

## Chapter-3

### Reservation in services for SC/ST/OBC/PC

Detailed instructions on reservations in services for SC/ST/OBC/PC are contained in the brochure on the subject issued by the DOP&T Govt. of India. and other relevant instructions on the subject; These instructions are followed by the ICAR mutatis mutandis.

#### 3.1 Scientific

In Agricultural Research Service of ICAR , the recruitment to the entry level of Scientist grade Pay Band : Rs. 15600-39100 + Grade pay of Rs. 6000/- is made on all India basis by conducting a competitive examination followed by interview. Reservation for SC/ST/OBC/PC as per Govt. of India Guidelines in respect of posts of scientist filled on direct recruitment basis through a competitive examination is given discipline-wise.

The posts of Senior Scientist, Principal Scientist and equivalent filled by direct recruitment are exempted from the purview of the reservation vide Council's letter No. 1(13)/89/Per. IV dated 5-7-94 reproduced below:

“Consequent upon adoption of UGC Pay Package by the ICAR for its Scientists, the matter whether the posts of Sr. Scientist (Rs. 3700-5700) and Principal Scientist (Rs. 4500-7300) would attract reservation orders for SC and ST or not had been under consideration. It has now been decided with the approval of the President, ICAR that as per orders of the Govt. of India on the subject the reservation orders for SC and ST are not applicable in respect of posts of Sr. Scientist and Principal Scientist and that the reservation orders for SC and ST will be applicable only in respect of posts of Scientist (Rs. 2200-4000)(pre-revised) under the ICAR.”

#### ICAR No. 1-13/89-Per.IV dated 5-7-94

The posts of RMPs are filled on tenure basis by transfer/deputation of scientists employed in the Council or elsewhere. The reservation orders are therefore not applicable to these posts.

#### 3.2 Technical

The Technical services are grouped into three categories i.e. Category-1, Category-2 and Category-3. Direct Recruitment is normally made only in the lowest grade in each of the three categories. However, direct recruitment to the other grades in the three categories may also be made in order to correct imbalance in the staff composition in those grades. Reservations for SC/ST/OBC/PC is made at the time of direct recruitment in technical services as per the instructions /guidelines as contained in the brochure for reservation in services issued by the DOPT and other relevant guidelines issued by the Government. In so far as the reservation for promotion in technical category since there is a system of merit promotion from one grade to the next higher grade irrespective of the occurrence of the vacancies, reservation for SC/ST/OBC/PC is not attracted.



### 3.3 Administrative

In the administrative category reservation for SC/ST/OBC/PC in direct recruitment as well as promotion is admissible as per guidelines contained in the brochure on reservation in services issued by the DOPT and other relevant guidelines issued by the Government of India.

### 3.4 The reservation scheme is not applicable to:-

- (a) Posts filled by absorption or deputation:
- (i) Reservations do not apply to posts filled by deputation, but whenever officers are deputed in public interest to another Ministry/Department, etc., the Scheduled Castes/Scheduled Tribes employees who are eligible to be sent on deputation should also be considered along with other eligible employees for such deputation.
  - (ii) The Ministries/Departments under whose control the posts to be filled by deputation or absorption arise should also, in turn, while selecting persons for such post(s) to be filled by deputation or absorption, duly consider the cases of eligible Scheduled Caste and Scheduled Tribe employees whose names have been forwarded by other Ministries/Departments along with the other eligible employees, for appointment on deputation or absorption to those posts.

[G.I. Dept. of Per. & A.R. O.M., No. 36012/7/77-Estt.(SCT) dated the 21st January, 1978.]

- (b) Temporary appointment of less than 45 days' duration,; and
- (c) Those work-charged posts which are required for emergencies like flood relief work, accident restoration and relief, etc.

### 3.5 Mandatory requirements - Maintenance of reservation roster

As per the existing instructions vacancy based roster have been replaced by post based rosters. The principles for preparing post based roster are given below:-

- (a) Since reservation for OBCs does not apply in promotions, there shall be separate rosters for direct recruitment and for promotions;
- (b) The number of points in the roster shall be equal to the number of posts in the cadre. In case there is any increase or decrease in the cadre strength in future, the rosters shall be expanded/contracted correspondingly;
- (c) Cadre, for the purpose of a roster, shall mean a particular grade and shall comprise the number of posts to be filled by a particular mode of recruitment in terms of the applicable Recruitment Rules. Thus, in a cadre of say, 200 posts, where the Recruitment Rules prescribe a ratio of 50:50 for direct recruitment and promotion, two rosters - one for direct recruitment and one for promotion (when reservation in promotion applies) - each comprising 100-points shall be drawn up on the lines of the respective model rosters;



- (d) Since reservation does not apply to transfer on deputation/transfer, where the Recruitment Rules prescribe a percentage of posts to be filled by this method, such posts shall be excluded while preparing the rosters;
- (e) In small cadres of up to 13 posts, the method prescribed for preparation of rosters does not permit reservation to be made for all the three categories. In such cases, the administrative Ministries/Departments may consider grouping of posts in different cadres as prescribed in this Department's O.M No. 42/21/49-NGS, dated 28-1-1952 and subsequent orders reproduced at pages 70 to 74 of the Brochure of Reservation for Scheduled Castes & Scheduled Tribes (English Edition) and prepare common rosters for such groups. In the event it is not possible to resort to such grouping, the enclosed rosters (Appendices to Annexure-II, III & IV) for cadre strength up to 13 posts may be followed.

Guidelines on post based rosters instead of vacancy based rosters as contained in DOP&T OM No. 36012/2/96-Estt.(Res.) dated 2-7-1997 along with model rosters for direct recruitment and promotion and scope and application of scheme of reservation are at **Appendix-X**.