

**Department of Personnel and Administrative Reforms O.M. No.36021/9/76-Estt.(SCT),  
dated the 10<sup>th</sup> February, 1977, to all Ministries/Departments, etc.**

**Subject:—Reservation for Scheduled Castes and Scheduled Tribes in workcharged establishments/daily-rated staff.**

The undersigned is directed to refer to the instructions contained in para 4(b) of the Ministry of Home Affairs Office Memorandum No. 42/21/49-NGS, dated the 28th January, 1952, according to which purely temporary establishments such as work charged staff including the daily rated and the monthly rated staff, were excluded from the scope of the orders regarding representation of Scheduled Castes and Scheduled Tribes in services

The question of reservations for Scheduled Castes and Scheduled Tribes in work-charged establishments came up for consideration before the High Power Committee set up under the Chairmanship of the Prime Minister to review the representation of Scheduled Castes and Scheduled Tribes in services, at its meeting held on 12th November, 1976.

The Committee noted that the major Departments employing work-charged staff viz. C.P.W.D., Railways, Min. of Defence and Posts and Telegraphs Department were already observing a procedure for ensuring representation of Scheduled Castes and Scheduled Tribes while recruiting persons on their work-charged establishments, and considered that a similar procedure may be adopted by other Departments also which employ work-charged staff.

It has now been decided that the principle of reservation for Scheduled Castes and Scheduled Tribes should generally be suitably applied to the extent possible to work-charged posts also except those required for emergencies like flood relief work, accident restoration and relief etc.

Ministry of Finance etc. are therefore, requested to keep the above decision in view while making recruitment against the work-charged posts in the establishments under their control so that suitable reservations for Scheduled Castes and Scheduled Tribes are made while making such appointments. The percentage of reservation in such appointments may correspond to what is applicable to Group C and Group D posts.

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