

**Ministry of Home Affairs O.M. No.16/1/65-Estt.(C),
dated the 20th July, 1965, to all Ministries/Departments, etc.**

Subject :—Reservation for Scheduled Castes and Scheduled Tribes in services—Interviews for selection.

In this Ministry's O. M. No. 16/3/63/-SCT (I), dated 1st October, 1963 views of the Ministries were invited in regard to recommendation No. 205 in the Report of the Commissioner for Scheduled Castes and Scheduled Tribes for 1961-62, relating to abolition of the practice of holding oral interviews, at least for junior posts. The Commissioner for Scheduled Castes and Scheduled Tribes suggested in recommendation No. 213 in his Report for 1962-63 that a fair trial should be given to his suggestion in the previous Report to abolish the system of oral interviews at least for junior posts. These recommendations of the Commissioner have been carefully considered by this Ministry in the light of the views expressed by the Ministries etc. in this regard. The position is that where recruitment of the proper type of personnel requires an assessment of personality, mental alertness and such dispensed with in the case of any category of persons, including those belonging to the Scheduled Castes/Scheduled Tribes. It is, thus essential to retain for Scheduled Castes and Scheduled Tribes as well as for others, the oral interviews, wherever prescribed as a part of selection. It has, therefore, not been possible to accept the recommendation referred to above. However, it has been decided that where interviews are prescribed as a part of selection, Scheduled Castes and Scheduled Tribes candidates should wherever feasible, be taken for interview in a separate block and preferably on a separate day so that they are not judged in comparison with general candidates and the orders regarding relaxation of standards in favour of Scheduled Castes and Scheduled Tribes as in para 19 (a) and (b) of Brochure issued with this Ministry's O. M. No. 1/2/61-SCT (1) dated 27th April, 1962 could be prominently in view before the interview Boards.

2. Ministries etc. may kindly bring the above decisions to the notice of all appointing authorities under them.