

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION, ASSAM
KAHILIPARA, GUWAHATI-19.

No. E-644473/1.

From : Ms Sumitra Dev, AES
Dy Director of Higher Education, Assam
Kahilipara, Guwahati-19.

To, 1. The Registrar
All State Universities of Assam.

2. The Principal
All Govt. Colleges/Provn. Colleges/Govt. Model Colleges/
Govt. Model Women College/Autonomous Colleges.

Sub: Regarding Govt. Office Memorandum No. ABP.98/2023/16, dated 27-03-2025.

Ref: No. E-577275/2024/19, dated 23-04-2025.

Sir/Madam,

With reference to the subject cited above, I am directed to forward herewith a letter received from the Govt. in connection with the Govt. Office Memorandum No. ABP.98/2023/16, dated 27-03-2025 regarding 3% reservation for Tea Tribes and Adivasi Communities of Assam in Class -III and Class -IV State Govt. jobs, within the OBC quota for your kind information and necessary action.

Yours faithfully,

Dy Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No. E-644473/1.

Copy to:-

1. The P.S to the Secretary to the Govt. of Assam, Higher Education Department, Dispur, Guwahati-6.

(e-Signed)
Dy Director of Higher Education, Assam
Kahilipara, Guwahati-19.

**GOVERNMENT OF ASSAM
HIGHER EDUCATION DEPARTMENT
DISPUR ::: GUWAHATI-6.**

Block-C, Ground Floor, Janata Bhawan, higheredn.assam@assam.gov.in.

No. E- 577275/2024/19

From: Under Secretary to the Govt. of Assam
Higher Education Department.

To: 1. The Director of Higher Education
Kahilipara Guwahati-19
2. The Director of Technical Education
Kahilipara Guwahati-19
3. The Registrar,
All State Universities.
4. The Principal,
All Government Colleges.

Sub: O.M. on 3% reservation for Tea Tribes and Adivasi communities of Assam in Class III and Class IV State Government jobs, within the OBC quota-reg.

Ref: Letter No. ABP.98/2023/17, dated 29.03.2025.

Sir/Madam,

With reference to the letters on the subject cited above, I am directed to forward herewith a copy of the letter under reference received from the Additional Secretary to the Govt. of Assam, Personnel Department, the content of which is self-explanatory.

In this regard, you are requested kindly for taking necessary steps for wide circulation of the same and take necessary action during the recruitment process in their respective establishment.

(Encls: As stated above)

Yours faithfully,

**Digitally signed by
MANASH JYOTI DAS**

**Date: 23-04-2025
12:07:23**
Under Secretary to the Govt. of Assam
Higher Education Department

Memo No. E- 577275/2024/19-A

Copy to the

1. The Additional Secretary to the Govt. of Assam, Personnel Department. This has a ref. to his letter No. mentioned above.
2. P.A to Secretary to the Govt. of Assam, Higher Education Department, Assam for kind appraisal of Secretary.



Digitally signed
Under Secretary to the Govt. of Assam
Higher Education Department

Massar
25/4/2025

Branch
E.C.
24/4/25



GOVERNMENT OF ASSAM
DEPARTMENT OF PERSONNEL ::::: PERSONNEL (B)
DISPUR ::::: GUWAHATI - 6

Janata Bhawan, A-Block, 3rd Floor.

No. ABP. 98/2023/17

Dated Dispur the 29th March, 2025

From : Addl. Secretary to the Govt. of Assam
Personnel Department
Dispur, Guwahati - 6.

To : The Senior-most Secretary to the Govt. of Assam
All Administrative Departments
Dispur, Guwahati - 6.

Sub : O.M. on 3% reservation for Tea Tribes and Adivasi communities of Assam in
Class-III and Class-IV State Govt. jobs, within the OBC quota - reg.

Sir/Madam,

In inviting a reference to the subject cited above, I am directed to enclose herewith a copy of O.M. No. ABP. 98/2023/16, dated 27/03/2025, regarding 3% reservation for Tea Tribes and Adivasi communities of Assam in Class-III and Class-IV State Govt. jobs, within the OBC quota, and to request you to circulate the abovementioned Office Memorandum among all sub-ordinate offices including boards, commissions, etc. under your administrative control.

Enclo : As stated above.

Yours faithfully,



Addl. Secretary to the Govt. of Assam
Personnel Department

DN-828
01/04/25

D.B.
01/04/25

MM
01/04/25



GOVERNMENT OF ASSAM
DEPARTMENT OF PERSONNEL ::::: PERSONNEL (B)
DISPUR ::::: GUWAHATI - 6

No. ABP. 98/2023/16

Dated Dispur the 27th March, 2025

OFFICE MEMORANDUM

Sub : 3% reservation for Tea Tribes and Adivasi communities of Assam in Class-III and Class-IV State Government jobs, within the OBC quota.

In supersession of the earlier O.M. No. ABP. 98/2023/11 dated 06/10/2023 and keeping in view the backwardness of Tea Tribes and Adivasi communities notified as OBC/MOBC vide Personnel Department's O.M. No. ABP. 338/83/14, dated 04/01/1984, and WPT & BC Department's O.M. No. TAD/OBC/128/2020/19, dated 01/03/2001, who are unable to take advantage of the reservation, the State Government has decided to ensure a minimum of 3% reservation to Tea Tribes and Adivasi communities of Assam in all Class-III and Class-IV posts and services under the State Government and connected with the affairs of the State and in Public Sector Undertakings within the existing 27% quota for OBC/MOBC communities towards adequate representation of these communities in the State Government jobs. The decision of the State Government is an affirmative action for upliftment of Tea Tribes and Adivasi communities as per provisions of the Article 16 of the Constitution of India and the matter of reservation for Tea Tribes and Adivasi communities within the OBC quota need to be looked into in that context.

The following instructions are issued regarding reservations for Tea Tribes and Adivasi communities in respect of direct recruitment in Class-III and Class-IV posts and services in the State Government and Public Sector Undertakings:

1. Quantum of Reservation

- (a) In case of direct recruitment, it shall be ensured that a minimum of 3% out of 27% reserved posts for OBC/MOBC shall be reserved for Tea Tribes and Adivasi Communities. The remaining 24% posts shall continue to be reserved for all OBC/MOBC communities notified in the Personnel Department's O.M. No. ABP. 338/83/14 dated 04/01/1984, and WPT & BC Department's O.M. No. TAD/OBC/128/2020/19, dated 01/03/2001, including the candidates belonging to the Tea Tribes and Adivasi Communities while maintaining the overall 27% reservation for OBC/MOBC communities:

Provided that if any vacancy reserved for Tea Tribes and Adivasi communities could not be filled up due to non-availability of eligible Tea Tribes and Adivasi communities candidate, the unfilled vacancy shall not be carried forward to the next year and such vacancies shall be filled up by candidates belonging to OBC/MOBC category other than Tea Tribes and Adivasi communities. The Appointing Authority shall take steps to maintain 3% reservation for Tea Tribes and Adivasi communities in the subsequent years through the available future vacancies.

- (b) If the number of qualified Tea Tribes and Adivasi Community candidates exceeds 3% in the reserved quota for OBC/MOBC, then all those Tea Tribes and Adivasi Community candidates so qualified for the 27% reserved quota shall be eligible for selection under 27% reservation for OBC/MOBC candidates.
- (c) If the number of Tea Tribes and Adivasi Community candidates is less than 3% in the reserved quota for OBC/MOBC, then efforts shall be made to select qualified Tea Tribes and Adivasi Community candidates of lesser merit to complete the 3% reservation earmarked for Tea Tribes and Adivasi Community candidates.
- (d) A person belonging to Tea Tribes and Adivasi communities and other reserved categories shall also be eligible to compete for appointment against an unreserved

vacancy. Persons belonging to reserved categories who are selected on the basis of merit and not on account of reservation are not to be counted towards the quota reserved for Tea Tribes and Adivasi communities.

2. Effecting Reservation - Maintenance of Rosters

Every Government establishment shall maintain a post based reservation roster for determining/ effecting reservation for Tea Tribes and Adivasi communities for direct recruitment. Each register having a cycle of 100 points shall be divided into 3 blocks comprising the following roster points:

- 1st Block - R.P. no. 1 to R.P. no. 33.
- 2nd Block - R.P. no. 34 to R.P. no. 66.
- 3rd Block - R.P. no. 67 to R.P. no. 100.

Roster point number 6 of the 1st Block, Roster point no. 39 of the 2nd Block and Roster point no. 69 of the 3rd Block shall be treated as reserved for Tea Tribes and Adivasi communities and filled up as such.

These instructions shall come into force with immediate effect. All Appointing Authorities under the Government of Assam and PSUs shall strictly follow the instructions.

In case of any difficulty with regard to implementation of the provisions of this O.M., the concerned authorities may consult Personnel (B) Department through their Administrative Department.

Sd/- M.S. Manivannan, IAS
Commissioner & Secretary to the Govt. of Assam
Personnel Department
Dated Dispur the 27th March, 2025

Memo No. ABP. 98/2023/16-A

Copy for information and necessary action to:

1. The Accountant General, Assam, Maidamgaon, Beltola, Ghy - 29.
2. The Chairman, Assam Administrative Tribunal, Guwahati, Assam.
3. The Chairman, Assam Board of Revenue, Guwahati, Assam.
4. The Chief Electoral Officer, Assam, Dispur.
5. The Resident Commissioner, Govt. of Assam, Assam House, New Delhi.
6. The Secretary to the Hon'ble Governor of Assam.
7. The Secretary, Assam Public Service Commission, Khanapara, Ghy - 22.
8. The Principal Secretary, Assam Legislative Assembly, Dispur.
9. The P.P.S. to the Hon'ble Chief Minister, Assam, Dispur.
10. P.S. to the Additional Chief Secretary/ Principal Secretary/ Commissioner & Secretary/ Secretary to the Govt. of Assam.
11. All Principal Secretaries to the Autonomous Councils.
12. All District Commissioners.
13. The Staff Officer, Office of the Chief Secretary, Assam.
14. All Sub-divisional Officers (Civil).
15. All Heads of Department.
16. All Administrative Departments of the Secretariat.
17. P.S. to the Hon'ble Minister, Tea Tribes & Adivasi Welfare Department, Assam.
18. P.S. to the Chief Secretary, Assam.
19. P.S. to all Ministers/Minister-of-State/Parliamentary Secretaries.
20. The Director, Assam Govt. Press, Guwahati - 21.

By order etc.,

Additional Secretary to the Govt. of Assam
Personnel Department