



## Reservation Rules

### 1.0 RESERVATION PERCENTAGES

Reservation, as per GoI guidelines, is applicable in recruitment at all levels. Details of prescribed reservation percentage for SCs, STs, OBCs & PWDs are as follows:

Sl. No.	Post filled by direct recruitment	SCs	STs	OBCs	PWDs	EWS
01	Direct recruitment on All India basis by means of open competition for the post of equivalent to Group 'A' posts.	15%	7%	27%		10%
02	Direct recruitment on All India basis other than open competition for the post equivalent to Group 'A' posts.	16.66%	7.5%	25.84%		
03	Four per cent of the total number of vacancies to be filled up by direct recruitment, in the cadre strength in each group of posts i.e. Groups A, B, C and D for persons with benchmark disabilities.	For Benchmark disabilities			4%	

In case of Group 'C' & 'D' posts, for which recruitment is done at regional level, following is the prescribed reservation percentage:

Sl. No.	Name of Region/Project	OBC%	SC %	ST %	EWS
1	Corporate Centre, Gurgaon, Haryana	27	19	-	10%
2	Northern Region -I : Delhi, part of UP, part of Haryana, part of Uttrakhand, Rajasthan	25	20	3	
3.	Northern Region-II : J&K, , HP, Punjab, Chandigarh & part of Haryana	24	22	2	
4.	Northern Region-III : Part of UP, Part of Uttrakhand, part of MP	23	19	5	
5.	Eastern Region-I : Bihar & Jharkhand	23	15	7	
6.	Eastern Region-II - : WB & Sikkim	22	23	5	
7.	North Eastern Region-: Assam, Arunachal, Tripura Meghalaya, Manipur, Mizoram, Nagaland	17	6	27	



## Reservation Rules

8.	Western Region-I :Maharastra, Chhattisgarh & Goa	23	10	13	
9	Western Region-II : Gujrat, MP, UT of Daman & Diu, Dadra & Nagar Haveli	20	18	11	10%
10	Southern Region-I : Andhra Pradesh, Telengana,	27	16	7	
11	Southern Region-II : Tamilnadu, Kerala, Karnataka & UT of Puducherry.	27	16	3	
12	Odisha Project –Odisha	12	16	22	

### **2.0 IMPLEMENTATION OF RESERVATION RULES**

Government directives on reservation, concessions and relaxations to persons belonging to SC, ST, OBC, EWS & PWD category are strictly followed in POWERGRID. To ensure compliance to the said directives, following measures have been adopted to implement the reservation policy as prescribed by the Government of India:

- (i) Constitution of Reservation Cells in all regional establishments and Corporate Centre.
- (ii) Nomination of separate Liaison Officer for matters related to reserved categories at regional establishments and Corporate Centre.
- (iii) Maintenance of post-based, discipline-wise and grade-wise recruitment reservation rosters in all aforesaid establishments of the Corporation.
- (iv) Annual inspection of reservation rosters internally and periodical inspection by Ministry Officials.
- (v) Availability of Liaison Officer separate for SCs/STs, OBCs & PWDs to register and resolve any complaints from the concerned employees.
- (vi) Availability of a Compliant Register in Reservation Cell for reserved and PWD category employees to lodge their complaints, if any.
- (vii) Submission of periodical Report/ return to Government/ Ministry of Power.
- (viii) Filling up backlog reserved vacancies for reserved categories as part of regular recruitment as well as through Special Recruitment Drives from time to time.
- (ix) Reservation applicable for OBCs candidates who are in Non creamy layer category.



## **Reservation Rules**

- (x) Caste and Non creamy layer certificate in prescribed proforma issued by Competent Authority is obtained from candidates that are subject to verification immediately after joining.

### **3.0 RELEXATIONS AND CONCESSION to Reserved Categories**

In the direct recruitment processes, following relaxation/concessions are extended to the reserved category candidates:

- I. The upper age limit is relaxable by 05 years and 03 years for SCs/STs & OBC respectively in recruitment.
- II. Cumulative age concession to Person with disability candidates belonging to SC/ST is 15 Years and 13 years for OBCs in case of recruitment through all India open competition.
- III. Separate interviews are conducted for SC/ST/OBC/PWD candidates in recruitment.
- IV. Reserved category candidates, who are selected on their own merit without relaxed standards, are not adjusted against the reserved vacancies.
- V. Relaxations of standard are provided to SC/ST/OBC/EWS/PWD candidates in written test and interview. For candidates belonging to reserved categories, the qualifying marks are fixed at 30% as compare to 40% in case of unreserved candidates.
- VI. Reserved category candidates within the cutoff of unreserved vacancies and not availing any relaxation are called for interview against unreserved category.
- VII. Experience is relaxed by a maximum of one year if prescribed experience is 3-5 years and two years if prescribed experience is 6-10 years in case of SC/ST/PWD candidates subject to reservation in recruitment on experience basis.

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