

**Department of Personnel and Administrative Reforms O.M. No.42015/3/75-
Estt.(C),
dated the 16th January, 1976, to all Ministries/Departments, etc.**

Subject:—Appointment of persons holding the posts of sweepers, farashes etc. as peons.

As the Ministry of Finance etc. are aware, to improve the work environment of sweepers, farashes, etc., who are at the lowest rung of the society and who are already in service, Ministries/Departments were requested vide this Department's O.M. of even number dated the 5th September, 1975 to amend the Recruitment Rules for the post of peons under them in consultation with this Department to provide for appointment or transfer of sweepers, farashes, etc. possessing the qualifications prescribed for direct recruitment to the post, to the extent such persons are available.

2. This question was further considered at the 6th meeting of the High Power Committee under the Chairmanship of the Prime Minister and it was observed, that the minimum educational qualifications may not be insisted upon in their case, because the existing sweepers and farashes may not be in a position to acquire those qualifications as are prescribed for the post of peon. Therefore, it was decided by the High Power Committee, that in their cases, the question of relaxation of educational qualifications should be sympathetically considered, if they possess elementary literacy and give proof of ability to read in Hindi. After carefully considering the question, it has been decided, that 25% of the vacancies accruing in the peons cadre should be reserved for being filled by transfer from sweepers, farashes, chowkidars, etc. who have put in a minimum of five year's service and who may not be possessing the qualifications prescribed for direct recruitment to the post but who may possess elementary literacy and give proof of ability to read in Hindi. For the purpose of determining whether such sweepers, farashes, chowkidars, etc. possess elementary literacy and have ability to read in Hindi, it would be necessary to hold a simple written test. Ministries/Departments are accordingly requested to amend the Recruitment Rules for the post of peons under them in consultation with this Department to reserve 25% of the vacancies occurring in the cadre of peons for appointment on transfer of sweepers, farashes, chowkidars, etc. who do not possess the qualifications prescribed for direct recruitment to the post of peon but who possess elementary literacy and give proof of ability to read in Hindi and have put in five year's service in the parent cadre.
