

**GOVERNMENT OF INDIA  
MINISTRY OF SOCIAL JUSTICE & EMPOWERMENT  
RAJYA SABHA**

**UNSTARRED QUESTION NO. 439  
TO BE ANSWERED ON 13.12.2018**

**DETERMINATION OF 'CREAMY LAYER' FOR EMPLOYMENT AND EDUCATION**

**439. SHRI PRABHAKAR REDDY VEMIREDDY:**

**Will the Minister of SOCIAL JUSTICE AND EMPOWERMENT be pleased to state:**

- (a) what is the Creamy Layer applicable to OBCs for employment and education purposes vis-a-vis DoPT order of October 14, 2014;
- (b) whether it is a fact that the Ministry determines Creamy Layer differently for Central Government, State Government and employees of PSUs;
- (c) if so, the manners in which the Ministry determines Creamy Layer for Central Government, State Government and PSU employees; and
- (d) what is the justification for eliminating children of Group A and Group B officers to avail OBC reservation?

**ANSWER**

**MINISTER OF STATE FOR SOCIAL JUSTICE AND EMPOWERMENT  
(SHRI KRISHAN PAL GURJAR)**

(a): The determination of Creamy Layer exclusion is guided by Department of Personnel and Training's OM No.36012/22/93-Estt. (SCT) dated 08/09/1993. The DoPT's O.M. of 14/10/2014 bears only clarifications w.r.t. the O.M. of 08/09/1993, *ibid.*

(b) & (c): The determination of creamy layer for Central and State services is guided by DoPT's O.M. dated 08/09/1993, *ibid.* As regards Central PSUs, reference standards for drawing equivalence between posts in Central PSUs and posts under the Central Government have been issued by the Department of Public Enterprises (DPE) on 25/10/2017.

(d): The exclusion of Creamy Layer, in respect of Group 'A' and Group 'B' officers is as laid down in categories IIA & IIB of the schedule of DoPT's O.M. dated 08/09/1993, *ibid.*

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