

Copy of letter No. 1016-4WGI-66, dated 16-2-1966 from the Secretary to Government, Punjab. Scheduled Castes and Backward Classes Department addressed to all Heads of Departments, Commissioners of Divisions, District and Sessions Judges, Deputy Commissioners and Registrar, Punjab High Court,

**Subject : Grant of protection to Scheduled Castes/Tribes and other Backward Classes Employees against reduction/retrenchment in view of their lean representation in services.**

Vide Punjab Government Circular letter No. 28400-WG-S-56/8090, dated the 9th November, 1956 and 2295-B&C-3/2234 dated the 22nd March, 1963, qualified protection was afforded to the members of Scheduled Castes/Tribes and Backward Classes in the matters of reversion and retrenchment. The issue of lean representation of the Scheduled Castes, Scheduled Tribes and other Backward Classes in services was reviewed and it has been found that despite adequate reservation at the time of recruitment and in promotions for these castes and classes, their representation in services is still very little. In order to make the deficiency good and in pursuance of the Government policy that these castes and class should be adequately represented in various services, the Government has further decided as follows :—

- (i) The members of the Scheduled Castes/Scheduled Tribes and Backward Classes who are in service and are otherwise qualified and suitable and against whom there are no complaints, should not be reduced in rank and retrenched so long as their total strength does not exceed the prescribed limits of reservation in a cadre; and
- (ii) In case any employees belonging to Scheduled Castes/Scheduled Tribes or Backward Classes has been reduced in rank or retrenched as a result of economy measures or any other reasons, during the last four months prior to 4th February, 1966, he should be restored to his original position and the break, if, any should be treated as leave without pay provided that he is otherwise qualified and suitable and provide further that with such restoration,

the total strength of the employees belonging to the Scheduled Castes, Scheduled Tribes and Backward Classes does not exceed the prescribed limit of reservation.

2. Further—Vide Punjab Government letter No. 15784-8GS-63/15383, dated the 22nd November, 1963, it has been decided that the officials who were reverted as a result of implementation of the instructions contained in the Finance Department circular No. 2295/B&C-63/2231; dated the 22nd March, 1963 and who were senior to the members of Scheduled Castes/Scheduled Tribes and Backward Classes, should be restored their original seniority on subsequent promotions. These instructions hold good in so far as these promotions. The officials other than those belonging to Scheduled Castes, etc. are reverted on account of over all reduction or retrenchment after affording necessary protection to the officials belonging to Scheduled Tribes and Backward Classes, the former on repromotion shall again their original seniority.

3. Receipt of this communication may kindly be acknowledged.