

GOVERNMENT OF TRIPURA
GENERAL ADMINISTRATION (PERSONNEL & TRAINING) DEPARTMENT

No.F.23(17)-GA(P&T)/2022

Dated, Agartala, the 28TH June, 2022

NOTIFICATION

WHEREAS; Tripura State Policy for Empowerment of Women, 2022 has been formulated to lay down a comprehensive framework for empowerment of women in the State. To achieve this goal, it has been decided by the Government for providing 33% horizontal reservation in all State Government jobs in future vacancies.

AND

2. WHEREAS; with a view to implement the aforesaid provision, it is required to augment the representation of women in all categories of direct recruitment throughout the State of Tripura, so as to make the administration more gender sensitive and also instill confidence among the women to enable them to take part in various field of administration without hesitation for seeking protection and assistance as and when required.

3. NOW THEREFORE, in exercise of the powers conferred under Clause (3) of Article 15 read with Clause (4) of Article 16 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Tripura is hereby pleased to make provision for providing horizontal reservation in reserved category posts and general reservation in un-reserved category posts, of 33% for women at all levels of direct recruitment in all departments, as per the procedure laid down herein below:-

- (i) In every advertisement for direct recruitment, total number of vacant posts in each category, showing the minimum number of posts vacant for women in all categories, as per 33% horizontal reservation in the reserved category and 33% general reservation in the un-reserved category for women, shall be specifically mentioned.

It may be stated here that for calculating 33% of women candidate out of total vacant posts for which advertisement is to be called for, in respect of direct recruitment, if the number of 33% of women candidates comes to a fraction then it shall be rounded off to the next higher integer.

- (ii) At the time of preparation of the merit list, following six types of merit lists shall be prepared:-

- (a) Combined merit list including all categories of UR, ST & SC
- (b) UR (Women) merit list
- (c) ST (Men & women) merit list
- (d) ST (Women) merit list



(e) SC (Men & Women) merit list

(f) SC (Women) merit list

- (iii) From the list of candidates provisionally shortlisted for selection against the unreserved vacancies, if it is found that the number of women candidates is equal to or more than 33%, the benefit of reservation provided by this Notification shall not be applied.

If however, the number of women candidates in the said list is less than 33%, the shortfall shall be fulfilled by including the required number of women candidates from the combined merit list including all categories of UR, ST & SC.

- (iv) From the list of candidates provisionally shortlisted for selection against the vacancies reserved for ST, if it is found that the number of women candidates is equal to or more than 33%, the benefit of reservation provided by this Notification shall not be applied.

If however, the number of women candidates in the said list is less than 33%, the shortfall shall be fulfilled by including the required number of women candidates from the ST(Men & Women) merit list.

- (v) Similarly, from the list of candidates provisionally shortlisted for selection against the vacancies reserved for SC, if it is found that the number of women candidates is equal to or more than 33%, the benefit of reservation provided by this Notification shall not be applied.

If however, the number of women candidates in the said list is less than 33%, the shortfall shall be fulfilled by including the required number of women candidates from the SC(Men & Women) merit list.

4. Wherein in any recruitment process if any vacancy cannot be filled up in pursuance of this Notification, due to non availability of suitable woman candidates meeting the bench mark or for any other sufficient reason, such vacancy shall be filled up in all cases, category wise, by the Male candidates from the respective combined merit lists, as would otherwise be applicable.


5. Roster verification for vacancies for woman shall be done by the Social Welfare and Social Education Department.

6. However, 33% horizontal reservation will be applicable if vacancy is equal to or more than 3 (three) posts.




7. The notification vide No. F.41(1)-GA(P&T)/14 Dated 19th December 2018 prescribing the 10% reservation in Police Force for women at all levels in respect to direct recruitment is hereby repealed.
8. This notification shall take immediate effect and shall not affect the advertisement already made for direct recruitment by the State Government.
9. An illustration of the above guidelines is enclosed herewith in Annexure-I.

By Order of the Governor,


28/6/2022
(Md. H. Rahaman)
Under Secretary to the
Government of Tripura

Copy to: -

1. Secretary to the Governor, Tripura.
2. Principal Secretary to the Chief Minister, Tripura.
3. O/o the All Ministers, Tripura.
4. P.S. to the Chief Secretary, Tripura.
5. All Principal Secretaries / Secretaries / Special Secretaries, Tripura.
6. DGP, Tripura/ PCCF, Tripura.
7. All D.M. & Collectors, Tripura.
8. All Departments/ Heads of Departments, Tripura.
9. GA(C&C) Department in reference to the Cabinet approval vide Memo. No.F.1(54)-GA(CAB)/2004 dated 25th May, 2022.
10. Director, Information Technology, Agartala with request to upload in the State Portal.
11. Copy meant for GA (P&T) Department website <http://164.100.127.45/gapnt> for upload.
12. Manager, Government Press for publication in the official gazette.
13. The Secretary, TPSC.
14. All CEOs/EOs of Autonomous Bodies/Boards/Organisations.

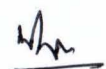

28/06/2022
(Md. H. Rahaman)
Under Secretary to the
Government of Tripura

Annexure - 1

An illustration of horizontal reservation in reserved category posts and general reservation in un-reserved category posts, of 33% for Women in respect of direct recruitment in all Departments of the State Government at all levels.

Let us assume a case of recruitment of 100 vacant posts by direct recruitment in any department. As per Reservation Policy of the Government 31% ST and 17% SC candidates are to be selected. It means that 31 ST and 17 SC candidates are to be selected out of 100 posts. Remaining 52 posts may be filled up by UR candidates. Out of 52 UR candidates, 33% of UR Women candidates will be 17.16 i.e. 18 when rounded off to the next higher integer. As per Horizontal Reservation Policy, out of 31 ST candidates 33% ST Women candidates will be 10.23, i.e. 11 when rounded off to the next higher integer. Out of 17 SC candidates, 33% SC Women candidates will be 5.61 which is to be rounded off to 6 i.e. the next higher integer.

- (A) In respect of filling up of UR candidates, initially, the list of candidates provisionally shortlisted for selection will be prepared from the combined merit list of all categories. As per 33% reservation for Women, 18(after rounding off) UR posts are to be filled up by UR Women candidates. If the provisional shortlist, so prepared, already contain 18 or more women candidates, no changes shall be made to it. If however, there are less than 18 female candidates in the said list, for example, in case if there are only 5 UR women candidates, the shortfall shall be fulfilled by including another 13 candidates from UR women merit list, in substitution of 13 Male candidates listed at the bottom of the provisional shortlist, provided that the Women candidates replacing the Male candidates secured required number of marks / bench mark in the written test / interview as decided by the concerned Department or Interview Board.
- (B) In respect of filling up of ST candidate, initially, the list of candidates provisionally shortlisted for selection will be prepared from the combined merit list of the ST(Men & Women). As per 33% reservation for ST Women, 11(after rounding off) ST posts are to be filled up by ST Women candidates. If the provisional short list, so prepared, already contain 11 or more ST Women candidates, no changes shall be made to it. If however, there are less than 11 ST Female candidates in the said list, for example, in case if there are only 5 ST Women candidates, the shortfall shall be fulfilled by including another 6 candidates from ST Women merit list, in substitution of 6 ST Male candidates listed at the bottom of the provisional shortlist, provided that the Women candidate replacing the Male candidates secured



required number of marks / bench mark in the written test / interview as decided by the concerned Department or Interview Board.

- (C) In respect of filling up of SC candidate, initially, the list of candidates provisionally shortlisted for selection will be prepared from the combined merit list of the SC(Men & Women). As per 33% reservation for SC Women, 6(after rounding off) SC posts are to be filled up by SC Women candidates. If the provisional short list, so prepared, already contain 6 or more SC Women candidates, no changes shall be made to it. If however, there are less than 6 SC Female candidates in the said list, for example, in case if there are only 2 SC Women candidates, the shortfall shall be fulfilled by including another 4 candidates from SC Women merit list, in substitution of 4 SC Male candidates listed at the bottom of the provisional shortlist, provided that the Women candidate replacing the Male candidates secured required number of marks / bench mark in the written test / interview as decided by the concerned Department or Interview Board.

