

**Department of Personnel and Administrative Reforms O.M. No.8/7/74-Estt.(SCT),
dated the 22nd August, 1975, to all Ministries/Departments, etc.**

Subject :—Reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion—post of industrial workers in the industrial establishments of the Government.

As Ministries/Departments etc. are aware the Government of India's policy has been to make reservations for candidates belonging to Scheduled Castes/Scheduled Tribes for posts/services under the Central Government in accordance with the provisions of Articles 16(4) and 335 of the Constitution. Various instructions have been issued from time to time, in implementation of this policy indicating the reservations for candidates of Scheduled Castes/Scheduled Tribes in all vacancies in posts/grades under the Central Government filled by direct recruitment, and, subject to certain conditions, in vacancies filled also by promotion both on the basis of seniority-cum-fitness and selection. These orders have generally referred to the posts/grades under the Central Government as those belonging to Class I, II, III and IV. In addition there may be posts/grades under the Central Government particularly in the industrial establishments under the Government of India which have not been specifically classified as Class I, II, III and IV, mainly due to historical reasons. Many of the Departments/Ministries and their offices have been applying, *mutatis-mutandis*, the instructions regarding reservations of Scheduled Castes/Scheduled Tribes to the cases of appointments to such grades and posts also. Still enquiries are sometimes being received as to whether the scheme of reservations for Scheduled Castes/Scheduled Tribes covers posts and grades in industrial establishments of Government, which may not have been strictly classified as belonging of Class I, II, III and IV.

2. Government of India's intention has always been that the scheme for reservation for Scheduled Castes/Scheduled Tribes will embrace all the posts and grades under Central Government irrespective of whether they have been classified as Class I, II, III and IV or not, and never to exclude posts in the industrial establishments whether classified or not from the purview of the scheme of reservations. The incumbents of the posts in the industrial establishments whether classified or not, are also governed usually by the normal service rules and regulations of Central Government on the same lines as other employees holding posts in Classes I, II, III and IV. Also the incumbents of such unclassified posts in the industrial establishments are also governed by the provisions of Article 311 of the Constitution, on par with the other employees holding posts in Class I, II, III and IV. As such, there is no doubt that industrial establishments are also covered by the Scheme of reservations. The various instructions of this Department in regard to reservations for SC/STs therefore apply *mutatis-mutandis* to such posts/grades also.