

Reservation Policy
(Admissions, Faculty Recruitment and Non-Teaching Recruitment)

1. Indian Institute of Management Mumbai (“the Institute”), follows the reservation policy of the Government of India. This policy is placed in the public domain for information of prospective students, candidates, employees and other stakeholders, and as part of the Institute’s suo motu disclosure obligations under Section 4(1)(b) of the Right to Information Act, 2005.
2. The Institute follows the reservation policy of the Government of India for SC, ST, OBC-NCL, EWS, Persons with Benchmark Disabilities (PwBD) and Ex-Servicemen, as laid down in the applicable Central Acts, Rules and instructions of the Government of India (including those of DoPT and the Ministry of Education), as amended from time to time.
3. **Reservation in Admissions:** Reservation in admission to all academic programmes of the Institute to which the Central Educational Institutions (Reservation in Admission) Act, 2006 applies is provided as under:

Category	Percentage of seats	Nature
Scheduled Castes (SC)	15%	Vertical
Scheduled Tribes (ST)	7.5%	Vertical
Other Backward Classes – Non-Creamy Layer (OBC-NCL) (Central List)	27%	Vertical
Economically Weaker Sections (EWS)	10%	Vertical
Persons with Benchmark Disabilities (PwBD)	Not less than 5%	Horizontal (across all categories)

3.1 Relaxation in minimum eligibility (e.g. qualifying-degree marks) and in qualifying/cut-off criteria for reserved categories shall be as notified in the admission policy of the respective programme each year.

3.2 Seats reserved for PwBD candidates are adjusted within the respective category (SC/ST/OBC-NCL/EWS/General) to which the candidate belongs.

3.3 Candidates belonging to OBC communities not included in the Central List, or falling in the creamy layer, shall be treated as General (Unreserved) category candidates.

4. Reservation in Faculty (Teaching) Recruitment

4.1 Reservation in direct recruitment to teaching posts is implemented in accordance with the Central Educational Institutions (Reservation in Teachers’ Cadre) Act, 2019, treating the Institute as one unit for the purpose of reservation.

4.2 Reservation for SC, ST, OBC-NCL and EWS is 15%, 7.5%, 27% and 10% respectively. Reservation for PwBD is 4% (horizontal), in accordance with Section 34 of the RPwD Act, 2016 and posts identified as suitable by the Government.

4.3 A single post-based reservation roster is maintained for the teaching cadre comprising Assistant Professor, Associate Professor and Professor, in accordance with the flexi-cadre structure of the Institute.

4.4 Reserved vacancies not filled for want of suitable candidates are treated as backlog vacancies and are carried forward; they are not de-reserved. Special recruitment drives may be conducted to fill such vacancies.

5. Reservation in Non-Teaching (Staff) Recruitment

5.1 Direct Recruitment

Category	All-India open competition	Other than open competition (Group C, locality/region based)
SC	15%	As prescribed by DoPT
ST	7.5%	As prescribed by DoPT
OBC-NCL	27%	As prescribed by DoPT
EWS	10%	10%
PwBD (horizontal)	4% of total vacancies in each group of posts	4%
Ex-Servicemen (horizontal)	As per the ESM (Re-employment) Rules, 1979	10% of vacancies in Group C posts

5.2 Reservation applies to all direct recruitment, including temporary appointments which are to last for 45 days or more, as per DoPT instructions. Contractual engagements shall follow the instructions of the Government applicable to such engagements.

5.3 Promotion: Reservation for SC and ST in promotion is provided at 15% and 7.5% respectively in Group B and Group C posts and up to the lowest rung of Group A, where the element of direct recruitment does not exceed 75%, subject to DoPT instructions (including collection of quantifiable data on representation). There is no reservation for OBC or EWS in promotion. Reservation for PwBD in promotion is provided as per DoPT instructions.

5.4 Post-based reservation rosters 13 points/200 points are maintained cadre-wise for direct recruitment and for promotion, as per DoPT instructions.

5.5 Candidates belonging to reserved categories who are selected on their own merit, without availing any relaxation or concession (other than fee concession), shall be adjusted against Unreserved vacancies. Candidates who qualify by availing any relaxation or concession shall be adjusted only against the vacancies reserved for their respective category, in accordance with Government of India instructions.

6. Relaxations and Concessions (Recruitment)

Category	Relaxation in upper age limit*
SC / ST	5 years
OBC-NCL	3 years
PwBD	10 years (15 years for SC/ST; 13 years for OBC-NCL)
Ex-Servicemen	As per the ESM (Re-employment) Rules, 1979 and DoPT instructions
Departmental / Central Government employees	As per DoPT instructions and the Recruitment Rules of the post
EWS	No age relaxation

** Subject to the Recruitment Rules of the post and the instructions in force on the closing date of the advertisement.*

6.1 Application fee exemption for SC, ST, PwBD, Women and Ex-Servicemen candidates shall be as specified in the respective advertisement.

6.2 Relaxed standards of suitability may be applied to SC/ST candidates where sufficient candidates are not available on general standards, in accordance with DoPT instructions.

7. Certificates and Eligibility for Reservation

7.1 SC/ST: Caste/Tribe certificate in the format prescribed by the Government of India, issued by a competent authority along with caste validity certificate wherever applicable.

7.2 OBC-NCL: Candidates must belong to the Central List of OBCs and must not fall in the creamy layer as on the closing date for receipt of applications. They shall produce an OBC-NCL certificate in the format prescribed by the Government of India, issued during the current financial year or as required in accordance with the Government of India instructions issued time to time, or as specified in the relevant advertisement/admission notice.

7.3 EWS: Candidates must satisfy the eligibility criteria prescribed by the Government of India and produce an Income & Asset Certificate in the prescribed format, based on the income of the preceding financial year and issued on or after 1 April of the year of recruitment/admission or as required in accordance with the Government of India instructions issued time to time, subject to verification by the competent authority.

7.4 PwBD: Certificate of disability (40% or more, i.e. benchmark disability) issued by a competent medical authority under the RPwD Rules, 2017, including a Unique Disability ID (UDID) certificate where applicable.

7.5 Ex-Servicemen: Discharge certificate / undertaking in the prescribed format.

7.6 Appointment shall be subject to verification of caste/category claims, along with character and antecedents, as per Government of India instructions; in case of adverse verification, the appointment shall stand cancelled. Any candidate found to have obtained admission or appointment on the basis of a false certificate shall be liable to cancellation of admission / termination of service, in addition to any other action prescribed under relevant acts and law.

7.7 Failure to produce the prescribed certificate(s) as and when required by the Institute shall render the candidate ineligible for the reservation or concession claimed.

7.8 The crucial date for determining eligibility, including category status and entitlement to reservation, age relaxation or any other concession, shall be the closing date for receipt of applications, unless otherwise specified.

8. Liaison Officers and Grievance Redressal: The following officers have been designated to ensure due compliance with the reservation orders and to address grievances:

Designation	Name & Designation	Contact Email
Liaison Officer (SC/ST)	Prof. Koteswararao Naik B, Professor	dr.bkrnaik@iimmumbai.ac.in
Liaison Officer (OBC)	Prof. Sanjeev Verma,	sanjeev@iimmumbai.ac.in

	Associate Professor	
Grievance Redressal Officer	Lt. Cdr. Manjit Kaur (Retd.), Senior Executive Officer (Admin & HR)	seo.admin@iimmumbai.ac.in
Liaison Officer (EWS)	Lt. Cdr. Prashin C.V. (Retd.), Administrative Officer (Academics)	ao.academic@iimmumbai.ac.in

8.1 The Liaison Officers shall inspect the reservation rosters at least once a year and ensure that recruitment and promotion are made in accordance with the reservation orders.

8.2 Grievances relating to reservation may be addressed to the Liaison Officer concerned in writing or by email. Grievances shall be acknowledged and disposed of within the timelines prescribed by the Government.

9. General

9.1 The category of each vacancy (UR/SC/ST/OBC-NCL/EWS), including backlog reserved vacancies, and the horizontal reservation for PwBD and Ex-Servicemen, shall be indicated post-wise in every recruitment advertisement.

9.2 This policy shall stand amended automatically in line with any change in the reservation policy, Acts, Rules or instructions of the Government of India. In the event of any inconsistency, the Acts, Rules and orders of the Government of India shall prevail.

9.3 The Institute does not discriminate on grounds of religion, race, caste, sex, place of birth, disability or any of them in matters of admission or employment.

[IIM Mumbai Reservation Rosters](#)

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Lt Cdr Nisha Singh (Retd)
Chief Administrative Officer
IIM Mumbai