

**Department of Personnel and Administrative Reforms O.M. No.36021/7/75-Estt.,  
dated the 25<sup>th</sup> February, 1976, to all Ministries/Departments, etc.**

**Subject :—Reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion—  
applicability to grades or services in which the element of direct recruitment does not exceed  
66% per cent.**

The question of enlarging the scope of the existing scheme of reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion by extending them to grades or services in which the element of direct recruitment is not more than 66-2/3 per cent (as against the existing limit of 50 per cent) has been under the consideration of Government. Under the existing orders reservations have been provided at 15 per cent and 7-1/2 per cent of the vacancies for Scheduled Castes and Scheduled Tribes respectively (i) in promotions through limited departmental competitive examinations in Groups B, C and D (formerly Classes II, III and IV) (ii) in promotions by selection in Groups B, C and D (formerly Classes II, III and IV) and from 'B' (Class II) to the lowest rung of Group 'A' (Class I) and (iii) in promotion on the basis of seniority subject to fitness in all Groups i.e. Groups A, B, C and D (formerly Classes I, II, III and IV) (in all these cases), in grades or services in which the element of direct recruitment if, any, does not exceed 50 per cent, *vide* orders in para 2A and 2B(b) of the Ministry of Home Affairs (Now Department of Personnel and Administrative Reforms) Office Memorandum No. 1/12/67-Estt. (C) dated 11-7-1968, read with Office Memorandum No. 27/25/68-Estt. (SCT), dated 25-3-1970. Office Memorandum No. 27/2/71-Estt. (SCT), dated 27-11-1972 and Office Memorandum No. 10/41/73-Estt. (SCT), dated 20-7-1974. It has now been decided in partial modification of these orders, that the reservations in posts filled by promotion under the existing scheme as indicated above should be made applicable even to grades or services, in which the element of direct recruitment, if any, does not exceed 66-2/3 per cent.

2. The above instructions take effect from the date of issue of these orders except where a Select List for promotion under the relevant orders has already been prepared by the Departmental Promotion Committee and approved by the appropriate authority, before the date of issue of these orders.

3. Ministry of Finance etc. are requested to bring the above decision to the notice of all concerned.

4. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue on consultation with the Comptroller and Auditor General of India.