



**PLANNING AND ECONOMIC AFFAIRS (BPE) DEPARTMENT
DEPARTMENT**

**No. 23514/B.P.E/87/Plg., Trivandrum,
Dated 5th July 1988**

CIRCULAR

Sub: Public Sector Undertakings – Recruitment of Scheduled Caste and Scheduled Tribe candidates – Relaxation of experience qualification – Instructions issued.

An instance has been brought to the notice of Government where none of the Scheduled Caste and Scheduled Tribe candidates who possessed academic qualifications for selection to a particular post in a State Public Sector Undertaking could be selected by the Public Service Commission on account of the reason that they did not have the requisite “experience” qualification. This question was examined by Government and also by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes of the Legislative Assembly. Government feel that it is not correct to deny employment to Scheduled Caste and Scheduled Tribe candidates for the reason that they are lacking in “experience”. They are therefore pleased to order that the qualification of “experience” will not be applicable in the case of Scheduled Caste and Scheduled Tribe candidates for recruitment to any post in the Public Sector Undertakings under the State Government. It would be sufficient if “experience” qualification is acquired by such candidates after recruitment.

Chief Executives of all Public Sector Undertakings may review the relevant special rules/executive orders of the respective undertaking (Company/Corporation/Board) in which “experience” has been prescribed as one of the qualifications for recruitment to any post with a view to providing that such “experience” qualification will not be applicable in the case of Scheduled Caste/Scheduled Tribe candidates. Scheme should also be drawn up by each Public Sector Undertaking to give appropriate training, wherever necessary, to such candidates consistent with the requirements of efficiency and the needs of the job after recruitment.

S. NARAYANASWAMY,
Chief Secretary