

**Department of Personnel and Administrative Reforms O.M. No.36022/13/76-Estt.(SCT),
dated the 14th September, 1976, to all Ministries/Departments, etc.**

Subject:— Recommendation No. 2 of the Parliamentary Committee on Welfare of Scheduled Castes and Scheduled Tribes contained in its 41st Report Training Programmes for Scheduled Caste and Scheduled Tribe candidates.

The undersigned is directed to say that the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes has made the following recommendation in its 41st Report:—

Recommendation No. 21 (Para 2.36)

"The Committee have noted that instructions have been issued to the Ministries/Departments that, if a requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the relaxed standards are not available to fill up the vacancies reserved for them, the authorities should select for appointment the best among the Scheduled Castes and Scheduled Tribes fulfilling the minimum educational qualifications prescribed for the posts and give them in-service training within their own offices. While the Committee commend the steps taken by the Government, they desire that the outlines of the training schemes to be formulated by the various Ministries and Departments, including the attached and subordinate offices, should be clearly delineated so that it should be possible for the Scheduled Caste/Scheduled Tribe candidates to derive the maximum advantage from such training programmes. The parameters of training programmes should be periodically examined by the Department of Personnel and Administrative Reforms so as to ensure that there is some uniformity in regard to the modalities of training. A periodic review of the training programmes should also be conducted by the Department of Personnel and Administrative Reforms. The Committee hope that while drawing up the training schemes, the Ministries/Departments would take due note of the vacancies for Scheduled Castes and Scheduled Tribes that would arise in the next five years. The forward planning to be undertaken by the Cadre Review Committees should also include the estimation of the job requirements for which training programmes have to be formulated."

In this connection, attention is invited to the Ministry of Home Affairs O.M. No. 27-2-70-Estt. (SCT), dated 21-4-1970 according to which candidates belonging to Scheduled Castes and Scheduled Tribes who are selected in various competitive examinations by relaxed standards should be given extra training to enable them to come up to the standard of other candidates. Attention is also invited to the instructions contained in Ministry of Home Affairs O.M. No. 24-7-67-(I) Estt. (SCT), dated 24-9-1968 which provide that for non-technical and quasi-technical post, in Class III and IV filled by direct recruitment otherwise than through a written examination, if the required number of Scheduled Caste/Scheduled Tribe candidates fulfilling even the relaxed standards admissible in their cases are not available to fill the vacancies reserved for them, the authorities should select for appointment to the reserved vacancies, the best among the Scheduled Caste/Tribe candidates fulfilling the minimum educational qualifications prescribed for the post and in order to bring candidates so selected to the minimum standard necessary for the post, and for the maintenance of efficiency of administration, the appointing authorities concerned should give in-service training to such candidates within their own offices.

2. The recommendation of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes cited in para 1 above has been considered and it has been accepted by Govt., Ministry of Finance etc. are therefore requested to draw up special training programmes including in-service training programmes in which necessary training could be provided to Scheduled Caste/Tribe candidates as suggested by the Committee. While drawing up the programmes the Ministries/Departments are particularly requested to keep in view the observation of the Parliamentary Committee referred to in para 1 above. The Training Division of this Department will render technical assistance, if any needed by the Ministries/Departments in drawing up training programmes and would also undertake periodical reviews of such training programmes as and when required.