

(D) WOMEN

No. 43328-2M-54/92-Gen.

GENERAL ADMINISTRATION DEPARTMENT

RESOLUTION

The 23rd December 1992

( Published in the Orissa Gazette on the 31st December 1992 )

Subject - Reservation of vacancies for women's employment in public services.

Women in our society face several disabilities both social and economic. These disabilities emanate from gender bias which may be said to be embedded in our culture during centuries of foreign rule. While the need to eliminate discrimination against women has come to be widely accepted, this acceptance is seldom accompanied by specific measures.

2. From the Census of 1991, it is revealed that even though State's population is almost equally divided between two sexes i.e. male, and female and the literacy of male and female was 62.37% and 34.40%, respectively. It is also revealed that the representation of women in public services is very insignificant in comparison to their percentage of literacy. The State Government have, through what clearly is a revolutionary effort, ensured larger representation of women in Urban Local Bodies and Panchyati Raj bodies through statutory provisions in the relevant laws. This needs to be supported by expanding opportunities for employment of women in public services. Therefore, the State Government have decided that there shall be reservation to the extent of 1/3rd of vacancies arising in a year in each of the Class II, Class III including specially declared gazetted and Class IV services/posts filled up by direct recruitment. The details of reservation to be kept for women of each category shall be as follows :-

Category	Women	Men	Total
(1)	(2)	(3)	(4)
Scheduled Castes	5%	10%	15%
Scheduled Tribes	7.66%	15.34%	23%
Physically handicapped	1%	2%	3%
Sportsmen	0.33%	0.67%	1%
Ex-servicemen		3%	3%
General candidates	18.33%	36.67%	55%
Total	32.32%	67.68%	100%

3. If in any year, the vacancies reserved for these categories remain unfilled due to non-availability of the eligible women candidates belonging to the relevant category, the unfilled vacancies shall be filled up by male candidates of the same category.

4. The women candidates are entitled to relaxation of upper age limit up to five years for purpose of appointment to the posts/services, reserved for them.

5. The provisions of reservation in services/posts so far relating to the category of physically handicapped, sportsmen and general candidates shall come into effect from the date of publication of this Resolution in the *Orissa Gazette* and the reservation relating to SC/ST shall be effective after the provisions under O. R. V. Act, 1975 are amended by T. W. Department.

6. The above instructions may be followed by different Departments, Heads of the Departments and District Offices and the relevant recruitment rules framed by the Departments of Government may be amended accordingly.

7. Concerned Departments of Government shall issue suitable instructions to the Corporations/State Government undertakings under their control to make necessary provision in the recruitment rules, framed by them.

Order - Ordered that this Resolution be published in the *Orissa Gazette*. Ordered also that copies of the Resolution be forwarded to all Departments of the Government/all Heads of the Departments/all District Offices/ Director, Printing, Stationery and Publication, Orissa, Cuttack/Secretary, Orissa Public Service Commission, Cuttack/Registrar, High Court of Orissa, Cuttack/Secretary to Governor, Orissa/Registrar, O. A. T., Bhubaneswar for information and communication to all appointing authorities under them.

**By order of the Governor**

**B. P. MOHANTY**

**Additional Secretary to Government**