Constitution and Tribal Welfare

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India is seeking the goal of a socialistic society while pursuing the objectives of a Welfare State. Pertinently, the Constitution of India mandates the Government the pursuit of establishing a state which promotes the welfare of the people by securing and protecting effectively a social order in which social, economic and political justice would inform all the institutions of national life. Further, the State is required to direct its policy to secure to all citizens the right to have adequate means of livelihood and that the operation of the economic system does not result in the concentration of wealth to the common detriment of all. Again, all the sections of citizens residing in any part of India, are guaranteed the right to have and to conserve their distinct language, script and culture. Above all, the State is duty-bound to promote the educational and economic interest of the weaker sections of the people, and of the Scheduled Castes and Scheduled Tribes and especially to protect them from social injustice and all forms of exploitation. The President of India, in consultation with the Governors of the respective States, is empowered to notify Scheduled Tribes and Parliament is empowered to include in or exclude from the list of Scheduled Tribes, any particular community.

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1. Article 38.
2. Article 39.
3. Ibid.
4. Article 29.
5. Article 46.
6. Article 342. Article 341 prescribes similar procedure for notification of Scheduled Castes.
To give protection and to facilitate the upliftment of the tribal people, the Constitution mandated that the equality of opportunity provision in the Constitution in Article 16 shall not prevent the State from making any provision for reservation in 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. The guarantee for freedom of conscience and practice of religion is made subservient to the right of the State to regulate and restrict the economic, financial, political, or other secular activities associated with religious practices. Untouchability is abolished and the system of ‘begar’ and other similar forms of forced labour are prohibited.

Further, by virtue of the provisions relating to the manner in which the Scheduled and Tribal Areas are to be administered, involvement of the tribal people in the administration of those areas is sought to be introduced. Under Article 275, States are entitled to grants-in-aid out of the Consolidated Fund of India for promoting the welfare of the Scheduled Tribes and for raising the level of administration of the Scheduled Areas. The Union Public Service Commission and State Public Service commissions are designed as the proper authorities to make recruitment to Civil Services, and the constitutional provision requires that the above bodies are to be consulted by the respective governments while making appointments to a civil post. The requirement of consultation does not, however, apply in making provisions for reservation of appointments under Article 16(4) or as respects the manner in which effect is to be given to Article 335 of the Constitution.

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7. Article 16(4).
8. Article 25(2) (a).
9. Article 17.
10. ‘Begar’ means involuntary work without payment. It is a form of bonded labour.
11. Article 23(1).
12. Article 244 and Fifth and Sixth Schedules to the Constitution.
13. Article 320.
15. Article 335 provides that the claims of the members of the Scheduled (f. n. contd.)
Apart from the above, the Constitution envisages that seats in the House of the People and Legislative Assemblies of the States be reserved for representing Scheduled Castes and Scheduled Tribes. The President of India is authorised to appoint a Commission to report on the administration of the Scheduled Areas and the welfare of the Scheduled Tribes. The executive power of the Union Government can be exercised to issue directions to States for drawing up and execution of schemes for the welfare of the Scheduled Tribes in the respective States. The President might appoint a commission to investigate the conditions of socially and educationally backward classes (which may include also the Scheduled Tribes) within the territory of India, and to make recommendations for the steps to be taken for removing their difficulties and for improving their conditions. It is also envisaged that in the States of Bihar, Madhya Pradesh and Orissa there shall be a Minister in charge of tribal welfare, who may, in addition, hold the charge of the welfare of Scheduled Castes and backward classes. There is a constitutional mandate to the President to appoint a Special Officer for investigating all matters relating to the constitutional safeguards provided to the Scheduled Castes and Scheduled Tribes and for reporting on the working of those safeguards. Article 15, 16 and 19 make it possible while legislating on any matter to consider the special conditions of tribals in the matter of enforcing the provisions relating to the equality of all its citizens. The object is to safeguard their interests and way of life. These constitutional provisions constitute the major safeguard for Scheduled Tribes and guarantee their progress and advancement, surely and steadily. It can be said that the formula evolved in the Constitution to deal

16. Article 330 and Article 332.
17. Article 339(1).
18. Article 339(2).
19. Article 340.
20. Article 164.
21. Article 338. The Article provides that such report shall be laid before each House of Parliament.
with the tribal problem, was the first attempt to bring this vital community within the fold of the vast Indian family, with adequate safeguards, for smooth integration.

**Tribes and Tribals**

There are several people classified as of tribal origin. But no standard term has been accepted. Even the Constitution of India has not defined them, except declaring that the Scheduled Tribes are “the tribes or the tribal communities or parts of or groups within tribes or tribal communities”, which the President may specify by public notification. As these groups form the oldest ethnological sector of the population, some people refer to them by term “Adivasi” meaning original inhabitant. In defining them as “Adivasi” different and contradictory criteria tend to be used by anthropologists, sociologists and administrators. Some may take as basis for their designation, skin colour, language, customs, living conditions, or other considerations. The isolation and conservative outlook of most of the tribes have helped to retain the strength and shape of their social organisation.

Tribe is as a social group of simple kind, the members of which speak a common dialect, have a single government, act together for common purposes, and have a common name, a contiguous territory, a relatively uniform culture or way of life and a tradition of common descent. Thus, the term ‘tribe’ is extended to any group, that can be isolated as the carrier of a distinctive culture, at least in the absence of territorial states. Most tribal societies have no police force, prisons or mental hospitals. Social order is maintained to a very large extent by informal control of public opinion.

Tribals in India, geographically and culturally, are at widely different stages of social and economic development and their problems differ from area to area, and within their own groups. As per the 1971 census, the population of Scheduled Tribes was 4.2 crores, constituting 7.5% of India’s population. Tribal communities were about 250, speaking about 105 different langu-

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22. Article 342.
ages. They have mostly concentrated in Central India, in the States of Gujarat, Maharashtra, Bihar, Madhya Pradesh and Orissa. In these States they numbered 2.99 crores forming 78.7% of the total Scheduled Tribe population. But in some states in North East India, their percentage is high, though their total number is low. India presents a diverse picture of tribal culture with economically advanced tribal communities like the Nagas, or Mizos on the one hand and with tribes like Onges and Jaravas of the Andaman and Nicobar Islands, who are primitive, small in number, weak in organisation and poor in resources, on the other hand.

**Government Policy for Tribal Development**

Historically the Britishers adopted the policy of isolation and kept the tribal people away from the main-stream of Indian life. Gandhiji emphasized their development so as to ensure their integration with the rest of the country. Only after independence, India became fully conscious of her responsibilities towards the tribals. The framers of the Constitution wanted to devise a suitable formula, which would protect the tribal economic interests, safeguard their way of life, and ensure their development, so that they might take their legitimate place in the general life of the country. The generous heart of a new and resurgent India was expressed in the moving words of Article 46 of the Constitution, which states that “the State shall promote with special care the educational and economic interests of the weaker sections of the people, and in particular of the Scheduled Castes and Scheduled Tribes and shall protect them from social injustice and all forms of exploitation”.

In conformity with the constitutional direction, a new approach for tribal development was initiated in the fifth five year plan, which aimed at harmonizing the conflicting situation and ensuring development of the areas. Attention had to be focussed on each identifiable group’s problems, so that a definite perspective may emerge for their development. The sub-plan which was envisaged for the total development of tribe was divided into seventy-nine Indian Tribal Development Programme (for short 79 I.T.D.P.). The financial investment flows in tribal sub-plan from
four sources, viz., (1) outlays from the State Government Plans, (2) sectoral outlays from the Central Ministeries/Departments (3) institutional finance, and (4) special central assistance. A review of the development programmes in the fifth plan, during 1978-79, and 1979-80 will broadly indicate the following classification: (1) acceptance of the idea of accelerated tribal development by States having tribe concentration like Madhya Pradesh, Bihar, Orissa, (2) evolution of the concept of the tribe sub-plan, (3) raising of the administrative scaffolding for the implementation of the plans and (4) the definite support of the operation of the idea and the concept. Thus, although an elaborate infrastructure have also been created to improve the situation, multitudes of exploitative processes are still visible in the tribal areas and other constraints, such as their limited absorption capacity and lack of an effective delivery system for the new development programmes, hamper and retard the progress.

Mrs. Indira Gandhi, the late Prime Minister, called for a dynamic administrative framework for tribal areas. There is a need to have a strong and flexible marketing and credit mechanism which looks after the tribal needs both for production and consumption and prevents tribal people from exploitation by unscrupulous money lenders and middle men. Also, a special drive must be launched for purchase of minor forest produce collected by them, through co-operatives and state organisations, so that they are compensated for their labour adequately. Provision in the state budget for tribal sub-plan should be enhanced.

The Home Minister also on 18-4-1980 reiterated the emphasis laid by the Prime Minister, and suggested a quick review of the present state of tribal development. In regard to administrative structure and personnel policy, following measures were suggested by the State Governments:

(1) A high powered body, such as a Cabinet sub-committee, be set up to give policy directions for the tribal sub-plans implementation and to recast it to meet situations, as they emerge during implementation, (2) For effective implementation of the sub-plan a simple administrative infrastructure, as necessary be created. Rationalization of administration at each level is im-
important to ensure economy, efficiency and effectiveness. Adequate financial and administrative infra-structure, as necessary be created. Adequate financial and administrative powers be delegated, and a single line authority established for the total development effort of the tribal plan. Tribal representatives be associated with the plan formulation and implementation. (3) A specially selected senior officer be placed in-charge of the State programme as a whole. The project officers in charge of the I.T.D.P. should have full control over all functionaries within the I.T.D.P., including the B.D.O., and should exercise protective, regulatory and developmental powers. (4) Key functionaries must be chosen for their sympathy, dedication and competence. (5) Screening committees be set up at state, divisional and district levels to weed out sub-standard officers and functionaries, particularly those who are responsible for crisis of confidence between the tribals and the administration. Their place should be filled by suitable personnel. In the concerned state cadres personnel, sub-cardres for tribal areas should be constituted. (6) A review be made of the general qualifications prescribed for posts in tribal areas; and that the qualifications be related to actual requirements to facilitate recruitment of local tribal candidates specially in departments of police, revenue, education, forests etc.

The Home Minister also high-lighted the importance of a revision of the laws and regulations in respect of matters affecting tribals on a top-priority basis. He made the following suggestion:

a) laws prohibiting transfer of tribal land to non-tribals and restoration of illegally alienated land.

b) recognition of the traditional land holding and management system of tribals;

c) review of excise laws and rules which leads to the exploitation of tribal communities by placing a ban on liquor vending in tribal areas by private contractors and permitting the tribals to make their own liquor for social and domestic purposes;

d) a review of forest produce in relation to local tribal economy. (Social forestry to meet the needs of fuel, fodder, fruit, simple household furniture, agricultural implements,
village industries and crafts may be undertaken on an appropriate scale).

e) Review of steps necessary to abolish bonded labour.

Other important suggestions were also made by the Home Minister. To save tribals from the exploitation by traders and money lenders, a unified credit and machinery set-up is important. A separate budget head for the entire tribal sub-plan outlay, a system for evaluation of programmes, programmes concentrating on agricultural and horticultural crops suitable for tribal areas, regulation of shifting cultivation through a synchronised package of agriculture, horticulture, animal husbandry, social forestry and soil conservation measures, and minor irrigation programmes are some other suggestions. In his view the traditional skills and crafts of tribals be maintained in order to ensure that they receive the full benefit of investment and expenditure in tribal areas. An action programme to cover the entire tribal areas, and an enrolment programme in the primary and middle level education be taken up. Coverage of medical facilities and medical personnel may be rationalized to make full-use of the existing facilities. Road network may be planned with reference to its utility for the tribal economy. Programme for connecting of weekly market points to other centres of activity may be given priority. Steps must be taken for condification of customary laws of tribals particularly those relating to succession, inheritance, social, civil and criminal matters.

The main thrust for tribal development has to be provided by the concerned sectoral authorities. Clear guidelines were issued by the Planning Commission in 1977, wherein it was mentioned, that in the sub-plan areas, the role of Central Ministries was important, since they had to assume the overall responsibility for the development of tribal areas in respective sectors. Each Ministry had to devise its own strategy and had to give priorities to the tribal areas from within its investment, and programmes were to be modified to suit the need of the tribal. They had to guide, reallocate and supplement efforts wherever necessary.

The constitutional responsibility for the welfare of tribals, placed on the popular government produced far reaching and
momentous results. Even before independence many protests were raised against the earlier British policy of "isolation" as protection for the tribal people.

**Educational Programme**

The present system of implementing the educational programme seems to be faulty. Financial assistance in the form of scholarships, stipends etc. do not reach the beneficiaries in time, which hampers the spread of education. In backward areas, high schools are located mostly in *Taluk* Headquarters. Due to lack of commutation facilities, it becomes difficult to attend these schools. In these schools, there are not sufficient number of trained teachers, and laboratories are not equipped properly. To remedy the situation hostel facilities should be provided to accommodate Scheduled Tribe students who should be enrolled in schools located in the district or divisional headquarters with extended laboratory facilities to cope with the increased number.

The enrolment of Scheduled Caste and Scheduled Tribe students at the primary level was quite encouraging. However, there was a sharp decrease in the middle and secondary stages. Thus, the wastage and stagnation of education among such students is also high. The Parliamentary Committee (4th Lok Sabha) recommended, in their 14th Report, that the Department of Social Welfare of the Union Government should conduct surveys in areas, where the percentage of dropouts of Scheduled Caste and Scheduled Tribe students is high. The Committee said that for the purpose of admission to medical colleges, a uniform concession of 10% marks for Scheduled Castes and Scheduled Tribes on the minimum qualifying marks fixed for general students should be given. It felt that the Department of Health should take up with the State Governments concerned for providing uniform reservation of seats in all the medical colleges within their jurisdiction. The Committee also observed that admission to engineering colleges for Scheduled Caste and Scheduled Tribe students should be restricted to those obtaining certain minimum percentage of marks.
A scheme of overseas scholarships to Scheduled Caste and Scheduled Tribe students was initiated in 1954-55, for post-graduate studies and research in those subjects for which facilities are not available in India. The number of suitable candidates to avail the opportunity of higher studies abroad is increasing rapidly. It is recommended that the number of overseas scholarships be increased to cope with the growing need. The Ministry of Education provides 200 merit scholarships, of which 2.5% is reserved for Scheduled Tribes. Again, there are schemes sponsored by the State Government to provide pre-matric scholarship, out of non-plan resources. Several States, operate free-ship facilities to Scheduled Caste and Scheduled Tribe students. In the Union Territories, they are exempted from the payment of examination fees.

There are several Ashram schools in India for Scheduled Tribe children, which are run under the State sector. These schools impart general education and vocational training. Inmates of these schools are provided with free boarding, lodging, dress and medical facilities.

It is found that Scheduled Caste and Scheduled Tribe children lag behind other students, since their standard of education is not at par with the institutions in urban areas. This results in drop outs at the higher stages of education. To improve this condition steps shall have to be taken to open institutions in Tribal area to provide special coaching facilities to the students. Various State Governments have introduced schemes to provide extra coaching facilities to Scheduled Caste and Scheduled Tribe students residing in hostels.

**Housing**

The realisation of the objectives sought by Article 46 of the Constitution demand that proper housing and residence facilities are provided to the tribal people to improve their standards of living.

The progress of housing schemes undertaken for the benefit of Scheduled Castes and Scheduled Tribes remains far from
satisfactory. In many housing colonies, the living amenities such as proper kitchen and toilet facilities, drinking water and electric supplies are lacking.

The quantum of subsidy given for construction of house to Scheduled Castes and Scheduled Tribes by various State Governments ranges from Rs. 200/- to Rs. 900/-. This is insufficient, since the cost of building has gone high.

REPRESENTATION IN SERVICES

As a sequel to the provisions of the Constitution demanding special treatment to the Scheduled Caste and Scheduled Tribe communities, the Government adopted a policy of quota and reservation of seats to those communities in services. Since the employment potential in Government services has reached near saturation, it has become imperative to tap the public and private sectors, autonomous bodies and voluntary agencies, to create employment avenues by persuading them to follow the governmental policy of reservation of seats for Scheduled Caste and Scheduled Tribe communities.

REVIEW OF REPRESENTATION IN SERVICES

The statistical data compiled by the Department of Personnel and Administrative Reforms in respect of all the 56 ministries/departments of the Government of India, reveal that the envisaged level of 15% representation in the case of Scheduled Castes has been achieved only in the Secretariat in group ‘A’ posts: two departments, namely Parliamentary Affairs and Vice-President’s office in group B posts, and 10 departments alone in the group C posts. In the case of Scheduled Tribes there is not a single ministry/department which could achieve the desired level in any of the group A, B or C posts. Among the group D posts including Sweepers only in six departments the required level of Scheduled Tribe representation could be achieved. There are only five departments which could achieve

Scheduled Tribe representation to the extent of 5% in group C posts.

**Economic Development**

In plan schemes provision was made for various welfare measures for Scheduled Castes and Tribes. The expenditure incurred under the plans was as follows:

<table>
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<tr>
<th>Plan</th>
<th>SC</th>
<th>ST</th>
<th>Other Backward Communities</th>
<th>Voluntary Organization</th>
<th>Total</th>
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<tr>
<td>1st</td>
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<td>19.83</td>
<td>3.13</td>
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<tr>
<td>2nd</td>
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<td>8.14</td>
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<td>80.89</td>
<td>22.23</td>
<td>2.00</td>
<td>166.34</td>
</tr>
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<td>5th</td>
<td>220.07</td>
<td>76.12</td>
<td>24.90</td>
<td>2.46</td>
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<td>(1979-80)</td>
<td>54.24</td>
<td>19.35</td>
<td>1.21</td>
<td>0.79</td>
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<tr>
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<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>951.00</td>
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<tr>
<td>(1980-85)</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>135.08</td>
</tr>
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The programmes for the development of the Scheduled Castes and Scheduled Tribes especially under the mandate of the constitutional provisions of Article 46, were conceived as additional and as supplementary to the total efforts under the general sectors of economic development. However, in practice, these programmes substituted the benefits available to the Scheduled Castes and Scheduled Tribes under the normal development schemes, resulting in a much lower investment than was envisaged.

In the Fifth Plan, for the first time, a strategy for earmarking funds from the general sector for the development of Scheduled Tribes was evolved. In the guidelines to the State Government the modalities of quantifying funds for identifiable programme were issued. Separate sub-plans were formulated covering 63% of the total tribal population in 16 States and 2 Union Territories during the Fifth Plan period.
In the Sixth Plan, identifying pockets of 50% concentration in contiguous areas and preparing total sub-plans, it is proposed to give economic development coverage of 75% of the total population.

In the Central Sector, schemes for Scheduled Castes and Scheduled Tribes, like pre-matric and post-matric scholarships, book-banks, hostels, coaching, training, and protection of Civil Rights, have been introduced besides the special central assistance for the sub-plans.

**STATE SECTOR SCHEMES**

The State Governments were asked, for the first time, by the Government of India to prepare special component plans for the year 1979-80. However, most of the special component plans turned out to be more segregations of out-lays under the various sectors of development. Consequently the total outlays earmarked happened to be far below, proportionate to the population in the State concerned. Hence the main objective of a positive thrust to the development of the tribal people was not achieved. Thereafter, pursuant to the planning Commission’s and Ministry’s request the State Governments reviewed their programmes and submitted revised special component plans. Although there is an upward revision in plan outlay, it is yet to be seen whether the benefits of the outlays earmarked, will actually accrue to the beneficiaries. The success of the Special Component Plans depends on the efficiency with which they are implemented. Since poverty, ignorance and unemployment is the lot of these Scheduled Tribe communities, it was recognised that there should be a programme aimed at target groups. Hence the Integrated Rural Development Programme was initiated. This programme involves the identification of families of the target groups in each block, preparation of plans for assisting these families, arranging credit support for financing the plans, monitoring the progress of implementation of the schemes and follow up action, to ensure that the beneficiaries receive truly lasting benefits, whereby they cross the poverty line.
After the nationalisation of some commercial banks in 1981, the scheme of differential rate of interest was introduced to meet the credit requirements of the weaker sections of the society, including the Scheduled Castes and Scheduled Tribes.

In accordance with the new industrial policy to provide more employment opportunities through the development of village and small industries in the rural sector, the government initiated a centrally sponsored scheme of District Industries Centres in 1978. The promotion of cottage and small scale industries and services in rural areas is the main responsibility of these centres. Financing of the scheme is on a sharing basis between the States and the Centre.

The policy of allotting the distributive agencies to the Scheduled Castes and Scheduled Tribes on preferential basis has played an important role in the improvement of their economic conditions. It is felt that compared to their population in various States, the share of Scheduled Tribes in these allotments is quite inadequate. The States and the Union Territories shall have to take steps to ensure that the number of fair price shops/distributive agencies allotted to them is proportionate to the strength of their population in the respective State/Union Territory. Loans must be made available for them through Development Corporations to enable them venture to acquire the distribution agencies.

**Employment Guarantee Scheme**

Schemes like “Drought prone area programme”, “Food for work” were initiated by the Government to give relief to the unemployed including the Scheduled Caste and Scheduled Tribe

24. In all 18,315 distributive agencies were allotted in various States and Union Territory during 1977-78, out of which 775 (4.12%) agencies were allotted to Scheduled Castes and 1,633 (8.92%) to Scheduled Tribes. During 1978-79, out of 24,182 agencies, 1,205 (4.98%) were allotted to Scheduled Castes and 1,640 (6.78%) to the Scheduled Tribes. In 1979-80 out of 30,155 agencies 1,256 (4.17%) and 136 (0.45%) were allotted to Scheduled Castes and Scheduled Tribes respectively.
people. The Union Ministry of Rural Re-construction recently decided that 10% of the resources in the “Food for Work” scheme be earmarked for works that directly benefit the Scheduled Caste and Scheduled Tribe persons. Such works include development of housing sites, group housing, providing drinking water and digging wells for irrigation. It is desirable that to ensure the benefits of these schemes are reaped by those for whom it is meant, the works be taken up in the areas where the density of Scheduled Caste and Scheduled Tribe persons are greater.

**LAND, AGRICULTURE AND HOUSING**

In the land allotment policy, by which considerable land was made available to the landless labour, preference was given to the Scheduled Castes and Scheduled Tribe people, by the various State Governments. Similarly several States have adopted legislative measures to check alienation of tribal lands and to restore the alienated lands back to the tribals. Legislative steps alone will not be sufficient to ameliorate the condition of the tribals. Introduction of minimum wage payment to workers in the agricultural and casual or odd labour sector, creation of hygienic conditions by providing dwelling tenements, and such other measures have also to be taken.

**BONDED LABOUR**

The expression bonded labour is used in contradistinction to free labour which symbolise freedom of contract. Bonded labour is a system which enslaves a person and his family for generations to another family as their “worker”, with no freedom to contract outside. This generally happens to peoples of Scheduled Caste and Scheduled Tribe origin.

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25. This is now is reformulated as the “National Rural Employment Programme”.

26. Bonded labour is to be distinguished from contract labour. The term contract labour refers to those workers who are contracted for employment at a particular site or for a particular work, to be executed, by the labour contractor on behalf of the principal employer or employees and supplied to him as “workers”.
Article 23 of the Constitution prohibits ‘Begar’ and other forms of forced labour and yet it is prevalent at different places. The Bonded Labour system (Abolition) Ordinance 1975, came into force on 25-10-1975, and subsequently, the ordinance was replaced by an Act of Parliament known as ‘Bonded Labour System (Abolition) Act 1976’.

The survey conducted by Gandhi Peace Foundation in collaboration with the National Labour Institute, between May and October 1978, shows that there were 22.4 lakhs bonded labourers in the country while 1,20,000 have been identified and freed. The main problem is the rehabilitation of the persons liberated. The rehabilitation process contemplated is either land based or skill/craft based, depending on local conditions. It should be the endeavour of the State Governments that adequate and prompt relief is given, and the relief given reaches the target group.

CONCLUSION

Apart from improvement of the programmes and policies hitherto adopted by the Government in pursuance of the constitutional mandate for the development of tribals and tribal areas, there remains much to be desired. “Reservation” as a means to improve the conditions of the minorities has not been commendable. It has not materially improved the economic condition or social position of these communities in any appreciable manner. The majority is still in abject poverty and ignorance. They suffer discrimination. The weakest among this section is worse off than what they were decades ago. ‘Protective discrimination’ has produced a reaction among the other sections of the community, and the backlash is resulting in a greater degree of deprivation and disaffection for the community so protected. Weightage given in the percentage of marks for admission to educational institutions and entry into services through a greater percentage in reservation, generates the counterforces demanding proportionate representation on population ratio setting up the argument that quality is being sacrificed on the score of reservation, which breeds inefficiency and qualitative deterioration in the field of administration in India.
The programme of reservations for all minorities except for the Scheduled Tribes may therefore be scrapped after 26-1-1990. A systematic and time bound programme for all minorities on the basis of economicbackwardness alone be formulated for a maximum of 10 year period which should comprise of a compulsory, free primary and secondary job-oriented education, with adequate arrangements to re-educate the dropouts up to the end of secondary stage; a job placement programme after the secondary stage of those who pass the secondary education level and a compulsory job-training programme for adults of the age group between 15 to 30 and other employables, and provision for creation of employment avenues or credit facilities for self employment. The educational and job placement scheme be planned as phased programme for 10 years taking into account the rate of increase of the man-power among the communities for which it is meant. Children of the weaker sections, irrespective of caste or creed must have extra care for educational and job placement so that a synthetic and integrative cultural evolution may take place in the long run.

The reservation must continue for the Scheduled Tribes. There should be a time bound crash programme for resettlement, adult education, and employment facilities. For the children of these communities schools with craft and occupational studies should be planned for a 10 year-period. Education should be provided in such schools free of cost. The resettlement plans must be made with the objective of modernising them in their value system and style of living so that within a generation time, they get integrated to the main stream of Indian social life. Without superimposing on their cultural and social environment, cautiously and steadily the Scheduled Tribe people have to be redeemed from superstition, ignorance and squalor which afflict their life. For this, the Central Government and

27. The employable age group people between 30-45 may be organised as an agricultural army for land reclamation and soil cultivation. They may be provided with land and family appartment to settle down.
State Governments may even think of creating a separate Ministry at the respective levels, for a period of 10 years.

Once proper education is planned for these communities their integration with the rest of society will be easier. An employment oriented education, well-conceived and properly implemented, would help their economic development. Educational development of the individual and economic stability of the community, would naturally eliminate social disabilities and be creative of social harmony and cultural evolution for societal progress.