

WESTERN RAILWAY

F.S.No.20/2011

Headquarter Office,  
Churchgate, Mumbai-20

No.E(SCT)220/0 Vol.IX

Date: 07.02.2011

To,

All DRMs / CWMs & Units Incharge, and FARCAO-CCG.

C/- Genl. Secy., WREU-GTR / WRMS-BCT.

C/- GS-All India SC/ST Rly Employees. Assn, 'W' Zone, Mumbai

C/- GS-All India OBC Rly Empl. Assn, Mumbai.

Sub: Timely filling up of the reserved vacancies of SCs, STs & OBCs –  
Recommendation of the Parliamentary Committee on the Welfare  
of Scheduled Castes and Scheduled Tribes.

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A copy of Railway Board's letter No.2009-E(SCT)I/30/1 dated 21.01.2011  
is sent herewith for information, guidance and necessary action.

Encl: As above.

( Rampasad B. )

For General Manager(E)

Copy of Railway Board's letter No.2009-E(SCT)I/30/1 dated 21.01.2011  
addressed to the General Manager, All Indian Railways and Others.

Sub: Timely filling up of the reserved vacancies of SCs, STs & OBCs –  
Recommendation of the Parliamentary Committee on the Welfare  
of Scheduled Castes and Scheduled Tribes.

Please find enclosed herewith an O.M. No.36011/8 (10/2010-Estt(Res)  
dated 20.10.2010 from DOP&T on the subject mentioned above.

It may be kept in mind that the filling of the reserved vacancies as per the  
Constitutional Provision is ensured strictly in direct recruitment quota and  
promotion quota on the basis of maximum strength of posts in all categories in  
Group 'C' and Group 'D' posts. Parliamentary Recommendation in the above  
cited DOP&T's O.M. may be followed assiduously.

Action Taken Report may please be sent to this Office.

No.6011/8(1)/2010-Estt(Res)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training

North Block, New Delhi-110 001  
Dated 20th October, 2010

OFFICE MEMORANDUM

Sub: Timely filling up of the reserved vacancies of SCs, STs & OBCs -  
Recommendation of the Parliamentary Committee on the Welfare  
of Scheduled Castes and Scheduled Tribes.

The undersigned is directed to say that the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes in their Second Report (15th Lok Sabha) have observed as follows :-

"The Committee also note that one of the reasons for lower representation of SCs and STs in services is stated to be time gap between occurrences (sic) of vacancies and filling them up as recruitment is a time consuming process. The Committee would like to emphasize that this time gap factor can be easily overcome if the recruitment process is started well before the vacancies actually occur. The Committee, therefore, recommend that DOPT should instruct all Government offices to bridge the time gap between the occurrence of vacancies and filling them up by forward planning so that all the vacancies are filled up as soon as they become due."

2. Attention is invited to this Department's O.M. No.22011/9/98-Estt(D) dated 08.09.1998 which requires all the authorities responsible for filling up the vacancies to initiate action for filling up the existing as well as anticipated vacancies well in advance. It has, however, been observed that above instructions are not followed, as a result of which the vacancies reserved for the Schedule Castes and Scheduled Tribes also remain unfilled. As pointed out by the Parliamentary Committee, it is important to initiate action for filling up of the existing and anticipated vacancies in time so that selected candidates, including SC/st candidates are appointed as soon as the vacancies occur.

3. All Ministries / Departments etc. are requested to ensure that action for filling up of the vacancies in promotion quota as well as direct recruitment quota is started well in advance and all the vacancies including vacancies reserved for SCs and STs are filled as soon as these occur.

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