



कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organisation

श्रम एवं रोजगार मंत्रालय, भारत सरकार

Ministry of Labour & Employment, Government of India

भविष्य निधि भवन / Bhavishya Nidhi Bhawan

14, भीकाजी कामा प्लेस, नई दिल्ली 110066

Bhikaiji Cama Place, New Delhi 110066

www.epfindia.gov.in

WEB CIRCULATION

No.A-45011/11/2021-HRM-VIII

Dated: 09.3.2021

To

All ACCs (HQ) / All ACCs In-charge (Zonal Offices),
ACC (ASD) Head Office,
Director, PDNASS.

Subject: Strict implementation of OBC reservations in employment & students admissions in various Ministries /Departments /Institutions under Central / State Governments - reg.

Madam/Sir,

Please find enclosed herewith a copy of letter no. A-11025/1/2021-Adm. dated 24.2.2021 received from Ministry of Labour & Employment alongwith its enclosures i.e. a copy of National Commission for Backward Classes' letter dated 03.2.2021 and copy of DoP&T letter dated 23.1.2021 for information & strict compliance.

Encl:As above.

Yours faithfully

(Uma Mandai)

Additional Central P.F. Commissioner (HRM)

Copy to: (Through Web Circulation)

1. Shri Nirmal Bhagat, US (MoL&E) - for information with reference to letter no. A-11025/1/2021-Adm.I dated 24.2.2021
2. Staff Officer to CPFC – for information please.
3. PS to ACC(HQ)(HR).
4. FA&CAO/All ACCs(HQ),Head Office
5. Chief Vigilance Officer.
6. All Addl.CPFCs (Head Office).
7. Hindi Section for Hindi Version.

No.A-11025/01/2021-Admn.I
Government of India / Bharat Sarkar
Ministry of Labour / Shram Mantralaya

Shram Shakti Bhawan, Rafi Marg,
New Delhi, Dated 24 February, 2021

Acc (+HQ) / (H2M)

OFFICE MEMORANDUM

Sub:- Strict Implementation of OBC reservations in employment & students admissions in various Ministries / Departments / Institutions under Central / State Governments – reg.

The undersigned is directed to forward herewith a copy of National Commission for Backward Classes's letter No.NCBC/11/01/38/2021-RW dated 03rd February, 2021 and copy of DoP&T letter No.A36011/1/2013-Estt (Res) dated 23rd January, 2014 on the subject cited above for information and strict compliance.

Encl: As above.



(Nirmal Kumar Bhagat)
Under Secretary to the Government of India
Tele: 23766903

To,

1. All Bureau Heads/Directors/DS/ of MoLE.
2. CPFC, EPFO, Bhikaji Cama Place, New Delhi- 110066
3. DG (ESIC), 14, Panchdeep Bhawan, C.I.G Road, New Delhi-110002
4. DG, Mines Safety, Dhanbad, Jharkhand- 826016
5. DGFASLI, Central Labour Institute Building, N.S.Mankikar Marg, Sion, Mumbai-400022
6. DG, VVGNI, Sector-24, Noida, Gautam Budh Nagar-201301
7. DGLB, M/o Labour & Employment, SCO 28-31, Sector 17-A Chandigarh-160017.
8. Director, Dattopant Thengadi National Board for Workers Education and Development, North Ambazari Road, Nagpur-440033
9. CLC(C), S.S.Bhawan, Rafi Marg, New Delhi.
10. DG (E), S.S.Bhawan, Rafi Marg, New Delhi.

के.भ.नि.आ. के. नि.स.
प्राप्त किया
26 FEB 2021
डायरी सं.



भारत सरकार
Government of India
राष्ट्रीय पिछड़ा वर्ग आयोग

NATIONAL COMMISSION FOR BACKWARD CLASSES
(A Constitutional Body under Article 338B of the Constitution of India)

F.No. NCBC/11/01/38/2021-RW

Dated: .01.2021

Sub: Strict Implementation of OBC reservations in employment & students admissions in various Ministries/Departments/Institutions under Central/State Governments – reg.

Ref: (i). Govt. of India Letter No. A36011/1/2013-Estt(Res) DoPT, dated 23rd January 2014, circulating a Brochure on reservation for SC/ST and OBCs in Services.

Sir,

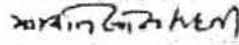
The Commission has been receiving several complaints, regarding the irregular appointments based on faulty rosters and irregularities in student admissions, by which Socially & Educationally Backward Classes are deprived of their posts & their admissions.

2. The Constitution of India has declared equality of opportunity in the matter of public employment and under Clauses (4) and (4A) of Article 16 of the Constitution, it is declared that nothing in the said Article shall prevent the State from making any provision for reservation of appointments or posts in favour of backward class of citizens, which in the opinion of the State is not adequately represented in the services under the State.
3. There have been several steps taken by the Central/State Governments by enacting laws/rules/orders for effective implementation of OBC reservations in posts & student admissions. However, the Governments have to monitor such effective implementation.
4. Objective of providing reservations to the Backward Classes (OBCs) in services & admissions is not only to give jobs to some persons belonging to these communities, but basically aims at empowering them and ensuring their participation in the decision making process of the State.
5. In this regard, it is reiterated that Hon'ble Justice B.P. Jeevan Reddy, while delivering the majority judgment in the matter of **Indra Sawhney & Ors Vs. UOI & Ors**, observed that public employment gives a certain status and power, besides the means of livelihood.
6. This commission constituted under Constitution of India through 102nd Amendment is empowered through Article 338B(5) as:
 - (5) It shall be the duty of the Commission

(a) to investigate and monitor all matters relating to the safeguards provided for the socially and educationally backward classes under this Constitution or under any other law for the time being in force or under any order of the Government and to evaluate the working of such safeguards; and

(e) to make in such reports the recommendations as to the measures that should be taken by the Union or any State for the effective implementation of those safeguards and other measures for the protection, welfare and socio-economic development of the socially and educationally backward classes;

7. Hence, it is directed that a wide circulation of this directions be made to all Ministries/Departments/Institutions running under Central/State governments, and to see effective implementation of OBC reservations in posts & admissions as per the reservations Acts/rules/orders.


 (Dr. Bhagwan Lal Sahani)
 Chairman, NCBC

To,

1. All Secretaries of Ministries/Departments of Govt.
2. All Chief Secretaries of State Government /UTs of India.
3. Chairman/Managing Directors of CPSEs/SPSIs.

Copy to:

1. Secretary, Ministry of Social Justice & Empowerment, New Delhi.
2. Secretary, DoPT, North Block, New Delhi.

No.A36011/1/2013-Estt(Res)
 Government of India
 Ministry of Personnel Public Grievances & Pensions
 Department of Personnel & Training

New Delhi dated 23rd January 2014

Subject: Brochure on reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes in services

The brochure on reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes in services was last updated by Department of Personnel & Training in the year 2011. In this connection this Department's O.M No. No.A36011/1/2011-Estt(Res) dated 17/11/2011 refers.

2. A few instructions have since been issued on the subject. An updated brochure has now been prepared by the Reservation Division which includes all orders and instructions issued up to the year 2013. The brochure has been posted on the DoPT's website at "persmin.nic.in" under 'OMs & Orders' → Establishment Reservation → Brochure on Reservation for SCs, STs and OBCs in Services. In this revised brochure, the relevant orders/instructions have been mentioned at the end of the concerned para/topic in each of the chapter. Further, the orders/instructions, referred in the brochure have also been hyperlinked to enable the reader to refer to them quickly.

3. As in the earlier brochure, this brochure also contains two parts. Part one of the brochures is self-contained and practically covers all aspects of the reservation in central services. However, relevant O.M's in para (2) should be referred to before taking decisions.

4. All Ministries/ Departments are requested to bring these instructions to the notice of all their Attached/Subordinate Offices as also the Public Sector Undertakings and Statutory Bodies, etc at the earliest.

(Sandeeep Mukherjee)

Under Secretary to the Government of India

To

1. All Ministries/Departments of the Govt. of India
2. Ministry of Railways (Railway Board), Rail Bhavan, New Delhi
3. Supreme Court of India/Election Commission/ Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Prime Minister's Office/ Planning Commission.
4. National Commission of Scheduled Castes/ National Commission of Scheduled Tribes
5. Union Public Service Commission, Dholpur House, Shahjahan Road, New Delhi
6. Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi

36011/1/2011-Estt(Res)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

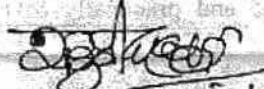
North Block, New Delhi
Dated 17 November, 2011

OFFICE MEMORANDUM

Sub: Brochure on Reservation for the Scheduled Castes, Scheduled Tribes and Other Backward Classes in Services.

The undersigned is directed to say that an updated 'Brochure on Reservation for the Scheduled Castes, Scheduled Tribes and Other Backward Classes in Services of the Government of India has been posted on this Department's website www.persmin.nic.in.

2. It may be recalled that the Government had introduced post based reservation vide this Department's OM NO. 36012/2/96-Estt(Res) dated 2.7.1997. The OM, however, did not prescribe formats of registers for maintaining reservation on the basis of revised instructions, which have now been prescribed by the Brochure. Part I of the Brochure contains all the provisions on the subject, including reservation registers / reservation roster registers, in a simple and easy to understand style and is complete in itself. Nevertheless, relevant Office Memoranda in Part II thereof may be referred to in case of any doubt.



(Sharad Kumar Srivastava)
Under Secretary to the Govt. of India
Tel. Fax. 2309 2110

To

- I. All Ministries/Departments of the Govt. of India.
- II. Department of Financial Services, New Delhi
- III. Department of Public Enterprises, New Delhi
- IV. Railway Board, New Delhi.
- V. Union Public Service Commission/Supreme Court of India/ Election Commission of India/Lok Sabha Secretariat/ Rajya Sabha Secretariat/ Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/ Prime Minister's Office/Planning Commission
- VI. Office of the Chief Commissioner for Disabilities, Sarojini House, 6, Bhagwan Das Road, New Delhi - 110 001
- VII. Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
- VIII. All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.
- IX. Information and Facilitation Centre, DOPT, North Block, New Delhi.
- X. NIC, DOPT