

Department of Personnel and Administrative Reforms O.M. No.36022/18/76-
Estt.(SCT), dated the 25th September, 1976, to all Ministries/Departments, etc.

Subject:—Dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes—
Recommendation No. 18 of the Parliamentary Committee on the Welfare of Scheduled Castes
and Scheduled Tribes contained in its 41st Report.

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

Recommendation No. 18:

"The Committee are distressed to find that a large number of vacancies have been dereserved in Central Government Services during the year 1971, 1972 and 1973, depriving employment to many a Scheduled Castes and Scheduled Tribes. The Committee are unable to accept that even for Class IV vacancies Scheduled Castes/Tribes candidate are not available. The Committee apprehend that neither the strict compliance of the extent orders on the subject has been ensured nor earnest efforts have been made to appoint Scheduled Castes and Scheduled Tribes candidates only against reserved vacancies. The Committee are firmly of the opinion that vacancies reserved for Scheduled Castes and Scheduled Tribes especially in Class III and in Class IV should in no case be dereserved. Even for dereservation of vacancies in the case of Class I and Class II the extent orders on the subject should be made more stringent, so that dereservation could only be resorted to when such a course become inescapable".

2. In this connection attention is invited to this Department's O.M. No. 16/2/74-Estt. (SCT), dated 8-5-1974 in which the Ministries/Departments were requested to ensure that before a reference is made by them to this Department for dereservation of reserved vacancy(ies) included in the roster for permanent appointments or temporary appointments likely to become permanent or continue indefinitely, all the steps prescribed to secure Scheduled Caste/Scheduled Tribe candidates for appointments against the reserved vacancies are invariably taken and fully followed by the appointing authority concerned and that the claims of eligible candidates of these communities have been duly considered, and that dereservation should be proposed only when such a course becomes inevitable due to non-availability of Scheduled Caste/Tribe candidates for appointment against reserved vacancies after having fully observed the procedure prescribed in this regard. Attention of the Ministries/Departments is also invited to the instructions contained in his Department's O.M. No. 16/2/74-Estt. (SCT), dated 12-11-75 according to which whenever any reference is made to this Department for dereservation of reserved vacancies besides giving full information, a note should be recorded on it to the effect that the proposal is being made with the full knowledge and concurrence of the Liaison Officer concerned A proforma for sending proposals for dereservation of reserved vacancies to this Department has also been prescribed in this Department's O.M. No. 28/14/74-Estt. (SCT), dated 12-7-1976.

3. The recommendation of the Committee reproduced in para 1 above is specifically brought to the notice of the Ministries/Departments. While it may not be possible to stop "dereservation" totally as sufficient number of Scheduled Caste and Scheduled Tribe candidates may not be always available for appointment against vacancies reserved for them even in certain posts in Class III and IV, filled by direct recruitment, promotion or confirmation, it should be ensured that the instructions referred to in para 2 above are strictly followed and dereservation of reserved vacancies is proposed only when such a course becomes inevitable due to non availability of Scheduled Caste/Tribe candidates against reserved vacancies after taking all the prescribed steps and after applying the relaxed standards in their favour.