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No.36038/1(i)/2013-Estt(Res)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

North Block, New Delhi.
Dated the 21st June, 2013.


Subject: Filling up backlog vacancies reserved for Scheduled Castes (SCs)/Scheduled Tribes (STs)/Other Backward Classes (OBCs).

A Special Recruitment Drive for filling up of the backlog vacancies reserved for SCs/STs/OBCs had been launched in November, 2008 and was concluded on 31st March, 2012.

2. Achievement of the Drive as reported by various Ministries / Departments on its conclusion revealed that out of total 75,522 identified backlog vacancies, there were 64,175 backlog vacancies which could be filled up and of these, 48035 vacancies were filled up. Overall success rate of the Drive was 74.85%. Reasons for non-filling up of reserved vacancies may be attributed to the lack of finishing skills like English fluency or interview skills, non availability of qualified reserved category candidates for posts requiring professional qualification especially in ST category, scarcity of qualified reserved category persons results in job switch over or not joining after selection as they get better jobs and in some cases selection is done on all India basis whereas allocation is made zone/State wise.

3. The Government considered the status of filling up of backlog vacancies reserved for SCs/STs/OBCs and desired that concerted efforts be made to fill up the backlog vacancies at the earliest and the status of action taken in this regard be monitored at the highest level. Besides, actions on the following measures are to be taken at the earliest to enhance the employability of reserved category candidates:

- (i) In order to fill up the vacancies in the posts requiring professional qualifications, the concerned Ministries/Departments may take a decision within a period of six months on launching of a Special Recruitment Drive providing certain relaxations so that the vacancies may be filled up;
- (ii) Finishing training should be imparted to the reserved category candidates once they complete technical/professional qualifications. Ministry of Social Justice and Empowerment and Ministry of Tribal Affairs would devise such programmes. Such programmes should be implemented with involvement of State and State Administrative Training Institutes.
- (iii) Training programmes for interview skills and English proficiency may also be devised for reserved category persons for posts requiring non-professional qualifications;
- (iv) The issue of providing reserve list/wail list of successful reserved category candidates would be taken up with the Recruitment Agencies so that in a situation when reserved category candidates with higher merit do not join the post, the post may be filled up from the candidates available in the reserved list;
- (v) The issue of less employability of SCs/STs/OBCs and Persons with Disabilities for Government sector may require in-depth analysis of the causes and to suggest remedial measures. It would be appropriate to constitute a Committee with representations from Ministry of Social Justice and Empowerment, Ministry of Tribal Affairs, Department of Personnel and Training, major Ministries /Departments like Ministry of Home Affairs, Ministry of Railways and government recruitment agencies. The committee should find out specific reasons for backlog in filling up of vacancies and suggest measures to enhance the employability of reserved category candidates.


(संदीप सक्सेना)
(SANDEEP SAXENA)
उप सचिव / Deputy Secretary
कार्मिक एवं प्रशिक्षण विभाग
Deptt. of Personnel & Training
भारत सरकार / Govt. of India

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- (vi) More and more posts may be identified for the persons with disabilities. Micro specifications may be made liberal by providing reasonable accommodation/technological help.
- (vii) Schemes may be launched for establishment of inclusive schools/colleges where even persons with disabilities may be able to get education so that the dearth of qualified persons especially in Hearing Impaired category may be taken care of.
- (viii) As regards awareness of opportunity for the Persons with Disabilities, the Non-Government Organisations (NGOs) working in the concerned area may be roped in by the Department of Disability Affairs for dissemination of information about schemes/programmes/job opportunities.

4. All the Ministries /Departments are requested to take follow up action on the decision taken by the Government. Quarterly reports be sent to this Department for monitoring the progress of implementation of these directions.

G. Srinivasan

(G. Srinivasan)

Deputy Secretary to the Government of India

Tele.: 23090374

To

The Joint Secretary (Administration),

All the Ministries/Departments /Autonomous Bodies/Attached offices as per the list attached.

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(संदीप सक्सेना)
ANDEEP SAXENA
युव / Deputy Secretary
व्यक्तिगत एवं प्रशिक्षण विभाग
Deptt. of Personnel & Training
भारत सरकार / Govt. of India

1	D/o Agriculture and Cooperation
2	D/o Agriculture Research and Education
3	D/o Animal Husbandary, Dairying and Fisheries
4	D/o AR and PG
5	D/o Atomic Energy
6	D/o Ayush
7	D/o Bio-Technology
8	Cabinet Secretariat
9	D/o Chemicals and Petro-Chemicals
10	M/o Civil Aviations
11	D/o Coal
12	M/o Commerce
13	Comptroller Auditor General
14	D/o Consumer Affairs
15	D/o Corporate Affairs
16	M/o Culture
17	D/o Defence
18	D/o Defence Production
19	D/o Defence Research and Development
20	M/o Development of North Eastern Region
21	D/o Disinvestment
22	M/o Drinking Water Supply & Sanitation
23	M/o Earth Science
24	D/o Economic Affairs
25	Election Commission
26	D/o Electronics and Information Technology (DEITY)
27	M/o Environment and Forests
28	D/o Expenditure
29	D/o Ex-Servicemen Welfare
30	M/o External Affairs
31	D/o Fertilizers
32	D/o Financial Services
33	D/o Food and Public Distribution


 (संदीप सक्सेना)
 (SANDEEP SAXENA)
 उप सचिव / Deputy Secretary
 कार्मिक एवं प्रशिक्षण विभाग
 Deptt. of Personnel & Training
 भारत सरकार / Govt. of India

34	M/o Food Processing Industries
35	D/o Health and Family Welfare
36	D/o Health Research
37	D/o Heavy Industries
38	D/o Higher Education
39	M/o Home Affairs
40	M/o Housing and Urban Poverty Alleviation
41	D/o Industrial Policy and Promotion
42	M/o Information and Broadcasting
43	D/o Justice
44	M/o Labour and Employment
45	D/o Land Resources
46	D/o Legal Affairs
47	D/o Legislative
48	M/o Micro, Small and Medium Enterprises
49	D/o Mines
50	M/o Minority Affairs
51	M/o New and Renewable Energy
52	Office of the Principal Scientific Adviser
53	M/o Overseas Indian Affairs
54	M/o Panchayati Raj
55	M/o Parliamentary Affairs
56	D/o Pensions
57	D/o Personnel and Training
58	M/o Petroleum and Natural Gas
59	D/o Pharmaceutical
60	Planning Commission
61	D/o Posts
62	M/o Power
63	President's Secretariat
64	Prime Minister Office
65	D/o Public Enterprises
66	M/o Railways

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 (संजीव सक्सेना)
 (SANDEEP SAXENA)
 जग. सचिव / Deputy Secy.
 कार्मिक एवं प्रशिक्षण
 Deptt. of Personnel &
 भारत सरकार / Govt.

67	D/o Revenue
68	D/o Road Transport and Highways
69	D/o Rural Development
70	D/o School Education and Literacy
71	D/o Science and Technology
72	D/o Scientific and Industrial Research
73	D/o Shipping
74	M/o Social Justice and Empowerment
75	D/o Space
76	M/o Statistics and Programme Implementation
77	M/o Steel
78	D/o Telecommunication
79	M/o Textiles
80	D/o Tourism
81	M/o Tribal Affairs
82	UPSC
83	M/o Urban Development
84	Vice President Secretariat
85	M/o Water Resources
86	D/o Women and Child Development
87	M/o Youth Affairs and Sports
88	National Human Rights Commission
89	Staff Selection Commission
90	Council of Scientific & Industrial Research

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(संदीप सक्सेना)
(SANDEEP SAXENA)
उप सचिव / Deputy Secretary
कर्मिक एवं प्रशिक्षण विभाग
Deptt. of Personnel & Training
भारत सरकार / Govt. of India

