

NO. 36033/2/2006-ESTT. (RES.)
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training

New Delhi, Dated the 25th April, 2006.

OFFICE MEMORANDUM

Sub.: Collection of information about backlog reserved vacancies of Other Backward Classes.

The undersigned is directed to say that the Government of India is examining a proposal regarding treatment of backlog reserved vacancies of OBCs as a separate and distinct group not subject to the limit of 50 per cent on reservation in a year, the same way as backlog reserved vacancies of SCs and STs are treated. Before taking a decision in the matter, it has been decided to assess the quantum of backlog reserved vacancies of OBCs. All the Ministers/Departments are, therefore, requested to send information about the backlog reserved vacancies of OBCs in the Ministry/Department including attached and subordinate offices, autonomous bodies and public sector undertakings under the Ministry/Department as on 31.3.2006 in the proforma annexed as Annexure to this O.M.

2. Reservation to OBCs is available in case of direct recruitment only. According to the instructions issued by this Department where sufficient number of candidates belonging to OBCs are not available to fill up the vacancies reserved for them, the vacancies are kept unfilled until the next recruitment year and are treated as "backlog reserved vacancies." In the subsequent recruitment year when recruitment is made for the vacancies of that year (called the current vacancies), the backlog vacancies are also announced for recruitment. While doing so, not more than 50 per cent of the total of current vacancies and backlog reserved vacancies of OBCs are reserved. If some of the vacancies so reserved for OBCs are not filled, such vacancies will become 'backlog reserved vacancies of OBCs' for the recruitment year next to the said recruitment year. It may thus be seen that the number of backlog reserved vacancies of OBCs at any point of time would be equal to the vacancies which were earmarked reserved for OBCs in the last recruitment year but which could not be filled and continued to remain vacant till that point of time. It is also important to note that the backlog is determined with reference to

the post based rosters keeping in view the instructions contained in this Department's
 No. 36012/2/96=Estt (Res) dated the 2nd July, 1997.
 O.M.

3. It may be kept in view that information is required in respect of the backlog reserved vacancies of OBCs and not the shortfall of reservation for OBCs. There is a distinction between the two. The 'shortfall of a particular reserved category in a cadre' means the difference between the 'total number of posts reserved for that category as per the post based reservation roster for that cadre' and the 'number of persons belonging to that category who are holding the posts in the cadre.' On the other hand 'backlog reserved vacancies' are those vacancies which were earmarked reserved in an earlier recruitment year but remained unfilled in the previous recruitment attempt on account of non availability of suitable candidates belonging to that category and are still lying unfilled. The following illustration would clarify the difference between the 'shortfall of reservation' and 'backlog of reserved vacancies'.

- (i) Suppose there is a cadre in which total number of posts is 1000. Posts in the cadre are filled by direct recruitment on all India basis by open competition where reservation for SCs, STs and OBCs is 15 per cent, 7.5 per cent and 27 per cent respectively. The number of SCs, STs and OBCs appointed by reservation in the cadre should be 150, 75 and 270 respectively when all the posts are filled.
- (ii) Suppose all the posts stood filled in the year 2001. Out of 1000 persons, number of SC, ST and OBC officers appointed by reservation was 130, 75 and 100 respectively. There was, thus, a shortfall of 20 SCs and 170 OBCs in the cadre in that year, though all the 1000 posts were filled.
- (iii) Suppose 200 vacancies occurred in the cadre in the recruitment year 2002, of which 20 were vacated by SCs, 10 by STs and rest by unreserved candidates. After vacation of these posts, shortfall of SCs, STs and OBCs in the cadre was 40, 10 and 170 respectively. While filling up these vacancies, the limit of 50 per cent on reservation in a year would apply because all the 200 vacancies to be filled are current vacancies. Therefore, not more than 100 vacancies can be earmarked reserved.
- (iv) Shortfall of STs is 10 which is less than 7.5 per cent of total vacancies. Therefore, 10 vacancies can only be earmarked

reserved for STs. Shortfall of SCs and OBCs is more than 15 per cent and 27 per cent of the current vacancies respectively. Out of the current vacancies, at least 15 per cent shall, therefore, be reserved for SCs and 27 per cent for OBCs; i.e. a minimum of 30 vacancies shall be reserved for SCs and 54 vacancies for the OBCs. Applying above principle, 94 vacancies have been earmarked reserved. This leaves room for 6 [100-(10+30+54)] more vacancies to be earmarked reserved to make up the shortfall. These 6 vacancies should be apportioned between SCs and OBCs in the ratio of percentage of reservation prescribed for these categories viz. 15:27 subject to the condition that the number of vacancies earmarked reserved for any category is not more than the shortfall for that category. Thus, the reservation in respect of current vacancies in 2002 would be 32 for SCs, 10 for STs and 53 for OBCs (fractions are rounded off to the nearest whole number).

- (v) Suppose only 20 SC candidates, 5 ST candidates and 50 OBC candidates could be appointed in the recruitment year 2002 against the vacancies reserved for them. Thus, 12 vacancies of SCs, 5 vacancies of STs and 8 vacancies of OBCs which were earmarked reserved could not be filled and remained vacant. These 12 vacancies of SCs, 5 vacancies of STs and 8 vacancies of OBCs which were earmarked reserved but remained vacant will be treated as backlog reserved vacancies for the subsequent recruitment year. After the recruitment process for the year 2002 was over, total number of posts filled would be 975, of which 130, 70 and 150 would be held respectively by SCs, STs and OBCs. Shortfall of reservation of SCs, STs and OBCs at this stage would be 20, 5 and 120 respectively but number of backlog reserved vacancies of SCs, STs and OBCs would be 12, 5 and 8 respectively. It may be noted that while 'shortfall in reservation' which also includes, 'backlog reserved vacancies' may be large, the entire shortfall is not backlog.

- (vi) Suppose 192 vacancies occur in the recruitment year 2003 of which 20 are vacated by SCs, 10 by STs and 20 by OBCs. At this stage shortfall of SCs, STs and OBCs will be 40, 15 and 140 respectively. Total vacancies in the year would be 192+12+5+8=217. Out of these, 17 backlog reserved vacancies of SCs and STs will be treated as a separate and

distinct group and will be kept reserved-12 for SCs and 5 for STs. Out of the remaining 200 vacancies of which 192 are current vacancies and 8 are backlog reserved vacancies of OBCs, not more than 100 will be kept reserved. After following the principles given in above clauses, out of 200 vacancies, 28 are earmarked reserved for SCs, 10 for STs and 62 for OBCs. Thus number of vacancies reserved for SCs, STs and OBCs in this recruitment year will be 40, 15 and 62 respectively which will include backlog reserved vacancies also. If only 35 SCs, 12 STs and 50 OBCs become available to fill up the reserved vacancies, 5 vacancies of SCs, 3 vacancies of STs and 12 vacancies of OBCs will be kept vacant and will be treated as backlog reserved vacancies of SCs, STs and OBCs respectively for the subsequent recruitment year. As stated in para 2 above the number of backlog reserved vacancies at any point of time depends on the filling up of reserved vacancies during the last previous recruitment year.

4. The matter may be accorded TOP PRIORITY and the requisite information in consolidated form may be sent within one month of issue of this O.M.

Sd/-

(K.G. Verma)

Deputy Secretary to the Govt. of India

1. All Ministries/Departments of Govt. of India
2. Department of Economic Affairs (Banking Division), New Delhi
3. Department of Economic Affairs (Insurance Division), New Delhi
4. Department of Public Enterprises, New Delhi,
5. Railway Board,
6. Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Planning Commission/Election Commission.
7. Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi.
8. Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.

ANNEXURE

NUMBER OF BACKLOG RESERVED VACANCIES OF OBcs (AS ON 31.3.2006)

Name of the Ministry/Department/PSE

Sl. No.	Establishment	No. of Backlog Reserved Vacancies				
		Group A or equivalent posts	Group B or equivalent posts	Group C or equivalent posts	Group D or equivalent posts	Total
1.	Ministry/ Department (including attached and subordinate offices)					
2.	Autonomous Bodies					
3.	Public Sector Undertakings					
4.	Total					

Note:

1. In row 1 consolidated information in respect of the Ministry/ Departments including all its attached and subordinate offices may be given.
2. In row 2 consolidated information in respect of all the autonomous bodies under the control of the Ministry/Department may be given.
3. In row 3 consolidated information in respect of all the PSUs under the control of the Ministry/Department may be given.