

**Department of Personnel & Training No. 36012/13/88-Estt (SCT)
dated the 22nd May, 1989 to all Ministries/Departments of the Govt. of India**

Subject :—Measures to increase SC/ST representation in the services under the Government through direct recruitment.

As part of measures to increase the representation of SC/ST in the services under the Central Government, the Government have reviewed the procedure for implementing the policy of reservation while filling up reserved share of vacancies for Scheduled Castes and Scheduled Tribes by direct recruitment. The practice presently being followed is to adjust SC/ST candidates selected for direct recruitment without relaxation of standards against the reserved share of vacancies. The position of such SC and ST candidates in the final select list, however, was determined by their relative merit as assigned to them in the selection process. When sufficient number of suitable Scheduled Castes and/or Scheduled Tribe candidates were not available to fill up all the reserved share of vacancies, SC/ST candidates were selected by relaxed standards.

2. It has now been decided that in cases of direct recruitment to vacancies in posts under the Central Government the SC and ST candidates who are selected on their own merit without relaxed standards along with candidates belonging to the other communities, will not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible SC and ST candidates which will thus comprise SC and ST candidates who are lower in merit than the last candidate on the merit list but otherwise found suitable for appointment even by relaxed standards, if necessary.

3. All Ministries/Departments will immediately review the various Recruitment Rules/Examinations Rules to ensure that if any provisions contrary to the decision contained in previous paragraph exist in such Rules, they are immediately suitably modified or deleted.

4. These instructions shall take immediate effect in respect of direct recruitments made hereafter. These will also apply to selections where though the recruitment process has started, the results have not yet been announced unless in the examination/Recruitment rules or in the advertisement notified earlier there is a specific provision to the contrary and the manner in which the SC/ST vacancies could be filled has been indicated.