

7 Inferences

7.1 In the previous chapter, detailed analysis of the data received by the Commission has been made. The position of each backward community group (total 8 groups) both in respect of the posts held as on 1.8.2000 and in respect of recruitment by Public Service Commission during 1986 to 1990, 1995 to 1999 and 2000 has been pointed out. Now it is time to draw inferences from the analysed data.

7.2 Before proceeding to do so the Commission would like to touch upon certain general points which will be relevant in the proper appreciation of the conclusions drawn by the Commission later in the report.

7.3 As explained in chapter 4, data was built up from the very lowest level of Government offices. But in assessing the adequacy of representation of backward classes, the Commission does not propose to attempt the assessment in each office or even department. The assessment, like the analysis in the previous chapter, will be with reference to the four groups of institutions viz. Government Departments, Public Sector Undertakings, Universities and Autonomous Institutions. The same community may have different levels of representation in different departments. This is natural; and in the Commission's view, the position in any one department cannot be taken as indication of the level of representation of that community in public services. (Nor can it be the proper basis of any corrective action as that would ignore the 'above norm' representation in some departments while filling the shortfall in departments with 'below norm' representation, resulting in overall unintended benefit in some cases.) Hence each of the four groups of institutions mentioned in the Government notification forming the Commission has been taken as the unit for assessment. However, within each of the four groups of institutions, six levels (four, for Public Sector Undertakings) are analysed and

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assessed so that it will be clear how each community figures in, (i) the juniormost, (ii) middle level and different layers of senior jobs in that group of institutions.

7.4 Another relevant general point is that the Commission has confined itself strictly to Government and allied services as per the Commission's terms of reference. Therefore privately owned institutions like aided schools and colleges where normal Government rules of recruitment do not apply have not been included in the assessment, even though the payment of salary of the staff is from the Consolidated Fund of the State.

7.5 The next and most important aspect is the definition of the term 'adequacy' in the context of representation of backward classes in public services. Essentially, this is a matter of opinion as there is no officially accepted definition of that term in this context. What has been unanimously accepted in the Indian context is that communities who suffered for long in the matter of social and educational advancement and consequently remained largely unrepresented (or, at best, meagerly represented) in the hierarchy of administrative power should be given a helping hand to gradually increase their representation. How far the efforts initiated in this State for this purpose have succeeded is best understood by reference to appropriate data. The Commission has taken great pains not only to collect such appropriate data but also to compile the data in a manner that can be easily studied and understood by any individual or organisation interested in the subject. Different individuals and different organisations may, according to their varied perceptions, come to different conclusions from the same data; and that is unavoidable in a subject like this. Whatever the Commission observes in the following paragraphs with reference to the concept of adequacy should be viewed against this background and should not be taken as the only authentic conclusion that can be arrived at from the data. In short, the massive data collected, edited, compiled, analysed and presented clearly in the Appendices and Annexures to this report should, by itself, be taken as the main product of the labours of the Commission. That is to say, even those

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who may not entirely agree with the views expressed later in this report regarding the question of adequacy, can make use of the appendices and Annexures and draw their own inferences.

7.6 The aspect mentioned above is particularly important as the Commission, during its sittings for taking evidence, came across views ranging from one extreme to the other. Most of the witnesses who appeared before the Commission as well as the signatories of the representations received by the Commission, urged their positions forcefully with the support of data and strong logic. The Commission is grateful to all of them and has the highest regard for the valuable opinions tendered by them. However as the views so put across before the Commission varied substantially, the Commission proposes to assess them from an objective point of view before drawing inferences regarding the adequacy or otherwise of the representation of backward classes in public services in the State.

7.7 Different organisations representing forward communities as well as individuals belonging to those communities tendered evidence before the Commission. With some variations of a minor nature, they put across a common position. The main thrust of their argument was that backward communities of the State have, by and large, overcome whatever backwardness they had in social and educational development. This is evident in their increasing representation in the power structure of the State. They have substantial presence in the sharing of political power as is reflected in the number of Ministers and MLAs from those communities. In respect of public services also, they have come up to a level which does not indicate any serious backwardness in their social and educational attainments. In fact, some of the backward communities have got jobs in excess of their reservation quota and such groups do not require any reservation in the matter of recruitment.

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7.8 A large number of representations were received from individuals and organisations from backward communities. Some of the views expressed by them were on specific aspects relating to one or more communities. (There were a number of personal grievances raised in some of the representations, which the Commission is not in a position to take into consideration). Leaving out these specific aspects, the Commissioner would briefly narrate the general position, almost unanimously urged by all witnesses from backward classes. In their view, the representation of backward classes in public services in the State involves a gross and patently unjust irony. One organisation put it across graphically, pointing out that the forward communities who constituted less than thirtyfive per cent of the population were holding more than sixtyfive per cent of the jobs in public services. Other organisations were also of the view that the representation of forward communities was disproportionately high and backward classes got a raw deal always. Policy of reservation in recruitment followed in the State has not led to substantial changes in this position. The only way social justice can be ensured in this respect is by insisting that each backward community gets representation in public services proportionate to the percentage of that community in the total population of the State. The Commission should, therefore, proceed to assess the population of these communities and define adequacy of representation in public services, on that basis. Any other method of assessing adequacy would only perpetuate the injustice in existence for long in the past.

7.9 .The Commission carefully considered the views expressed as those of forward communities. Increase in the political power enjoyed by some backward classes, even if assumed to be a correct perception, cannot be the basis to negate the need for a helping hand in ensuring adequate representation for these communities in public services. Educational advancement is a major factor that determines the level of presence of any community - backward or forward - in public services. Hence backwardness in educational progress is a definite drawback in this context. Till all backward classes overcome that handicap, they will continue to have less than adequate presence in public

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services. The aspect of political power does not figure at all there. Political power may, at best, accelerate and strengthen measures initiated by the State to help such classes improve their presence in public service; and that is exactly what is intended in the relevant provisions of the Constitution. Therefore what should really be assessed is the extent to which backward classes are actually represented in public services. In this context, some of the witnesses pointed out that some backward communities have got jobs in excess of their reservation quota and hence such communities do not require any special affirmative action of the State like reservation. The Commission would point out here that some excess over reservation quota does not by itself prove much. That excess obtained through merit is, in most cases, so marginal that, if the entire recruitment is by merit, these communities would not get even the reservation quota level of posts. This shows that, just because some backward communities get jobs in excess of their reservation quota in some sectors or categories of public services, it cannot be concluded that backward classes do not require the help of reservation to reach a reasonable level of representation in public services. The Commission is therefore unable to agree with the main thrust of the position put across on behalf of some of the forward communities. In the Commission's view, backward classes are not yet in a position to reach adequacy of representation without the continuance of reservation. If some of them have been able to get jobs in excess of their reservation quota, it only means that the policy of reservation is helping them to move towards adequacy of representation in public services.

7. 10 The Commission shall now deal with the main thrust of the position presented from the side of the backward communities. At the outset, the Commission has to correct a wrong impression about the extent of representation of forward communities in public services. As pointed out earlier, it was stated in one representation that the forward communities which constitute less than 35 per cent of the population hold 65 per cent of all jobs in public services. From the data compiled by the Commission as well as the analysis of that data made in chapter 6, it is obvious that this impression is wrong.

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The representation of forward communities in public services is of a much less proportion. However, the Commission's data and its analysis also establish that the representation of most of the backward communities is clearly inadequate. As per the data, there are a number of instances where backward communities hold posts substantially less in number than what their reservation quota indicates. There are other instances where excess over the reservation quota is meager or marginal. There are also instances where the excess is substantial; but that is not the general pattern. Therefore, there is clear inadequacy of the representation of backward communities taken as a whole, though the extent of inadequacy varies from community to community.

7.11. It is against this background that the Commission examined the main suggestion from some backward communities regarding the definition of adequacy of representation. The suggested definition of adequacy is, a situation where each backward community holds jobs in public services proportionate to the percentage of the population of that community to the total population. This, the Commission feels, is an instance of a valid point being stretched beyond its reasonable limit. In a just society, there should be no backwardness suffered by any group of people which makes it impossible for the members of that group to carry on their preferred vocations – be it public services, agriculture, industry or any other activity. This obvious truth does not however imply that social justice should be defined as a state of society where all the vocations employ people proportionate to the strength of each community. Population is certainly an important factor. Presence of a community in a vocation like public services should not be disproportionately low compared to the population of that community. This is particularly important because representation of different communities in public services also involves the issue of the sharing of administrative – though not political - power. In a democratic set up this is absolutely essential. But to insist on exact and proportionate one to one relationship is, even from the point of social justice, stretching sound logic too thin, thereby weakening its validity. In this context, it may be relevant to recall what the

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Hon'ble Supreme Court stated about adequacy of representation in the Mandal Case judgement. It was stated there (A.I.R. 1993 SC 477);

“ We must however point out that clause (4) speaks of adequate representation and not proportionate representation. Adequate representation cannot be read as proportionate representation”
(Para 94A, page 565)

7. 12 So, what should be the golden mean? There should be different types of governmental and social action to help backward classes to get rid of their social and educational backwardness. One such - perhaps the most important - action is practicing a system of reservation to ensure a minimum level of representation for backward classes in public services. That level should certainly not be too low compared to their population ratio. Simultaneously, backward classes should be encouraged to increase their share in open merit competition also. This is exactly the system we are following. The total share of posts set apart for reservation is 50 per cent. That percentage is, in turn, a substantial proportion of the population percentage of the communities eligible for reservation in the total State population. Further, our system does not restrict backward classes to levels of representation equal to their reservation quotas. The analysis made in chapter 6 shows that this approach is giving encouraging results. There are a number of instances pointed out in the analysis which show representation of one or more backward communities considerably in excess of their reservation quota. However the analysis also shows that in a number of other cases, the position is unsatisfactory, necessitating intelligent and imaginative corrective action. In the interest of fairness to all, such action, while effectively tackling inadequacy where it exists, should not trample on the legitimate and reasonable prospects for promotion and career advancement of not only those outside the reservation umbrella but also those who, being eligible for reservation, got recruited earlier either on merit or in the reservation quota.

7. 13 The logical conclusion of what is stated above is that the practicable method of determining adequacy or inadequacy of representation of backward classes is to study how the representation of each group compares with its reservation quota. Based on this, a qualitative judgement can be made as to which of the communities have - in which group of institutions and which category in the group - fared badly. Then their position in recent recruitments by the Public Service Commission can be checked to ascertain the trend of their performance in recruitment. As a result of this exercise, a quantitative judgement can be made with clear determination of the extent of inadequacy in the case of each community. There the work of the Commission would reach the limit of the terms of reference, leaving it to the Government to consider corrective action of the type mentioned in the closing part of para 7. 12, avoiding the incidence of unintended benefit mentioned in para 7.3.

7. 14 In order to help such an exercise of making, first a qualitative, and then a quantitative judgement, four tables are given below showing the summary of the Group Total Tables (given in Appendices II to V). These summary Tables given below also indicate the reservation quota for each of the eight reservation groups. Perusal of these Tables would enable any one to make the qualitative judgement mentioned earlier.

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Group Total Summary**Staff of Group I: Government Departments***Category-wise details of employees as on 1.8.2000*

C		E	M	N	V	D	LC	OX	OBC	TBC	SC	ST	O	GT
1	A	13414	6505	1832	1656	1071	2047	872	5814	33211	10728	1113	19778	64830
	B	20.69	10.03	2.83	2.55	1.63	3.16	1.35	8.97	51.23	16.55	1.72	30.51	100
	R	11	10	3	2	2	4	2	6	40	8	2		
2	A	44523	23270	3769	6517	2314	6894	1474	15751	104512	23595	2670	87526	218303
	B	20.40	10.66	1.73	2.99	1.06	3.16	0.68	7.22	47.87	10.81	1.22	40.09	100
	R	14	12	2	3	1	4	1	3	40	8	2		
3	A	7502	3614	509	1118	412	1106	170	2380	16811	3322	272	16296	36701
	B	20.44	9.85	1.39	3.05	1.12	3.01	0.46	6.48	45.81	9.05	0.74	44.40	100
	R	14	12	2	3	1	4	1	3	40	8	2		
4	A	694	474	70	119	28	119	13	230	1747	474	41	1812	4074
	B	17.03	11.63	1.72	2.92	0.69	2.92	0.32	5.65	42.88	11.63	1.01	44.48	100
	R	14	12	2	3	1	4	1	3	40	8	2		
5	A	101	52	9	17	5	24	2	36	246	77	5	195	523
	B	19.31	9.94	1.72	3.25	0.96	4.59	0.38	6.88	47.04	14.72	0.96	37.28	100
	R	14	12	2	3	1	4	1	3	40	8	2		
6	A	225	109	7	31	10	37	2	60	481	163	12	467	1123
	B	20.04	9.71	0.62	2.76	0.89	3.29	0.18	5.34	42.83	14.31	1.07	41.59	100
	R	14	12	2	3	1	4	1	3	40	8	2		
	T	66459	34024	6196	9458	3840	10227	2533	24271	157008	38359	4113	126074	325554
	B	20.41	10.45	1.90	2.91	1.18	3.14	0.78	7.46	48.23	11.78	1.26	38.73	100

Note A: Indicates number of employees
 B: Indicates percentage to the total number of employees in that category
 C: Indicates Category and for definition of category see Appendix I (a)
 E: Ezhava, M: Muslim, N: Nadar, V: Viswakarma, D: Dheevara,
 L.C: Latin Catholic/ Anglo Indian, OX: Scheduled Caste converted to Christianity
 OBC: Other Backward Classes, SC: Scheduled Castes, ST: Scheduled Tribes
 O: Others (forward community), R: Reservation quota, B.C: Backward Community
 TBC: Total for Backward Communities, T: Total, GT: Grand Total
 As the percentage is rounded in the 2nd decimal point, the totals may not tally in all cases.

Group Total Summary**Staff of Group II: Public Sector Undertakings***Category-wise details of employees as on 1.8.2000*

C		E	M	N	V	D	LC	OX	OBC	TBC	SC	ST	O	GT
1	A	3582	1610	218	563	151	780	122	986	8012	1557	154	9100	18823
	B	19.03	8.55	1.16	2.99	0.80	4.14	0.65	5.24	42.56	8.27	0.82	48.35	100
	R	14	12	2	3	1	4	1	3	40	8	2		
2	A	3793	1578	284	925	127	464	183	1144	8498	1815	437	5160	15910
	B	23.84	9.92	1.79	5.81	0.80	2.92	1.15	7.19	53.41	11.41	2.75	32.43	100
	R	11	10	3	2	2	4	2	6	40	8	2		
3	A	7925	3519	686	1468	347	1450	221	2438	18054	3879	508	15862	38303
	B	20.69	9.19	1.79	3.83	0.91	3.79	0.58	6.37	47.13	10.13	1.33	41.41	100
	R	14	12	2	3	1	4	1	3	40	8	2		
4	A	12424	3150	193	1268	138	734	442	2071	20420	7910	533	11741	40604
	B	30.60	7.76	0.48	3.12	0.34	1.81	1.09	5.10	50.29	19.48	1.31	28.92	100
	R	11	10	3	2	2	4	2	6	40	8	2		
	T	27724	9857	1381	4224	763	3428	968	6639	54984	15161	1632	41863	113640
	B	24.40	8.67	1.22	3.72	0.67	3.02	0.85	5.84	48.38	13.34	1.44	36.84	100

Note A: Indicates number of employees

B: Indicates percentage to the total number of employees in that category

C: Indicates Category and for definition of category see Appendix I (b)

E: Ezhava, M: Muslim, N: Nadar, V: Viswakarma, D: Dheevara,

L.C: Latin Catholic/ Anglo Indian, OX: Scheduled Caste converted to Christianity

OBC: Other Backward Classes, SC: Scheduled Castes, ST: Scheduled Tribes

O: Others (forward community), R: Reservation quota, B.C: Backward Community

TBC: Total for Backward Communities, T: Total, GT: Grand Total

As the percentage is rounded in the 2nd decimal point, the totals may not tally in all cases.

Group Total Summary

Staff of Group III: Staff of Universities

Category-wise details of employees as on 1.8.2000

C		E	M	N	V	D	LC	OX	OBC	TBC	SC	ST	O	GT
1	A	226	159	37	35	14	42	30	94	637	158	10	434	1239
	B	18.24	12.83	2.99	2.82	1.13	3.39	2.42	7.59	51.41	12.75	0.81	35.03	100
	R	11	10	3	2	2	4	2	6	40	8	2		
2	A	966	560	72	163	65	170	41	254	2291	467	26	2125	4909
	B	19.68	11.41	1.47	3.32	1.32	3.46	0.84	5.17	46.67	9.51	0.53	43.29	100
	R	14	12	2	3	1	4	1	3	40	8	2		
3	A	462	277	27	70	17	88	7	153	1101	176	7	1302	2586
	B	17.87	10.71	1.04	2.71	0.66	3.40	0.27	5.92	42.58	6.81	0.27	50.35	100
	R	14	12	2	3	1	4	1	3	40	8	2		
4	A	118	43	5	10	7	8	0	28	219	27	1	331	578
	B	20.42	7.44	0.87	1.73	1.21	1.38	0	4.84	37.89	4.67	0.17	57.27	100
	R	14	12	2	3	1	4	1	3	40	8	2		
5	A	8	15	0	5	0	1	0	2	31	12	0	43	86
	B	9.30	17.44	0	5.81	0	1.16	0	2.33	36.05	13.95	0	50.00	100
	R	14	12	2	3	1	4	1	3	40	8	2		
6	A	49	33	3	1	1	2	0	16	105	9	0	235	349
	B	14.04	9.46	0.86	0.29	0.29	0.57	0	4.58	30.09	2.58	0	67.34	100
	R	14	12	2	3	1	4	1	3	40	8	2		
	T	1829	1087	144	284	104	311	78	547	4384	849	44	4470	9747
	B	18.76	11.15	1.48	2.91	1.07	3.19	0.80	5.61	44.98	8.71	0.45	45.86	100

Note A: Indicates number of employees

B: Indicates percentage to the total number of employees in that category

C: Indicates Category and for definition of category see Appendix I (c)

E: Ezhava, M: Muslim, N: Nadar, V: Viswakarma, D: Dheevara,

L.C: Latin Catholic/ Anglo Indian, OX: Scheduled Caste converted to Christianity

OBC: Other Backward Classes, SC: Scheduled Castes, ST: Scheduled Tribes

O: Others (forward community), R: Reservation quota, B.C: Backward Community

TBC: Total for Backward Communities, T: Total, GT: Grand Total

As the percentage is rounded in the 2nd decimal point, the totals may not tally in all cases.

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Group Total Summary

Staff of Group IV: Staff of Autonomous Institutions constituted by State Government

Category-wise details of employees as on 1.8.2000

C		E	M	N	V	D	LC	OX	OBC	TBC	SC	ST	O	GT
1	A	1208	380	135	90	112	123	53	387	2488	583	45	484	8000
	B	15.10	4.75	1.69	1.13	1.40	1.54	0.66	4.84	31.10	7.29	0.56	61.05	100
	R	11	17	3	2	2	4	2	6	40	8	2		
2	A	2399	903	192	328	131	287	80	646	4966	721	41	4626	10354
	B	23.17	8.72	1.85	3.17	1.27	2.77	0.77	6.24	47.96	6.96	0.40	44.68	100
	R	14	12	2	3	1	4	1	3	40	8	2		
3	A	342	217	41	90	19	82	12	170	1173	174	3	1030	2380
	B	22.77	9.12	1.72	3.78	0.80	3.45	0.50	7.14	49.29	7.31	0.13	43.28	100
	R	14	12	2	3	1	4	1	3	40	8	2		
4	A	71	15	10	4	6	5	1	26	138	11	1	209	359
	B	19.78	4.18	2.79	1.11	1.67	1.39	0.28	7.24	38.44	3.06	0.28	58.22	100
	C	14	12	2	3	1	4	1	3	40	8	2		
5	A	10	6	1	1	0	3	0	1	22	5	0	48	75
	B	13.33	8.00	1.33	1.33	0	4.00	0	1.33	29.33	6.67	0	64.00	100
	R	14	12	2	3	1	4	1	3	40	8	2		
6	A	27	11	3	1	5	3	1	6	57	6	0	103	166
	B	16.27	6.63	1.81	0.60	3.01	1.81	0.60	3.61	34.34	3.61	0	62.05	100
	R	14	12	2	3	1	4	1	3	40	8	2		
	T	4257	1532	382	514	273	503	147	1236	8844	1500	90	10900	21334
	B	19.95	7.18	1.79	2.41	1.28	2.36	0.69	5.79	41.45	7.03	0.42	51.09	100

Note A: Indicates number of employees

B: Indicates percentage to the total number of employees in that category

C: Indicates Category and for definition of category see Appendix I (d)

E: Ezhava, M: Muslim, N: Nadar, V: Viswakarma, D: Dheevara,

L.C: Latin Catholic/ Anglo Indian, OX: Scheduled Caste converted to Christianity

OBC: Other Backward Classes, SC: Scheduled Castes, ST: Scheduled Tribes

O: Others (forward community), R: Reservation quota, B.C: Backward Community

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As the percentage is rounded in the 2nd decimal point, the totals may not tally in all cases.

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7. 15 The position in the four Summary Tables relate to the representation of the eight backward community groups in the services. The employees now in service were recruited over the last thirty years. One can reasonably assume that the extent of representation of backward classes would have shown a less satisfactory situation if similar Tables were compiled ten years ago. Even worse would have been the position twenty or thirty years ago. So the present position indicates progress which has to be acknowledged. This improvement is reflected in the data regarding PSC recruitment of recent eleven years given in Appendix VI. The exclusion of creamy layer in the matter of recruitment of backward classes is insisted in Kerala only from 16-2-2000. The impact of this is yet to be seen. It can be inferred that, as time passes, there will be further educational advancement among backward classes which would enable them to further improve their presence in public services. One community which has already made considerable progress is the Ezhava community. If leaders and voluntary organisations of other communities enlighten their members to emulate this example, they can also make rapid strides in future. However the present is the immediate reality and it cannot be wished away in the hope of bright future. Hence the level of inadequacy as of now has to be clearly assessed. With reference to Group Total Summary Tables given above, a quantitative assessment mentioned earlier has been worked out. In the case of each community which holds jobs less than their reservation quota in any group and category, the number of posts involved in that deficiency is worked out and shown in the tables given below.

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Tables quantifying deficiency in the number of posts actually held (in reservation quota and open merit competition together) compared to reservation quota entitlement only.

Table 1

Name of Community: Muslim

Group	Category -1	Category -2	Category -3	Category -4	Category -5	Category-6	Total
I	-	2926	790	15	11	26	3768
III	-	29	33	26	-	9	97
IV	420	340	69	28	3	9	869
XXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXX
II	649	13	1077	910	X	X	2649

Grand Total 7383 (Seven thousand three hundred and eighty three)

Note: 1. Deficiency in each column is calculated by the method illustrated below.

Illustration: (Group I - Category 2 Above)

- A: Number of posts held (in reservation and open merit competition together) by Muslims in category 2 of Group I- Government Departments as per Group Total Summary Table:) = 23270
- B: Reservation quota for Muslims in that category = 12%.
- C: Total number of posts in category 2 of Group I - Government Departments, as per Group Total Summary Table = 218303.
- D: Number of posts Muslims should have got by applying only the reservation quota = 12 % of C, ie 12% of 218303 = 26196 posts.
- E: Deficiency = D minus A, ie. 26196 minus 23270 = 2926 posts.

Columns are left blank where A is higher than D, where the number of posts actually held (in reservation and open merit together) are higher than the number of posts as per reservation quota only. (In rare cases, A and D may be the same number)

- Normal method of rounding is used where decimals occur.
- Method of calculation is the same for all the eight Deficiency Tables.
- For definition of category refer Appendix I.
- Group II (Public Sector Undertakings) is shown at the bottom of the Table, as definition of categories is different from other Groups. Refer Appendix I (b).

Table 2

Name of Community: Latin Catholic/Anglo Indian.

Group	Category -1	Category -2	Category -3	Category -4	Category -5	Category -6	Total
I	546	1838	362	44	-	8	2798
III	8	26	15	15	2	12	78
IV	197	127	13	9	-	4	350
XXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXX
II	-	172	82	890	X	X	1144

Grand Total 4370 (Four thousand three hundred and seventy)

Table 3

Name of Community: Nadars

Group	Category -1	Category -2	Category -3	Category -4	Category -5	Category -6	Total
I	113	597	225	12	2	16	965
III	-	26	25	7	2	4	64
IV	105	15	7	-	1	-	128
XXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXX
II	159	193	80	1025	X	X	1457

Grand Total 2614 (Two thousand six hundred and fourteen)

Table 4

Name of Community: SC converted to Christianity.

Group	Category -1	Category -2	Category -3	Category -4	Category -5	Category -6	Total
I	425	709	197	28	3	9	1371
III	-	8	19	6	1	4	38
IV	107	24	12	3	1	1	148
XXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXX
II	66	135	162	370	X	X	733

Grand Total 2290 (Two thousand two hundred and ninety)

Table 5

Name of Community: Dhevara.

Group	Category -1	Category -2	Category -3	Category -4	Category -5	Category -6	Total
I	226	-	-	13	-	1	240
III	11	-	9	-	1	3	24
IV	48	-	5	-	1	-	54
XXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	XXXXXX
II	37	191	36	674	x	X	938

Grand Total 1256 (One thousand two hundred and fifty six)

Table 6

Name of Community: Other Backward Communities.

Group	Category -1	Category -2	Category -3	Category -4	Category -5	Category -6	Total
I	-	-	-	-	-	-	-
III	-	-	-	-	1	-	1
IV	93	-	-	-	1	-	94
XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXX
II	-	-	-	365	x	X	365

Grand Total 460 (Four hundred and sixty)

Table 7

Name of Community: Viswakarmas.

Group	Category -1	Category -2	Category -3	Category -4	Category -5	Category -6	Total
I	-	32	-	3	-	3	38
III	-	-	8	7	-	10	25
IV	70	-	-	7	1	4	82
XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXX
II	2	-	-	-	x	X	2

Grand Total 147 (One hundred and forty seven)

Hans

Surya

K

Table 8

Name of Community: Ezhavas.

Group	Category -1	Category -2	Category -3	Category -4	Category -5	Category -6	Total
I	-	-	-	-	-	-	-
III	-	-	-	-	4	-	4
IV	-	-	-	-	1	-	1
XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXXXX	XXXXXX
II	-	-	-	-	X	X	-

Grand Total 5 (Five)

7. 16 In the case of the group of 68 communities taken as OBC for the purpose of reservation, there is a special phenomenon that deserves notice. This OBC group, as a whole, occupies posts substantially in excess of its reservation quota. However that position is not typical of all the 68 communities. Many of them have poor or no representation in different categories of posts. But the extent of inadequacy cannot be quantified, because there is no separate quota for each of these communities. Nor is any other benchmark - like the population of every one of the 68 communities - available in order to assess how fair or unfair the position of each one is. Nevertheless, it needs to be pointed out that there should have been a more fair distribution of posts within this group, without any net addition to the number and percentage of posts held by the group in total. As long as the present condition prevails, some of these sixty eight communities are likely to continue with poor representation while others will have adequate (some of them, more than adequate) representation.

