Vacancies											
	2002		2003		2004		2005		2006		2007	
	M	F	M	F	M	F	M	F	M	F	M	F
Class-III	85	-	09	07	29	04	10	-	12	-	21	-
Total	85	-	09	07	29	04	10	-	12	-	21	-

M-Male & F-Female

- The Special Employment Exchange Office is located at the State Capital for registration of SC & ST candidates in class-III category only. The above information collected over a period of 6 years, vacancies received from various Departments/PSUs. The highest numbers of vacancies have made during 2002.

Table-28

**Placement made by different Govts. /PSUs against the vacancies received by SC and
ST Employment Exchange, Bhubaneswar, Orissa**

Categories/t ypes of Services	Year of Placement of STs											
	2002		2003		2004		2005		2006		2007	
	M	F	M	F	M	F	M	F	M	F	M	F
Class-III	28	15	31	03	26	10	100	24	43	04	326	54
Total	28	15	31	03	26	10	100	24	43	04	326	54

M-Male & F-Female

- Over last 6 years (2002-07) the highest nos of STs (380) have been recruited during 2007 in different Government Departments /PSUs in class-III posts followed by the year 2005 (124 nos).
- The recruitment of ST females was also highest during 2007.

• **Information from Government Departments:**

Out of 36 Government Departments we received information from 7 Government Departments by administering the prescribed schedules of MOTA regarding reservation of vacancies and placement made there in. Due to busy schedule and for not getting required information from different district offices and respective Heads of Departments, the rest of the Government Departments are processing the data, which are not received by this Institute yet. Therefore we are presenting the compiling data of 7 Government Departments, which are mentioned below.

Table-29
Departments wise Reserved Vacancies in Class-I Category of Posts (Initial Rec)

Sl No.	Name of the Deptt.	No. of Post		No. of Post filled up				Balance	
		Sanctioned post	Reserved for STs	Total/ ST	ST			Total	ST
					Male	Female	Total		
1	ST & SC Development Department	-	-	-	-	-	-	-	-
2	Textiles and Handloom Deptt.	-	-	-	-	-	-	-	-
3	Science and Technology Deptt.	07	01	07 / 01	-	-	-	-	01
4	Commerce and Transport Deptt.	03	01	03 / 01	-	-	-	-	01
5	Fisheries & ARD Deptt.	-	-	-	-	-	-	-	-
6	Deptt. Of Energy	-	-	-	-	-	-	-	-
7	P.G & P.A.	-	-	-	-	-	-	-	-
	Total	10	02	10 / 02	-	-	-	-	02

Table-30
Departments wise Reserved Vacancies in Class-II Category (Initial Recruitment)

Sl No .	Name of the Deptt.	No. of Post		No. of Post filled up				Balance		Remarks
		Sanctioned post	Reserved for STs	Total / ST	Male	Female	Total	Total	ST	
1	ST & SC Development Department	26	06	18/04	03	01	04	08	02	-
2	Textiles and Handloom Deptt.	21	05	15 / 03	01	01	02	06	01	1 short fall of ST candidates
3	Science and Technology Deptt.	05	01	-	-	-	-	-	01	Officers deputed from other departments
4	Commerce and Transport Deptt.	14	03	10 / 02	-	-	-	04	02	9 posts are filled up by Home deptt.
5	Fisheries & ARD Deptt.	-	-	-	-	-	-	-	-	Officers deputed from other departments
6	Deptt. Of Energy	70	15	-	-	-	-	-	15	No ST candidates are available from the cadre.
7	PG & PA	-	-	-	-	-	-	-	-	Officers deputed from other departments
	Total	136	30	43/09	04	02	06	18	21	

Table-31
Department wise Reserved Vacancies in Class-III Category (Initial Recruitment)

Sl No.	Name of the Deptt. (Initial Recruitment)	No. of Post		No. of Post filled up				Balance		Remarks
		Sanc tion ed post	Reser ved for STs	Total / ST	Male	Female	Total	Total	ST	
1	ST & SC Development Department	6611	1465	5912/ 1330	913	280	1193	699	272	-
2	Textiles and Handloom Deptt.	359	80	329 / 74	24	02	26	130	48	48 shortfall of ST post.
3	Science and Technology Deptt.	27	06	27 / 06	-	-	-	-	06	6 shortfall of ST post.
4	Commerce and Transport Deptt.	311	70	46 / 10	23	-	23	265	-	Most of the posts are filled up on deputation from the Home Department. The suitable ST candidates are appointed on their own merit.
5	Fisheries & ARD Deptt.	126	28	96 / 21	-	-	-	-	21	21 shortfall of ST post.
6	Deptt. of Energy	87	19	25 / 07	13	-	13	62	-	The suitable ST candidates are appointed on their own merit.
7	PG & PA	-	-	-	-	-	-	-	-	-
	Total	7521	1668	6435 / 1448	973	282	1255	1156	347	-

Table-32
Departments wise Reserved Vacancies in Class-IV Category (Initial Recruitment)

Sl No.	Name of the Deptt.	No. of Post		No. of Post filled up				Balance		Remarks
		Sanc tion ed post	Reser ved for STs	Total / ST	Male	Female	Total	Total	ST	
1	ST & SC Development Department	1261	296	1021/ 230	242	84	336	240	31	ST candidates have got appointment on merit basis
2	Textiles and Handloom Deptt.	271	61	265 / 60	55	04	59	06	01	2 short fall of ST candidates.
3	Science and Technology Deptt.	22	05	22 / 05	04	-	04	-	01	1 short fall of ST candidates.
4	Commerce and Transport Deptt.	503	113	244 / 55	12	03	15	259	40	40 short fall of ST candidates.
5	Fisheries & ARD Deptt.	33	07	30 / 07	05	-	05	03	02	ST vacancy will be filled up in next recruitment.
6	Deptt. of Energy	90	20	78 / 17	11	-	11	12	06	6 short fall of ST candidates.
7	PG & PA	10	02	10 / 02	02	-	02	-	-	-
Total		2190	504	1648 / 376	331	91	432	520	81	

- All the Govt. posts (100%) in Class-I category and 85.45% posts in Class-II category are deputed from other Govt. Departments.
- Maximum posts (6435) in Class-III category are filled up during initial recruitment followed by Class-IV category (1648).

- **Information on PTGs of Micro Project:**

Regarding employment situation among PTGs, the PTGs who are living only within the jurisdiction of the Micro Project areas are taken into account. Information regarding employment of PTGs living out side the Micro Project area is not available in the Institute nor it is possible to collect the same from the respective Micro Project as they have no information with them.

Table-33
Qualification of PTGs of Micro Projects employed in different Government Jobs

Sl No	Name of the PTGs /Micro Projects	Below Matric			Matric			CHSE			Graduation			P.G.			Technical			Total		
1	DDA, Kudmulgumma	06	06	-	01	-	01	05	05	-	02	02	-	-	-	-	-	-	-	14	13	01
2	BDA, Muduilipada	35	24	11	12	12	-	02	02	01	01	01	-	-	-	-	-	-	-	50	39	11
3	HKMDA, Jashipur	07	07	-	03	03	-	01	01	-	02	02	-	-	-	-	-	-	-	13	13	-
4	CBDA, Sunabeda	05	05	-	01	01	-	-	-	-	-	-	-	-	-	-	-	-	-	06	06	-
5	LDA, Morada	09	03	06	01	-	01	01	01	-	01	01	-	-	-	-	-	-	-	12	05	07
6	JDA, Jonasika	08	06	02	01	01	-	01	01	-	-	-	-	-	-	-	-	-	-	10	07	03
7	KKDA, Lanjigarh	03	02	01	01	-	01	-	-	-	-	-	-	-	-	-	-	-	-	04	02	02
8	DKDA, Belghar	03	02	01	03	03	-	-	-	-	-	-	-	-	-	-	-	-	-	06	05	01
9	DKDA, Chatikana	02	01	01	07	07	-	04	04	-	02	02	-	-	-	-	01	01	-	16	15	01
10	DKDA, Pansali	05	04	01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	05	04	01
11	LSDA, Puttasingh	21	16	05	12	10	02	-	-	-	05	05	-	02	02	-	01	01	-	41	34	07
12	LSDA, Seronga	21	15	06	01	01	-	04	04	-	01	01	-	-	-	-	-	-	-	27	21	06
13	SDA, chandragiri	14	09	05	07	06	01	04	03	01	01	01	-	-	-	-	-	-	-	26	19	07
14	TDA, Patrapur	17	17	-	01	01	-	35	31	04	-	-	-	-	-	-	-	-	-	53	49	04
15	PBDA, Jamardiha	-	-	-	10	10	-	08	07	01	03	03	-	-	-	-	-	-	-	21	20	01
16	PBDA, Rugdakudar	-	-	-	13	09	04	08	06	02	03	03	-	-	-	-	-	-	-	24	18	06
17	PBDA, Khuntagaon	07	05	02	01	01	-	03	01	02	-	-	-	-	-	-	-	-	-	10	07	03
	Total	163	122	41	75	65	10	75	65	10	21	21	-	02	02	-	02	02	-	338	277	61

- In 17 Micro Projects, total 338 nos. of PTGs are employed in different Govt. and Private Organizations, out of which males are 277 and females are 61.
- Among 338 PTG employees, 163 (48.22%) are under Matric, 75 each (22.19%) are Matriculate and +2 qualified, 21 (6.21%) are graduates, 02 (0.06) are post graduates and only 02 are technically qualified persons.
- Maximum qualified PTGs are found among Saora (54 in TDA, Patrapur), followed by Bonda (50 in BDA, Muduilipada) and Lanjia Saora (41 in LSDA, Puttasingh).
- Highest qualified candidates (2 Post Graduates and one having Technical qualifica-

tion) are found among Lanjia Saora in LSDA, Puttasingh area of Gunupur block of Rayagada district and one Technically qualified among Dongria Kondh in DKDA, Chatikana of Rayagada district.

- Maximum nos. of qualified female candidates (11 nos.) belongs to Bondo Community (in BDA, Mudulipada) followed by Lodha (LDA, Morada), Lanjia Saora (LSDA, Puttasingh) and Saora (SDA, chandragiri), 7nos. from each Community respectively.

Table-34
PTGs in different Category of Post

Sl No	Name of the PTGs Micro Projects	Class-II			Class-III			Class-IV			Private Sector/ NGOs			Total		
		T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
1	DDA, Kudmulgumma	-	-	-	08	08	-	05	05	-	01	-	01	14	13	01
2	BDA, Mudulipada	-	-	-	21	21	-	29	18	11	-	-	-	50	39	11
3	HKMDA, Jashipur	-	-	-	-	-	-	-	-	-	13	13	-	13	13	-
4	CBDA, Sunabeda	-	-	-	-	-	-	06	06	-	-	-	-	06	06	-
5	LDA, Morada	-	-	-	03	03	-	09	02	07	-	-	-	12	05	07
6	JDA, Jonasika	-	-	-	03	03	-	07	04	03	-	-	-	10	07	03
7	KKDA, Lanjigarh	-	-	-	01	01	-	03	01	02	-	-	-	04	02	02
8	DKDA, Belghar	-	-	-	05	05	-	01	-	01	-	-	-	06	05	01
9	DKDA, Chatikana	02	02	-	05	05	-	01	-	01	08	08	-	16	15	01
10	DKDA, Parsali	-	-	-	-	-	-	01	-	01	04	04	-	05	04	01
11	LSDA, Puttasingh	02	02	-	25	25	-	13	06	07	01	01	-	41	34	07
12	LSDA, Seranga	-	-	-	08	07	01	19	14	05	-	-	-	27	21	06
13	SDA, chandragiri	-	-	-	12	10	02	12	07	05	02	02	-	26	19	07
14	TDA, Patrapur	01	01	-	34	31	03	18	17	01	-	-	-	53	49	04
15	PBDA, Jamardiha	-	-	-	15	14	01	-	-	-	06	06	-	21	20	01
16	PBDA, Rugdakudar	-	-	-	19	18	01	05	-	05	-	-	-	24	18	06
17	PBDA, Khuntagaon	-	-	-	01	01	-	09	06	03	-	-	-	10	07	03
	Total	05	05	-	160	152	08	138	86	52	35	34	01	338	277	61

- Out of total 338 nos. of PTGs employed in different Govt. and Private Organizations maximum PTGs are engaged in Class III category of posts. Among them (5) persons are engaged in Class II category posts, 160 () in Class III category posts and 138 () in Class IV category posts. Besides 35 persons are engaged in different Private Organizations.
- Maximum Saora Tribe(34) from TDA, Patrapur are engaged in different Govt. Jobs followed by Bondo (50), BDA, Mudulipada.

Table-35
Different Posts hold by PTGs

Sl No	Name of the PTGs Micro Projects	Teacher/Sevak/Edn. Volunteers			Clerk			Driver			Peon/Mali			NGOs		
		T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
1	DDA, Kudmulgumma	03	03	-	03	03	-	01	01	-	05	05	-	01	-	01
2	BDA, Muduilipada	12	12	-	01	01	-	02	02	-	23	18	05	-	-	-
3	HKMDA, Jashipur	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	CBDA, Sunabeda	-	-	-	-	-	-	-	-	-	06	06	-	-	-	-
5	LDA, Morada	02	02	-	-	-	-	-	-	-	-	-	-	-	-	-
6	JDA, Jonasika	-	-	-	01	01	-	-	-	-	06	04	02	-	-	-
7	KKDA, Lanjigarh	-	-	-	-	-	-	01	01	-	01	01	-	-	-	-
8	DKDA, Belghar	03	03	-	-	-	-	01	01	-	-	-	-	-	-	-
9	DKDA, Chatikana	01	01	-	01	01	-	-	-	-	-	-	-	-	-	-
10	DKDA, Parsali	-	-	-	-	-	-	-	-	-	01	-	01	-	--	-
11	LSDA, Puttasingh	08	08	-	02	02	-	-	-	-	05	05	-	-	-	-
12	LSDA, Seranga	05	05	-	-	-	-	01	01	-	13	08	05	-	-	-
13	SDA, chandragiri	09	07	02	-	-	-	-	-	-	01	01	-	-	--	-
14	TDA, Patrapur	32	29	03	01	01	-	-	-	-	18	17	01	-	-	-
15	PBDA, Jamardiha	13	12	01	01	01	-	01	01	-	-	-	-	-	-	-
16	PBDA, Rugdakudar	17	16	01	-	-	-	01	01	-	01	-	01	-	-	-
17	PBDA, Khuntagaon	-	-	-	-	-	-	01	01	-	06	06	-	-	-	-
	Total	105	98	07	10	10	-	09	09	-	86	71	15	01	-	01

Contd...

SI No	Name of the PTGs Micro Projects	PEO/PRO/WEO			Anganwadi Worker/Helth worker			MPW/VLW/ Co-ordinator			Constable/ Defence/ Home guard			GRS		
		T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
1	DDA, Kudmulgumma	01	01	-	-	-	-	-	-	-	-	-	-	-	-	-
2	BDA, Muduilipada	-	-	-	06	-	06	05	05	-	-	-	-	01	01	-
3	HKMDA, Jashipur	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	CBDA, Sunabeda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	LDA, Morada	-	-	-	07	-	07	01	01	-	02	02	-	-	-	-
6	JDA, Jonasika	-	-	-	01	-	01	-	-	-	02	02	-	-	-	-
7	KKDA, Lanjigarh	-	-	-	02	-	02	-	-	-	-	-	-	-	-	-
8	DKDA, Belghar	-	-	-	01	-	01	-	-	-	01	01	-	-	-	-
9	DKDA, Chatikana	01	01	-	01	-	01	10	10	-	-	-	-	-	-	-
10	DKDA, Parsali	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	LSDA, Puttasingsh	01	01	-	07	01	06	16	15	01	-	-	-	-	-	-
12	LSDA, Seranga	-	-	-	-	-	-	-	-	-	08	07	01	-	-	-
13	SDA, chandragiri	-	-	-	05	-	05	02	02	-	07	07	-	-	-	-
14	TDA, Patrapur	-	-	-	01	01	-	-	-	-	01	01	-	-	-	-
15	PBDA, Jamardiha	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	PBDA, Rugdakudar	-	-	-	04	-	04	-	-	-	01	01	-	-	-	-
17	PBDA, Khuntagaon	-	-	-	03	-	03	-	-	-	-	-	-	-	-	-
	Total	03	03	-	38	02	36	34	33	01	22	21	01	01	01	-

Contd...

SI No	Name of the PTGs Micro Projects	Engineer			Inspector / coordinator			Weilder(Private)			Total		
		T	M	F	T	M	F	T	M	F	T	M	F
1	DDA, Kudmulgumma	-	-	-	-	-	-	-	-	-	14	13	01
2	BDA, Muduilipada	-	-	-	-	-	-	-	-	-	50	39	11
3	HKMDA, Jashipur	-	-	-	-	-	-	13	13	-	13	13	-
4	CBDA, Sunabeda	-	-	-	-	-	-	-	-	-	06	06	-
5	LDA, Morada	-	-	-	-	-	-	-	-	-	12	05	07
6	JDA, Jonasika	-	-	-	-	-	-	-	-	-	10	07	03
7	KKDA, Lanjigarh	-	-	-	-	-	-	-	-	-	04	02	02
8	DKDA, Belghar	-	-	-	-	-	-	-	-	-	06	05	01
9	DKDA, Chatikana	01	01	-	-	-	-	01	01	-	16	15	01
10	DKDA, Parsali	-	-	-	-	-	-	04	04	-	05	-	05
11	LSDA, Puttasingh	-	-	-	01	01	-	01	01	-	41	34	07
12	LSDA, Seranga	-	-	-	-	-	-	-	-	-	27	21	06
13	SDA, chandragiri	-	-	-	-	-	-	02	02	-	26	19	07
14	TDA, Patrapur	-	-	-	-	-	-	-	-	-	53	49	04
15	PBDA, Jamardiha	-	-	-	-	-	-	06	06	-	21	20	01
16	PBDA, Rugdakudar	-	-	-	-	-	-	-	-	-	24	18	06
17	PBDA, Khuntagaon	-	-	-	-	-	-	-	-	-	10	07	03
	Total		01	01	-	01	01	27	27	-	338	277	61

- The above table shows that PTGs are hold different posts in various Govt. and Non Govt. sectors.
- Maximum PTGs are engaged as teachers (105) followed by Peon/Mali (86), and Anganwadi Workes (38)
- Besides, 10 are engaged in Clerical posts, 9 working as Driver, 34 as MPWs/VLWs, 22 as Constable, 1 as GRS, 1 as Inspector and 27 as Wielders.
- There is only one PTG belonging to Dongria Kondh Community working as Engineer.

Information from Public Sector Undertakings (PSUs):

In the State, out of 38 PSUs functioning under different Govt. Departments, 4 PSUs are closed and 6 PSUs are in defunct condition. Thus, the information of 28 PSUs are stated below.

Table-36
PSU wise sanctioned and filled up posts (ST) in class-I category
(Initial recruitment)

SI No.	Name of the PSUs	Sanctioned post	Reserved for STs	(Annual Recruitment)				Balance Post		Reason for not filling post
				Total/ ST	ST					
					M	F	Total	Total	ST	
1	Orissa Forest Development Corporation Ltd.	-	-	-	-	-	-	-	-	No direct recruitment has been made since 1991 .
2	Orissa Tourism Development Corporation Ltd.	--	-	-	-	-	-	-	-	-
3	Orissa Construction Corporation Ltd.	-	-	-	-	-	-	-	-	-
4	Orissa Pisciculture Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
5	Orissa State Road transport Corporation Ltd.	-	-	-	-	-	-	-	-	No recruitment has been made since last 12 years.
6	Orissa cashew Development Corporation Ltd.	01	-	01	-	-	-	-	-	Single Post not required reservation.
7	Orissa Mining Corporation Ltd.	-	-	-	-	-	-	-	-	No initial recruitment in Class-I category of posts.
8	Orissa State Civil Supply Corporation Ltd.	10	-	-	-	-	-	-	-	All posts are on deputation from other Departments
9	Orissa Film Development Corporation Ltd.	04	-	04	-	-	-	-	-	No appointment has been made since 2002-07. Past appointment/ promotion has been made on the approval of board.
10	Orissa State Police Housing & Welfare Corporation Ltd.	01	-	01	-	-	-	-	-	Single post not required reservation.

11	Orissa Bridge Construction Corporation Ltd.	01	-	01	-	-	-	-	-	Single post reservation not required.
12	Orissa State Financial Corporation Ltd.	-	-	-	-	-	-	-	-	No fresh recruitment has been made after 1989.
13	Orissa Agro Industries Corporation Ltd.	14	03	-	-	-	-	-	03	3 short fall of ST candidates. Posts filled up are not mentioned by the department.
14	Agricultural Promotion and Investment Corporation Ltd.	03	-	03	-	-	-	-	-	All posts are single category. No promotion made till date.
15	Industrial Development Corporation of Orissa Ltd.	113	25	58 / 13	-	-	-	19	13	13 short fall of ST candidates Ban on recruitment.
16	Orissa State Seeds Corporation Ltd.	07	-	03	-	-	-	04	-	All posts are single category.
17	Orissa Hydro Power Corporation Ltd.	-	-	-	-	-	-	-	-	-
18	Orissa Industrial Infrastructure Development Corporation Ltd.	29	06	-	-	-	-	-	06	6 short fall of ST candidates. Some staffs are transferred from IPICOL & OSIC and placed in IDCO on deputational vacancy.
19	Orissa Rural Housing & Development Corporation Ltd.	02	-	02	-	-	-	-	-	All posts are single category.
20	Industrial Promotion & Investment Corporation of Orissa Ltd.	30	07	23	-	-	-	07	07	Reservation is not applicable. Officers are deputed from Technical & Non- Technical departments.
21	GRIDCO	442	50	357 / 42	02	-	02	37	40	Out of 442 posts, 220 posts are promotional posts in which reservation is not applicable, those are single category posts. Out of 220 promotional 172 posts are filled up & rest are remain vacant. In junior class-I posts, out of 37 balance posts, 8 posts (22.5%) are kept for ST which will be filled up in due process. 40 short fall of ST candidates.

22	Orissa Power Generation Corporation Ltd.	09	02	09	-	-	-	-	02	Single posts of different category not required reservation.
23	Orissa lift Irrigation Corporation Ltd.	61	14	37 / 08	-	-	-	24	08	8 short fall of ST candidates.
24	Orissa Small Scale Industries Corporation Ltd.	28	06	25 / 06	-	-	-	03	06	6 short fall of ST candidates. Non availability of suitable ST candidates. Recruitment in the corporation aagainst short fall of ST recruitment made during the year 1991-92. No fresh receuitment made due to continuous loss since 1991-92.
25	Orissa Beverage Corporation Ltd.	-	-	-	-	-	-	-	-	-
26	Orissa Ware housing Corporation Ltd.	-	-	-	-	-	-	-	-	-
27	Tribal Development Co-Operative Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	No specific sanctiond has been made for ST in the TDCC Service Rule, 1990. As per the instruction issued by the Govt. in SC/ST Dev. Deptt. and Finance deptt. no vacant post should be filled up due to poor financial condition and to down size the staff strength.
28	Orissa SC & ST Development Financ Co-Operative Corporation, Ltd.	02	-	02	-	-	-	-	-	Both are single post, filled up on deputation from other Govt. Departments .
	Total	757	110	526 / 69	02	-	02	94	85	

Table-37
PSU wise sanctioned and filled up posts (ST) in class-II category
(Initial recruitment)

Sl No.	Name of the PSUs	Sanctioned post	Reserved for STs	Total Post filled up				Balance Post		Reason for not filling post
				Total / ST	ST					
					M	F	Total	Total	ST	
1	Orissa Forest Development Corporation Ltd.	-	-	-	-	-	-	-	-	No direct recruitment since 1991
2	Orissa Tourism Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
3	Orissa Construction Corporation Ltd.	11	02	11 / 02	-	-	-	02	02	2 short fall of ST candidates.
4	Orissa Pisciculture Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
5	Orissa State Road transport Corporation Ltd.	-	-	-	-	-	-	-	-	-
6	Orissa cashew Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
7	Orissa Mining Corporation Ltd.	-	-	-	-	-	-	-	-	Due to ban on direct recruitment .
8	Orissa State Civil Supply Corporation Ltd.	08	-	-	-	-	-	-	-	Officers are on deputation from other Govt. Departments.
9	Orissa Film Development Corporation Ltd.	01	-	01	-	-	-	-	-	Single post not required reservation.
10	Orissa State Police Housing & Welfare Corporation Ltd.	19	04	14 / 03	-	-	-	05	03	Shortfall of 3 ST candidates. No regular recruitment since 1990
11	Orissa Bridge Construction Corporation Ltd.	03	-	03	-	-	-	-	-	Single post of different categories not required reservation.

12	Orissa State Financial Corporation Ltd.	-	-	-	-	-	-	-	-	No fresh recruitment since 1989.
13	Orissa Agro Industries Corporation Ltd.	51	11	-	-	-	-	-	11	11 short fall of ST categories.
14	Agricultural Promotion and Investment Corporation Ltd.	06	-	06	-	-	-	-	-	Single posts of different categories. No promotion made till date.
15	Industrial Development Corporation of Orissa Ltd.	199	44	184 / 41	08	-	08	15	33	33 short fall of ST candidates. Ban on recruitment of candidates.
16	Orissa State Seeds Corporation Ltd.	12	02	07 / 01	-	-	-	05	01	Single categories of posts and Officers are on deputation from other Govt. Departments.
17	Orissa Hydro Power Corporation Ltd.	146	33	128 / 29	14	07	21	18	09	9 shortfalls of ST candidates are to be filled up in subsequent promotion.
18	Orissa Industrial Infrastructure Development Corporation Ltd.	91	20	-	-	02	02	-	18	18 shortfall of ST candidates. Total posts filled up are not given by the Corporation.
19	Orissa Rural Housing & Development Corporation Ltd.	03	-	03	-	-	-	-	-	Single categories of post not required reservation.
20	Industrial Promotion & Investment Corporation of Orissa Ltd.	29	07	29 / 07	-	-	-	-	07	AT the time of initial recruitment the posts were single posts. As such general candidates were appointed. Since ST candidates are not available the promotional posts were filled up after dereservation.
21	GRIDCO	1117	251	409 / 92	32	05	37	708	55	55 short fall of ST candidates. Balance posts will be filled up when recruitment be made. ST category posts was not filled up fully due to non availability of qualified candidates.
22	Orissa Power Generation Corporation Ltd.	126	28	-	07	01	08	-	20	20 shortfalls of ST candidates. Total filled up posts are not mentioned by the corporation.

23	Orissa lift Irrigation Corporation Ltd.	111	25	-	-	-	-	-	25	25 shortfalls of ST candidates
24	Orissa Small Scale Industries Corporation Ltd.	71	16	-	-	-	-	-	16	16 shortfalls of ST candidates. No recruitment has been made since 1991 due to ban on recruitment.
25	Orissa Beverage Corporation Ltd.	-	-	-	-	-	-	-	-	Staffs are on deputation.
26	Orissa Ware housing Corporation Ltd.	06	01	-	-	-	-	-	01	1 Shortfalls of ST candidates. Direct recruitment are not made.
27	Tribal Development Co-Operative Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	No specific sanctiond has been made for ST in the TDCC Service Rule, 1990. As per the instruction issued by the Govt. in SC/ST Dev. Deptt. and Finance deptt. no vacant post should be filled up due to poor financial condition and to down size the staff strength.
28	Orissa SC & ST Development Financ Co-Operative Corporation, Ltd.	18	-	04	-	-	-	14	-	Kept in charge by the DWOs
	Total	911	192	383 / 81	29	10	39	66	201	

Table-38
PSU wise sanctioned and filled up posts (ST) in class-III category
(Initial recruitment)

Sl No.	Name of the PSUs	Sancti oned post	Rese rved for STs	Total Post filled up			Balance Post		Reason for not filling post	
				Total / ST	ST		Total	ST		
					M	F				Total
1	Orissa Forest Development Corporation Ltd.	1641	369	1641 / 369	15	-	15	-	354	354 shortfalls of ST candidates. No ST candidates available from the zone of

										consideration fro promotion.
2	Orissa Tourism Development Corporation Ltd.	127	28	86 / 19	-	-	-	41	19	19 shortfalls of ST candidates. Most of the posts are filled up on deputational vacancies.
3	Orissa Construction Corporation Ltd.	09	02	09 / 02	03	-	03	-	-	ST candidate appointed on merit.
4	Orissa Pisciculture Development Corporation Ltd.	-	-	-	05	-	05	-	-	The regular staffing pattern and cadre has not been finalized due to merger of two corporation such as OMCAD & OFISSED. Sanctioned, filled up and reserved ouota post are not mentioned by the corporation.
5	Orissa State Road transport Corporation Ltd.	-	-	-	-	-	-	-	-	-
6	Orissa cashew Development Corporation Ltd.	126	28	100 / 22	01	-	01	26	21	21 shortfalls of ST candidates.
7	Orissa Mining Corporation Ltd.	492	110	264 / 59	33	05	38	228	21	21 shortfalls of ST candidates. Due to ban on recruitment imposed by Govt. no recruitment has been made since last 15 years.
8	Orissa State Civil Supply Corporation Ltd.	666	150	-	21	-	21	-	129	129 shortfalls of ST candidates. Some employees are working in the district offices are on deputation from district offices and Govt. Departments since the employees are coming on deputation, the required information is not provided by the Corporation.
9	Orissa Film Development Corporation Ltd.	15	03	15 / 03	-	-	-	-	03	3 shortfalls of ST candidates.
10	Orissa State Police Housing & Welfare Corporation Ltd.	71	16	65 / 15	01	-	01	06	14	14 shortfalls of ST candidates. Most of the posts are single category and qualified ST candidates are not available

										as indicated by the corporation. No regular recruitment has been made since the year 1990. However, has engaged 45 nos of ST Diploma Engg. Candidates on contractual basis from the Govt. panel.
11	Orissa Bridge Construction Corporation Ltd.	196	44	191 / 43	04	01	05	05	38	38 shortfalls of ST candidates. All appointments were made in the corporation prior to the year 1989 during recruitment the roster points were followed as per ORV Act. Some staffs posted under ST category left their services. All 113 vacant posts under different category were abolished on 25-08-2001 due to financial crisis. At present the corporation undergoing financial crisis and to implement VRS for the employees.
12	Orissa State Financial Corporation Ltd.	-	-	-	01	-	01	-	-	Sanctioned, reserved & filled of posts are not given by the department. Not made fresh recruitment after 1989
13	Orissa Agro Industries Corporation Ltd.	292	65	-	-	-	-	-	65	65 shortfall of ST candidates. Reserved & filled of posts are not given by the department. Not made fresh recruitment after 1989
14	Agricultural Promotion and Investment Corporation Ltd.	04	-	04	-	-	-	-	-	Single Posts.
15	Industrial Development Corporation of Orissa Ltd.	1318	296	1120 / 252	135	04	139	198	113	113 shortfalls of ST candidates Ban on recruitment by the corporation. No new recruitment was made since 1991 due to adverse financial condition.
16	Orissa State Seeds Corporation Ltd.	110	24	79 / 18	03	-	03	31	15	15 shortfalls of ST candidates .

17	Orissa Hydro Power Corporation Ltd.	-	-	-	-	-	-	-	-	-
18	Orissa Industrial Infrastructure Development Corporation Ltd.	422	95	347 / 78	20	-	20	-	58	58 shortfalls of ST candidates.
19	Orissa Rural Housing & Development Corporation Ltd.	12	-	12	-	-	-	-	-	All are single posts don't required for reservation of ST candidates.
20	Industrial Promotion & Investment Corporation of Orissa Ltd.	44	10	44 / 10	04	-	04	-	06	6 shortfalls of ST candidates. AT the time of initial recruitment the posts were single posts. As such general candidates were appointed. Since ST candidates are not available the promotional posts were filled up after dereservation.
21	GRIDCO	2981	670	1462 / 329	103	01	104	1519	225	225 shortfall of ST candidates. Balance posts will be filled up when recruitment be made. ST category posts was not filled up fully due to non availability of qualified candidates.
22	Orissa Power Generation Corporation Ltd.	309	69	264 / 59	20	03	23	45	36	36 shortfalls of ST candidates. Qualified ST candidates are not available.
23	Orissa lift Irrigation Corporation Ltd.	1269	285	1115 / 251	44	-	44	154	207	207 Shortfall of ST candidates .
24	Orissa Small Scale Industries Corporation Ltd.	98	22	-	04	-	04	10	18	18 shortfall of ST candidates.
25	Orissa Beverage Corporation Ltd.	-	-	-	-	-	-	-	-	All staffs have come from on deputation from other Departments.
26	Orissa Ware housing Corporation Ltd.	93	21	53 / 12	02	-	02	40	10	10 Shortfall of ST candidates. Direct recruitment not made since long.
27	Tribal Development Co-Operative Corporation of Orissa Ltd.	162	36	162 / 36	11	-	11	-	25	25 Shortfall of ST candidates. No specific sanctiond has been made for ST in the TDCC Service Rule, 1990.

										As per the instruction issued by the Govt. in SC/ST Dev. Deptt. and Finance deptt. no vacant post should be filled up due to poor financial condition and to down size the staff strength.
28	Orissa SC & ST Development Financ Co-Operative Corporation, Ltd.	86	19	54 / 12	07	-	07	-	05	5 Shortfall of ST candidates. 32 nos filled on deputation.15 nos of Class-III employees were appointed before 3.02.1984 date of implementation of ORV Act.. The corporation has kept 17.94% of posts instead of 22.5% earmarked for reservation of STs..
	Total	10,543	2352	6811 / 1527	437	14	451	2657	1382	

Table-39
PSU wise sanctioned and filled up posts (ST) in class-IV category
(Initial recruitment)

Sl No.	Name of the PSUs	Sanctioned post	Reserved for STs	Total Post filled up			Balance Post		Reason for not filling post	
				Total / ST	ST		Total	ST		
					M	F				Total
1	Orissa Forest Development Corporation Ltd.	1281	288	1281 / 288	-	-	-	-	288	288 shortfalls of ST candidates. No ST candidates available from the zone of consideration fro promotion. No direct recruitment has been made since 1991 when regulrisation of (as per the seniority has been made).
2	Orissa Tourism Development Corporation Ltd.	274	62	239 / 54	09	-	09	35	45	45 Shortfall of ST candidates Exchanged

3	Orissa Construction Corporation Ltd.	20	04	17 / 04	03	-	03	03	01	1 shortfall of ST candidates. 1 person appointed prior to applicable to ORV Act.
4	Orissa Pisciculture Development Corporation Ltd.	-	-	-	10	-	10	-	-	The regular staffing pattern and cadre has not been finalized due to merger of two corporation such as OMCAD & OFISSED Sanctioned, reserved & filled of posts are not given by the department.
5	Orissa State Road transport Corporation Ltd.	-	-	-	-	-	-	-	-	-
6	Orissa cashew Development Corporation Ltd.	31	07	31 / 07	06	-	06	-	01	1 Shortfall of ST candidates
7	Orissa Mining Corporation Ltd.	737	166	454 / 102	124	12	136	283	-	Due to ban on recruitment imposed by Govt. no recruitment has been made since last 15 years.
8	Orissa State Civil Supply Corporation Ltd.	307	70	-	20	-	20	-	50	50 short fall of ST candidates. Some employees are working in the district offices are on deputation from district offices and Govt. Departments since the employees are coming on deputation, the required information is not provided by the Corporation.
9	Orissa Film Development Corporation Ltd.	07	01	07	-	-	-	-	01	1 Shortfall of ST candidates.
10	Orissa State Police Housing & Welfare Corporation Ltd.	09	01	09 / 01	01	-	01	-	-	-
11	Orissa Bridge Construction Corporation Ltd.	24	05	24 / 05	03	-	03	-	02	2 Shortfall of ST candidates.
12	Orissa State Financial Corporation Ltd.	-	-	-	04	-	04	-	-	Sanctioned, reserved & filled of posts are not given by the department. Not made fresh recruitment after 1989
13	Orissa Agro Industries Corporation Ltd.	159	36	-	-	-	-	-	36	36 Shortfall of ST candidates. Filled of posts are not given by the department.

14	Agricultural Promotion and Investment Corporation Ltd.	-	-	-	-	-	-	-	-	-
15	Industrial Development Corporation of Orissa Ltd.	883	199	622 / 140	176	13	189	261	-	Ban on recruitment. 49 nos of ST candidates are excess in class-IV category. No new recruitment was made since 1991 due to adverse financial condition.
16	Orissa State Seeds Corporation Ltd.	49	11	44 / 10	11	-	11	05	-	1 excess ST recruitment.
17	Orissa Hydro Power Corporation Ltd.	-	-	-	-	-	-	-	-	-
18	Orissa Industrial Infrastructure Development Ltd.	210	47	-	18	-	18	-	29	29 Shortfall of ST candidates Sanctioned, reserved & filled of posts are mentioned.
19	Orissa Rural Housing & Development Corporation Ltd.	06	-	06	-	-	-	-	-	Single posts
20	Industrial Promotion & Investment Corporation of Orissa Ltd.	54	12	42 / 09	01	-	01	12	08	8 Shortfall of ST candidates. At the time of initial recruitment some posts are single posts and some are filled up by exchanged.
21	GRIDCO	1009	227	1978 / 445	270	13	283	-	162	The recruitment in the Class-IV posts are over employment but the short fall of 162 ST candidates. Probably the over employment in this category are on contractual labourers in various projects.
22	Orissa Power Generation Corporation Ltd.	129	29	125 / 28	23	01	24	04	04	4 shortfall of ST candidates. Non availability of suitable ST candidates
23	Orissa lift Irrigation Corporation Ltd.	629	141	619 / 139	36	-	36	10	103	103 shortfall of ST candidates. Contd..
24	Orissa Small Scale Industries Corporation Ltd.	69	13	-	08	-	08	07	05	5 shortfall of ST candidates.

25	Orissa Beverage Corporation Ltd.	-	-	-	-	-	-	-	-	All are deputed staffs .
26	Orissa Ware housing Corporation Ltd.	270	61	219 / 49	09	-	09	51	40	40 Shortfall of ST candidates.
27	Tribal Development Co-Operative Corporation of Orissa Ltd.	67	15	67 / 15	07	-	07	-	08	8 Shortfall of ST candidates. No specific sanctiond has been made for ST in the TDCC Service Rule, 1990. As per the instruction issued by the Govt. in SC/ST Dev. Deptt. and Finance deptt. no vacant post should be filled up due to poor financial condition and to down size the staff strength.
28	Orissa SC & ST Development Financ Co-Operative Corporation, Ltd.	32	07	32 / 07	05	-	05	-	02	2 Shortfall of ST candidates. 22 nos of employees were posted before 3.2.1984. 50 % reservation are kept for STs.
	Total	4975	1113	4596 / 1029	744	39	783	671	785	

Chapter- V

5. The Current Status of Employment Against the Reserved Vacancies in different Govt. Departments & PSUs in Promotions

- Information from Government Departments:

Besides reservations to the STs in fresh recruitment, reservation in promotions have also been made in different Government Department and PSUs in different category of posts which are presented in the table below:

Table-40
Govt. Departments wise Reserved Vacancies in Class-I Category (Promotion)

Sl No.	Name of the Deptt.	No. of Post		No. of Post filled up				Balance		Remarks
		Sanctioned post	Reserved for STs	Total / ST	ST			Total	ST	
					Male	Female	Total			
1	ST & SC Development Department	52	04	33/7	01	01	02	19	02	Only 18 numbers of post in Class-1 category are to be filled up by promotion in ST&SC Dev. Deptt. and other posts are to be filled up by other Departments from which the Officers are deputed
2	Textiles and Handloom Deptt.	15	03	09 / 02	01	-	01	06	01	1 short fall of ST candidates. Out of 15 sanctioned posts 3 posts are ear marked for reservation under ST quota. At present 9 posts are filled up. Out of 9 posts 3 posts are under ST quota of which 1 post is filled up & 2 posts are vacant.
3	Science and Technology Deptt.	-	-	-	-	-	-	-	-	-
4	Commerce and Transport Deptt.	06	01	04 / 01	01	-	01	02	-	-
5	Fisheries & ARD Deptt.	-	-	-	-	-	-	-	-	-

6	Deptt. Of Energy	31	03	14 / 03	-	-	-	-	03	3 short fall of ST candidates. Out of 31 Tp osts 17 are deputed from other departments. Due to non-availability of ST candidates the rest 14 posts are filled up by general candidates.
7	P.G & P.A.	-	-	-	-	-	-	-	-	-
	Total	104	11	60/13	03	01	04	27	06	

Table-41
Departments wise Reserved Vacancies in Class-II Category (Promotion)

Sl No.	Name of the Deptt.	No. of Post		No. of Post filled up				Balance		Remarks
		Sanction ed post	Reserved for STs	Total / ST	ST			Total	ST	
					Male	Female	Total			
1	ST & SC Development Department	152	27	66/15	12	06	18	86	09	Only 126 posts are to be filled up by promotion in ST&SC Dev. Deptt.
2	Textiles and Handloom Deptt.	61	13	59 / 13	01	01	02	02	11	11 short fall of ST candidates. 20% ST posts filled up. Roster points have been maintained at Govt. Administrative deptt. Textile.
3	Science and Technology Deptt.	-	-	-	-	-	-	-	-	-
4	Commerce and Transport Deptt.	37	08	27 / 06	04	-	04	10	02	2 short fall of ST candidates. ST candidates with requisite qualification are not available. Administration Department has imposed restriction on base level appointment by direct recruitment.
5	Fisheries & ARD Deptt.	-	-	-	-	-	-	-	-	Non of the officers from Directorate of F & ARD have come to Govt. Officers from Finance Department and Revenue Department have come on deputation.

6	Deptt. Of Energy	-	-	-	-	-	-	-	-	Deputation from other departments
7	P.G & P.A.	04	01	04 / 01	01	-	01	-	-	Deputation from other departments
	Total	254	49	156 / 45	18	07	25	98	22	

Table-42
Departments wise Reserved Vacancies in Class-III Category (Promotion)

Sl No.	Name of the Deptt.	No. of Post		No. of Post filled up				Balance		Remarks
		Sanctioned post	Reserved for STs	Total / ST	ST			Total	ST	
					Male	Female	Total			
1	ST & SC Development Department	1041	178	837/188	91	29	120	196	58	Out of the sanctioned strength 170 posts are to be filled up on promotion by other departments. Suitable ST candidates are not available in the feeder grade for promotion.
2	Textiles and Handloom Deptt.	302	68	268 / 60	19	01	20	34	40	
3	Science and Technology Deptt.	-	-	-	-	-	-	-	-	
4	Commerce and Transport Deptt.	1058	238	769 / 173	96	02	98	289	75	Restriction imposed by administrative deptt. in appointment.
5	Fisheries & ARD Deptt.	-	-	-	-	-	-	-	-	
6	Deptt. Of Energy	27	06	21 / 04	05	-	05	06	01	-
7	P.G & P.A.	04	01	04	01	-	01	-	-	-
	Total	2432	491	1899 / 425	212	32	244	525	176	

Table-43
Departments wise Reserved Vacancies in Class-IV Category (Promotion)

Sl No.	Name of the Deptt.	No. of Post		No. of Post filled up				Balance		Remarks
		Sanctioned post	Reserved for STs	Total/ ST	ST			Total	ST	
					Male	Female	Total			
1	ST & SC Development Department	81	20	50/ 11	13	02	15	31	05	-
2	Textiles and Handloom Deptt.	03	01	03 / 01	-	-	-	01	01	1 short fall of ST candidates.
3	Science and Technology Deptt.	-	-	-	-	-	-	-	-	-
4	Commerce and Transport Deptt.	03	01	03 / 01	01	-	01	-	-	-
5	Fisheries & ARD Deptt.	-	-	-	-	-	-	-	-	-
6	Deptt. Of Energy	36	08	31 / 07	02	-	02	05	05	5 short fall of ST candidates.
7	P.G & P.A.	-	-	-	-	-	-	-	-	-
	Total	123	30	87 / 20	16	02	18	37	11	

- **Information from Public Sector Undertakings (PSUs):**

Table-44
PSUs (28 nos) wise sanctioned and filled up posts (ST) in Class-I category
(Promotion)

SI No.	Name of the PSUs	Sanction ed post	Rese rved for STs	(Promotion)				Balance Post		Reason for not filling post
				Total Post filled up			Total	ST		
				Total / ST	M	F			Total	
1	Orissa Forest Development Corporation Ltd.	20	04	20 / 04	-	-	-	05	04	Since no qualified ST candidates are available from the class- II cadre for promotion
2	Orissa Tourism Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
3	Orissa Construction Corporation Ltd.	13	03	12 / 03	-	-	-	01	03	Since no qualified ST candidates are available from the class- II cadre for promotion, dereservation of ST Posts were filled up.
4	Orissa Pisciculture Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
5	Orissa State Road transport Corporation Ltd.	01	-	01	-	-	-	-	-	Single post reservation is not applicable.
6	Orissa cashew Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
7	Orissa Mining Corporation Ltd.	75	17	-	05	-	05	-	12	Officers from different departments like GA, Revenue, Finance, Industries, etc.. come under deputation. The ST Officers of the corporation occupies 5 Class-I post by promotion as per the seniority.
8	Orissa State Civil Supply Corporation Ltd.	-	-	-	-	-	-	-	-	-
9	Orissa Film Development Corporation Ltd.	-	-	-	-	-	-	-	-	-

10	Orissa State Police Housing & Welfare Corporation Ltd.	14	-	12	-	-	-	02	-	Most of the posts filled in this corporation are from different Departments and few single posts in class-I cadre are upgraded as and when necessary.
11	Orissa Bridge Construction Corporation Ltd.	01	-	01	-	-	-	-	-	Single post
12	Orissa State Financial Corporation Ltd.	-	-	-	-	-	-	-	-	-
13	Orissa Agro Industries Corporation Ltd.	14	-	-	-	-	-	-	-	Most of the posts filled in this corporation are from different Departments and few single posts in class-I cadre are upgraded as and when necessary.
14	Agricultural Promotion and Investment Corporation Ltd.	-	-	-	-	-	-	-	-	-
15	Industrial Development Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	-
16	Orissa State Seeds Corporation Ltd.	-	-	-	-	-	-	-	-	-
17	Orissa Hydro Power Corporation Ltd.	-	-	-	-	-	-	-	-	-
18	Orissa Industrial Infrastructure Development Ltd.	-	-	-	-	-	-	-	-	-
19	Orissa Rural Housing & Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
20	Industrial Promotion & Investment Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	-
21	GRIDCO	-	-	-	-	-	-	-	-	-
22	Orissa Power Generation Corporation Ltd.	05	01	05	-	-	-	-	-	Qualified ST candidates are not available.
23	Orissa lift Irrigation Corporation Ltd.	-	-	-	-	-	-	-	-	-
24	Orissa Small Scale Industries Corporation Ltd.	-	-	-	-	-	-	-	-	Non-availability of ST candidates.
25	Orissa Beverage Corporation Ltd.	-	-	-	-	-	-	-	-	All staffs/officers of OSBC are deputed from Govt. Departments. & State PSUs as

										per requirement.
26	Orissa Ware housing Corporation Ltd.	06	01	04	-	-	-	02	01	Single posts of various categories are on deputation from Govt. Departments
27	Tribal Development Co-Operative Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	No specific sanctiond has been made for ST in the TDCC Service Rule, 1990. As per the instruction issued by the Govt. in SC/ST Dev. Deptt. and Finance deptt. no vacant post should be filled up due to poor financial condition and to down size the staff strength.
	Total	149	26	55/ 07	05	-	05	10	20	

Table-45
PSUs (28 nos) wise sanctioned and filled up posts (ST) in Class-II category
(Promotion)

Sl No.	Name of the PSUs	Sanctioned post	Reserved for STs	(Promotion) Total Post filled up				Balance Post		Reason for not filling post
				Total / ST	ST					
					M	F	Total	Total	ST	
1	Orissa Forest Development Corporation Ltd.	33	07	33 / 07	-	-	-	07	07	No qualified ST candidates are available from class-III cadre.
2	Orissa Tourism Development Corporation Ltd.	15	03	08 / 02	-	-	-	07	02	2 short fall of ST candidates.
3	Orissa Construction Corporation Ltd.	13	03	12 / 03	01	-	01	01	02	2 short fall of ST candidates.
4	Orissa Pisciculture Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
5	Orissa State Road transport Corporation Ltd.	-	-	-	-	-	-	-	-	-
6	Orissa cashew Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
7	Orissa Mining Corporation Ltd.	258	58	-	07	02	09	-	49	Filled up as per Rule-5 (3) of ORV Rules and Sec-6 of ORV Act.

8	Orissa State Civil Supply Corporation Ltd.	-	-	-	-	-	-	-	-	-
9	Orissa Film Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
10	Orissa State Police Housing & Welfare Corporation Ltd.	15	03	-	-	-	-	-	03	Out of 15 Class-II posts all are up-graded to Class-I posts. The 13 posts of Dy. Mgr. (civil), 11 posts are up-graded to Class-I. 3 posts are earmarked for ST quota which have not been filled up by the ST candidates.
11	Orissa Bridge Construction Corporation Ltd.	-	-	-	-	-	-	-	-	-
12	Orissa State Financial Corporation Ltd.	-	-	-	-	-	-	-	-	-
13	Orissa Agro Industries Corporation Ltd.	-	-	-	-	-	-	-	-	-
14	Agricultural Promotion and Investment Corporation Ltd.	-	-	-	-	-	-	-	-	-
15	Industrial Development Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	-
16	Orissa State Seeds Corporation Ltd.	-	-	-	-	-	-	-	-	-
17	Orissa Hydro Power Corporation Ltd.	98	22	-	09	-	09	-	13	The rest of ST vacant posts will be filled up in subsequent promotion.
18	Orissa Industrial Infrastructure Development Ltd.	-	-	-	-	-	-	-	-	-
19	Orissa Rural Housing & Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
20	Industrial Promotion & Investment Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	-
21	GRIDCO	1117	251	409 / 92	32	05	37	708	55	ST category of post couldnot be filled up fully due to non availability of qualified candidates.

22	Orissa Power Generation Corporation Ltd.	148	33	148 / 33	07	01	08	-	25	There are various categories of posts in Class-II grade. Most of the posts under this grade are single post which donot required reservation for ST. How ever due to non-availability of suitable ST candidates, the posts are not yet filled up.
23	Orissa lift Irrigation Corporation Ltd.	--	-	-	-	-	-	-	-	-
24	Orissa Small Scale Industries Corporation Ltd.	-	-	-	-	-	-	-	-	-
25	Orissa Beverage Corporation Ltd.	-	-	-	-	-	-	-	-	-
26	Orissa Ware housing Corporation Ltd.	25	05	20 / 04	03	-	03	-	01	Short fall of ST candidates
27	Tribal Development Co-Operative Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	No specific sanctiond has been made for ST in the TDCC Service Rule, 1990. As per the instruction issued by the Govt. in SC/ST Dev. Deptt. and Finance deptt. no vacant post should be filled up due to poor financial condition and to down size the staff strength.
	Total	1722	380	320 / 141	59	08	67	735	183	

Table- 46
PSUs (28 nos) wise sanctioned and filled up posts (ST) in Class-III category (Promotion)

SI No.	Name of the PSUs	Sanctioned post	Reserv ed for STs	Total Post filled up			Balance Post		Reason for not filling post	
				Total / ST	ST					
					M	F	Total	Total		ST
1	Orissa Forest Development Corporation Ltd.	-	-	-	-	-	-	-	-	
2	Orissa Tourism Development Corporation Ltd.	43	10	31 / 07	-	-	-	12	07	7 short fall of ST candidates.
3	Orissa Construction Corporation Ltd.	-	-	-	-	-	-	-	-	-
4	Orissa Pisciculture Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
5	Orissa State Road transport Corporation Ltd.	32	07	28 / 06	01	-	01	04	05	5 short fall of ST candidates.
6	Orissa cashew Development Corporation Ltd.	10	02	10 / 02	-	-	-	-	02	Dereservation/Exchange
7	Orissa Mining Corporation Ltd.	1175	264	817 / 184	104	04	108	358	76	76 short fall of ST candidates Due to non availability of ST candidates
8	Orissa State Civil Supply Corporation Ltd.	-	-	-	-	-	-	-	-	-
9	Orissa Film Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
10	Orissa State Police Housing & Welfare Corporation Ltd.	24	05	24	-	-	-	-	05	-

11	Orissa Bridge Construction Corporation Ltd.	-	-	-	-	-	-	-	-	-
12	Orissa State Financial Corporation Ltd.	-	-	-	-	-	-	-	-	-
13	Orissa Agro Industries Corporation Ltd.	-	-	-	-	-	-	-	-	-
14	Agricultural Promotion and Investment Corporation Ltd.	-	-	-	-	-	-	-	-	-
15	Industrial Development Corporation of Orissa Ltd.	721	162	642 / 144	60	04	64	79	80	-
16	Orissa State Seeds Corporation Ltd.	40	09	35 / 08	02	-	02	05	06	-
17	Orissa Hydro Power Corporation Ltd.	1755	395	1447 / 325	85	02	87	308	238	238 short fall of ST candidates
18	Orissa Industrial Infrastructure Development Ltd.	-	-	-	-	-	-	-	-	-
19	Orissa Rural Housing & Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
20	Industrial Promotion & Investment Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	-
21	GRIDCO	-	-	-	-	-	-	-	-	-
22	Orissa Power Generation Corporation Ltd.	401	90	401 / 90	42	03	45	-	45	Short fall of 45 ST candidates with requisite qualification are not available
23	Orissa lift Irrigation Corporation Ltd.	-	-	-	-	-	-	-	-	-
24	Orissa Small Scale Industries Corporation Ltd.	-	-	-	-	-	-	-	-	-

25	Orissa Beverage Corporation Ltd.	-	-	-	-	-	-	-	-	-
26	Orissa Ware housing Corporation Ltd.	98	22	94 / 21	06	-	06	04	15	Candidates are not found from the feeder grade and single posts.
27	Tribal Development Co-Operative Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	No specific sanctiond has been made for ST in the TDCC Service Rule, 1990. As per the instruction issued by the Govt. in SC/ST Dev. Deptt. and Finance deptt. no vacant post should be filled up due to poor financial condition and to down size the staff strength.
Total		4299	958	3529 / 787	300	13	313	770	568	

Table- 47
PSUs (28 nos) wise sanctioned and filled up posts (ST) in Class-IV category (Promotion)
(Promotion)

SI No.	Name of the PSUs	Sanctioned post	Reserved for STs	(Promotion)				Balance Post		Reason for not filling post
				Total / ST	ST					
					M	F	Total	Total	ST	
1	Orissa Forest Development Corporation Ltd.	1281	288	1281 / 288	-	-	-	-	288	288 short fall of ST candidates .No ST candidates recruited by this PSUs.
2	Orissa Tourism Development Corporation Ltd.	08	02	08 / 02	01	-	01	02	01	-
3	Orissa Construction Corporation Ltd.	09	02	09 / 02	-	-	-	-	02	2 short fall of ST candidates Dereservation of ST posts due to non-availability of ST candidates.
4	Orissa Pisciculture Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
5	Orissa State Road transport Corporation Ltd.	-	-	-	-	-	-	-	-	-
6	Orissa cashew Development Corporation Ltd.	-	-	-	-	-	-	-	-	-

7	Orissa Mining Corporation Ltd.	-	-	-	-	-	-	-	-	-
8	Orissa State Civil Supply Corporation Ltd.	-	-	-	-	-	-	-	-	-
9	Orissa Film Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
10	Orissa State Police Housing & Welfare Corporation Ltd.	-	-	-	-	-	-	-	-	-
11	Orissa Bridge Construction Corporation Ltd.	-	-	-	-	-	-	-	-	-
12	Orissa State Financial Corporation Ltd.	-	-	-	-	-	-	-	-	-
13	Orissa Agro Industries Corporation Ltd.	-	-	-	-	-	-	-	-	-
14	Agricultural Promotion and Investment Corporation Ltd.	-	-	-	-	-	-	-	-	-
15	Industrial Development Corporation of Orissa Ltd.	389	87	290 / 65	70	07	77	99	11	Due to lack of availability of ST candidates some posts were filled up by general candidates.
16	Orissa State Seeds Corporation Ltd.	-	-	-	-	-	-	-	-	-
17	Orissa Hydro Power Corporation Ltd.	792	178	672 / 151	54	04	58	120	93	Due to lack of availability of ST candidates, some posts were filled up by general candidates.
18	Orissa Industrial Infrastructure Development Ltd.	-	-	-	-	-	-	-	-	-
19	Orissa Rural Housing & Development Corporation Ltd.	-	-	-	-	-	-	-	-	-
20	Industrial Promotion & Investment Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	-
21	GRIDCO	-	-	-	-	-	-	-	-	-
22	Orissa Power Generation Corporation Ltd.	-	-	-	-	-	-	-	-	-

23	Orissa Lift Irrigation Corporation Ltd.	-	-	-	-	-	-	-	-	-
24	Orissa Small Scale Industries Corporation Ltd.	-	-	-	-	-	-	-	-	-
25	Orissa Beverage Corporation Ltd.	-	-	-	-	-	-	-	-	-
26	Orissa Ware housing Corporation Ltd.	13	03	11 / 02	01	-	01	02	01	Short falll of 2 ST candidates.
27	Tribal Development Co-Operative Corporation of Orissa Ltd.	-	-	-	-	-	-	-	-	No specific sanctiond has been made for ST in the TDCC Service Rule, 1990. As per the instruction issued by the Govt. in SC/ST Dev. Departments and Finance Departments no vacant post should be filled up due to poor financial condition and to down size the staff strength.
	Total	2492	560	2271 / 510	126	11	137	223	396	

Table-48
Class wise Reserved Vacancies and Placement made in 28 PSUs
(Both in Initial Recruitment & Promotion)

Group/ Class	Sanctioned Post			Total nos. of Employees			Nos of ST employees			%age of Total to ST
	Inti.	Prom.	Total	Inti.	Prom.	Total	Inti.	Prom.	Total	
Class-I	755	149	904	524	55	579	02	05	07	1.20
Class-II	893	1722	2615	379	320	699	39	67	106	15.16
Class-III	10457	4299	14756	6757	3529	10286	444	313	757	7.36
Class-IV	4943	2492	7435	4565	2271	6836	778	137	915	13.39

- The above table showing the number of sanctioned post recruited initially and in promotion in general and the quota of reservation of ST employees in different grades in PSUs on the basis of available data (as on 31-07-2007).
- The initial and promotional posts include single post and deputed post.
- The representation of STs shown in the above table in all the 4 categories of groups is much less than the prescribed percentage of reservation.
- The State Govt. should take necessary steps to ensure implementation of reservation policy strictly both in letter and spirit and may also take proper action to fill up the reserved vacancies through special recruitment drive at least in every six months.

Chapter- VI

6. Factors responsible for achievements both in filling the reserved category of posts and posts reserved for promotions, collected from the field study

Schedules were administered for collection of data/information from field level. Total 415 schedules were used to collect information from the Successful candidates (employees) in different categories of posts working in the Government Departments/ PSUs and Un- Successful candidates who have registered their name in the Employment Exchange from 13 Scheduled districts and 2 Non-Scheduled districts (Bolangir & Nawapara). The abstract of the information collected in the schedules are presented below: -

- Home department is the only department of the State which have notified and recruited maximum number of posts for various categories during the last six years i.e. 2002-07.
- During these six years, Police constables, Writers, Drivers, Cooks and Battalion constables etc. were recruited and posted in the boarder districts as and when required in the Police stations, C.I. offices and Orissa State Armed Police (Battalions) by Home Department.
- There are six departments of the State Government have not absorbed and recruited a single person in any post under their jurisdiction due to ban on recruitment in post and services imposed by the State Government.
- During last six years (2002-07) the number of recruitment of ST candidates was 616 as against the number of vacancies notified for them in 13 Departments was 458, which indicates that the placement of ST categories were made including the spill over vacancies notified in the earlier years as per the roster rule.
- 36 Administrative Departments are functioning under the State Government.
- Most of the Departments like Parliamentary Affairs, Public Grivances & Pension Administration, Public Enterprises, General Administration, Housing & Urban Development, Information & Technology, Law, Rural Development, Sceience & Technology, Water Resources etc. have absolutely no offices functioning in the Districts.
- 13 Departments mentioned in the table (24) are the Services departments responsible for development administration.
- In 17 Micro Projects, total 338 nos. of PTGs are employed in different Government and Private Organizations, out of which 277 are males and 61 females.
- Among 338 PTG employees, 163 (48.22%) are under Matric, 75 (22.19%) are Matriculate and 75 (22.19%) are Intermediate, 21(6.21%) are graduates, 02(0.06) are post graduates and only 02 are qualified technicians.
- Maximum qualified PTGs are found among Saora (54) in Tumba Development Agency, a Micro Project functioning at Tumba of Patrapur block, followed by Bonda (50) in Bonda Development Agency, functioning at Muduilpada of Khairput block and Lanjia Saora (41) in Lanjia Saora Development Agency, Puttasingh of Gunpur block.
- Two Post Graduates and one technically qualified candidate are found among Lanjia Saora in LSDA, Puttasingh area of Gunupur block of Rayagada district

and another technically qualified candidates is from Dongria Kondh community of Dongria Kondh Development Agency functioning at Chatikana of Bissam Cuttack block in Rayagada district.

- Maximum qualified female candidates (11) are from Bondo Community followed by 7 each from Lodha, Lanjia Saora and Saora Community respectively.

- **Category wise successful candidates interviewed**

Table- 49 (A)
Category wise successful candidates interviewed
(Initial Recruitment)

Sl. No.	Name of the dists.	Class - II			Class - III			Class - IV			Total		
		T	M	F	T	M	F	T	M	F	T	M	F
1	Kalahandi	05	05	-	06	04	02	05	05	-	16	14	02
2	Sundergarh	05	02	03	05	05	-	05	05	-	15	12	03
3	Sambalpur	02	-	02	05	02	03	05	03	02	12	05	07
4	Rayagada	02	01	01	05	03	02	05	05	-	12	09	03
5	Gajapati	02	02	-	05	05	-	05	05	-	12	12	-
6	Kondhmal	03	03	-	05	05	-	05	05	-	13	13	-
7	Ganjam	-	-	-	05	05	-	05	05	-	10	10	-
8	Balasore	03	02	01	05	04	01	04	03	01	12	09	03
9	Mayurbhanj	02	02	-	06	04	02	05	05	-	13	11	02
10	Keonjhar	03	02	01	07	07	-	05	05	-	15	14	01
11	Koraput	03	03	-	06	06	-	05	04	01	14	13	01
12	Malkangiri	04	04	-	05	05	-	05	04	01	14	13	01
13	Nawarangpur	03	03	-	05	05	-	05	04	01	13	12	01
14	Bolangir	06	06	-	05	05	-	05	04	01	16	15	01
15	Nawapara	04	04	-	05	05	-	05	05	-	14	14	-
Total		47	39	08	80	70	10	74	67	07	201	176	25

- Total 201 successful candidates in respect of class II, III & IV category of posts were interviewed from 15 districts (13 Scheduled districts and 2 non-scheduled Districts) to find out their reasons of success in getting jobs.
- Out of total number of candidates interviewed, 176 numbers (88%) were males and only 25 numbers (12%) were females.
- Out of 201 candidates, 47 nos. belong to Class II category, 80 belongs to Class III category and 74 nos. to Class IV category.
- Class I category Officers who have directly recruited in Government job from the ST category were not interviewed, as such candidates were not available during the field study.

Table- 49(B)
Category wise successful candidates interviewed
(Promotional cases in Class- I, II, III, IV category)

Sl. No.	Scheduled Area Dist.	Class - I			Class - II			Class - III			Class - IV			Total		
		T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
1	Kalahandi	03	03	-	03	03	-	02	02	-	-	-	-	08	08	-
2	Sundergarh	02	02	-	04	02	02	01	01	-	-	-	-	07	05	02
3	Sambalpur	01	01	-	02	02	-	02	02	-	-	-	-	05	05	-
4	Rayagada	-	-	-	-	-	-	02	02	-	-	-	-	02	02	-
5	Gajapati	-	-	-	-	-	-	01	01	-	-	-	-	01	01	-
6	Kondhmal	-	-	-	-	-	-	04	04	-	-	-	-	04	04	-
7	Ganjam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	Balasore	01	01	-	-	-	-	01	01	-	01	01	-	03	03	-
9	Mayurbhanj	02	02	-	01	01	-	01	01	-	02	02	-	06	06	-
10	Keonjhar	01	-	01	01	01	-	01	01	-	02	02	-	05	04	01
11	Koraput	-	-	-	01	01	-	-	-	-	-	-	-	01	01	-
12	Malkangiri	-	-	-	03	02	01	-	-	-	-	-	-	03	02	01
13	Nawarangpur	-	-	-	01	01	-	06	05	01	-	-	-	07	06	01
14	Bolangir	01	01	-	02	02	-	01	01	-	01	01	-	05	05	-
15	Nawapara	-	-	-	01	01	-	03	03	-	-	-	-	04	04	-
Total		11	10	01	19	16	03	25	24	01	06	06	-	61	56	05

- Total 61 successful candidates in class I, II, III & IV categories in promotional post were interviewed from 15 districts (13 Scheduled districts and 2 non-scheduled Districts) to find out their reasons of success in getting in Govt. jobs and subsequently promoted to their respective cadre.
- Out of total number of candidates interviewed, 56 numbers (91.80%) were males and only 5 numbers (8.20%) were females.
- Out of 61 Candidates, 11 nos. belong to Class I category, 19 to Class II category and 25 nos. to Class III and 6 nos from Class IV category.

Table- 50
Gender wise rural and urban dwellers before recruitment to different posts
(Initial Recruitment & Promotional category)

Sl. No.	Scheduled Dist.	Rural			Urban			Total (Class- II, III, IV)		
		T	M	F	T	M	F	T	M	F
1	Kalahandi	20	18	02	04	04	-	24	22	02
2	Sundergarh	16	13	03	06	04	02	22	17	05
3	Sambalpur	10	05	05	07	05	02	17	10	07
4	Rayagada	10	08	02	04	03	01	14	11	03
5	Gajapati	11	11	-	02	02	-	13	13	-
6	Kondhmal	15	15	-	02	02	-	17	17	-
7	Ganjam	10	10	-	-	-	-	10	10	-
8	Balasore	11	09	02	04	03	01	15	12	03
9	Mayurbhanj	16	14	02	03	03	-	19	17	02
10	Keonjhar	18	17	01	02	01	-	20	18	02

11	Koraput	11	10	01	04	03	01	15	13	02
12	Malkangiri	10	09	01	07	06	01	17	15	02
13	Nawarangpur	11	10	01	09	08	01	20	18	02
14	Bolangir	14	13	01	07	07	-	21	20	01
15	Nawapara	15	15	-	03	03	-	18	18	-
Total		198	177	21	64	54	10	262	231	31

- Among the total number of candidates interviewed, 198 numbers (75.57%) were rural dwellers and only 64 numbers (24.43%) were urban dwellers before getting employment.
- This shows that maximum candidates belong to rural area.

Table – 51
Gender Wise community
(Initial Recruitment & Promotional Candidates)

Sl. No.	Scheduled Area Dist.	Binjhal		Kondh		Kolha		Paraja		Kisan		Bonda		Bhottada		Mirdha	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1	Kalahandi	-	-	05	02	03	-	-	-	-	-	-	-	-	-	-	-
2	Sundergarh	-	-	02	-	-	-	-	-	02	-	-	-	-	-	-	-
3	Sambalpur	-	-	02	-	-	-	-	-	-	-	-	-	01	-	01	-
4	Rayagada	-	-	10	03	-	-	01	-	-	-	-	-	-	-	-	-
5	Gajapati	-	-	01	-	02	-	-	-	-	-	-	-	-	-	-	-
6	Kondhmal	-	-	09	-	-	-	02	-	-	-	-	-	01	-	-	-
7	Ganjam	-	-	-	-	02	-	-	-	-	-	-	-	-	-	-	-
8	Balasore	-	-	01	-	01	-	-	-	-	-	-	-	-	-	-	02
9	Mayurbhanj	-	-	-	-	02	-	-	-	-	-	-	-	-	-	-	-
10	Keonjhar	01	-	-	-	01	-	02	-	01	-	-	-	-	-	-	-
11	Koraput	-	-	-	-	-	-	08	01	-	-	-	-	-	-	-	-
12	Malkangiri	-	-	-	-	-	-	03	01	-	-	02	-	03	-	-	-
13	Nawarangpur	-	-	03	-	-	01	08	-	-	-	-	-	03	-	-	-
14	Bolangir	04	-	02	-	-	-	-	-	-	-	-	-	-	-	-	-
15	Nawapara	-	-	04	-	-	-	-	-	-	-	-	-	01	-	-	-
Total		05	-	39	05	11	01	24	02	01	02	02	-	09	-	01	02

Contd..

Sl. No.	Scheduled Area Dist.	Bhumij		Santal		Sabar		Khadia		Kora		Gond		Bhuiyan		Oraon		Munda	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1	Kalahandi	-	-	03	-	04	-	01	-	-	-	05	-	-	-	01	-	-	-
2	Sundergarh	01	-	01	02	-	-	02	-	-	-	04	-	02	-	03	01	02	-
3	Sambalpur	-	-	01	-	-	-	01	01	-	-	01	02	-	01	02	02	01	-
4	Rayagada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Gajapati	-	-	-	-	08	-	-	-	-	-	-	-	-	-	01	-	01	-
6	Kondhmal	01	-	03	-	01	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Ganjam	-	-	-	-	06	-	-	-	-	-	01	-	-	-	-	-	01	-
8	Balasore	02	-	06	02	-	-	01	-	-	-	-	-	-	-	-	-	-	-
9	Mayurbhanj	05	02	08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

10	Keonjhar	-	-	-	-	01	-	-	-	01	-	02	-	03	-	-	-	02	-
11	Koraput	-	-	01	-	-	-	-	-	-	-	02	-	-	-	01	-	01	-
12	Malkangiri	01	-	-	-	-	-	02	-	-	-	02	-	-	-	-	-	-	-
13	Nawarangpur	-	-	-	-	01	-	-	-	-	-	02	01	-	-	01	-	-	-
14	Bolangir	-	-	01	-	06	-	03	01	-	-	01	-	-	-	-	-	01	-
15	Nawapara	-	-	01	-	01	-	-	-	-	-	08	-	-	-	-	-	-	-
Total		10	02	25	04	28	-	10	02	01	-	28	03	05	01	09	03	09	-

Contd...

Sl. No.	Scheduled Area Dist.	Banjara		Bathudi		Mahali		K.Dora		Holva		Gadba		Bagata		Total		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	M	F
1	Kalahandi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	22	02
2	Sundergarh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	17	05
3	Sambalpur	-	-	-	-	-	-	-	01	-	-	-	-	-	-	17	10	07
4	Rayagada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	11	03
5	Gajapati	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	13	-
6	Kondhmal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	17	-
7	Ganjam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	10	-
8	Balasore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	11	04
9	Mayurbhanj	-	-	01	-	01	-	-	-	-	-	-	-	-	-	19	17	02
10	Keonjhar	-	-	05	01	-	-	-	-	-	-	-	-	-	-	20	19	01
11	Koraput	-	-	-	-	-	-	-	-	01	-	-	-	-	-	15	14	01
12	Malkangiri	-	-	-	-	02	-	-	-	-	-	-	-	-	01	17	15	02
13	Nawarangpur	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	18	02
14	Bolangir	-	-	01	-	-	-	-	-	-	-	01	-	-	-	21	20	01
15	Nawapara	03	-	-	-	-	-	-	-	-	-	-	-	-	-	18	18	-
Total		03	-	07	01	03	-	-	01	01	-	01	-	-	01	262	232	30

- As many as 24 categories of candidates from different ST communities were interviewed to ascertain the reasons of their success in getting the Government jobs. The male representation was 232 where as the female representation was 30 respectively.
- Out of the above communities, representation from Kondh (44) is highest followed by Gond (31), Santal (29), Sabar (28) and Paraja (26).
- Out of total representation of female (30), the Kondh being the highest (5).

Table-52
Family members and their occupation
(Initial Recruitment & Promotional Candidates)

Sl. No	Name of the District	Nos of candidates	No. of family members	No. Of family members engaged in work	Cultivation	Agri. Labour	Small business	Industry Worker	Govt Service	Pvt. Service	Self Employment
1	Kalahandi	24	122	48	15	-	-	-	31	01	01
2	Sundergarh	22	123	52	10	02	02	-	33	04	01
3	Sambalpur	17	89	35	06	-	-	-	23	02	04

4	Rayagada	14	60	27	01	05	-	-	19	02	-
5	Gajapati	13	73	28	03	-	01	-	21	-	03
6	Kondhmal	17	67	19	03	-	01	-	14	-	01
7	Ganjam	10	47	23	10	03	-	-	10	-	-
8	Balasore	15	51	25	04	-	02	-	16	02	01
9	Mayurbhanj	19	77	35	13	-	01	-	20	01	-
10	Keonjhar	20	88	40	03	10	-	-	27	-	-
11	Koraput	15	82	25	01	03	-	-	21	-	-
12	Malkangiri	17	78	21	02	01	-	-	18	-	-
13	Nawarangpur	20	85	29	-	06	01	-	21	01	-
14	Bolangir	21	135	52	18	02	01	-	29	01	01
15	Nawapara	18	97	33	07	01	-	-	25	-	-
	Total	262	1274	492	96	33	09	-	328	14	12

- The total nos. of family members of 262 successful candidates from initial recruitment and Promotion category are 1274 out of which 492 (38.62%) persons are engaged in different works as mentioned in the above table. The rest 782 (61.38%) family members are dependant.
- Out of 492 persons, 328 persons (66.67%) are engaged in Govt. service, followed by cultivation (19.51%), 6.71% are working as agricultural labour, 2.44% are self employed, 1.83% are doing small business and 2.84% are persons are engaged in Private Organizations.
- None of the working members of the family are engaged in industrial work.

Table-53
Annual income of the Candidate's family

S.I No	Name of the District (Scheduled District)	No of Candidate	Rs. 50, 000- 1,00,000	Rs, 1,00,001- 1,50,000	Rs, 150,001- 2,00,000 & above
1	Kalahandi	24	05	09	10
2	Sundergarh	22	08	06	08
3	Sambalpur	17	06	07	04
4	Rayagada	14	08	04	02
5	Gajapati	13	06	03	04
6	Kandahmal	17	07	06	04
7	Ganjam	10	07	03	-
8	Balasore	15	09	02	04
9	Mayurbhanj	19	14	01	04
10	Keonjhar	20	12	03	05
11	Koraput	15	07	01	07
12	Malkangiri	17	08	04	05
13	Nawarangpur	20	08	07	05
14	Bolangir	21	08	05	08
15	Nawapara	18	06	06	06
	Total	262	119	67	76

- Out of 262 candidates, 119 (45.42%) nos of candidates are in the annual income range between Rs.50, 000 and 1,00,000, 67 (25.57%) are in the income range of

Rs.1, 00, 001 to 1,50,000 and 76 (29%) are in the range of Rs.1, 50,001 to 2,00,000 and above.

- From the above table it transpires that most of the candidates belong to lower middle-income group ranging from Rs.50, 000 to 1, 00, 000.

Table-54 (A)
Opinion about preparation and reason of success for OAS cadre Posts

Sl. No	Scheduled Area Dist.	Manner of preparation			Reason of success	
		Self study/ Hard labour	Pvt. Coaching	PETC (Govt- Coaching)	Due to reservation	Due to relaxation in age/marks
1	Kalahandi	05	-	-	05	05
2	Sundergarh	05	-	-	05	05
3	Sambalpur	02	-	-	01	02
4	Rayagada	02	-	-	02	02
5	Kondhmal	03	-	-	03	03
6	Gajapati	02	-	-	02	02
7	Ganjam	-	-	-	-	-
8	Balasore	03	-	-	03	03
9	Mayurbhanj	02	-	-	02	02
10	Keonjhar	03	-	-	03	02
11	Koraput	03	-	-	03	03
12	Malkangiri	04	-	-	04	04
13	Nawarangpur	03	-	-	03	03
14	Bolangir	06	-	-	06	06
15	Nawapara	04	-	-	04	04
Total		47	-	-	46	47

- Total 47 candidates from 15 districts (13 districts in Scheduled area and of districts in Non-Scheduled area) were interviewed.
- All the candidates opined different reasons of their success.
- 46 candidates opined that they got success mainly due to Reservation, and cent percent candidates opined due to self-study /hard labour.

Table-54 (B)
Attempts taken to get success in OAS exam

Sl. No	Districts	Total Nos. of candidate	Qualifies in one chance	Qualifies in more than one Chance
		05	05	-
2	Sundergarh	05	05	-
3	Sambalpur	02	02	-
4	Rayagada	02	-	02
5	Kondhmal	03	03	-
6	Gajapati	02	02	-
7	Ganjam	-	-	-
8	Balasore	03	03	-
9	Mayurbhanj	02	02	-
10	Keonjhar	02	03	-
11	Koraput	03	02	01
12	Malkangiri	04	04	-

13	Nawarangpur	03	03	-
14	Bolangir	06	06	-
15	Nuapada	04	04	-
	Total	47	44	03

- Out of 47 candidates, 44 (93.62%) qualify OAS examination in one chance and only 3 (6.38%) candidates have qualified in more than one chance.

Table-54 (C)
Attitude of candidates towards reservation

Sl. No	Districts	Attitude About Reserved category			Opinion about facilities for Coaching & training		
		Good	Bad	Discrimination	Engough	Not enough	Not required
1	Kalahandi	05	-	-	-	05	-
2	Sundergarh	05	-	-	01	04	-
3	Sambalpur	02	-	-	-	02	-
4	Rayagada	02	-	-	01	01	-
5	Kondhmal	03	-	-	-	03	-
6	Gajapati	02	-	-	-	02	-
7	Ganjam	-	-	-	-	-	-
8	Balasore	03	-	-	-	03	-
9	Mayurbhanj	02	-	-	01	01	-
10	Keonjhar	03	-	-	-	03	-
11	Koraput	03	-	-	-	03	-
12	Malkangiri	04	-	-	01	03	-
13	Nawarangpur	03	-	-	-	03	-
14	Bolangir	06	-	-	03	03	-
15	Nuapada	04	-	-	-	04	-
	Total	47	-	-	07	40	-

- Out of 47 candiadtes who got success by appearing OAS examination, 40(85.11%) candidates opined that the facilities provided by the Government on Coaching and Training is not sufficient where as 7(14.89%) opined that the facilities provided by the Government on Coaching and Training is enough.

Table-54 (D)
Suggestion for improvement in the efficacy of reservation

Sl. No	Districts	Number of candidates	Suggestions for improvement				
			Increase age Relaxation	Increase reserved posts	Proper implementation of ORV	Scholarship	Required coaching facility
2	Kalahandi	05	02	03	06	05	05
3	Sundergarh	05	02	03	05	03	04
4	Sambalpur	02	-	-	02	01	02
5	Rayagada	02	-	02	-	-	02
6	Kondhmal	03	02	02	-	02	03
7	Gajapati	02	02	01	-	02	02
8	Ganjam	-	-	-	-	-	-
9	Balasore	03	-	01	02	-	03
10	Mayurbhanj	02	-	01	01	-	01
11	Keonjhar	03	03	-	-	-	03
12	Koraput	03	02	02	-	01	03
13	Malkangiri	04	02	03	-	-	03
14	Nawarangpur	03	02	-	-	02	02
14	Bolangir	06	02	03	-	03	03
15	Nuapada	04	04	-	-	-	04
	Total	47	23	21	16	19	42

- Out of 47 candidates in OAS cadre, 48.94% opined for increase in age relaxation, 44.68% candidates opined for increase in reservation for posts and services.
- 16 (34.04%) candidates suggested for the proper implementation of ORV Act and 19 (40.43%) candidates suggested for provision of scholarship for preparation of administrative service/competative examination.
- Further, 42 (89.36%) candidates suggested for provision of coaching facility by the Government in tribal districts.

Table-55
Reasons of Success in Govt. Jobs in Class III, IV Posts
(Initial Recruitment)

Sl No	Name of the Scheduled Area District	Relaxation in Age	Relaxation in minimum Qualifying mark	Relaxation due to poor Socio Economic Condition	Due to Reservation	Facilities provided for Pre Examination Training /Coaching	Due to rehabilitation	Due to awareness	Name Sponsored by EE	Due to Backing
1	Kalahandi	-	-	01	09	-	05	02	05	-
2	Sundergarh	-	-	02	06	-	02	05	04	-
3	Sambalpur	01	-	-	06	-	05	01	05	-
4	Rayagada	01	05	01	05	-	-	05	02	01

5	Gajapati	04	05	-	05	-	-	05	01	-
6	Kandahmal	02	06	04	05	-	-	05	-	-
7	Ganjam	01	01	-	05	-	05	05	03	-
8	Balasore	-	05	02	03	05	-	-	03	-
9	Mayurbhanj	08	-	05	04	03	-	-	01	-
10	Keonjhar	-	02	03	03	05	-	-	04	-
11	Koraput	-	02	-	04	-	01	05	04	01
12	Malkangiri	-	-	05	01	05	-	04	01	04
13	Nawarangpur	-	05	-	02	05	03	02	01	02
14	Bolangir	-	04	-	04	01	02	04	05	-
15	Nawapara	-	05	02	05	-	-	05	-	-
	Total	17	40	25	67	24	23	48	39	08

- Total 154 Candidates from 15 districts (13 districts in Scheduled areas and 2 districts in Non-Scheduled areas) were interviewed and all the Candidates opined different reasons of their success.
- Major reasons of their success in getting jobs in Government services are due to awareness on reservation policy, relaxation in minimum qualifying marks, relaxation of age, facilities provided for Pre-Examination and Training and coaching followed by their names sponsored from the Employment Exchange Offices.
- Besides, other reasons of success in getting Govt. job are due to rehabilitation and some of them stated that due to sponsoring their names through Employment Exchange by influence from other sources.

Table No-56
Distance of School from village
(Candidates including Initial Recruitment & Promotion)

Sl No	Scheduled Area District	Primary/Middle (Distance in Kms)					H.S.C (Distance in Kms)				
		In the village	1-2	2-3	4-5	5 and above	In the village	1-2	2-3	4-5	5 and above
1	Kalahandi	09	03	03	05	04	03	01	03	03	10
2	Sundergarh	12	01	03	02	04	03	02	03	03	08
3	Sambalpur	06	02	04	03	02	03	04	04	02	03
4	Rayagada	03	03	02	01	05	-	02	02	01	05
5	Gajapati	05	06	-	03	-	-	02	03	02	08
6	Kondhmal	06	03	03	01	02	01	04	03	-	06
7	Ganjam	01	05	01	01	02	-	-	-	-	06
8	Balasore	07	05	01	01	01	01	02	04	01	02
9	Mayurbhanj	07	02	03	02	05	01	01	03	02	05
10	Keonjhar	06	06	05	02	02	03	02	04	01	06
11	Koraput	05	02	03	02	03	01	07	01	01	02
12	Malkangiri	07	02	03	04	01	-	03	01	01	06
13	Nawarangpur	07	03	03	02	05	01	02	02	-	11
14	Bolangir	06	03	07	03	02	03	02	05	02	06
15	Nawapara	04	03	05	05	01	01	03	03	01	08
TOTAL		91	49	46	37	39	21	37	41	20	92

- Out of 262 candidates, 91(34.73 %) candidates had Primary/Middle School facility within their village. 171(65.27%) candidates have no such schooling facility within their village.
- Among them, 49(18.70%) candidates had availed the Primary/Middle School facilities within 1-2 Kms, 46 (17.56%) candidates had availed the Schooling facility at a distance of 2-3 Kms, 37 (14.12%) candidates had to cover 4-5 Kms and 39(14.89%) candidates had to cover more than 5 Kms.
- Regarding High school facility, 190 (90.04%) candidates have no High School facilities within their village.
- But 21 (9.95 %) candidates had high school facilities in their villages, 37 (17.54%) candidates had availed the schooling facility at a distance of 1-2 Kms, 41 (19.43%) candidates had to cover 2-3 Kms and 20 (9.48%) candidates had to cover 4-5 Kms and 92 (45.02%) nos. of candidates had to cover more than 5 Kms.

Table No-56 (B)
Distance of Collage from village

SI No	District	Higher Secondary (Distance in Kms)					Graduation (Distance in Kms)				
		In the village	1-2	2-3	4-5	5 and above	In the village	1-2	2-3	4-5	5 and above
1	Kalahandi	02	02	03	02	10	02	01	02	-	08
2	Sundergarh	01	-	01	01	09	01	-	01	01	07
3	Sambalpur	02	03	03	03	02	-	01	02	01	03
4	Rayagada	-	01	03	-	03	-	-	-	-	03
5	Gajapati	-	-	-	02	02	-	-	-	-	02
6	Kondhmal	01	-	-	-	02	01	01	-	-	02
7	Ganjam	-	-	-	-	-	-	-	-	-	-
8	Balasore	-	-	02	01	04	-	-	-	-	04
9	Mayurbhanj	01	-	-	01	03	01	-	-	-	09
10	Keonjhar	-	-	02	-	04	-	-	01	01	04
11	Koraput	-	-	01	01	03	-	-	01	-	03
12	Malkangiri	01	-	02	-	03	01	-	02	-	04
13	Nawarangpur	-	01	01	02	05	-	-	-	-	03
14	Bolangir	-	01	06	-	06	01	-	-	-	06
15	Nawapara	-	05	03	02	03	01	-	-	-	03
TOTAL		08	13	27	15	59	08	03	09	03	61

- Out of 122 candidates, only 8(6.56%) candidates had availed the college facility within their village.
- Among them, only 13 (10.66%) candidates had College facility within 2 Kms distance, 27(22.13%) candidates had availed the College facility at a distance of 2-3

Kms, 15(12.30%) candidates had to cover 4-5 Kms and 59(48.36%) candidates had to cover more than 5 kms.

- But at the graduation level, only 8 (9.52%) candidates had availed the college facility within their village/town. 3(3.57%) candidates had availed the College facility at a distance of 2 Kms, 9(10.71) candidates had to cover 2-3 Kms, 3(3.57%) candidates had to cover 4-5 kms and 61(72.62%) candidates had to cover more than 5 Kms for their graduation Degree.

Table No-56 (C)
Distance of Collage (PG)/Technical Institution from village

SI No	District	P.G. (Distance in Kms)					Technical/Others (Distance in Kms)				
		In the village	1-2	2-3	4-5	5 and above	In the village	1-2	2-3	4-5	5 and above
1	Kalahandi	-	-	-	-	04	01	-	-	01	01
2	Sundergarh	-	-	-	-	06	04	-	-	-	02
3	Sambalpur	-	-	-	-	02	-	-	-	-	-
4	Rayagada	-	-	-	-	-	-	-	-	01	-
5	Gajapati	-	-	-	-	-	-	-	-	-	01
6	Kondhmal	01	-	-	-	02	-	-	-	-	-
7	Ganjam	-	-	-	-	-	-	-	-	-	-
8	Balasore	-	-	-	-	01	-	-	-	-	02
9	Mayurbhanj	-	-	-	-	03	-	-	-	-	01
10	Keonjhar	-	-	-	-	03	-	-	-	-	01
11	Koraput	-	-	-	-	01	-	-	-	-	-
12	Malkangiri	-	-	-	-	-	-	-	-	-	-
13	Nawarangpur	-	-	-	-	02	-	-	-	-	-
14	Bolangir	-	-	-	-	04	04	-	-	-	-
15	Nawapara	-	-	-	-	-	-	-	-	-	-
TOTAL		01	-	-	-	28	09	-	-	02	08

- Out of 29 candidates, only 1 candidate had availed the College facility with in his village/town.
- 28 (96.55%) candidates had to cover more than 5 Kms for their P.G. degree.
- Regarding technical education only 19 (7.25%) candidates had completed Tech. degree and other degrees. Among them 9(47.37%) candidates had availed facility within their village and 10 candidates at a distance of 4-5 Kms.

Table No-57 (A)
Percentage of marks secured in Primary/Middle and HSC Examination

Sl No	District	Primary/Middle (Marks in percentage)					H.S.C (Marks in percentage)				
		Les than 35	36-45	46-55	56-60	Above 60%	Les than 35	36-45	46-55	56-60	Above 60%
1	Kalahandi	07	04	04	04	05	02	05	03	05	04
2	Sundergarh	07	05	05	02	03	03	08	03	03	-
3	Sambalpur	05	06	03	02	01	03	07	03	01	01
4	Rayagada	06	03	03	02	-	-	06	04	01	-
5	Gajapati	04	06	02	01	-	03	05	05	02	-
6	Kondhmal	07	04	03	02	-	03	07	02	01	-
7	Ganjam	06	04	-	-	-	03	01	02	01	-
8	Balasore	06	04	03	01	01	01	05	03	02	-
9	Mayurbhanj	10	04	02	02	01	02	04	04	01	01
10	Keonjhar	03	09	04	04	-	03	03	07	02	-
11	Koraput	05	04	03	01	02	-	08	03	01	-
12	Malkangiri	07	02	05	01	02	02	04	03	01	01
13	Nawarangpur	05	06	05	03	01	02	05	05	03	-
14	Bolangir	04	04	06	04	03	03	04	07	04	02
15	Nawapara	05	06	05	02	-	03	10	04	01	-
Total		87	72	53	31	19	33	82	58	29	09

- Out of 262 candidates, 91 candidates secured less than 35% of marks, 74 candidates secured 36-45% of marks, 52 candidates secured 46-55% of marks, 28 candidates secured 56-60% marks and only 18 candidates secured more than 60% marks in Primary/Middle level examination.
- Out of the 262 candidates, 211 candidates completed High school education. Among them, 33 candidates secured less than 35% of marks, 82 candidates had secured 36-45% of marks, 58 candidates had secured 46-55% of marks and 29 candidates had secured 56- 60% marks and only 9 candidates secured more than 60% marks in HSC level exam.

Table No-60 (B)
Percentage of marks secured in Higher Secondary and Degree Examination

Sl No	District	Higher Secondary (Marks in percentage)					Graduation (Marks in percentage)				
		Les than 35	36-45	46-55	56-60	Above 60	Les than 35	36-45	46-55	56-60	Above 60
1	Kalahandi	03	04	06	04	02	-	03	03	05	01
2	Sundergarh	01	04	06	01	-	-	03	02	05	-
3	Sambalpur	03	06	03	-	01	-	02	-	03	02
4	Rayagada	01	02	02	02	-	-	-	-	02	01
5	Gajapati	-	-	03	01	-	-	-	01	01	-

6	Kondhmal	-	-	03	-	-	-	-	01	02	-
7	Ganjam	-	-	-	-	-	-	-	-	-	-
8	Balasore	-	-	03	02	02	-	-	01	01	02
9	Mayurbhanj	-	-	01	03	01	-	-	-	05	05
10	Keonjhar	-	-	04	02	-	-	-	02	05	-
11	Koraput	-	01	-	04	-	-	-	02	02	01
12	Malkangiri	-	01	04	01	-	-	-	01	03	01
13	Nawarangpur	01	04	01	02	01	-	-	02	01	-
14	Bolangir	-	-	05	05	03	-	-	03	03	02
15	Nawapara	04	04	03	02	-	-	-	-	03	02
Total		13	26	44	29	10	-	08	18	41	17

- Out of 262 candidates, 122 (46.56%) candidates had completed CHSE. Among them, 8 candidates secured 36-45% of marks, 18 candidates secured 46-55% of marks, 41 candidates secured 56-60% of marks and only 17 candidates secured more than 60% marks in CHSE level exam.
- Only 84 (32.06%) candidates had completed Graduation degree, 8 candidates secured 36-45% of marks, 18 candidates secured 46-55% of marks, 41 candidates secured 56-60% of marks and only 17 candidates secured more than 60% marks in their Graduation examination.

Table No-60 (C)
Percentage of marks secured in PG and Technical Degree Examination

Sl No	District	P.G (Marks in percentage)					Technical/Others (Marks in percentage)				
		Les than 35	36-45	46-55	56-60	Above 60%	Les than 35	36-45	46-55	56-60	Above 60%
1	Kalahandi	-	-	01	03	-	01	-	02	01	01
2	Sundergarh	-	-	-	06	-	-	-	03	01	-
3	Sambalpur	-	-	-	02	01	-	-	-	-	-
4	Rayagada	-	-	-	-	-	-	-	-	01	-
5	Gajapati	-	-	-	-	-	-	-	-	-	01
6	Kondhmal	-	-	01	01	-	-	-	-	-	-
7	Ganjam	-	-	-	-	-	-	-	-	-	-
8	Balasore	-	-	01	01	-	-	-	-	-	02
9	Mayurbhanj	-	-	-	03	-	-	-	01	01	-
10	Keonjhar	-	-	-	03	-	-	-	01	-	-
11	Koraput	-	-	01	-	-	-	-	-	-	-
12	Malkangiri	-	-	-	-	-	-	-	-	-	-
13	Nawarangpur	-	-	-	01	01	-	-	-	-	-
14	Bolangir	-	-	-	01	02	-	-	-	03	-
15	Nawapara	-	-	-	-	-	-	-	-	-	-
Total		-	-	04	21	04	01	-	07	07	04

- Out of 262 candidates, only 22 (11.07%) candidates had completed P.G. degree. Among them, 4 candidates secured 46-55% of marks, 21 candidates secured 56-60% of marks and 4 candidates secured more than 60% of marks.

- Among them 18(6.87%) candidates had technical qualification like PGDCA, LLB, B.Ed., ITI. Among them, 7 candidates secured 46-55% of marks, 7 candidates secured 56-60% of marks and only 4 candidates secured more than 60% marks.

Table No-61 (A)
Year of passing in Primary/Middle and HSC Examination

Sl No	Scheduled Area District	Primary/Middle (In years)				H.S.C (In years)			
		1960-70	1971-80	1981-90	1991-2000 & above	1960-70	1971-80	1981-90	1991-2000 & above
1	Kalahandi	07	07	05	05	03	10	02	04
2	Sundergarh	09	06	05	02	05	07	03	02
3	Sambalpur	02	07	06	02	-	07	05	03
4	Rayagada	03	02	07	02	03	02	04	02
5	Gajapati	02	03	05	03	01	07	06	01
6	Kondhmal	03	03	05	06	01	05	03	04
7	Ganjam	-	03	04	03	-	02	02	03
8	Balasore	04	02	06	03	01	03	07	-
9	Mayurbhanj	09	03	04	03	02	06	04	-
10	Keonjhar	02	05	08	05	-	05	07	03
11	Koraput	-	07	06	02	-	06	04	02
12	Malkangiri	01	05	07	04	-	04	05	02
13	Nawarangpur	03	07	08	02	01	05	08	01
14	Bolangir	04	06	08	03	03	12	04	01
15	Nawapara	03	09	05	01	03	09	03	03
TOTAL		52	75	89	46	23	90	67	31

- Out of 262 candidates, 52 candidates have completed their Primary/Middle education between the year 1960-70, 75 candidates between the year 1971-1980, 89 candidates between the year 1981-90 and 46 candidates between the year 1991 - 2000 and above.
- Out of 262 candidates, maximum nos of candidates have completed their higher secondary education between the year 1971-90. 23 nos of candidates have completed between the year 1960-70 and above. 31 nos of candidate have completed between the year 1991-2000 and above.

Table No-61 (B)
Year of passing in Higher Secondary and Degree Examination

Sl No	Scheduled Area District	Higher Secondary (In years)				Graduation (In years)			
		1960-70	1971-80	1981-90	1991-2000 & above	1960-70	1971-80	1981-90	1991-2000 & above
1	Kalahandi	-	05	07	07	-	03	04	05
2	Sundergarh	-	05	05	02	-	03	04	03
3	Sambalpur	-	05	04	04	-	01	03	03
4	Rayagada	-	02	01	04	--	02	01	-
5	Gajapati	-	02	-	02	-	-	-	02
6	Kondhmal	-	03	-	-	-	01	01	01
7	Ganjam	-	-	-	-	-	-	-	-
8	Balasore	-	02	04	01	-	-	01	03

9	Mayurbhanj	-	04	01	-	-	03	03	04
10	Keonjhar	-	02	02	02	-	02	02	03
11	Koraput	-	01	02	02	-	01	02	02
12	Malkangiri	-	02	01	03	-	-	02	03
13	Nawarangpur	-	04	03	02	-	01	01	01
14	Bolangir	-	04	04	05	-	01	02	05
15	Nawapara	-	06	03	04	-	02	02	01
TOTAL		-	47	37	38	-	20	28	36

- Out of 122 candidates, 47(38.52%) candidates have completed their higher secondary education between the year 1971-80, 37(30.33%) candidates between the year 1981-1990, 38(31.15%) candidates between the year 1991 - 2000 and above.
- Out of 84 candidates, maximum nos of candidates (36 nos) have completed their Graduation degree between the year 1991-2000 and above, 20 nos of candidates have completed between the year 1971-80 and 28 nos of candidate have completed between the year 1981-90.

Table No-61 (C)
Year of passing in PG Degree and Technical Examination

Sl No	Scheduled Area District	P.G (In years)				Technical/Others (In years)			
		1960 -70	1971 -80	1981 -90	1991-2000 & above	1960 -70	1971 -80	1981 -90	1991-2000 & above
1	Kalahandi	-	-	02	02	-	-	-	05
2	Sundergarh	-	01	01	04	-	-	01	03
3	Sambalpur	-	-	01	02	-	-	-	-
4	Rayagada	-	-	-	-	-	-	-	01
5	Gajapati	-	-	-	-	-	-	-	01
6	Kondhmal	-	-	01	01	-	-	-	-
7	Ganjam	-	-	-	-	-	-	-	-
8	Balasore	-	-	-	02	-	-	01	01
9	Mayurbhanj	-	01	02	-	-	-	01	01
10	Keonjhar	-	-	01	02	-	-	-	01
11	Koraput	-	-	-	01	-	-	-	-
12	Malkangiri	-	-	-	-	-	-	-	-
13	Nawarangpur	-	-	01	01	-	-	-	-
14	Bolangir	-	-	01	02	-	-	01	02
15	Nawapara	-	-	-	-	-	-	-	-
Total		-	02	10	17	-	-	04	15

- Out of 262 candidates, only 29 candidates have completed their P.G. degree. Out of them maximum no of 17 candidates passed out between the year 1991-2000 and above, least nos of 02 candidates passed out between the year 1971-80 .
- Out of 262 candidates, only 19 candidates had other qualification like PGDCA, LLB and B.Ed. and ITI etc .

- **Opinion of Successful ST Candidates**

The following are the opinion of the successful candidates

1. The ORV Act is not being implemented properly.
2. Want of CCRs from Higher authorities makes delay in the promotion of ST candidates, which is rare case for unreserved category candidates.
3. According to some (%) class-II category candidates they are unaware of PETC organized by Govt. Therefore, awareness camp regarding Govt. provision on education & employment facilities should be made at District & Block levels.
4. Most of the candidates grumbled that their names are not sponsored by the Employment Exchange since long time.
5. Instances of payment/demand of bribe for sponsoring their name to the different vacant posts in Govt. Deptts. /PSUs.
6. The renewal period of registration of candidates should be extended from 1 year to 2/3 years.
7. Some of the candidates admitted that though they had no knowledge of the reservation on job facilities they got the job on reserve quota and admits that with out reservation it could not have been possible to get a job.
8. Most of the successful candidates admitted that their economic and social upliftments due to the Govt. job have a tremendous impact on their life and there has been a phenomenal change in their standard of living. They opined that provision of reservation is the greatest factor in contributing to a social change in the person, family and community. So, the reservation policy should be continued.
9. It is seen that all most all (100%) of the respondent have entered the Govt. service due to reservation. In some cases the qualifying marks have been lowered and in some other cases there is an age relaxation. It clearly shows that the facilities of reservation have enabled them to enter in to the Govt. services which were other wise out of reach for them. They perceived them selves as successful because of this policy.
10. Eight nos (5.19%) of candidates have stated that they have got success due to backing.

- **Case studies of successful candidates in Initial Recruitment**

Case study of class-II successful candidates in Initial recruitment

1. Mrs. Pratibha Dora, wife of Shri Sanjeev Ku. Dora of Bargarh district, aged about 32 years, belongs to Konda Dora community. Her father was a Government Servant. Her academic career was very good. Her father & friends encouraged her to attend the OPSC examination. She was selected in the year 1991 by appearing Orissa Administrative

Service Examination (OAS) in her first chance. She was not aware of her selection from the reserved quota. Now she is working as Dy. Collector Revenue in the Collectorate of Sambalpur district.

2. Sri Falguni Majhi son of late Sri Kalakanhu Majhi of Risida Village of Karlamunda block, Kalahandi district. He is aged about 30 Years, belongs to Kondh Community. His father's economic condition was not good. He completed his PG Degree from Government College Bhawanipatna in the Year 1999. His academic carrier was good, along with he completed PGDCA, typewriting & driving training. During his study, he faced a lot of financial difficulties. He qualified in OAS examination during the year 2000. He has not taken coaching facility for appearing in the OAS examination. He registered his name at Kalahandi Employment Exchange after his Graduation degree. Now he is working as Assistant Settlement Officer at Bhawanipatna. He opined that compulsory coaching facility should be provided at district level with free supply of study materials for preparation of examination.

Case study of Class-III Successful candidates in Initial Recruitment

1. Sri Ishwar Chandra Majhi, son of Kishore Chandra Majhi of Ghatia village of Golmunda Block, Kalahandi district. He is aged about 22 years and belongs to Gond Community. His father's economic condition was not good. His father possessed only one acre of land. He had to face acute financial crisis during his Study and had good academic career. He discontinued his study for 2 years for financial problem. Then he continued his study after getting stipend from the Government. He registered his name at Bhawanipatna Employment Exchange in the Year 2003. His name was sponsored once by Employment Exchange in the year 2006 for the post of Constable under SP Kalahandi. He appeared the interview & selected for the post of constable in the year 2006. Now his economic condition has been developed.

2. Sri Ananta Sabar, son of Smt. Pramila Majhi of Kusumdar village of Sadar block in Kalahandi district. He is aged about 22 years, belongs to Sabar Community. His father was landless. His parents depend their livelihood on daily wages. His father's early death put them in acute financial problem. With a lot of difficulties, out of his stipend money he completed his graduation in the year 2007. He registered his name in Employment Exchange in the year 2003. His name was once sponsored by for the post of Constable, under SP Kalahandi in the year 2006. He appeared the interview & became successful in getting the job.

3. Sri Gayaram Shand, son of Sri Pabitra Shand of Madhyapur village of Belpada block in Bolangir district. He is aged about 24 years, belongs to Sabara Community. His father is a poor farmer possessed only 0.63 acres of land. He completed his Higher Secondary study in the year 2002. He was getting stipend during his student career. He registered his name at Patnagarh Employment Exchange during the year 2000. His name was once sponsored by Employment Exchange for the post of Constable under SP Bolangir. He appeared the interview & became successful in getting a Government job in the year 2006.

4. Sri Indra Mani Jued, son of Sri Padum Jued of Phatamunda village of Patnagarh Block in Bolangir district. He is aged about 25 year, belongs to Sabara Community. His father was a wage labourer. The family financial condition was not good. From his stipend money he completed his Higher Secondary study in the year 2002. He registered

his name in the year 2003 at Patangarh Employment Exchange. His name was once sponsored by Employment Exchange in the year 2006 for the post of Constable under SP Bolangir. He appeared the interview & became successful in getting a Government job during the year 2006.

5. Sri Parameshwar Hansda, son of Smt. Nanika Hansda is an inhabitant of Kamalangi Village of Harichandanpur block in Keonjhar district. He is aged about 27 years and belongs to Kolha community. His father was landless. He completed his Graduation from VN College, Jajpur Keonjhar road during the year 2003. In the midst of financial difficulties, he completed his study from the stipend money. After his father's death, his family faced acute financial crisis. He registered his name at Keonjhar Employment Exchange in the year 2003. His name was not sponsored by Employment Exchange since his registration. He applied and selected as Constable under reserved category through open advertisement during the year 2006.

Case study of Class-IV Successful candidates in Initial Recruitment

1. Shri Raghunath Bhoi is the resident of Beherapali village of Bolangir district. He is aged about 60 years belongs to Sabara community. He is an under Matric. He appointed as a peon at District Panchayat Office, Bolangir. They had no landed property. His father was a carpenter. Due to their poor economic condition, he was discontinued his study. He knew about the Employment Exchange from his friends & Teachers. He registered his name at Bolangir Employment Exchange during the year 1970. His name was once sponsored by Employment Exchange for the post of Peon for District Panchayat Office, Bolangir. He appeared the interview & became successful in getting the Government job during the year 1971.

2. Shri Ratra Mirdha is an inhabitant of Lipinda village of Jujumura block in Sambalpur District. He is aged about 38 years and belongs to Kisan community. His father possessed only 2 acres of land. Due to early death of his father, he discontinued his study. He completed his Matriculation examination through correspondence course during his service period. As advised by his uncle, he registered his name at Sambalpur Employment Exchange in the year 1998. His name was once sponsored by Employment Exchange and got appointed for the post of Chowkidar in the Office of Employment Exchange during the year 2000. During his service period he completed his matriculation examination.

3. Srimati Soren, wife of late Majhi Soren is an inhabitant of Gunduria village of Rairangpur GP in Mayurbhanj district. She is aged about 45 years and belongs to Santal community. From the stipend money, she completed her H.S.C Examination at Namadora High School, Rourkela in the year 1972. Due to poor economic condition of the family, she discontinued her study. She registered her name at Balasore Employment Exchange in the year 1993 and her name was not sponsored by Employment Exchange for any post. She faced interview through an open advertisement for the post of Bana Rakhyak in Balasore division in the year October 2007.

4. Shri Jagannath Sisar is an inhabitant of Pakhnaguda village of Khairput block in Malkangiri district, aged about 40 years belongs to Bondo community. Now he is working as a peon in the Collectorate of Malkangiri. His father possessed only 1 acres of land. For bad economic condition of his father, he discontinued his study. He passed 9th

class examination out of his stipend money. He registered his name at Malkangiri Employment Exchange during the Year 1982. His name was 4 times sponsored by Employment exchange for different posts but he could not qualify in the interview for his requisite qualification.

- **Case studies of successful candidates in (Promotional cases)**

Case study of Class-I Successful candidates in promotional cases

1. Shri Rajendra Nath Nayak is working as the Executive Engineer, RWSS Division Bhawanipatna, Kalahandi and aged about 39 years, belongs to Gond community. He is an inhabitant of Chinebda village of Jashipur block of Mayurbhanj district. His father was a cultivator. He possessed only 2 acres of land. The economic condition of his father was not good. With a lot of difficulties, he completed his Eng. Degree at CET, BBSR. He got stipend during his school & College study. He registered his name at Mayurbhanj Employment Exchange in the Year 1988 after completion of his graduation degree. He became successful in getting a Government job & also got promotion during his service period through reservation.

2. Shri Sahu Munda, (OAS-I, SB) PA, ITDA Panposh, aged about 56 years, belongs to Munda community. He is an inhabitant of Patabilla village of Jhumpura block of Keonjhar District. His father was a small farmer. His father possessed only 1.5 acres of land. His father's economic condition was not good. For poor economic condition of his father he discontinued his study for 2 years. As his village is situated in an interior area and there is no communication facility to know about the news on employment situation, he could not able to apply for reserved posts in RBI & MMTC in which all his friends got appointment through reserved category. Again he moved to BBSR after completing his study. In the year 1978, he qualified the OAS exam & recruited in the year 1984 as BDO, at Bhatli, Bargarh District. He had not taken any coaching facility provided by the Government for competitive examination. Due to some personal grudge, the then Collector of Bargarh kept pending of his CCR & thus he did not got his first promotion in due time. Now he is serving as a senior Administrative Officer and is satisfied with his job.

3. Shri Braja Kishore Majhi OAS (1) SB, ADM Kalahandi is an inhabitant of Brahman gaon of Bangiriposi village of Mayurbhanj district. He is about 54 years of old and belongs to Santal community. He was getting stipend during his study and completed his graduation from BJB College, BBSR in the year 1974. His father was a poor farmer, possessed only 1 acre of land. He is a 1978 batch OAS Officer. His self-preparation helped him to qualify in OAS examination in one chance. He was selected in the year 1978 in special batch. He got appointment in the year 1982 and got his first promotion after 12 years, and second promotion again after 12 years. He suggested for proper implementation of ORV Act in initial recruitment as well as in promotion and also opined that provision of coaching facility should be made in all the tribal districts for the competent ST students.

Case study of Class-II Successful candidates in promotional

1. Shri Claiment Tirkey ADWO, Sambalpur district. He is an inhabitant of Luchkidihi village of Balishankara block in Sundergarh district. He is about 51 years of

old and belongs to Oraon community. He completed his Graduation degree from Govt. College Sundergarh in the year 1979. His father's economic condition was not good. He faced a lot of difficulties during his study. He registered his name at Sundergarh Employment Exchange in the year 1976 & again in the year 1979 after completion of Graduation degree. He was selected to class-III category post and appointed as welfare Extension Officer in the year 1980. He got his first promotion after 25 years of service, in the year 2006. He opined that his late promotion is due to irregularity of DPC.

Case study of Class-III Successful candidates in promotional cases

2. Shri Sukumar majhi inhabitant of Gudpai village of Balasore district, aged about 45 years, belongs to Santal community. His father was a poor farmer. His father economic condition was not good. He completed his study out of the stipend money. He registered his name at Balasore Employment Exchange. His name was sponsored by the Employment Exchange for the post of Junior Soil Conservation Assistant. He faced the interview, got the job and posted in Balasore district. He got his first promotion in the year 1980. Again he got his second promotion in the year 2003. Now he is working as Soil Conservation Assistant in Paralakhemundi sub-division.

Case study of Class-IV Successful candidates in promotional cases

1. Shri Antaryami Bhoi working as a Chowkidar in Govt. Women's College. He is inhabitant of Mudul Sara Village of Patnagarh block in Bolangir district. His father possessed 5 Acres of land. He discontinued his study for 3 years due to unsuccess in matriculation examination. His uncle suggests him to register his name at Employment Exchange. He registered his name in the year 1983 & got an opportunity in the year 1993 to face interview at Government Women's College, Bolangir and got success for recruitment to the post of Chowkidar. He also completed typing training. He completed his HSC examination during his service through correspondence course. Now he is working as a steno- cum- clerk in the college. His case of promotion has already been considered by the DPC but not yet notified.

Chapter- VII

7. Inhibiting Factors responsible for not filling the reserved posts and posts reserved for promotion

During field study as many as 11 nos. of Peoples Representative of 8 districts (7 numbers from Schedule Area districts and 1 from Non-Schedule district) were interviewed. Among them 2 were Members of Legislative Assembly (MLA), One was Vice-President & 7 were President of Zilla Parishad and one was Chairman, Panchayat Samiti.

Responses of People's Representatives collected from 7 tribal communities like Santal, Dharua, Bathudi, Gadaba, Kondh, Oraon and Gond regarding the Implementation of ORV Act and Rules in posts and promotions in favour of STs are reflected below:

• Response of the People's Representatives

Member of Legislative Assembly

1. **Shri Sananda Marandi** is a sitting MLA from Kuliana (ST) Constituency of Mayurbhanj district. He is from the Santal Community, held the post for three and half years. He is representing from the BJP. His educational qualification is Master in Arts and Bachelor in Law.

• Rules, Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and promotions.	Yes
• Facilities Provided for Coaching, Training etc.	Yes
• More Provision etc to be made about the Enactments and Coaching Facilities	No
• Opinion about the implementation of various facilities of reservation	Systems fail to give facilities
• Suggestions for filling of reserved vacancies	Reform of administration

2. **Shri Sadan Nayak** is a sitting MLA from Kodinga (ST) Constituency of Nabarangpur district. He is from the Gond Community, held the post since 1995 till date. He is representing the Congress. His educational qualification is Master in Arts and Bachelor in Law.

During interview the Honorable Member had reflected the following opinion in respect of success or failure of the policy of reservations in favour of the Scheduled Tribes.

• Rules, Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and promotions.	Yes
• Facilities Provided for Coaching, Training etc.	Yes

<ul style="list-style-type: none"> More Provision etc to be made about the Enactments and Coaching Facilities 	Prevailing laws or provisions are sufficient to safeguard the tribals. Separate zone to be set up for STs for promotion and it should be strictly followed.
<ul style="list-style-type: none"> Opinion about the implementation of various facilities of reservation 	Violation of law by any authority to be punished. The person violating the law to be prosecuted.
<ul style="list-style-type: none"> Suggestions for filling of reserved vacancies 	Reform of administration

President, Zilla Parishad

1. **Miss Rama Gouri** is a President, Zilla Parishad of Rayagada district. She is from Kondh Community. She is continuing this post for one and half years. She is about 34 years of age and her educational qualification is +2. She was elected to the post of President from the women quota.

<ul style="list-style-type: none"> Rules, Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions. 	Social Justice and protection for reservation, and provision of stipend and protection of civil rights.
<ul style="list-style-type: none"> Facilities Provided for Coaching, Training etc. 	Yes, different types of training to be provided by the SSD Department and NGOs to guide the ST students before appearing the examinations
<ul style="list-style-type: none"> More Provision etc to be made about the Enactments and Coaching Facilities 	The rules are sufficient but awareness should be necessary through the SSD Department and from the NGOs.
<ul style="list-style-type: none"> Opinion about the implementation of various facilities of reservation 	Government should implement proper amendments for various facilities. The ST students are not aware about the implementation of rules since the literacy level is very low.
<ul style="list-style-type: none"> Suggestions for filling of reserved vacancies 	Reserved vacancies are to be filled up as per Govt. rules and regulations.

2. **Shri Sovaram Padhan** is the Zilla Parishad President of Sambalpur district. He belongs to Kondh Community. He is continuing as the President for five years. He is of 49 years of age and having qualification of bachelor degree in Arts.

<ul style="list-style-type: none"> Rules, Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions. 	To some extent
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<ul style="list-style-type: none"> Facilities Provided for Coaching, Training etc. 	Yes, Present Stipend money is insufficient
<ul style="list-style-type: none"> More Provision etc to be made about the Enactments and Coaching Facilities 	Additional technical help is required for completing their studies and coaching
<ul style="list-style-type: none"> Opinion about the implementation of various facilities of reservation 	Government should made involve the Zilla Parishad members for tribal development in tribal areas.
<ul style="list-style-type: none"> Suggestions for filling of reserved vacancies 	Made reservation in every posts in tribal areas as well as in PSUs. Encouragement of ST students who have possessed extra curricular activities.

3. **Smt. Serophina Toppo** is the Zilla Parishad President of Sundergarh district. She belongs to Oraon Community. She is continuing as the President in the district for five years. She was elected to this post since 2007 from the women quota (ST). She is of 40 years of age and having qualification of Bachelor degree in Arts.

<ul style="list-style-type: none"> Rules , Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions. 	Yes
<ul style="list-style-type: none"> Facilities Provided for Coaching, Training etc. 	Yes
<ul style="list-style-type: none"> More Provision etc to be made about the Enactments and Coaching Facilities 	No, more provisions should be made both for the enactment and the coaching facilities.
<ul style="list-style-type: none"> Opinion about the implementation of various facilities of reservation 	The guide lines are not being followed for proper implementation of various facilities of reservations for the STs
<ul style="list-style-type: none"> Suggestions for filling of reserved vacancies 	Honest Officers should be given charge while filling up reserved vacancies.

4. **Smt. Jemayani Dharua** is the Zilla Parishad President of Nuapara district. She belongs to Dharua Community. She is continuing as the President since 2007, March. She is of 26 years of age and has passed Matriculation. She is elected to the post from the women quota (ST)

<ul style="list-style-type: none"> Rules, Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions. 	Yes, The reservation exceeding 50% may be implemented in the rule.
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<ul style="list-style-type: none"> Facilities Provided for Coaching, Training etc. 	Yes, But more stipend, safeguards, free education, boarding and civil justice should be taken care of.
<ul style="list-style-type: none"> More Provision etc to be made about the Enactments and Coaching Facilities 	Yes, Coaching facilities should be continued.
<ul style="list-style-type: none"> Opinion about the implementation of various facilities of reservation 	Govt. Policy and Administration is good, but the deserving ST candidates should not depend on the policy of the Govt.
<ul style="list-style-type: none"> Suggestions for filling of reserved vacancies 	Reserved vacancies should be filled up preferably by economically backward ST candidates.

5. **Ashok Kumar Pangi** is the Zilla Parishad President of Koraput district. He belongs to Kondh Community. He was elected to this post during 2007. He has passed +3 and is of 28 years of age.

<ul style="list-style-type: none"> Rules, Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions. 	Yes
<ul style="list-style-type: none"> Facilities Provided for Coaching, Training etc. 	Yes
<ul style="list-style-type: none"> More Provision etc to be made about the Enactments and Coaching Facilities 	Required more provision in case of enactments and caching facilities
<ul style="list-style-type: none"> Opinion about the implementation of various facilities of reservation 	Required more.
<ul style="list-style-type: none"> Suggestions for filling of reserved vacancies 	Should be filled up by reserved ST candidates.

6. **Shri Gangadhar Buruda** is the President, Zilla Parishad of Malkangiri district. He is one of the oldest President of Zilla Parishad and of 70 years of age. He elected to this post during 2007 and a Matriculate.

<ul style="list-style-type: none"> Rules, Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions. 	Yes
<ul style="list-style-type: none"> Facilities Provided for Coaching, Training etc. 	Yes
<ul style="list-style-type: none"> More Provision etc to be made about the Enactments and Coaching Facilities 	No, Special attention should be provided by the SSD Department to impart

	special coaching for Medical, Engineering and Administration to the ST boys and girls.
• Opinion about the implementation of various facilities of reservation	Vocational Training and Coaching may be organized in districts to the ST students and vocational institutions in various trades may be established. The ST students may be aware regarding the implementation of reservation.
• Suggestions for filling of reserved vacancies	Most of the ST caste certificates are forged and issued in favour of Non ST communities. Those cases may be strictly verified at the Govt. level. Those who have submitted forged ST caste certificate may be prosecuted.

7. **Sushri Sarapati Tudu** is the Zilla Parishad President of Mayurbhanj district. She belongs to Santal community. She represents Bijatola Constituency. She was elected twice to Zilla Parishad, once as a member and now she is the President since 2007. She belongs to Jharkhand Mukti Morcha. She is of 30 years of age and qualified with Masters Degree.

• Rules , Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions.	Those are in pen and papers. The rules and regulations are not properly followed by the Govt. Officers during the time of recruitment to Posts and Promotions.
• Facilities Provided for Coaching, Training etc.	I am fully aware the facilities provided for coaching and training. Basically such coaching are helpful to the tribal students. Vocational Training imparted through ITDA, DRDA and DIC are praise worthy.
• More Provision etc to be made about the Enactments and Coaching Facilities	Not sufficient.
• Opinion about the implementation of various facilities of reservation	The tribal populated district like Mayurbhanj should be considered to facilitate more coaching facilities.
• Suggestions for filling of reserved vacancies	Enhancement of reservation in favour of ST candidates.

8. **Sri Sanika Kujur** is the VicePresident, Zilla Parishad of Sundergarh district. He represents Nuagaon block of Zilla Parishad Constituency. He is 42 years of age and a graduate. He is elected for five years from March 2007. He belongs to Oraon community.

• Rules , Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions.	Yes
• Facilities Provided for Coaching, Training etc.	Yes

<ul style="list-style-type: none"> • More Provision etc to be made about the Enactments and Coaching Facilities 	No, Some more provisions ned to be made both for enactment and coaching facilities.
<ul style="list-style-type: none"> • Opinion about the implementation of various facilities of reservation 	The guild line should be followed strictly for proper implementation of various facilities of reservations for STs.
<ul style="list-style-type: none"> • Suggestions for filling of reserved vacancies 	Honest Officers should be posted for filling up reserve vacancies.

Chairman, Panchayat Samiti:

1. **Smt. Kamala Nayak** is the Chairman, Panchayat Samiti of Nabarangapur block. She is elected recently as Chairman from the women quota during the year 2007. Her educational qualification is class V and she is of 40 years of age.

<ul style="list-style-type: none"> • Rules, Regulations, Enactments, Executive Orders etc. for the reservation of Scheduled Tribes in recruitment to Posts and Promotions. 	Has adequate knowledge .
<ul style="list-style-type: none"> • Facilities Provided for Coaching, Training etc. 	Such facilities may continue.
<ul style="list-style-type: none"> • More Provision etc to be made about the Enactments and Coaching Facilities 	Those are quite sufficient.
<ul style="list-style-type: none"> • Opinion about the implementation of various facilities of reservation 	Required more.
<ul style="list-style-type: none"> • Suggestions for filling of reserved vacancies 	The filling of posts for reserve vacancies should be taken care of by the authorities whenever required.

- **Opinion of Government Officers regarding reservations of posts for the Scheduled Tribes**

Schedule for Interviewing Officer

1. Name of the officer: **Shri B.C.Jena**
2. Educational qualification: M.A
3. Present Post Hold: **Commisioner- cum-Secretary to Government Department**
4. Department: **Culture & I.P.R Department**
5. Period of Posting on the Present Post: Since 01.05.2008
6. How far as associated with the initial recruitment / Promotional appointment
(Please tick mark in the box where applicable)
 - a. Being the appointing authority in initial recruitment. ☒
 - b. Being the appointing authority in Promotional appointment. ☒
 - c. Being the member of selection committee in initial recruitment. ☒
 - d. Being the member of Departmental Promotion Committee. ☒
7. Comments about the Acts, Rules, regulations Executive Orders etc. for the reservation of Scheduled tribes in Initial recruitments and promotion:

Provisions of ORV Act, 1975, are being implemented in the state for both initial and promotional appointment to various services under the state Government.

The provisions of Act and Rules are not correlated symmetrically; which creates confusion, at the time of applicability. The provisions of the Act are not clearly defined for initial and promotional appointments for which most often, appointing authorities are seeking clarification from ST & SC development department for its proper implementation.
8. Comment whether the provisions of reservation for scheduled tribe is sufficient or it requires some more provisions are made.

Provision of reservation for ST is 22.5%, which seems to be sufficient. However there should be exclusion of creamy layers from the benefit.
9. Comment about the Coaching/Training facilities provided to the Scheduled Tribe candidates.

Adequate Coaching / Training facility for SC/ST candidates are not noticed.

10. Comment whether the coaching/Training provided to Scheduled Tribe candidates are sufficient or more coaching/Training are required.

Inadequate

More Coaching / Training are to be imparted for different competitive examinations.

11. Opinion about the implementation of various facilities of reservations for the Scheduled Tribes.

As per the provisions of the Act and Rules and Executive instructions issued from the ST & SC Development Department, appointing authorities are implementing the various facilities of reservation in initial and promotional appointments.

12. Suggestions about the implementation of various facilities of reservations.

The existing Act needs to be amended in accordance with the judgement of the Hon'ble Apex Court in the case of M. Nagaraj & others Vrs. Union of India and Others. There is need for fine-tuning the executive instructions issued from time to time, which are not consistent, since the process of reservation issue has witnessed various twists and turns on account of different conflicting Judgments from time to time.

signature

II.

1. Name of the officer: **Shri Dhobei Charan Sahoo**
2. Educational qualification: Post Graduation
3. Present Post Hold: **Joint Secretary**
4. Department: **General Administration**
5. Period of Posting on the Present Post: Since Nov, 2000
6. How far as associated with the initial recruitment / Promotional appointment
(Please tick mark in the box where applicable)
 - a. Being the appointing authority in initial recruitment.
 - b. Being the appointing authority in Promotional appointment.
 - c. Being the member of selection committee in initial recruitment.
 - d. Being the member of Departmental Promotion Committee.
 - e. Being the officer dealing with service condition matter of the employee of the State
7. Comments about the Acts, Rules, regulations Executive Orders etc. for the reservation of Scheduled tribes in Initial recruitments and promotion:

ORV Act is being implemented in initial & promotional to different posts and services in the state Govt. since,1976. It makes provisions of 22.5% reservation for ST category in appointments. The ORV Rules, 1976 made there under provides guidance in filling the vacancies in different classes of posts in initial as well as in promotional appointment.

Executive Instructions/Orders issued from ST & SC Development Department/Law Department are further clarifying the provisions.
8. Comment whether the provisions of reservation for scheduled tribe is sufficient or it requires some more provisions are made.

The reservation in posts and services has been fixed at 22.5% for ST category both in case of initial & promotional appointments, which seems to be sufficient. However it is observed that, in some cases the post reserved for ST category are remaining unfilled due to non-availability of eligible candidates.
9. Comment about the Coaching/Training facilities provided to the Scheduled Tribe candidates.

No comments.
10. Comment whether the coaching/Training provided to Scheduled Tribe candidates are sufficient or more coaching/Training are required.

No comments.

11. Opinion about the implementation of various facilities of reservations for the Scheduled Tribes.

The provisions of reservation in initial recruitment and promotion are being implemented by the appointing authorities.

12. Suggestions about the implementation of various facilities of reservations.

(a) The provisions of Orv Act, is required to be amended in accordance with the judgement of Hon'ble Supreme Court, in the case of M.Nagraj & others vrs- Union of India and others.

(b) The rules should be clear and unambiguous so that there shall be no doubt while implementing different provisions.

(c) Awareness should be created regarding the facilities available for the SC & ST in the field of employment, trasinings and in getting admission to educational institutions.

Signature

III.

1. Name of the officer: **Shri Biswajit Mishra**
2. Educational qualification: Post Graduation
3. Present Post Hold: **Additional Secretary to Government**
4. Department: **ST & SC Development Department**
5. Period of Posting on the Present Post: 2 years
6. How far as associated with the initial recruitment / Promotional appointment
(*Please tick mark in the box where applicable*)

a. Being the appointing authority in initial recruitment.

☒

b. Being the appointing authority in Promotional appointment.

☒

c. Being the member of selection committee in initial recruitment.

☒

d. Being the member of Departmental Promotion Committee.

☒

7. Comments about the Acts, Rules, regulations Executive Orders etc. for the reservation of Scheduled tribes in Initial recruitments and promotion:

Government of Orissa have enacted the Orissa Reservation of Vacancies in Posts and Services (for SCs & STs) Act, 1975 and the Rules there under. The Act came in to force w.e.f. 1st July, 1976. Since the Act and the Rules have been ammende from SC & ST community in different posts and services under the state, including Public Sector Undertakings.

8. Comment whether the provisions of reservation for scheduled tribe is sufficient or it requires some more provisions are made.

The percentage of reservation is considered on the basis of the population percentage of ST to the total population of the State. The present percentage of STs to the total population of the State is 22.5% according to 1991 census, which has not been changed remarkable in the 2001 census. Thus the reservation paercentage fixed for the ST candidates in appointment to the various posts and services seems to be adequate.

9. Comment about the Coaching/Training facilities provided to the Scheduled Tribe candidates.

Coachings are being provided for ST students for appearing examinations conducted by UPSC/OPSC/Staff Selection Commission, Banks. Pre-recruitment training camps are also being organized at district level for preparing the un-employed ST youths to appear in the tests conducted in armed forces and police personnel recruitment process. Some coaching institutions are also conducting

training programmes for ST candidates and preparing them to appear in different sub-ordinate services examination.

10. Comment whether the coaching/Training provided to Scheduled Tribe candidates are sufficient or more coaching/Training are required.

More coaching facilities are required

11. Opinion about the implementation of various facilities of reservations for the Scheduled Tribes.

The reservation provision is being implemented in the state as per the principles enunciated in the ORV Act and the Rules made there under. In accordance with the judgement of the Hon'ble Supreme Court in the case of M.Nagraj and others vrs. Union of India and others, post based reservation is being followed in both promotional and initial appointments. Besides, reservations in public employments the students from ST community are also availing reservation in admission to different courses run by the public institute and Universities.

12. Suggestions about the implementation of various facilities of reservations.

The ORV Act, 1975 and the Rules made there under are required to be amended with incorporation with certain executive instruction in consonant with the judgement of the Apex Court. The vacancy-based reservation is required to be replaced by post-based reservation principle. The Appointing Authorities at different levels are required to be trend periodically to make them conversant with the status of the Act and Rules.

signature

IV

1. Name of the officer: **Basanta Kumar Behera**
2. Educational qualification: BA
3. Present Post Hold: **Deputy Secretary to Government**
4. Department: **Industry Department**
5. Period of Posting on the Present Post: 1 year and 4 months
6. How far as associated with the initial recruitment / Promotional appointment
(Please tick mark in the box where applicable)
 - a. Being the appointing authority in initial recruitment.
 - b. Being the appointing authority in Promotional appointment.
 - c. Being the member of selection committee in initial recruitment. ☒
 - d. Being the member of Departmental Promotion Committee. ☒
7. Comments about the Acts, Rules, regulations Executive Orders etc. for the reservation of Scheduled tribes in Initial recruitments and promotion:

Government of Orissa has enacted the orv act, 1975 and made the ORV Rules 1976 for making a provision of reservation for ST candidates in different services of the State Government including Public Sector Undertaking functioning under the control of State Government. Executive instructions/orders have been issued from time to time for further clarifying the provision at the time of need. The said Act has also be amended from time to time to incorporate some new provision.
8. Comment whether the provisions of reservation for scheduled tribe is sufficient or it requires some more provisions are made.

The reservation in posts and services has been fixed at 22.5% for ST category both in case of initial and promotional appointments.
9. Comment about the Coaching/Training facilities provided to the Scheduled Tribe candidates.

Coaching are being provided for ST students for appearing examinations conducted by UPSC/OPSC/Staff Selection Commission.
10. Comment whether the coaching/Training provided to Scheduled Tribe candidates are sufficient or more coaching/Training are required.

The existing coaching facility is inadequate. More coaching/Trainings are required for the students from ST category.
11. Opinion about the implementation of various facilities of reservations for the Scheduled Tribes.

The reservstion provision is being implemented in the State as per the provision made in the ORV Act and Rules made there under.

12. Suggestions about the implementation of various facilities of reservations.

The ORV Act, 1975 and the Rules made there under are required to be amended with incorporation of certain executive instructions. The appointing authority are required to be trained periodically to make them conversant with the present status of the Act.

signature

V

1. Name of the officer: **Harish Chandra Rout**
2. Educational qualification: Post Graduation
3. Present Post Hold: **Assistant Director (Hqr)**
4. Department: **ST & SC development department**
5. Period of Posting on the Present Post: 4 years
6. How far as associated with the initial recruitment / Promotional appointment

(Please tick mark in the box where applicable)

- | | |
|---|---|
| (a) Being the appointing authority in initial recruitment. | <div style="border: 1px solid black; padding: 2px; display: inline-block;">No</div> |
| (b) Being the appointing authority in Promotional appointment. | <div style="border: 1px solid black; padding: 2px; display: inline-block;">No</div> |
| (c) Being the member of selection committee in initial recruitment. | <div style="border: 1px solid black; padding: 2px; display: inline-block;">√</div> |
| (d) Being the member of Departmental Promotion Committee. | <div style="border: 1px solid black; padding: 2px; display: inline-block;">√</div> |
-
7. Comments about the Acts, Rules, regulations Executive Orders etc. for the reservation of Scheduled tribes in Initial recruitments and promotion:
In order to fulfil the obligations embodied in Article 16(4A), 16(4B) and 335 of the Constitution of India, Govt. of Orissa have enacted the Orissa Reservation of Vacancies in Posts and service (for SCs & STs). Act, 1975 and Rules there under. The Act came in to force with effect from 1 st july, 1976. Since than the acty and the Rules have been Ammended from time to time to provide adequate representation of candidates fro SCs & STs community in different posts and services under the State and PSUs.
 8. Comment whether the provisions of reservation for scheduled tribe is sufficient or it requires some more provisions are made.
The percentage of reservation on the basis of the population percentage of Scheduled Tribe to the total population of the state. The present percentage of Scheduled Tribes to the total population of the State is 22.5% according to 1991 census, which has not been changed remarkably in the 2001 census. Accordingly, the reservation in the posts and services has been fixed at 22.5% for the ST category both in case of initial recruitment and promotional appointments basing on the roster point norm.
 9. Comment about the Coaching/Training facilities provided to the Scheduled Tribe candidates.
Coachings are provided to the ST students for appearing examinations conducted by UPSC/OPSC/Staff Selection Commission, Banks. Pre-Recruitment training Camps are also being organized at district level for preparing the Unemployed ST youths to appear in the examination facilities also are provided to ST students. For appears the examination in Armed force and Police Department recruitment. Some coaching institutions are also conducting coaching and Training programmes for ST candidates and preparing them to appear in different Subordinate Services Examinations.

10. Comment whether the coaching/Training provided to Scheduled Tribe candidates are sufficient or more coaching/Training are required.
The existing coaching facility is inadequate and more coaching/trainings are required for the students from ST category.
11. Opinion about the implementation of various facilities of reservations for the Scheduled Tribes.
The reservation provision is being implemented in the state as per the principles enunciated in the ORV Act and the Rules made there under. In accordance with the judgment of Hon'ble Supreme Court, Post based on reservation is being follow for initial as well as promotional appointment.
12. Suggestions about the implementation of various facilities of reservations.
The ORV Act, 1975 and the Rules made there under are required to be amended with incorporation of certain executive instructions. The appointing authorities are required to be trained periodically to make them conversant with present status of the Act, after coming out of Judgement of Hon'ble Supreme Court in the case of M.Nagraj and others Vrs- Union of India and Others.
13. Whether special recruitment drive for STs are being conducted during the year of recruitment.
If ST candidates are not available how many times your Department have their recruitment.

signature

- **Unsuccessful candidates interviewed**

Table- 62
Unsuccessful Candidates Class-III, IV

Sl. No.	Scheduled Area Dist.	Class - III			Class - IV			Total		
		T	M	F	T	M	F	T	M	F
1	Kalahandi	05	05	-	05	05	-	10	10	-
2	Sundergarh	05	03	02	05	05	-	10	08	02
3	Sambalpur	05	04	01	05	05	-	10	09	01
4	Rayagada	05	02	03	05	05	-	10	07	03
5	Gajapati	05	05	-	05	04	01	10	09	01
6	Kondhmal	05	05	-	05	03	02	10	08	02
7	Ganjam	05	05	-	05	05	-	10	10	-
8	Balasore	05	05	-	06	05	01	11	10	01
9	Mayurbhanj	06	04	02	06	05	01	12	09	03
10	Keonjhar	05	05	-	05	05	-	10	10	-
11	Koraput	05	05	-	05	05	-	10	10	-
12	Malkangiri	05	05	-	05	05	-	10	10	-
13	Nawarangpur	05	05	-	05	05	-	10	10	-
Sub. Total		66	58	08	67	62	05	133	120	13
14	Bolangir	05	05	-	05	04	01	10	09	01
15	Nawapara	05	05	-	05	03	02	10	08	02
Sub. Total		10	10	-	10	07	03	20	17	03
Total		76	68	08	77	69	08	153	137	16

- Total 153 unsuccessful candidates in class III & IV category of posts were interviewed from 15 districts (13 Scheduled districts and 2 Non-scheduled Districts) to find out their reasons of failure in getting jobs.
- Among them 137 numbers (89.54%) were males and only 16 numbers (10.46%) were females.
- Out of 153 Candidates, 76 nos. belong to Class III category, 77 to Class IV category.

Table- 63
Gender Wise Rural and Urban Dwellers (Class- III, IV)

Sl. No.	District	Rural			Urban			Total (Class- III, IV)		
		T	M	F	T	M	F	T	M	F
1	Kalahandi	10	10	-	-	-	-	10	10	-
2	Sundergarh	10	08	02	-	-	-	10	08	02
3	Sambalpur	10	09	01	-	-	-	10	09	01
4	Rayagada	07	07	-	03	-	03	10	07	03
5	Gajapati	10	09	01	-	-	-	10	09	01
6	Kondhmal	08	08	-	02	02	-	10	08	02
7	Ganjam	10	10	-	-	-	-	10	10	-
8	Balasore	11	10	01	-	-	-	11	10	01
9	Mayurbhanj	12	09	03	-	-	-	12	09	03
10	Keonjhar	10	10	-	-	-	-	10	10	-
11	Koraput	10	10	-	-	-	-	10	10	-
12	Malkangiri	09	09	-	01	01	-	10	10	-
13	Nawarangpur	09	09	-	01	01	-	10	10	-
Sub. Total		126	118	08	07	04	03	133	120	13
14	Bolangir	09	09	-	01	-	01	10	09	01
15	Nawapara	10	08	02	-	-	-	10	08	02
Sub. Total		19	17	02	01	-	01	20	17	03
Total		145	135	10	08	04	04	153	137	16

- Among the total number of candidates interviewed, 145 numbers (94.77%) were rural dwellers and only 8 numbers (15.23%) were urban dwellers before getting employment.
- In Non-Scheduled districts, 19 members were rural dwellers and only one is urban dwellers.

Table – 64
Gender wise Community

Sl. No.	District	Kolha		Kondh		Gond		Mirdha		Kisan		Munda		Poraja	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F
1	Kalahandi	01	-	06	-	-	-	-	-	-	-	-	-	-	-
2	Sundergarh	-	-	03	-	02	-	-	-	02	-	-	-	-	-
3	Sambalpur	-	-	-	-	-	-	-	-	03	-	-	01	-	-
4	Rayagada	-	-	02	-	-	-	-	-	-	-	-	-	04	04
5	Gajapati	-	-	07	-	-	-	-	-	-	-	-	-	01	-
6	Kondhmal	-	-	05	-	-	-	-	-	-	-	-	-	-	-
7	Ganjam	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	Balasore	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Mayurbhanj	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Keonjhar	-	-	-	-	-	-	-	-	-	-	-	-	01	-
11	Koraput	-	-	-	-	-	-	-	-	-	-	01	-	09	-
12	Malkangiri	-	-	-	-	-	-	-	-	-	-	-	-	01	-
13	Nawarangpur	-	-	-	-	-	-	-	-	-	-	-	-	02	-
Sub. Total		01	-	23	-	02	-	-	-	05	-	01	01	18	04
14	Bolangir	02	-	-	01	02	-	02	-	-	-	-	-	-	-
15	Nawapara	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sub. Total		02	-	-	01	02	-	02	-	-	-	-	-	-	-
Total		03	-	23	01	04	-	02	-	05	-	01	01	18	04

contd...

Sl. No.	District	Sabar		Bhumij		Santal		Saunti		Bhuiyan		Bathudi	
		M	F	M	F	M	F	M	F	M	F	M	F
1	Kalahandi	02	-	-	-	01	-	-	-	-	-	-	-
2	Sundergarh	-	-	-	-	-	02	-	-	-	-	-	-
3	Sambalpur	-	-	-	-	-	-	-	-	-	-	-	-
4	Rayagada	-	-	-	-	-	-	-	-	-	-	-	-
5	Gajapati	06	01	-	-	-	-	-	-	-	-	-	-
6	Kondhmal	-	-	-	-	-	-	-	-	-	-	-	-
7	Ganjam	10	-	-	-	-	-	-	-	-	-	-	-
8	Balasore	-	-	02	01	04	-	01	-	-	-	-	--
9	Mayurbhanj	-	-	07	-	02	01	-	-	-	-	-	-
10	Keonjhar	-	-	-	-	-	-	01	-	-	-	03	-
11	Koraput	-	-	-	-	-	-	-	-	-	-	-	-
12	Malkangiri	-	-	-	-	-	-	-	-	01	-	-	-
13	Nawarangpur	-	-	-	-	-	-	-	-	-	-	-	-
Sub. Total		18	01	09	01	07	03	02	-	01	-	03	-
14	Bolangir	-	-	-	-	-	-	-	-	-	-	-	-
15	Nawapara	06	02	-	-	-	-	-	-	-	-	-	-
Sub. Total		06	02	-	-	-	-	-	-	-	-	-	-
Total		24	03	09	01	07	03	02	-	01	-	03	-

Contd...

Sl. No.	District	Bhatra		Gadaba		Bonda		Oraon		Khadia		Matia	
		M	F	M	F	M	F	M	F	M	F	M	F
1	Kalahandi	-	-	-	-	-	-	-	-	-	-	-	-
2	Sundergarh	-	-	-	-	-	-	03	-	01	01	-	-
3	Sambalpur	-	-	-	-	-	-	01	-	01	-	-	-
4	Rayagada	-	-	-	-	-	-	-	-	-	-	-	-
5	Gajapati	-	-	-	-	-	-	-	-	-	-	-	-
6	Kondhmal	-	-	-	-	-	-	-	-	-	-	-	-
7	Ganjam	-	-	-	-	-	-	-	-	-	-	-	-
8	Balasore	-	-	-	-	-	-	-	-	-	-	01	-
9	Mayurbhanj	-	-	-	-	-	-	-	-	-	-	04	-
10	Keonjhar	-	-	-	-	-	-	-	-	-	-	-	-
11	Koraput	-	-	-	-	-	-	-	-	-	-	-	-
12	Malkangiri	01	-	01	-	06	-	-	-	-	-	-	-
13	Nawarangpur	08	-	-	-	-	-	-	-	-	-	-	-
Sub. Total		09	-	01	-	06	-	04	-	02	01	05	-
14	Bolangir	-	-	-	-	-	-	-	-	-	-	-	-
15	Nawapara	-	-	-	-	-	-	-	-	-	-	-	-
Sub. Total		-	-	-	-	-	-	-	-	-	-	-	-
Total		09	-	01	-	06	-	04	-	02	01	05	-

Contd..

Sl. No.	District	Kutia		K.Dora		Total		
		M	F	M	F	T	M	F
1	Kalahandi	-	-	-	-	10	10	-
2	Sundergarh	-	-	-	01	10	08	02
3	Sambalpur	-	-	-	-	10	09	01
4	Rayagada	-	-	-	-	10	07	03
5	Gajapati	-	-	-	-	10	09	01

6	Kondhmal	-	-	-	-	10	08	02
7	Ganjam	-	-	-	-	10	10	-
8	Balasore	-	-	-	-	11	10	01
9	Mayurbhanj	-	-	-	-	12	09	03
10	Keonjhar	-	-	-	-	10	10	-
11	Koraput	-	-	-	-	10	10	-
12	Malkangiri	-	-	-	-	10	10	-
13	Nawarangpur	-	-	-	-	10	10	-
Sub Total			-	-	01	133	120	13
14	Bolangir	02	-	-	-	10	09	01
15	Nawapara	-	-	-	-	10	08	02
Sub Total		02	-	-	-	20	17	03
Total		02	-	-	01	153	137	16

- As many as candidates from 21 category of different ST communities are interviewed to find out the reasons of their failure on getting a Govt. job.
- Out of 21 ST communities, representation from Sabar community (27 nos) is highest, followed by Kondh community (24 nos), Paraja (22 nos), Bhumij (10 nos), Santal (10 nos) and Bhatra 10 nos.
- The female representation is highest from Paraja community (4nos).

Table-65
Family members and their occupation

S.I No	District	No. Of family members	No. Of family members engaged in work	Cultivation	Agri. labour	Small business	Govt Service	Pvt. service	Self Employment	Total
1	Kalahandi	52	18	11	02	-	01	04	-	
2	Sundergarh	44	18	07	06	-	01	01	-	
3	Sambalpur	51	18	01	07	01	03	09	-	
4	Rayagada	42	22	05	01	04	-	07	-	
5	Gajapati	40	26	16	-	02	-	06	-	
6	Kondhmal	47	25	20	-	01	-	05	-	
7	Ganjam	55	24	12	08	02	-	-	-	
8	Balasore	48	14	14	-	-	-	-	-	
9	Mayurbhanj	47	16	13	-	-	-	04	-	
10	Keonjhar	47	14	08	-	-	-	04	-	
11	Koraput	31	10	07	-	01	-	01	-	
12	Malkangiri	39	11	08	-	-	01	-	-	
13	Nawarangpur	51	13	08	-	-	-	03	-	
14	Bolangir	59	20	10	04	-	05	01	-	
15	Nawapara	55	23	12	02	01	01	06	-	
Total		708	272	140	30	12	12	61	-	

- The total nos of family members of 153 unsuccessful candidates interviewed are 708 out of which 272 (38.42%) persons are engaged in different works.
- Out of 272 persons, 140 persons (51.47%) are engaged in cultivation, 30 nos engaged in agricultural labour (11.03%), 61 Pvt. Service (22.43%), 12 nos each from small business and Govt. service (4.41%).
- None of them are self-employed.

Table-66
Annual income of the family

S.I No	District	No of Candidate	Rs. 1 000-5,000	Rs, 5,000-10,000	Rs, 10,000-15,000	Rs, 15,000-20,000	Rs, 20,000-25,000	Rs, 25,000 & above
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Kalahandi	10	01	03	01	02	01	02
2	Sundergarh	10	-	05	02	01	02	-
3	Sambalpur	10	03	02	-	02	01	02
4	Rayagada	10	-	-	-	02	03	05
5	Gajapati	10	02	03	03	02	-	-
6	Kandahmal	10	-	02	-	05	03	-
7	Ganjam	10	-	03	03	03	01	-
8	Balasore	11	-	03	03	03	01	-
9	Mayurbhanj	12	06	02	01	01	02	-
10	Keonjhar	10	03	04	-	01	01	02
11	Koraput	10	02	02	02	02	02	-
12	Malkangiri	10	04	01	01	03	-	01
13	Nawarangpur	10	01	03	01	03	02	-
14	Bolangir	10	-	04	03	02	01	-
15	Nawapara	10	-	04	01	-	02	03
	Total	153	22	41	21	32	22	15

- Out of 153 candidates, 22 candidates are in the income range of Rs.1, 000 -5,000, 41 are in the income range of 5,000-10,000, 21 nos are in the income range of RS.10, 000 to 15,000 and 32 are in the range of Rs.15, 000 to 20,000, 22 nos are in the income range of Rs.20, 000 -25,000 and 15 nos comes in the income range of Rs.25, 000 and above.
- From the above table it transpires that all the candidates belong to lower income group.

Table-67
Reasons of failure in jobs

Sl No	District	Low academic carrier	Name not sponsored by employment exchange	Not qualified interview	Rural background & lack of awareness	Due to ban in recruitment	Due to Bribe	No technical qualification
1	Kalahandi	05	10	04	-	02	-	-
2	Sundergarh	04	10	04	-	02	-	-
3	Sambalpur	08	10	01	02	03	-	-
4	Rayagada	04	05	01	04	01	01	-
5	Gajapati	10	01	-	04	03	05	-

6	Kandahmal	09	-	02	-	04	01	-
7	Ganjam	05	06	-	04	02	05	-
8	Balasore	07	06	-	05	07	-	03
9	Mayurbhanj	09	07	01	02	08	-	-
10	Keonjhar	01	06	04	03	01	-	-
11	Koraput	05	05	-	03	05	-	-
12	Malkangiri	05	06	-	09	07	02	-
13	Nawarangpur	10	05	-	10	05	03	-
14	Bolangir	10	09	05	01	01	-	-
15	Nawapara	10	05	-	-	02	03	-
	Total	111	96	22	35	54	09	02

- Total 153 Candidates from 15 districts (13 districts in Scheduled area and of districts in Non-Scheduled area) were interviewed.
- All the Candidates opined different reasons of their failure.
- There are 7 different reasons as stated by the unsuccessful candidates.
- Major reasons of their failure in getting Govt. jobs are low academic career, name not sponsored by Employment Exchange, rural back ground and lack of awareness, some of the candidates (14.38%) not qualifying interviewed, some of them (35.29%) are unsuccessful due to ban on recruitment and for refusing to give bribe to the staff of the Employment Exchange office for sponsoring their name against vacancies for post in govt. departments.

Table No-68 (A)
Distance of School from village

Sl No	District	Primary/Middle (Distance in Kms)					H.S.C (Distance in Kms)				
		In the village	1-2	2-3	4-5	5 and above	In the village	1-2	2-3	4-5	5 and above
1	Kalahandi	01	05	02	02	-	02	05	01	02	-
2	Sundergarh	01	02	06	01	-	02	02	03	-	03
3	Sambalpur	01	08	01	-	-	01	05	04	-	-
4	Rayagada	02	02	02	02	02	01	04	02	01	02
5	Gajapati	03	04	02	01	-	02	04	02	01	01
6	Kondhmal	01	04	01	02	02	02	02	01	-	05
7	Ganjam	01	06	01	02	-	-	02	03	02	02
8	Balasore	02	03	05	-	02	01	04	01	02	04
9	Mayurbhanj	04	01	03	03	-	01	04	02	03	02
10	Keonjhar	-	03	03	04	-	-	02	04	-	04
11	Koraput	01	06	02	01	-	-	02	03	03	02
12	Malkangiri	02	04	04	-	-	01	02	03	01	03
13	Nawarangpur	01	07	01	01	-	01	03	02	01	03
14	Bolangir	01	05	03	01	-	01	03	04	02	-
15	Nawapara	01	05	03	01	-	01	04	01	04	-
TOTAL		22	65	39	21	06	16	48	36	22	31

- Out of 153 candidates, 131(85.62%) candidates have no Primary School facility with in their village.
- Among them, 22 (14.38 %) candidates had Primary/Middle School facilities with in the village, 65 candidates had availed the Schooling facility at a distance of with in 2 Kms, 39 candidates had to cover 2-3 Kms., 21 candidates had to cover 4-5 kms and 6 nos of candidates had to cover more than 5 kms.
- Out of 153 candidates, 137 (89.54%) candidates have no high School facility with in their village.
- Out of 153 candidates only 16 (10.46%) candidates had high school facility with in their village, 48 candidates availed the schooling facility at a distance of 2 Kms, 36 candidates had to cover 2-3 Kms and 22 candidates had to cover 4-5 Kms and 31 nos of candidates had to cover more than 5 kms.

Table No-68 (B)
Distance of College from village

Sl No	District	Higher Secondary (Distance in Kms)					Graduation (Distance in Kms)				
		In the village	1-2	2-3	4-5	5 and above	In the village	1-2	2-3	4-5	5 and above
1	Kalahandi	-	01	01	02	01	-	-	-	-	-
2	Sundergarh	-	02	01	01	01	-	01	-	-	-
3	Sambalpur	02	01	01	01	-	-	-	-	-	-
4	Rayagada	-	03	01	02	01	-	-	01	-	02
5	Gajapati	-	01	01	02	01	-	-	-	-	-
6	Kandahmal	02	01	01	01	02	-	-	-	-	-
7	Ganjam	01	02	-	02	-	-	-	-	-	-
8	Balasore	-	03	03	01	03	-	-	-	-	-
9	Mayurbhanj	01	02	01	01	02	-	-	-	02	01
10	Keonjhar	-	01	03	02	02	-	-	01	01	02
11	Koraput	-	02	01	02	01	-	-	-	-	-
12	Malkangiri	01	01	01	01	01	-	-	-	-	-
13	Nawarangpur	-	02	02	01	-	-	-	-	02	01
14	Bolangir	01	02	02	-	-	-	-	-	-	-
15	Nawapara	-	02	01	02	-	-	-	-	-	-
TOTAL		08	24	20	21	15	-	01	02	05	06

- Out of 153 candidates 88 candidates had qualified their CHSE exam. 80 candidates had no College facility with in their village.
- Out of 88 candidates, only 8 (5.23%) candidates had College facility with in their village, 24 candidates had to cover 2 Kms, 20 candidates availed the college facility at a distance of 2-3 Kms, 21 candidates had to cover 4-5 Kms and 15 candidates covered more than 5 kms.
- Out of 153 candidates, only 14(9.15%) candidates completed Graduation degree and others were not able to complete their Graduation degree.

- Out of 14 candidates, no candidates had Degree college facility with in their village/Town, one candidate had availed the College facility at a distance of 2 Kms, 2 candidates had to cover 2-3 Kms, 5 candidates had to cover 4-5 Kms and 6 nos of candidates had to cover more than 5 kms for their graduation Degree.

Table No-68 (C)
Distance of Collage from village

Sl No	District	Technical/ Others (Distance in Kms)				
		With in the village	1-2	2-3	4-5	5 and above
1	Kalahandi	-	-	-	01	-
2	Sundergarh	-	-	-	-	-
3	Sambalpur	-	-	-	-	-
4	Rayagada	-	-	-	-	-
5	Gajapati	-	-	-	-	-
6	Kandahmal	-	-	-	-	-
7	Ganjam	-	-	-	-	-
8	Balasore	-	-	-	-	-
9	Mayurbhanj	-	-	-	-	01
10	Keonjhar	-	-	-	-	01
11	Koraput	-	-	-	-	-
12	Malkangiri	-	-	-	-	-
13	Nawarangpur	-	-	-	-	-
14	Bolangir	-	-	-	-	01
15	Nawapara	-	-	-	-	-
TOTAL		-	-	-	01	03

- None of the candidates have completed their P.G. degree.
- Out of the 153 candidates, only 5(3.27%) of candidates had Technical qualification. Out of that none of them had availed the facility in side the village / town, all the 4 candidates had to cover more than 5 Kms for that.

Table No-69 (A)
Percentage of marks

Sl No	District	Primary/Middle (Marks in percentage)					H.S.C (Marks in percentage)				
		Les than 35	36- 45	46- 55	56- 60	Above 60%	Les than 35	36- 45	46- 55	56- 60	Above 60%
1	Kalahandi	06	04	-	-	-	02	04	03	-	01
2	Sundergarh	10	-	-	-	-	06	01	03	-	-
3	Sambalpur	03	07	-	-	-	06	02	02	-	-
4	Rayagada	06	04	-	-	-	02	03	05	-	-
5	Gajapati	08	02	-	-	-	07	02	01	-	-
6	Kondhmal	04	06	-	-	-	03	04	03	-	-
7	Ganjam	09	01	-	-	-	05	03	01	-	-

8	Balasore	07	03	01	-	-	04	04	02	-	-
9	Mayurbhanj	03	07	02	-	-	02	03	05	-	02
10	Keonjhar	04	03	02	01	-	03	02	05	-	-
11	Koraput	03	07	-	-	-	03	02	05	-	-
12	Malkangiri	05	05	-	-	-	05	05	-	-	-
13	Nawarangpur	04	05	01	-	-	04	04	02	-	-
Sub Total		72	54	06	01	-	52	39	37	-	03
14	Bolangir	01	05	02	01	01	06	01	01	03	-
15	Nawapara	04	05	01	-	-	04	04	02	-	-
Sub Total		05	10	03	01	01	10	05	03	03	-
Total		77	64	09	02	01	62	44	40	03	03

- Out of 153 candidates, 77 candidates secured less than 35% of marks, 64 candidates secured 36-45% of marks, 9 candidates secured 46-55% of marks, 2 candidates secured 56-60% of marks and only 1 candidates secured more than 60% marks in Primary/Middle level exam.
- Among them, 62 candidates secured less than 35% of marks, 44 candidates secured 36-45% of marks, 40 candidates secured 46-55% of marks, 03 candidates secured 56-60% of marks and only 3 candidates secured more than 60% marks in HSC level exam..
- Out of 47 candidates, the maximum percentage of marks secured in both Primary/Middle and HSC is less than 35% and 36-45 %.

Table No-69 (B)
Percentage of marks

Sl No	District	Higher Secondary (Marks in percentage)					Graduation (Marks in percentage)				
		Les than 35	36-45	46-55	56-60	Above 60%	Les than 35	36-45	46-55	56-60	Above 60%
1	Kalahandi	-	01	01	03	-	-	-	-	-	-
2	Sundergarh	-	03	02	-	-	01	-	-	-	-
3	Sambalpur	-	05	-	-	-	-	-	-	-	-
4	Rayagada	-	06	01	-	-	-	-	03	-	-
5	Gajapati	-	05	-	-	-	-	-	-	-	-
6	Kondhmal	-	06	01	-	-	-	-	-	-	-
7	Ganjam	-	05	-	-	-	-	-	-	-	-
8	Balasore	03	05	-	02	-	-	-	-	-	-
9	Mayurbhanj	02	03	02	02	-	01	-	01	01	-
10	Keonjhar	01	03	04	-	-	02	-	02	-	-
11	Koraput	02	-	03	-	-	-	-	-	-	-
12	Malkangiri	-	02	02	01	-	-	-	-	-	-
13	Nawarangpur	01	02	02	-	-	01	01	01	-	-
Sub Total		09	46	18	08	-	05	01	07	01	-
14	Bolangir	-	-	03	02	-	-	-	-	-	-
15	Nawapara	03	02	-	-	-	-	-	-	-	-

Sub Total	03	02	03	02	-	-	-	-	-	-
Total	12	48	21	10	-	05	01	07	01	-

- Out of 47 candidates of 15 districts, 2 candidates secured 30-40% of marks, 19 candidates secured 41-50% of marks, 19 candidates secured 51-60% of marks and only 07 candidates secured more than 60% marks CHSE level exam.
- Out of 47 candidates of 15 districts, 1 candidate secured 30-40% of marks, 12 candidates secured 41-50% of marks, 26 candidates secured 51-60% of marks and only 8 candidates secured more than 60% marks in their Graduation exam.
- Out of 47 candidates, maximum candidates secured more than 60 percentage of marks both in Higher Secondary and Graduation exam..

Table No-69(C)
Percentage of marks

Sl No	District	Others (Marks in percentage)				
		Les than 35	36-45	46-55	56-60	Above 60%
1	Kalahandi	-	01	-	-	-
2	Sundergarh	-	-	-	-	-
3	Sambalpur	-	-	-	-	-
4	Rayagada	--	-	-	-	-
5	Gajapati	-	-	-	-	-
6	Kondhmal	-	-	-	-	-
7	Ganjam	-	-	-	-	-
8	Balasore	-	-	-	-	-
9	Mayurbhanj	-	-	01	-	-
10	Keonjhar	-	-	-	-	01
11	Koraput	-	-	-	-	-
12	Malkangiri	-	-	-	-	-
13	Nawarangpur	-	-	-	-	-
Sub Total		-	01	01	-	-
14	Bolangir	-	01	-	-	-
15	Nawapara	-	-	-	-	-
Sub Total			01	-	-	-
Total		-	02	01	-	-

- Out of 47 candidates of 15 districts only 22 candidates completing P.G. degree, 4 candidates secured 41-50% of marks, 14 candidates secured 51-60% of marks, 4 candidates secured above 60% of marks.
- Out of 47 candidates of 15 districts only 8 candidates completing other degree like PGDCA, LLB, Bed, 4 candidates secured 41-50% of marks, 4 candidates secured 51-60% of marks.

Table No-70(A)
Year of passing

Sl No	District	Primary/Middle (In years)				H.S.C (In years)			
		1960 -70	1971 -80	1981 -90	1991-2000 & above	1960 -70	1971 -80	1981 -90	1991-2000 & above
1	Kalahandi	-	02	03	06	-	-	01	09
2	Sundergarh	-	01	05	04	-	-	03	07
3	Sambalpur	-	01	07	02	-	-	01	09
4	Rayagada	-	03	06	01	-	-	07	04
5	Gajapati	-	-	04	05	-	-	-	08
6	Kondhmal	-	01	06	03	-	-	01	08
7	Ganjam	-	01	06	03	-	-	01	09
8	Balasore	-	-	06	06	-	-	-	12
9	Mayurbhanj	-	-	03	09	-	-	-	12
10	Keonjhar	-	-	03	07	-	-	01	09
11	Koraput	-	02	05	05	-	-	02	10
12	Malkangiri	-	-	02	08	-	-	-	10
13	Nawarangpur	-	-	02	09	-	-	-	10
Sub Total		-	11	58	68	-	-	17	117
14	Bolangir	-	01	02	08	-	-	01	09
15	Nawapara	-	02	08	04	-	-	01	12
Sub Total		-	03	10	12	-	-	02	21
TOTAL		-	14	68	80	-	-	19	138

- Out of 47 candidates of 15 districts, 8 candidates completing their Primary/Middle education in the year 1960-70, 14 candidates in the year 1971-1980, 20 candidates in the year 1981-90 and only five candidates in the year 1991 - 2000 and above.
- Out of 47 candidates maximum nos of candidates completing their higher secondary education in the year 1971-80 and 1981-1990. Only 9 nos of candidates completing in the year 1991-2000 and above. Only 6 nos of candidate completing in the year 1960-70.

Table No-70 (B)
Year of passing

Sl No	District	C.H.S.E (In years)				Graduation (In years)			
		1960 -70	1971 -80	1981 -90	1991- 2000 & above	1960 -70	1971 -80	1981 -90	1991- 2000 & above
1	Kalahandi	-	-	-	01	-	-	-	-
2	Sundergarh	-	-	-	04	-	-	-	01
3	Sambalpur	-	-	-	03	-	-	-	-
4	Rayagada	-	-	03	05	-	-	-	04
5	Gajapati	-	-	-	05	-	-	-	-
6	Kondhmal	-	-	-	04	-	-	-	-
7	Ganjam	-	-	-	01	-	-	-	-
8	Balasore	-	-	-	11	-	-	-	-
9	Mayurbhanj	-	-	-	08	-	-	-	02

10	Keonjhar	-	-	-	07	-	-	-	04
11	Koraput	-	-	-	04	-	-	-	-
12	Malkangiri	-	-	-	04	-	-	-	01
13	Nawarangpur	-	-	-	04	-	-	-	-
Sub Total		-	-	03	61	-	-	-	12
14	Bolangir	-	-	-	03	-	-	-	-
15	Nawapara	-	-	-	02	-	-	-	-
Sub Total		-	-	-	05	--	-	-	-
TOTAL		-	-	03	66	-	-	-	12

- Out of 47 candidates, 17 candidates completing their higher secondary education in the year 1971-80, 18 candidates in the year 1981-1990, 12 candidates in the year 1991 - 2000 and above.
- Out of 47 candidates maximum nos of candidates completing their Graduation degree in the year 1991 - 2000 and above. Only 10 nos of candidates completing in the year 1971-80. Only 13 nos of candidate completing in the year 1981-90.

Table No-70 (C)
Year of passing

Sl No	District	P.G (In years)				Technical/Others (In years)			
		1960 -70	1971 -80	1981 -90	1991- 2000 & above	1960 -70	1971 -80	1981 -90	1991- 2000 & above
1	Kalahandi	-	-	-	-	--	-	-	01
2	Sundergarh	-	-	-	-	-	-	-	02
3	Sambalpur	-	-	-	-	-	-	-	-
4	Rayagada	-	-	-	-	-	-	-	-
5	Gajapati	-	-	-	-	-	-	-	-
6	Kondhmal	-	-	-	-	-	-	-	-
7	Ganjam	-	-	-	-	-	-	-	-
8	Balasore	-	-	-	-	-	-	-	-
9	Mayurbhanj	-	-	-	-	-	-	-	01
10	Keonjhar	-	-	-	-	-	-	-	01
11	Koraput	-	-	-	-	-	-	-	-
12	Malkangiri	-	-	-	-	-	-	-	-
13	Nawarangpur	-	-	-	-	-	-	-	-
Sub Total		-	-	-	-	-	-	-	05
14	Bolangir	-	-	-	-	-	-	-	01
15	Nawapara	-	-	-	-	-	-	-	-
Sub Total		-	-	-	-	-	-	-	01
TOTAL		-	-	-	-	-	-	-	06

- Out of 47 candidates, only 24 candidates completing their P.G. degree. Out of that maximum number of 14 candidates passed out in the year 1991-2000 and above, least nos of 03 candidates passed out in the year 1971-80.

- Out of 47 candidates only 2 candidates had other qualification like PGDCA, LLB and Bad.

- **Opinion of Unsuccessful ST Candidates**

1. Most of the candidates 96 (62.75%) opined that due to ban in recruitment in Government, their names are not sponsored by the Employment Exchange.
2. Out of 153 candidates, 22 (14.38%) are opined that they are not selected in interview for different reasons.
3. 35(22.88%) candidates are unsuccessful in getting a job due to Lack of awareness and rural back ground.
4. 111(72.55%) candidates opined that they could not get success due to low academic career.
5. 9(5.88%) candidates opined that they could not able to pay bribe for which their names were not sponsored for the notified posts in the Government.

- **Case studies of unsuccessful candidates**

Class-III-Unsuccessful

1. Sri Surendra Nath Singh is the son of Sri Budhiram Singh of Fatakusum village of Badasahi block in Mayurbhanj districts. He is aged about 28 years, belongs to Bhumija community. His father possessed 2 to 3 acres of land. He completed his graduation from Badasahi College in the year 1995 & he appeared privately and got P.G. Degree from Badasahi College in the year 1998. He also successfully achieved LLB degree from Government College, Baripada, in the year 2003. His academic record is very good. He registered his name in the year 2001 at Baripada Employment Exchange. His name was never sponsored by Employment Exchange for any posts advertised by the Government Departments. Because no recruitment made by Government since last 10 years. Now he is practicing as a Lawyer at Baripada Judicial Court.

2. Miss Saraswati Hansda is the daughter of Sri Shyam Sunder Hansda an inhabitant of Damodarpur village in Sadar block of Mayurbhanj district. She is aged about 19 years belongs to Santal community. Her father is a Government Servant. She completed her Graduation degree in the year 2007. She registered her name in the year 2004 at Baripada Employment Exchange. Her name was never sponsored by Employment Exchange for any posts. She was debaring and getting into Government service due to ban order by the Government on recruitment in the Government Departments since last 10 years.

3. Shri Santosh Kumar Sabar, son of Shri Mankand Sabar an inhabitant of Budhambo village of K.S.Nagar block of Ganjam district. He belongs to Sabar community and aged about 23 years. His father possessed 3 acres of land. He completed his Matriculation in the year 1997. He registered his name in the year 2003 at Chatrapur, Employment Exchange accompanied with his friends. His name was once sponsored by Employment Exchange in the year 2004 for the post of constable under SP Ganjam. He did not qualify in the physical test. At present he is assisting his father in cultivation and other house hold works.

4. Shri Mohendra Majhi, son of Sri Bahadur Majhi of Bahadurpadar village of Kesinga block in Kalahandi district. He is aged about 19 years, belongs to Kondh community. His father was a farmer possessed only 2 acres of land. He completed his

Matriculation in the year 2005 out of his stipend money. He discontinued his study for poor economic condition of his father. He registered his name at Bhawani Patna Employment Exchange along with his friends in the year 2004. He paid bribe of Rs 20 at the time of registration. His name was once sponsored by Employment Exchange in the year 2007 for the post of Constable but he did not qualify in the interview. Further his name was not sponsored by Employment Exchange for any vacancy advertised by the Government Departments at the District level Offices. At present he is working as a casual labour in a flourmill located at Kesinga with Rs 50/- per day.

5. Miss Sabita Dharua, daughter of Sir Uttar Kumar Dharua of Sunamudi village of Patnagarh block in Bolangir district. She is aged about 19 years belongs to Gond community. Now she continues Graduation in Government Women's College, Bolangir. Her father is a Government servant. Her economic condition is quite satisfactory. One of her brother is also working in a Government Department. As per the advice of her elder brother she registered her name in the Patnagarh Employment Exchange during the year 2003 with her friends. Her name was never sponsored by Employment Exchange for any post.

6. Smt. Prabhasisni Meher, wife of Shri Prakash Meher an inhabitant of Loisinga village in Bolangir district. She is aged about 26 years, belongs to Kulis community. Her husband is a Government servant. She passed 10th class examination in the year 2005. She discontinued her study for poor economic condition of her family. She registered her name at Bolangir Employment Exchange in the year 2006. Her name was never sponsored by Employment Exchange for any vacancies/posts. She is now waiting for sponsoring her name from the Employment Exchange to appear for an interview in any vacant posts of the Government Department of her districts.

7. Shri Miryanus Dung Dung is son of Shri Robert Dung of Karlaghati Village of Subdega block in Sundergarh district. He is aged about 28 years belongs to Kisan community. He could not qualify Intermediate Examination but he completed DCA course, now he is unemployed. His father has a tailoring shop in his village and a landless. He registered his name at Sundergarh Employment Exchange in the year 2007. His name was not sponsored by Employment Exchange for any posts in the Government Departments. He failed to get a job in the Army as he was disqualified on medical test. Now he is not employed anywhere.

8. Miss Sukumani Xaxa, is the daughter of Shri Mansid Xaxa of Kendajor village in Sundergarh district. She is aged about 30 years belongs to Oraon community. She passed her Intermediate examination in the year 2001, but not able to complete her Graduation. She discontinued her study for acute financial problem of her father. Her father was a landless and due to acute financial condition her brothers & sisters are still unmarried. She registered her name at Sundergarh Employment Exchange in the year 2005. As per the advice of her elder sister she registered her name at Sundergarh Employment Exchange. She was not qualified in the interview for the post of an attendant in the Office of the DWO, Sundergarh during the year 2006. Since then her name was never sponsored by the Employment Exchange for any Government post. She is a casual worker.

9. Shri Sania Kirsani, is the son of Shri Mukunda Kirsani an inhabitant of Kirsanipada village of Khairput block in Malkangiri district. He is aged about 22 years, belongs to Bondo community. His father is a small farmer. He continues his study at Malkangiri College till now. He registered his name in the year 2003 at Malkangiri Employment Exchange. His name was once sponsored by Employment Exchange for the

post of Constable under SP Malkangiri. He was disqualified on medical test. At present he is unemployed & persuing computer course at Malkangiri.

Class-IV-Unsuccessful

1. Shri Madan Dhurua is the son of Shri Anirudha Dharua an inhabitant of Luchkibandh village in Bolangir district. He is aged about 24 years belongs to Dharua community. His father possessed 2 Acres of land. He is a matriculate and discontinued due to poor economic condition of his father. His uncle advised him to registered his name in the Employment Exchange at Bolangir in the year 2001. He was getting stipend during his school education, which was not enough to continue his study further. His name was never sponsored by Employment Exchange since the registration. Through open advertisement he faced an interview for the post of Constable and was not selected.

2. Shri Bipin Munda is the son of Shri Prasanna Munda an inhabitant of Dungripara village of Bolangir district. He is aged about 22 years belongs to Munda community. He is a Matriculate. His father is a Government Servant working as a peon at the Collectorate. He registered his name at Bolangir Employment Exchange in the year 2004. His name was not sponsored by employment exchange.

3. Miss Fulmani Batra, daughter of late Mani Batra an inhabitant of Dhamakapur Village of Balisankara block of Sundergarh district. She is aged about 25 years belongs to Oraon community. The economic condition of her father was not good. Her father possessed only $\frac{1}{2}$ Acres of land. She faced severe financial difficulties after the death of her parents, for which her economic condition was poor. Subsequently she had to work as a daily labourer. She could only complete 7th class examination and did not continue her study. The stipend which, she received Rs 300/- per month was not sufficient. She registers her name in the Employment Exchange during the year 2006 as per the advice of her teachers and friends. Her name was once sponsored by Employment Exchange.

4. Shri Subash Majhi is the son of Shri Bhuban Majhi an inhabitant of Pipalwadi village of Kesinga block in Kalahandi district. He is aged about 20 years belongs to Kondh community. Now he is Unemployed. His father is a small farmer possessed 1 Acre of land with a dependant of 6 family members for which he faced a lot of difficulty to continue his study up to 10th class in the Government High School under ST & SC Development Department located at Pastiguda. His uncle suggests him to register his name in the Employment Exchange at Bhawani Patna. His name was never sponsored by Employment Exchange for any post and assists his father in cultivation. The economic condition of the family is very poor and he is struggling for a job.

5. Miss Shakuntala Munda is the daughter of Shri Biswanath Munda an inhabitant of Janghira Village of Harichadarpur block in Keonjhar district. She is aged about 25 years belongs to Munda Community. Her father was a Government servant. The financial condition of her father was good for which she completed her Graduation in the year 2002. She registered her name at Keonjhar Employment Exchange in the year 2004. Her name was never sponsored by Employment Exchange for any post since her registration. He was unemployed till now. She appeared an interview through an open advertisement for a job in army but disqualified in the medical test.

6. Shri Bijay Kumar Naik is the son of Shri Bhagwan Naik an inhabitant of Jhangira village of Keonjhar district. He is aged about 25 years belongs to Bhuiyan community. His father a businessman and the economic condition was good. He completed his

Graduation from Jhangira Degree College in the year 2005. He registered his name in the year 2003 at Keonjhar Employment Exchange by the advice of his teacher and friends. His name was never sponsored by employment exchange for any posts.

7. Miss Urbasi Hikoka is the daughter of Shri Prasad Hikoka an inhabitant of Denpur village of Kolnara Block in Rayagada district. She is aged about 23 years belongs to Poraja community. Her father is an Engineer working for IMPHA. She completed her Higher Secondary education from Kolnara College in the year 1995. She was not facing any kind of financial difficulties during her study also having certificate for Nursing training during the year 1998. She registered her name at Rayagada Employment Exchange in the year 2002. Her name was once sponsored by Employment Exchange in the year 2006 for the post of Nurse under Health Department but not selected for having low percentage of mark. She paid Rs 200 for sponsoring her name through Employment Exchange for the above post. She also got vocational training in Tailoring trade sponsored by BDO, Kolnara. Now she is having a Tailoring shop in her own village. She is unmarried and provides financial support to her family out of her income.

8. Miss Tulasi Jani is the daughter of Shri Raghu Jani an inhabitant of Talakin village in Koraput district. She is aged about 20 years belongs to Poraja community. She is under Matric. Her father is a poor farmer possessed only one acre of land and 3 family members are depending on him. She registered her name at Koraput Employment Exchange in the year 2004. Her name was once sponsored by Employment Exchange in the year 2004 for the post of peon at the Collectorate. She did not qualify in the interview. Now her economic condition is not good. Her name was not sponsored further for any posts by the Employment Exchange. She is unemployed.

9. Shri Lingaraj Pujari is the son of Shri Sankar Pujari an inhabitant of Chaulmendi village of Mathili block of Malkangiri district. He is aged about 20 years belongs to Bhuiyan community. His father is a farmer. Financial condition of his father is not good. He passed his 9th Class examination from Chaulmendi High School in the year 2000. He registered his name at Malkangiri in the year 2004. His name was never sponsored by Employment Exchange for any post. He is now unemployed and assists his father in cultivation.

Chapter- VIII

8. Observations and Recommendations:

- **Observations from the Information Provided by Employment Exchanges, Government Departments & Public Sector Undertakings as per the Formats and Schedules**
1. In most of the cases, the Departments and PSUs do not communicate regarding the requisition for filling of the vacancies as required by them to the Employment Exchanges regularly. Ignoring the Employment Exchanges, the Government Departments and PSUs are recruiting candidates in different category of posts through an open advertisement. Even after the recruitments are over, the different Government Departments and PSUs authorities do not regularly intimate about the filling of the posts to the respective Employment Exchanges. Thus, the Employment Exchanges failed to keep record the exact number of registered candidates recruited in different jobs/posts from the Government Offices and PSUs.
 2. In case of 4 Employment Exchanges, it was noticed that the notified posts required by some Departments have out numbered the candidates recruited by those Departments. In this regard, the District Employment Officers are intimated by the appointing authorities later about for additional appointments made by them against the “**Found Work**”, for which there seems a discrepancy between the post notified and actually recruited in the register of the Employment Exchange.
 3. As per the reporting of most of the DEOs, the special recruitment drives are not commissioned for quite a longer period. None of the PSUs has mentioned whether they have followed special recruitment drive before de-reservation for filling against the reserved posts.
 4. Separate information on employment position of class-III and class-IV category posts not available due to faulty reporting by the Employment Exchanges as per our Schedule.
 5. Shortfall of vacancies of reserved posts for a longer period is noticed in different Government Departments/PSUs. It is so because the required number of **ST qualified candidates are not available**, in the Departments such as Textile & Handloom, Energy and PSUs like IPICOL, OPGC, IDCO, OFDC, OSRTC, and OSPHWC. In some cases the reserved vacancies are filled up by way of de-reservation of posts or on exchange basis in PSUs like OTDC, OCC & GRIDCO.
 6. Most of the designated posts as being the single post, have been filled up by either on deputation or services placed where ORV Rule is not applicable as observed in some PSUs like Orissa Beverages Corporation Ltd, OIIDC, OSSC, APICOL, OSCSC etc.
 7. Due to restriction of the Government, there is ban on direct recruitment in the Government Departments and PSUs like OPGC, IDCO, OFDC, OSFC, OSIC, OSRTC, OMC, OCDC & OSPHWC during the period from 1991-98 excepting some

Departments like Home, SSD, Health, Education where recruitment is made for emergency services and these Departments have filled up the posts following the ORV Act and Rules.

8. The PSUs such as OSIC and GRIDCO have not furnished information in separate sheet for direct recruitment and for promotion which restricted separate reporting for both the categories. The PSUs like OFDC has not mentioned numbers of reserved posts against total sanctioned post.
9. Roasters are intended to be an aid to determining the number of vacancies to be reserved for SCs & STs. In some services it is noticed that appointment are being done to the said post by direct recruitment and by promotion also. In such cases where the direct recruitment exceeds 2/3rd of the posts, a provision of ORV Act is not applicable for promotional appointments. Thus roster points are maintained for initial appointments only and therefore taking the cadre as a whole percentage of reservation can not be achieved.
10. Provisions of ORV Act and Rules are not applicable for contractual appointments. In some cases the contractual appointees are being appointed against the permanent sanctioned post after some years either by the orders of the Court or by consideration of the Government, as they have worked for so many years on contractual basis. Thus while regularizing these contractual appointments against the permanent sanctioned strength provisions of ORV Act is not being followed strictly. However subsequently steps are being taken by the administrative department/appointing authority to fill up the shortfall of representation in respect of reserved categories in the subsequent recruitment years. In other cases maintenance of separate roster register for permanent appointments and temporary appointments likely to become permanent are completely ignored.
11. As per the provisions of the ORV Act, there is provision of exchange of vacancies between SC and ST candidates in case of non-availability of candidates from either category. However this provision is not applicable for the appointments at class-III and Class-IV posts. Besides, provision of de-reservation is applicable in case of non-availability of eligible ST candidate for considering promotion to Class-III posts. Prior to filling of the roster points reserved for ST category by UR candidate, the appointing authority is to take permission of de-reservation from the next higher authority. The carried forward vacancies of a recruitment year, is carried forward to subsequent three recruitment years. The roster should indicate the number of posts carried forward due to non availability of ST candidates in different recruitment years. But in some of the cases the details of the vacancies exchanged or dereserved and points adjusted were not clearly mentioned in the specified column of the roster register.
12. As per the provisions of ORV Act, there should be annual inspection of the roster register, which are being done by the inspecting officers. In addition to annual inspection, the roster maintained is required to be verified prior to any appointment in to the cadre. It is noticed that roster registers of some offices are not being inspected regularly, prior to appointment.

13. At the time of regularization of contract laborers, reservation quota is ignored which should be taken care of.
14. It is observed that in most of the Departments/PSUs, the meritorious ST candidates, who are successfully selected competing with the general candidates on merit are considered as against the reserved quota which is fallacious. They should be considered to be selected on their merit in the general quota.

- **Recommendations**

The following are some of the key recommendations which have emerged out on the basis of the findings of the study. It is expected that if the recommendations are incorporated in the existing provisions/ rules of the ORV Act, the intention underlying the Act and the reservation policy in terms can be more meaningfully translated in letter and spirit benefiting the ST and SC candidates.

1. There should be post-based reservation, instead of vacancy based that has already been announced by the Hon'ble Supreme Court in its Judgments from time to time. In such a situation, the cadre/sanctioned strength should be taken as a unit for considering adequate representation of different categories in the cadre. The number of points in each roster shall be equal to the number of posts in a cadre. While cadre is generally to be construed as the number of posts, in a particular grade, for the purpose of preparation of roster, it shall comprise posts required to be filled by a particular mode of recruitment in terms of the applicable recruitment rules. There should be separate rosters for direct recruitment and for promotion, where reservation in promotion applies.
2. Since reservation does not apply to transfer/ deputation, where rules prescribe a percentage of posts, to be filled by this method, the corresponding proportion of post should be excluded, while drawing up the rosters. Whenever there is any increase or decrease in the cadre strength, the roster shall be correspondingly expanded or contracted. The same will also apply whenever there is a change of recruitment rules, which affects the proportion of posts to be filled by a particular mode of recruitment. The roster is to be operated on the principle of replacement and not as a running account. The reserved candidates, who are appointed on merit should not be shown against the reserved points. They will occupy the unreserved points. Thus the ORV Act and Rules are required to be amended accordingly for smooth implementation of provisions.
3. Separate quotas for promotion and direct recruitment are prescribed in the recruitment rules. Vacancies arising in the reserved quota where ST candidates are not eligible or available, in that case the vacant posts meant for reserved quota should not be filled up by the unreserved candidates. In the above circumstances the vacant reserved quota may be filled up by direct recruitment with requisite qualification or a ST candidate may be brought from any Government Department on deputation.
4. In some services it is noticed that appointment are being done to the said post by direct recruitment and by promotion also. In such cases where the direct recruitment exceeds 2/3rd of the posts, ORV Act is not applicable for promotional appointments. Thus roster points are maintained for initial appointments only and therefore taking the cadre as a whole percentage of reservation can not be achieved. Thus to achieve

the required percentage of ST candidate in a cadre, reservation provision is required to be applicable for all modes of appointment.

5. According to the provision of zone of consideration in case of promotion, the eligible ST candidates who are out of the zone of consideration are not considered for promotion. However in implementing the post based reservation, the case of eligible ST candidate is required to be considered, irrespective of his position in the gradation list of the feedergrade in order to achieve proper representation of ST employees in the cadre.
6. The reserved vacancies in various categories of posts are lying vacant for many years. It is observed that the Departments and the PSUs are not initiating and taking appropriate step for recruitment and notifying the vacant posts through the Special Recruitment Drive for which the qualified ST candidates are not getting opportunity for a job in the Government Offices and PSUs.
7. Creamy layers among STs should be excluded from availing the reservation quota. Reservations should be based on economic status. The ST creamy layers who are tax payers, their children should not be eligible for further reservation. This will ensure benefits to reach the poorest of the poor among the STs and they will get social justice.
8. Some sections of the scheduled tribes have hardly availed of the benefits of reservation due to their extreme backwardness and poverty. The Govt. should create awareness in the interior pockets regarding the job opportunity available in Public Sectors. Government should take effective steps for creation of awareness on ORV Act/Rules among the ST candidates inhabiting in remote areas through special training in Schools and at Panchayat and Block levels.
9. All the schools and colleges under the Government (School and Mass Education, Higher Education and the Schools under ST & SC Development Department) may form a committee of their own for "Talent Search among the ST meritorious students". The Talent Search Committee will be responsible for imparting special coaching (Text), reading and writing support, and exposure visit and computer and laboratory facility. This facility should be extended to all tribal dominated districts (Scheduled areas). The regular semester examination may be conducted for those students to evaluate their efficiency.
10. Annual reports on the Implementation of Reservation on Posts and Services Act followed by Rules should be prepared and reported by all the Departments of the State Government, PSUs and Non-Government Sectors and furnish to their respective Authorities in each year i.e. by 31st March for kind information of the Hon'ble Governor which was observed by non submission of information by the Administrative Departments on ORV Acts and Rules for STs in the present study.
11. The authorities who are violating the ORV Act and Rules at the time of implementation, promotion in respect of STs may be severely penalized and stringent action should be taken against them.
12. Most of the Government Departments/PSUs Officials who are dealing with ORV Act are getting confused whether to fill up the vacant posts on the basis of post based or

vacancy based roster. Some of them are following both the Rules, which are not proper. Therefore in this situation, the nodal department should take effective steps for clear cut clarification to all the Government Departments/PSUs regarding this point.

13. SCs & STs Research and Training Institute, a Directorate under the ST & SC Development, Minority and Backward Classes Welfare Department conducted a series of training programmes on ORV Act/Rules in posts and services for the establishment officers, appointing authorities and other ministerial staffs of various Departments under the State Government, Corporate bodies and Non-Government Organizations. The Training Institute is required to organize such training programmes on priority basis frequently,(i) to orient the participants regarding Implementation of the provision of the Acts and Rules in achieving proper representation of ST categories in different posts and services.ii) to give an understanding regarding the scheduled areas and the TSP areas and their development, (iii) to know about the constitution provisions, safe guards and legislation meant for the SCs and STs. With this objective the SCSTRTI had conducted the specific department wise courses since 1982 in phased manner.
14. As reported by National Commission for SCs & STs (Regional office at Bhubaneshwar) since the policy is discriminatory in nature and deprives many aspirants from getting the benefits of Government services, all care must be taken to ensure that the discrimination neither exceeds the limits prescribed by the framework of reservation nor becomes ineffective due to improper or inadequate implementation.
15. The new elites among ST Communities are expected to play the role of catalyst of social frame in their communities.
16. As the policy has deprived many meritorious candidates of other communities from entry in to the Government jobs certain amounts of bitterness, jealousy and hostility is noticed among them. The employees in the reserved category feel that they don't receive co-operation neither from their superior nor from their subordinates. There is a fear in their mind that their superiors being members of upper castes may report adversely against them in the annual confidential remarks, which may be detrimental to their promotional prospects.
17. It is observed that some tribes (Santal, Kisan and Oraon) are more advanced and availing all the facilities in comparison to others. We may consider providing some kind of reservation within the reservation so that a certain percentage of posts may be reserved for those tribes especially the Primitive (vulnerable) Tribal Groups who are grossly underrepresented in the public services The Government may appoint and place dedicated officers having adequate sympathy and commitment towards the weaker sections especially the STs who can effectively translate various safeguards and protections in to realities in the initial recruitment, taking steps in time for promotion and monitoring the rosters points as per the Act followed by Rules.
18. Extensive job orientation trainings is required for ST candidates to compete with the unreserved candidates in the civil service and other competitive examinations.

19. Appropriate steps should be taken by the Govt. in encouraging ST Students for technical and professional courses.
20. Provisions of ORV Act. 1975 is not applicable for contractual appointment. However, now a days most of the initial appointments are being undertaken for contractual engagement of candidates to various posts and services. Thus provision of reservation should be made applicable for these types of appointment so that there will not be shortfall of representation from among the ST category, when the contractual employees are absorbed against the permanent post in a cadre in course of time.
21. It is generally observed that, the employees belonging to ST category, who have got promotion by virtue of reservation, are not so efficient as compared to their counterpart employees belonging to other category. In some cases the employees belonging to ST community are not able to cope up with their higher as well as subordinate officer, which is affecting the public functioning in general. To eliminate such type of difficulties, regular professional oriented trainings courses are required to be organized at district and State level.
22. In case of technical posts like engineering and Medical services , the representation of ST candidates are still lower which is only due to non availability of eligible candidate at the time of recruitment. In this regard poverty of tribal people and their lack of awareness are the main constraints. Although there is provision of post matric Scholarship for ST candidates for pursuing their higher studies later, but due to lack of timely financial support, ST students are not being able to get out of the financial problems and not showing their interest in continuing their study, which further creates a gap in achieving their representation in different types of posts. To overcome such type of difficulties, a provision of contingent fund should be made from which the ST students can get immediate financial benefit, which may subsequently be adjusted against their scholarship entitlement. Government may also consider to open and run more numbers of technical institutions in tribal area.
23. In a highly tribal concentrated state like Orissa, there is no adequate pre examination coaching facility for ST students. Neither the state Government nor the Central Govt. has taken any appropriate step in this regard, for which most of the unemployed qualified ST candidates are not able to succeed in the competitive examinations conducted by State Government/ Central Govt/Railways/Banks, and in certain cases they are also not able to keep the minimum percentage of marks for qualifying themselves for further tests in a process of examination. Therefore adequate and appropriate PETC facilities may be provided to them to enable them to get success in different competitive examinations.

Besides the above recommendations, the following steps/decision are taken by the Orissa Government for implementation of the ORV Act/Rules in different aspects.

- As per the proposal brought by one of the members of Legislative Assembly Orissa, in the Scheduled Castes Welfare Advisory Board meeting held on 23.04.2008, it was decided that all Government Departments including Heads of Departments and Collectors to open an SC & ST Cell in their respective Departments/District Offices to address the problems faced by SC & ST employees with utmost seriousness. Representation made by SC & ST employee

to their next higher authorities should be handled expeditiously with legal provisions, rules and regulations.

- In the Scheduled Castes Welfare Advisory Board meeting held on 23.04.2008, the Commissioner- cum- Secretary, Health & Family Welfare and Additional Secretary, Industry Department reported that the steps had been taken by both the Departments to reserve the seats in Engineering and Medical institutions in proportion to SC&ST population and the proposal drawn by both the Departments jointly would be acted upon after Cabinet approval.

Commissioner- cum- Secretary, Higher Education Department stated that the reservation of seats in proportion to SC&ST population at Colleges at present is done in two phases in such a way that no eligible SC&ST students remain deprived of education. While 12% seats for STs and 8% for SCs are reserved at the initial stage, another 10% seats for STs and 8% for SCs are allowed in the event of eligible SC & ST students being available for admission by creating additional seats in the Colleges. OPSC was rejecting the SC&ST degree Engineers(Civil) on the ground that they were not securing cut off marks. In the Scheduled Castes Welfare Advisory Board meeting held on 23.04.2008, it was also decided that the OPSC would be advised to conduct special recruitment from amongst the SC& ST Degree Engineers (Civil) in order to fill up the vacant posts of Civil Engineers meant for SC&ST candidates.

It is also decided that GA Department should issue suitable instructions to all Departments of Government to take steps for early disposal of the cases pending in different Courts to facilitate finalization of the gradation list. Accordingly it has been issued to all Departments of Government vide GA Department on 02.02.2008 in this regard.
