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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2023-24)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF LABOUR AND EMPLOYMENT

**[ACTION TAKEN BY THE GOVERNMENT ON THE
OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THEIR
NINETEENTH REPORT (SEVENTEENTH LOK SABHA) ON 'MEASURES
UNDERTAKEN TO SECURE REPRESENTATION OF OBCs IN
EMPLOYMENT AND FOR THEIR WELFARE IN EMPLOYEES'
PROVIDENT FUND ORGANISATION (EPFO)']**

TWENTY-EIGHTH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2023/ Agrahayana, 1945 (Saka)***

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MINISTRY OF LABOUR AND EMPLOYMENT

*Presented to Lok Sabha on 20.12.2023
Laid in Rajya Sabha on 20.12.2023*



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2023/ Agrahayana, 1945 (Saka)

C.O. OBC No. _____

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs
(2023-24)

Shri Rajesh Verma – *Chairperson*

MEMBERS

Lok Sabha

2. Shri Thalikkottai Rajuthevar 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. Smt. Sarmistha Kumari Sethi
17. Shri Kumbakudi Sudhakaran
18. Shri Ram Shiromani Verma
19. Shri Ashok Kumar Yadav
20. *Vacant**

Rajya Sabha

21. Shri Abir Ranjan Biswas
22. Smt. Geeta *alias* Chandraprabha

23. Shri Rajendra Gehlot
24. Shri Narayana Koragappa
25. Shri Manas Ranjan Mangaraj
26. Shri Shambhu Sharan Patel
27. Shri Subhas Chandra Bose Pilli
28. Shri Sakaldeep Rajbhar
29. Dr. V. Sivadasan
30. Shri Harnath Singh Yadav

** consequent upon resignation tendered by Shri Balak Nath dated 07.12.2023.*

SECRETARIAT

1. Dr. Sanjeev Sharma - *Joint Secretary*
2. Shri Maheshwar - *Director*
3. Smt. Neena Juneja - *Deputy Secretary*
4. Shri Vikas Kumar - *Committee Officer*

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2023-24) having been authorised by the Committee to present the Report on their behalf, present this Twenty-Eighth Report on Action Taken by the Government on the Observations/Recommendations contained in the Nineteenth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in Employment and for their welfare in Employees' Provident Fund Organisation (EPFO)' pertaining to the Ministry of Labour and Employment.

2. The Nineteenth Report was presented to Lok Sabha on 27th March, 2023. The Report was also laid on the Table of Rajya Sabha on the same day.

3. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 20th November, 2023.

4. 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 14th December, 2023.

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

6. 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
14 December, 2023
23 Agrahayana, 1945 (Saka)

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

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 Nineteenth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Employees' Provident Fund Organisation (EPFO)' pertaining to the Ministry of Labour and Employment.

2. The Nineteenth Report (Seventeenth Lok Sabha) of the Committee was presented to Lok Sabha on 27th March, 2023. 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. 2, 3, 4, 6 and 7 (Total-5)
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)
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. Nos. 1 and 5 (Total-2)
Chapter-IV

(iv) Observations/Recommendations in respect of which final replies of the Government are still awaited:

Recommendation Sl. No. -NIL- (Total-NIL)
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 Nineteenth Report in the succeeding paragraphs.

REPRESENTATION OF OBCs IN TOP MANAGEMENT

Recommendation Sl. No. 1

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

“The Committee are pleased to note that EPFO assists in administering of a contributory provident scheme, pension scheme and an insurance scheme for the crores of workforce engaged in the organized sector in India. EPFO is one of the world's largest Social Security Organisations in terms of clientele and the volume of financial transactions undertaken. The Committee observed that as per the present composition of its top management body, there are 41 whole-time functional Members besides the Chairman and Central Provident Fund Commissioner cum Member secretary. However, the Committee have been informed that as on date none of the Members in the Management Board belongs to the OBC category. Thus, there is no representation of OBCs in the top management of the organisation. The Committee understand that the appointments in the Board of Directors are being made directly by the Government and there is no provision of reservation in these appointments. However, the Committee is of opinion that if persons from the OBC category come forward fulfilling the criteria laid down for the appointment of Member of Central Board of Trustee which administers EPFO, they should be given preference in appointment.”

Reply of the Government

6. The Ministry of Labour and Employment in their action taken reply have stated as under:-

“The Central Government constitutes the Central Board of Trustees, EPF under sub-section (1) of section 5A of the Employees’ Provident Funds and Miscellaneous Provisions (EPF & MP) Act, 1952 from time to time for a period of 5 years as per sub-para (1) of Para 5 of EPF Scheme, 1952. The CBT, EPF was last constituted by the Ministry vide S.O. No. 5668(E) dated 09.11.2018. As per section 5A of the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952, the Central Board, EPF shall consist of:

- (a) a Chairman and a Vice-Chairman] to be appointed by the Central Government;
- (b) the Central Provident Fund Commissioner, ex officio;
- (c) not more than five persons appointed by the Central Government from amongst its officials;
- (d) not more than fifteen persons representing Governments of such states as the Central Government may specify in this behalf, appointed by the Central Government;
- (e) ten persons representing employers of the establishments to which the Scheme applies, appointed by the Central Government; and
- (f) ten persons representing employees in the establishments to which the Scheme applies, appointed by the Central Government.

Nominations are called for from the employers’ organisations and Central Trade Unions before reconstituting the CBT, EPF. The Act does not prescribe appointment of members from any category viz. SCs, STs, OBCs, etc.”

7. **The Committee in their original Report had raised concerns that if persons from the OBC category come forward fulfilling the criteria laid down for the appointment of Member of Central Board of Trustee which administers EPFO, they should be given preference in appointment. The Ministry, however, in their Action Taken Reply have stated that nominations are called for from the employers’ organisations and Central Trade Unions before reconstituting the Central Board of Trustees (CBT), Employees Provident Fund (EPF). The Act does**

not prescribe appointment of members from any category viz. SCs, STs, OBCs, etc. The Committee are of the opinion that in order to bring the Backward Classes into the mainstream, due representation should be provided to them in each and every level of the organisational hierarchy including the top management of the organisation. The Committee, therefore, would like to reiterate here that the Ministry should make all out efforts for including at least one Member belonging to OBC category in the Central Board of Trustees and the Committee be apprised in the due course of time while furnishing the Action Taken Statements in this regard in due course.

GRIEVANCE REDRESSAL

Recommendation Sl. No. 5

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

“The Committee were given to understand that all Liaison Officers also function as Grievance Officers. The Liaison officers for OBCs are appointed from time to time for redressal of grievances of OBC employees in EPFO. The Committee are surprised to know that no complaint has been received from OBC employees during the last two years. However during the sitting of the Committee, two representations from OBC employees, which were received by some of the Members of the Committee, were placed before the Committee for seeking clarification from the Ministry. One representation was regarding alleged denial of promotion and another was relating to deduction of leave as well as salary from the account of an officer who could not complete foreign training due to some personal reasons. The Committee desire that the Ministry look afresh into the both the cases taking into consideration the relevant provisions issued by DoPT.”

Reply of the Government

9. The Ministry of Labour and Employment in their action taken reply have stated as under:-

"There are two grievances, one of Shri Prashant Jangra, Sr. Social Security Assistant and another one of Shri Manoj Yadav, RPF-C-I with the Hon'ble OBC Commission.

Proceedings in the matter of Shri Prashant Jangra, Sr SSA, EPFO:

1. Shri Prashant Jangra, Senior Social Security Assistant (SSSA) has qualified in Limited Departmental Competitive Exam-2017 for promotion to the post of Enforcement Officer/Accounts Officer (EO/AO) from Social Security Assistant/Senior Social Security Assistant/Section Supervisor but could not make to the list of successful candidates as he was placed at 14th in the merit list against 14 notified vacancies (11-UR & 03 SC). So, the Official could not be granted promotion due to non-availability of vacancy in General Category as his rank was 14 and only 11 unreserved vacancies were there.

2. Aggrieved by the result of the EO/AO examination, Smt. Preeti Balhara, Shri Vipul Goyal & Shri Prashant Jangra filed Original Application (OA) No. 60/263/2018 before Hon'ble CAT, Chandigarh Bench. The CAT, Chandigarh disposed of the O.A. vide order dated 25.02.2020 & directed following: -

"15.1. The respondents, in general shall take a policy decision indicating the parameters for introduction and implementation of the reservation in promotions, which shall include:

- (i) the verification of the representation of the category of Scheduled Castes & Scheduled Tribe employees in the post or cadre for promotion to which, reservation is sought to be affected and the resultant effect of any on the efficiency of the administration;
- (ii) the manner in which the concept of creamy layer shall be applied in enforcing such reservations in promotions; and
- (iii) the duration up to which the promotion shall be in force.

Unless and until a decision at the highest level is taken as regards the implementation of the reservation in promotions, the same shall not be affected. If any promotions have taken place contrary to the law as it exists now, it shall be open to the respondents to take corrective steps. Pending such action, the promotions so made shall be treated as provisional, without giving rise to any right to seniority in the promoted post.

16. The petition is disposed of in the above terms."

As EPFO could not comply the order of the Hon'ble CAT Chandigarh due to being a statutory body under the administrative control of the Ministry of Labour & Employment and follows the reservation policy formulated by the Government of India. The Central Board has no independence to choose its own

set of service conditions for its employees, rather it is obligatory on the part of the Central Board to provide the same set of service conditions to its employees as are available to the employees of Central Government in corresponding scales as per the mandate of Section 5-D(7)(a) of EPF & MP Act, 1952. So, EPFO follows DOPT instructions in all service matters as applicable to all central government employees. The stated provision [5D 7(a)] is quoted as below: -

5D(7)(a)The method of recruitment, salary and allowances, discipline and other conditions of service of the Additional Central Provident Fund Commissioner, Deputy Provident Fund Commissioner, Regional Provident Fund Commissioner, Assistant Provident Fund Commissioner and other officers and employees of the Central Board shall be such as may be specified by the Central Board in accordance with the rules and orders applicable to the officers and employees of the Central Government drawing corresponding scales of pay.

So, EPFO filed a Writ Petition before the Hon'ble High Court of Punjab & Haryana against the order of Hon'ble CAT dated 25.02.2020. The Hon'ble High Court vide its order dated 13.07.2021 ordered that "After arguing at some length, counsel for the petitioner prays that he may be allowed to withdraw the present petition with liberty to file a review petition before Central Administrative Tribunal, Chandigarh Bench, Chandigarh. Dismissed as withdrawn with aforesaid liberty". Consequently, EPFO filed Review Application on 04.08.2021 against the Hon'ble CAT Chandigarh order dated 25.02.2020 and the same is pending. The next date of hearing in the matter is 29.11.2023. In continuation to the CAT Chandigarh Case, the complainant also filed a complaint before the Hon'ble National Commission for Backward Classes (NCBC) in this matter. The Hon'ble Commission vide its communication dated 30.03.2021 recommended that Shri Prashant Jangra, SSSA be promoted to the post of EO/AO with all consequential benefits including seniority, salary etc.

As EPFO is unable to implement the above directions of Hon'ble NCBC due to the reasons delineated in para 3 supra, hence the vetted Writ Petition challenging the order dated 30.03.2021 was forwarded to Panel Advocate of EPFO for filing the same before Hon'ble High Court of Delhi. The diary no. of the same was 309107/2023. On 25.01.2022, EPFO declared result for Limited Departmental Competitive Examination (LDCE) for promotion to the post of Section Supervisor in which 36 UR, 5 SC & 4 ST candidates for Haryana Zone were declared successful. Shri Prashant Jangra appeared in this exam as well but could not find place in the list of successful candidates due to not coming in the merit list. After that Shri Prashant Jangra made representation. He again questioned the reservation in promotion policy and submitted that the EPFO has not followed the constitutional requirements for granting reservation in promotion to SC/ST Candidates in govt service, in LDCE held for the post of Section Supervisor held on 27.07.2019 in Haryana region. He submitted that no reservation in promotion can be granted to SC/ST candidate until and unless below mentioned constitutional requirements are fulfilled by the Departments, namely:

(A) Inadequacy of representation of SC / ST candidate in the said post / cadre

(B) Overall administrative efficiency of the SC / ST Candidate

(C) Concept of creamy layer.

With the above contention, he again approached the Hon'ble NCBC with the prayer, inter-alia, to direct EPFO to promote him to the post of Section Supervisor. After hearing, the Hon'ble NCBC passed another order on 26.02.2022 directing that Shri Prashant Jangra, SSSA be promoted to the post of Section Supervisor and to find out the erroneous appointments and resultant financial irregularities and send a report to the Ministry of Finance, Department of Expenditure, Government of India and a copy of the report be submitted to Hon'ble NCBC. In this way, the Hon'ble NCBC passed two recommendations/orders (dated 30.03.2021 & 26.02.2022) in favour of Shri Prashant Jangra recommending/directing to promote him to the post of EO/ AO & Section Supervisor respectively. In both the direction/recommendation of the Hon'ble NCBC, the underlying argument was that EPFO has not followed the reservation in promotion principles as enunciated in Nagaraj judgement and affirmed in Jarnail Singh judgement on 28.01.2022. Hence, the EPFO reiterated to Hon'ble NCBC vide letter dated 10.06.2022 that EPFO being Autonomous body under Ministry of Labour & Employment follows the guidelines issued by DoPT from time to time in service matter and that EPFO is not able to implement the recommendations/directions of Hon'ble NCBC. In the meantime, Shri Prashant Jangra filed a case before the Hon'ble, CAT Principal Bench, Delhi on 18.07.2022 making request, inter-alia, to grant him promotion to the post of Section Supervisor. Hon'ble CAT disposed of the OA vide order dated 05.08.2022 with the direction to the competent authority to take a decision in accordance with rules upon the said pending representation of the applicant as expeditiously as possible and preferably within a period of two weeks from the date of receipt of a copy of this order. It is further directed that till the decision in accordance with rules is taken on representation, the respondents shall not make any further promotion pursuant to LDCE held on 27.07.2019.

As directed by Hon'ble CAT, the representation of Shri Prashant Jangra was disposed of vide order dated 19.09.2022. Aggrieved by this order, Shri Prashant Jangra again filed the case before Hon'ble CAT Principal Bench Delhi. Hon'ble CAT vide interim order dated 22.09.2022 directed respondents to restrain from making any promotion on the basis of reservation applied pursuant to the LDCE of July 2019 for the post of Section Supervisor, otherwise third-party interest is likely to be created, thus complicating the matter. The next date of hearing in the matter is 07.12.2023.

As explained above, it is informed that following actions have been taken by EPFO till now: -

(I) Review Application has been filed against the Hon'ble CAT Chandigarh order dated 25.02.2020. The next date of hearing in the matter is 29.11.2023.

(II) Writ Petition has been filed challenging both the orders of NCBC (dated 30.03.2021 & 26.02.2022) before the Hon'ble High Court of Delhi. The Writ Petition no. of the same is 924/2023. The next date of hearing in the matter is 23.01.2024.

(III) The EPFO is defending the OA filed by Shri Prashant Jangra before Hon'ble CAT Delhi. The department has already filed Counter Affidavit in the said OA. The next date of hearing in the matter is 07.12.2023.

Proceedings in the matter of Shri Manoj Yadav, RPFC-I, EPFO:

•Shri Manoj Yadav, RPFC-I was granted Study Leave for pursuing masters of professional study- Geographic Information Systems from University of Maryland, Baltimore, USA. The same was granted with leave salary for the period from 21.03.2011 to 20.03.2013 under Rule 53 of CCS (Leave) Rules, 1972 vide order dated 09.03.2011. However, the officer reported for duty on 31.10.2011 without completing the course of study. Accordingly, as per Rule 63 of CCS (Leave) Rules, 1972 which are applicable mutatis mutandis to the officers and employees of EPFO, orders were issued regarding recovery of actual amounts of leave salary for the period of absence and debit of leaves for regularisation of period of absence. Aggrieved by the same, the Officer had approached Ernakulam Bench of CAT praying for restoration of leaves deducted from Leave account and not to recover the leave salary and interest thereon.

The matter was finally decided by the Hon'ble CAT Ernakulam in its order dated 30.11.2018 which also upheld the EPFO's stand as below:

(i) Hon'ble CAT Order clearly stated that the Rules are very clear and there is little room for the applicant to manoeuvre in the case.

(ii) Hon'ble CAT Order further stated that the question of double jeopardy also was examined. But the Rules are clear that an employee who fails to complete the course of study stands to lose the actual amount of leave salary disbursed as well as conversion of regular leave to make up for the period of absence.

Accordingly the Hon'ble CAT dismissed the O.A. stating that "we see no impropriety or illegality in the action taken by the official respondents. The Original Application is dismissed. No costs."

•EPFO vide order dated 24.01.2022 went ahead with the implementation of CAT Order dated 30.11.2018.

•In the meantime, the Officer made a representation dated 13.12.2021 before Hon'ble Commission for Backward Classes in the matter. Facts of the case in the matter were submitted to Hon'ble NCSC for consideration.

•Hon'ble NCBC passed an order in the matter directing the EPFO not to take action as per the Order dated 24.01.2022.

•The EPFO filed a Writ Petition before the Hon'ble High Court against the order dated 26.02.2022 of the Hon'ble Commission and the same was also communicated to Hon'ble Commission vide Letter dated 10.06.2022.

•Hon'ble High Court of Delhi has stayed the NCBC Order dated 26.02.2022 and the next date of hearing in the matter is on 20.11.2023.

•Subsequently, the matter of Leave Salary Recovery & Regularization of period of absence in r-o Shri Manoj Yadav, RPFC-I has been finalized as below vide EPFO HO Order dated 02.02.2023:

a.Period of absence (duration of incomplete study leave) i.e., 224days have been regularised by debit of 47 days of EL & 177 days of HPL.

b.Actual Salary drawn by the officer in the period of absence during the incomplete study leave has been recovered under clause (i) of sub-rule 1 of Rule 63 of the CCS (Leave) Rules, 1972 along-with applicable interest as per applicable rules.

c.Leave salary admissible to the officer after adjustment of 47 EL & 177 HPL has been paid to the officer as per Rule 40 of the CCS (Leave) Rules, 1972.

•After finalisation of the Leave Salary Recovery & Regularization of period of absence as explained above, no further representation has been submitted by the officer.”

10. The Committee in their original Report had raised concerns regarding two representations from employees in which one representation was regarding alleged denial of promotion and another was relating to deduction of leave as well as salary from the account of an officer who could not complete foreign training due to some personal reasons. Subsequently, the Committee recommended the Ministry to look afresh into the both the cases taking into consideration the relevant provisions issued by DoPT. The Committee are satisfied with the reply furnished by the Ministry in the latter case, however, in the former case, the Ministry apprised the Committee regarding following actions taken by EPFO:-

(I) Review Application has been filed against the Hon'ble CAT Chandigarh order dated 25.02.2020. The next date of hearing in the matter is 29.11.2023.

(II) Writ Petition has been filed challenging both the orders of NCBC (dated 30.03.2021 & 26.02.2022) before the Hon'ble High Court of Delhi. The Writ Petition no. of the same is 924/2023. The next date of hearing in the matter is 23.01.2024.

(III) The EPFO is defending the Original Application(OA) filed by Shri Prashant Jangra before Hon'ble CAT Delhi. The department has already

filed Counter Affidavit in the said OA. The next date of hearing in the matter is 07.12.2023.

Since the Committee have now been apprised that the legal proceedings are going on in the matter and at this stage they would only like to state that they be apprised of the outcome of the final Judgment/award/verdict in the case under reference and their further compliance by EPFO. The Committee may like to state here that EPFO should take a lenient view against the petitioner under the relevant provisions so that career progression of a deserving employee is not hampered.

CHAPTER-II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

REPRESENTATION OF OBCs IN EPFO

Recommendation Sl. No. 2

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

“The Committee observed from the data given by the Ministry that there is very low representation of OBC Employees in the organisation at all levels. There are only 15.91%, 10.89% and 19.88% of employees in Group A, B and C category posts, respectively. The Ministry apprised the Committee that the direct recruitment quota vacancies where the OBC reservation is applicable are only in respect of 08 cadres. Rest of the cadres/posts are either filled through promotions or deputation where no OBC reservation is applicable. The Committee expressed displeasure regarding presentation of data pertaining to representation of OBCs in EPFO in a vague manner. Even the percentage of representation was not mentioned in the respective columns. It is understood that Committee would desire to know about the actual representation of OBCs in each cadre/post in a tabular form only where there is direct recruitment. Therefore, the Ministry is advised to make a clear presentation of data classifying direct recruitment posts, deputation posts and promotional posts. It is pertinent to mention here that there may be OBC candidates who are appointed on their own merit should not be adjusted against reserved vacancies and such candidates be shown separately in the organization chart. Therefore, 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 or not. The Ministry is also advised to upload all such data on the website of the organization. Besides, it is also advised to expeditiously complete all the recruitment procedure pending for appointment to various posts and cadre as per reservation policy for OBCs in employment. ”

Reply of the Government

2.2. The Ministry of Labour and Employment in their action taken reply have stated as under:

“The details of direct recruitment quota vacancies where reservation for OBCs is applicable and the percentage of promotion and deputation posts are as under:

| Sl. No. | Group (A/B/C) | Cadre/Post | Sanctioned Post | Mode of Recruitment for DR | Sanctioned DR Post | Sanctioned Promotion Post | Sanctioned Deputation Post | DR in position | No. of OBC DR employee | % of OBC DR Post in position | Remarks |
|---------|---------------|---------------------------------------|-----------------|----------------------------|---|---------------------------|----------------------------|----------------|------------------------|------------------------------|--|
| 1. | A | Assistant Provident Fund Commissioner | 452 | 50% | 257 (as per Reservation Roster for Year 2023 prepared in accordance with D.OPT Circular 02.07.1997)(Compendium issued by Do P&T vide No.36011/1/2022-Estt.(Res-I) updated on 14.10.2022) | 50% | 0 | 21 | 3 | 14.28 % | At present there are 03 DR APFC belongs to OBC cadre out of 21 in-position. APFC-DR Quota recruitment has been notified by UPSC for 159 posts, Exam conducted on 02.07.2023 (OBC: 38 posts [23.89 %]) Further, requisition for 75 posts will be forwarded to UPSC for recruitment with 28 OBC vacancies. Total OBC DR will be 69(3+38+28) which will be 26.95% of total in-position(256). |

| | | | | | | | | | | | |
|----|---|--------------------------------------|------|-----|------|--|--|-----|-----|--------|--|
| 2. | | Assistant Director (OL) | 57 | 80% | 46 | 20% | 20% by promotion failing which by transfer on deputation basis | 0 | 0 | 0 | Recruitment Rules are currently under revision. However, for the current promotion from STOs to AD(OL) existing RRs have been used and accordingly promotions have been made. 01 official (OBC) was promoted to the post of AD(OL). 56 officials were given ad-hoc promotion out of which 10 officials belong to OBC category (19.2%). |
| 3. | B | Enforcement Officer/Accounts Officer | 3072 | 40% | 1096 | 60% | 0 | 538 | 178 | 33% | DR Quota recruitment has been notified by UPSC for 418 posts. Exam conducted on 02.07.2023 (OBC:78 posts [18.66%]) After above recruitment total DR EO/AO=956. Out of this number of OBC DR=256 (26.78%) |
| 4. | | Assistant Section Officer | 400 | 75% | 301 | 15% promotion 10% departmental exam | 0 | 216 | 57 | 26.38% | Percentage of officials belonging to OBC category is almost 27%. |
| 5. | | Personal Assistant | 434 | 75% | 323 | 25% by promotion failing which by deputation (Including short-term contract) | 4 | 0 | - | - | Requisition for 323 DR vacancies is accepted by UPSC including 87 OBC posts. (26.93%) |

| | | | | | | | | | | | |
|----|---|----------------------------|-------|---|-----------------------------------|----------------------------------|---|----------------------------------|----------------------------------|---------|--|
| 6. | | Junior Translation Officer | 120 | 100% | 120 | 0 | 0 | 22 | 4 | 18.80 % | 86 DR posts advertised by UPS C, out of this 28 posts are reserved for OBC (32.56%). Written examination result declared on 18.09.2023. After above recruitment total DR JTO=108 and out of this number of OBC DR=32(29.62%). |
| 7. | C | Stenographer | 187 | 100% | 185 | 0 | 0 | 2 | 0 | - | DR Quota recruitment has been notified by NTA for 185 posts, exam conducted on 01.08.2023 (OBC:50 posts [27%]). Result of written examination has been declared on 16.09.2023 (1871 candidates have been shortlisted for phase II). |
| 8. | | Social Security Assistant | 12503 | 85% Direct recruitment 80% through open competitive examination. 5% recruitment for meritorious sports person | 10152 (position as on 31.12.2021) | 2351 (position as on 31.12.2021) | 0 | 7252 (position as on 31.12.2021) | 1957 (position as on 31.12.2021) | 26.98 % | DR Quota recruitment has been notified by NTA for 1643 vacancies upto 31.12.2021 and 1031 anticipated vacancies upto 31.12.2022, a total of 2674 vacancies. OBC:514 posts (19.2%) as regional reservation is being followed for the SSA cadre which ranges from 0% in Arunachal Pradesh, 6% in Chhattisgarh to 27% in some states. Further, there are 478 vacancies against 5% recruitment for |

Reply of the Government

2.4. The Ministry of Labour and Employment in their action taken reply have stated as under:

“EPFO has an in-house HRM Dashboard (HR-Soft) where Seniority list for each cadre is uploaded and circulated in the Organization. A link with the name “Zonewise Roster” has been created on the EPFO website (www.epfindia.gov.in>EPFO Corner>For office use>Downloads>Zonewise Roster. Rosters are being continuously uploaded under this link.”

(Ministry of Labour and Employment O.M. No. H-12014/01/2022-SS-I dated 20.11.2023)

LIAISON OFFICER

Recommendation Sl. No. 4

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

“EPFO has appointed Liaison Officers (LOs) for OBCs separately to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them. The Ministry further informed that during the course of inspection of Roster Registers, no discrepancies were highlighted by the Liaison Officers. Most of the Liaison Officers belong to OBC category. In some of EPFO offices, no Group ‘A’ Officer from OBC category was available so Liaison Officers (LOs) was appointed from other categories. However, recently instructions have been issued for appointment of Liaison Officers for OBCs from OBC category only and where Group ‘A’ officers are not available they may appoint from Group ‘B’ category of Officers. Presently, all LOs for OBC employees belong to OBC category. All Liaison Officers (LOs) also function as Grievances Officers. The Committee, therefore, recommended to upload the names of the all the Liaison Officers along with their contact details i.e. mobile numbers and email IDs on the website of the organization so that employees can contact them to lodge their grievances.”

Reply of the Government

2.6. The Ministry of Labour and Employment in their action taken reply have stated as under:

“The names of the Liaison Officers for OBCs along with their contact details i.e. mobile numbers and email IDs have been circulated by EPFO to its offices vide letter No. A-45012/24/2021-HRM-VIII/355 dated 15.09.2023 and which are also uploaded on the EPFO website (https://www.epfindia.gov.in/site_en/circulars.php). A copy of the said letter is also attached herewith as **Annexure.**”

(Ministry of Labour and Employment O.M. No. H-12014/01/2022-SS-Idated 20.11.2023)

OUTSOURCING OF JOB/SERVICES AND CONTRACTUAL APPOINTMENTS

Recommendation SI. No. 6

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

“The Committee observed that organization is outsourcing certain non-core services viz. Housekeeping, Security Guards, Data Entry Operators, Electrician, Gardening, Sweeping, Plumbing, Lift operation, Drivers, Cook, etc., and the services of contract agencies are being taken for this purpose. The Committee were pleased to know that contractual employees are also being provided with minimum wages and other social securities including ESI/PF benefits. The Committee understand that EPFO cannot hold contract agencies accountable to give due representation to OBCs among contractual staff, however, EPFO may encourage contract agencies to give employment, by their own volition, to the persons belonging to OBC Category on humanitarian grounds. Moreover, if any, temporary appointment is being made by EPFO the benefit of reservation should be provided to persons belonging to OBC Category, in light of DoPT OM.No.36036/3/2018-Estt(Res.) dated 15.05.2018, which provides that in respect of appointments to Central Government posts and services there shall be reservation for Scheduled Castes, Scheduled Tribes and OBCs in temporary appointments which are to last for 45 days or more.”

Reply of the Government

2.8. The Ministry of Labour and Employment in their action taken reply have stated as under:

“The recommendations of the Hon'ble Committee have been noted for compliance.”

(Ministry of Labour and Employment O.M. No. H-12014/01/2022-SS-I dated 20.11.2023)

OBC EMPLOYEES' WELFARE ASSOCIATION

Recommendation Sl. No. 7

2.9. The Committee in their Nineteenth 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 EPFO may work in coordination with the OBC Employees' Welfare Association once formed for redressal of grievances of OBC Employees of EPFO.”

Reply of the Government

2.10. . The Ministry of Labour and Employment in their action taken reply have stated as under:

“EPFO has an in-house HRM Dashboard (HR-Soft) for its employees which has provision for its employees to submit their grievances regarding promotion, seniority, MACP, NFSG, transfer, etc. and are timely resolved at different level of the Organization. Further, recommendation of the Hon'ble Committee has been noted and once the OBC Employees' Association is formed, the management will work in coordination for redressal of grievances.”

(Ministry of Labour and Employment O.M. No. H-12014/01/2022-SS-I dated 20.11.2023)

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

REPRESENTATION OF OBCs IN TOP MANAGEMENT

Recommendation Sl. No. 1

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

“The Committee are pleased to note that EPFO assists in administering of a contributory provident scheme, pension scheme and an insurance scheme for the crores of workforce engaged in the organized sector in India. EPFO is one of the world's largest Social Security Organisations in terms of clientele and the volume of financial transactions undertaken. The Committee observed that as per the present composition of its top management body, there are 41 whole-time functional Members besides the Chairman and Central Provident Fund Commissioner cum Member secretary. However, the Committee have been informed that as on date none of the Members in the Management Board belongs to the OBC category. Thus, there is no representation of OBCs in the top management of the organisation. The Committee understand that the appointments in the Board of Directors are being made directly by the Government and there is no provision of reservation in these appointments. However, the Committee is of opinion that if persons from the OBC category come forward fulfilling the criteria laid down for the appointment of Member of Central Board of Trustee which administers EPFO, they should be given preference in appointment.”

Reply of the Government

4.2. The Ministry of Labour and Employment in their action taken reply have stated as under:-

“The Central Government constitutes the Central Board of Trustees, EPF under sub-section (1) of section 5A of the Employees’ Provident Funds and Miscellaneous Provisions (EPF & MP) Act, 1952 from time to time for a period of 5 years as per sub-para (1) of Para 5 of EPF Scheme, 1952. The CBT, EPF was last constituted by the Ministry vide S.O. No. 5668(E) dated 09.11.2018. As per section 5A of the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952, the Central Board, EPF shall consist of:

- (a) a Chairman and a Vice-Chairman] to be appointed by the Central Government;
- (b) the Central Provident Fund Commissioner, ex officio;
- (c) not more than five persons appointed by the Central Government from amongst its officials;
- (d) not more than fifteen persons representing Governments of such states as the Central Government may specify in this behalf, appointed by the Central Government;
- (e) ten persons representing employers of the establishments to which the Scheme applies, appointed by the Central Government; and
- (f) ten persons representing employees in the establishments to which the Scheme applies, appointed by the Central Government.

Nominations are called for from the employers’ organisations and Central Trade Unions before reconstituting the CBT, EPF. The Act does not prescribe appointment of members from any category viz. SCs, STs, OBCs, etc.”

(Ministry of Labour and Employment O.M. No. H-12014/01/2022-SS-I dated 20.11.2023)

Comments of the Committee

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

GRIEVANCE REDRESSAL

Recommendation Sl. No. 5

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

“The Committee were given to understand that all Liaison Officers also function as Grievance Officers. The Liaison officers for OBCs are appointed from time to time for redressal of grievances of OBC employees in EPFO. The Committee are surprised to know that no complaint has been received from OBC employees during the last two years. However during the sitting of the Committee, two representations from OBC employees, which were received by some of the Members of the Committee, were placed before the Committee for seeking clarification from the Ministry. One representation was regarding alleged denial of promotion and another was relating to deduction of leave as well as salary from the account of an officer who could not complete foreign training due to some personal reasons. The Committee desire that the Ministry look afresh into the both the cases taking into consideration the relevant provisions issued by DoPT. ”

Reply of the Government

4.4. The Ministry of Labour and Employment in their action taken reply have stated as under:

“There are two grievances, one of Shri Prashant Jangra, Sr. Social Security Assistant and another one of Shri Manoj Yadav, RPFC-I with the Hon'ble OBC Commission.

Proceedings in the matter of Shri Prashant Jangra, Sr SSA, EPFO :

1. Shri Prashant Jangra, Senior Social Security Assistant (SSSA) has qualified in Limited Departmental Competitive Exam-2017 for promotion to the post of Enforcement Officer/Accounts Officer (EO/AO) from Social Security Assistant/Senior Social Security Assistant/Section Supervisor but could not make to the list of successful candidates as he was placed at 14th in the merit list against 14 notified vacancies (11-UR & 03 SC). So, the Official could not be

granted promotion due to non-availability of vacancy in General Category as his rank was 14 and only 11 unreserved vacancies were there.

2. Aggrieved by the result of the EO/AO examination, Smt. Preeti Balhara, Shri Vipul Goyal & Shri Prashant Jangra filed OA No. 60/263/2018 before Hon'ble CAT, Chandigarh Bench. The CAT, Chandigarh disposed of the O.A. vide order dated 25.02.2020 & directed following: -

"15.1. The respondents, in general shall take a policy decision indicating the parameters for introduction and implementation of the reservation in promotions, which shall include:

(i) the verification of the representation of the category of Scheduled Castes & Scheduled Tribe employees in the post or cadre for promotion to which, reservation is sought to be affected and the resultant effect of any on the efficiency of the administration;

(ii) the manner in which the concept of creamy layer shall be applied in enforcing such reservations in promotions; and

(iii) the duration up to which the promotion shall be in force.

Unless and until a decision at the highest level is taken as regards the implementation of the reservation in promotions, the same shall not be affected. If any promotions have taken place contrary to the law as it exists now, it shall be open to the respondents to take corrective steps. Pending such action, the promotions so made shall be treated as provisional, without giving rise to any right to seniority in the promoted post.

16. The petition is disposed of in the above terms."

As EPFO could not comply the order of the Hon'ble CAT Chandigarh due to being a statutory body under the administrative control of the Ministry of Labour & Employment and follows the reservation policy formulated by the Government of India. The Central Board has no independence to choose its own set of service conditions for its employees, rather it is obligatory on the part of the Central Board to provide the same set of service conditions to its employees as are available to the employees of Central Government in corresponding scales as per the mandate of Section 5-D(7)(a) of EPF & MP Act, 1952. So, EPFO follows DOPT instructions in all service matters as applicable to all central government employees. The stated provision [5D 7(a)] is quoted as below: -

5D(7)(a) The method of recruitment, salary and allowances, discipline and other conditions of service of the Additional Central Provident Fund Commissioner, Deputy Provident Fund Commissioner, Regional Provident Fund Commissioner, Assistant Provident Fund Commissioner and other officers and employees of the Central Board shall be such as may be specified by the Central Board in accordance with the rules and orders applicable to the officers and employees of the Central Government drawing corresponding scales of pay.

So, EPFO filed a Writ Petition before the Hon'ble High Court of Punjab & Haryana against the order of Hon'ble CAT dated 25.02.2020. The Hon'ble High Court vide its order dated 13.07.2021 ordered that "After arguing at some length, counsel for the petitioner prays that he may be allowed to withdraw the present petition with liberty to file a review petition before Central Administrative Tribunal, Chandigarh Bench, Chandigarh. Dismissed as withdrawn with aforesaid liberty". Consequently, EPFO filed Review Application on 04.08.2021 against the Hon'ble CAT Chandigarh order dated 25.02.2020 and the same is pending. The next date of hearing in the matter is 29.11.2023. In continuation to the CAT Chandigarh Case, the complainant also filed a complaint before the Hon'ble National Commission for Backward Classes (NCBC) in this matter. The Hon'ble Commission vide its communication dated 30.03.2021 recommended that Shri Prashant Jangra, SSSA be promoted to the post of EO/AO with all consequential benefits including seniority, salary etc.

As EPFO is unable to implement the above directions of Hon'ble NCBC due to the reasons delineated in para 3 supra, hence the vetted Writ Petition challenging the order dated 30.03.2021 was forwarded to Panel Advocate of EPFO for filing the same before Hon'ble High Court of Delhi. The diary no. of the same was 309107/2023. On 25.01.2022, EPFO declared result for Limited Departmental Competitive Examination (LDCE) for promotion to the post of Section Supervisor in which 36 UR, 5 SC & 4 ST candidates for Haryana Zone were declared successful. Shri Prashant Jangra appeared in this exam as well but could not find place in the list of successful candidates due to not coming in the merit list. After that Shri Prashant Jangra made representation. He again questioned the reservation in promotion policy and submitted that the EPFO has not followed the constitutional requirements for granting reservation in promotion to SC/ST Candidates in govt service, in LDCE held for the post of Section Supervisor held on 27.07.2019 in Haryana region. He submitted that no reservation in promotion can be granted to SC/ST candidate until and unless below mentioned constitutional requirements are fulfilled by the Departments, namely:

- (A) Inadequacy of representation of SC / ST candidate in the said post / cadre
- (B) Overall administrative efficiency of the SC / ST Candidate
- (C) Concept of creamy layer.

With the above contention, he again approached the Hon'ble NCBC with the prayer, inter-alia, to direct EPFO to promote him to the post of Section Supervisor. After hearing, the Hon'ble NCBC passed another order on 26.02.2022 directing that Shri Prashant Jangra, SSSA be promoted to the post of Section Supervisor and to find out the erroneous appointments and resultant financial irregularities and send a report to the Ministry of Finance, Department of Expenditure, Government of India and a copy of the report be submitted to Hon'ble NCBC. In this way, the Hon'ble NCBC passed two recommendations/orders (dated 30.03.2021 & 26.02.2022) in favour of Shri Prashant Jangra recommending/directing to promote him to the post of EO/ AO &

Section Supervisor respectively. In both the direction/recommendation of the Hon'ble NCBC, the underlying argument was that EPFO has not followed the reservation in promotion principles as enunciated in Nagaraj judgement and affirmed in Jarnail Singh judgement on 28.01.2022. Hence, the EPFO reiterated to Hon'ble NCBC vide letter dated 10.06.2022 that EPFO being Autonomous body under Ministry of Labour & Employment follows the guidelines issued by DoPT from time to time in service matter and that EPFO is not able to implement the recommendations/directions of Hon'ble NCBC. In the meantime, Shri Prashant Jangra filed a case before the Hon'ble, CAT Principal Bench, Delhi on 18.07.2022 making request, inter-alia, to grant him promotion to the post of Section Supervisor. Hon'ble CAT disposed of the OA vide order dated 05.08.2022 with the direction to the competent authority to take a decision in accordance with rules upon the said pending representation of the applicant as expeditiously as possible and preferably within a period of two weeks from the date of receipt of a copy of this order. It is further directed that till the decision in accordance with rules is taken on representation, the respondents shall not make any further promotion pursuant to LDCE held on 27.07.2019.

As directed by Hon'ble CAT, the representation of Shri Prashant Jangra was disposed of vide order dated 19.09.2022. Aggrieved by this order, Shri Prashant Jangra again filed the case before Hon'ble CAT Principal Bench Delhi. Hon'ble CAT vide interim order dated 22.09.2022 directed respondents to restrain from making any promotion on the basis of reservation applied pursuant to the LDCE of July 2019 for the post of Section Supervisor, otherwise third-party interest is likely to be created, thus complicating the matter. The next date of hearing in the matter is 07.12.2023.

As explained above, it is informed that following actions have been taken by EPFO till now: -

(I) Review Application has been filed against the Hon'ble CAT Chandigarh order dated 25.02.2020. The next date of hearing in the matter is 29.11.2023.

(II) Writ Petition has been filed challenging both the orders of NCBC (dated 30.03.2021 & 26.02.2022) before the Hon'ble High Court of Delhi. The Writ Petition no. of the same is 924/2023. The next date of hearing in the matter is 23.01.2024.

(III) The EPFO is defending the OA filed by Shri Prashant Jangra before Hon'ble CAT Delhi. The department has already filed Counter Affidavit in the said OA. The next date of hearing in the matter is 07.12.2023.

Proceedings in the matter of Shri Manoj Yadav, RPFC-I, EPFO:

•Shri Manoj Yadav, RPFC-I was granted Study Leave for pursuing masters of professional study- Geographic Information Systems from University of Maryland, Baltimore, USA. The same was granted with leave salary for the period from 21.03.2011 to 20.03.2013 under Rule 53 of CCS (Leave) Rules, 1972 vide order

dated 09.03.2011. However, the officer reported for duty on 31.10.2011 without completing the course of study. Accordingly, as per Rule 63 of CCS (Leave) Rules, 1972 which are applicable mutatis mutandis to the officers and employees of EPFO, orders were issued regarding recovery of actual amounts of leave salary for the period of absence and debit of leaves for regularisation of period of absence. Aggrieved by the same, the Officer had approached Ernakulam Bench of CAT praying for restoration of leaves deducted from Leave account and not to recover the leave salary and interest thereon.

The matter was finally decided by the Hon'ble CAT Ernakulam in its order dated 30.11.2018 which also upheld the EPFO's stand as below:

(i) Hon'ble CAT Order clearly stated that the Rules are very clear and there is little room for the applicant to manoeuvre in the case.

(ii) Hon'ble CAT Order further stated that the question of double jeopardy also was examined. But the Rules are clear that an employee who fails to complete the course of study stands to lose the actual amount of leave salary disbursed as well as conversion of regular leave to make up for the period of absence.

Accordingly the Hon'ble CAT dismissed the O.A. stating that "we see no impropriety or illegality in the action taken by the official respondents. The Original Application is dismissed. No costs."

•EPFO vide order dated 24.01.2022 went ahead with the implementation of CAT Order dated 30.11.2018.

•In the meantime, the Officer made a representation dated 13.12.2021 before Hon'ble Commission for Backward Classes in the matter. Facts of the case in the matter were submitted to Hon'ble NCSC for consideration.

•Hon'ble NCBC passed an order in the matter directing the EPFO not to take action as per the Order dated 24.01.2022.

•The EPFO filed a Writ Petition before the Hon'ble High Court against the order dated 26.02.2022 of the Hon'ble Commission and the same was also communicated to Hon'ble Commission vide Letter dated 10.06.2022.

•Hon'ble High Court of Delhi has stayed the NCBC Order dated 26.02.2022 and the next date of hearing in the matter is on 20.11.2023.

•Subsequently, the matter of Leave Salary Recovery & Regularization of period of absence in r-o Shri Manoj Yadav, RPFC-I has been finalized as below vide EPFO HO Order dated 02.02.2023:

a.Period of absence (duration of incomplete study leave) i.e., 224days have been regularised by debit of 47 days of EL & 177 days of HPL.

b. Actual Salary drawn by the officer in the period of absence during the incomplete study leave has been recovered under clause (i) of sub-rule 1 of Rule 63 of the CCS (Leave) Rules, 1972 along-with applicable interest as per applicable rules.

c. Leave salary admissible to the officer after adjustment of 47 EL & 177 HPL has been paid to the officer as per Rule 40 of the CCS (Leave) Rules, 1972.

• After finalisation of the Leave Salary Recovery & Regularization of period of absence as explained above, no further representation has been submitted by the officer.”

(Ministry of Labour and Employment O.M. No. H-12014/01/2022-SS-I dated 20.11.2023)

Comments of the Committee

(Please see para 10 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;
14 December, 2023
23 Agrahayana, 1945(Saka)**

**Rajesh Verma
Chairperson,
Committee on Welfare of Other
Backward Classes**

| SN | ZO / HO(ASD) / PDNASS | Name Of the Liasion Officer (OBC) | Designation | Contact Details [Mobile Number, Email ID] |
|-----|-----------------------|-----------------------------------|-------------|---|
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| 7 | RO, Bhagalpur | Shri Atul Prakash | APFC | 9654915323 |
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| 9 | RO, Jamshedpur | Shri Randhir Kumar | RPFC-II | 9873729561 |
| 10 | RO, Ranchi | Shri Randhir Kumar | RPFC-II | 9873729561 |
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| SN | ZO / HO(ASD) / PDNASS | Name Of the Liasion Officer (OBC) | Designation | Contact Details [Mobile Number, Email ID] |
|-----|-------------------------------|-----------------------------------|-------------|--|
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| SN | ZO / HO(ASD) / PDNASS | Name Of the Liasion Officer (OBC) | Designation | Contact Details [Mobile Number, Email ID] |
|-----|------------------------------------|-----------------------------------|--------------------|---|
| [1] | [2] | [3] | [4] | [5] |
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| 34 | RO, Chikamagalur | Shri Dayananda Naik | Accounts Officer | 9481068002, dayananda.naik@epfindia.gov.in |
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| 46 | RO, Tumkur | Sh. Kuldeep Singh | AO | 9923868351, kuldeep14285@epfindia.gov.in |

| SN | ZO / HO(ASD) / PDNASS | Name Of the Liasion Officer (OBC) | Designation | Contact Details [Mobile Number, Email ID] |
|-----|--------------------------------|-----------------------------------|---------------------------|--|
| [1] | [2] | [3] | [4] | [5] |
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| 56 | RO, Bandra-II(Dadar) | | | |
| 57 | RO, Bandra-III (Nariman point) | | | |
| 58 | RO, Bandra-IV (Powai) | | | |
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| 60 | RO, Aurangabad | Shri Ramesh Kumar | RPFC-II | 7667566631, Ramesh.k@epfindia.gov.in |
| 61 | RO, Kolhapur | Shri Birendra Kumar | RPFC-I | 8530867942, Birendra.kumar@epfindia.gov.in |
| 62 | RO, Nagpur | Shri Ramesh Kumar | RPFC-II | 7667566631, Ramesh.k@epfindia.gov.in |
| 63 | RO, Nasik | Shri Karbhari K Kumbhar | APFC | 9850129455, Kumbhar.karbhari@epfindia.gov.in |
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| SN | ZO / HO(ASD) / PDNASS | Name Of the Liasion Officer (OBC) | Designation | Contact Details [Mobile Number, Email ID] |
|-----|-----------------------|-----------------------------------|-------------|---|
| [1] | [2] | [3] | [4] | [5] |
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| 67 | RO, Thane-I (North) | Shri P N Kalindi | APFC | 9934275434, pn.kalindi@epfindia.gov.in |
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| 75 | RO, Sagar | Sh. Yashbabu Chourasiya | EO | 9827325809, yashbabu.chourasiya@epfindia.gov.in |
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| SN | ZO / HO(ASD) / PDNASS | Name Of the Liasion Officer (OBC) | Designation | Contact Details [Mobile Number, Email ID] |
|-----|-----------------------|-----------------------------------|------------------|--|
| [1] | [2] | [3] | [4] | [5] |
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| 94 | RO Vellore | V. Sathish Kumar | RPFC-II | 9952025178, sk.velukkan@epfindia.gov.in |
| 95 | RO Coimbatore | KEERTHI VIYAASAKUMAR V | ACCOUNTS OFFICER | Mobile No. 9943360222 email ID keerthi.vrv@epfindia.gov.in |
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| SN | ZO / HO(ASD) / PDNASS | Name Of the Liasion Officer (OBC) | Designation | Contact Details [Mobile Number, Email ID] |
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| [1] | [2] | [3] | [4] | [5] |
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| 100 | RO Nagercoil | R RUKMANI | PERSONAL SECRETARY | Mobile No.9489235472 email ID r.ruckmani@epfindia.gov.in |
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| 106 | RO Siddipet | Kaniti Avinash kumar | RPFC-II | 9963967651,avinash.kaniti@epfindia.gov.in |
| 107 | RO, Agra | Manoranjan Kumar singh | EO | 8765450176, manoranjan.singh@epfindia.gov.in |
| 108 | RO, Allahabad | Bachchha Raj | AO | 9415683539, bachchha.raj@epfindia.gov.in |
| 109 | RO, Bareilly | Sh. Rajan Hardaha | AO | 8007233272, hardaha.rajan838@epfindia.gov.in |
| 110 | RO, Gorakhpur | Atul Verma | AO | 8005249662, atul.verma18@epfindia.gov.in |
| 111 | RO, Lucknow | Shri Prateesh Singh | APFC | 9794720350,prateesh.singh@epfindia.gov.in |

| SN | ZO / HO(ASD) / PDNASS | Name Of the Liasion Officer (OBC) | Designation | Contact Details [Mobile Number, Email ID] |
|-----|-----------------------|-----------------------------------|-------------|---|
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| 113 | RO, Noida | Dr. JOGENDER SINGH | RPFC-II | 7895824976, jogender.singh@epfindia.gov.in |
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| 115 | RO, Kolkata | SRI ASHOK KUMAR MUDULI | APFC | 8530444620, ak.muduli@epfindia.gov.in |
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| 117 | RO, Barrackpore | Smt. S. Roy | APFC | 9433401513, sandhya.roy@epfindia.gov.in |
| 118 | RO, Howrah | Bijan Bihari Dalui | AO | 9836991972,bbdalui@epfindia.gov.in |
| 119 | RO, Durgapur | Sh. Sudhir Ranjan | RPFC - II | 9560348519, sudhir.ranjan@epfindia.gov.in |
| 120 | RO, Port Blair | Manoj Prabu P | RPFC - II | 9092441111, manoj.prabu@epfindia.gov.in |
| 121 | RO, Jalpaiguri | Sri Gireesh Narayan Chaudhary | APFC | 8377928277, gireesh.chaudhary@epfindia.gov.in |
| 122 | RO, Siliguri | Smt Neetu Tamang | EO | 9832086843 neetutamang@epfindia.gov.in |
| 123 | RO, Jangipur | Sh. Sanjay Mullick | APFC | 9830726208, sanjay.mullick@epfindia.gov.in |
| 124 | RO, Darjeeling | Shyamal Kr. Auddy | AO | 9433799890, shyamalauddy.pfo@gmail.com |

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2023-24)**

**MINUTES OF THE THIRD SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2023-24) HELD ON 14 DECEMBER, 2023 IN COMMITTEE
ROOM '1', PARLIAMENT HOUSE ANNEXE EXTENSION (BLOCK-A), NEW DELHI**

The Committee sat from 1520 hrs. to 1620 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Sanjay Kumar Bandi
3. Shri Chandra Sekhar Bellana
4. Shri Ramesh Bidhuri
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Shri P.C. Mohan
8. Shri Rodmal Nagar
9. Shri Ajay Nishad
10. Shri Parbhatbhai Savabhai Patel
11. Shri Chunni Lal Sahu
12. Shri Ram Shiromani Verma
13. Shri Ashok Kumar Yadav

RAJYA SABHA

14. Shri Abir Ranjan Biswas
15. Smt. Geeta *alias* Chandraprabha
16. Shri Rajendra Gehlot
17. Shri Narayana Koragappa
18. Shri Shambu Sharan Patel
19. Shri Subhas Chandra Bose Pilli
20. Shri Sakaldeep Rajbhar
21. Dr. V. Sivadasan

SECRETARIAT

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

*2-5. XXXX

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6. The Committee, thereafter, considered the following draft Reports for adoption:-

- I. Draft Report on Action Taken by the Government on the Observations/Recommendations contained in their Nineteenth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Employees' Provident Fund Organisation (EPFO)' pertaining to the Ministry of Labour and Employment; and
- II. Draft Report on Action Taken by the Government on the Observations/Recommendations contained in their Twentieth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of Other Backward Classes in employment and for their welfare in Madras Fertilizers Limited (MFL), Brahmaputra Valley Fertilizers Corporation Limited (BVFCL) and Fertilizers and Chemicals Travancore Limited (FACT)' pertaining to the Ministry of Chemicals and Fertilizers (Department of Fertilizers).

7. The Committee, then, adopted the aforesaid draft Reports without any modifications after a brief discussion and authorized the Chairperson to finalize the Reports and present the same to both the Houses of Parliament.

**Matter not related to this report.*

The Committee then adjourned.

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

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

(SEVENTEENTH LOK SABHA)

(Refer Para 5 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. 2, 3, 4, 6 and 7 | Total: 5 |
| | | Percentage 71.42% |
| (iii) | Observations/Recommendations which the Committee do not desire to pursue in view of the replies received from the Government: | |
| | Recommendation Sl. No. -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. Nos. 1 and 5 | Total: 2 |
| | | Percentage 28.57% |
| (v) | Observations/Recommendations in respect of which final replies of the Government are still awaited: | |
| | Recommendation Sl. No. -NIL- | Total: 0 |
| | | Percentage 0 % |
