

**GOVERNMENT OF INDIA
MINISTRY OF MINORITY AFFAIRS**

**RAJYA SABHA
UNSTARRED QUESTION NO. 316
TO BE ANSWERED ON 01.12.2015**

**SCHEME FOR INCREASING MINORITY REPRESENTATION IN STATE/
CENTRAL SERVICES**

316. SHRI PARVEZ HASHMI:

Will the Minister of MINORITY AFFAIRS be pleased to state:

- (a) whether Government have formulated special schemes with a view to increase the number of minorities' officials/officers in States and Central services;
- (b) if so, the details of the progress made with regard to implementation of these schemes;
- (c) whether Government have reviewed as to what percentage the minority representation has increased in State/Central services after implementation of these schemes; and
- (d) if so, the outcome thereof and the details of initiatives taken by Government in this regard?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF MINORITY AFFAIRS
(SHRI MUKHTAR ABBAS NAQVI)**

(a) & (b): Ministry of Minority Affairs is implementing various schemes viz. Pre-Matric Scholarship, Post-Matric Scholarship, Merit-cum-Means Scholarship, Maulana Azad National Fellowship, Schemes run by Maulana Azad Education Foundation, Padho Pardesh, etc. for improving educational level and competitiveness among minority students, promote higher education in the country and abroad. Besides, free coaching in reputed institutions are given under the scheme of 'Free Coaching and allied Scheme' to sharpen their competitiveness so that they can qualify the Competitive Examinations for higher education and recruitment in Government and private sector. 30% seats in all these schemes are earmarked for minority girl students. The Ministry also provides financial support to minority candidates for the preparation of Mains Examinations who qualify in the Preliminary Examination of the Civil Services conducted by Union Public Service Commission (UPSC), State Public Service Commissions and the Staff Selection Commission.

The Ministry has taken action to formulate a new scheme 'Nai Manzil', which is an integrated education and livelihood initiative for school dropouts and Madrasa students. These measures, taken by the Ministry, provide ample opportunity to the persons of minority communities in getting various types of jobs in Central and States Government

and private sector. The details of the progress made in the implementation of the above mentioned schemes are available on the website of Ministry of Minority Affairs-
<http://minorityaffairs.gov.in>.

(c) & (d): The Department of Personnel and Training (DoPT) compile the data on recruitment of minorities, received from all Central Ministries/Departments. The data on recruitment of minorities in Central Government shows steady increase in their representation from 6.24% in the year 2011-12 to 8.86% in 2014-15.

DoPT, being the Nodal Department for issues related to the recruitment of minorities, has issued an O.M. dated 08.01.2007 to Ministries/Departments of Central Government, Public Sector Enterprises, Public Sector Banks and Financial Institutions, Quasi-Government Organizations, Autonomous bodies, etc. and all appointing authorities to scrupulously observe the following guidelines:-

- (i) The composition of Selection Committees should be representative. It should be mandatory to have one member belonging to SC/ST and one member belonging 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/Tribes officer and a Minority community officer included in such Committees/Boards.
- (iii) Wider publicity should be given to all appointments in Government, Public Sector Enterprises and Public Sector Banks and Financial Institutions. Advertisement should be issued in the language(s) spoken by large number of people of the State/UTs, apart from English and Hindi. Further, the 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.
