

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL & TRAINING)

LOK SABHA
UNSTARRED QUESTION NO.3220
(ANSWERED ON 11.03.2026)

LOW SC/ST REPRESENTATION IN SENIOR AND POLICY POSITIONS

3220. DR. MALLU RAVI:

Will the **PRIME MINISTER** be pleased to state:

- (a) whether the representation of SC/ST is disproportionately low at Joint Secretary level and above and if so, the details thereof;
- (b) whether the promotion-linked stagnation is disproportionately affecting SC/ST officers and if so, the details thereof;
- (c) whether the Government tracks the time taken for promotion by social category and if so, the details thereof;
- (d) whether lack of representation affects policy sensitivity towards constituencies like Nagarkurnool and if so, the details thereof; and
- (e) whether cadre review mechanisms are likely to address this imbalance and if so, the details thereof and if not, the reasons therefor?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

(a): Data in this regard is not maintained.

(b) to (d): As per the policy of the Government, reservation is provided to SCs and STs in promotion upto the lowest rung of Group A @ 15% and 7.5% respectively. In order to ensure implementation of reservation policies in the Ministries/Departments, instructions have been issued by DoPT requesting all the Ministries/Departments including organisations under them to designate an officer, at least of the rank of Deputy Secretary, as a Liaison Officer in respect of matters relating to SC/ST. Ministries/ Departments are also required to create a Reservation Cell under the direct control of Liaison Officer to assist him in discharging of his duties effectively. Instructions have also been issued to the Ministries/ Departments to convene DPCs well in advance so that the vacancies are filled up in a time bound manner.

As per the data available with Ministries/Departments, the overall representation of SCs and STs as on 01.01.2025 is more than 15% and 7.5% respectively.

(e): Cadre review is a periodic administrative mechanism conducted to realign a service to the ever-changing organizational needs and maintain congruence amongst functional, structural and personnel needs in accordance with pre-defined principles.
