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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF CHEMICALS AND FERTILIZERS

**[MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF
OTHER BACKWARD CLASSES IN EMPLOYMENT AND FOR THEIR
WELFARE IN MADRAS FERTILIZERS LIMITED (MFL), BRAHAMPUTRA
VALLEY FERTILIZERS CORPORATION LIMITED (BVFCL) AND
FERTILIZERS & CHEMICALS TRAVANCORE LIMITED (FACT)]**

TWENTIETH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI
*July, 2023/ Shravana, 1945 (Saka)***

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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

(SEVENTEENTH LOK SABHA)

[Measures undertaken to secure representation of Other Backward Classes in employment and for their welfare in Madras Fertilizers Limited (MFL), Brahmputra Valley Fertilizers Corporation Limited (BVFCL) and Fertilizers & Chemicals Travancore Limited (FACT)]

MINISTRY OF CHEMICALS AND FERTILIZERS

***Presented to Lok Sabha on 28.07.2023
Laid in Rajya Sabha on 28.07.2023***



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

July, 2023/ Shravana, 1945 (Saka)

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2022-23)

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri T. R. Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
6. Shri Dileshwar Kamait
7. Smt. Raksha Nikhil Khadse
8. Dr. Sakshi Ji Swami Maharaj
9. Ms. S. Jothi Mani
10. Shri P.C. Mohan
11. Dr. Pritam Gopinath Rao Munde
12. Shri Rodmal Nagar
13. Shri Balak Nath
14. Shri Ajay Nishad
15. Shri Parbhatbhai Savabhai Patel
16. Shri Chunni Lal Sahu
17. Shri Chandra Sekhar Sahu
18. Shri Kumbakudi Sudhakaran
19. Shri Ashok Kumar Yadav
20. Shri Shyam Singh Yadav

RAJYA SABHA

21. Shri Dineshchandra J. Anavadiya
22. Smt. Geeta *alias* Chandraprabha
23. Shri Rajendra Gehlot
24. Shri Narayana Koragappa
25. Shri Jugalsinh Lokhandwala
26. Shri Subhas Chandra Bose Pilli
27. Shri Sakaldeep Rajbhar
28. Shri Ram Nath Thakur
29. Shri Harnath Singh Yadav
30. Shri Shambhu Sharan Patel

SECRETARIAT

- | | |
|-----------------------|---------------------|
| 1. Dr. Sanjeev Sharma | - Joint Secretary |
| 2. Shri Maheshwar | - Director |
| 3. Smt. Neena Juneja | - Deputy Secretary |
| 4. Shri Hemant Kumar | - Executive Officer |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2022-23) having been authorized by the Committee to present the Report on their behalf, present this Twentieth Report on 'Measures undertaken to secure representation of Other Backward Classes in employment and for their welfare in MFL, BVFCL and Fact" pertaining to the Ministry of Chemicals and Fertilizers.

2. The Committee took evidence of the representatives of the Ministry of Chemicals and Fertilizers and of MFL, BVFCL and Fact on 20.05.2022 in connection with examination of the Subject. The Committee wish to express their thanks to the representatives of the Ministry of Chemicals and Fertilizers and of MFL, BVFCL and Fact for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 25.07.2023.

4. The Committee place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

NEW DELHI;
July, 2023
Shravana, 1945 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of Other
Backward Classes

PART I

CHAPTER - I

INTRODUCTORY

MADRAS FERTILIZERS LIMITED (MFL)

1.1 Madras Fertilizers Limited (MFL) is a Government of India Undertaking, incorporated in December 1966 and is engaged in the manufacture of Ammonia, Urea, Complex Fertilizers and Bio-fertilizers. MFL's activities include marketing of these fertilizers and trading in Agro Chemicals in accordance with the corporate objective. MFL has its plant facilities and head quarters located at Manali, about 20 km north of Chennai city.

1.2 In accordance with the Fertilizers Formation Agreement of 14.5.1966, it was a Joint Venture between Government of India and the AMOCO (USA Incorporation) with equity contribution of 51 per cent and 49 per cent, respectively. On 21.11.1972, following Participation Agreement between Government of India, AMOCO and National Iranian Oil Company (NIOC), the shareholding became 24.5% between AMOCO and NIOC each and that of Government of India remained 51%. In 1985, the shareholding of AMOCO was purchased by the Government of India and NIOC. Since 1994, the shareholding of Government of India and NIOC has been standing at 69.78% and 30.22%, respectively.

BRAHMAPUTRA VALLEY FERTILIZERS CORPORATION LIMITED (BVFCL)

1.3 Brahmaputra Valley Fertilizers Corporation Limited (BVFCL), a Government of India Undertaking, was incorporated in April 2002. It is the first factory of its kind in India to use associated natural gas as basic raw material for producing nitrogenous fertilizer. The Company is immensely contributing to Atmanirbhar Bharat by producing indigenous urea and nitrogenous fertilizer by using cheap Natural Gas available from the near-by fields instead of using any costly LNG/RLNG or other imported feed-stocks. BVFCL is effectively providing all the agricultural inputs to the farmers as single source and serving the nation through development of agricultural sector to make the country Atmanirbhar in agriculture for ensuring food security for the nation. Brahmaputra Valley Fertilizer Corporation Limited is located in the south-eastern border of Dibrugarh district in Assam.

FERTILIZERS AND CHEMICALS TRAVANCORE LIMITED (FACT)

1.4 FACT, India's first large scale fertilizer unit, was set up in 1943 and at present stands as one of the biggest fertilizer enterprises of the country. The company's main business is manufacture and marketing of Fertilizers and Caprolactam and Engineering Consultancy and Fabrication of Equipment. FACT has various subsidiaries at different locations in Kerala, Andhra Pradesh and Tamil Nadu. The Corporate Officer is located in Kochi, Kerala.

CHAPTER-II

RESERVATION IN MADRAS FERTILIZERS LTD (MFL)

2.1 The Committee desired to know about the number of officials belonging to OBC category occupying the position in the Board/Top Management Body of the MFL, the Ministry in their written reply stated that one official belonging to the OBC category is in the Management Committee of Madras Fertilizers Ltd.

2.2 When asked about total staff strength and number of OBC employees in the MFL it was stated in their written reply that the total staff strength at various levels of posts/classes/scales and the number of OBC employees therein at present as on 31.12.2021.

Level of Post	Total	OBC	% REP.
Grades 1 to 7	186	117	62.90
E1	46	22	47.82
E2	72	28	38.88
E3	109	42	38.53
E4	34	17	50.0
E5	51	23	45.09
E6	13	3	23.07
E7	1	1	100
E8	0	0	0
Board level	2	0	0
Total	514	253	49.22

Further, regarding the total staff strength at various levels of posts/classes/scales and the number of OBC employees therein as on 8 September, 1993 it was stated that 20 Backward Classes employees joined prior to September 8, 1993 who declared as OBC subsequently by Government of India Notification are on roll as of now.

RESERVATION IN BRAHMAPUTRA VALLEY FERTILIZERS CORPORATION LIMITED

2.3 The Committee desired to know about the number of officials belonging to OBC category occupying the position in the Board/Top Management Body of BVFCL, the organizations replied in negative.

2.4 The Committee sought a detailed information about the total staff at various levels of posts/classes/scales and the number of OBC employees therein at present in BVFCL, the Ministry in their written reply stated that the total staff strength at various levels as on 31.12.2021 is as follows:-

Category	No. of various level of Posts	OBC
Group- A	254	70 (27.55%)
Group –B	103	38 (36.89%)
Group –C	76	16 (21.05%)
Group –D	02	0 (0%)
Total	435	124 (28.50%)

2.5 On being asked about the total staff strength at various levels of posts/classes/scales and the number of OBC employees therein as on 8 September, 1993, the Ministry informed that in the year of 1993 BVFCL was a unit of erstwhile Hindustan Fertilizer Corporation Ltd. which was a corporate body of Namrup, Durgapur, Barauni and Haldia units. Since Group-A post were operated as corporate level posts. As such actual data is not available.

2.6 When asked about the categories of posts in BVFCL (Technical and Non-Technical) where reservation is provided for OBC candidates and also about the pay scales of all such posts, the Ministry in their written reply mentioned the various categories of posts where reservation is given and pay scales are given below:-

Executive

SL No.	Post	
1	Group - A	51300-3%-73000
		43200-3%-66000
		36600-3%-62000
		32900-3%-58000
		29100-3%-54500
		24900-3%-50500
		20600-3%-46500
		16400-3%-40500
2	Group -B	12600-3%-32500
		11750-3%-30450

Non- Executive

SL No.	Post	
3	Group-C	10750-3%-24900
		9959-3%-22350
		9450-3%-19450
4	Group -D	9250-3%-17900
		8900-3%-16300
		8100-3%-14900

RESERVATION IN FERTILIZERS & CHEMICALS TRAVANCORE LIMITED (FACT)

2.7 The Committee desired to know about the number of officials belonging to OBC category occupying the position in the Board/Top Management Body of the FACT under its administrative control for which the organizations reply was negative.

2.8 When the Committee asked about the total staff strength and number of OBC employees in FACT, the Ministry in their written reply stated that the total staff strength at various levels of posts/classes/scales and the number of OBC employees therein at present are as follows:-

Group	Total as on 01.01.2022		
	Employees	OBC	% REPRESENTATION
GROUP-A	342	79	23.09
GROUP-B	928	398	42.89
GROUP-C	331	157	47.43
GROUP-D	105	47	44.76
TOTAL	1706	681	39.92

Further regarding the total staff strength at various levels of posts/classes/scales and the number of OBC employees therein as on 8 September, 1993, the Ministry provided the following data:-

GROUP	RECRUITMENT - 08.09.1993 to 01.01.2022		
	Employees	OBC	%
GROUP - A	55	8	14.55
GROUP - B	1331	452	33.96
GROUP - C	161	68	42.24
GROUP - D	243	120	49.38
TOTAL	1790	648	36.2

2.9 When asked about implementation of reservation and to give an overview of the implementation of the same for the OBCs in various categories of posts, the Ministry informed that Reservation for OBCs is provided as per the Presidential Directives. The percentage of reservation is 27%. The reservation shall not apply to persons in creamy layer. The reservation is limited to direct recruitment and not for promotion. Relaxation in age limit (3 years) and standards is provided to OBC candidates. Rosters are maintained as provided by the Government of India for direct recruitment. Further, regarding details of mechanism evolved for proper implementation of the policy they mentioned that Liaison Officer is appointed for monitoring the policy implementation of reservation.

CHAPTER-III

IMPLEMENTATION OF RESERVATION POLICY FOR OBCs IN RECRUITMENT IN MFL

3.1 The Committee sought an overview of the implementation of reservation policy for OBCs in various categories of posts and the details of mechanism evolved for proper implementation of the policy, the Ministry stated as follows:-

- i. Recruitment is being taken up as per Recruitment Roster points and as per Recruitment Policy.
- ii. Liaison Officer is being involved in the recruitment process to monitor and guide.
- iii. OBC officials nominated in Departmental Promotion Committee (DPC) wherever applicable as per guidelines of DoPT/DPE”.

3.2 The Committee desired to know whether Roster Register, as per DoPT, norms is being maintained and if so, whether separate registers are being maintained for each post/category and at which level. The Ministry stated as under:

“Roster Register as per DoPT norms is being maintained at the Central level. Separate post based rosters are being maintained. MFL has individual roster register for Grade I to IV and E1 to E8 posts”.

3.3 When asked about whether year-wise vacancies for OBCs is being indicated in the register and the shortfall and backlogs, if any, are being carried forward accordingly? Further, whether Roster Registers are being inspected/authenticated by the Liaison Officer for OBCs periodically? The Ministry informed that year-wise vacancies, shortfall and backlogs for OBCs are being indicated in the register and Liaison Officer – OBC has observed excess OBC recruitment and the same was clarified that it was due to horizontal reservation given to minority OBC over and above the vertical reservation of OBC and the excess OBC were adjusted in the subsequent recruitment.

The Committee was also informed about the year-wise details of the appointments made under various categories of posts since 1993 till date as per data given below:-

DETAILS OF RECRUITMENT IN OBC CATEGORY											
Year	Category of Posts	Total No. of Vacancies arisen	Total No. of vacancies went for recruitment	Reserved during the year	No. of vacancies reserved for Other Backward Classes						
					No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall / (+) denotes excess	% of shortfall / (+) denotes excess	Backlog OBC vacancies	Backlog OBC vacancies filled
1993 (From san.81)	Supervisors	1	1	0	0	0	0	0	0	0	0
	Non-supervisors	2	2	0	0	0	0	0	0	0	0
1994	Supervisors	22	22	6	0	6	4	2	33.7%	0	0
	Non-supervisors	94	94	25	0	25	44	+19	+74.9%	0	0
1995	Supervisors	68	68	18	2	20	29	+9	+44.2%	2	2
	Non-supervisors	31	31	8	0	8	25	+1	+11.9%	0	0
1996	Supervisors	15	15	4	0	4	6	+2	+49.4%	0	0
	Non-supervisors	127	127	34	0	34	52	+18	+52.5%	0	0
1997	Supervisors	37	37	10	0	10	21	+11	+110.1%	0	0
	Non-supervisors	34	34	9	0	9	8+1**	0	0	0	0
1998	Supervisors	33	33	9	0	9	17	+8	+89.8%	0	0
	Non-supervisors	4	4	1	0	2	0+2**	0	0	0	0
1999	Supervisors	2	2	1	0	1	1	0	0	0	0
	Non-supervisors	11	11	3	0	3	8	+5	+60.4%	0	0
2000	Supervisors	NO RECRUITMENT									
	Non-supervisors	NO RECRUITMENT									
2001	Supervisors	0	0	0	0	0	0	0	0	0	0
	Non-supervisors	32	32	9	0	9	21	+12	+57.1%	0	0
2002	Supervisors	1	1	0	0	0	1	+1	+100%	0	0
	Non-supervisors	1	1	0	0	0	0	0	0	0	0
2003	Supervisors	5	5	1	0	1	4	+3	+75%	0	0
	Non-supervisors	0	0	0	0	0	0	0	0	0	0
2004	Supervisors	NO RECRUITMENT									
	Non-supervisors	NO RECRUITMENT									
2005	Supervisors	1	1	0	0	0	0	0	0	0	0
	Non-supervisors	0	0	0	0	0	0	0	0	0	0
2006	Supervisors	6	6	SPECIAL RECRUITMENT DRIVER FOR SC/ST							
	Non-supervisors	5	5	SPECIAL RECRUITMENT DRIVER FOR SC/ST							
2007	Supervisors	1	1	0	0	0	0	0	0	0	0
	Non-supervisors	26	26	7	0	7	17	+10	+58.8%	0	0
2008	Supervisors	1	1	0	0	0	1	+1	+100%	0	0
	Non-supervisors	2	2	1	0	1	2	+1	+50%	0	0
2009	Supervisors	2	2	SPECIAL RECRUITMENT DRIVER FOR ST							
	Non-supervisors	0	0	SPECIAL RECRUITMENT DRIVER FOR ST							
2010	Supervisors	1	1	0	0	0	0	0	0	0	0
	Non-supervisors	0	0	0	0	0	0	0	0	0	0
2011	Supervisors	0	0	0	0	0	0	0	0	0	0
	Non-supervisors	1	1	0	0	0	0	0	0	0	0
2012	Supervisors	0	0	0	0	0	0	0	0	0	0
	Non-supervisors	67	67	18	0	18	16+2**	0	0	0	0
2013	Supervisors	2	2	1	0	1	1	0	0	0	0
	Non-supervisors	19	19	5	0	5	10	+5	+50%	0	0
2014	Supervisors	0	0	0	0	0	0	0	0	0	0
	Non-supervisors	7	7	2	0	2	3	+1	+33.3%	0	0
2015	Supervisors	0	0	0	0	0	0	0	0	0	0
	Non-supervisors	76	76	21	0	21	29	+8	+27.6%	0	0
2016	Supervisors	0	0	0	0	0	0	0	0	0	0
	Non-supervisors	18	18	5	0	5	5	0	0	0	0
2017	Supervisors	NO RECRUITMENT									
	Non-supervisors	NO RECRUITMENT									
2018	Supervisors	NO RECRUITMENT									
	Non-supervisors	NO RECRUITMENT									
2019 - 1st phase	Supervisors	38	7	0	0	0	0	0	0	0	0
	Non-supervisors	67	5	1	0	1	1	0	0	0	0
2019 - 2nd phase	Supervisors	31	31	8	0	0	Recruitment under sub-judge				
	Non-supervisors	62	62	16	0	8+8**	Recruitment under sub-judge				
2020	Supervisors	NO RECRUITMENT									
	Non-supervisors	NO RECRUITMENT									
2021	Supervisors	NO RECRUITMENT									
	Non-supervisors	NO RECRUITMENT									

** shortfall was adjusted with excess.

The Committee desired to know whether any constraint was faced in filling up of vacancies for OBCs, the Ministry informed that no constraint was faced in filling up of the vacancies under OBC category.

3.4 When the Committee sought information regarding concessions and relaxations being extended to the candidates belonging to OBC category in the recruitment at various levels of posts it was stated that Age relaxation is being extended to OBC category in recruitment, as per DoPT / DPE O.M 43013/2/95-Estt(SCT) dt.25.01.1995.

IMPLEMENTATION OF RESERVATION POLICY FOR OBCs IN RECRUITMENT IN BVFCL

3.5 In the context of Implementation of reservation policy of OBCs the Committee asked to provide an overview of the implementation of the policy for reservation of OBCs in various categories of posts in BVFCL. The Ministry in their written reply stated that the reservation policy for OBCs is being followed for direct recruitment in Executives and Non Executive cadres. 27% reservation in recruitment is maintained for Group A posts on All India Basis by Open Competition and reservation of 25.84% is maintained against the vacancy of Group A posts for Direct Recruitment on All India Basis Otherwise than by Open Competition. 27% reservation for OBCs is maintained in recruitment of Group C and D posts. When asked about the details mechanism evolved for proper implementation of the policy it was mentioned that all the Government guidelines relating to reservation of OBCs are being followed. Apart from this, 27% reservation for OBCs is maintained in direct recruitment process.

3.6 While elaborating the on the DoPT norms being maintained for Roster Register, the Ministry in their reply informed that post based Roster Registers are being maintained for OBCs as per DoPT norms, in respect of Direct recruitment made on All India Basis by Open Written Competition and Direct recruitment on All India Basis Otherwise than by Open Competition. Regional Rosters are also maintained. These are being maintained for each post / category wise. They also informed that year wise vacancies for OBCs are being indicated in the register and the short fall and backlogs, if any, are being carried forward accordingly.

When asked about whether Roster Registers are being inspected / authenticated by the Liaison Officer for OBCs periodically it was stated that the Registers are being inspected /authenticated by the Liaison Officer for OBCs periodically, no discrepancies had been highlighted by the Liaison Officer in the Roster Registers.

3.7 The Committee desired to have the details of recruitment in OBC category in the yearly appointments made under various categories of posts since 1993 till date in BVFCL. In response, the Ministry furnished the following data:-

No. of vacancies reserved for Other Backward Classes

1 Year	2 Category of posts	3 Total no. of vacancies occurred	4 Total no. of vacancies actually filled							11 Backlog OBC vacancies if any	12 Backlog OBC vacancies filled
				5 Reserved during the year	6 No. of carried forward OBC vacancies from previous recruitment cycle	7 Total OBC vacancies	8 Total OBC vacancies actually filled	9 Short fall	10 %age of shortfall		
2008	A	58	58	17	NIL	17	17	NIL	0%	NIL	NIL
2010	A	40	35	9	NIL	9	9	NIL	0%	NIL	NIL
	C	27	26	4	NIL	4	4	NIL	0%	NIL	NIL
2011	A	2	2	0	0	0	0	NIL	0%	Nil	Nil
2011	C	1	1	0	0	0	0	NIL	0%	NIL	NIL
2012	A	32	31	10	NIL	10	09	1	0.1%	NIL	NIL
2012	A	9	6	2	NIL	2	2	0	0%	Nil	Nil
2014	A	8	6	1	NIL	1	0	1	100%	NIL	NIL
2015	A	64	57	10	NIL	11	9	2	0.11%	Nil	Nil
2016	A	5	4	1	NIL	1	0	1		NIL	NIL
2017	C	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2018	A	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2019	A	1	1	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2020	A	5	2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2020	C	43	36	9	Nil	9	8	1	0.11%	1	Nil
2021	A	16	Recruitment under process	1	--	---	--	--	---	---	--
	C	45		9	--	---	--	--	---	---	--

In the year of 1993 BVFCL was a unit of erstwhile Hindustan Fertilizer Corporation Ltd. which was a corporate body of Namrup, Durgapur, Barauni and Haldia units. Since Group-A post were operated as corporate level posts. As such actual data is not available. In this context, when asked about any constraint being faced in filling up of the vacancies under OBC category their reply was on negative note.

3.8 When the Committee sought to know about/ reasons of the backlog vacancies and special recruitment drives being initiated to fill the posts, the Ministry informed that 01 no. of backlog vacancies, arisen in the year 2020, was advertised for filling up. Backlog was occurred due to non availability of suitable candidates and there was no need of special recruitment drives.

3.9 About the concessions and relaxations being extended to the candidates belonging to OBC category in the recruitment at various levels of posts, the Committee were informed that age relaxation is being extended to the candidates belonging to OBC category in recruitment at various levels of posts.

IMPLEMENTATION OF RESERVATION POLICY FOR OBCs IN RECRUITMENT IN FACT

3.10 The Committee desired to have an overview of the implementation of the policy for reservation of OBCs in various categories of posts. The Committee were informed that Reservation for OBCs is provided as per the Presidential Directives issued to FACT. The percentage of reservation is 27%. The reservation shall not apply to persons in creamy layer. The reservation is limited to direct recruitment and not for promotion. Relaxation in age limit (3 years) and standards is provided to OBC candidates.

3.11 On the query of the Committee whether Roster Register, as per DoPT norms, is being maintained, the Ministry replied that Roster registers are maintained in FACT for implementation of reservation for OBCs. The Roster is based on the model roster provided by DoPT/Government of India. The Ministry further stated that Roster registers are maintained for each post/category for direct recruitment at the at corporate level. But for group C and D posts where local recruitment is resorted to, the reservation rosters are maintained State wise. When asked about the year-wise vacancies for OBCs is being indicated in the Register and the shortfall and backlogs, if any, being carried forwarded their reply was affirmative.

3.12 When the Committee desired to be informed about year-wise details of the appointments made under various categories of posts since 1993 till date, the Ministry furnished the following information:

No. of vacancies reserved for Other Backward Classes

Year	category of post	Total no. of vacancies occurred	Total no. of vacancies actually filled	Reserved during the year	No. of carried forward OBC vacancies from previous recruitment cycle	Total OBC vacancies	Total OBC vacancies actually filled*	Shortfall	% age of shortfall	Backing OBC vacancies, if any	Backlog OBC vacancies filled
1	2	3	4	5	6	7	8	9	10	11	12
08.09.93 to 01.01.2022	Grp A	55	55	8	NIL	8	8	NIL	NA	NIL	
	Grp B	1252	1183	413	NIL	413	413	NIL	NA	NIL	
	Grp C	181	157	68	NIL	68	68	NIL	NA	NIL	
	Grp D	243	243	120	NIL	120	120	NIL	NA	NIL	

* Recruitment announced kept on hold on instructions from DoF, and hence all vacancies in col (7) have not been filled

No. of vacancies reserved for Other Backward Classes

Year	category of post	Total no. of vacancies occurred	Total no. of vacancies actually filled	Reserved during the year	No. of carried forward OBC vacancies from previous recruitment cycle	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% age of shortfall	Backlog OBC vacancies, if any	Backlog OBC vacancies filled
1	2	3	4	5	6	7	8	9	10	11	12
2019	Grp A	16	9	-	-	-	-	-	-	-	-
	Grp B	194	155	31	2	33	30	3	9	-	-
	Grp C	90	77	17	9	26	21	5	19	-	-
	Grp D	-	-	-	-	-	-	-	-	-	-

No. of vacancies reserved for Other Backward Classes

Year	category of post	Total no. of vacancies occurred	Total no. of vacancies actually filled	Reserved during the year	No. of carried forward OBC vacancies from previous recruitment cycle	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% age of shortfall	Backlog OBC vacancies, if any	Backlog OBC vacancies filled
1	2	3	4	5	6	7	8	9	10	11	12
2020	Grp A	5	-	-	-	-	-	-	-	-	-
	Grp B	176	48	41	-	41	12	*	*	-	-
	Grp C	40	*	17	-	*	-	*	*	-	-
	Grp D	-	-	-	-	-	-	-	-	-	-

* Recruitment announced was kept under abeyance under instructions from DoF and hence no actual shortfall has occurred.

No. of vacancies reserved for Other Backward Classes

Year	category of post	Total no. of vacancies occurred	Total no. of vacancies actually filled	Reserved during the year	No. of carried forward OBC vacancies from previous recruitment cycle	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% age of shortfall	Backlog OBC vacancies, if any	Backlog OBC vacancies filled
1	2	3	4	5	6	7	8	9	10	11	12
2021	Grp A	5	-	-	-	-	-	-	-	-	-
	Grp B	138	100	37	-	37	27	1*	*	-	-
	Grp C	26	4	9	-	9	-	1*	*	-	-
	Grp D	-	-	-	-	-	-	-	-	-	-

* Shortfall indicated is confined to recruitment carried out in Technical posts for restart of the Petro plants for which approval was received in 2021 from DoF, rest of the vacancies continues to be kept on hold and hence has not become shortfall.

3.13 When the Committee desired to know about the concessions and relaxations being extended to the candidates belonging to OBC category in the recruitment at various levels of posts, the Ministry stated that relaxation in age limit (3 years) and standards (candidates lower in merit through relaxed standards are empanelled for filling up of posts reserved for OBCs subject to suitability and eligibility), as prescribed in Government orders are followed.

CHAPTER-IV

WELFARE MEASURES IN MFL

4.1 The Committee enquired as to whether the Liaison Officers for OBCs have been appointed separately in MFL to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them, the MFL replies as under:-

“The Committee were informed that Mr R K Balamurugan is the Liaison Officer for OBC. Further, details of appointment of Liaison Officers for OBCs during the last five years was also given as mentioned below:-

1. Mr T Paul Prem Kumar (From 01.12.2012 – 25.04.2018)
2. Mr S Krishna Nagesh (From 26.04.2018 – 30.01.2019)
3. Mr S Thamilselvan (From 31.01.2019 - 03.03.2020)
4. Mr R K Balamurugan, (From 09.03.2020 to till date)

On a query whether all these Liaison Officers for OBCs belong to OBC category the Committee were informed that except Mr S Krishna Nagesh, all the other officers belong to OBC.”

4.2 To the question about the machinery for redressal of grievances of OBC employees, the Committee was informed that in MFL Internal Grievance Committee-OBC consisting of the following officials is functioning to redress the grievances of the OBC employees:

S.No.	IGC - OBC		Purpose
1	Shri N Ananthavijayan (2139)	General Manager – P & A (a/c)	Chairman
2	Shri R K Balamurugan (2142)	Addl. Manager – General, Contract Admn, PR, Welfare & Legal (Liaison Officer – OBC)	Member (CLO)
3	Smt P. Thulasi Bai (2210)	Dy. Manager - HR	Member (OBC)

It was further informed that the IGC examines the grievances of the employees belonging to Other Backward Class (OBC) on service matters and submits its recommendations to the Competent Authority.

4.3 In the context of the details of the complaints received from OBC employees during the last two years and also the steps taken for disposal of the complaints the following information was furnished to the Committee:-

The Committee was informed of the complaints received and its outcome as mentioned below:-

- I. A Complaint / grievance on promotion to next position with retrospective effect was received and the same was closed and informed that promotion for the said post is yet to start and retrospective effect is not applicable for the post referred.
 - II. A Complaint / grievance on returning of recovered amount on account of disciplinary proceedings was received and the same was closed and informed that the recovered amount was a part of disciplinary proceedings and hence not possible to consider.
 - III. A Complaint / grievance on requesting leave on “On-duty” accident” was received and the same was closed and informed that the said leave was not able to consider under “On-duty” accident as per MFL Policy and Procedure.
 - IV. A Complaint / grievance on request for Work from home for nursing mother was received and the same was closed informing that the request was not able to consider per section 5 (5) of the Maternity Benefit (Amendment) Act, 2017.”
- 4.4 When asked to furnish the details regarding whether the Management holds periodic meetings with OBC Employees’ Welfare Associations / Unions to sort out their problems / grievances, the Ministry informed that in MFL, GM-P&A is meeting on ‘regular’ basis to address the OBC grievances; CMD is holding quarterly meetings to redress the pending OBC grievances; and date of meetings with CMD held during the last 4 quarters were 17.12.2020, 01.04.2021, 07.07.2021 and 23.11.2021.
- 4.5 The Committee raised query regarding details of the initiatives been taken by the PSU/Organisation to fulfill corporate social responsibility, the Ministry informed that every year CSR fund is allocated for CSR activities through CSR Board Committee. Utilisation of CSR fund will be based on Government Annual Theme notified by Government from time to time. The details of CSR activities undertaken during the last years is given below:

SI.NO	CSR activity undertaken	Amount spent (Rs. in Lakhs)
2021-22 (Upto December 31,2021)		
1	Supply of medical equipment (1000 Triple Layer Face mask & 10 Nos of Pulse Oximeter to Greater Chennai Corporation Zone 2	1.16
2	Supply of Potable Water through pipelines to Harikrishnapuram Village (Near 500 families) nearby MFL Plant Manali, Chennai, Tamilnadu (Rs.5.43 lakhs per annum)	5.43
3	Honorarium to Scout Master of Police boys and girls club in Chinnasekkadu, Manali	0.55
4	Distribution of rice & groceries to the downtrodden people who are affected due to Covid 19 in the neighbourhood areas of Harikrishnapuram, Manali and Mathur	0.49

5	Installation of Oxygen Plant at Govt. Stanley Hospital	38.60
6	Contribution to Installation of Oxygen Plant at Rajiv Gandhi Govt. Hospital	2.00
7	Contribution to Armed Forces Flag Day Fund – Tiruvottiyur Taluk	0.10
8	Contribution to Communal Harmony Fund	0.20
9	Distribution of rice & groceries to the downtrodden people who are affected due to flood in the neighbourhood areas of Harikrishnapuram, Manali	0.30

2020 - 21

1	Supply of Potable Water through pipelines to Harikrishnapuram Village (Near 500 families) nearby MFL Plant Manali, Chennai, Tamilnadu (Rs.5.43 lakhs per annum)	5.43
2	Distribution of rice & groceries to the downtrodden people who are affected due to Covid 19 in the neighbourhood areas of Harikrishnapuram, Manali	0.50
3	Contribution to Distribution of rice & groceries to the downtrodden people who are affected due to Covid 19 in the neighbourhood areas of Chennai city	1.00
4	Tamil Nadu Chief Minister's Public Relief Fund for Covid 19	2.00
5	Supply of Wheel chairs to Govt. Stanley Medical Hospital for Covid 19	1.02

2019-20

1	Donation of food materials for flood affected public in Nilgiris District, Ayyankoil Village, Nilgiris District	1.61
2	Contribution to Armed Forces Flag Day Fund, Tiruvottiyur Taluk	1.00
3	Supply of Potable water through pipelines to Harikrishnapuram Village (Near 500 families) nearby MFL Plant, Manali, Chennai, Tamilnadu	5.43
4	Contribution to PM Cares Fund	2.50
5	Supply of school bags & kits to students of Govt School at Mathur for National Unity Day Celebrations near Manali, Chennai	1.20

WELFARE MEASURES IN BVFCL

Liaison Officer for OBCs

4.6 The Committee desired to know about separate appointment of Liaison Officer to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them, the Ministry stated that no separate Backward Classes Cell has been set up in BVFCL. At present Manager (HR)(level E-5) is in the position of the Liaison Officer for OBC. The Manager (HR) who is responsible for overall in charge of Personnel Department is assigned the responsibility of OBC Cell. On a query on the detail of the appointment of Liaison Officers for OBCs during the last five years, the information furnished is as under:-

1. Shri Brinchi Kumar Sonowal, Sr. Personnel Officer
2. Shri DasmathHembram, Manager (HR)

On the question whether the Liaison Officer belong to OBC category, the Committee was informed that these Liaison Officers do not belong to OBC category. However, the Ministry has, in supplementary reply, stated that recently an officer belonging to OBC category has been appointed as Liaison Officer for OBCs to ensure the safeguard of the interests and welfare of OBCs relating to grievance redressal and other issues.

Redressal of grievances of OBC employees

4.7 When asked about the machinery for redressal of grievances of OBC employees in BVFCL, the Ministry informed that grievances, if any, are redressed by organizing meeting with the Grievance Redressal Committee and outcome is communicated accordingly. When the Committee asked about the details of the complaints received from OBC employees during the last two years and also the steps taken for disposal of such complaints, it was informed that no complaint has been received during the last two years. Further, on being asked about the management holding periodic meeting with OBC Employees' Welfare Associations/Unions to resort out their problems/grievances the the Ministry in their written reply stated that no OBC Employees' Welfare Associations/ Unions exist in BVFCL.

4.8 When the Committee inquired about the initiative that have been taken by PSU/Organization under the Ministry to fulfill Corporate Social Responsibility, it was informed that there is no such specific welfare scheme under Corporate Social Responsibility for OBC category exists in BVFCL.

WELFARE MEASURES IN FACT

Liaison Officer for OBCs

4.9 The Committee desired to know whether the Liaison Officers for OBCs have been appointed separately to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them and the details of their appointments during the last five years, the Ministry informed the name of the Liaison Officer as Shri. Deepak T P,Deputy Manager(HR)IR (Mail id – deepak@factltd.com, Ph.0484-2568859). Further, it was also informed that Liaison Officers are always in place and they also belong to OBC category.

Redressal of grievances of OBC employees

4.10 To the question about the machinery for redressal of grievances of OBC employees, the representatives of the Ministry deposed that in FACT complaints received are considered by the Liaison officers/HR officials. Grievance Committees constituted also look into complaints of all employees including OBC. Further, on being asked about details of the complaints received from OBC employees during the last two years and also the steps taken for disposal of those complaints, the Ministry stated that no such complaints have been received. Regarding holding periodic meetings by the Management with OBC Employees' Welfare Associations/ Unions to address problems/ grievances, it was informed that no periodical meetings held as no problems/grievances have been raised.

Corporate Social Responsibility

4.11 The Committee desired to have an overview of the CSR initiatives and details of work undertaken by the FACT, their reply was affirmative in this regard and the following information about the amount spent by them during the last three years:-

Financial year	Theme	CSR Expenditure (Rs. Lakhs)	Total CSR Expenditure (Rs. Lakhs)
2019-20	School education	2.4	2.4
2020-21	Covid Assistance	5.73	12.12
	PM CARES Fund*	6.39	
2021-22 (Up to Nov. 2021)	Oxygen plants (1 for UP and 2 for Kerala)	85.34	103.23
	Tablet Computers to students	9.4	
	Supply of Insecticidal Nets	4.98	
	Covid Assistance	3.51	

A total sum of Rs 50 lakhs was donated to the PM CARES Fund by the Company of which employees contributed one day's salary amounting to rupees 43.61 lakhs.

4.11 When asked whether work relating to welfare of Backward Classes is also undertaken under CSR and the details of the work undertaken and amount spent thereon during the last three years it was informed that CSR activities of the Company though have not been targeted for the exclusive benefit of Backward Classes, with the nature of activities undertaken like providing insecticidal nets to farmers, tablet computers to school children, ambulances and setting up of oxygen Plants and other Covid assistance, supply of drinking water to the nearby areas of Udyoga mandal, where the plants are located, soil testing services to farmers, those belonging to Backward Classes will also benefit. Also, welfare schemes for the benefits of employees exist in the Company and employees belonging to OBC are also beneficiaries under these schemes.

PART-II

RECOMMENDATIONS/ OBSERVATIONS

I. Representation of OBCs in top management

(A) MFL: The Committee note that one official in the Management Committee of Madras Fertilizers Limited (MFL) belongs to OBC category. The Committee appreciates that representation to OBCs has been given in the top management of MFL.

(B) BVFCL: The Committee observe that as per the present composition of its Board of Directors/ Top Management in Brahmaputra Valley Fertilizers Corporation Limited (BVFCL) none of the officials belongs to the OBC category. Thus, there is no representation of OBCs in the top management of the company. The Committee understand that the appointments in the Board of Directors are being made directly by the Government. However, the Committee would like to impress upon the administrative Ministry, i.e. the Ministry of Chemicals and Fertilizers to adhere to the DPE OM No. 2(15)/2011-GM dated 18 April, 2011 communicating the concern expressed by the Parliamentary Standing Committee on Industry that if persons from the of SC, ST and OBC categories and Women candidates come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference in appointment.

(C) FACT: The Committee observe that as per the present composition of its Board of Directors/ Top Management in FACT none of the officials belong to the OBC category. Thus, there is no representation of OBCs in the top management of the company. The Committee would like to impress upon the Ministry of Chemicals and Fertilizers to adhere to the DPE OM No. 2(15)/2011-GM dated 18 April, 2011 communicating the concern expressed by the Parliamentary Standing Committee on Industry that if persons from the SC, ST and OBC categories and Women candidates come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference in appointment.

II. Representation of OBCs

(A) MFL: The Committee note that as per the data furnished by Madras Fertilizers Limited (MFL) there are 253 OBC employees out of total 514 employees constituting 49.22% of the total strength.

The Committee were given to understand that MFL is in revival mode and the overall strength of employees is very less than the approved strength, as MFL has not undertaken recruitment in the last five years.

However, representation of OBC in supervisory and non-supervisory in MFL is well above 27%. The Committee consider it as a good sign. The Committee note that this higher representation does not fully account for the data regarding OBC representation in different cadre-wise posts in MFL. In view of the same, the Committee recommend that MFL may maintain cadre-wise/post-wise data which will clearly show the OBC candidates selected as per reservation policy in direct recruitment to assess the implementation of reservation policy in its proper perspective. In addition, the Committee also desire that data showing overall representation of OBC employees in the total strength of MFL including those promoted as part of their career progression or in temporary employment may be separately maintained. All such information may also be uploaded on the website of the organization.

(B) BVFCL: The Committee note that as per the data furnished by Bramhaputra Valley Fertilizers Corporation Limited (BVFCL) out of total of 435 employees there are 124 OBC employees, constituting 28.5% of the total strength. The Committee appreciate the efforts of the BVFCL in giving mandated reservation to OBC category. However, the Committee feel that the data is inclusive of the OBC candidates qualifying under the general category. The Committee, therefore, recommend that BVFCL may maintain cadre-wise/post-wise data which will clearly show the OBC candidates selected as per reservation policy in direct recruitment to assess the implementation of reservation policy in its proper perspective. In addition, the Committee also desire that data showing overall representation of OBC employees in the total strength of BVFCL including those promoted as a part of their career progression or in temporary employment may be separately maintained. All such information may also be uploaded on the website of the organization.

(C) FACT: The Committee note that in Fertilizers and Chemicals Travancore Limited (FACT) out of total 1706 employees there are 681 OBC employees forming 39.91 % of the total strength. It seems that the data is inclusive of the OBC candidates qualifying under the general category. However, overall representation of OBC in FACT is well above 27%. The Committee consider it as a good sign. The Committee note that this higher representation does not fully account for the data regarding OBC representation in different cadre-wise posts in FACT. In view of the same, the Committee recommend that FACT may maintain cadre-wise/post-wise data which will clearly indicate the OBC candidates selected as per reservation policy in direct recruitment to assess the implementation of reservation policy in its proper perspective. In addition, the Committee also desire that data showing overall representation of OBC employees in the total strength including those promoted as a part of their career progression or in temporary employment may be separately maintained. All such information may also be uploaded on the website of the organization.

III. Grievance Redressal Mechanism

(A) MFL: The Committee are pleased to note that the grievance of OBC employees on service matters are examined by Internal Grievance Committee - OBC and their recommendations are forwarded to the Competent Authority. The Committee appreciate the steps taken/ arrangements made by MFL in this regard.

(B) BVFCL: The Committee are concerned to note that BVFCL has not put in place a Grievance Redressal Mechanism dedicated to OBC employees. However, Grievances in BVFCL are addressed by Grievance Redressal Committee. The Committee feel that the present Grievance Redressal Committee may not safeguard overall interests of OBC employees in the Organisation. It can only take up the grievance of the OBC employees in the organisation and may not necessarily play a crucial role in redressal of the same. The Committee, therefore, recommend that BVFCL should ensure that at least one OBC representative is appointed in their Grievance Redressal Committee to safeguard the interests of OBC employees in BVFCL.

(C) FACT: The Committee note that FACT has not put in place a Grievance Redressal Mechanism dedicated to OBC employees. However, Grievances are redressed through Liaison Officer/ HR Official functioning at office of the Company. The Committee feel that Liaison Officer acts as bridge between the employees and the organisation. Hence, he can only forward the grievance of an employee to the organisation and may not necessarily play a crucial role in redressal of grievances of OBC employees. When asked about the details of the grievances redressed in the last five years, it has been stated that no such grievance has been received. The Committee, therefore, recommend that FACT should ensure that at least one OBC representative is appointed in their Grievance Redressal Committee to safeguard the interests of OBC employees.

IV. Liaison Officers And Roster Registers

The Committee appreciate that in all three organizations i.e. MFL, BVFCL and FACT, Liaison Officers for OBC Employees have been appointed to ensure due compliance by appointing authorities of various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them. At present, all Liaison Officers in all three organizations are belonging to OBC category.

The Committee also appreciate that Roster Registers are being maintained as per norms of DoPT and annually inspected by the Liaison Officers of OBCs with a view to ensure proper implementation of reservation orders for OBCs. Liaison Officers have indicated no discrepancy in Roster Registers maintained in respective organizations.

The Committee, however, recommend that details of Liaison Officers including their name, e-mail IDs, Telephone Nos. may be uploaded on websites of all three organizations i.e. MFL, BVFCL & FACT. Roster Registers duly authenticated by Liaison Officers may also be uploaded on website of respective organization.

V. OBC Employees's Association

(A) MFL: The Committee appreciate that OBC Employees Welfare Association exist in MFL and management holds periodic meetings with it to redress the grievance of OBC employees.

(B) BVFCL: The Committee appreciate that BVFCL has already initiated to form an OBC Employees Welfare Association. The Committee hope that management will hold periodic meetings with the Welfare Association once it is formed to address the grievances of the OBC employees.

(C) FACT: The Committee acknowledge that OBC Employees Welfare Association exists in FACT. However, the Committee desires that Management should hold periodic meetings with the Welfare Association to redress the grievances of OBC employees.

VI. Corporate Social Responsibility (CSR)

(A) MFL: The Committee have been informed that every year CSR fund is allocated for activities through CSR Board Committee. Utilization of this fund is based on the Annual Theme notified by Government from time to time. The Committee are happy to note that CSR funds have been utilized for plethora of welfare measures like contribution to various funds, infrastructure based investments, catering to the societal needs during COVID-19 pandemic, etc. The Committee desire that MFL may identify backward region with OBC domination for effective allocation and utilization of funds under Corporate Social Responsibility.

(B) FACT: The Committee note that during the last three years, CSR fund have been utilized for school education, Covid-19 assistance, contribution to PM CAREs fund, etc.. However, CSR activities of the company have not been targeting benefits exclusively for the Other Backward Classes in the nearby areas of the Udyog mandal, where the plants are located. The Committee observe that in its CSR activities, the OBC population in nearby Udyog Mandal areas needs to be given due importance and focus. The Committee may, therefore, recommend that FACT may identify backward region with OBC domination for effective allocation and utilization of funds in nearby Udyog Mandal areas under Corporate Social Responsibility.

NEW DELHI;
July, 2023
Shravana, 1945 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of Other
Backward Classes

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2021-22)

MINUTES OF THE NINTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2021-22) HELD ON FRIDAY, 20TH MAY, 2022 IN COMMITTEE ROOM-2, BLOCK-A, EXTENSION TO PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1105 hrs. to 1215 hrs.

PRESENT

SHRI RAJESH VERMA- CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri T.R. Baalu
3. Shri Ramesh Bidhuri
4. Dr. Sanghamitra Maurya
5. Shri Anubhav Mohanty
6. Shri Balak Nath
7. Shri Ajay Nishad
8. Shri Ram Shiromani Verma

RAJYA SABHA

10. Smt. Geeta *alias* Chandraprabha
11. Shri Narayana Koragappa
12. Shri Jaiprakash Nishad
13. Shri Vishambhar Prasad Nishad
14. Smt. Chhaya Verma
15. Shri Harnath Singh Yadav
16. Shri Sakaldeep Rajbhar
17. Shri Dineshchandra Jemalbai Anavadiya
18. Shri Jugalsinh Lokhandwala

SECRETARIAT

- | | | |
|----------------------|---|------------------|
| 1. Shri Maheshwar | — | Director |
| 2. Smt. Neena Juneja | — | Deputy Secretary |

LIST OF REPRESENTATIVES

Ministry of Chemicals and Fertilizers (Department of Fertilizers)

Sl. No.	Name	Designation
1.	Shri R.K. Chaturvedi	Secretary
2.	Smt. Aparna Sharma	Joint Secertary
3.	Dr. Pratibha A.	Economic Advisor
3.	Shri Johan Topno	Deputy Secretary

Madras Fertilizers Limited (MFL)

1.	Shri U. Saravanan	CMD, MFL
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Brahmaputra Valley Fertilizers Corporation Limited (BVFCL)

1.	Shri S.P. Mohanty	CMD, BVFCL
2.	Shri D. Hembram	Manager (HR)

Fertilizers and Chemicals Travancore Limited (FACT)

1.	Shri Kishore Rungta	CMD, FACT
2.	Shri Mohan Kumar	CGM (HR), FACT

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting of the Committee convened for taking evidence of the representatives of the Ministry of Chemicals and Fertilizers (Department of Fertilizers), on the subject “Measures undertaken to secure representation of OBCs in employment and for their welfare in Madras Fertilizers Limited (MFL), Brahmaputra Valley Fertilizer Corporation Limited (BVFCL) and Fertilizers and Chemicals Travancore Limited (FACT)”. Thereafter, the representatives of Department of Fertilizers, MFL, BVFCL and FACT were called in and Chairperson welcomed the witnesses. The Chairperson desired the Department to apprise the Committee regarding the status of reservation for OBCs in employment and measures undertaken for their welfare in MFL, BVFCL and FACT. The representatives of the Department of Fertilizers made a brief power point presentation to the Committee on the subject.

2. Thereafter, Chairperson and Members of the Committee raised various issues regarding implementation of OBC reservation policy and welfare measures undertaken of OBC employees in MFL, BVFCL and FACT. Accordingly, the representatives responded to the major points given below:

- (i) Representation of OBCs in Board of Directors and across all category of posts and the reasons for no recruitment after 2019;
- (ii) Implementation of 27 per cent quota reserved for OBCs;
- (iii) Liaison Officer for OBC in the Department not belonging to OBC category
- (iv) Efforts made for fulfillment of backlog vacancies of OBCs and status of special recruitment drive;
- (v) Monitoring mechanism for the implementation of OBC reservation

- (vi) Implementation of 200 point roster system and roster basis recruitment to be considered for the compensatory category OBC candidates
- (vii) Welfare measures for overall well-being of OBC employees and utilization of CSR Fund in this regard;
- (viii) Appointment of separate liaison officer for OBC employees; and
- (ix) Reason for no OBC Employees' Welfare Association in BVFCL.

5. The Chairperson directed the representatives of the Ministry, MFL, BVFCL and FACT to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee within 15 days.

The Committee then adjourned.

A copy of the verbatim proceedings of the sitting has been kept.

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

**MINUTES OF THE EIGHTH SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2022-23) HELD ON 25 JULY, 2023 IN COMMITTEE
ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1505 hrs. to 1515 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T. R. Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
6. Shri Dileshwar Kamait
7. Smt. Raksha Nikhil Khadse
8. Shri P.C. Mohan
9. Dr. Pritam Gopinath Rao Munde
10. Shri Parbhatbhai Savabhai Patel
11. Shri Chunni Lal Sahu
12. Shri Chandra Sekhar Sahu
13. Shri Ashok Kumar Yadav
14. Shri Shyam Singh Yadav

RAJYA SABHA

15. Shri Dineshchandra J. Anavadiya
16. Smt. Geeta Alias Chandraprabha
17. Shri Jugalsinh Lokhandwala
18. Shri Sakaldeep Rajbhar
19. Shri Ram Nath Thakur
20. Shri Harnath Singh Yadav

SECRETARIAT

1. Dr. Sanjeev Sharma — Joint Secretary
2. Shri Maheshwar — Director
3. Smt. Neena Juneja — Deputy Secretary

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee. The Committee, thereafter, considered the following draft Reports for adoption:-

- I. Draft Report on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Madras Fertilizers Limited (MFL), Brahmaputra Valley Fertilizer Corporation Limited (BVFCL) and Fertilisers and Chemicals Travancore Limited (FACT)' pertaining to Ministry of Chemicals and Fertilizers (Department of Fertilizers); and
- II. Draft Report on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Employees' State Insurance Corporation (ESIC)' pertaining to Ministry Labour and Employment.

3. The Committee adopted the aforesaid draft Reports after a brief discussion and authorized the Chairperson to finalize the Reports and present the same to both the Houses of Parliament.

*4. XXXX XXXX XXXX XXXX

*Matter not related to this report.

The Committee then adjourned.
