

COMPREHENSIVE RESERVATION POLICY & IMPLEMENTATION GUIDELINES

INDIAN INSTITUTE OF MANAGEMENT SIRMAUR (IIM SIRMAUR)
(Department of Higher Education, Ministry of Education, Govt. of India)

Institution Name: Indian Institute of Management Sirmaur (Dhaura Kuan, Himachal Pradesh)
Administrative Ministry: Ministry of Education (Department of Higher Education), Government of India
Statutory Framework: IIM Act 2017, IIM Sirmaur Regulations 2021 & DoPT Directives, Government of India
Guidelines
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1. Reservation in Faculty Recruitment (Flexi-Cadre Framework)

Indian Institute of Management Sirmaur, being an Institute of National Importance under the Department of Higher Education, Ministry of Education, Government of India, operates under the **Flexible Cadre System (Flexi-Cadre System)** in Faculty Recruitment to meet the specialized academic and research requirements of management education.

Under the Flexi-Cadre System:

• **No Rigid Division by Designation/Level/Department:**

The Institute does not rigidly divide its sanctioned faculty strength into fixed numbers for individual designations (Assistant Professor, Associate Professor, Professor) or specific academic departments/areas.

• **All faculty as One Single Cadre:**

In strict compliance with the Central Educational Institutions (Reservation in Teachers' Cadre) Act, 2019, the total sanctioned faculty strength of the Institute is treated as **ONE SINGLE Cadre** for calculating and maintaining reservation quotas across teaching cadres.

• **Applicable Statutory Percentages:**

The Institute adheres to the statutory reservation percentages mandated by the Government of India as follows:

S. No.	Reserved Category (Faculty Cadre)	Percentage Quota
1	Scheduled Castes (SC)	15.0%
2	Scheduled Tribes (ST)	7.5%
3	Other Backward Classes - Non-Creamy Layer (OBC-NCL)	27.0%

4	Economically Weaker Sections (EWS)	10.0%
5	Persons with Benchmark Disabilities (PwBD)	4.0% - 5.0% (Horizontal)

Implementation Mechanics in Faculty Cadre:

1. The reservation roster is calculated across all teaching positions treated collectively as a single cadre under the 200-Point Roster mechanism.
2. Special Recruitment Drives (Mission Mode) are conducted systematically to fill backlog vacancies in faculty posts across all academic areas without compromising specialization standards.

2. Non-Faculty Staff Recruitment and Promotions

2 (a) Direct Recruitment in Non-Faculty Cadres (Group A, B, and C)

Direct recruitment to non-faculty administrative, technical, and secretarial posts in Group A, Group B, and Group C cadres is strictly conducted on a **Post-Wise Basis** using the standard Department of Personnel and Training (DoPT) **200-Point Roster Norms** (for direct recruitment on All-India Basis by Open Competition).

S. No.	Category	Percentage Quota	200-Point Roster Representation
1	Unreserved (UR) / Open	40.5%	81 Points
2	Other Backward Classes (OBC-NCL)	27.0%	54 Points
3	Scheduled Castes (SC)	15.0%	30 Points
4	Economically Weaker Sections (EWS)	10.0%	20 Points
5	Scheduled Tribes (ST)	7.5%	15 Points
6	Persons with Benchmark Disabilities (PwBD)	4.0% (Horizontal)	8 Points (Horizontal Adjustment)

Key Features of Direct Non-Faculty Recruitment:

- **Post-Wise Cadre Roster:** For each non-faculty post (e.g., Senior Administrative Officer, Assistant Administrative Officer, Executive Assistant, Junior Assistant, Superintendent, etc.) maintains its specific post-based 200-point roster register shall be followed.
- **Horizontal Disability Reservation:** PwBD reservation is 4% horizontal under the Rights of Persons with Disabilities Act, 2016 across Group A, B, and C positions.

2 (b) Reservation in Promotions for Non-Faculty Posts

In accordance with DoPT Office Memorandums and Government of India instructions, reservation in promotion is provided **Post-Wise** in Group B & C.

S. No.	Category	Reservation % in Promotion	Cadre Scope & Applicability
1	Scheduled Castes (SC)	15.0%	Applicable in Group B & C
2	Scheduled Tribes (ST)	7.5%	Applicable in Group B & C
3	Persons with Benchmark Disabilities (PwBD)	4.0% (Horizontal)	Applicable in Group B & C
4	OBC & EWS Categories	NIL (0.0%)	No statutory reservation in promotion as per central government norms

Promotion Reservation Guidelines:

- 1. Post-Wise Roster Maintenance:** Separate post-based rosters for promotion are maintained for each post grade where promotion is a prescribed mode of recruitment under the Recruitment Rules (RRs).
 - 2. Zone of Consideration & Eligibility:** Candidates in the feeder grade must fulfill the minimum qualifying service requirements prescribed in the Cadre Recruitment Rules.
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