

Government of India
Ministry of Personnel, P.G. & Pensions
(Department of Personnel & Training)

New Delhi, the 11 July, 1995.

OFFICE MEMORANDUM

Subject:-Representation of SC/ST/OBC, Minorities and Women on selection Boards/Committees.

As the Ministries/Departments of the Government of India are aware, the instructions contained in this Department's D.M. No. 39016/9(S)/89-Estt. (B) dated the 16th August, 1990 provide that wherever a Selection Committee/Board exists or has to be constituted for making recruitment to 10 or more vacancies in Group 'C' or Group 'D' posts/services, it shall be mandatory to have one member belonging to Scheduled Caste/Scheduled Tribe and one member belonging to Minority Community in such committees/Boards. As part of measure to secure adequate representation of Other Backward Classes (OBC) and to ensure that women are given a fair deal in the matter of recruitment to posts/services under the Central Government, the Government have reviewed the above guidelines.

2. In partial modification of the above instructions, it has now been decided that wherever a Selection Committee/Board exists or has to be constituted for making recruitment to 10 or more vacancies in Group 'C' or Group 'D' posts/services, it shall be mandatory to have one member belonging to SC/ST/OBC and one member belonging to Minority Community in such Committees/Boards. Further, one of the members of the Selection Committee/Board, whether from the general category or from the minority community or from SC/ST/OBC, should be a lady failing which a lady member should be coopted on the Committee/Board. It may also be ensured that where the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding a Scheduled Caste/Scheduled Tribe/Other Backward Classes officer, a Minority Community officer and a lady officer (as explained in para 2) for inclusion in such Committees/Boards.

3. Similar instructions in respect of public sector undertakings and financial institutions, including public

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sector banks, will be issued by the Department of Public Enterprises and Ministry of Finance respectively.

4. Hindi version will follow.

Sarita Prasad.

(SARITA PRASAD)

JOINT SECRETARY TO THE GOVT. OF INDIA.

To

1. All Ministries/Departments of Govt. of India.
2. Union Public Service Commission, Dholpur House, New Delhi.
3. Staff Selection Commission, C.G.O. Complex, Lodi Road, New Delhi.
4. Central Vigilance Commission, Bikaner House, New Delhi.
5. Department of Public Enterprises, New Delhi.
6. Ministry of Finance, (Banking & Insurance Division), New Delhi.
7. All attached and subordinate offices of the Ministry of Personnel, Public Grievances and Pensions.
8. All officers and sections of the Ministry of Personnel, Public Grievances and Pensions.

1 It is requested that similar instructions may be issued in respect of public sector undertakings and financial institutions including public sector banks and insurance corporations.

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