

CHAPTER V

SERVICE SAFEGUARDS

Introduction

The representation of the Depressed Classes (who were rechristened as Scheduled Castes in the Government of India Act, 1935, in public services before the Poona Pact (1932) was negligible except in a few pockets like the old Madras Province and the old princely State of Mysore. The primary reason for this situation was educational backwardness amongst the Depressed Classes with the exception of some pockets. Clause 6 of the historic Poona Pact provided that every endeavour shall be made to secure a fair representation of the Depressed Classes in the elections to the local bodies and appointments to public services.

Position before the commencement of the Constitution

5.2 For the first time instructions were issued in 1934 without providing formal reservation that candidates belonging to the Depressed Classes and possessing requisite qualifications should not be deprived of fair opportunities of appointments merely because they could not succeed in open competition. The term 'Scheduled Castes' was used for the first time in the Government of India Act, 1935. In August 1943 the Government of India provided reservation @8-1/3% for the Scheduled Castes in vacancies filled by direct recruitment through open competition. Relaxation in the upper age limit and concession in the examination fees prescribed for appointment to a service or post were also announced in favour of Scheduled Caste candidates.

5.3 Soon after attainment of Independence orders were issued on 21-9-1947 providing for reservation in vacancies for the Scheduled Castes @12½% in respect of direct recruitment through open competition. In case of recruitment otherwise than by open competition, separate reservation @16-2/3% was provided in favour of the Scheduled Castes. The question of providing reservation for the tribal communities in the Central services also came up before the Government and instructions were issued in December 1947 that appointing authorities should consider, as far as possible, the desirability of recruiting suitably qualified candidates from amongst the tribal communities. However, a decision to reserve a definite percentage of vacancies (5%) for candidates from the Scheduled Tribes was taken only after the promulgation of the Constitution in 1950.

Constitutional provisions

5.4 The framers of the Constitution felt that unless special provisions were made for protection of the rights of the Scheduled Castes and Scheduled Tribes to secure fair

representation in public employment in proportion to their population, it would never be possible for them to catch up and compete successfully for securing public employment. In order to secure their fair representation special provisions for reservation in services and posts under the State in favour of the Scheduled Castes and Scheduled Tribes were made under Articles 16(4) and 335 of the Constitution. Special care was, however, taken to declare equality of opportunity in the matter of public employment which, besides means of livelihood, gave a certain status. At the same time it was contemplated that equality of opportunity had to be among equals and not unequals. Therefore, Article 16 which provides for equality of opportunity for all citizens irrespective of religion, race, caste, sex, descent, place of birth, residence or any of them, in matters relating to employment or appointment to any office under the State, also empowers the State to make "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". This is a positive discrimination in favour of SC and ST. Article 335 provides that "the claims of the members of the Scheduled Castes and the Scheduled Tribes shall be taken into consideration, consistent with the maintenance of efficiency of administration, in the making of appointments to services and posts in connection with the affairs of the Union or of a State". The Constitution makers attached so much importance to the issue of reservation for SC & ST that Article 320(4) provided that consultation with the Public Service Commission was not necessary for the State "as respects the manner in which any provision referred to in clause (4) of article 16 may be made or as respects the manner in which effect may be given to the provisions of article 335".

5.5 After the Constitution came into force the policy in regard to securing adequate representation for the Scheduled Castes and Scheduled Tribes in the Government services was consolidated. Instructions were issued by the Government of India on 13th September, 1950, providing for 12½% reservation for the Scheduled Castes 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 otherwise than by open competition was continued. Reservation of 5% of vacancies filled by direct recruitment was introduced in favour of the Scheduled Tribes. The relaxation in the upper age limit by three years and the concession in application fees, i.e., 25% of the normal fees, were also continued.

Present status

5.6 Reservation for SC & ST was initially made applicable in case of recruitment on all India basis. All citizens of India were eligible for consideration for appointment to posts and services under the Central Government irrespective of their domicile or place of birth. Recruitment to Group A & B posts attracts candidates from all over India and it has a truly all

India basis, whereas for the majority of Group C & D services and posts which are filled through local Employment Exchange, only those residing in the area or the locality in which the establishment is located, are attracted. In the latter case the percentages of reservation for SC & ST were fixed by the Government taking into account the population percentage of SC & ST in that area. The local or regional percentages of reservation, applied to recruitment to Group C & D posts made through the local Employment Exchange or through examinations on regional basis, were revised w.e.f. 1-6-1985 on the basis of the population percentages of SC & ST as per 1981 Census (Dept. of Personnel & Training OM No.36013/4/85-Estt(SCT) dated 24-5-1985). In its Third Report the Commission for SC & ST had recommended that:

"It would be desirable to prescribe the percentage of reservation corresponding with the percentage of population of Scheduled Tribes in the States so that the process of recruitment is not unduly delayed".

5.7 The orders regarding reservation of vacancies in favour of SC & ST, made applicable to recruitment in 1950, were not extended to promotions. Promotions continued to be made on the basis of seniority and/or merit, as the case may be, till 1956. Application of reservation orders was extended to promotions in stages from 1957 onwards and covered all areas in the case of seniority-cum-fitness and upto the lowest rung of Group A in promotions by selection till July 1974.

5.8 In 1957 reservations were provided for SC & ST in departmental competitive examinations. Reservations in promotion by selection in Groups C & D were provided in 1963 and in the same year reservation in departmental competitive examination was limited to Groups C and D only. The position slightly changed in 1968 when reservations in limited departmental examination to Groups B, C and D and promotions by selection to Groups C & D were subjected to a condition that the element of direct recruitment should not exceed 50%. Reservation in promotion by seniority-cum-fitness was introduced in 1972 subject to the condition that the element of direct recruitment did not exceed 50%. In 1974 reservations in promotion by selection from Group C to Group B, within 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 the direct recruitment not exceeding 50% was raised to 66-2/3% in 1976 and it has been further raised to 75% in 1989. The percentages of reservation @ 12½% for SC and 5% for ST were raised to 15% and 7½% respectively with effect from 25-3-1970.

Representation of SC & ST in services

5.9 The concept of reservation and a consistent thrust in its implementation have brought a sizeable population of SC & ST at par with other sections of the society in the matter of services and employment. As a result of concerted efforts made by various

monitoring agencies the overall representation of SC & ST has reached 22.17% which is nearing their population percentages, as would be seen from the data as on 1-1-1992 in respect of various Central Government Departments, Public Sector Undertakings and Banking institutions covering all groups of posts other than sweepers, given in Annexure 5.I. Out of the total 6,699,548 employees in the Government of India, PSUs and Banks on 1-1-1992, 1,127,050 (16.82%) belonged to SC and 358,368 (5.35%) to ST.

5.10 Improvement in the representation of SC & ST in services at various levels was achieved due to three Special Recruitment Drives launched by the Government from 1989 onwards to clear the backlog of reservations accumulated over the years. Detailed information released by the Dept. of Personnel & Training in this regard is given in Annexure 5.II.

Complaints received by the Commission

5.11 The National Commission for SC & ST has been receiving a large number of petitions and complaints concerning service matters covering various types of grievances of employees in the Government and Public Sector Undertakings. Complaints and representations are sometimes made by Associations of SC & ST employees in the various organisations and in several cases public leaders like MPs, MLAs, etc., also forward petitions by employees or associations.

5.12 When this Commission acquired Constitutional status on 12-3-1992, 549 petitions were pending with the erstwhile National Commission. In addition, the erstwhile office of the Commissioner for SC & ST also had a large number of petitions, complaints and representations on which action had to be taken. As a successor body and in the interest of continuity and convenience to SC & ST employees this Commission took over the entire backlog of 2,562 petitions from the Commissioner's office and their disposal was speeded up. In course of the year 8,711 more petitions were received and in all 8,858 petitions were attended to and action was taken on those where the grievances or allegations warranted intervention by the Commission.

5.13 The normal procedure followed by this Commission remained the same as in the earlier Commission and the office of the Commissioner for SC & ST, since the Rules of Procedure for this Commission had not been finalised. The actionable petitions were sorted out and facts called for from the concerned organisations or authorities. On receiving a reply if it was found that there was a violation of a safeguard or that any serious inconvenience or harassment was caused to the petitioner through violation of any law or Govt. of India orders or instructions, it was brought to the notice of the concerned authorities for correction. As far as possible, with the limited manpower of the Commission, the cases were followed up.

5.14 From the study of a large number of cases and the earlier experience in the erstwhile Commission as also in the office of the Commissioner for SC & ST, certain issues have emerged a few of which are mentioned below:

DIRECT RECRUITMENT

SC/ST selected on merit not to be counted against reserved quota of vacancies

5.15 Instructions have been issued by the Government of India in the Department of Personnel & Training vide O.M.No.36012/13/88-Estt.(SCT) dated 22-5-1989 that in cases of direct recruitment to vacancies and posts under the Central Government the SC & ST candidates who are selected on their own merits without relaxed standards alongwith candidates belonging to the other communities should not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible SC & ST candidates who will thus comprise SC & ST candidates who are lower in merit than the last general candidate in the merit list but otherwise suitable for appointment. It has come to the notice of the Commission that some organisations have adjusted the SC & ST candidates who were selected on their own merits against the reserved points thereby depriving the SC & ST candidates of their legitimate share. Ministries/Departments may ensure strict compliance with the instructions on the subject so as to safeguard the interests of SC/ST candidates.

5.16 Apprehensions have been expressed that in order to limit the vacancies earmarked for SC/ST candidates the SC/ST candidates selected on their own merits could be kept at the bottom of the panels prepared for direct recruitment. One way of providing a safeguard against such possibility is that at the time of interviews the identity of SC/ST candidates is not disclosed. Once all the candidates are interviewed their merit list should be drawn and the SC/ST candidates selected on their own merits should be placed at their respective places so that they are not adjusted against the reserved points.

Resorting to direct recruitment where SC/ST not available for promotion

5.17 According to the instructions of the Government of India contained in the Department of Personnel & Training O.M.No.AB-14017/30/89-Estt-RR dated 10-7-1990 where recruitment to a grade is made both by promotion and by direct recruitment, i.e., where separate quotas for promotion and direct recruitment are prescribed in the Recruitment Rules, reserved vacancies falling in the promotion quota which cannot be filled due to non-availability of eligible persons belonging to SC/ST in the feeder cadre could be temporarily diverted to the direct recruitment quota and filled by recruitment of candidates belonging to SC/ST,

as the case may be, in accordance with the provisions relating to direct recruitment contained in the Recruitment Rules. In the subsequent year(s) when reserved vacancies in the direct recruitment quota become available they could be re-diverted to the promotion quota to make up for the vacancies diverted earlier. The exchange of vacancies in this manner would ensure that the structure and composition of the cadre remains unaffected in the long run. However, in one case the Department of Personnel & Training themselves recommended to the Commission dereservation of 28 vacancies (9 reserved for SC and 19 for ST) in the grade of Section Officer falling under the promotion quota on the ground that the interest of SC & ST, who might qualify in the departmental competitive examination in future, would suffer if the posts were allowed to be filled by direct recruitment. The Commission did not agree with the proposal and advised the Department of Personnel & Training to fill up these vacancies of Section Officers through direct recruitment by SC/ST candidates as provided in their above mentioned O.M. There could be more such cases and the arguments used by the Department of Personnel & Training could be raised elsewhere also. The Commission feels that the balance of advantage would remain in adhering to the letter and spirit of the above mentioned O.M. dated 10-7-1990.

PROMOTIONS

(i) Concession to SC & ST within Group A

5.18 As mentioned earlier, reservation has been allowed in favour of SC & ST in all posts filled by promotion excepting promotions by selection within Group A posts, provided the element of direct recruitment, if any, therein does not exceed 75%. In promotions by selection to posts within Group A, which carry an ultimate salary of Rs.5,700 in the case of the Govt. of India and Rs.6,900 in the case of Central Public Sector Undertakings, there is no reservation, but the SC/ST officers who are senior enough in the zone of consideration for promotion, to be within the number of vacancies for which the select list has to be drawn up, are required to be included in that list irrespective of their merit, subject to the condition that they are not considered unfit for promotion. Their position in the select list would, however, be the same as assigned to them by the DPC on the basis of their record of service as per the Govt. of India instructions.

5.19 Some cases were brought to the notice of the Commission where the Government Departments or the PSUs had ignored the above concession on the plea that an SC/ST officer suitable/fit for promotion was not available. In a specific case of promotion from the post of Under Secretary to the level of Deputy Secretary in CSS, a large number of SC/ST officers were ignored, declaring them unfit for promotion, even though nothing adverse was ever communicated to them. This case was followed up in the erstwhile office of the Commissioner for SC & ST but without any positive result. Evidently the authorities ignored the concession made

available to SC/ST officers in the matter of promotion by selection within Group A posts. In another similar case which was taken up by the erstwhile office of the Commissioner for SC & ST, an SC officer in the rank of Deputy Secretary was twice rejected by the Dept. of Personnel for inclusion in the select list for Director's post, declaring him unfit for promotion, but he was found fit for inclusion in the panel for Joint Secretary subsequently on his own merit. Strangely the officer having been empanelled for the post of Joint Secretary already was subsequently included in the panel for Director's post on the basis of the same record.

5.20 It has been noticed in a number of PSUs that while considering promotions within Group A posts the number of vacancies is generally not declared. At the same time a number of officers are screened and shortlisted before the DPC is actually convened. In such a situation it is difficult to link the seniority aspect of the SC/ST officers with the number of posts for which the select list is drawn, as required to protect the interests of SC/ST officers.

5.21 It is important to mention here in this connection that as per the existing norms, while considering an officer fit for promotion, his performance has to be 'above average' as 'average' is considered as undistinguished and unpromotable. Thus, an officer can be declared unfit for promotion only when he has been communicated adverse remarks or they are just 'average'. In view of the position it is recommended that to safeguard the interests of SC & ST under the existing provision, there is an immediate need to modify the existing instructions in this regard, making suitable provision, thereby the officers belonging to SC/ST who are senior enough to be covered by the number of vacancies, should be automatically included in the select list, if they are rated 'above average', applying the criteria of seniority-cum-fitness, after calculating the number of vacancies for which select list is to be drawn as accurately as possible.

(ii) Local/Regional percentages in promotions to Group C & D posts

5.22 According to the Govt. of India instructions, all India percentages of reservations prescribed for SC & ST, i.e., 15% and 7½% respectively for open competition and 16-2/3% for SC and 7½% for ST for otherwise than by open competition, are applied while making direct recruitment to Group A & B posts, whereas for Group C & D posts local/regional percentages have been prescribed on the basis of their population percentages as per 1981 Census in those areas. In the case of recruitment made in Delhi, being the national capital, the all India percentages of reservation are applied to recruitments even in Group C & D posts. In the case of promotions, however, all India percentages of reservation prescribed uniformly @ 15% for SC and 7½% for ST are applied to all groups of posts irrespective of the level and method of promotion. It thus follows that the percentages of reservation

prescribed for SC & ST in recruitment to Group C & D posts filled on local/regional basis are different from those prescribed in the matter of promotions to the next higher grade.

5.23 Percentages of population of SC & ST which were the basis for reservation for them in recruitment to local/regional basis, vary from State to State. This is at variance with the all India percentages prescribed for promotions. Thus, the important question raised by a number of agencies is whether it would be justified to fix reservation in promotion @ 15% for SC and 7½% for ST in such of the posts, the feeder cadres of which were initially filled on local or regional basis in a particular area, at the rate of percentages widely different from the percentages of reservation in promotion posts. For instance, in the North-Eastern States the population of SC is negligible and as such sufficient number of SC employees do not become available at the time of promotion, which necessitates dereservation of reserved vacancies. The erstwhile office of the Commissioner for SC & ST raised this matter with the Govt. of India in 1976 to rectify the position by applying the same percentages at the stage of promotion which were applied to direct recruitment. The proposal was not agreed to by the Government on the plea that the percentages prescribed for recruitment on local/regional basis could not be applied to promotions. Thus, uniform all India percentages continued to apply ignoring the imbalance. In order to rectify this anomalous situation it is recommended that the percentages of reservation provided for SC & ST to promotions in Group C & D posts under the Central Establishments through a 40-point roster should be revised so as to correspond with the local/regional percentages provided for them at the stage of recruitment to those outside Delhi. Alternatively, the unutilised reserved vacancies under respective categories of posts/services filled by promotion may be allowed to be exchanged between SC & ST in the same year instead of in the third year of carry forward, as has already been allowed in favour of ST by the Government in the case of unfilled promotion vacancies reserved for SC in the services under the Union Territories of Lakshadweep, Dadra & Nagar Haveli and A & N Islands where there is a large population of ST.

(iii) Safeguards for SC & ST under sealed cover cases

5.24 According to the instructions contained in para 9.8 of the Brochure on Reservation for SC & ST in Services (1987 edition), in cases of Government servants where the findings of the DPC are kept in a sealed cover because they are under suspension, or a chargesheet has been issued and disciplinary proceedings are pending, or vigilance enquiries are pending, vacancies are required to be kept reserved for them. The authority competent to fill up the vacancy can be advised separately to fill up the vacancy in the higher grade, if necessary, only in an officiating capacity. On the conclusion of the disciplinary case/criminal prosecution which results in dropping of allegations against the Government servant, the

sealed cover containing the assessment made by the DPC shall be opened. In case the Government servant is completely exonerated, the due date of his promotion will be determined with reference to the position assigned to him in the findings kept in the sealed cover and with reference to the date of promotion of his next junior on the basis of such position. The instructions also provide that in such a situation the Government servant may be promoted, if necessary, by reverting the juniormost officiating person. The instructions further provide that where such reversions become necessary these should be made in such a manner that the total number of reservation for SC & ST in the select list is not reduced.

5.25 As per the instructions of the Govt. of India prior to 1989 the interests of SC & ST promoted against the reserved quota were duly safeguarded, where reversions became necessary on account of sealed cover cases. It is, however, unfortunate that the Govt. of India while issuing revised guidelines on DPCs with effect from 10-4-1989 omitted the safeguard provided for SC & ST in the event of reversion on account of opening of sealed cover cases. It may be further mentioned that even while issuing revised guidelines on sealed cover cases, with effect from 14.9.1992, and the procedure to be followed in the matter of Government servants against whom disciplinary/Court proceedings were pending or whose conduct was under investigation, the safeguard provided for SC & ST in the matter of reversion on account of opening of sealed covers was omitted. This amounts to withdrawal of the safeguard available to SC & ST vide the Govt. of India instructions contained in the Dept. of Personnel O.M.No.22011/4/77-Estt.(D) dated 30-7-1977. This needs to be restored.

5.26 It has been the common experience that in many cases the SC/ST candidates occupy the lowest position in the panels prepared by the DPCs, either because of low seniority or comparatively lower merit ratings. In the absence of any safeguard, when the juniormost officer is to be reverted to accommodate another officer on account of opening of the sealed cover, it would be the SC/ST officers who might generally get reverted in spite of the fact that they were empanelled against the reserved quota, since they occupy the lowest position in the panel. This is bound to affect the representation of SC & ST in the panel. Had the other officer not been under cloud he would have been included in the panel and the SC/ST officer would have also found a place in the panel because of the availability of reservation in promotion. Thus, the revised instructions have adversely affected the interests of SC/ST officers and upset the reservation for SC/ST in the panel as well. It is, therefore, recommended that the safeguard available to SC/ST against reversion on account of sealed cover cases may be restored and incorporated in the guidelines on DPCs as well as in the orders about procedures to be followed in the matter of promotion of Government servants against whom disciplinary/court proceedings are pending. It is also recommended that where reversions in any grade become necessary after promotions either on account of

reduction in staff, or on account of sealed cover cases, or even on account of reversion of an officer from the higher grade/deputation/transfer, or on account of any other reason, orders need to be issued that the reversions should be made in such a manner that the total number of reservation for SC & ST in any select list is not reduced.

Continuance of reservation in promotions

5.27 The Supreme Court of India in their judgment of 16-11-92 on the question of allowing reservation in services in favour of SEBC not only ruled out reservation for SEBCs in promotion posts, but also observed that "we are convinced that the majority opinion in Rangachari to the extent it holds that Article 16(4) permits reservation even in the matter of promotion, is not sustainable in principle and ought to be departed from". The Supreme Court, therefore, directed that "wherever reservations are already provided in the matter of promotion — be it Central Services or State Services, or for that matter services under any corporation, authority or body falling under the definition of 'State' in Article 12 — such reservations shall continue in operation for a period of five years from this day" (16-11-1992). The Supreme Court further observed that "within this period, it would be open to the appropriate authorities to revise, modify or re-issue the relevant Rules to ensure the achievement of the objective of Article 16(4)".

50% ceiling

5.28 In M.R.Balaji and others vs. the State of Mysore (1963 Suppl.(i)SCR 439), the Supreme Court had held with reference to both Article 16(4) and 15(4): "In this matter again, we are reluctant to say definitely what would be a proper provision to make. Speaking generally and in a broad way a special provision should be less than 50% — how much less than 50% would depend upon the relevant prevailing circumstances in each case". Subsequently by a majority decision in the Devadasan case also the Supreme Court observed that reservation for backward communities should not be so excessive as to create a monopoly or to disturb unduly the legitimate claims of other communities. In pursuance of these observations of the Supreme Court, the Govt. of India amended the rule of carry-forward vide O.M.No.1/9/74-Estt.(SCT) dated 29-4-1975 and provided that in any recruitment year the number of normal reserved vacancies and the brought forward reserved vacancies put together shall not exceed 50% of the total vacancies. Further, in the light of the observations contained in the subsequent Supreme Court judgment in the case of State of Kerala and another vs. N.M.Thomas and others (1976-SC-490) the Government were advised by the Supreme Court that there would be no objection to exceeding the limit of 50% by way of reservations in such cases because of the carry-forward of vacancies, keeping in view the overall representation of SC & ST in the cadre as a whole. The Govt. of India issued orders vide O.M.No.16/3/73-Estt.(SCT) dated 27-12-1977 according to which brought forward reserved vacancies were to be made available to

SC/ST together with current reserved vacancies for utilisation even where the total number of such reserved vacancies exceeded 50% of the vacancies filled in that year, provided the overall representation of SC/ST in the total strength of the concerned grade or cadre was found to be inadequate. According to the 1982 instructions from the Government, which were again based on the Supreme Court judgment in the case of Soshit Karmachari Sangha vs. the Union of India, the restriction of 50% reservation to the total available vacancies was, however, reimposed.

5.29 There were a number of other conflicting judgments on the question of limiting reservation to 50%. In the case of V.Narayana Rao vs. State of Andhra Pradesh, a full bench of the Andhra Pradesh High Court, after examining various decisions of the Supreme Court, observed that "where, however, the rule of carry forward is applied in the sense that the unfilled reserved posts are filled by general candidates in a given year, and the corresponding number of posts are carried forward to the next year, the rule of 50% ceiling may be exceeded but, here the excess cannot go far beyond the said ceiling, say 66-2/3% of the vacancies arising in the next year". This gives ample indication that the rule of 50% will not apply to the unfilled carried forward vacancies and the total reservation may go upto 66-2/3%. This position was strengthened when the Govt. of India, while banning dereservation with effect from 25th April, 1989, clarified that such carried forward vacancies would be treated as a distinct group to which the ceiling of 50% would not apply. The rule of 50%, however, continued to apply on current reservations.

5.30 The position changed dramatically when the Supreme Court in their judgment of 16th November, 1992 on the question of allowing 27% reservation in favour of SEBC, as recommended by the Mandal Commission, observed: "In our opinion, however, the result of the application of carryforward rule in whatever manner it is operated, should not result in breach of the 50% rule". The Hon'ble Court also held the view "that for the purpose of applying the rule of 50%, an year should be taken as the unit and not the entire strength of the cadre, service or the unit, as the case may be". This is at variance with the existing provisions, and if the judgment is implemented, the system of carrying forward in the case of direct recruitment will have no meaning as the same cannot be taken care of in view of the total current reservation having already reached 49.5%. This will certainly go against the interests of SC/ST being safeguarded at present in terms of the 25th April, 1989, instructions according to which the carry forward of unfilled reservations is kept apart as backlog which is not subject to the 50% limit.

5.31 According to the opinion of the Law Ministry communicated to the Dept. of Personnel & Training on 28th April, 1993, the backlog of vacancies together with current vacancies for SC/ST has to be limited to 50% of the vacancies that arise in a year.

Legally, so long as the present pronouncement of the Supreme Court is not superseded by a subsequent judgment the same will have to be implemented, as per the opinion of the Law Ministry. It is felt that the Ministry of Law has merely endorsed the view of the Supreme Court ignoring the special provision made vide Dept. of Personnel & Training order of 25th April, 1989. Since the backlog vacancies, being the distinct share of SC and ST, as per the above order, are kept apart, applying 50% limit over those vacancies will have no meaning as the same cannot be allowed to be filled by others in view of complete ban on dereservation. Current reservations for SC, ST and OBC alone count for 49.5% without any scope for adjustment of the backlog. The view point of the Commission communicated to the Govt. of India in its resolution dated 16-7-93 is to protect the interests of SC & ST, even by amending Article 16 of the Constitution of India, if necessary. The Commission, therefore, recommends that the Government should not only protect the backlog of reservations as distinct share of SC/ST but also enhance the existing percentages of reservation from 15% and 7½% to 16.5% and 8.0% for SC and ST respectively in keeping with their population percentages of 16.48% and 8.08% in the 1991 Census, by amending the relevant Article of the Constitution.

Rosters

5.32 When the percentages of reservation were fixed for SC and ST after Independence, actual implementation in the matter of calculation of the number of vacancies to be earmarked on the basis of those percentages became somewhat difficult as it was not always possible to arrive at the whole numerical figures for SC and ST. Invariably this number worked out to be a fraction, and as such it was difficult to appoint SC & ST candidates exactly in accordance with the percentages prescribed for them. To obviate this difficulty a system was devised, prescribing 40/100 point rosters to give effect to the reservation policy in proportion to the percentages prescribed for SC & ST. The roster system was thus the first step introduced in 1950 to give effect to proper implementation of the policy of reservation in services. In brief, rosters are intended to be an aid to determining the number of vacancies to be reserved for SC & ST. Thus, every appointing authority is required to maintain proper rosters to give effect to the prescribed percentages and treat vacancies as 'reserved' or 'unreserved' according to the points in the model roster in which the available vacancies have to be reflected before any recruit ent/promotion action starts.

5.33 According to the latest instructions of the Government, before the introduction of reservation for SEBC in Central Civil Services with effect from 8-9-1993, the following percentages were prescribed for different modes of recruitment/promotion and the corresponding roster points for SC & ST:

Method	Percentage		Roster	Roster points fixed	
	SC	ST		SC	ST
A. <u>Direct recruitment</u>					
(1) Rectt.on all India basis					
(a) By open competition	15	7½	40 points	1,8,14,22, 28,36	4,17,31
(b) Otherwise than by open competition	16-2/3	7½	40 points	1,7,13,20, 25,32,37*	4,17,29
(2) Recruitment to Group C & D posts on a local or regional basis	According to the population of SC & ST in respective States/UTs, except Delhi\$		100 points	Points earmarked for SC & ST according to prescribed percentages in different States/UTs	
B. <u>Promotions</u>					
Wherever reservation orders apply	15	7½	40 points	1,8,14,22, 28,36	4,17,31

5.34 Following the Supreme Court judgment of 16-11-1992 in the Indra Sawhney and others vs. Union of India and others case (writ petition (Civil) No.930 of 1990) the Govt. of India issued orders that 27% of the vacancies in the civil posts and services under the Govt. of India, to be filled through direct recruitment, shall be reserved for SEBC. As a result it became necessary to revise the existing reservation rosters. In respect of direct recruitment on all India basis by open competition where there was reservation of 15% for SC and 7½% for ST, the existing 40-point roster has been revised into a 200-point roster as in the model indicated in Annexure 5.III. In respect of direct recruitment on all India basis otherwise than by open competition, where there was a reservation of 16-2/3% for SC and 7½% for ST, the existing 40-point roster has been revised into a 120-point roster as in the model format indicated at Annexure 5.IV. In respect of direct recruitment to Group C & D posts normally attracting candidates from a locality or region, the existing 100-point rosters have also been revised, incorporating therein points for SEBC, as in the revised model 100-point roster at Annexure 5.V.

* In every third cycle the 37th point is treated as unreserved to make it exact 16-2/3% for SC.

\$ In Delhi all India percentages are applied.

5.35 The salient features of the new model rosters are that whenever reservation is provided to the maximum extent possible, i.e., 50%, all the odd points are reserved and the even points unreserved. Secondly, in the case of recruitment to Group C & D posts on local/regional basis, wherever percentages of reservation for SC and ST taken together exceed 23%, the percentage for SEBC has been reduced to that extent ensuring that the maximum reservation for SC, ST and OBC taken together does not exceed 50%. Thirdly, the reservations made under Article 16(1), i.e., other than reservations prescribed for SC, ST and OBC under Article 16(4), have been kept out of the 50% limit prescribed by the Government. Thus, persons appointed against percentages of reservations other than those prescribed for SC, ST and SEBC, will be adjusted in the 100-point rosters against the respective points for others, SC, ST and SEBC as per their status. There is no change in the existing reservation roster in so far as promotion is concerned, as there is no reservation for SEBC in promotion. The table below indicates the percentages of reservation prescribed for SC, ST and SEBC, revised rosters and the number of roster points earmarked for each category:

Method	Percentages			Roster	Roster points(No.)		
	SC	ST	SEBC		SC	ST	SEBC
A. Direct recruitment							
(i) Rectt. on all India basis							
(a) By open competition	15	7½	27	200 points	30	15	54
(b) Otherwise than by open competition	16-2/3	7½	25-5/6	120 points	20	9	31
(ii) Rectt. to Group C & D posts on local/regional basis	According to the population of SC & ST in respective States/UTs except Delhi*		27% or less#	100 points	Points earmarked for SC, ST and OBC according to prescribed %ages		
B. Promotions							
	15	7½	Nil	40 points	6	3	-

Inspection of rosters

5.36 As part of the functions of the Commission to monitor the implementation of the Government policy on reservation for SC & ST, a number of studies were conducted by the field offices of the Commission by way of checking the rosters maintained by

Depending upon the total %age for SC & ST.

* In Delhi all India percentages are applicable.

various Government/Public Sector bodies in their respective jurisdiction. Some of the common observations made during investigations into the maintenance of rosters by organisations like the Food Corporation of India (Zonal/Regional Offices at Madras); Coffee Board, Bangalore; Kudremukh Iron Ore, Bangalore; Oil India Limited, Duliajan; Hindustan Paper Corporation, Assam; Shramik Vidyapeeth, Cuttack, etc., are as follows:

- (i) In the FCI, Zonal Office, Madras, the prescribed procedure for dereservation was ignored. The points reserved for ST, which were required to be carried forward for three subsequent recruitment years, were exchanged in some cases ignoring the claims of ST who could become eligible subsequently. Details of vacancies exchanged and points adjusted were not given in the remarks column, and entries made in the promotion rosters for the year 1991 were not verified and signed by the designated authority.
- (ii) In the Coffee Board, Bangalore, a 40-point roster was being maintained (for direct recruitment to Group D posts) which was not correct, as the recruitment to Group C & D posts outside Delhi is made on local/regional basis. A 100-point roster should have been maintained. It appeared that annual inspection of the rosters was not done by the Liaison Officer. No records of inspection were available.
- (iii) In Kudremukh Iron Ore Company Ltd., Bangalore, abstracts about the reserved vacancies and the number of SC/ST appointed were prepared every month in a separate register which was not correct. Abstracts should have been prepared at the close of each calendar year in the same roster register as per the instructions of the Govt. of India. Signature of the appointing authority against each appointment made was not appended.
- (iv) In Oil India Ltd., Duliajan (Assam), general candidates were appointed against reserved vacancies without seeking prior approval of the competent authority, ignoring the prescribed procedure for dereservation. The entries made in the roster registers had not been verified by the appointing authority. The remarks columns of the roster registers were incomplete.
- (v) Oil India Ltd., Duliajan, had decided to regularise 200 labourers every year, out of the large number of contract labourers working at Duliajan through private contractors. There were hardly any SC/ST candidates among them. The organisation which ignored the reservation quota at the time of regularisation of contractual labour was asked to ensure the intake of the SC/ST through direct recruitment as per the prescribed percentages, while regularising the private contract labourers. The authorities ignored the instructions.

- (vi) In the Food Corporation of India Zonal Office, Guwahati, rosters had been maintained for the selection grade and other posts for promotion at Zonal level only and no rosters were maintained for direct recruitment. The roster registers maintained for various grades were not in the prescribed format. Instructions regarding maintenance of separate rosters for permanent appointments and temporary appointments likely to become permanent were completely ignored.
- (vii) In the North-Eastern Regional Agricultural Marketing Corporation, Guwahati, combined rosters were maintained for direct recruitment and promotion, which was wrong. The entries made in the roster registers had not been verified by the appointing authority or any other officer. General candidates were promoted against reserved vacancies without seeking prior approval of the competent authority, ignoring dereservation procedure.
- (viii) The Shramik Vidyapeeth, Cuttack, did not follow the reservation policy and no rosters were maintained. However, the Director of the Vidyapeeth later intimated that the Executive Committee and the Board of Management had decided to introduce reservation in the selections to be held in future. They should do so retrospectively.
- (ix) In the Garden Reach Shipbuilders & Engineers Ltd., Calcutta, grouping of posts was not done in a proper manner and the procedure for dereservation to seek prior approval of the competent authority to fill up reserved posts by others, was ignored.
- (x) In Praga Tools Ltd., Secunderabad, rosters for promotion were not maintained as per the guidelines.

5.37 It would be seen that by and large maintenance of rosters in the organisations investigated by the Commission was not satisfactory. Since maintenance of rosters has direct bearing on the implementation of the prescribed percentages in favour of SC & ST, monitoring on the part of the administrative Ministries/Departments needs to be emphasised. Even though the Liaison Officer in each organisation, while ensuring implementation of the reservation orders, is expected to inspect the rosters at the close of each calendar year, this is done only as a ritual ignoring the intentions behind the system, particularly in the public sector. Due to this the Department of Public Enterprises had to issue instructions on 25-4-1991 instituting a system under which the Joint Secretary in the Ministry/Dept. was made responsible to keep a watch over the implementation of the decisions regarding SC & ST in public enterprises under the control of that Ministry/Dept. and also to keep the Secretary informed of the progress of implementation. Similarly, the Chief Personnel Officer of the public enterprise,

whether at the Board level or below it, was made responsible for ensuring implementation of the reservation orders. It is now more than three years but no visible results could be achieved. The usefulness of the system instituted can be ensured if the Joint Secretary/Chief of Personnel is directed to submit his progress report on the achievements made or remedial measures undertaken during the preceding calendar year and keep the National Commission fully posted.

Writing of CRs of SC & ST

5.38 The Confidential Report is an important document and it provides the basic and vital inputs for assessing the performance of an officer. Thus, the officer reported upon, the Reporting Officer and the Reviewing Officer have to undertake the duty of filling out the form with a high sense of responsibility. Since majority of SC & ST candidates get selected under relaxed standards at the induction stage (this holds good even today) they are not able to secure higher ratings unless the Reporting Officer adopts a sympathetic attitude, and lag behind for promotion under the selection criteria, where comparative merit based on CRs plays a vital role.

5.39 As per the general practice, in promotions made by selection, employees in the zone of consideration are normally considered for inclusion in the select list on the basis of their appraisal reports or CRs. After rejecting those who are considered unfit for promotion, the DPC proceeds to categorise the remaining eligible employees into three categories, viz., 'Outstanding', 'Very Good' and 'Good'. Thus, the CR ratings secured by the employees are made the basis for merit promotions. Since promotions by selection at higher levels, i.e., from Group C to Group B, within Group B and from Group B to the lowest rung of Group A posts were not covered by the scheme of reservation, the Govt. of India decided in July 1968 to upgrade the CRs of SC & ST employees as a measure of improving their representation in services. Accordingly the DPCs, after excluding SC & ST employees considered unfit for promotion, used to give 'one grading higher' than the grading otherwise assignable to them on the basis of their record of service. After the issue of instructions on 20-7-1974 regarding introduction of reservation for SC & ST in posts filled by promotion by selection from Group C to Group B, within Group B and from Group B to the lowest rung of Group A posts, the earlier instruction providing one grading higher to SC & ST employees/officers was superseded.

5.40 It may not be out of place to mention here that majority of the SC & ST staff getting 'Average' reporting, who approach the Commission for redress, argue that their CR ratings were downgraded with the intention that they would be getting 'one grading higher' at the stage of promotion. Some of the SC/ST officers have been alleging that even though the concession of

'one grading higher' stood superseded after introduction of reservation in promotion, the attitude of the Reporting Officers in a number of cases continues to be the same. It is also possible in some cases that where SC & ST are likely to supersede others by virtue of early promotion on account of element of reservation therein, they are given average ratings so that they do not get promotion even against reserved posts. To dispel any apprehension on this count the Govt. of India had to incorporate a column in the CR forms for the Reviewing Officer to comment on the attitude of the Reporting Officer towards the SC & ST employees reported upon, to safeguard their interest against biased reporting.

5.41 According to the existing system of writing CRs it is only the adverse rating which is communicated to the employees. The Government instructions also clarify that while 'Average' may not be taken as an adverse remark in respect of an officer, at the same time it cannot be regarded as complimentary to the officer, as 'Average' performance should be regarded as routine and undistinguished. It is only performance that is above 'Average' and really noteworthy which should entitle an officer to recognition and suitable reward in the matter of promotion. Thus, an SC/ST officer who is awarded 'Average' may not get promotion, but at the same time may not get information about his drawbacks and shortcomings to ensure better performance in future. To ensure that the evaluation of CRs on SC & ST officers is fair, just and unbiased, the system of writing CRs needs to be reviewed and suitably modified to provide that the Reviewing Officer may invite the SC/ST officer, getting average/adverse ratings, for discussion. This would afford an opportunity to SC/ST employees to know their standing and to represent in case they feel aggrieved. In fact, performance appraisal through Confidential Reports is a tool for human resource development and, as such, the Reporting Officers should realise that the objective is to develop an officer so that he realises his true potential. Thus, the Reporting/Reviewing Officer while pointing out the shortcomings in performance, should also suggest possible lines of development of the officer through training.

ANNEXURE 5.I

Representation of SC/ST in services as on 1-1-1992

(a) Central Government

Group	Total	SC	%age	ST	%age
A	65,456	6,331	9.7	1,914	2.9
B	98,519	11,399	11.6	2,349	2.4
C	23,34,003	3,68,494	15.8	73,739	3.2
D	11,61,413	2,42,485	20.9	78,375	6.7
(Excluding sweepers)					
Total	36,59,391	6,28,709	17.18	1,56,377	4.2
Sweepers	1,39,687	90,399	64.7	4,765	3.4
Grand total	37,99,078	7,19,108	18.92	1,61,142	4.24

(b) Public Sector Undertakings

(Information available from 225 Undertakings)

Group	Total	SC	%age	ST	%age
A	1,90,926	12,772	6.69	3,161	1.66
B	1,61,569	14,899	9.92	4,765	2.95
C	12,56,636	2,11,392	16.82	1,02,108	8.13
D	5,43,519	1,26,358	23.25	52,758	9.71
(Excluding sweepers)					
Total	21,52,650	3,65,421	16.98	1,62,792	7.56
Group D sweepers	31,101	22,366	71.91	1,257	4.04
Grand total	21,83,751	3,87,787	17.76	1,64,049	7.51

Nationalised Banks/Public Sector Banks

Group	Total	SC	%age	ST	%age
Officers	2,40,979	26,811	11.12	7,519	3.12
Clerical	4,69,835	67,278	14.31	21,434	4.55
Sub-staff	1,76,693	38,831	21.97	10,246	5.79
Total	8,87,507	1,32,920	14.97	39,199	4.41
Sweepers	35,511	19,076	63.71	1,682	4.73
Grand total	9,23,018	1,51,996	16.46	40,881	4.43

Total number of employees (excluding sweepers)

	Total	SC	%age	ST	%age
Govt. of India	36,59,391	6,28,709	17.18	1,56,377	4.2
PSUs	21,52,650	3,65,421	16.98	1,62,792	7.56
Banks	8,87,507	1,32,920	14.97	39,199	4.41
	66,99,548	11,27,050	16.82	3,58,368	5.35

Total number of employees (including sweepers)

	Total	SC	%age	ST	%age
Govt. of India	37,99,078	7,19,108	18.92	1,61,142	4.24
PSUs	21,83,751	3,87,787	17.76	1,64,049	7.51
Banks	9,23,018	1,51,996	16.46	40,881	4.43
Grand total	69,05,847	12,58,981	18.23	3,66,072	5.30

Source: For Central Govt. - Department of Personnel & Training
 For PSUs - Bureau of Public Enterprises
 For Nationalised & Public Sector Banks - Banking Division of the Ministry of Finance

ANNEXURE 5.II

Details of recruitment of SC/ST in the Special Recruitment Drives

Department	Backlog identified	Appointment offers issued	Percentage to the backlog
Special Recruitment Drive No.1 (1989)			
(i) Central Govt.	35,647	31,253	87.00
(ii) PSUs	11,000	8,125	73.90
(iii) Banks	8,822	8,084	91.60
(iv) Insurance Corporations	3,085	3,023	98.00
	<u>58,554</u>	<u>50,485</u>	<u>86.22</u>
Special Recruitment Drive No.2 (1990)			
(i) Central Govt.	31,928	19,879	62.30
(ii) PSUs	10,461	6,316	60.40
(iii) Banks	3,142	2,197	69.90
(iv) Insurance Corporations	1,028	1,023	99.50
	<u>46,559</u>	<u>29,415</u>	<u>63.18</u>
Special Recruitment Drive No.3 (1991-92)			
(i) Central Govt.	13,556	8,811	65.00
(ii) PSUs	12,149	7,195	57.00
(iii) Banks	2,242	1,384	61.70
(iv) Insurance Corporations	804	381	47.40
	<u>28,751</u>	<u>17,771</u>	<u>61.81</u>

Source : Department of Personnel & Training

ANNEXURE 5.III

Model roster for posts filled by direct recruitment on all India basis by open competition

- | | |
|----------------|----------------|
| 1. SC | 32. Unreserved |
| 2. Unreserved | 33. OBC |
| 3. ST | 34. Unreserved |
| 4. Unreserved | 35. ST |
| 5. OBC | 36. Unreserved |
| 6. Unreserved | 37. OBC |
| 7. SC | 38. Unreserved |
| 8. Unreserved | 39. OBC |
| 9. OBC | 40. Unreserved |
| 10. Unreserved | 41. SC |
| 11. OBC | 42. Unreserved |
| 12. Unreserved | 43. OBC |
| 13. SC | 44. Unreserved |
| 14. Unreserved | 45. ST |
| 15. OBC | 46. Unreserved |
| 16. Unreserved | 47. OBC |
| 17. ST | 48. Unreserved |
| 18. Unreserved | 49. SC |
| 19. OBC | 50. Unreserved |
| 20. Unreserved | 51. OBC |
| 21. SC | 52. Unreserved |
| 22. Unreserved | 53. SC |
| 23. OBC | 54. Unreserved |
| 24. Unreserved | 55. OBC |
| 25. OBC | 56. Unreserved |
| 26. Unreserved | 57. ST |
| 27. SC | 58. Unreserved |
| 28. Unreserved | 59. OBC |
| 29. OBC | 60. Unreserved |
| 30. Unreserved | 61. SC |
| 31. ST | 62. Unreserved |

63. OBC
64. Unreserved
65. OBC
66. Unreserved
67. SC
68. Unreserved
69. OBC
70. Unreserved
71. ST
72. Unreserved
73. OBC
74. Unreserved
75. OBC
76. Unreserved
77. SC
78. Unreserved
79. OBC
80. Unreserved
81. SC
82. Unreserved
83. OBC
84. Unreserved
85. ST
86. Unreserved
87. OBC
88. Unreserved
89. SC
90. Unreserved
91. OBC
92. Unreserved
93. SC
94. Unreserved
95. OBC
96. Unreserved
97. ST
98. Unreserved
99. OBC
100. Unreserved

101. SC
102. Unreserved
103. OBC
104. Unreserved
105. OBC
106. Unreserved
107. SC
108. Unreserved
109. OBC
110. Unreserved
111. ST
112. Unreserved
113. OBC
114. Unreserved
115. SC
116. Unreserved
117. OBC
118. Unreserved
119. OBC
120. Unreserved
121. SC
122. Unreserved
123. OBC
124. Unreserved
125. ST
126. Unreserved
127. OBC
128. Unreserved
129. SC
130. Unreserved
131. OBC
132. Unreserved
133. SC
134. Unreserved
135. OBC
136. Unreserved
137. ST
138. Unreserved

139.	OBC	176.	Unreserved
140.	Unreserved	177.	ST
141.	SC	178.	Unreserved
142.	Unreserved	179.	OBC
143.	OBC	180.	Unreserved
144.	Unreserved	181.	SC
145.	OBC	182.	Unreserved
146.	Unreserved	183.	OBC
147.	SC	184.	Unreserved
148.	Unreserved	185.	OBC
149.	OBC	186.	Unreserved
150.	Unreserved	187.	SC
151.	ST	188.	Unreserved
152.	Unreserved	189.	OBC
153.	OBC	190.	Unreserved
154.	Unreserved	191.	ST
155.	SC	192.	Unreserved
156.	Unreserved	193.	OBC
157.	OBC	194.	Unreserved
158.	Unreserved	195.	SC
159.	OBC	196.	Unreserved
160.	Unreserved	197.	OBC
161.	SC	198.	Unreserved
162.	Unreserved	199.	Unreserved
163.	OBC	200.	Unreserved
164.	Unreserved		
165.	ST		
166.	Unreserved		
167.	OBC		
168.	Unreserved		
169.	SC		
170.	Unreserved		
171.	OBC		
172.	Unreserved		
173.	SC		
174.	Unreserved		
175.	OBC		

ANNEXURE 5.IV

Model roster for posts filled by direct recruitment on all India basis otherwise than by open competition

- | | |
|----------------|----------------|
| 1. SC | 35. OBC |
| 2. Unreserved | 36. Unreserved |
| 3. ST | 37. SC |
| 4. Unreserved | 38. Unreserved |
| 5. OBC | 39. OBC |
| 6. Unreserved | 40. Unreserved |
| 7. SC | 41. SC |
| 8. Unreserved | 42. Unreserved |
| 9. OBC | 43. ST |
| 10. Unreserved | 44. Unreserved |
| 11. OBC | 45. OBC |
| 12. Unreserved | 46. Unreserved |
| 13. SC | 47. SC |
| 14. Unreserved | 48. Unreserved |
| 15. OBC | 49. OBC |
| 16. Unreserved | 50. Unreserved |
| 17. ST | 51. OBC |
| 18. Unreserved | 52. Unreserved |
| 19. SC | 53. SC |
| 20. Unreserved | 54. Unreserved |
| 21. OBC | 55. OBC |
| 22. Unreserved | 56. Unreserved |
| 23. OBC | 57. ST |
| 24. Unreserved | 58. Unreserved |
| 25. SC | 59. SC |
| 26. Unreserved | 60. Unreserved |
| 27. OBC | 61. OBC |
| 28. Unreserved | 62. Unreserved |
| 29. ST | 63. OBC |
| 30. Unreserved | 64. Unreserved |
| 31. SC | 65. OBC |
| 32. Unreserved | 66. Unreserved |
| 33. OBC | 67. OBC |
| 34. Unreserved | 68. Unreserved |

69. ST
 70. Unreserved
 71. SC
 72. Unreserved
 73. OBC
 74. Unreserved
 75. OBC
 76. Unreserved
 77. SC
 78. Unreserved
 79. OBC
 80. Unreserved
 81. SC
 82. Unreserved
 83. ST
 84. Unreserved
 85. OBC
 86. Unreserved
 87. SC
 88. Unreserved
 89. OBC
 90. Unreserved
 91. OBC
 92. Unreserved
 93. SC
 94. Unreserved

95. OBC
 96. Unreserved
 97. ST
 98. Unreserved
 99. SC
 100. Unreserved
 101. OBC
 102. Unreserved
 103. OBC
 104. Unreserved
 105. SC
 106. Unreserved
 107. OBC
 108. Unreserved
 109. ST
 110. Unreserved
 111. SC
 112. Unreserved
 113. OBC
 114. Unreserved
 115. OBC
 116. Unreserved
 117. OBC
 118. Unreserved
 119. OBC
 120. Unreserved

SC-Scheduled Castes	20 points ($16 \frac{2}{3}\%$)
ST-Scheduled Tribes	9 points ($7 \frac{1}{2}\%$)
OBC-Other Backward Classes	31 points ($25 \frac{5}{6}\%$)

ANNEXURE 5.V

Model rosters showing the points to be reserved for SC, ST & OBC in a 100-point roster where recruitment is made on a local or regional basis

S.No.	Name of State/Union Territory Percentage of reservation for SC/ST/OBC	Actual points to be in a 100 - point roster for SC/ST/OBC	
1	2	3	4
1.	Andhra Pradesh 15 SC/ 6 ST/ 27 OBC	SC	1,7,13,19,25,31,37, 43,49,55,63,69,77,83,89 (15 points)
		ST	3,23,39,59,79,95 (6 points)
		OBC	5,9,11,15,17,21,27,29,33, 35,41,45,47,51,53,57,61, 65,67,71,73,75,81,85,87, 91,93 (27 points)
2.	Assam 6 SC/ 11 ST/ 27 OBC	SC	3,19,33,53,73,89 (6 points)
		ST	1,9,21,29,39,49,57,67,75, 85,93 (11 points)
		OBC	5,7,11,15,17,23,27,31,35, 37,41,43,47,51,55,59,61,65, 69,71,77,79,81,83,87,91, 95 (27 points)
3.	Bihar 15 SC/ 9 ST/ 26 OBC	SC	1,7,13,19,27,33,39,43,51, 57,63,69,77,83,89 (15 points)
		ST	3,15,25,37,47,59,67,79,93 (9 points)
		OBC	5,9,11,17,21,23,29,31,35,41, 45,49,53,55,61,65,71,73, 75,81,85,87,91,95,97,99 (26 points)
4.	Gujarat 7 SC/ 14 ST/ 27 OBC	SC	3,17,31,45,59,73,87 (7 points)
		ST	1,7,15,21,29,35,43,49,57,63, 71,77,85,91 (14 points)
		OBC	5,9,11,13,19,23,25,27,33,37, 39 41,47,51,53,55,61,65,67, 69,75,79,81,83,89,93,95 (27 points)

5. **Haryana**
19 SC/ Nil ST/ 27 OBC
- SC 1, 5, 11, 15, 21, 25, 31, 35, 41, 45, 51, 55, 61, 65, 71, 75, 81, 85, 91 (19 points)
- ST Nil
- OBC 3, 7, 9, 13, 17, 19, 23, 27, 29, 33, 37, 39, 47, 49, 53, 57, 59, 63, 67, 69, 73, 77, 79, 83, 87, 89, 93 (27 points)
6. **Himachal Pradesh**
25 SC/ 5 ST/ 20 OBC
- SC 1, 5, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85, 89, 93, 97 (25 points)
- ST 3, 23, 43, 63, 83 (5 points)
- OBC 7, 11, 15, 19, 27, 31, 35, 39, 47, 51, 55, 59, 67, 71, 75, 79, 87, 91, 95, 99 (20 points)
7. **Jammu & Kashmir**
9 SC/ 13 ST/ 27 OBC
- SC 3, 15, 27, 37, 47, 59, 69, 83, 93 (9 points)
- ST 1, 9, 17, 25, 33, 41, 49, 57, 65, 73, 81, 89, 97 (13 points)
- OBC 5, 7, 11, 13, 19, 21, 23, 29, 31, 35, 39, 43, 45, 51, 53, 55, 61, 63, 67, 71, 75, 79, 85, 87, 91, 95, 99 (27 points)
8. **Karnataka**
15 SC/ 5 ST/ 27 OBC
- SC 1, 7, 13, 19, 27, 33, 39, 45, 51, 57, 63, 69, 77, 83, 89 (15 points)
- ST 3, 29, 53, 79, 93 (5 points)
- OBC 5, 9, 11, 15, 17, 21, 25, 31, 35, 37, 41, 43, 47, 55, 59, 61, 65, 67, 71, 73, 75, 81, 85, 87, 91, 95, 99 (27 points)
9. **Kerala**
10 SC/ 1 ST/ 27 OBC
- SC 1, 9, 19, 29, 39, 49, 69, 79, 89 (10 points)
- ST 3 (1 point)
- OBC 5, 7, 11, 15, 17, 21, 23, 27, 31, 35, 37, 41, 45, 47, 55, 59, 61, 65, 67, 71, 73, 75, 81, 85, 87, 91, 95, 99 (27 points)
10. **Madhya Pradesh**
14 SC/ 23 ST/ 13 OBC
- SC 3, 11, 19, 23, 31, 35, 43, 51, 59, 63, 71, 75, 83, 87 (14 points)
- ST 1, 5, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85, 89 (23 points)

		OBC	7,15,27,39,47,55,67,79,91, 93,95,97,99 (13 points)
11.	Maharashtra 7 SC/ 9 ST/ 27 OBC	SC	3,17,31,45,59,73,87 (7 points)
		ST	1,11,23,33,43,55,67,79, 91 (9 points)
		OBC	5,7,9,13,19,21,25,27,35, 37,39,41,47,51,53,57,61,65, 69,71,75,81,83,89,93,95, 99 (27 points)
12.	Manipur 1 SC/ 27 ST/ 22 OBC	SC	3 (1 point)
		ST	1,5,9,13,17,19,23,25,29,33, 37,41,45,49,53,57,61,67,71, 75,79,83,85,89,91,95,97 (27 points)
		OBC	7,11,15,21,27,31,35,39,43, 47,51,55,59,63,65,69,73,77, 81,87,93,99 (22 points)
13.	Meghalaya 1 SC/ 44 ST/ 5 OBC	SC	3 (1 point)
		ST	1,5,9,11,13,15,17,19,21,23, 27,29,31,33,35,37,39,41,45, 47,49,51,55,59,61,63,65,67, 69,71,73,75,77,79,81,83,85, 87,89,91,93,95,97 (44 points)
		OBC	7,25,43,57,99 (5 points)
14.	Mizoram Nil SC/ 45 ST/ 5 OBC	SC	Nil
		ST	1,3,7,9,11,15,17,19,21, 23,25,27,29,31,35,37,39, 41,43,45,47,49,51,55,59,61, 63,65,67,69,71,73,75,77, 79,81,83,85,87,89,93,95, 99 (45 points)
		OBC	5,53,57,91,97 (5 points)
15.	Orissa 15 SC/ 23 ST/ 12 OBC	SC	3,11,19,23,31,35,43,51,59, 63,71,75,83,87,95 (15 points)
		ST	1,5,9,13,17,21,25,29,33,37, 41,45,49,53,57,61,65,69, 73,77,81,85,89 (23 points)
		OBC	7,15,27,39,47,55,67,79,91, 93,97,99 (12 points)

16. **Punjab**
27 SC/ Nil ST/ 23 OBC
- SC 1,5,9,13,17,19,23,25,29,
33,37,41,45,49,53,57,61,67
71,75,79,83,85,89,91,95,9
(27 points)
- ST Nil
- OBC 3,7,11,15,21,27,31,35,39,43,
47,51,55,59,63,65,69,73,77,
81,87,93,99 (23 points)
17. **Rajasthan**
17 SC/ 13 ST/ 21 OBC
- SC 1,7,13,19,25,31,37,43,49,
55,61,67,73,79,85,91,97
(17 points)
- ST 3,11,21,27,35,45,51,59,69,
75,83,93 (12 points)
- OBC 5,9,15,17,23,29,33,39,41,47,
53,57,63,65,71,77,81,87,89,
95,99 (21 points)
18. **Sikkim**
6 SC/ 23 ST/ 21 OBC
- SC 3,23,41,59,77,93 (6 points)
- ST 1,5,9,13,17,21,27,31,35,39,
45,49,53,57,61,65,69,75,79,
83,87,91,95 (23 points)
- OBC 7,11,15,19,25,29,33,37,
43,47,51,55,63,67,71,73,
81,85,89,97,99 (21 points)
19. **Tamil Nadu**
19 SC/ 1 ST/ 27 OBC
- SC 1,5,11,15,21,25,31,35,41,
45,51,55,61,65,71,75,81,85,
91 (19 points)
- ST 3 (1 point)
- OBC 7,9,13,17,23,27,29,33,37,
43,47,49,53,57,59,63,67,69,
73,77,79,83,87,89,93,95,
99 (27 points)
20. **Tripura**
15 SC/ 29 ST/ 6 OBC
- SC 3,11,17,23,31,37,45,53,
59,65,71,77,83,89,95
(15 points)
- ST 1,5,9,13,15,19,21,27,29,
33,35,39,41,47,49,51,55,
61,63,67,69,73,75,79,81,85,
87,91,93 (29 points)
- OBC 7,25,43,57,97,99 (6 points)
21. **Uttar Pradesh**
21 SC/ 1 ST/ 27 OBC
- SC 1,5,11,15,21,25,31,35,41,45,
51,55,61,65,71,75,81,85,
89,95,99 (21 points)
- ST 3 (1 point)

OBC 7,9,13,17,19,23,27,33,37,
39,43,47,49,53,57,59,63,67,
69,73,77,79,83,87,91,93,
97 (27 points)

22. **West Bengal**
22 SC/ 6 ST/ 22 OBC

SC 1,5,9,13,17,21,27,31,35,
39,45,49,53,57,61,65,69,
75,79,83,87,91 (22 points)

ST 3,23,43,63,85,97 (6 points)

OBC 7,11,15,19,25,29,33,37,41,
47,51,55,59,67,71,73,77,
81,89,93,95,99 (22 points)

Union Territories

1. **Andaman & Nicobar Islands**
Nil SC/ 12 ST/ 27 OBC

SC Nil

ST 1,9,17,25,33,43,51,59,67,
75,83,93 (12 points)

OBC 3,7,11,15,19,21,27,29,31,35,
39,45,47,53,55,61,65,69,71,
77,79,81,85,89,95,97,99
(27 points)

2. **Chandigarh**
14 SC/ Nil ST / 27 OBC

SC 1,7,15,21,29,35,43,49,57,
63,71,77,85,91 (14 points)

ST Nil

OBC 3,5,9,13,17,19,23,27,31,33,
37,41,45,47,51,53,59,61,67,
73,79,81,87,89,93,95,99
(27 points)

3. **Dadra and Nagar Haveli**
2 SC/ 43 ST/ 5 OBC

SC 3,53 (2 points)

ST 1,7,9,11,13,15,17,19,21,23,
25,27,29,31,33,35,37,39,
41,43,45,47,51,57,59,61,63,
65,67,69,71,73,75,77,79,
81,83,85,87,89,91,93,97
(43 points)

OBC 5,49,55,95,99 (5 points)

4. **Goa and Daman & Diu**
2 SC/ 1 ST/ 27 OBC

SC 1,49 (2 points)

ST 3 (1 point)

OBC 5,9,11,15,17,21,25,29,35,39,
43,47,53,55,57,61,65,69,
71,73,77,79,83,87,91,95,99
(27 points)

5. **Delhi** The rosters as prescribed for recruitment on all India basis to be followed.
6. **Pondicherry**
16 SC/ Nil ST/ 27 OBC
- SC 1,7,11,19,25,31,37,45,51, 57,63,69,75,81,87,93
(16 points)
- ST Nil
- OBC 3,5,13,15,21,23,27,33,35,39, 41,43,47,49,53,59,61,65, 67,73,77,79,85,89,91,95,99
(27 points)

- Note : (1) In respect of Arunachal Pradesh, Nagaland and Lakshadweep there is no change in the existing reservation rosters.
- (2) For the UT of Daman & Diu the reservation rosters will be the same as in the case of Goa.
- (3) For Delhi the rosters as prescribed for recruitment on all India basis are to be followed.

SC - Scheduled Castes
ST - Scheduled Tribes
OBC - Other Backward Classes