

**Department of Personnel and Training O.M. No.39016/9(S)/89-Estt.(B),
dated the 16th August, 1990, to all Ministries/Departments, etc.**

Subject :—Representation of Scheduled Castes/Tribes and Minorities on Selection Boards/Committees.

As the Ministries/Departments of the Government of India are aware, the instructions contained in this Department's OM No. 16/1/74-Estt. (SCT), dated 23rd May 1975 enjoin upon the Ministries/Departments to nominate a Scheduled Castes/Scheduled Tribes officer while constituting Selection Committee/Boards for recruitment to various posts/services under them. In this Department's OM No. 39016/6(S)/87-Estt. (B), dated 10-6-87, Ministries/Depts. were instructed to nominate a member of the minority community also in the Selection Committees/Boards for recruitment to Group C and Group D posts within the overall sanctioned strength of the Committee/Board. It has been observed that in spite of the above instructions, a number of Selection Committees/Boards are constituted by various Ministries/Departments which do not have a representative belonging to the Scheduled Castes/Scheduled Tribes and the minority communities.

2. The matter has been reviewed and in partial modification of the above instructions, it has now been decided that wherever a Selection Committee/Board exists or has to be constituted for making recruitment to 10 or more vacancies in Group C or Group D posts/services, it shall be mandatory to have one member belonging to SC/ST and one member belonging to Minority Community in such Committees/Boards. Where, however, the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding a Scheduled Caste/Scheduled Tribe officer and a Minority community officer for inclusion in such Committees/Boards.

3. Similar instructions in respect of Public Sector Undertakings and financial institutions, including Public Sector Banks, will be issued by the Department of Public Enterprises and Ministry of Finance respectively.