

**GOVERNMENT OF INDIA  
MINORITY AFFAIRS  
LOK SABHA**

UNSTARRED QUESTION NO:3378  
ANSWERED ON:10.12.2009  
GUIDELINES TO EMPLOYMENT EXCHANGES  
Barq Shri Shafiqur Rahman

**Will the Minister of MINORITY AFFAIRS be pleased to state:**

- (a) whether the Government has issued any guidelines to various employment exchanges/departments with regards to providing employment to minorities in view of the recommendations of Sachar Committee;
- (b) if so, the date on which these guidelines were issued alongwith the salient features and details thereof; and
- (c) if not, the reasons therefor?

**Answer**

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF MINORITY AFFAIRS (SALMAN KHURSHID)

(a) & (b) The Prime Minister's New 15 Point Programme for the Welfare of Minorities provides for giving special consideration to minority communities in recruitment of police personnel, Central police forces, railways, nationalized banks and public sector enterprises and for this purpose, the composition of selection committees should be representative. In pursuance of this, the Department of Personnel & Training (DOPT) has issued Office Memorandum on 08-01-2007. The Salient features of this Office Memorandum are as follows:-

(i) The composition of Selection Committees should be representative. It should be mandatory to have one member belonging to Scheduled Caste/Scheduled Tribe and one member belong to minority community in Selection Boards/Committees for making recruitment to 10 or more vacancies.

(ii) Where the number of vacancies against which selection is to be made is less than 10, efforts should be made to have the Scheduled Caste/ Tribe officer and a Minority community officer included in such Committees/ Boards.

(iii) Wide publicity should be given to all appointments in Government, public sector enterprises and public sector banks and financial institutions. Advertisements should be issued in the language(s) spoken by a large number of people of the State/UTs, apart from English and Hindi. Further, for Group C & D level posts, having only basic qualifying requirements, information about vacancies for recruitment should also be disseminated through schools and colleges in that area, in addition to normal channels.

(iv) Where there is concentration of minority community population in local areas, the vacancy circular in local language may be distributed in those areas by suitable arrangements.

(c) Does not arise.