

**Department of Personnel and Administrative Reforms O.M. No.36011/18/81-Estt.(SCT),
dated the 16th July, 1981, to all Ministries/Departments, etc.**

Subject :—Applicability of reservation orders in respect of daily rated staff.

Attention is invited to Department of Personnel's O.M. No. 36021/9/76-Estt(SCT) dated 10-2-1976 to which the principle of reservations for Scheduled Castes and Scheduled Tribes should generally be suitably applied to the extent possible, to work charged posts also except those required for emergency flood relief work, accident restoration and relief etc.

(2) It has been now decided that while it may not be practicable to apply that reservation orders in respect of daily rated staff, it should be ensured that persons belonging to Scheduled Castes and Scheduled Tribes are recruited in such a manner as their overall representation does not go below the prescribed percentage for Scheduled Castes and Scheduled Tribes respectively. For this purpose no model roster need be maintained as there are no vacancies for daily wages as such but the number is determined depending on exigencies of work to be executed. For example if a particular organisation, engages about 100 daily workers should be ensured that Scheduled Castes and Scheduled Tribes are employed in accordance with percentage fixed for them at the Centre or for local regional recruitments.

(3) Ministry of Finance, etc. are requested to bring the contents of this Office Memorandum to the attention of all its attached and subordinate offices.
