

order and therefore, urges upon the UGC to issue instructions for extending reservation in direct recruitment at all levels including Readers and Professors.

5 The Commission recommends that relaxation of 5% marks in the Master Degree Courses should be given to SC/ST candidates for appointment to the level of teachers and also for appearance in National Eligibility Test. 7.21

6 The Rastogi Committee has recommend that those candidates who have 55% marks in the Master's Degree and have obtained a Ph. D. after 1993 should be exempted from qualifying in the NET/SLET to be eligible for the post of Lecturer. The Commission recommends that UGC may accept this recommendation of the Rastogi Committee in the case of Scheduled Caste and Scheduled Tribe candidates. 7.22

28 7 All possible steps are, therefore, required to be taken to increase the representation of SCs/STs in Judicial Services. 7.25

8 the Commission recommends the Department of Personnel and Training order dated 29.8.97 should be struck down forthwith. 7.29

9 The Commission recommends that reservation for Scheduled Castes and Scheduled Tribes in promotion should be extended to all classes of posts in accordance with the spirit of the Constitution (77th Amendment) Act. 7.32

All the 10 appointing authorities The Commission recommends that the top administrative authorities should be much more vigilant and responsive in this regard to ensure that the Scheduled Castes and Scheduled Tribes employees are not harassed and humiliated in any way. 7.43

11 The Commission feels that the Liaison Officers should be provided with all possible assistance by the Ministries/Departments/PSEs to enable them to work more effectively to ensure adequate representation of SCs/STs in services/posts at the earliest. The Department of Personnel & Training should conduct orientation training programmes for the Liaison Officers as frequently as possible. 7.68

12 The Commission recommends to all the Government Department, Public Sector Enterprises to provide following minimum facilities to the SC & ST employees association :- 7.72

(i) Quarterly/ Periodical meetings at Headquarters and Regional /Project / Field / Zonal Offices level with the Scheduled Castes and Scheduled Tribes Associations to discuss the individual grievances of the SC & ST employees and also the general issues pertaining to the service conditions of the employees belonging to these communities.