

23

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

**(SEVENTEENTH LOK SABHA)**

**MINISTRY OF PETROLEUM & NATURAL GAS**

**[ACTION TAKEN BY THE GOVERNMENT ON THE  
OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THEIR  
SIXTEENTH REPORT (SEVENTEENTH LOK SABHA) ON 'MEASURES  
UNDERTAKEN TO SECURE REPRESENTATION OF OBCs IN  
EMPLOYMENT AND FOR THEIR WELFARE IN GAS AUTHORITY OF  
INDIA LIMITED (GAIL)']**

**TWENTY THIRD REPORT**



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

**TWENTY THIRD REPORT**

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

**(SEVENTEENTH LOK SABHA)**

**[Action Taken by the Government on the Observations/Recommendations contained in their Sixteenth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Gas Authority of India Limited (GAIL)']**

**MINISTRY OF PETROLEUM & NATURAL GAS**

***Presented to Lok Sabha on 04.08.2023  
Laid in Rajya Sabha on 04.08.2023***



सत्यमेव जयते

**LOK SABHA SECRETARIAT  
NEW DELHI**

***August, 2023/Sravana, 1945 (Saka)***

**C.O. OBC No. 63**

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

**SHRI RAJESH VERMA - CHAIRPERSON**

**MEMBERS**  
**LOK SABHA**

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

**RAJYA SABHA**

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

**SECRETARIAT**

- |                                 |                              |
|---------------------------------|------------------------------|
| 1. Dr. Sajeev Sharma            | - Joint Secretary            |
| 2. Shri Maheshwar               | - Director                   |
| 3. Smt. Neena Juneja            | - Deputy Secretary           |
| 4. Shri Devender Kumar Dobriyal | -Assistant Executive Officer |

## INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2022-23) having been authorised by the Committee to present the Report on their behalf, present this Twenty Third Report on Action Taken by the Government on the Observations/Recommendations contained in the Sixteenth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Gas Authority of India Limited (GAIL)' pertaining to the Ministry of Petroleum & Natural Gas.

2. The Sixteenth Report was presented to Lok Sabha on 21<sup>st</sup> December, 2022. The Report was also laid on the Table of Rajya Sabha on the same day. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 11<sup>th</sup> April, 2023.

3. The replies of the Government were examined and the Draft Action Taken Report was considered and adopted by the Committee at their sitting held on 02<sup>nd</sup> August, 2023.

4. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Sixteenth Report (Seventeenth Lok Sabha) of the Committee is given in Appendix-II.

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

**NEW DELHI**  
**2 August, 2023**  
**11 Sravana, 1945 (Saka)**

**RAJESH VERMA,**  
**Chairperson,**  
**Committee on Welfare of OBCs**

## CHAPTER -1

### REPORT

This Report of the Committee on Welfare of Other Backward Classes deals with the action taken by the Government on the Observations/Recommendations contained in their Sixteenth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Gas Authority of India Limited (GAIL)' pertaining to the Ministry of Petroleum & Natural Gas.

2. The Sixteenth Report (Seventeenth Lok Sabha) of the Committee was presented to Lok Sabha on 21<sup>st</sup> December, 2022. The Report was also laid on the Table of Rajya Sabha on the same day. The Report contained 7 Observations/Recommendations. Action Taken Replies in respect of all the Observations/Recommendations contained in the Report have been received from the Government. These have been examined and categorised as follows:

- (i) Observations/Recommendations which have been accepted by the Government:
- |   |                         |
|---|-------------------------|
| Recommendation Sl. Nos. 1, 3, 4, 5, 6 and 7 | (Total-6)<br>Chapter-II |
|---|-------------------------|
- (ii) Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies:
- |                              |                            |
|------------------------------|----------------------------|
| Recommendation Sl. No. -NIL- | (Total-NIL)<br>Chapter-III |
|------------------------------|----------------------------|
- (iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:
- |                          |                         |
|--------------------------|-------------------------|
| Recommendation Sl. No. 2 | (Total-1)<br>Chapter-IV |
|--------------------------|-------------------------|
- (iv) Observations/Recommendations in respect of which final replies of the Government are still awaited:
- |                              |                           |
|------------------------------|---------------------------|
| Recommendation Sl. No. -NIL- | (Total- NIL)<br>Chapter-V |
|------------------------------|---------------------------|



**3. The Committee desire that further Action Taken Notes on the Observations/Recommendations contained in Chapter-I of the Report should be furnished to the Committee within three months of the presentation of this Report.**

4. The Committee will now deal with the action taken by the Government on some of the Observations/Recommendations made in their Sixteenth Report in the succeeding paragraphs.

### **Reservation in recruitment in GAIL**

#### **Recommendation Sl. No. 2**

5. The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

"Though GAIL is implementing reservation policy for OBCs since 08.09.1993, yet the Committee are concerned to note that there were only 1143 employees belonging to OBC category as on 30.4.2022 out of total number of 4789 employees constituting just 23.86% of the total number of employees. Overall representation of OBCs in GAIL is much below the mandated percentage of 27% in employment. In Group 'A' service, the representation of OBCs is 21.05 per cent; in Group 'B', 30.42 per cent; in Group 'C', 35.73 per cent and in Group 'D', 27.90 per cent. The Committee appreciate that percentage of OBC representation in Group 'B', 'C' and 'D' is above the prescribed mandate of 27% reservation for OBCs in employment. However, in Group 'A' percentage of OBC employees is 21.05 per cent which is below the prescribed 27% for OBCs in employment. Considering low representation of OBCs in overall strength and in Group 'A', the Committee recommend that the Ministry of Petroleum and Natural Gas take all necessary measures such as relaxing the standard for recruitment in favour of OBC candidates and initiating special recruitment drive to fill the backlog vacancies in group 'A' for OBCs in a time bound manner and ensure that overall representation of OBC does not fall short of the mandated 27% reservation in GAIL at any given point of time."

## REPLY OF THE GOVERNMENT

6. The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:-

"GAIL has been providing reservation to OBCs in Direct Recruitment in Group-'A' (Management) post and Group 'B', 'C' & 'D' (Non-Management) posts as per Presidential Directives and other guidelines received from Government of India from time to time. There are 02 mode of recruitment in Group A.

1. Direct Recruitment on All India basis by open competition- 27% reservation for OBCs
2. Direct Recruitment on All India basis otherwise than by open competition - 25.84% reservation for OBCs

Percentage representation of OBC employees to the total employees, who have joined GAIL on or after 08.09.1993 (effective date of implementation of OBC reservation) and are available on the rolls of GAIL as on 30.04.2022 in Group A (Management category) is around 23.75%. Recruitment for a majority of Group A posts is undertaken on all India basis otherwise than by Open Competition where the applicable % of reservation is 25.84%. There is a small shortfall in Group A (Management category) which is primarily due to non-availability of suitable candidates in certain disciplines and some of the selected OBC category candidates in general and especially in technical disciplines do not finally join the offered post after selection due to multiple offers being received by them.

Notwithstanding the above, GAIL is regularly re-advertising the unfilled vacancies, from time to time. Further, GAIL has notified Special Recruitment Drive (SRD) in the month of September, 2022 for which Recruitment is under process."

**7. The Committee, in their Sixteenth Report, had recommended that the Ministry should take steps to fill vacant posts in respect of Group 'A' Service in the Gas Authority of India Limited (GAIL) which still stands at 21.05%. However, from the reply submitted by the Ministry, it seems that the GAIL is**

still not able to fill the vacancies reserved for OBCs citing non-availability of suitable candidates in certain disciplines and others being shifted to some other lucrative offers. The Committee, therefore, once again, reiterate that the Ministry should take steps/explore the ways to expedite the process of recruitment in Group 'A' category of posts so as to bring the reservation to the mandated level of 27% and the action taken in this regard be conveyed to this Secretariat at the earliest.

### **Backlog Vacancies and Special Recruitment Drives**

#### **Recommendation Sl. No. 3**

8. The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee find that as on 31.12.2021, 24 number of backlog vacancies under Management Category (Group 'A') and 29 number of backlog vacancies under non-Management Category (Group 'B' and 'C') had been accumulated, which came down to 10 under Management Category through various recruitment/placement exercises/processes during the year 2021-22. However, no recruitment exercise could be initiated/carried out in respect of non-Management Category due to the restrictions placed on conducting these examinations physically during the Covid-19 pandemic. Though the remaining unfilled backlog vacancies will be filled-up during the Special Recruitment Drive (SRD) of 2022-23, as informed by the Ministry, yet the Committee still desire that unfilled backlog vacancies be filled up on priority basis in order to afford employment opportunities to deserving OBC candidates at the earliest.”

#### **REPLY OF THE GOVERNMENT**

9. The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:-

“Backlog of vacancies reserved for OBCs in Direct Recruitment in GAIL as on 31.07.2022 is given at **Table** below:

**Table**

#	Category	Backlog of vacancies reserved for OBC (NCL)
1	Management	31
2	Non-Management*	31
Total		62

\* includes executive grades E-0 & E-1 and all non-executive grades

To wipe out above backlog vacancies, GAIL has advertised 13 & 05 vacancies for OBC (NCL) in Management & Non-Management Cadre through Special Recruitment Drive (SRD) respectively in the month of September-2022.

Further, GAIL has also advertised 13 backlog vacancies for OBC (NCL) in Management Cadre through Campus Recruitment 22-23.

Further, for Non-Executives, GAIL has advertised 26 vacancies for OBC (NCL) in Non- Management Cadre through Open Recruitment-2022 in the month of August-2022.

Out of total 62 backlog vacancies for OBC(NCL), GAIL has advertised 57 backlog vacancies for OBC (NCL).”

**10. The Committee, in their Sixteenth Report, had recommended for expediting the process of Special Recruitment Drives (SRDs) in order to fill the backlog vacancies reserved for OBCs. However, from the reply, the Committee is not able to ascertain as to how many posts have so far, been filled-up through Special Recruitment Drives (SRDs) initiated by GAIL. The Committee, therefore, desire to know as to how many backlog vacancies have been filled-up and the resultant OBC strength of the cadres after the Special Recruitment Drives. The action taken, in this regard, may be conveyed to this Committee at the earliest.**

---

## CHAPTER-II

### OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

#### Representation of OBC in the Board of Directors of GAIL

##### **Recommendation (SI No. 1)**

2.1 The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

The Board of Directors of GAIL consists of a Chairman & Managing Director, 06 full time Directors, 02 part-time Directors (Government nominee) and 08 part time non-official Directors (Independent). At present, 04 positions of Directors {01 full time, 01 part time and 02 part-time non-official Directors (Independent)} are vacant. The Committee express its concern that there is no representation of OBC category in the Board of Directors of GAIL. The Committee acknowledge that appointment of Directors in the Board of Directors of GAIL is decided by the Public Enterprise Selection Board (PSEB), Department of Public Enterprises, Government of India. There may not be any provision for reservation in Board of Directors, still the Committee feel that it is imperative to give due representation to OBCs for sake of social inclusion in the Board of Directors in GAIL. However, the Ministry is hopeful to find suitable candidates from OBC category to give due representation to OBCs while filling up remaining 4 vacant positions in the Board of Directors of GAIL in near future. The Committee, therefore, recommend that the Ministry of Petroleum and Natural Gas take up the matter at appropriate level so as to ensure representation of OBCs in the Board of Directors of GAIL.

#### **REPLY OF THE GOVERNMENT**

2.2 The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:

The observations of the Hon'ble Committee have been noted.

**(Ministry of Petroleum & Natural Gas O.M. No. AS-13013/04/2022/SCT-PNG dated 11.04.2023)**

## **Backlog Vacancies and Special Recruitment Drives**

### **Recommendation (SI No. 3)**

2.3 The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

The Committee find that as on 31.12.2021, 24 number of backlog vacancies under Management Category (Group 'A') and 29 number of backlog vacancies under non-Management Category (Group 'B' and 'C') had been accumulated, which came down to 10 under Management Category through various recruitment/placement exercises/processes during the year 2021-22. However, no recruitment exercise could be initiated/carried out in respect of non-Management Category due to the restrictions placed on conducting these examinations physically during the Covid-19 pandemic. Though the remaining unfilled backlog vacancies will be filled-up during the Special Recruitment Drive (SRD) of 2022-23, as informed by the Ministry, yet the Committee still desire that unfilled backlog vacancies be filled up on priority basis in order to afford employment opportunities to deserving OBC candidates at the earliest.

### **REPLY OF THE GOVERNMENT**

2.4 The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:

Backlog of vacancies reserved for OBCs in Direct Recruitment in GAIL as on 31.07.2022 is given at **Table** below:

**Table**

<b>#</b>	<b>Category</b>	<b>Backlog of vacancies reserved for OBC (NCL)</b>
1	Management	31
2	Non-Management*	31
Total		62

\* includes executive grades E-0 & E-1 and all non-executive grades

To wipe out above backlog vacancies, GAIL has advertised 13 & 05 vacancies for OBC (NCL) in Management & Non-Management Cadre through

Special Recruitment Drive (SRD) respectively in the month of September-2022.

Further, GAIL has also advertised 13 backlog vacancies for OBC (NCL) in Management Cadre through Campus Recruitment 22-23.

Further, for Non-Executives, GAIL has advertised 26 vacancies for OBC (NCL) in Non- Management Cadre through Open Recruitment-2022 in the month of August-2022.

Out of total 62 backlog vacancies for OBC(NCL), GAIL has advertised 57 backlog vacancies for OBC (NCL).

**(Ministry of Petroleum & Natural Gas O.M. No. AS-13013/04/2022/SCT-PNG dated 11.04.2023)**

### **Comments of the Committee**

(Please see para 10 of Chapter I of the Report)

### **OBC Employees' Welfare Association**

#### **Recommendation (SI No. 4)**

2.5 The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

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, desired that management of GAIL may work in coordination with the OBC Employees' Welfare Association once formed for redressal of grievances of OBC Employees of GAIL.

### **REPLY OF THE GOVERNMENT**

2.6 The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:

It may be noted that action has been initiated by OBC employees of GAIL, they are in the process of constitution of OBC Employees Welfare Association and it is under progress.

**(Ministry of Petroleum & Natural Gas O.M. No. AS-13013/04/2022/SCT-PNG dated 11.04.2023)**

### **Human Resource Training**

#### **Recommendation (SI No. 5)**

2.7 The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

The Committee are pleased to note that in the area of Human Resource Development, GAIL has organized competency and capacity building programmes for its 21,884 (including 4,823 OBCs) employees within India and 521 (including 94 OBCs) employees outside India thereby enhancing the skills of their employees for achieving higher productivity and efficiency in the organization. The Committee hope that in future also due consideration will be given to OBC employees while selecting employees for sponsorship in various training/skill development programmes, in accordance with the extant guidelines of the Government of India in this regard.

#### **REPLY OF THE GOVERNMENT**

2.8 The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:

Details are as under:

Committee proceedings are noted. The training record of GAIL Employees for the Financial Year 2022-23 (up to 31st Dec. 2022) are provided below for your reference.



Financial Year	No. of persons Deputed for Training during the year 2022-23 (up to 31st Dec. 2022)	
	India	
	Total	OBC
2022-23 till 31st December 2022	3597	869

Financial Years	No. of persons Deputed for Study Tour/Conference/Seminar/Training during the year 2022-23 (up to 31st Dec. 2022)	
	Abroad	
	Total	OBC
2022-23 till 31st December 2022	55	12

(Ministry of Petroleum & Natural Gas O.M. No. AS-13013/04/2022/SCT-PNG dated 11.04.2023)

### Liaison Officer for OBCs

#### **Recommendation (SI No. 6)**

2.9 The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

The Committee note that Liaison Officers for OBC employees have been nominated at Corporate level as well as at regional/project level to enable the latter to come forward with their grievances and complaints, if any, without any hesitation along with enforcement of the reservation policy and other welfare measures. The Committee find that out of the total 12 officers nominated as Liaison Officers at regional levels, only 03 officers belong to the OBC category. The Committee, therefore, recommend that all those Liaison Officers, other than the OBC category, be replaced by Liaison Officers from OBC category only forthwith so that the interests of OBC employees can be safeguarded.

## **REPLY OF THE GOVERNMENT**

2.10 The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:

A separate Chief Liaison Officer for OBCs at senior level is nominated for looking after the matters pertaining to representation of OBCs in GAIL. Further, separate Liaison Officers have been nominated/appointed at regional levels to look after the activities for SC/ST/OBC/PwBD. The nominated Liaison Officers take care of interests of SC/ST/OBC/PwBD category employees and they have been overseen by the Chief Liaison Officers for OBC at Company level.

**(Ministry of Petroleum & Natural Gas O.M. No. AS-13013/04/2022/SCT-PNG dated 11.04.2023)**

### **Corporate Social Responsibilities**

#### **Recommendation (SI No. 7)**

2.11 The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

The Committee note that GAIL undertakes CSR activities as per the guidelines issued by Ministry of Corporate Affairs and Department of Public Enterprises (DPE). During the evidence, the representatives of GAIL affirmed that most of their projects are located in backward regions and inaccessible areas where majority of the inhabitants belong to SC, ST and OBC categories. The Committee were informed that GAIL has been running some Skill Development Centres also to impart skill trainings to the children of the families living in these backward regions. It is worthwhile to mention here that even in metro cities like Delhi, Mumbai, etc., a sizeable population has been living on the outskirts or even at various central places within these cities who have migrated from States like Bihar, Madhya Pradesh, Rajasthan and other places who are socially and educationally backward. Since a majority of them come to these metro cities for their livelihood and sustaining themselves and probably have no resources to even fulfill basic needs of their children,

some help should be extended to them. The Committee, therefore, recommend that Skill Development Centres be opened in metro cities also so that various basic skill trainings may be imparted to the children of socially and educational backward families thereby enabling them to earn their livelihood in the future.

### **REPLY OF THE GOVERNMENT**

2.12 The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:

GAIL has been providing support towards skill training of children of socially and educational backward families residing in the metro cities through various CSR projects. GAIL is providing support towards various skill related CSR projects in Delhi/NCR, including skill training to adolescent girls in Domestic Data Entry Operator in urban slums of Pant Nagar-New Delhi, vocational training to visually impaired children and skill training in Ayurveda Panchakarma therapy for youths.

In addition, GAIL is also providing support towards operation of skill centres in other Metro cities. Support is being extended for free residential skill training in 'Plastic product manufacturing' at skill centre of Central Institute of Petrochemicals and Engineering & Technology (CIPET) in Jaipur and Madurai. As a collaborative CSR initiative of oil PSUs, GAIL is also providing support to Skill Development Institutes (SDIs) set up at Ahmedabad, Kochi and Vishakhapatnam.

**(Ministry of Petroleum & Natural Gas O.M. No. AS-13013/04/2022/SCT-PNG dated 11.04.2023)**

### **CHAPTER-III**

#### **OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES**

**-NIL-**

## CHAPTER-IV

### OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

#### Reservation in recruitment in GAIL

##### Recommendation (SI No. 2)

4.1 The Committee in their Sixteenth Report (Seventeenth Lok Sabha) had recommended as under:

Though GAIL is implementing reservation policy for OBCs since 08.09.1993, yet the Committee are concerned to note that there were only 1143 employees belonging to OBC category as on 30.4.2022 out of total number of 4789 employees constituting just 23.86% of the total number of employees. Overall representation of OBCs in GAIL is much below the mandated percentage of 27% in employment. In Group 'A' service, the representation of OBCs is 21.05 per cent; in Group 'B', 30.42 per cent; in Group 'C', 35.73 per cent and in Group 'D', 27.90 per cent. The Committee appreciate that percentage of OBC representation in Group 'B', 'C' and 'D' is above the prescribed mandate of 27% reservation for OBCs in employment. However, in Group 'A' percentage of OBC employees is 21.05 per cent which is below the prescribed 27% for OBCs in employment. Considering low representation of OBCs in overall strength and in Group 'A', the Committee recommend that the Ministry of Petroleum and Natural Gas take all necessary measures such as relaxing the standard for recruitment in favour of OBC candidates and initiating special recruitment drive to fill the backlog vacancies in group 'A' for OBCs in a time bound manner and ensure that overall representation of OBC does not fall short of the mandated 27% reservation in GAIL at any given point of time.

#### REPLY OF THE GOVERNMENT

4.2 The Ministry of Petroleum & Natural Gas in their action taken reply have stated as under:

GAIL has been providing reservation to OBCs in Direct Recruitment in Group- 'A' (Management) post and Group 'B', 'C' & 'D' (Non-Management) posts as per Presidential Directives and other guidelines received from Government of India from time to time. There are 02 mode of recruitment in Group A.

1. Direct Recruitment on All India basis by open competition- 27% reservation for OBCs
2. Direct Recruitment on All India basis otherwise than by open competition - 25.84% reservation for OBCs

Percentage representation of OBC employees to the total employees, who have joined GAIL on or after 08.09.1993 (effective date of implementation of OBC reservation) and are available on the rolls of GAIL as on 30.04.2022 in Group A (Management category) is around 23.75%. Recruitment for a majority of Group A posts is undertaken on all India basis otherwise than by Open Competition where the applicable % of reservation is 25.84%. There is a small shortfall in Group A (Management category) which is primarily due to non-availability of suitable candidates in certain disciplines and some of the selected OBC category candidates in general and especially in technical disciplines do not finally join the offered post after selection due to multiple offers being received by them.

Notwithstanding the above, GAIL is regularly re-advertising the unfilled vacancies, from time to time. Further, GAIL has notified Special Recruitment Drive (SRD) in the month of September, 2022 for which Recruitment is under process.

**(Ministry of Petroleum & Natural Gas O.M. No. AS-13013/04/2022/SCT-PNG dated 11.04.2023)**

### **Comments of the Committee**

(Please see para 7 of Chapter I of the Report)

**CHAPTER-V**

**OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT ARE STILL AWAITED**

**-NIL-**

**NEW DELHI:  
2 August, 2023  
11 Sravana, 1945 (Saka)**

**RAJESH VERMA,  
Chairperson,  
Committee on Welfare of OBCs**

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES**

**(2022-23)**

**MINUTES OF THE NINTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2022-23) HELD ON 02 AUGUST, 2023 IN COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1500 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. Dr. Sakshi Ji Swami Maharaj
9. Ms. S. Jothi Mani
10. Shri P.C. Mohan
11. Dr. Pritam Gopinath Rao Munde
12. Shri Rodmal Nagar
13. Shri Ajay Nishad
14. Shri Parbhatbhai Savabhai Patel
15. Shri Chunni Lal Sahu
16. Shri Chandra Sekhar Sahu
17. Shri Ashok Kumar Yadav
18. Shri Shyam Singh Yadav

**RAJYA SABHA**

19. Shri Dineshchandra J. Anavadiya
20. Smt. Geeta *alias* Chandraprabha
21. Shri Rajendra Gehlot
22. Shri Narayana Koragappa
23. Shri Jugalsinh Lokhandwala
25. Shri Subhas Chandra Bose Pilli
25. Shri Sakaldeep Rajbhar



26. Shri Ram Nath Thakur
27. 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 Reports for adoption:-

a) Draft Action Taken Report on the observations/recommendations contained in the Fifteenth Report (17th Lok Sabha) of the Committee on Welfare of OBCs on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Canara Bank' pertaining to Ministry of Finance (Department of Financial Services);

b) Draft Action Taken Report on the observations/recommendations contained in the Sixteenth Report (17<sup>th</sup> Lok Sabha) of the Committee on Welfare of OBCs on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Gas Authority of India Limited (GAIL)' pertaining to Ministry of Petroleum and Natural Gas;

c) Draft Action Taken Report on the observations/recommendations contained in the Seventeenth Report (17th Lok Sabha) of the Committee on Welfare of OBCs on 'Measures undertaken to secure representation of OBCs in

employment and for their welfare in Airports Authority of India (AAI)' pertaining to

Ministry of Civil Aviation; and

d) Draft Action Taken Report on the observations/recommendations contained in the Eighteenth Report (17th Lok Sabha) of the Committee on

Welfare of OBCs on 'Measures undertaken to secure representation of OBCs in

employment and for their welfare in BSNL and MTNL' pertaining to Ministry of

Communications (Department of Telecommunications).

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

*The Committee then adjourned*

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## **APPENDIX II**

ANALYSIS OF THE ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE SIXTEENTH REPORT OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES.

(SEVENTEENTH LOK SABHA)

(Refer Para 4 of Introduction)

(i)	Total No. of Observations/Recommendations:	7
(ii)	Observations/Recommendations of the Committee which have been accepted by the Government:	
	Recommendation Sl. Nos. 1, 3, 4, 5, 6 & 7	Total: 6
		Percentage 85.71%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies received from the Government:	
	-NIL-	Total: 0
		Percentage 0%
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:	
	Recommendation Sl. No. 2	Total: 1
		Percentage 14.29%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	
	-NIL-	Total: 0
		Percentage 0%