

**21**

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

**(SEVENTEENTH LOK SABHA)**

**MINISTRY OF LABOUR AND EMPLOYMENT**

**[Measures undertaken to secure representation of OBCs in  
employment and for their welfare in Employees' State Insurance  
Corporation (ESIC)]**

**TWENTY-FIRST REPORT**



सत्यमेव जयते

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

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**MINISTRY OF LABOUR AND EMPLOYMENT**

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



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

**C.O.OBC No. 61**

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs

(2021-2022)

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. Ms. S. Jothimani
7. Shri Dileshwar Kamait
8. Smt. Raksha Nikhil Khadse
9. Shri Jyotirmay Singh Mahato
10. Dr. Sanghamitra Maurya
11. Shri Anubhav Mohanty
12. Dr. Pritam Gopinath Munde
13. Shri Balak Nath
14. Shri Ajay Nishad
15. Shri Parbhatbhai Savabhai Patel
16. Shri Ram Shiromani Verma
17. Shri K. Sudhakaran
18. Shri Ashok Kumar Yadav
19. Shri Pradan Baruah
20. Shri Chunni Lal Sahu

*Rajya Sabha*

21. Smt. Geeta *alias* Chandraprabha
22. Shri T.K.S. Elangovan
23. Shri Narayana Koragappa

24. Shri Jaiprakash Nishad
25. Shri Vishambhar Prasad Nishad
26. Smt. Chhaya Verma
27. Shri Harnath Singh Yadav
28. Shri Sakaldeep Rajbhar
29. Shri Dineshchandra Jemalbai Anavadiya
30. Shri Jugalsinh Lokhandwala

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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
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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

- |                       |   |                          |
|-----------------------|---|--------------------------|
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| 2. Shri Maheshwar     | — | <i>Director</i>          |
| 3. Smt. Neena Juneja  | — | <i>Deputy Secretary</i>  |
| 4. Shri Vikas Kumar   | — | <i>Executive Officer</i> |



## 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 Twenty-First Report on "Measures undertaken to secure representation of OBCs in employment and for their welfare in Employees' State Insurance Corporation (ESIC)" pertaining to the Ministry of Labour and Employment.

2. The Committee took evidence of the representatives of the Ministry of Labour and Employment on 23.06.2022 in connection with examination of the Subject. The Committee wish to express their thanks to the representatives of the Ministry of Labour and Employment and Employees' State Insurance Corporation (ESIC) 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;

*28 July, 2023*

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*06 Sravana, 1945 (Saka)*

RAJESH VERMA,

*Chairperson,*

*Committee on Welfare of Other Backward  
Classes*

## **PART I**

### **CHAPTER-I**

#### **INTRODUCTORY**

The Employees State Insurance Corporation (ESIC) is a statutory body established under the Employees State Insurance Act, 1948, to administer the provisions of the parent Act and provide social security to the working class of the country who come under the ambit of the Employees State Insurance (ESI) Scheme. The Scheme applies to factories and establishments employing 10 or more persons in the notified areas. Employees whose monthly wages are upto Rs. 21,000/- fall within the purview of the ESI Act, 1948 (Rs. 25,000/- in the case of persons with disability). Under the ESI Scheme, Insured Persons (employees registered under the Scheme) are protected during contingencies such as sickness, maternity, death or disablement due to employment injury or occupational disease. Free medical care is provided to the Insured Persons and their family members through a large network of ESI Dispensaries and Hospitals. There are above 13 crore ESI beneficiaries including approximately 3.39 crores Insured Persons who are being provided medical care through a large network of ESI Hospitals/ Dispensaries etc. by the ESIC in 596 districts in 35 States and Union territories.

Apart from medical care, array of cash benefit such as sickness benefit, maternity benefit, temporary disablement benefit, permanent disablement benefit, dependents' benefit, unemployment allowance, etc are provided to the Insured Persons covered under the Employees State Insurance Scheme. ESI beneficiaries constitute 10% of the total population of the country.

ESI Corporation (ESIC) has established medical colleges, dental colleges, nursing colleges and a Para-Medical Institution across the country to improve the quality of services provided to beneficiaries under the Employees' State Insurance Scheme.

The ESI Corporation comprises the employer's representatives, employees' representatives and representatives from the medical professionals as well as representatives of the States and Union territories, Members of Parliament including some appointments made by the Central Government. The Corporation also consists of Director-General, as an *ex-Officio* member. The ESIC has more than 23000 Officers and Staff to discharge its functions under the Employees State Insurance Act, 1948.

A Standing Committee is constituted from amongst the members of the Corporation members to administer the affairs of the Corporation. The Secretary, Ministry of Labour and Employment is the Chairperson of the Committee. The Director-General of the Corporation is the *ex-officio* member of the Standing Committee. Other members of the Committee are appointed from amongst the members of the ESI Corporation representing the Employers, the Employees, Medical Professions, Members of Parliament and State Governments.

The Corporation as well as Standing Committee are the apex policy/decision making body of the organization constituted under the Employees State Insurance Act 1948.

## **ORGANISATIONAL SET-UP**

1.2 On being asked about the number of officials belonging to OBC category occupying the position in the Board/Top Management Body of Employees State Insurance Corporation (ESIC), the Ministry of Labour and Employment replied as under:-

“As per provisions of section ‘4’ of ESI Act, 1948, the composition of the Employees’ State Insurance (ESI) Corporation includes representative of Central Government, States and Union Territories, Members of Parliament, Medical Profession, Employers’ Associations and Employees’ Associations. Members are not appointed in their individual capacity **(Annexure-A)**”.

## CHAPTER II

### REPRESENTATION OF OBCs IN ESIC

2.1 Asked about the total staff strength of the organisation and the number of OBC employees at various levels of posts in the hierarchy, the Ministry of Labour and Employment informed as under:

“The staff and officers of the organization are governed by section 17 (2) (a) of the ESI Act 1948. The method of recruitment, salary and allowances, discipline and other conditions of service of the members or the staff of the Corporation shall be such as may be specified in the regulations made by the Corporation in accordance with the rules and orders applicable to the officers and employees of the Central Government drawing corresponding scales of pay.

Provided that where the Corporation is of the opinion that it is necessary to make a departure from the said rules or orders in respect of any of the matters aforesaid, it shall obtain the prior approval of the Central Government.”

The details of the region-wise staff strength in ESIC *vis-à-vis* OBC employees’ in-position in respect of Group ‘C’ employees are as given below:

S/N	Region	Staff Strength (In Position)	No. of OBC Employees	Percentage
1	Andhra Pradesh	314	104	33.12
2	Assam	186	21	11.29
3	Bihar	278	104	37.41
4	Chhattisgarh	59	15	25.42
5	Delhi	240	30	12.5
6	Directorate(Medical), Delhi	2745	684	24.91
7	Goa	67	24	35.82
8	Gujarat	851	163	19.15
9	Haryana	393	102	25.95
10	Himachal Pradesh	126	24	19.15
11	Jammu & Kashmir	196	23	11.73

12	Jharkhand	348	49	14.08
13	Karnataka	1426	199	13.95
14	Kerala	384	189	49.21
15	Madhya Pradesh	342	53	15.49
16	Maharashtra	2454	359	14.62
17	Odisha	293	25	8.53
18	Pondicherry	91	64	70.32
19	Punjab	138	27	11.34
20	Rajasthan	833	214	25.69
21	Tamil Nadu	997	461	46.23
22	Telangana	722	136	18.83
23	Uttar Pradesh	425	138	32.47
24	Uttarakhand	37	6	16.21
25	West Bengal	1429	816	57.10
26	ESIC Hqrs. Office	1256	81	6.44
	<b>TOTAL</b>	<b>16630</b>	<b>4111</b>	<b>24.72</b>

2.2 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, i.e. before the implementation of reservation for OBCs, the Ministry provided the details of the percentage of OBC employees vis-à-vis total staff strength as under:-

Sl. No	Group	Total Staff strength	Numbers of OBC Employee	Percentage of OBC representation
1	Group 'A'	2633	584	22.18
2	Group 'B'	222	Group 'B' cadre in respect of ministerial staff is a promotional cadre. Hence, no separate data on number of officers of OBC category is maintained.	
3	Group 'C'	16630	4111	24.72

2.3 The Committee desired to know the reasons for shortfall / low representation of OBC in Group A as 22.18% and in Group C as 24.72% which are below the

mandated 27% representation in both the Groups, the Ministry in their supplementary reply stated that-

“The shortfall of OBCs representation in States/UT is due to the following reasons:

- i. The representation of various categories of employees appointed through reservation in terms of the policy of the Central Government is based on roster points and not on the absolute “percentage term” basis.
- ii. In ESIC, Group ‘C’ employees (medical & ministerial staff), being regional cadres, state reservation quota are applied in direct recruitment of Group ‘C’ employees.

As per DoPT OM No. 36017/1/2004-Estt. (Res), dated: 05.07.2005 (copy enclosed as **Annexure- ‘B’**), different states have different reservation quota policy for OBC category. The details of reservation quota for OBCs in respect of 35 states are as under:

- a. 16 states have 27% reservation for OBC category employees,
- b. 08 states have 0 to 10% reservation for OBC category employees,
- c. 08 states have 11% to 20% reservation for OBC category employees,
- d. 03 states have 21% to 24% reservation for OBC category employees.

Despite 19 states having reservation quota less than 24% for OBC category employees, ESIC has 24.72% representation of OBC category employees in Group ‘C’ cadre.

- iii. Further, due to COVID-19, recruitment in ESIC could not be done. However, at present, advertisement for recruitment has been completed/finalized as follows:
  - a. Group ‘A’: Out of total 1757 vacancies, 477 posts reserved for OBC category employees.
  - b. Group ‘C’: Out of total 3975 vacancies, 926 posts reserved for OBC category employees”.

2.4 The Committee desired to know about the categories of posts in the ESICs (Technical and Non-Technical) for which reservation is made for OBC candidates along with pay scales of all such posts, the Ministry replied as under:

“The provision of reservation for OBCs is made in Group ‘A’, Group ‘B’ and Group ‘C’ posts. The level of posts as per 7<sup>th</sup> Central Pay Commission (CPC) is Level-1 to Level-10 in direct recruitment posts and in Level-11 and Level-12 in the medical category posts in ESIC where direct recruitment exists. The details are given at **Annexure-C.**”

2.5 The Ministry also informed that the ESIC provides cash benefits to the beneficiaries in addition to medical services. There are total 64 regional and sub-regional offices to regulate cash benefit and monitor revenue generation. Out of total 64, there are 24 regional and 40 sub-regional offices. As per section 17 of the ESIC Act, 1948, all staff are being regulated by the Rules and Regulations of the Central Government. ESIC follows DoPT’s Guidelines.

Out of total 2633 employees in Group –A, 584 employees are belonging to the OBC category constituting 22.18 % of the total employees. In group B, total employees are 222 and this Group consists of promotional cadre. In Group ‘C’, out of total 16030 employees, 4111 are belonging to the OBC category constituting 24.72 % representation in that group.

The Ministry further stated that recruitment process has been started this year to fill up 1757 vacancies in Group- A, out of which 477 vacancies constituting 27.15 % are reserved for OBC category. Similarly, in Group ‘C’, 3975 vacancies have been advertised, out of which 926 have been earmarked for OBCs which constitutes 23.29% of the total vacancies. The Ministry informed that during the current



recruitment year, recruitment for the many posts is under process. The Ministry further informed that OBC representation in Insurance Medical Officers, Assistant Professors and other grades is as follows-

<b>INSURANCE MEDICAL OFFICER</b>	<b>ASSISTANT PROFESSOR</b>	<b>SPECIALIST GRADE</b>	<b>DEPUTY DIRECTOR</b>	<b>NURSING OFFICER</b>	<b>SOCIAL SECURITY OFFICER</b>	<b>Upper Divisional Clerk</b>
<b>34.59%</b>	<b>29.87%</b>	<b>19.2%</b>	<b>37.16%</b>	<b>39.29%</b>	<b>32.58%</b>	<b>42.47%</b>

2.6 On being asked about the reasons for excess representation of OBCs as per data given in above Table, the Ministry informed that these OBC candidates are including those OBC candidates who have been selected on their own merit as general candidates.

## CHAPTER III

### IMPLEMENTATION OF RESERVATION POLICY FOR OBCs IN RECRUITMENT

3.1 On being asked to give details of implementation of the reservation policy for OBCs in various categories of posts, the Ministry stated that reservation is provided to OBC employees as per DOPT guidelines/instructions in all categories in ESIC direct recruitment. The details are given at **Annexure-D**.

3.2 The implementation of reservation policy is as per DoPT guidelines/instructions issued from time to time. The Ministry furnished year-wise detail of the appointment made under various categories of post since 1993 till date as under:

The requisite details are given below:

Year	Category of posts Gr. 'A'	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for OBC						Backlog OBC vacancies, if any
				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	
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.
1993	Group 'A'	331	1	186	0	186	0	186	100	186
1994		330	47	0	186	186	0	186	100	186
1995		283	1	0	186	186	0	186	100	186
1996		349	1	18	186	204	0	204	100	204
1997		349	56	0	204	204	2	202	99	202
1998		526	23	63	202	265	3	262	99	262
1999		504	10	1	262	263	2	261	99	261

2000		494	67	0	261	261	7	254	97	254
2001		428	27	0	254	254	2	252	99	252
2002		419	23	0	252	252	0	252	100	252
2003		412	50	1	252	253	17	236	93	236
2004		730	136	94	236	330	62	268	81	268
2005		696	161	36	268	304	32	272	89	272
2006		587	19	12	272	284	7	277	98	277
2007		619	87	15	277	292	40	252	86	252
2008		838	13	79	252	331	2	329	99.69	329
2009		947	539	34	329	363	154	209	57.57	209
2010		779	235	119	185	304	47	257	84.54	257
2011		777	177	98	257	355	35	320	90.14	320
2012		1369	275	156	317	473	75	398	84.14	398
2013		1125	142	22	382	404	33	371	91.83	371
2014		1263	151	47	378	425	40	385	90.59	385
2015		1240	67	39	379	418	10	408	97.61	408
2016		1248	273	18	407	425	88	337	79.29	337
2017		2022	503	370	448	596	103	493	82.72	493
2018		1877	607	267	528	573	136	437	76.27	437 *
			<b>3691</b>				<b>897</b>	<b>24.30 %</b>		
2019		No Recruitment for Group 'A' post conducted during this Period.								
2020		No Recruitment for Group 'A' post conducted during this Period.								
2021		No Recruitment for Group 'A' post conducted during this Period.								

\* The actual number of vacancies filled during the period 1993 to 2018 was 3691 out of which 897 were filled by OBC candidates which is 24.30 %. Thus, the ESI Corporation has made constant efforts to achieve the required percentage of reservation for OBC employees.

\*\*Group 'B' cadre in respect of ministerial staff is a promotional cadre. Hence, no separate data on numbers of officer of OBC category is maintained.

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies,	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies from previous recruitment cycle	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	% of shortfall		
1	2	3	4	5	6	7	8	9	10	11	12
1993		5	5	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
1994		6	4	1	NIL	1	1	NIL	NIL	NIL	NIL
1995		4	4	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

1996	Group 'C'	24	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
1997		136	97	33	NIL	33	33	NIL	NIL	NIL	NIL
1998		30	58	4	NIL	2	2	NIL	NIL	NIL	NIL
1999		206	160 5	17	NIL	15	13	2	13.33	NIL	NIL
2000		67	64	66	32	64	22	50	78.12	2	NIL
2001		68	62	12	44	54	33	51	94.44	41	NIL
2002		109	58	25	46	70	1	50	71.42	47	NIL
2003		114	79	29	67	83	13	80	96.38	74	NIL
2004		129	28	9	81	89	1	86	96.62	86	NIL
2005		45	102	(-6)	84	79	3	76	96.20	60	NIL
2006		2242	133 2	560	72	633	159	474	74.88	62	NIL
2007		2805	176 7	683	132	857	291	515	60.09	128	NIL
2008		3074	238 2	763	189	848	434	557	65.68	155	NIL
2009		2664	194 9	690	149	828	348	489	59.05	104	NIL
2010		2876	221 5	685	92	795	425	304	38.23	59	NIL
2011		4269	278 9	1193	277	1286	693	584	45.41	54	NIL
2012		3550	302 5	823	244	1078	626	452	41.92	121	NIL
2013		3445	273 6	774	144	945	540	393	41.58	115	NIL
2014		3764	263 7	811	139	1033	519	453	43.85	118	NIL
2015		5017	307 4	1101	167	1316	522	509	38.67	95	NIL
2016		4079	250 1	880	150	1072	519	546	50.93	77	NIL
2017	4296	338 3	1012	404	1413	674	723	51.16	169	NIL	
2018	4444	290 2	986	213	1111	657	462	41.58	45	NIL	
2019	4676	303 1	1164	89	1199	734	457	62.26	20	2	
2020	4954	286 1	1200	72	1275	781	496	63.50	40	6	
2021	247	65	72	80	151	65	87	133.8 4	17	0	

3.3 The Committee desired to know about the concessions and relaxations extended to OBC candidates in the recruitments at various levels of posts, the Ministry stated in their reply as under:

“Concession and relaxations are being extended to the candidates belong to OBC category in recruitment for various post/ vacancies as per DoPT guidelines/instructions issued from time to time. The details of concession and relaxations extended to the candidates belong to OBC category in recruitment is given at **Annexure-E.**”

## CHAPTER IV

### BACKLOG VACANCIES AND SPECIAL RECRUITMENT DRIVE

#### BACKLOG VACANCIES

4.1 On closer scrutiny of the data furnished by the Ministry, the Committee found considerable number of backlog vacancies under OBC category. The Ministry in a written reply stated that backlog vacancies for OBC, if any, are carried forward to the next recruitment year for filling up the same. The Ministry further stated that recruitment process has been started this year to fill up 1757 vacancies in Group- A, out of which 477 vacancies constituting 27.15 % are reserved for OBC category. Similarly, in Group 'C', 3975 vacancies have been advertised, out of which 926 have been earmarked for OBCs which constitutes 23.29 % of the total vacancies. The details of backlog OBC vacancy are given in tabular form in Chapter III, para

4.2 The Committee were given to understand that ESIC has a big infrastructure of Hospitals and Dispensaries being run to provide medical care to the insured persons and their dependant family members. On being asked about the overall position of manpower/ Doctors, Nurses, Para-Medical Staff in hospitals and dispensaries being run by ESIC, the representatives of the Ministry deposed that during the review of ESIC at the level of Hon'ble Minister of Labour, it was pointed out that regular appointments be made while filling up vacant position. About 6000 vacancies have been identified including 1800 vacancies for Doctors, 9 vacancies for Dean and for Nurses, Para-medical staffs and others. Advertisement process for filling up of these vacancies has been initiated. Recruitment to these vacant posts shall be made in accordance with reservation policy.

## **SPECIAL RECRUITMENT DRIVE**

4.3 The Committee desired to know the detail of special recruitment drives launched/proposed to be launched for filling up of the backlog vacancies meant for OBC. The Ministry replied that backlog vacancies, if any, are carried forward to fill up the same in next recruitment year, hence, no special recruitment drives for recruitment of OBC category has been necessitated.

## **FOREIGN TRAINING**

4.4 The Committee desired to know whether there is any provision for sending OBC officers for training to foreign countries, the representatives of the Ministry deposed that ESIC Officers Grade A are sent for training in International Labour Organisation once or twice in a year. However, there is no provision of reservation in nomination of Officers for training in foreign countries. In their supplementary reply, the Ministry stated that Foreign Training Policy for ESIC Group A Officers exists along with guidelines on inviting/ screening of nomination of candidates for foreign training. The Ministry also mentioned that out of 07 Officers, 01 OBC category Group A Officer was deputed at International Training Centre, International Labour Organisation (ITC-ILO) Turin, Italy in the year 2019.

## **CHAPTER V**

### **MONITORING MECHANISM FOR IMPLEMENTATION OF RESERVATION POLICY**

#### **ROSTER REGISTER**

5.1 On being asked whether the Roster Registers as per DoPT norms for OBCs are being maintained, the reply of the Ministry was in affirmative. The Ministry informed that separate Roster Registers are being maintained at two levels *i.e.* regional level for regional cadre posts and at headquarter level for All India Cadre posts wherein year wise vacancies for OBCs are being indicated as per DoPT guidelines/instructions issued from time to time. For Ministerial cadre there are 42 Roster Registers, out of which 33 Rosters at Central Level and 09 Rosters at Regional level are maintained. For Medical Cadre there are 62 Roster Registers, out of which 25 and 37 Roster Registers are maintained at Headquarter and Regional level, respectively. The Ministry also informed that these Roster Registers are inspected/ authenticated by respective Liaison Officer for OBC from time to time whenever required and no substantive discrepancy as such has been pointed out by Liaison Officers.

#### **LIAISON OFFICER FOR OBCs**

5.2 The Ministry has informed that Liaison Officer (s) for OBCs have been appointed at Corporate Centre, Regional HQs and at Unit/Projects in ESIC. The Committee sought the details of the appointment of Liaison Officers for OBCs. The Ministry in a written reply stated as under:



- (i) At Hqrs. Office Level – Shri S.Biswas, Insurance Commissioner  
Shri L Jamir, Insurance Commissioner
- (ii) At Regional Level – same as **Annexure-F**

The Ministry further replied that all Liaison Officer/Chief Liaison Officer for OBCs are nominated as far as possible from the OBC category *vis-a-vis* their availability. The Liaison Officers of OBCs also function as Grievance Officers for OBC employees in ESIC. The Committee further inquired for reasons of non-availability of Officers of OBC category to which the Ministry replied that out of five senior most officers at the post of Insurance Commissioner at the headquarter level none belongs to the OBC category.

During the deliberation of the sitting of the Committee the Committee expressed its opinion that all Liaison Officers for OBCs must belong to OBC category. The Ministry in their supplementary reply informed that Shri R. Gunasekaran, Insurance Commissioner, who belongs to OBC category, has been appointed as Chief Liaison Officer at the Headquarter level.

## **GRIEVANCE REDRESSAL MECHANISM**

5.3 The Committee enquired about the machinery for redressal of grievances of OBC employee in the ESIC, in response the Ministry apprised that Liaison Officers of OBCs function as Grievance Officers for OBC category. The Committee further asked about the number of complaints received from OBC employees during the last two years. The Ministry informed that no complaints have been received during the last two years. The Committee also desired to know whether the management holds periodic meetings with OBCs Employees Welfare Associations/ Unions to sort out

their problems/ grievances, the Ministry informed that there is no separate OBC Employees Welfare Associations/ Unions in ESIC.

## CHAPTER VI

### OUTSOURCING OF JOB/SERVICES AND CONTRACTUAL APPOINTMENTS.

#### OUTSOURCING OF SERVICES/JOBS

6.1 The Committee asked whether ESIC is outsourcing some of their non-core functions. The Ministry replied that ESIC has outsourced some of its non-core functions such as Housekeeping services, Security services, Repair and Maintenance services, vehicle hiring, kitchen services in hospitals. The Ministry was further asked the post-wise, unit-wise details thereof. The Ministry replied that ESIC has not created any post for outsourcing services. Under the outsourcing of services, certain categories of manpower are deployed through Agency, as per requirement of a particular service. The category wise details of manpower engaged in various services at different units of ESIC are as under:

	TOTAL MANPOWER OUTSOURCED	CATEGORY OF MANPOWER					
		House- Keeping	Security	ARM*	ICT#	Nursing	Para medical
1	RO/SRO	1435	958	1183	284	-	-
2	Hospitals/ Medical College	3030	2709	1697	74	1115	2457
	<b>TOTAL</b>	<b>4465</b>	<b>3667</b>	<b>2880</b>	<b>358</b>	<b>1115</b>	<b>2457</b>

\*Annual Repair and Maintenance.

# Information and Communication Technology.

6.2 The Committee enquired about the steps being taken by Ministry to secure the interest of OBCs in outsourced jobs. The Ministry in their supplementary reply informed as under:-

“Private service providers are engaged through tendering process on Government e-Marketplace (GeM) to provide various services, namely Housekeeping, Security Service etc. The reservation policies are not applicable or extended to private sector. Also, the demographic data of the employees of private vendors is not maintained by ESI Corporation. Therefore, the details regarding proportion of OBC category of contractual workers is not available with the ESI Corporation.”

## **CONTRACTUAL EMPLOYEES**

6.3 The Committee wanted to know the details of Post-wise, item-wise number of total employees working on contract basis. The Ministry informed that presently, there are seven employees (IT Professional) working on contract basis which have been hired from National Institute of Smart Government (NISG) for setting up of IT Project Monitoring Unit (PMU). The details are as under:

<b>Sl. No.</b>	<b>Post</b>	<b>No. of contract employee</b>
1	Chief Consultant-IT	01
2	IT Consultant (Infrastructure)	01
3	Project Director	01
4	Networking Specialist	01
5	Information Security Specialist	01
6	Application Architect	01
7	Senior Business Analyst	01

6.4 The Committee further asked whether the employees of agencies whose services are being operated and delivered in ESIC are being paid salary as per the Minimum Wages Act, 1948 along with medical and PPF facilities etc. The Ministry informed that services such as Housekeeping Services, Security Services (DGR sponsored), Annual Repair and Maintenance are operated and delivered through contract agencies. Minimum Wages Act, 1948 medical and PPF facilities etc. are applicable as per contract agreement in Delhi and respective States. The Committee enquired about the existing mechanism to ensure payment of minimum wages to

such employees as per the Minimum Wages Act, 1948. The Ministry informed that the ESIC has adopted the minimum wages for various categories of employees issued by the office of Chief Labour Commissioner, Govt. of NCT of Delhi. The details are given at **Annexure-G**.

6.5 The Ministry was also asked whether retired Government employees are being re-appointed as consultants or in any other capacity in ESIC. The Ministry replied in affirmative and provided post wise information as follows:

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>No. of employees</b>
1	Chief Consultant-IT	01
2	IT Consultant (Infrastructure)	01

## **PART-II**

### **OBSERVATION AND RECOMMENDATIONS**

#### **1. REPRESENTATION OF OBCs IN TOP MANAGEMENT**

The Committee find that the Employees' State Insurance Corporation (ESIC), a statutory body constituted under the Employees' State Insurance Act, 1948, provides *inter-alia* medical care to approximately 3.39 crores Insured Persons, with a total of more than 13 crores beneficiaries through a wide network of ESI Hospitals/ Dispensaries etc. in 596 districts in 35 States and Union territories. In addition, ESIC also provides cash benefits such as sickness benefit, maternity benefit, temporary disablement benefit, permanent benefit, dependents' benefit, unemployment allowances etc. to the Insured Persons covered under the Employees' State Insurance Act, 1948. The ESI Corporation comprises of the employer's representatives, employees' representatives, representatives from the medical professions as well as representatives of the States and Union territories, Members of Parliament from both the Houses including some appointments made by the Central Government. ESI Corporation is headed by a Chairperson to be appointed by the Central Government. The Union Minister of Labour is appointed as the Chairperson of the Corporation. The Director General is *ex-Officio* Member of the Corporation. A Standing Committee of the Corporation is constituted from amongst the members of the Corporation to administer the affairs of the Corporation, subject to the general superintendence and control of the Corporation.

**ESI Corporation employs about 23000 officers and staff for discharging its functions under the parent Act. ESI Corporation follows the rules, regulations and guidelines issued by the DoPT and the Central Government in regard to govern terms and service conditions of its employees.**

**The Committee observe that there is no official or member belonging to OBC category occupying any position in top management of ESIC, however, on being asked about the reasons for the same the Ministry referred to the provisions of the Employees' State Insurance Act, 1948 in pursuance of which Members of the ESI Corporation (ESIC) and Standing Committee are appointed. The Committee understand that the said appointments are made in pursuance of the ESI Act, 1948 directly by the Government and there is no provision of reservation in these appointments. However, the Committee desire that if persons from the OBC category come forward fulfilling the criteria laid down for the appointment of Members of ESIC and Standing Committee which administers ESIC, they should be given preference in such appointment.**

## **2. REPRESENTATION OF OBCs IN ESIC**

**The Committee learn that out of a total 2633 employees in Group –A, there are 584 employees belonging to OBC category constituting 22.18 % in that group. In group B, total employees are 222 and this Group consists of promotional cadre as there is no direct recruitment. In Group 'C', there are 16030 employees, out of which 4111 are belong to OBC category, thus constituting 24.72 % representation in that group. The Ministry had stated that**

recruitment process has been started this year to fill up 1757 vacancies in Group- A, out of which 477 vacancies constituting 27.15 % are reserved for OBC category. Similarly, in Group 'C', 3975 vacancies have been advertised, out of which 926 have been earmarked for OBCs which constitutes 23.29% of the total vacancies. The Ministry informed that during the current recruitment year, recruitment for the several posts are under process.

The Ministry further informed that OBC representation in different grades is as follows:-

INSURANCE MEDICAL OFFICER	ASSISTANT PROFESSOR	SPECIALIST GRADE	DEPUTY DIRECTOR	NURSING OFFICER	SOCIAL SECURITY OFFICER	Upper Divisional Clerk
34.59%	29.87%	19.2%	37.16%	39.29%	32.58%	42.47%

On being asked about the reasons for excess representation of OBCs in certain grades in ESIC, the Ministry informed that this strength includes OBC candidates selected on their own merit. The Ministry in their supplementary reply stated that the representation of OBCs in various categories of employees appointed through reservation in terms of the policy of the Central Government is based on roster points and not on the absolute "percentage term" basis. In ESIC, Group 'C' employees (medical and ministerial staff), being regional cadres, State reservation quota are applied in direct recruitment of Group 'C' employees. In pursuance of DoPT O.M. No.43011/4/2018-Estt.(Res.), dated 4.4.2018 reserve category candidates selected on the same standard as applied to general candidates in direct



recruitment will not be adjusted against reserved vacancies. Therefore, it is recommended that the representation of OBCs in the organization chart must count only those candidates who are recruited on relaxed standard as per reservation policy. This would give a clear picture whether the reservation policy in recruitment in the organization is being implemented properly or not. The Committee, therefore, recommend that ESIC should maintain data of OBC representation, as per reservation policy, in each post and cadre where direct recruitment is held and upload the same on its website. Besides, it is also recommended to take all necessary steps to complete the ongoing recruitment process in a time bound manner to fill the vacant posts as per reservation policy.

### **3. ROSTER REGISTER**

The Committee are pleased to note that Roster Registers are maintained in ESIC at two levels *i.e.* Regional level for regional cadre posts and at headquarters level for All India cadre posts. In Roster Registers, year wise vacancies for OBCs are indicated as per DoPT guidelines/instructions issued from time to time. For Ministerial cadre there are total 42 Roster Registers out of which 33 Roster Registers at Central Level and 09 Roster Registers at Regional level are maintained, whereas for Medical Cadre total 62 Roster Registers are maintained out of which 25 and 37 Registers are maintained at Headquarter and Regional level, respectively. These Roster Registers are inspected by the Chief Liaison Officer at Headquarter level and Liaison Officers in the States from time to time and no substantial discrepancy has

been pointed out in these Registers by the Liaison Officers. In this regard, the Committee recommend that the Roster Registers duly authenticated by Liaison Officers (LO)s should also be uploaded on the website of the organization to make it accessible to all employees in a more transparent manner.

#### **4. LIAISON OFFICERS**

The Committee find that Liaison Officers for OBCs have been appointed at headquarters as well as in Regional Offices. There are 25 Liaison Officers in regional offices in States and one Chief Liaison Officer at headquarter office at Delhi. There Liaison Officers also function as Grievance Officers. The Committee were informed that where OBC officers are available they are appointed as Liaison Officers for OBC employees. In some States where OBC officers are not available, officers other than OBC category are appointed as Liaison Officers. In this regard, the Committee recommend that all Liaison Officers for OBCs must belong to OBC category and a small Cell be set up to assist the Liaison Officer in discharge of his functions effectively. Following the evidence meeting, the Committee was informed through supplementary reply that an Insurance Commissioner (Shri R. Gunasekaran), who belongs to OBC category, has been appointed as Chief Liaison Officer at the Headquarter level. The Committee appreciate the proactive approach in appointing an Insurance Commissioner belonging to OBC category for OBC employees as the Chief Liaison Officer at the Headquarter level in ESIC. The Committee, therefore, recommend that all the Liaison Officers for OBC employees should belong to OBC category and the details of Liaison Officers including name,

designation, telephone number, e-mail IDs be uploaded on the website of the organization so that employees can contact them to lodge their grievances.

## **5. FOREIGN TRAINING**

The Committee were given to understand that in ESIC, Foreign Training Policy for ESIC Group A Officers exists along with guidelines on inviting/screening of nomination of candidates for foreign training. Group A Officers are deputed at International Training Centre, International Labour Organisation (ITC-ILO) once or twice in a year. However, there is no provision of OBC reservation in nomination for these training programmes. The Committee desire that cases of OBC Officers should be considered sympathetically and they should be given preference while nominating for training programmes abroad or for attending seminars/conferences, symposia etc. in order to broaden their outlook and build up specialised knowledge. Such a step will boost up the morale of the Officers of OBC category.

## **6. OBC EMPLOYEES' WELFARE ASSOCIATION**

The Committee are of the opinion that OBC Employees' Association can be an effective forum to take up issues relating to the recruitment, welfare and grievances of OBCs within the organization. The Committee, therefore, recommend that management of ESIC may work in coordination with the OBC Employees' Welfare Association once formed for redressal of grievances of OBC Employees of ESIC.

NEW DELHI;

28 July, 2023

06 Sravana, 1945 (Saka)

RAJESH VERMA,

*Chairperson,*

*Committee on Welfare of Other*

*Backward Classes*

(iii) in any other establishment, any person responsible for the supervision and control of the establishment ;

(18) " regulation " means a regulation made by the Corporation ;

(19) " Schedule " means a schedule to this Act ;

<sup>1</sup>[(19A) " seasonal factory ", means a factory which is exclusively engaged in one or more of the following manufacturing processes, namely, cotton ginning, cotton or jute pressing, decortication of ground-nuts, the manufacture of coffee, indigo, lac, rubber, sugar (including gur) or tea or any manufacturing process which is incidental to or connected with any of the aforesaid processes and includes a factory which is engaged for a period not exceeding seven months in a year —

(a) in any process of blending, packing or repacking of tea or coffee ; or

(b) in such other manufacturing process as the Central Government may, by notification in the Official Gazette, specify ;]

(20) " sickness " means a condition which requires medical treatment and attendance and necessitates abstention from work on medical grounds ;

(21) " temporary disablement " means a condition resulting from an employment injury which requires medical treatment and renders an employee, as a result of such injury temporarily incapable of <sup>2</sup>[doing the work which he was doing prior to or at the time of the injury] ;

(22) " wages " means all remuneration paid or payable in cash to an employee, if the terms of the contract of employment, express or implied, were fulfilled and includes <sup>1</sup>[any payment to an employee in respect of any period of authorised leave, lock-out, strike which is not illegal or layoff and] other additional remuneration, if any, <sup>2</sup>[paid at intervals not exceeding two months], but

does not include —

(a) any contribution paid by the employer to any pension fund or provident fund, or under this Act ;

(b) any travelling allowance or the value of any travelling concession ;

(c) any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment ; or

(d) any gratuity payable on discharge ;

<sup>3</sup>[(23) " wage period " in relation to an employee means the period in respect of which wages are ordinarily payable to him whether in terms of the contract of employment, express or implied or otherwise;]

<sup>4</sup>[(24) all other words and expressions used but not defined in this Act and defined in the Industrial Disputes Act, 1947 (14 of 1947), shall have the meanings respectively assigned to them in that Act.]

<sup>5</sup>[2-A. *Registration of factories and establishments.* — Every factory or establishment to which this Act applies shall be registered within such time and in such manner as may be specified in the regulations made in this behalf.]

## CHAPTER II

### CORPORATION, STANDING COMMITTEE AND MEDICAL BENEFIT COUNCIL

3. *Establishment of Employees' State Insurance Corporation.* — (1) With effect from such date as the Central Government may, by notification in the Official Gazette, appoint in this behalf, there shall be established for the administration of the scheme of Employees' State Insur-

ance in accordance with the provisions of this Act a Corporation to be known as the Employees' State Insurance Corporation.

(2) The Corporation shall be a body corporate by the name of Employees' State Insurance Corporation having perpetual succession and a common seal and shall by the said name sue and be sued.

**4. Constitution of Corporation.** — The Corporation shall consist of the following members, namely : —

- <sup>1</sup>(a) a Chairman to be <sup>2</sup>[appointed] by the Central Government ;
- (b) a Vice-Chairman to be <sup>2</sup>[appointed] by the Central Government ;]
- (c) not more than five persons to be <sup>2</sup>[appointed] by the Central Government <sup>3</sup>[\* \* \*] ;
- (d) one person each representing each of the <sup>1</sup>[<sup>2</sup>States] in which this Act is in force] to be <sup>3</sup>[appointed] by the State Government concerned ;
- (e) one person to be <sup>3</sup>[appointed] by the Central Government to represent the <sup>4</sup>[Union territories] ;
- (f) <sup>5</sup>[ten] persons representing employers to be <sup>3</sup>[appointed] by the Central Government in consultation with such organisations of employers as may be recognised for the purpose by the Central Government ;
- (g) <sup>5</sup>[ten] persons representing employees to be <sup>3</sup>[appointed] by the Central Government in consultation with such organisations of employees as may be recognised for the purpose by the Central Government ;
- (h) two persons representing the medical profession to be <sup>3</sup>[appointed] by the Central Government in consultation with such organisations of medical practitioners as may be recognised for the purpose by the Central Government ; <sup>6</sup>[\*\*\*]
- <sup>7</sup>(i) three members of Parliament of whom two shall be members of the House of the People (Lok Sabha) and one shall be a member of the Council of States (Rajya Sabha) elected respectively by the members of the House of the People and the members of the Council of States ; and
- (j) the Director-General of the Corporation, *ex-officio*.]

**5. Term of office of the members of the Corporation.** — (1) Save as otherwise expressly provided in this Act, the term of office of members of the Corporation, other than <sup>1</sup>[the members referred to in clauses (a), (b), (c), (d) and (e) of section 4 and the *ex-officio* member,] shall be four years commencing from the date on which their <sup>2</sup>[appointment] or election is notified.

Provided that a member of the Corporation shall notwithstanding the expiry of the said period of four years, continue to hold office until the <sup>2</sup>[appointment] or election of his successor is notified.

(2) The member of the Corporation referred to in clauses <sup>3</sup>[(a), (b), (c), (d) and (e)] of section 4 shall hold office during the pleasure of the Government <sup>4</sup>[appointing] them.

**6. Eligibility for <sup>5</sup>[re-appointment] or re-election.** — An outgoing member of the Corporation, the Standing Committee, or the Medical Benefit Council shall be eligible for <sup>5</sup>[re-appointment] or re-election as the case may be.

**7. Authentication of orders, decisions, etc.** — All orders and decisions of the Corporation shall be authenticated by the signature of the Director-General of the Corporation and all other instruments issued by the Corporation shall be authenticated by the signature of the Director-General or such other officer of the Corporation as may be authorised by him.]

**8. Constitution of Standing Committee.** — A Standing Committee of the Corporation shall be constituted from among its members, consisting of —

No.36017/1/2004-Estt.(Res.)

Government of India

Ministry of Personnel, Public Grievances and Pensions

Department of Personnel and Training

New Delhi, dated the 5<sup>th</sup> July, 2005.

**OFFICE MEMORANDUM**

Subject: Revision of quantum of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes in case of direct recruitment to Group 'C' and 'D' posts normally attracting candidates from a locality or a region.

The undersigned is directed to say that reservation for Scheduled Castes and Scheduled Tribes in case of direct recruitment to Group 'C' and 'D' posts, normally attracting candidates from a locality or a region, which is generally fixed in proportion to the population of the Scheduled Castes and Scheduled Tribes in the respective States/UTs, was last fixed in 1985 on the basis of the 1981 Census. Reservation for Other Backward Classes in such cases was fixed in 1993 keeping in view the proportion of their population in the respective States/UTs subject to a ceiling of 27% while also ensuring that the total reservation for SCs, STs and OBCs did not exceed the limit of 50% in any case. It has now been decided to revise the quantum of reservation for SCs, STs and OBCs in case of direct recruitment to Group 'C' and 'D' posts normally attracting candidates from a locality or a region, keeping in view the figures of the 2001 Census, as given in the Annexure to this O.M.

2. These orders will take effect from the date of issue of this O.M. However, the cases where requisitions for filling up the posts have already been sent to the recruiting agencies or posts have already been advertised in accordance with the percentages of reservation existing prior to issue of this O.M., need not be re-opened.

3. It is requested that contents of this O.M. may be brought to the notice of all concerned.

  
(K.G. Verma)

Deputy Secretary to the Government of India

Tele: 23092797

To

1. All Ministries/Departments of the Government of India.

.....2/-

2. All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.
3. Department of Economic Affairs (Banking Division), New Delhi.
4. Department of Economic Affairs (Insurance Division), New Delhi.
5. Department of Public Enterprises, New Delhi.
6. Railway Board.
7. Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Prime Minister's Office/Planning Commission.
8. Staff Selection Commission, CGO Complex, Lodi Road, New Delhi.
9. Ministry of Social Justice and Empowerment, Shastri Bhavan, New Delhi.
10. National Commission for SCs, Lok Nayak Bhavan, New Delhi.
11. National Commission for STs, Lok Nayak Bhavan, New Delhi.
12. National Commission for Backward Classes, Trikot-I, Bhikaji Cama Place, R.K. Puram, New Delhi.
13. Office of the Comptroller and Auditor General of India, 10, Bahadurshah Zafar Marg, New Delhi - 110002.
14. CBI, LBSNAA, ISTM, PESB, Central Sectt. Library, MHA Library.
15. Information and Facilitation Centre, DOPT, North Block, New Delhi.
16. 300 spare copies for Estt.(Res.) Section.

**Annexure to O.M.No.36017/1/2004-Estt.(Res.) dated 5.7.2005**

Sl.No.	Name of the State/UT	Percentage of Reservation		
		SCs	STs	OBCs
(1)	(2)	(3)	(4)	(5)
01	Andhra Pradesh	16	7	27
02	Arunachal Pradesh	1	45	0
03	Assam	7	12	27
04	Bihar	16	1	27
05	Chhattisgarh	12	32	6
06	Goa	2	0	18
07	Gujarat	7	15	27
08	Haryana	19	0	27
09	Himachal Pradesh	25	4	20
10	Jammu & Kashmir	8	11	27
11	Jharkhand	12	26	12
12	Karnataka	16	7	27
13	Kerala	10	1	27
14	Madhya Pradesh	15	20	15
15	Maharashtra	10	9	27
16	Manipur	3	34	13
17	Meghalaya	1	44	5
18	Mizoram	0	45	5
19	Nagaland	0	45	0
20	Orissa	16	22	12
21	Punjab	29	0	21
22	Rajasthan	17	13	20
23	Sikkim	5	21	24
24	Tamil Nadu	19	1	27
25	Tripura	17	31	2
26	Uttaranchal	18	3	13
27	Uttar Pradesh	21	1	27
28	West Bengal	23	5	22
29	Andaman & Nicobar Islands	0	8	27
30	Chandigarh	18	0	27
31	Dadra & Nagar Haveli	2	43	5
32	Daman & Diu	3	9	27
33	Delhi	15	7.5	27
34	Lakshadweep	0	45	0
35	Pondicherry	16	0	27



दिनांक 05.07.2005 के कार्यालय ज्ञापन संख्या 36017/1/2004 - स्थापना (आरक्षण) का अनुबंध

क्र.सं.	राज्य/संघ राज्य क्षेत्र का नाम	आरक्षण की प्रतिशतता		
		अनु.जा. (3)	अनु.ज.जा. (4)	अ.पि.वर्ग. (5)
1.	आंध्र प्रदेश	16	7	27
2.	अरुणाचल प्रदेश	1	45	0
3.	असम	7	12	27
4.	बिहार	16	1	27
5.	छत्तीसगढ़	12	32	6
6.	गोवा	2	0	18
7.	गुजरात	7	15	27
8.	हरियाणा	19	0	27
9.	हिमाचल प्रदेश	25	4	20
10.	जम्मू और कश्मीर	8	11	27
11.	झारखंड	12	26	12
12.	कर्नाटक	16	7	27
13.	केरल	10	1	27
14.	मध्य प्रदेश	15	20	15
15.	महाराष्ट्र	10	9	27
16.	मणिपुर	3	34	13
17.	मेघालय	1	44	5
18.	मिजोरम	0	45	5
19.	नागालैंड	0	45	0
20.	उड़ीसा	16	22	12
21.	पंजाब	29	0	21
22.	राजस्थान	17	13	20
23.	सिक्किम	5	21	24
24.	तमिलनाडु	19	1	27
25.	त्रिपुरा	17	31	2
26.	उत्तरांचल	18	3	13
27.	उत्तर प्रदेश	21	1	27
28.	पश्चिम बंगाल	23	5	22
29.	अंडमान और निकोबार द्वीप समूह	0	8	27
30.	चण्डीगढ़	18	0	27
31.	दादरा एवं नागर हवेली	2	43	5
32.	दमन एवं दीव	3	9	27
33.	दिल्ली	15	7.5	27
34.	लक्षद्वीप	0	45	0
35.	पांडिचेरी	16	0	27



# भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग I—खण्ड 1

PART I—Section 1

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 132]

नई दिल्ली, मंगलवार, मई 16, 2017/वैशाख 26, 1939

No. 132]

NEW DELHI, TUESDAY, MAY 16, 2017/VAISAKHA 26, 1939

वित्त मंत्रालय

(व्यय विभाग)

संकल्प

नई दिल्ली, 16 मई, 2017

सं.1-2/2016-आईसी.—भारत सरकार ने तारीख 25 जुलाई, 2016 को भारत के राजपत्र में अधिसूचित अपने संकल्प सं. 1-2/2016-आईसी द्वारा तारीख 28 फरवरी, 2014 के अपने पिछले संकल्प सं. 1/1/2013-ई.III(ए) में अंतर्विष्ट निर्देश-निबन्धनों के अंतर्गत आने वाले कर्मचारियों के प्रवर्गों के संबंध में सातवें केन्द्रीय वेतन आयोग की सिफारिशों स्वीकार की थीं।

और सरकार, कर्मचारियों के उक्त प्रवर्गों के संबंध में उक्त सातवें केन्द्रीय वेतन आयोग की सिफारिशों में निम्नलिखित परिवर्तन करना आवश्यक समझती है, अर्थात्:—

- (1) रक्षा वेतन मैट्रिक्स (सैन्य नर्सिंग सेवा को छोड़कर), जिसमें 24 प्रक्रम हैं, में सिविल वेतन मैट्रिक्स की भांति बढ़ाकर 40 प्रक्रम किए जाएंगे;
- (2) रक्षा वेतन मैट्रिक्स के लेवल 12क और लेवल 13 का पुनर्गठन सूचकांक 2.57 से बढ़ाकर 2.67 कर दिया जाएगा। तदनुसार, रक्षा वेतन मैट्रिक्स (सैन्य नर्सिंग सेवा को छोड़कर) पुनरीक्षित की जाएगी;
- (3) सैन्य नर्सिंग सेवा के वेतन मैट्रिक्स के लेवल 10ख और लेवल 12 में उपदर्शित तथ्यात्मक चुटियों को सुधारने के लिए और रक्षा वेतन मैट्रिक्स में पुनर्गठन सूचकांक में परिवर्तनों को ध्यान में रखते हुए, सैन्य नर्सिंग सेवा के वेतन मैट्रिक्स के तत्समान लेवल के प्रथम प्रक्रम में भी परिवर्तन किया जाएगा। तदनुसार, वेतन मैट्रिक्स (सैन्य नर्सिंग सेवा) को पुनरीक्षित किया जाएगा;
- (4) सिविल वेतन मैट्रिक्स के लेवल 13 के पुनर्गठन सूचकांक को भी 2.57 से बढ़ाकर 2.67 कर दिया जाएगा। तदनुसार, तारीख 25 जुलाई, 2016 के पूर्वोक्त संकल्प के पैरा 6 में उल्लिखित अनुबंध-1 में यथा अंतर्विष्ट सिविल वेतन मैट्रिक्स को पुनरीक्षित किया जाएगा। पुनरीक्षित सिविल वेतन मैट्रिक्स परिशिष्ट-1 में दी गई है;
- (5) तारीख 25 जुलाई, 2016 के पूर्वोक्त संकल्प के पैरा 13 में अंतर्विष्ट उपबंध इस विस्तार तक पुनरीक्षित हो जाएंगे कि केन्द्रीय स्टाफिंग स्कीम के अधीन प्रतिनियुक्ति पर तैनात अधिकारियों के व्यक्तिगत वेतन के रूप में वेतन-संरक्षा का फायदा, जैसा कि उसमें परिकल्पित है, 25 जुलाई, 2016 के वजाय 01 जनवरी, 2016 से दिया जाएगा। इसके अतिरिक्त, यह फायदा केन्द्रीय स्टाफिंग स्कीम के अधीन सेवाओं के ऐसे अधिकारियों को भी दिया जाएगा, जो केन्द्रीय स्टाफिंग स्कीम के अंतर्गत न आने वाले पदों पर केन्द्रीय सरकार में प्रतिनियुक्ति पर आते हैं।

आदेश

आदेश दिया जाता है कि यह संकल्प भारत के राजपत्र, असाधारण में प्रकाशित किया जाए।

आदेश दिया जाता है कि इस संकल्प की एक प्रति भारत सरकार के मंत्रालयों/विभागों, राज्य सरकारों, संघ राज्य क्षेत्र प्रशासकों तथा अन्य सभी संबंधित पक्षों को भेजी जाए।

आर. के. चतुर्वेदी, संयुक्त सचिव

शेखर नंबर	वहन मंडल (सिविल कर्मचारी)																परिशिष्ट-1						
	5200-20200				9300-34800				15600-39100				37400-67000					67000-79000	75500-80000	80000	90000		
	1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	5400	6600	7600	8700	8900	10000		13	13	14	15	16	17
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	123100	131100	144200	182200	187700	205400	205400	211600	217900	224400	250000
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	126800	135000	148500	187700	193300	205400	205400	211600	217900	224400	250000
3	19100	21100	23100	27100	31000	37600	47600	50300	56300	59500	71800	83600	130600	139100	153000	193300	199100	205400	205400	211600	217900	224400	250000
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	134500	143300	157600	199100	205400	205400	211600	217900	224400	250000	
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	138500	147600	162300	205100	205100	205100	205100	205100	205100	205100	205100
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	142700	152000	167200	211500	211500	211500	211500	211500	211500	211500	211500
7	21500	23800	26000	30500	34900	43300	53600	56900	63300	67000	80900	94100	147000	156600	172200	217600	217600	217600	217600	217600	217600	217600	217600
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	151400	161300	177400	224100	224100	224100	224100	224100	224100	224100	224100
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	155900	166100	182700	231800	231800	231800	231800	231800	231800	231800	231800
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	160600	171100	188200	241800	241800	241800	241800	241800	241800	241800	241800
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	165400	176200	193800	251800	251800	251800	251800	251800	251800	251800	251800
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	170400	181500	199600	261800	261800	261800	261800	261800	261800	261800	261800
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	175500	186900	205600	266800	266800	266800	266800	266800	266800	266800	266800
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	180800	192500	211800	271800	271800	271800	271800	271800	271800	271800	271800
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	186200	198300	218200	281800	281800	281800	281800	281800	281800	281800	281800
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	191800	204200	224200	286800	286800	286800	286800	286800	286800	286800	286800
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	197600	210300	230300	291800	291800	291800	291800	291800	291800	291800	291800
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	203300	216600	236600	296800	296800	296800	296800	296800	296800	296800	296800
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	209600	223000	243000	301800	301800	301800	301800	301800	301800	301800	301800
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	215900	229300	249300	309800	309800	309800	309800	309800	309800	309800	309800
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	224200	237600	257600	317800	317800	317800	317800	317800	317800	317800	317800
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126500	146700	231800	245200	265200	321800	321800	321800	321800	321800	321800	321800	321800
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100	236600	250000	270000	327800	327800	327800	327800	327800	327800	327800	327800
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600	241800	255200	275200	334800	334800	334800	334800	334800	334800	334800	334800
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300	246600	260000	280000	340800	340800	340800	340800	340800	340800	340800	340800
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100	251800	265200	285200	346800	346800	346800	346800	346800	346800	346800	346800
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100	256600	270000	290000	352800	352800	352800	352800	352800	352800	352800	352800
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200	261800	275200	295200	356800	356800	356800	356800	356800	356800	356800	356800
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500	266600	280000	300000	360800	360800	360800	360800	360800	360800	360800	360800
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900	271800	285200	305200	364800	364800	364800	364800	364800	364800	364800	364800
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500	276600	290000	310000	368800	368800	368800	368800	368800	368800	368800	368800
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200	281800	295200	315200	372800	372800	372800	372800	372800	372800	372800	372800
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144500	174800	203100	286600	300000	320000	376800	376800	376800	376800	376800	376800	376800	376800
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200	291800	305200	325200	380800	380800	380800	380800	380800	380800	380800	380800
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400	214600	296600	310000	330000	384800	384800	384800	384800	384800	384800	384800	384800
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	157700	191000	220800	301800	315200	335200	388800	388800	388800	388800	388800	388800	388800	388800
37	52000	57900	63200	74200	84200	102800	130400	138300	153600	162400	196700	226000	306600	320000	340000	392800	392800	392800	392800	392800	392800	392800	392800
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600	232800	311800	325200	345200	396800	396800	396800	396800	396800	396800	396800	396800
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700	239000	316600	330000	350000	400800	400800	400800	400800	400800	400800	400800	400800
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500	215200	246400	321800	335200	355200	404800	404800	404800	404800	404800	404800	404800	404800

No.36012/22/93-Estt. (SCT)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel & Training)

New Delhi, the 8<sup>th</sup> September, 1993  
OFFICE MEMORANDUM

**Subject:-** Reservation for Other Backward Classes in Civil Posts and Services under the Government of India – Regarding.

The undersigned is directed to refer to this Department's O.M. No. 36012/31/90-Estt. (SCT), dated the 13<sup>th</sup> August, 1990 and 25<sup>th</sup> September, 1991 regarding reservation for Socially and Educationally Backward Classes in Civil Posts and Services under the Government of India and to say that following the Supreme Court judgment in the India Sawhney and others Vs. Union of India and others case [Writ Petition (Civil) No. 930 of 1990] the Government of India appointed an Expert Committee to recommend the criteria for exclusion of the socially advanced persons/sections from the benefits of reservations for Other Backward Classes in civil posts and services under the Government of India.

2. Consequent to the consideration of the Expert Committee's recommendations this Department's Office Memorandum No. 36012/31/90-Estt. (SCT), dated 13.08.90 referred to in Para (1) above is hereby modified to provide as follows:

- (a) 27% (twenty seven percent) of the vacancies in civil posts and services under the Government of India, to be filled through direct recruitment, shall be reserved for the Other Backward Classes. Detailed instructions relating to the procedure to be followed for enforcing reservation will be issued separately.
- (b) Candidates belonging to OBCs recruited on the basis of merit in an open competition on the same standards prescribed for the general candidates shall not be adjusted against the reservation quota of 27%.
- (c) (i) The aforesaid reservation shall not apply to persons/sections mentioned in column 3 of the Schedule to this office memorandum.  
(ii) The rule of exclusion will not apply to persons working as artisans or engaged in hereditary occupations, callings. A list of such occupations, callings will be issued separately by the Ministry of Welfare.
- (d) The OBCs for the purpose of the aforesaid reservation would comprise, in the first phase, the castes and communities which are common to both the report of the Mandal Commission and the State Government's Lists. A list of such castes and communities is being issued separately by the Ministry of Welfare.
- (e) The aforesaid reservation shall take immediate effect. However, this will not apply to vacancies where the recruitment process has already been initiated prior to the issue of this order.

3. Similar instructions in respect of public sector undertaking and financial institutions including public sector banks will be issued by the Department of Public Enterprises and by the Ministry of Finance respectively effective from the date of this Office Memorandum.

Sd/-  
(Smt. Sarita Prasad)  
Joint Secretary to the Government of India.

To  
All Ministries/Department of Government of India.

Copy:

1. Department of Public Enterprises, New Delhi. : It is requested that the said instructions may be issued in respect of PSUs, Public Sector Banks & Insurance Corporation.
2. Ministry of Finance (Banking & Insurance Divisions), New Delhi. :

**SCHEDULE**

Description of Category		To whom rule of exclusion will apply
1	2	3
	<b>I. CONSTITUTIONAL POSTS</b>	<p>Son(s) and daughter(s) of</p> <p>(a) President of India;</p> <p>(b) Vice President of India;</p> <p>(c) Judges of the Supreme court and of the High Courts;</p> <p>(d) Chairman &amp; Members of UPSC and of the State Public Service Commission; Chief Election Commissioner; Comptroller &amp; Auditor General of India;</p> <p>(e) Persons holding Constitutional positions of like nature.</p>
	<b>II. SERVICE CATEGORY</b>	
	<b>A. Group A/Class I officers of the All India Central and State Services (Direct Recruits).</b>	<p>Son(s) and daughter(s) of</p> <p>(a) parents, both of whom are Class I officers;</p> <p>(b) Parents, either of whom is a Class-I officers;</p> <p>(c) Parents, both of whom are a Class-I officers, but one of them dies or suffers permanent incapacitation.</p> <p>(d) Parents, either of whom is a Class-I officers and such parent dies or suffers permanent incapacitation and before such death or such incapacitation has had the benefit of employment in any International Organisation like UN, IMF, world Bank, etc. for a period of not less than 5 years.</p> <p>(e) Parent, both of whom are class I officers die or suffer permanent incapacitation and before such death or such incapacitation of the both, either of them has had the benefit of employment in any Inter-national Organisation like UN, IMF, World Bank, etc. for a period of not less than 5 years.</p> <p>Provided that the rule of exclusion shall not apply in the following cases:</p> <p>(a) Sons and daughters of parents either of whom or both of whom are Class-I officers and such parent(s) dies/die or suffer permanent incapacitation.</p> <p>(b) A lady belonging to OBC category has got married to a Class-I officer, and may herself like to apply for a job.</p>

(Contd...2)

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1	2	3
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*B. Group B/Class II officers of the Central & State Services (Direct Recruitment)*

- Son(s) and daughter(s) of
- (a) Parents both of whom are Class II officers.
  - (b) Parents of whom only the husband is a Class II officer and he gets into Class I at the age of 40 or earlier.
  - (c) parents, both of whom are Class II officers and one of them dies or suffers permanent incapacitation and either one of them has had the benefit of employment in any International Organisation like UN, IMF, World Bank, etc. for a period of not less than 5 years before such death or permanent incapacitation:
  - (d) parents of whom the husband is a Class I officer (Direct Recruit or pre-forty promoted) and the wife is a Class II officer and the wife dies; or suffers permanent incapacitation; and
  - (e) parents, of whom the wife is a Class I officer (Direct Recruit or pre-forty promoted) and the husband is a Class II officer and the husband dies or suffers permanent incapacitation

Provided that the rule of exclusion shall not apply in the following cases:

- Sons and daughters of
- (a) Parents both of whom are Class II officers and one of them dies or suffers permanent incapacitation.
  - (b) Parents, both of whom are Class II officers and both of them die or suffer permanent incapacitation, even through either of them has had the benefit of employment in any International Organisation like UN, IMF, World Bank, etc. for a period of not less than 5 years before their death or permanent incapacitation:

*C. Employees in Public Sector Undertakings etc.*

The criteria enumerated in A&B above in this Category will apply mutatis mutandi to officers holding equivalent or comparable posts in PSUs, Banks, Insurance Organisations, Universities, etc. and also to equivalent or comparable posts and positions under private employment, Pending the evaluation of the posts on equivalent or comparable basis in these institutions, the criteria specified in Category VI below will apply to the officers in these Institutions.

(Contd..3)

1	2	3
<p><b>III. ARMED FORCES INCLUDING PARAMILITARY FORCES</b> (Persons holding civil posts are not included)</p>		<p>Son(s) and daughter(s) of parents either or both of whom is or are in the rank of Colonel and above in the Army and to equivalent posts in the Navy and the Air Force and the Para Military Forces;</p> <p>Provided that:-</p> <p>(i) if the wife of an Armed Forces Officer is herself in the Armed Forces (i.e., the category under consideration) the rule of exclusion will apply only when she herself has reached the rank of Colonel;</p> <p>(ii) the service ranks below Colonel of husband and wife shall not be clubbed together;</p> <p>(iii) If the wife of an officer in the Armed Forces is in civil employment, this will not be taken into account for applying the rule of exclusion unless she falls in the service category under item No. II in which case the criteria and conditions enumerated therein will apply to her independently.</p>
<p><b>IV PROFESSIONAL CLASS AND THOSE ENGAGED IN TRADE AND INDUSTRY</b></p> <p>(I) <i>Persons engaged in profession as a doctor, lawyer, chartered accountant, Income-Tax consultant, financial or management consultant, dental surgeon, engineer, architect, computer specialist, film artists and other film pro-fissional, author, playwright, sports person, sports professional, media professional or any other vocations of like status.</i></p> <p>(II) Persons engaged in trade, business and industry.</p>		<p>Criteria specified against category VI will apply:-</p> <p>Criteria specified against Category VI will apply:</p> <p>Explanation :</p> <p>(i) Where the husband is in some profession and the wife is in a Class II or lower grade employment, the income/wealth test will apply on the basis of the husband's income.</p> <p>(ii) If the wife is in any profession and the husband is in employment in a Class II or lower rank post, then the income/ wealth criterion will apply only on the basis of the wife's income and the husband's of the wife's income and the husband's income will not be clubbed with it.</p>

(Contd..4)

V. **PROPERTY OWNERS**

A. *Agricultural holdings*

Son(s) and daughter(s) of persons belonging to a family (father, mother and minor children) which owns

- (a) only irrigated land which is equal to or more than 85% of the statutory area, or
- (b) both irrigated and un irrigated land, as follows:

(i) The rule of exclusion will apply where the pre-condition exists that the irrigated area (having been brought to a single type under a common denominator) 40% or more of the statutory ceiling limit for irrigated land (this being calculated by excluding the un irrigated portion). If this pre-condition of not less than 40% exists, then only the area of un irrigated land will be taken into account. This will be done by converting the un irrigated land on the basis of the conversion formula existing, into the irrigated type. The irrigated area so computed from un irrigated land shall be added to the actual area of irrigated land and if after such clubbing together the total area in terms of irrigated land is 80% or more of the statutory ceiling limit for irrigated land, then the rule of exclusion will apply and disentitlement will occur.

(ii) The rule of exclusion will not apply if the land holding of a family is exclusively un irrigated.

B. *Plantations*

- (i) Coffee, tea, rubber, etc.
- (ii) Mango, citrus, apply plantations etc.

Criteria of income/wealth specified in Category VI below will apply. Deemed as agricultural holding and hence criteria at A above under this Category will apply.

C. *Vacant land and/or buildings in urban areas or urban agglomerations*

Criteria specified in Category VI below will apply.

*Explanation:* Building may be used for residential, industrial or commercial purpose and the like two or more such purposes.

VI. **INCOME/WEALTH TEST**

Son(s) and daughter(s) of

- (a) Persons having gross annual income of Rs. 1 lakh or above or possessing wealth above the Wealth Tax Act for a period of three consecutive years.

(Contd...5)



- (b) Persons in Categories I, II, III and V A who are not disentitled to the benefit of reservation but have income from other sources of wealth which will bring them within the income/wealth criteria mentioned in (a) above.

Explanation:

- (i) Income from salaries or agricultural land shall not be clubbed;
- (ii) The income criteria in terms of rupee will be modified taking into account the change in its value every three years. If the situation, however, so demands, the interregnum may be less.

*Explanation:* Wherever the expression "permanent incapacitation" occurs in this schedule. It shall mean incapacitation which results in putting an officer out of service.

No. 15012/2/2010-Estt.(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel & Training)  
\*\*\*\*\*

New Delhi, dated the 27<sup>th</sup> March, 2012

OFFICE MEMORANDUM

**Subject:- Consolidated orders on relaxation in upper age limit allowed to various categories of government servants- regarding**

The undersigned is directed to invite attention to this Department's Notification No. 2/101/72-Estt(D) dated 07.03.1974 and to say that since then a number of instructions allowing relaxation in upper age to Central government servants for recruitment to various categories of posts under the Central government have been issued. For the facility of reference and guidance, the content of the important/relevant O.M's/orders on the subject have been consolidated. The number and date of original O.M.'s have been referred under each category for easy reference to the context.

S. No.	Category of Persons to whom age concession is admissible and O.M./Notification No.	Categories of posts to which the age concession is admissible	Extent of Age Concession
1.	Scheduled Castes and Scheduled Tribes <u>Notification No. 2/101/72-Estt(D) dated 07.03.1974</u>	All posts filled by Direct Recruitment	5 years
2.	Other Backward Class <u>O.M. No. 43013/2/95-Estt. (SCT) dated 25.01.1995</u> <u>O.M. No. 36012/22/93-Estt.(SCT) dated 22.10.1993</u>	All posts filled by Direct Recruitment	3 years
3.	Persons with disabilities <u>No. 43019/28/86-Estt.(D) dated 01.02.1999</u> read with <u>O.M. No. 36035/3/2004-Estt(Res.) dated 29.12.2005</u>	(i) In case of Direct Recruitment to Group 'C' and erstwhile Group 'D' (now MTS )	10 years

		posts (ii) In case of recruitment to Group 'A' and Group 'B' posts through open competitive examination	
	SC/ST Persons with disabilities		15 years
	OBC Persons with disabilities		13 years
	Persons with disabilities <u>O.M. No. 36035/3/2004-Estt(Res.) dated 29.12.2005</u>	In case of direct recruitment to Group 'A' and Group 'B' where recruitment is made otherwise than through open competitive examination	5 years
	SC/ST Persons with disabilities		10 years
	OBC Persons with disabilities		8 years
4.	Retrenched Central Government Employee  <u>Notification No. 2/101/72-Estt(D) dated 07.03.1974</u>	For posts filled otherwise than through UPSC on the basis of competitive tests, i.e. filled through employment exchange	Period of previous service under the Govt. of India plus three years
5.	Whole Time Cadet Instructors in NCC (a) who were released from NCC after the expiry of their initial/extended tenure  <u>Notification No. 2/101/72-Estt(D) dated 07.03.1974</u>	For the purpose of appointment to the posts, recruitment to which is made through the Employment exchange	Period of service rendered in NCC plus three years
	(b) who were released from NCC before the expiry of their initial/extended tenure  <u>Notification No. 2/101/72-Estt(D) dated 07.03.1974</u>	- do -	Period of service rendered in NCC, plus three years provided they have served in NCC for a period of not less than six months prior to their release from NCC

6.	<p>Ex-General Reserve Engineer Force Personnel</p> <p><u>O.M. No. 4/10/64-Estt(D) dated 26.10.1964</u></p> <p><u>Notification No. 2/101/72-Estt(D) dated 07.03.1974</u></p>	<p>For posts filled otherwise than through UPSC on the basis of competitive tests, i.e. filled through Employment exchange</p>	<p>Period of Service in GREF plus 3 years</p>
7.	<p>Territorial Army Personnel who have service on the permanent staff of Territorial Army Unit or have been embodied for service under T.A. Rule 33 for a continuous period of not less than six months.</p> <p><u>O.M. No. 4/6/64-Estt(D) dated 11.02.1965 and</u></p> <p><u>Notification No. 2/101/1972-Estt(D) dated 7.3.1974</u></p>	<p>For post filled otherwise than through UPSC on the basis of competitive tests i.e. for posts filled through Employment Exchange</p>	<p>Entire Period of embodied service including broken period in the Territorial Army plus three years</p>
8.	<p>Ex-Servicemen</p> <p><u>Notification No. 39016/10/1979- Estt. (c) dated 15.12.1979</u></p>	<p>Group C &amp; erstwhile D posts</p>	<p>Period of Military service plus 3 years</p>
9.	<p>Disabled Defence services personnel</p> <p><u>O.M. No. 14/42/65-Estt(D) dated 29.03.1966 and O.M. No. 13/35/71-Estt.(C) dated 24.12.1971</u></p>	<p>(a) Group C &amp; erstwhile D posts filled through Employment Exchange</p>	<p>45 years (50 years of SC/ST)</p>
		<p>(b) Group A &amp; B posts filled otherwise than through Competitive Examination by UPSC</p>	<p>45 years (50 years of SC/ST)</p>
		<p>(c) All posts filled by Competitive examination</p>	<p>3 years ( 8 years for SC/ST) subject to the condition that they would not be allowed to avail of</p>

DoP&T's O.M. No. 15012/2/2010-Estt.(D) dated 27<sup>th</sup> March 2012

			a larger number of chances in respect of recruitment to a service, or group of services, than the maximum number of chances permissible to any general candidate under the age limit.
10.	Ex-personnel of Army Medical Corps (Short Service regular Commissioned Officer) <u>O.M. No. 4/3/55-RPS dated 13.07.1956</u>	All posts requiring Medical qualification	35 years
11.	Ex-servicemen ECO/SSCO <u>O.M. No. 39016/15/79-Estt.( C) dated 07.09.1981</u> <u>O.M. No. 36034/8/88-Estt.(SCT) dated 19.05.1988</u>	Group A & B Posts Services/posts filled by direct recruitment otherwise than on a result of any open All India competitive examination held by UPSC subject to the condition that (i) the continuous service rendered in the Armed Forces by an ex-servicemen is not less than six months after attestation (ii) resultant age after deducting his age does not exceed the prescribed age	Military service plus three years

DoP&T's O.M. No. 15012/2/2010-Estt.(D) dated 27<sup>th</sup> March 2012

		<p>limit by more than three years and (iii) condition prescribed in O.M. No. 39016/10/79-Esst.(C) dated 15.12.1979</p>	
		<p>For appointment to any vacancy in Group A and Group B Services/posts filled by direct recruitment on the results of an All India Competitive Examination held by UPSC, ex-service and Commissioned Officers including ECOs/SSCOs who have rendered atleast 5 years military service and have been released on completion of assignment (including those whose assignment is due to be completed within 6 months) otherwise than by way of dismissal or discharge on account of physical disability attributable to</p>	<p>Five years</p>

DoP&T's O.M. No. 15012/2/2010-Esst.(D) dated 27<sup>th</sup> March 2012

		military service or on invalidment.	
12.	Departmental Candidates with three years continuous service in Central Government  <u>O.M. No. 15012/1/88-Esst.(D) dated 30.01.1980</u>  <u>O.M. No. 15012/1/88-Esst.(D) dated 20.05.1988</u>	For appointment to Group 'C' and erstwhile 'D' (now MTS posts) by direct recruitment which are in the same line or allied cadres	Up to 40 years of age (45 years for SC/ST)
	<u>O.M. No. 15012/8/87-Esst.(D) dated 15.10.1987</u>  <u>O.M. No. 35014/4/79-Esst.(D) dated 24.10.1985</u>	Group A and Group B posts filled through UPSC (other than those filled on the basis of competitive examination) and posts which are exempted from purview of UPSC (where recruitment is made by organisation themselves)	5 years (for posts which are in the same line or allied cadres and where a relationship could be established that the service already rendered in a particular post will be useful for the efficient discharge of the duties of post)
13.	Widows, divorced women and women judicially separated from their husbands and who are not re-married  <u>O.M. NO. 15012/13/1979-Esst (D) dated 19.01.1980</u>  <u>O.M. No. 15012/1/82-Esst.(D) dated 06.09.1983</u>  <u>O.M. No. 15012/1/87-Esst.(D) dated 05.10.1990</u>	Group 'C' and erstwhile Group 'D' posts under the Central Government filled through Staff Selection Commission and Employment exchange  Group 'A' and 'B' posts except where recruitment is	Up to the age of 35 years (up to 40 years for members of Scheduled Castes and Scheduled Tribes) but no relaxation of educational qualification or method of recruitment

DoP&T's O.M. No. 15012/2/2010-Esst.(D) dated 27<sup>th</sup> March 2012

		made through open competitive examination	
14.	Meritorious Sportspersons <u>No. 15012/3/84-Esft.(D) dated 12.11.1987</u>	All Group of Civil posts/Services under the Government of India filled otherwise than through Competitive examinations conducted by UPSC	Up to 5 years (10 years for SC/ST candidates)
15.	Persons who had ordinarily been domiciled in the State of Jammu and Kashmir during the period 01.01.1980 to 31.12.1989 <u>GSR 915(E) dated 30.12.2011</u> <u>GSR 208(E) dated 10<sup>th</sup> April 1997</u> <u>GSR 826(E) dated 27<sup>th</sup> December 1999</u> <u>GSR 919(E) dated 20<sup>th</sup> December 2001</u> <u>GSR 879(E) dated 10<sup>th</sup> November 2003</u> <u>GSR 707(E) dated 6<sup>th</sup> December 2005</u> <u>GSR 761(E) dated 7<sup>th</sup> December, 2007</u> <u>GSR 839(E) dated 23<sup>rd</sup> November 2009</u>	For recruitment to all Central Civil Services and Posts made through UPSC or SSC or otherwise by Central Government till 31.12.2013	Upper age-limit relaxable by five years subject to maximum number of chances permissible under the relevant rules

2. For the purposes of the above mentioned age concessions:

- i. "a retrenched Central Government employee" means a person who was employed under the Government of India for a continuous period of not less than six months prior to this retrenchment and was discharged as a result of the recommendation of the Economy Unit or due to normal reduction in establishment;
- ii. "a whole-time Cadet instructor in NCC" means a person who was recruited as a whole-time cadet instructor in NCC on or after 01.01.1963;
- iii. "Ex-GREF personnel" means a person who was employed in that Force at least a continuous period for not less than six months and who was released from that Force on completion of his tenure of Service.
- iv. "disabled ex-servicemen" means ex-serviceman who while serving in the Armed Forces of the Union was disabled in operations against the enemy or in disturbed areas;

DoP&T's O.M. No. 15012/2/2010-Esft.(D) dated 27<sup>th</sup> March 2012

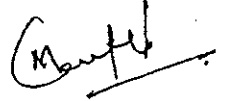


- v. "Ex-servicemen" means a person, who has served in any rank (whether as a combatant or a non-combatant), in the Armed Forces of the Union, including the Armed Forces of the former Indian States, but excluding the Assam Rifles, Defence Security Corps, General Reserve Engineering Force, Lok Sahayak Sena and Territorial Army, for a continuous period of not less than six months after attestation, and (i) has been released, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency, or has been transferred to the reserve pending such release, or (iii) has been released at his own request after completing five years service in the Armed Forces of the Union.
3. These instructions are applicable only to Central Government Civilian Employees holding Civil posts and are not applicable to personnel working in autonomous/statutory bodies, Public Sector undertakings etc. which are governed by regulations/statutes issued by the concerned administrative Ministries/Departments. In certain cases the benefit of age relaxation was allowed to a specified category of personnel for a limited period. The validity of relaxation in such cases will be for the period specified in the original instructions or as amended from time to time.
4. In case of recruitment through the UPSC and the Staff Selection Commission (SSC), the crucial date for determining the age-limit shall be as advertised by UPSC/SSC. The crucial date for determining age for competitive examination held by UPSC/SSC is fixed as per the instructions in this Department's O.M. No. 42013/1/79-Estt.(D) dated 04.12.1979 and O.M. No. AB.14017/70/87-Esst.(RR) dated 14.07.1988.
5. A government servant is not allowed any relaxation of age for recruitment to Group 'A' and Group 'B' post on the basis of competitive examination held by the Commission except in cases where it has been specifically provided for in the scheme of the examinations approved in consultation with the Commission (O.M. No. 4/4/74-Estt.(D) dated 09.04.1981).
6. The upper age-limit for recruitment by the method of Direct Open Competitive to the Central Civil Services and civil posts specified in the relevant service/recruitment rules on the date of commencement of the Central Civil Services and Civil posts (Upper Age-limit for Direct Recruitment) Rules 1998, shall be increased by two years (Notification No. 15012/6/98-Estt.(D) dated 21.12.1998). The "Direct Open Competitive Examination" for the purpose of these rules shall mean direct recruitment by Open Competitive Examination conducted by the Union Public Service Commission or the Staff Selection Commission or any other authority under the Central Government and it shall not include recruitment through Limited Departmental Examination or through shortlisting or by absorption or transfer or deputation.

8. Copies of previous O.M.'s referred are available at this Department's website [www.persmin.nic.in](http://www.persmin.nic.in)([www.persmin.nic.in](http://www.persmin.nic.in)>O.Ms & Orders > Establishment > (A)Administration > (II)Establishment > (g)Age relaxation)

9. This may be brought to the notice of all concerned for information, guidance and necessary action.

10. Hindi version will follow.



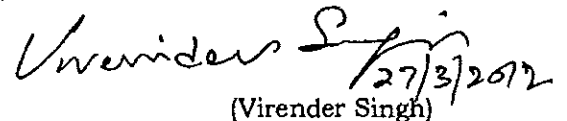
(Mukta Goel)  
Director(E.I)  
Tele: 23092479

To

All Ministries/Departments of the Government of India.

Copy to:

1. President's Secretariat, New Delhi
2. Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi
4. Cabinet Secretariat, New Delhi
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi
6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi
9. The Secretary, Union Public Service Commission, New Delhi
10. The Secretary, Staff Selection Commission, New Delhi
11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions
12. National Commission for Scheduled Castes, New Delhi
13. National Commission for Scheduled Tribes, New Delhi
14. National Commission for OBCs, New Delhi
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi.
16. Establishment Officer & A.S.
17. All Officers and Sections in the Department of Personnel and Training.
18. Facilitation Center, DOP&T (20 copies)
- ✓ 19. NIC (DOP&T) for placing this Office Memorandum on the Website of DOP&T.
20. Establishment Section (200 copies).



(Virender Singh)

Under Secretary to the Government of India  
Tele: 23093804

DoP&T's O.M. No. 15012/2/2010-Estt.(D) dated 27<sup>th</sup> March 2012

**I. Liaison Officer for OBCs:****(11) (a) Details of Liaison Officers for OBC:**

Sl. No	Name & Level (S/Sri/Smt/Ms)	Category	State	Contact Info.
1	Laxmanji Gupta Deputy Director	OBC	Andhra Pradesh	48-7-32A, Panchdeep Bhawan, ESIC Road, Gunadala, Vijaywada, AP. (0866-2453490)
2	Gautam Hek Assistant Director	ST	Assam (including NE)	ESIC, Panchdeep Bhawan, P.O. Bamuni Maidan, Guwahati-781021 (0361-2550357)
3	Satyajit Kumar, Deputy Director	OBC	Bihar	ESIC, Panchdeep Bhawan, Near Income Tax Golumbar Baily Road, Patna-800001, Bihar (0612-2521928)
4	Mahendra Bhoi Deputy Director	OBC	Chhattisgarh	ESIC, 107, Ram Nagar Road, Kota, Raipur-492010, Chhattisgarh (0771-2254589)
5	Khumesh Assistant Director	SC	Delhi	ESI Corporation, DDA Complex Cum Office, Rajendra Place, Rajendra Bhawan, New Delhi-110008 (011-25745044)
6	S.N. Pol Assistant Director	SC	Goa	ESIC, Panchdeep Bhawan, 3rd floor EDC Plot No. 23, Patto, Panaji, Goa-403001 (0832-2438870 / 0832-2438858)
7	D K Chourasia, Deputy Director	OBC	Gujarat	ESIC, Ashram Marg, Navrang Marg, Ahmedabad-380014, Gujarat (079-27582400)
8	Lal Bihari Singh Office Superintendent	OBC	Haryana	ESIC, Panchdeep Bhawan, Sector-16, N.I.T, Faridabad-121002, Haryana (0129-2983193)
9	Samphal Assistant Director	ST	HP	ESIC Regional Office Housing Board, Phase 1, Sai Road, Baddi-173205, Himachal Pradesh 01795-245961 / 01795-245963
10	Sonam Dawa Deputy Director	ST	J&K	ESIC, Regional Office, 10-B Radha Bhawan, Shastri Nagar, Jammu-180 004, Jammu and Kashmir (0191-2435136)
11	Binay Kr. Jaiswal, Assistant Director	OBC	Jharkhand	ESI Corporation, Panchdeep Bhawan, ESI Complex, Namkum, Ranchi-834010, Jharkhand (0651-2960319 / 0651-2961569)
12	Darbara Singh Deputy Director	SC	Karnataka	ESIC, Panchdeep Bhawan, No.10, Binnyfields, Binnypet, Bangaluru-560023, Karnataka (080-26740764 / 080-26741307)
13	P.B. Bejoy, Deputy Director	OBC	Kerala	ESI Corporation, Panchdeep Bhawan, North Sawraj Round, Thrissur-680020, Kerala 0487-2331241
14	Vikash Kumar, Assistant Director	OBC	MP	ESI Corporation, Panchdeep Bhawan, Nanda Nagar, Indore-452011, Madhya Pradesh 0731-2550485
15	Mahadev Meena Deputy Director	ST	Maharashtra	ESI Corporation, Panchdeep Bhawan, 108, N.M. Joshi Marg, Lower Parel, Mumbai-400013. Maharashtra 022-61209777
16	Minu Sardar AD (OL)	ST	Odisha	ESI Corporation, Panchdeep Bhawan, Plot No. C, Unit-IX, Janpath, Bhubaneswar-751022, Odisha (0674-2546380)
17	P.V.Ramanadhan Assistant Director	UR	Puducherry	R.S. No. 89-2, Bouvankare Street, Mudaliarpeta, Puducherry - 605004 0413-2357642
18	Mahender Singh Assistant Director	SC	Punjab	ESI Corporation, Panchdeep Bhawan, Block No. 3, Sector - 19A, Madhya Marg, Chandigarh-460019, Punjab 0172-2544126 / 0172-2542892

19	S.L Meena Deputy Director	ST	Rajasthan	ESI Corporation, Panchdeep Bhawan, Bhawani Singh Marg Jaipur-302001, Rajasthan. PH.-0141-2989581
20	Sovan Bera Deputy Director	OBC	Tamil Nadu	ESI Corporation, Panchdeep Bhawan, 143, Sterling Road, Chennai-600034, Tamil Nadu 044-28306313
21	Laxmanji Gupta Deputy Director	OBC	Telangana	ESI Corporation, Panchdeep Bhawan, 5-9-23, Hill Fort Road, Adarsh Nagar Hyderabad- 500063, Telangana. PH.- 040-23234319
22	D.P Sinha, Deputy Director	OBC	Uttar Pradesh	ESI Corporation, Panchdeep Bhawan, Sarvodaya Nagar, Kanpur-208005, Uttar Pradesh. PH.- 0512-2224061
23	Rakesh Roshan Deputy Director	SC	Uttarakhand	ESI Corporation, Panchdeep Bhawan, Prem Nagar, Wing No.4, Shiv Puri, Prem Nagar, Dehradun-248007, Uttarakhand 0135-2774763
24	Nirmalendu Biswas Deputy Director	SC	West Bengal	ESI Corporation, Panchdeep Bhawan, 51, Grant Lane, Kolkata-700012. West Bengal 033-22364451 / 033-22364455
25	P.R. Sinha, Deputy Director	OBC	Headquarters	ESIC(HQ), Panchdeep Bhawan, CIG Marg, New Delhi-110002
26	L.Jamir Insurance Commissioner	ST	Headquarters (Chief Liaison Officer)	ESIC(HQ), Panchdeep Bhawan, CIG Marg, New Delhi-110002

**OFFICE OF THE COMMISSIONER (LABOUR)  
GOVT. OF NCT OF DELHI  
5-SHAM NATH MARG, DELHI- 110054**

F.No.12 (142)/02/MW/VIII/Part file/4456

Dated: 11/11/2021

**ORDER**

1. Whereas the Government of National Capital Territory of Delhi, had last revised the minimum rates of wages in Schedule Employments under the Minimum Wages 12(142)/02/MW/VII/3636 dated 22/10/2019.
2. And whereas, in the abovementioned notification it was stipulated that the Dearness Allowance will be payable on the basis of six monthly average index numbers of January to June and July to December, on 1<sup>st</sup> April and 1<sup>st</sup> October respectively.
3. And whereas, now, the Government of National Capital Territory of Delhi after adjustment of the average All India Consumer Price Index Number of the period from January 2021 to June 2021 which is 345.21, an increase of 4.26 points, hereby declares the following Dearness Allowances, which shall be payable for all categories w.e.f 01.10.2021.
4. The following revised rates of minimum wages shall be applicable in respect of unskilled, semiskilled and skilled categories in all schedules employment:-

Category	Rates as on 01/04/2021	D.A(pm) w.e.f 01/10/2021	Rates from (Rupees) 01/10/2021	
	(Rupees)	(Rupees)	Per-month	Per-day
Un-skilled	15,908/-	156/-	16,064/-	618/-
Semi-skilled	17,537/-	156/-	17,693/-	681/-
Skilled	19,291/-	182/-	19,473/-	749/-

5. The following rates of minimum wages shall be applicable in respect of Clerical and Supervisory Staffs in all Scheduled employments:-

Category	Rates as on 01/04/2021	D.A(pm) w.e.f 01/10/2021	Rates from (Rupees) 01/10/2021	
	(Rupees)	(Rupees)	Per-month	Per-day
Non matriculates	17,537/-	156/-	17,693/-	681/-
Matriculate but not graduate	19,291/-	182/-	19,473/-	749/-
Graduate and above	20,976/-	208/-	21,184/-	815/-

(S.C. Yadav) 11/11/21

Additional Secretary-cum-Commissioner (Labour)

**NB:** Case of tampering with the order has come to our notice. Employers/Workers may confirm from Website of Labour Department – labour.delhi.gov.in

Copy forwarded to:-

1. Secretary to the Government of India, Ministry of Labour, Shram Shakti Bhawan, New Delhi-110001.
2. Secretary to the Hon'ble Lt. Governor, Delhi.
3. Secretary to Hon'ble Chief Minister, Delhi.
4. Secretary to Hon'ble Speaker, Delhi Vidhan Sabha Delhi
5. Secretary to Hon'ble Dy. Chief Minister, GNCT of Delhi.
6. Secretary to Hon'ble Minister of Health, Industries, Gurudwaras, Irrigation and Food Control, Public Works Department and Power Department, Govt. of Delhi.
7. Secretary to Hon'ble Minister of Tourism, Art and Culture, Govt. of Delhi.
8. Secretary to Hon'ble Minister of Food and Supply, Environment and Forest and Election, Govt. of Delhi.
9. Secretary to Hon'ble Minister of Women and Child, Social Welfare, Language and SC and ST Department, Govt. of Delhi.
10. Chief Labour Commissioner, Shram Shakti Bhawan, Rafi Marg, New Delhi
11. Secretary (Labour) of Haryana, Punjab, Himachal Pradesh, Uttar Pradesh, Jammu and Kashmir, Rajasthan and U.T. Chandigarh.
12. All Joint Labour Commissioners/Deputy Labour Commissioners to bring it to the notice of Employer Associations and Trade Unions.
13. Accounts Branch, Labour Department, GNCTD.
14. System Analyst for uploading the notification on Delhi Government website.
15. Librarian, Labour Department, Government of NCT of Delhi.

## APPENDIX-I

### MINUTES OF THE TWELFTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2021-22) HELD ON THURSDAY, 23 June, 2022 IN COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1115 hrs. to 1205 hrs.

#### PRESENT

#### SHRI RAJESH VERMA- CHAIRPERSON

#### MEMBERS

#### LOK SABHA

2. Shri Sanjay Kumar Bandi
3. Shri Ramesh Bidhuri
4. Dr. Sanghamitra Maurya
5. Dr. Pritam Gopinath Munde
6. Shri Balak Nath
7. Shri Ajay Nishad
8. Shri Ram Shiromani Verma
9. Shri Chunni Lal Sahu

#### 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 Dineshchandra Jemalbhai Anavadiya

#### SECRETARIAT

- |                        |   |                   |
|------------------------|---|-------------------|
| 1. Shri Pulin B.Bhutia | — | Joint Secretary   |
| 2. Shri Maheshwar      | — | Director          |
| 3. Smt. Neena Juneja   | — | Deputy Secretary  |
| 4. Shri Vikas Kumar    | — | Executive Officer |

## **LIST OF REPRESENTATIVES**

### **Ministry of Labour and Employment**

<b>Sl. No.</b>	<b>Name</b>	<b>Designation</b>
1.	Shri Sunil Barthwal	Secretary(L&E)
2.	Dr. ShashankGoel	Additional Secretary(L&E)
3.	Ms. Vibha Bhalla	Joint Secretary
4.	Shri Rupesh Kumar Thakur	Director
5.	Dr. Mahendra Kumar	Director

### **Employees' State Insurance Corporation (ESIC)**

<b>Sl. No.</b>	<b>Name</b>	<b>Designation</b>
1.	Ms. T. L. Yaden	Financial Commissioner
2.	Shri S Ravichandran	Insurance Commissioner
3.	Shri L Jamir	Insurance Commissioner
4.	Dr. Deepak Kumar Sharma	Medical Commissioner



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 Labour and Employment, Employees' State Insurance Corporation (ESIC) on the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in Employees' State Insurance Corporation (ESIC)". Thereafter, the representatives of Ministry of Labour and Employment & ESIC were called in and Chairperson welcomed the witnesses. The Chairperson desired the Ministry to apprise the Committee regarding the status of reservation for OBCs in employment and their welfare in ESIC. The Chairperson also emphasised on the need for proper implementation of reservation policy for OBCs for all posts in ESIC. The representative of ESIC 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 ESIC. Accordingly, the representatives responded to the major points given below:

- (i) Total Number of Regions & sub-Regions in ESIC
- (ii) the representation of OBCs in all category & posts in ESIC and the implementation of 27 per cent quota reserved for OBCs;
- (iii) Efforts made for fulfillment of backlog vacancies of OBCs
- (iv) Welfare measures for overall well-being of OBC employees;
- (v) Representation of OBCs in outsourcing and contractual employees;
- (vi) Appointment of separate liaison officer for OBC employees and the Infrastructure/facilities provided to OBC Liaison Officers;

(vii) Reason for non-recognition of OBC Employees' Welfare Association in ESIC.

(viii) Provision for training to OBC Employees in foreign training programmes.

5. The Chairperson directed the representatives of the Ministry, ESIC 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 at the earliest.

*The Committee then adjourned.*

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

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## APPENDIX-II

### 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. XXXX XXXX XXXX XXXX

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

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*\*Matter not related to this report.*

*The Committee then adjourned.*

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