

**GOVERNMENT OF WEST BENGAL
LEGISLATIVE DEPARTMENT
NOTIFICATION**

No. 1079-L, —5th May 1976. —The following Act of the West Bengal Legislature, having been assented to by the Governor, is hereby published for general information :

West Bengal Act XXVII of 1976

The West Bengal Scheduled Castes and Scheduled Tribes (Reservation of vacancies in Services and Posts) Act, 1976

[Passed by the West Bengal Legislature]

[Assent of the Governor was first published in the Calcutta Gazette, Extraordinary, of the
5th May, 1976]

An Act to provide for the reservation of vacancies in services and posts for the members of the Scheduled Castes and Scheduled Tribes.

WHEREAS the members of the Scheduled Castes and Scheduled Tribes who are backward classes of citizens are not adequately represented in the services and posts within the State;

And WHEREAS it is expedient to provide for the reservation of vacancies in services and posts for them;

It is hereby enacted in the Twenty-seventh Year of the Republic of India, by the Legislature of West Bengal, as follows:

1. Short title, extent and commencement: (1) This Act may be called the West Bengal Scheduled Castes and Scheduled Tribes (Reservation of Vacancies in Services and Posts) Act, 1976.

(2) It extends to the whole of West Bengal.

(3) It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint¹.

2. Definitions: In this Act, unless the context otherwise requires,—

(a) "appointing authority", in relation to a service or post in an establishment, means the authority empowered to make appointment to such service or post;

(b) "establishment" means any office of the State Government, a local or statutory authority constituted under any State Act for the time being in force, or a

¹ 15th Day of August, 1976 appointed as the date of effect vide Notification No. 370-TW/EC dated 14th August, 1976 published in the Calcutta Gazette, Extraordinary dated 14th Aug, 1976

corporation in which not less than fifty-one per cent of the paid up share capital is held by the State Government, and includes universities and colleges affiliated to the universities, primary and secondary schools and also other educational institutions which are owned or aided by the State Government and also includes an establishment in public sector;

(c) "establishment in public sector" means any industry, trade, business or occupation owned, controlled or managed by—

(i) the State Government or any department of the State Government,

(ii) a Government Company as defined in section 617 of the Companies Act, 1956 or a Corporation established by or under a Central or State Act, in which not less than fifty-one per cent of the paid up share capital is held by the State Government,

(iii) a local or statutory authority, constituted under any State Act for the time being in force;

(d) "establishment in private sector" means any industry, trade, business or occupation which is not an establishment in public sector;

(e) "Schedule" means the Schedule appended to this Act.

3. Act not to apply in relation to certain employments: This Act shall not apply in relation to,—

(a) any employment under the Central Government;

(b) any employment in the West Bengal Higher Judicial Service;

²(c) Omitted;

(d) any employment in private sector;

(e) any employment in domestic service.

³4. Reservation for Scheduled Castes and Scheduled Tribes in vacancies to be filled up by direct recruitment. (1) After the commencement of this Act all appointments to services and posts in an establishment which are to be filled up by direct recruitment shall be regulated in the following manner, namely, —

⁴(a) subject to the other provisions of this Act twenty-two per cent of the vacancies shall be reserved for candidates belonging to Scheduled Castes and six per cent for candidates belonging to Scheduled Tribes, in the manner set out in Schedule I.⁵

² Vide West Bengal Act XLII of 1994 w. e. f. 16-1-1995

³ Vide West Bengal Act XLII of 1980

⁴ Vide West Bengal Act XLII of 1994

⁵ Vide West Bengal Act XXIV of 2000 w. e. f. 30-8-2000

Provided that the State Government may, from time to time, by notification in the Official Gazette, increase the percentage so, however, that the reservation shall not exceed twenty-five per cent in the case of Scheduled Castes and ten per cent in the case of Scheduled Tribes:

Provided further that different percentages may be fixed by the State Government for different districts in accordance with the percentages of population of Scheduled Castes and Scheduled Tribes in such districts:

Provided also that in respect of the West Bengal Civil Service (Judicial), the percentage shall be ten for Scheduled Castes and five for Scheduled Tribes;

(b) fees, if any, prescribed for any examination for selection to any service or post shall not be charged⁶ in the case of candidates belonging to the Scheduled Castes or the Scheduled Tribes;

(c) the members of the Scheduled Castes and the Scheduled Tribes shall be entitled to a concession of five years over the prescribed maximum age limit for appointment to any service or post.

⁷(2) The member of any Scheduled Caste or Scheduled Tribe candidate qualifying on merit for appointment to any unreserved vacancy in a service or post in any establishment to be filled up by direct recruitment shall not be deducted from the quota reserved in such service or post for such candidate under sub-section (1).

5. Reservation for Scheduled Castes and Scheduled Tribes in vacancies to be filled up by promotion.: Reservation for members of the Scheduled Castes and the Scheduled Tribes in vacancies to be filled up by promotion in any establishment shall be regulated in the following manner, namely, — (a) There shall be reservation at twenty-two per cent for members of the Scheduled Castes and six percent for members of the Scheduled Tribes in the manner set out in Schedule II⁸.

Provided that the State Government may, from time to time, by notification in the Official Gazette, increase the percentage so, however, that the reservation shall not exceed twenty-five per cent in the case of Scheduled Castes and ten per cent in the case of Scheduled Tribes:

⁶ Vide West Bengal Act XXIV of 2000 w. e. f. 30-8-2000

⁷ Vide West Bengal Act XLII of 1994

⁸ Vide West Bengal Act XXIV of 2000

⁹"Provided further that the number of any Scheduled Caste or Scheduled Tribe employee appointed on promotion to any unreserved vacancy in a service or post in any establishment to be filled up by promotion shall not be deducted from the quota reserved in such service or post for the members of the Scheduled Castes or the Scheduled Tribes under this section."

¹⁰(b) "There shall be no reservation in any post in a scale of pay, the maximum of which exceeds Rs. 18,300;"

¹¹(c) "A separate fifty-point roster shall be maintained by every establishment in the manner set out in the Schedule."

¹²**5A. Certificate of identification:** "A candidate who claims to be a member of the Scheduled Castes or the Scheduled Tribes shall support his candidature by a certificate of Identification in accordance with the provisions of the West Bengal Scheduled Castes and Scheduled Tribes (Identification) Act, 1994."

¹³6. (1) There shall be no de-reservation of any reserved vacancy by any appointing authority in any post in an establishment which is required to be filled up by direct recruitment. In the absence of qualified Scheduled Caste or Scheduled Tribe candidate, as the case may be, to fill up such vacancy, such vacancy shall remain unfilled.

¹³(2) "Notwithstanding anything contained in sub-section (1), if, in the public interest, it is necessary to fill up any vacancy as aforesaid remaining unfilled on account of non-availability of a qualified Scheduled Caste or Scheduled Tribes candidate, as the case may be, the appointing authority shall refer the vacancy to the State Government for dereservation. Upon such reference, the State Government may, if it is satisfied that it is necessary or expedient so to do, by order, de-reserve the vacancy, subject to the condition that the reservation against the vacancy so dereserved shall be carried forward against the subsequent unreserved vacancy."

¹⁴"Provided that the State Government may, if it is satisfied that the appointing authority by genuine mistake or on account of an error of judgment or owing to ignorance has filled up any reserved vacancy otherwise than by a candidate for whom the vacancy is reserved and that there has been no mala fide intention in this regard on the part of the appointing authority, by order in writing, regularise the appointment, if so applied for by

⁹ Vide West Bengal Act XXXI of 1983

¹⁰ Vide West Bengal Act XI of 2000 w. e. f. 01-01-1996

¹¹ Vide West Bengal Act XLII of 1994

¹² Vide West Bengal Act XV of 1996 w. e. f. 1-1-1996

¹³ Vide West Bengal Act XLII of 1994 w. e. f. 16-1-1995

the appointing authority, on the basis of the carry forward principle. In such case, reservation against the reserved vacancy already filled up otherwise than by a candidate belonging to Scheduled Caste or Scheduled Tribe for whom the vacancy was originally reserved, shall be carried forward to the nearest un-reserved vacancy available at the time of consideration of any application:

Provided further that the State Government may, if it considers it necessary or expedient so to do, by notification in the Official Gazette, empower any other authority not below the rank of District Magistrate and District Commissioner for Reservation to exercise the power of the State Government to de-reserve a reserved vacancy under this sub-section."

¹⁴"(2A) The appointing authority shall, for the purposes of sub-section (2), make an application

to the State Government in such Form and in such manner, as may be prescribed by the State Government."

¹⁵"(3) Notwithstanding anything contained in the foregoing provisions of this section or elsewhere in this Act, if, in the public interest, it is necessary or expedient to fill up any vacancy in any post in any primary, secondary or higher secondary school in any district owned or aided by the State Government, caused by deputation or leave of the incumbent of that post for a period not exceeding ten months and remaining unfilled on account of non-availability of a qualified Scheduled Caste or Scheduled Tribe candidate, as the case may be, the appointing authority may refer the vacancy to the District Commissioner for Reservation, referred to in sub-section (1), or sub-section (1A) as the case may be, of section 6B, for that district for dereservation. Upon such reference, the District Commissioner for Reservation as aforesaid may, if he is satisfied that it is necessary or expedient so to do, by order, dereserve the vacancy, subject to the condition that the reservation against the vacancy so dereserved shall be carried forward against the subsequent unreserved vacancy in any such post caused by such deputation or leave for such period."

¹⁶**6A Commissioner for reservation:** (1) The State Government may appoint any officer, not below the rank of Secy to the Govt, of West Bengal, to be the Commissioner for Reservation, West Bengal (hereinafter referred to as the Commissioner.)

¹⁴ Vide West Bengal Act XXIV of 2000 with immediate effect is Vide West Bengal Act XV of 1996.

¹⁵ Vide West Bengal Act XV of 1996.

¹⁶ Vide West Bengal Act XLII of 1994 w. e. f. 16-1-1995

Explanation.—Secretary shall include a Special Secretary.

(2) The Commissioner shall be responsible for ensuring reservation of vacancies in services and posts for the members of the Scheduled Castes and the Scheduled Tribes under this Act by an appointing authority—

(a) having territorial jurisdiction throughout West Bengal, or

¹⁷(al) having its offices and fixed territorial jurisdiction in Calcutta, or”;

(b) having its offices in Calcutta without having any fixed territorial jurisdiction.

(2A) (a) The State Government may appoint an officer, not below the rank of Joint Secretary to the Government of West Bengal, to be the Joint Commissioner for Reservation, West Bengal (hereinafter referred to as the Joint Commissioner), an officer, not below the rank of Deputy Secretary to the Government of West Bengal, to be the Deputy Commissioner for Reservation, West Bengal (hereinafter referred to as the Deputy Commissioner), and an officer, not below the rank of Assistant Secretary to the Government of West Bengal, to be the Assistant Commissioner for Reservation, West Bengal (hereinafter referred to as the Assistant Commissioner).

(b) The Joint Commissioner, the Deputy Commissioner and the Assistant Commissioner shall have the powers of the Commissioner for the purposes of this Act, subject to superintendence and control of the Commissioner.”;

Explanation.—“Calcutta” shall mean the town of Calcutta as defined in section 3 of the Calcutta Police Act, 1866.

(3) If any appointing authority referred to in sub-section (2) contravenes any provision of this Act and thereby commits an offence punishable under sec 7, the Commissioner, or any Officer, not below the rank of an Inspector of Backward Classes Welfare Department, 19 authorised by him in this behalf, may file a complaint in any court having jurisdiction against such appointing authority, and thereupon such court shall, subject to the provision of section 8, take cognizance of such offence.

¹⁸(4) “Where a complaint is filed in any court having jurisdiction against an appointing authority under sub-section (3) for contravening any provision of this Act and thereby committing an offence punishable under section 7, the burden of proof that no contravention of any provision of this Act has been made by him, shall lie with him.”

¹⁷ Vide West Bengal Act XV of 1996

¹⁸ vide West Bengal Act XXIV of 2000 with immediate effect

²²**6B. District Commissioner for Reservation.** (1) The State Government may appoint any District Magistrate of a district to be the District Commissioner for Reservation for that district (hereinafter referred to as the District Commissioner).

Explanation.—"District Magistrate" shall include an Additional District Magistrate.

¹⁹(1A) "Omitted"

(2) The District Commissioner shall be responsible for ensuring reservation of vacancies in services and posts for the members of the Scheduled Castes and the Scheduled Tribes under this Act by an appointing authority—

(a) having territorial jurisdiction in the whole, or any part, of the district or

(b) having no fixed territorial jurisdiction in the district, but having his office in the district to which the jurisdiction of the District Commissioner extends.

(3) If any appointing authority referred to in sub-section (2) contravenes any provision of this Act and thereby commits an offence punishable under section 7, the District Commissioner or any officer, not below the rank of an Inspector of Backward Classes Welfare Department,²⁰ authorised by him in this behalf, may file a complaint in any court having jurisdiction against such appointing authority, and thereupon such court shall, subject to the provisions of section 8, take cognizance of such offence.

²²(4) Where a complaint is filed in any court having jurisdiction against an appointing authority under sub-section (3) for contravening any provision of this Act and thereby committing an offence punishable under section 7, the burden of proof that no contravention of any provision of this Act has been made by him, shall lie with him.

²¹**6C. Territorial jurisdiction.** For the purposes of section 6A and 6B—

(a) Territorial jurisdiction shall, in relation to an appointing authority mean the area to which its administrative jurisdiction extends; and

(b) an appointing authority, whose administrative jurisdiction does not extend to any fixed area, shall be deemed to be an appointing authority without having any fixed territorial jurisdiction.

²²**7. Penalty:** If an appointing authority makes an appointment in contravention of the provisions of section 4 or section 5, or fails to maintain records, or to furnish the annual return, referred to in sub-section (1) of section 12, he shall be punishable with

¹⁹ Vide West Bengal Act XXIV of 2000 with immediate effect

²⁰ Vide West Bengal Act XXIV of 2000 with immediate effect

²¹ Vide West Bengal Act XLII of 1994 w. e. f. 16-1-1995

²² Vide West Bengal Act XV of 1996

imprisonment for a term of five years, or with fine of two thousand and five hundred rupees, or with both:

Provided that nothing contained in this section shall apply in relation to an appointment to any service or post of which the appointing authority is the Governor.

8. Cognizance of offences: No prosecution for an offence under Act shall be instituted except by, or with the sanction of, the State Government.

9. Protection of action taken in good faith: No suit, prosecution or other legal proceeding shall lie against any person for anything, which is in good faith done or intended to be done under this Act.

10. Removal of difficulties: If any difficulty arises in giving effect to the provision of this Act, the State Government may take such steps or issue such orders not inconsistent with the provisions of this Act, as the State Government may consider necessary for removing the difficulty.

11. Power to amend any Schedule. The State Government may, by order published in the Official Gazette, add to, amend or alter any Scheduled.²³

12. Submission of annual report, maintenance of other records and inspection thereon: (1) Every appointing authority shall maintain such records and documents²⁴ as may be prescribed by rules made in this behalf and shall furnish to the State Government in the prescribed manner an annual report on the appointments made by it, during the previous year reckoned according to the British calendar.²⁵

(2) Any officer authorized by the State Government in that behalf may inspect any records or documents, which are maintained in relation to appointments made by such appointing authority.

(3) It shall be the duty of the appointing authority to produce such records or documents for inspection by the officer authorised under sub-section (2), and furnish such information or afford such assistance as may be necessary for him to carry out his functions under this Act.

(4) Notwithstanding anything contained in the West Bengal Services (Duties, Rights and Obligations of the Government Employees) Rules, 1980,²⁶ any member of any Scheduled Castes or any Scheduled Tribes who is adversely affected on account of the

²³ Substituted Vide West Bengal Act XXIV of 2000 with immediate effect

²⁴ Ins. vide West Bengal Act XXIV of 2000 with immediate effect

²⁵ Words "financial year" subs, vide West Bengal Act XXIV of 2000 with immediate effect

²⁶ Subs, for "West Bengal Government Servants' Conduct Rules, 1959" vide West Bengal Act XXIV of 2000 with immediate effect.

non-compliance with the provisions of this Act or the rules made there under by any appointing authority, may bring the fact to the notice of the State Government and upon application made by him the State Government may call for such records or take such action thereon as it may think fit.

13. Power to make rules: (1) The State Government may make rules for carrying out the purposes of this Act.

(2) In particular and without prejudice to the generality of the foregoing power such rules may provide for all or any of the following matters, namely,—

- (a) form in which every establishment shall submit annual report to the State Government regarding the number of persons recruited in such establishment;
- (b) any other matter which has to be or may be prescribed by rules made in this behalf.

*** SCHEDULE I**

(See Section 4)

The reservation for the members of the Scheduled Castes and the Scheduled Tribes in services or posts in an establishment shall be given effect to in the following manner, namely:

1st vacancy	Scheduled Caste
2nd vacancy	Unreserved
3rd vacancy	Unreserved
4th vacancy	Scheduled Tribe
5th vacancy	Unreserved
6th vacancy	Unreserved
7th vacancy	Scheduled Caste
8 th vacancy	Unreserved
9th vacancy	Unreserved
10 th vacancy	Unreserved
11th vacancy	Scheduled Caste
12 th vacancy	Unreserved
13th vacancy	Unreserved
14th vacancy	Unreserved
15 th vacancy	Scheduled Caste
16 th vacancy	Unreserved
17th vacancy	Unreserved
18 th vacancy	Scheduled Caste
19 th vacancy	Unreserved
20th vacancy	Unreserved
21st vacancy	Scheduled Caste
22nd vacancy	Unreserved
23rd vacancy	Unreserved*
24th vacancy	Scheduled Tribe
25th vacancy	Unreserved
26th vacancy	Unreserved
27th vacancy	Unreserved
28th vacancy	Scheduled Caste
29th vacancy	Unreserved
30 th vacancy	Unreserved
31st vacancy	Unreserved
32nd vacancy	Scheduled Caste

***(i) A roster of one hundred vacancies¹ will be necessary to give effect to the reservation of vacancies for the Scheduled Castes and the Scheduled Tribes for direct recruitment.² The roster given below shall be adopted for the purpose by each establishment:*

33rd vacancy	Unreserved
34th vacancy	Unreserved
35th vacancy	Unreserved
36th vacancy	Scheduled Caste
37th vacancy	Unreserved
38th vacancy	Unreserved
39 th vacancy	Unreserved
40th vacancy	Scheduled Caste
41st vacancy	Unreserved
42nd vacancy	Unreserved
43rd vacancy	Scheduled Tribe
44th vacancy	Unreserved
45th vacancy	Unreserved
46th vacancy	Unreserved
47th vacancy	Scheduled Caste
48th vacancy	Unreserved
49th vacancy	Unreserved
*[50th vacancy	Unreserved
51st vacancy	Scheduled Caste
52nd vacancy	Unreserved
53rd vacancy	Unreserved
54th vacancy	Scheduled Tribe
55th vacancy	Unreserved
56th vacancy	Unreserved
57th vacancy	Scheduled Caste
58th vacancy	Unreserved
59th vacancy	Unreserved
60th vacancy	Unreserved
61st vacancy	Scheduled Caste
62nd vacancy	Unreserved
63rd vacancy	Unreserved
64th vacancy	Unreserved
65 th vacancy	Scheduled Caste
66th vacancy	Unreserved
67th vacancy	Unreserved
68th vacancy	Scheduled Caste
69th vacancy	Unreserved
70th vacancy	Unreserved
71st vacancy	Scheduled Caste
72nd vacancy	Unreserved
73rd vacancy	Unreserved
74th vacancy	Scheduled Tribe
75th vacancy	Unreserved
76 th vacancy	Unreserved
77th vacancy	Unreserved

* Subs, for 50th vacancy vide West Bengal Act XXIV of 2000 with immediate effect.

78 th vacancy	Scheduled Caste
79 th vacancy	Unreserved
80 th vacancy	Unreserved
81st vacancy	Unreserved
82nd vacancy	Scheduled Caste
83rd vacancy	Unreserved
84th vacancy	Unreserved
85 th vacancy	Unreserved
86th vacancy	Scheduled Caste
87th vacancy	Unreserved
88 th vacancy	Unreserved
89 th vacancy	Unreserved
90 th vacancy	Scheduled Caste
91st vacancy	Unreserved
92nd vacancy	Unreserved
93rd vacancy	Scheduled Tribe
94 th vacancy	Unreserved
95 th vacancy	Unreserved
96 th vacancy	Unreserved
97th vacancy	Scheduled Caste
98 th vacancy	Unreserved
99th vacancy	Unreserved
100th vacancy	Unreserved]

(ii) A register shall be maintained for giving effect to the instructions contained in paragraph (i).

(iii) Before making an appointment by direct recruitment,' the appointing authority shall ascertain by consulting the register whether the vacancy is reserved or unreserved and if it is reserved, for whom *it* is so reserved. Immediately after an appointment is made the particulars thereof shall be entered in the register and signed by the appointing authority.

(iv) The roster is a running account from year to year and shall be maintained accordingly. If recruitment in a particular year stops at a particular point of the cycle, say at the 5th point, recruitment in the subsequent year shall begin at the next point, i.e., at the 6th point.

²⁷(v) Omitted;

²⁸(vi) Omitted;

(vii) The roster shall be maintained separately for permanent and temporary vacancies.

(viii) A vacancy due to whatever cause, except termination of service during probation, shall be treated as a fresh vacancy.

²⁹(ix) Omitted.

SCHEDULE II **(See Section 5)**

The reservation for the members of the Scheduled Castes and the Scheduled Tribes in vacancies to be filled up by promotion in an establishment shall be given effect to in the following manner, namely :

(i) A roster of fifty vacancies will be necessary to give effect to the reservation for the members of the Scheduled Castes and the Scheduled Tribes in vacancies to be filled up. The roster given below shall be adopted for the purpose by each establishment.

²⁷ Vide West Bengal Act XLII of 1994 w. e. f. 16-1-1995

²⁸ Vide West Bengal Act XLII of 1994 w. e. f. 16-M995

²⁹ Vide West Bengal Act XV of 1996

1st vacancy	Scheduled Caste
2nd vacancy	Unreserved
3rd vacancy	Unreserved
4th vacancy	Scheduled Tribe
5th vacancy	Unreserved
6th vacancy	Unreserved
7th vacancy	Scheduled Caste
8th vacancy	Unreserved
9th vacancy	Unreserved
10th vacancy	Unreserved
11th vacancy	Scheduled Caste
12th vacancy	Unreserved
13th vacancy	Unreserved
14th vacancy	Unreserved
15th vacancy	Scheduled Caste
16th vacancy	Unreserved
17th vacancy	Unreserved
18th vacancy	Scheduled Caste
19th vacancy	Unreserved
20th vacancy	Unreserved
21st vacancy	Scheduled Caste
22nd vacancy	Unreserved
23rd vacancy	Unreserved
24th vacancy	Scheduled Tribe
25th vacancy	Unreserved
26th vacancy	Unreserved
27th vacancy	Unreserved
28th vacancy	Scheduled Caste
29th vacancy	Unreserved
30th vacancy	Unreserved
31st vacancy	Unreserved
32nd vacancy	Scheduled Caste
33rd vacancy	Unreserved
34th vacancy	Unreserved
35th vacancy	Unreserved
36th vacancy	Scheduled Caste
37th vacancy	Unreserved
38 th vacancy	Unreserved
39 th vacancy	Unreserved
40 th vacancy	Scheduled Caste
41st vacancy	Unreserved
42nd vacancy	Unreserved
43rd vacancy	Scheduled Tribe
44th vacancy	Unreserved
45 th vacancy	Unreserved
46 th vacancy	Unreserved
47th vacancy	Scheduled Caste
48 th vacancy	Unreserved
49 th vacancy	Unreserved
50th vacancy	Unreserved

(ii) A register shall be maintained for giving effect to the instructions contained in paragraph (i).

(iii) Before giving any promotion, the appointing authority shall ascertain by consulting the register whether the vacancy is reserved or unreserved and if it is reserved, for whom it is so reserved. Immediately after a promotion is given, the particulars thereof shall be entered in the register and signed by the appointing authority.

(iy) The roster is a running account from year to year and shall be maintained accordingly. If promotion in a particular year stops at a particular point of the cycle, say, at the 5th point, promotion in the subsequent year shall begin at the next point, that is, at the 6th point.

(v) The roster shall be maintained separately for permanent and temporary vacancies.

(vi) A vacancy due to whatever cause, except termination of service during probation, shall be treated as a fresh vacancy."

**GOVERNMENT OF WEST BENGAL
LABOUR DEPARTMENT**

Writers' Buildings, Kolkata - 700001

No. 240-EMP/1M-5/2.000

Dated: 02-08-2001

NOTIFICATION

In exercise of the powers conferred by Section 14, read with Sub-section (b) of Section 3 and Section 13 of the West Bengal Regulation of Recruitment in the State Governments Establishments and Establishments of Public Undertakings, Statutory Bodies, Government Companies and Local Authorities Act, 1999 (West Bengal Act XIV of 1999) and with due regard to the 100-point roster introduced by the Backward Classes Welfare Department, vide Notification No. 134-BCW/RC dated 25-03-99, in compliance with the provision of the West Bengal Scheduled Castes and Scheduled Tribes (Reservation of Vacancies in Services and Posts) Act, 1976 (West Bengal Act XXVII of 1976) and West Bengal Commission for Backward Classes Act, 1993 (West Bengal Act I of 1993), the Governor is pleased to prescribe following 100-point roster showing therein the points reserved for the Scheduled Castes, Scheduled Tribes, Backward Classes, persons with disabilities and the Exempted Categories for the guidance of the appointing authorities :

MODEL	100-Point Roster of Vacancies
1st Vacancy	Scheduled Caste
2nd Vacancy	General
3rd Vacancy	General (E. C.)
4th Vacancy	Scheduled Tribe
5th Vacancy	General
6th Vacancy	General
7th Vacancy	Scheduled Caste (E. C.)
8th Vacancy	General
9th Vacancy	Backward Class
10th Vacancy	General (E. C.)
11th Vacancy	Scheduled Caste
12th Vacancy	General (persons with disability)
13th Vacancy	General (E. C.)
14 th Vacancy	General

15th Vacancy	Scheduled Caste
16 th Vacancy	General (E. C.)
17th Vacancy	General
18th Vacancy	Scheduled Caste
19th Vacancy	Backward Class
20th Vacancy	General (E. C.)
21st Vacancy	Scheduled Caste
22nd Vacancy	General
23rd Vacancy	General (E. C.)
24th Vacancy	Scheduled Tribe
25th Vacancy	General
26th Vacancy	General
27th Vacancy	General (E. C.)
28th Vacancy	Scheduled Caste (E. C.)
29th Vacancy	Backward Class
30 th Vacancy	General
31st Vacancy	General
32nd Vacancy	Scheduled Caste
33rd Vacancy	General
34th Vacancy	General (E. C.)
35 th Vacancy	General
36th Vacancy	Scheduled Caste
37th Vacancy	General (E. C.)
38th Vacancy	General
39 th Vacancy	General (E. C.)
40th Vacancy	Scheduled Caste
41st Vacancy	General
42nd Vacancy	General (Person with disabilities)
43rd Vacancy	Scheduled Tribe (E. C.)
44th Vacancy	General
45 th Vacancy	General
46th Vacancy	General
47th Vacancy	Scheduled Caste (E. C.)
48th Vacancy	General
49th Vacancy	Backward Class
50th Vacancy	General (E. C.)
51st Vacancy	Scheduled Caste
52nd Vacancy	General
53rd Vacancy	General (E. C.)
54th Vacancy	Scheduled Tribe
55th Vacancy	General
56th Vacancy	General
57th Vacancy	Scheduled Caste (E. C.)
58th Vacancy	General
59th Vacancy	Backward Class
60 th Vacancy	General (E. C.)
61st Vacancy	Scheduled Caste
62nd Vacancy	General
63rd Vacancy	General

64th Vacancy	General (E. C.)
65th Vacancy	Scheduled Caste
66th Vacancy	General
67th Vacancy	General (E. C.)
68 th Vacancy	Scheduled Caste
69 th Vacancy	Backward Class (E. C.)
70 th Vacancy	General
71st Vacancy	Scheduled Caste
72nd Vacancy	General (Persons with disabilities)
73rd Vacancy	General (E. C.)
74 th Vacancy	Scheduled Tribe
75 th Vacancy	General
76 th Vacancy	General
77th Vacancy	General (E. C.)
78 th Vacancy	Scheduled Caste (E. C.)
79 th Vacancy	General
80 th Vacancy	General
81st Vacancy	General
82nd Vacancy	Scheduled Caste
83rd Vacancy	General
84 th Vacancy	General
85th Vacancy	General (E. C.)
86th Vacancy	Scheduled Caste (E. C.)
87th Vacancy	General (E. C.)
88 th Vacancy	General
89 th Vacancy	Backward Class
90 th Vacancy	Scheduled Caste
91st Vacancy	General
92nd Vacancy	General
93rd Vacancy	Scheduled Tribe (E. C.)
94th Vacancy	General
95 th Vacancy	General
96th Vacancy	General
97th Vacancy	Scheduled Caste (E. C.)
98th Vacancy	General
99 th Vacancy	General
100th Vacancy	General (E. C.)

(E. C. means Exempted Categories)

2. The Governor is also pleased to direct that the reservation for persons with disabilities/ as provided for under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 shall be implemented as follows:

Each of the (3) Three Points (12th, 42nd and 72nd) of the 100-point roster, reserved for the persons with disabilities shall be filled up by persons suffering from (i) Blindness or low vision, (ii) Hearing impairment and (iii) Locomotor disability or Cerebral Palsy - respectively in order to ensure 1% (one per cent) reservation for each of the three categories of persons with disabilities.

3. The Governor is further pleased to direct that (a) Vacancy in Group - 'C' posts at any point in each "Block of 20-points" of the aforesaid 100-point roster shall be filled up by an Ex-servicemen irrespective of the Category like General/SC/ST/and BC (other than Exempted Category) to which the candidate may belong; (b) vacancy in Group - 'D' post at any point in each "Block of 10-points" of the aforesaid roster shall be filled up by an Ex-serviceman irrespective of the category like General/SC/ST/ and BC (other than Exempted Category) to which the candidate may belong.

Ex-Servicemen may be appointed against SC/ST/BC vacancies only if they belong to SC/ST/BC, otherwise they may be appointed against "General" vacancies.

4. All appointing authorities should obtain names from Exempted Category Cell under the Directorate of Employment, West Bengal, to fill up the vacancies meant for Exempted Category candidates in the above roster except the cases of Employment on compassionate ground, viz. death-in-harness and premature retirement due to permanent incapacitation.

5. The relevant Notifications issued by the Finance Department relaxing upper age limits for SC, ST, BC persons with disabilities, ex-servicemen and Exempted Category candidates may be kept in view while calling for names from the sponsoring agencies concerned and at the time of offering employment.

6. As no curtailment of existing percentage of reservation for SC, ST and BC can be made, the reserved points for SC (E. C.), ST (E. C.) and BC (E. C.) shall be filled up by the Exempted Category Candidates belonging to SC, ST and BC only. In case of non-availability of a suitable Exempted Category Candidate belonging to SC, ST or BC for any of such reserved point, the said vacancy shall be filled up by a non-Exempted Category Candidate belonging to SC, ST or BC, as the case may be.

7. (a) The guidelines contained herein should be followed with immediate effect in respect of all existing and future vacancies coming under the purview of the aforesaid Act.

(b) This supersedes earlier circulars issued by the Labour Department prescribing roster points for filling up aforesaid vacancies.

By order of the Governor,

Sd/- Manish Gupta

Chief Secretary to the Government of West Bengal