

**Department Of Personnel and Administrative Reforms O.M. No.36011/7/80-Estt.(SCT),
dated the 1st November, 1980, to all Ministries/Departments, etc.**

Subject:—Inadequate representation of Scheduled Castes and Scheduled Tribes—large gap between the percentage prescribed and their actual representation.

The undersigned is directed to say that during the course of discussion on the 25th Report of the Commissioner for Scheduled Castes and Scheduled Tribes for the year 1977-78 in the last session of the Parliament several member of Parliament expressed concern over the inadequate representation of Scheduled Castes and Scheduled Tribes in the service. To some extent this under-representation can be ascribed to the non-implementation of the reservation orders while making appointments. The Minister of State for Home Affairs, while replying to the debate, assured that necessary steps would be taken to fill in the backlog represented by the gap between the targeted percentage of reservation and actual representation of Scheduled Castes/Scheduled Tribes in services. The Ministries/Departments are, accordingly, requested to make every effort to wipe out this shortfall in the representation of Scheduled Castes and Scheduled Tribes by raising it to the level of prescribed percentage in this regard.

2. The present representation of Scheduled Castes and Scheduled Tribes in Central Government services as on 1-1-1979 is given in the following statement:

Group (CI)	Total No. of employees	Scheduled Castes	Percentage	Scheduled Tribes	Percentage
<i>As on 1-1-1979</i>					
Group A (Cl. I)	46,434	2,261	4.75	435	0.94
Group B (Cl. II)	56,287	4,130	7.37	579	1.03
Group C (Cl. III)	17,18,576	2,15,762	12.55	53,460	3.11
Group D (Cl. IV) (Excluding sweepers)	12,71,254	2,45,596	19.32	65,975	5.19
TOTAL	30,92,551	4,67,712	15.12	1,20,449	3.89

While one may derive some comfort from the percentage of representation of Scheduled Castes in Group D services/posts, their representation in all other Groups is still below the prescribed level. Although there may not be a cause for grave concern in respect of Scheduled Castes representation in Group C—which, hopefully, will soon reach the target given even the maintenance of the trend—their under representation in Group B and A where even the 50 percent of the targeted level, has not been achieved yet, is a matter for serious concern. The level of representation of members from Scheduled Tribes, in all the Groups, is chronically low and shows almost no sign of immediate recovery. Unless, therefore, a more positive approach is generated towards the problems of representation of Scheduled Castes in Groups B and A and of Scheduled Tribes in all Groups (D, C, B and A), and serious and sustained efforts are made to liquidate the current shortfall by the adoption of vigorous programmes of prospecting Scheduled Caste/Scheduled Tribe members for the vacancies reserved for them, 'safeguard' policy for Scheduled Castes/Scheduled Tribes will continue to founder on the rock of ineffective implementation.

3. In regard to the implementation of the Government policy pertaining to the Scheduled Castes/Scheduled Tribes in the services, Ministries/Departments are requested to keep in view, and follow strictly, the essential steps to be taken for filling reserved vacancies as prescribed in Chapters 8 and 9 of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes (5th edition—1978). It is to be impressed upon all the