

**Ministry of Home Affairs
(Pers.I Desk)**

Sub :Special recruitment Drive for filling up backlog reserved vacancies of the Scheduled Castes, Scheduled Tribes and Other Backward Classes.

May please find enclosed Coord-II, MHA O.M. dated 28.06.2013 alongwith DOP&T letter dated 21.06.2013 on the subject mentioned above.

2. A meeting of the Cabinet was held on 23.05.2013 to review the status of Special Recruitment Drive (SRD) to fill up the backlog reserved vacancies of the Scheduled Castes, Scheduled Tribes and Other Backward Classes. During meeting, the Cabinet approved initiation of measures detailed in paragraphs 5.2.2.3 of the cabinet note dated 14.05.2013 as per details given below :-

5.2.2.3 Measures to be taken to enhance the employability of reserved category candidates

The following measures could be taken to address the problem of less employability of reserved category candidates:

- In order to fill up the vacancies in the posts requiring professional qualifications, the concerned Ministries/Departments may take a decision within a period of six months on launching of a Special Recruitment Drive, providing certain relaxations so that the vacancies may be filled up.
- Finishing training should be imparted to the reserved category candidates once they complete technical/professional qualifications. Ministry of Social Justice & Empowerment and Ministry of Tribal Affairs would devise such programmes. Such programmes should be implemented with involvement of State and State Administrative Training Institutes.
- Training programmes for Interview skills and English proficiency may also be devised for reserved category persons for posts requiring non-professional qualifications.
- The issue of providing reserve list/wait list of successful reserved category candidates would be taken up with the Recruitment Agencies so that in a situation when reserved category candidates with higher merit do not join the post, the post may be filled up from the candidates available in the reserved list.
- The issue of less employability of SCs/STs/OBCs and PWDs for Government Sector may require in-depth analysis of the causes and to suggest remedial measures. It would be appropriate to constitute a Committee with representations from Ministry of Social Justice and Empowerment, Ministry of Tribal Affairs, Department of Personnel & Training , major Ministries/Department like MHA, Railways and government recruitment agencies. The committee should find out specific reasons for backlog in filling up of vacancies and suggest measures to enhance the employability of reserved category candidates.
- More and more posts may be identified for the persons with disabilities. Micro specifications may be made liberal by providing reasonable accommodation/technological help.

8

- Schemes may be launched for establishment of inclusive schools/colleges where even persons with disabilities may be able to get education, so that the dearth of qualified persons especially in hearing impaired category may be taken care of.
- As regards awareness of opportunity for the Persons with Disabilities, the Non-Government Organizations (NGOs) working in the concerned area may be roped in by the Department of Disability Affairs for dissemination of information about schemes/programmes/job opportunities.

3. In addition to the above, all CAPFs are requested to take following steps to fill up the backlog vacancies reserved for SC/ST/OBC in posts required professional qualification :-

- Conduct Special Recruitment Drive for SC/ST/OBC for the posts that require special skill and professional qualifications such as stenographic skill, typing, radio communication, mechanic, etc.
- Recruitment Drive for the allied officers should be conducted separately so that candidates can avail opportunity in both the drives for e.g. drive for stenographic and clerical should be conducted separately and should not be clubbed.
- In case required number of candidates to clear the backlog do not become available CAPFs will come up with the proposal to give training to the personnel who have qualified the written test on the merit so that those personnel can be given special training for 06 months. The candidates for the special training should be called on merit basis in a ratio 1 : 3. During the period of training the candidates may be given stipend equivalent to the minimum wages applicable where the training is imparted after that proper skill test will be taken. Only the candidates who pass in the skill test will be offered the appointment.
- To give wide advertisement to the Special Recruitment Drive the CAPFs will forward copies of advertisement to the National Commissions of SC/ST/OBC and to the corresponding State Commissions. The copies of advertisement should also be forwarded to the Ministry of Social Justice & Empowerment and M/o Tribal Affairs requesting to give wide circulation to the advertisement.

4. Therefore, all the CAPFs are also requested to furnish their action plan by 25.07.2013 to implement the suggestions contained in paragraph 5.2.2.3 of the DOP&T Cabinet Note dated 14.05.2013 for filling up the remaining unfilled backlog vacancies.

End : As above



(Harish Chander)

Deputy Secretary (Pers.)

DGs : CISF, ITBP, CRPF, BSF, SSB & ASSAM RIFLES

DIRECTOR : INTELLIGENCE BUREAU

MHA ID Note No.45026/19/2014 Pers.I

Dated : 15th July, 2013

Copy to :-
Director (Pers.)

