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

(SEVENTEENTH LOK SABHA)

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSION
(DEPARTMENT OF PERSONNEL AND TRAINING)**

**[MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF OBCs
IN EMPLOYMENT AND FOR THEIR WELFARE IN VARIOUS
DEPARTMENTS/ ORGANISATIONS/ INSTITUTIONS UNDER
DEPARTMENT OF PERSONNEL AND TRAINING (DOPT).**

THIRTIETH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI
*February, 2024/ Magha, 1945 (Saka)***

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

(SEVENTEENTH LOK SABHA)

[Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/Organisations/Institutions under Department of Personnel and Training (DoPT)]

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

Presented to Lok Sabha on *08.02.2024*
Laid in Rajya Sabha on *08.02.2024*



सत्यमेव जयते

LOK SABHA SECRETARIAT
NEW DELHI
February, 2024/ Magha, 1945(Saka)

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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
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RAJYA SABHA

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29. Dr. V. Sivadasan
30. Shri Harnath Singh Yadav

* *elected w.e.f. 19.12.2023.*

SECRETARIAT

1. Dr. Sanjeev Sharma - Joint Secretary
2. Shri Maheshwar - Director
3. Shri Inam Ahmed - 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 Thirtieth Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/Organisations/Institutions under Department of Personnel and Training (DoPT)' pertaining to the Ministry of Personnel, Public Grievances and Pensions.

2. The Committee took oral evidence of the representatives of the Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) on 05th December, 2023. The Committee wish to express their thanks to the representatives of the Department of Personnel and Training (DoPT) for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 06th February, 2024. The present Committee is privileged to present the Report on the Department of Personnel and Training (DoPT) for the first time ever to Parliament since inception of the Committee in 2012.

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

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

NEW DELHI
06 February, 2024
17 Magha, 1945 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of OBCs

PART I
NARRATION ANALYSIS
CHAPTER-I
INTRODUCTION

A. BACKWARD CLASSES

1.1 The Committee are not oblivious of the fact that Backward Classes means such backward classes of citizens other than the Scheduled Castes and Scheduled Tribes as may be specified by the Central Government in the lists prepared by the Government of India from time to time for purposes of making provision for the reservation of appointments or posts in favour of backward classes of citizens which, in the opinion of that Government, are not adequately represented in the services under the Government of India and any local or other authority within the territory of India or under the control of the Government of India.

1.2 The affairs of Backward Classes were looked after by the Backward Classes Cell (BCC) in the Ministry of Home Affairs prior to 1985. With the creation of a separate Ministry of Welfare in 1985 (renamed as Ministry of Social Justice and Empowerment on 25.5.1998), the matters relating to Scheduled Castes, Scheduled Tribes, Other Backward Classes (OBCs) and Minorities were transferred to the new Ministry.

B. RESERVATION FOR OBCs

1.3 Clause (4) of Article 16 of the Constitution of India enables the State to make provision for reservation in appointments or posts in favour of any backward class of citizens which, in the opinion of the State, is not adequately represented in the services under the State.

1.4 In consonance with the powers given by the Constitution, the Government has issued various instructions, from time to time, providing for reservation in services for the members of the SCs, the STs and the OBCs. Such members of OBC, who fall in creamy layer, however, do not get the benefit of reservation. The income limit for determining the creamy layer status amongst the OBCs to exclude the socially advanced persons/sections is presently Rs.8.0 lakh per annum.

1.5 Reservation to SCs, STs, OBCs and EWS, in case of direct recruitment, is available in all groups of posts. When direct recruitment is made on all India basis by open competition, reservation for SCs, STs and OBCs is 15%, 7.5% and 27% respectively, and when direct recruitment is made on all India basis otherwise than by open competition, it is 16.66%, 7.5% and 25.84%, respectively.

1.6 In case of direct recruitment to Group C and the erstwhile Group D posts, normally attracting candidates from a locality or a region.

Reservation for OBCs, in such cases, is fixed keeping in view their proportion in the population of the State/UT subject to the maximum at 27%. Further it is subject to the condition that total reservation for SCs, STs and OBCs does not exceed the limit of 50%, prescribed by the Nine Judges Constitutional Bench of the Hon'ble Supreme Court in the Indira Sawhney Judgment.

C. ROLE OF DOPT

1.7 Based on the policy decision taken by the concerned nodal Ministries/Departments, DoPT issues instructions on the matters regarding reservation in posts and services in Central Government for the following:-

- Scheduled Castes, Scheduled Tribes & Other Backward Classes;
- Economically Weaker Sections who are not covered under the scheme of reservation for SCs, STs and OBCs;
- Persons with Benchmark Disabilities; and
- Ex-servicemen.

1.8 As per data received from 72 Ministries/ Departments, updated information on representation of SCs, STs and OBCs in the posts and services of the Central Government, as on 01.01.2021, is as under:-

Group	Total Number of Employees	SC		ST		OBC	
		Number	%	Number	%	Number	%
A	77887	10290	13.21	4678	6.01	14074	18.07
B	156623	24051	15.36	11580	7.39	27344	17.46
C (excluding Safai Karamchari)	1622439	271510	16.73	119931	7.39	368101	22.69
C (Safai Karamchari)	35110	12404	35.33	2474	7.05	6280	17.89
Total	1892059	318255	16.82	138663	7.33	415799	21.98

1.9 When queried about the reasons for low percentage of OBC representation as reflected above, the DoPT in their written have submitted as under:-

“In pursuance of the provisions contained in Article 16 (4) of the Constitution and the judgment of the Hon'ble Supreme Court in Indira Sawhney, reservation to OBCs is provided @ 27% in civil posts and services to be filled through direct recruitment on All India Basis by Open Competition. As per the information provided by various Ministries/Departments, including their attached/subordinate offices, the representation of OBCs against the total appointment through direct recruitment is more than the prescribed percentage of 27%.”

1.10 Quantum of reservation for the SCs, STs and OBCs in any grade/cadre is determined on the basis of number of posts in the grade/cadre. However, in small cadres having less than 14 posts, where it is not possible to give reservation to all the three categories on the basis of this principle, reservation is provided by rotation by way of L-Shaped

14-Point rosters prescribed by Department of Personnel and Training Office Memorandum No.36012/2/96-Estt.(Res.), dated 2.7.1997, issued by DoPT.

1.11 The Committee were desirous to be updated about the existence of any provision/mechanism under which information relating to compliance of reservation policy by the different ministries/departments and their subordinate organizations/PSUs is being provided to DoPT periodically. In this regard, the DoPT in their written submission have informed as under:-

“As per the instructions issued by DoPT, every Ministry/Department and organisations under it is required to designate an officer, atleast of the rank of Deputy Secretary, as Liaison Officer in respect of matters relating to the representation of the OBCs in order to ensure that subordinate appointing authorities comply with the orders and instructions pertaining to the reservation of vacancies in favour of OBCs. The Liaison Officers have been empowered to conduct inspection of the rosters, to call out for the records and convene meetings with the concerned officers to ensure that the reservation instructions are properly implemented. Although each organisation under the Ministry/Department is required to have a separate Liaison Officer, but he performs his duties as Liaison Officer under the overall supervision of the Liaison Officer of the administrative Ministry/Department. He has also been authorized to report any lapse/ negligence in following the reservation related instructions by the appointing authority concerned to the Secretary/ Additional Secretary of the administrative Ministry' /Department.

DoPT has also requested the Ministries/Departments to constitute an In-House Committee under the chairmanship of Joint Secretary (Admn.) to identify the backlog reserved vacancies, and to study the root cause of such vacancies, to initiate measures to remove the factors causing such vacancies and to fill them up through Special Recruitment Drives.

However, in order to ensure prescribed representation and implementation of the policies of reservation in appointments, DoPT has also been playing an active role. DoPT holds frequent interactions with the Ministries/Departments urging them to take effective steps, as requested, for filling up of backlog reserved vacancies. ISTM, an attached office of DoPT, conducts training courses and workshop on reservation in services and Liaison Officers on regular basis for the officers of Ministries/Departments. During the last 6 years, 33 training courses/workshops have been held by ISTM in which 1168 officers of various Ministries/Departments participated. Many times officers of DoPT are also invited as guest faculty in workshops organized by ISTM on the subject of reservation in services

Officers of DoPT have also started separately holding workshops on reservation to educate the officers of various Ministries/Department or organisations under them on the subject and impressing upon them to take effective steps to ensure representation of SC/ST/OBC, as prescribed. Through these workshops, the participating officers of these Ministries/Departments/Organisations are also educated about role and importance of Liaison Officer in effective implementation of reservation policies of the Government and the need to take effective steps for filling up of backlog reserved vacancies. Queries of the participating officers, who are responsible for maintaining reservation rosters and reporting reserved vacancies to the recruiting agencies, are also 'addressed during the workshops. During the year 2023, officers of DoPT conducted workshops for IRCTC (in May 2023), THDC (in June, 2023), National Statistical Office under the Ministry of Statistics and Programme Implementation, Guwahati (in July 2023 in virtual mode). The participating officers in these workshops are advised that if they still have any difficulty or doubts with regard to implementation of the reservation roster or any issue relating to reservation policy, they may approach the officers of DoPT for clarification over telephone also.

During the month of November, 2023, interactions were held with 25 Ministries/Departments and they were requested to take necessary action to fill up the backlog vacancies in a time bound manner.”

1.12 During the course of deliberation, the representative of DoPT, on their role regarding framing of reservation policy for OBCs deposed as under:-

“एलोकेशन ऑफ बिजनेस रूल्स के हिसाब से मिनिस्ट्री ऑफ सोशल जस्टिस एंड एम्पॉवरमेंट रिजर्वेशन के सभी आस्पेक्ट्स को लेकर नोडल मिनिस्ट्री है। उनकी ओवर ऑल पॉलिसी, प्लानिंग और कोआर्डिनेशन प्रोग्राम जो ओबीसी के हैं, वे इसी मिनिस्ट्री को सौंपेगये हैं। Based on the policy decision regarding reservation to any category taken by the Nodal Ministry, instructions on reservations in appointments under Central Government are issued by the DoPT. मेन पॉलिसी मिनिस्ट्री ऑफ सोशल जस्टिस डिजाइड करती है।”

CHAPTER-II

ORIGIN, SCOPE AND STATUS OF RESERVATION FOR OBCs IN GOVERNMENT POSTS AND SERVICES

The Committee have been given to understand that:-

2.1 The 2nd Backward Classes Commission recommended 27% reservation for the OBCs in Central Services.

2.2 DoPT issued OM on 13.8.1990 (Annexure-I) to provide 27% reservation for OBCs in direct recruitment which was challenged before the Hon'ble Supreme Court in *Indra Sawhney & Ors v/s UOI* case matter.

2.3 Hon'ble Supreme Court, *vide* judgment, dated 16.11.1992, upheld the 27% reservation for OBCs, subject to exclusion of Creamy Layer.

2.4 Accordingly, an Expert Committee was constituted and based on its recommendations, OM dated 08.09.1993 (Annexure-II) was issued prescribing the exclusion criteria for Creamy layer in OBC reservation.

2.5 As per Allocation of Business Rules, 1961, M/o Social Justice and Empowerment is the nodal Ministry for the overall policy, planning and coordination of programmes relating to OBCs.

2.6 Based on the policy decision reg. reservation to any category, taken by the nodal Ministry, instructions on reservation in appointments under Central Govt. are issued by DoPT, whereas instructions for reservation in admissions in Central Educational Institutions are issued by M/o Education.

2.7 DoPT OM dated 13.02.2014 provides that for making recruitment to 10 or more vacancies in any level of posts or services, it shall be mandatory to have one member each representing the SC, ST, OBC and Minority Community.

2.8 The above OM provides that where the number of vacancies is less than 10, no effort should be spared in finding the SC, ST, OBC, Minority community Officer and a lady Officer for inclusion in such Committees/Boards.

2.9 CPSEs, Bodies/Organisations under Government or receiving grants in aid from Government are required to make reservation for SCs, STs and OBCs.

2.10 Those voluntary organisations, employing more than 20 persons and meeting 50% of its recurring expenditure from grants-in-aid from the Central Government, and those bodies receiving grants-in-aid of Rs.2 lakh and above from Govt., are also required make a provision for reservation.

2.11 The upper age-limit prescribed for direct recruitment is relaxed by 3 years in respect of candidates belonging to OBCs. If sufficient OBC candidates are not available to fill all the reserved vacancies, OBC candidates are selected by relaxed standards to make up the deficiency, subject to their fitness.

2.12 The ceiling of 50% reservation does not apply to backlog reserved vacancies (backlog reserved vacancies are those vacancies remaining unfilled in the previous recruitment attempt on account of non availability of suitable candidates). 'Own merit' candidates are adjusted against the unreserved vacancies.

2.13 The representative of DoPT on the scope of reservation for OBCs in case of one or two posts being advertised by Departments/Central Government institutions submitted as under:-

“दूसरी बात है कि जब एक या दो वैकेंसीज निकलती हैं तो रिजर्वेशन लागू न करके इसे बाएपास किया जाता है, इसके लिए आपका सुझाव है कि कैटेगोरिकल इंस्ट्रक्शन या क्लेरिफिकेशन इश्यू होनी चाहिए। हमने इस प्वाइंट को नोट कर लिया है, हम डीओपीटी में एग्जामिन करके उपयुक्त कार्रवाई करेंगे।”

2.14 Further, the Representative of DoPT submitted as under:-

“सैंट्रल पीएसयूज और ऑर्गेनाइजेशनस अगर ग्रांट इन एड सरकार से लेते हैं तो उनके लिए भी अनिवार्य है कि वे एससी, एसटी, ओबीसी के आरक्षण का प्रावधान अपने यहां करें। ऐसी वालेंटरी ऑर्गेनाइजेशनस भी हैं, जिनमें 20 से ज्यादा लोग एम्पलाइड हैं।

2.15 On being asked regarding posts lying vacant on account of non-availability of OBC candidates, the representative of DoPT clarified as under:-

“अगर सफिशिएंट ओबीसी कैंडीडेट्स अवेलेबल नहीं होते हैं तो ओबीसी कैंडीडेट्स को सलैक्ट करने के लिए रिलैक्स्ड स्टैंडर्ड्स का भी प्रावधान है, सब्जेक्ट टू फिटनेस, अगर कोई मॅटेरी चीज है, जिस में कम्प्रोमाइज़ नहीं किया जा सकता, उसमें बेसिकली कोई रिलेक्सेशन पासिबल नहीं है, लेकिन अदरवाइज़ रिलैक्स स्टैंडर्ड यूज करके कमी को पूरा करने का प्रावधान है और इसके लिए इंस्ट्रक्शन्स इश्यू की गई हैं।”

2.16 Further the representative of DoPT on the above issue also clarified:-

ऐसा बहुत बार कहा जाता है कि हमारे पास रिजर्व कैटेगिरी के कैंडीडेट नहीं हैं और इसे डिरिजर्व करने की अनुमति मांगी जाती है। इसके लिए क्लियर इंस्ट्रक्शन्स हैं कि किसी तरीके की डिरिजर्वेशन अलाऊ नहीं की जाएगी, यहां तक कि एक्सेप्शनल कंडीशन में भी नहीं की जाएगी।

2.17 Regarding the issue of OBC candidates getting selected on own-merit basis or scoring marks above the unreserved cut-off list in a competitive examination, the representative of DoPT clarified as under:-

“ऑनमेरिट कैंडीडेट्स का किसी कम्पीटिशन के थ्रूसलैक्शन होता है, लोग भले ही ओबीसी कैटेगिरी के हों, अगर मेरिट में आ जाते हैं तो मेरिट वाली वैकेंसी को ऑक्यूपाई करते हैं, इससे ओबीसी की वैकेंसीज़ बची रहती है और एक तरीके से एडीशनल रिजर्वेशन अवेलेबल हो जाता है, जो दूसरे नीडी कैंडीडेट्स हैं, उनके लिए यह रह जाता है।”

CHAPTER-III

ISSUES AROUND OBC CASTE CERTIFICATE

3.1 On being asked about the maintenance of uniformity in respect of format of OBC certificate being issues by the District Authorities in the State, DoPT in their written reply have submitted as under:-

“DoPT has issued a letter No. 36036/2/2013-Estt.(Res.), dated 30.05.2014, to all the States/UTs prescribing a format for OBC caste certificate. All the candidates belonging to OBC community are required to submit the OBC certificate in the aforesaid format.”

3.2 Responding to the query raised by the Committee on the existence of any further classification of OBC category into Backward Class or Most Backward Class in some of the States which might lead to confusion in the issuance of OBC caste certificate, the DoPT have clarified in their written reply as mentioned below:-

“As per the instructions, reservation is provided to SCs, STs and OBCs at 15%, 7.5% and 27% respectively in posts and services under the Central Government to be filled on direct recruitment on all India basis by open competition. Honble Supreme Court, vide its judgement in *Indira Sawhney* case, directed to excluded Creamy Layer from the benefit of reservation for OBCs. In pursuance thereto, the Government of India constituted an Expert Committee for prescribing the criteria for exclusion of Creamy Layer amongst OBCs and issued detailed criteria in the matter vide OM dated 8.9.1993. Further, DoPT, vide letter dated 30.5.2014 addressed to all the States/UTs, has prescribed a format for OBC caste certificate which requires the District Authorities to certify that he/she does not belong to the persons/sections (Creamy Layer) mentioned in column 3 of the Schedule to the Government of India, Department of Personnel & Training OM dated 8.9.1993.

In pursuance to the directions of the Hon'ble Supreme Court and based on the recommendations of the Expert Committee, detailed criteria has been prescribed vide OM dated 8.9.1993, which inter alia

include exclusion of Creamy Layer based on the Income criteria. It provides exclusion of sons and daughters of persons having gross annual income of Rs. 8 lakh or above for a period of three consecutive years. While the OBC status of a candidate may change only when the community of the concerned candidate is removed from the OBC list, his/her creamy layer status may change any time. Hence, it may be appropriate to prescribe a validity period for the OBC certificate.”

3.3 Regarding the inclusion of validity period in the OBC certificate along with the issue of bilingual OBC certificate, the DoPT have furnished their response as produced below:-

“As stated above, DoPT has issued a letter No. 36036/2/2013-Estt.(Res.), dated 30.05.2014, to all the States/UTs prescribing a format for OBC caste certificate. Further, on the recommendations of the Committee on the Welfare of Other Backward Classes, DoPT, vide letter dated 13.4.2023, has informed to all the States/UTs that there may be no objection if, in addition to the official language, the State/ UT Governments issue a caste/community certificate for SC/ST/OBC in any of the scheduled languages in the prescribed format. Vide this letter, the State/UT Governments have also been requested to make efforts to make available a digital copy of the such certificates online to verify their authenticity by the recruiting organizations.”

3.4 The Committee enquired from DoPT about the mechanism for verification/acceptance of the OBC caste certificate furnished by candidates at the time of appointment in jobs. In their written reply, the DoPT in this regard have stated:-

“The responsibility for issue and verification of caste/community lies with the concerned State/UT Government. Hon’ble Supreme Court, vide its judgement, dated 2.9.1994, in the matter of ‘Kumari Madhuri Patil vs Addl. Commissioner’, has laid down detailed guidelines to be followed by the State Governments, for verification of the caste certificate.

DoPT has issued instructions from time to time to all the Ministries/ Departments as well as the State/ UT Governments for timely verification of the caste certificate of the employees. In fact, the State/UT Governments have been requested from time to time that they are required to ensure at their own level that veracity of the Caste/Community certificate referred to the district authorities is verified and reported to the appointing authority within one month of receipt of request from such authority. The State/UT Governments have also been requested from time to time to initiate disciplinary proceedings against the officers of the State who default in timely verification of Caste Status.

However, keeping in view the directions of the Parliamentary Committee on the Welfare of SC and ST, DoPT vide OM, dated 29.3.2023, again issued a communication to all the Ministries/ Departments requesting that all the Ministries/Departments, including their attached, subordinate offices, PSUs, Autonomous Bodies etc., may ensure that process for verification of the caste certificate of the employee may be initiated immediately and a communication may be issued to the concerned State/ UT Authorities within a week of joining of government service by the employee. The latest instructions also provided that if no report is received from the concerned State/UT Authorities within a period of one month, the matter may be taken up at the highest level and it may be ensured that the process for verification of the caste/tribe/community certificate of the employee is completed within a period of six months of her/his joining the service.”

3.5 Responding further to the feasibility to bring in an online link based verification procedure by the Ministry for overcoming delay, the DoPT have submitted as under:-

“As stated above, DoPT has issued a letter dated 13.4.2023, addressed to all the States/UTs, requesting them to make efforts to make available a digital copy of the such certificates online to verify their authenticity by the recruiting organizations.”

3.6 On the pertinent issue surrounding the creamy layer, in case of OBC, *inter-alia* comprising of revision aspect of income ceiling, sensitization of the district administration to incorporate the required provision in caste

certificates, creating awareness among the beneficiaries regarding the calculation of income methods, etc., the DoPT have succinctly summarized their reply as below:-

“As per the Government of India (Allocation of Business) Rules, Ministry of Social Justice and Empowerment (MSJE) is the nodal Ministry for overall policy and programme relating to OBCs. DoPT issues instructions relating to reservation in posts and services under the Government of India based on the policy decision taken by MSJE. The subject of Creamy Layer amongst OBCs also pertains to MSJE. The letter dated 14.10.2004 is only a clarification of the provisions contained in the DoPT OM dated 8.9.1993. The OM dated 8.9.1993 was issued by DoPT in pursuance of the policy decision taken by MSJE with regard to exclusion of Creamy Layer. Thus any instruction relating to revision in the criteria for exclusion of Creamy Layer, including revision in the income limit, may be issued only after a policy decision is taken by MSJE in the matter.”

CHAPTER-IV

LIAISON OFFICERS

The Committee have been apprised that :

4.1 Each Ministry/Department/Attached and Subordinate Office is required to designate an officer, at least of the rank of Deputy Secretary, as Liaison Officer (LO) in respect of matters relating to representation of OBCs.

4.2 A Special Reservation Cell is required to be created under the direct control of LO to assist him in discharge of his duties effectively.

4.3 The LO has to ensure that subordinate appointing authorities comply with the orders and instructions pertaining to the reservation of vacancies in favour of OBCs and other benefits admissible to them.

4.4 LO is required to conduct annual inspection of the reservation rosters maintained in the Ministry/Department/Offices under its control with a view to ensuring their proper implementation.

4.5 Any case of negligence or lapse is required to be reported by LO to the Secretary/Additional Secretary of the Department, who shall pass necessary orders for strict compliance of reservation orders.

4.6 CPSEs, Statutory Bodies, Autonomous Bodies and Organizations, under the control of Government or receiving grants in aid from them, are also required to appoint LOs in the same manner as is existing in Ministries/Departments.

4.7 A list of liaison officer for OBCs in the Ministries/Departments (as on 15.12.2023) is attached as Annexure-III

4.8 On the appointment of OBC candidate as liaison officer for OBCs in the Ministries/Departments, the representative of DoPT has submitted as under:-

“It is not that if somebody is to look after as a liaison officer for reservation, he has to be mandatorily OBC. That kind of compulsion is not there because that can create a situation where sufficient officers will not be available. This has to be a Deputy Secretary rank officer.”

4.9 On further imploring the representative of DoPT during the course of evidence on the issue of appointment of Liaison Officer for OBCs exclusively belonging to OBC category only, the representative of DoPT further submitted as under:-

“Our endeavour will be that maximum LOs looking after OBC reservation should be from OBC. If not 100 per cent, as many as possible, they should be there. The LO has to ensure that subordinate appointing authorities comply with the orders and instructions to implement all aspects of reservation in letter and spirit. The LO is required to conduct annual inspections of the reservation rosters and registers maintained by the Ministry and to see that the roster points are properly allocated and reservation is properly and effectively implemented.”

4.10 The Committee were desirous to know about the various facets associated with the training of Liaison Officers. In this connection, the DoPT have submitted in their written reply as mentioned below:-

“ISTM, an attached office of DoPT, conducts training courses and workshop on reservation in services and Liaison Officers on regular basis for the officers of Ministries/Departments. During the last 6 years, 33 training courses/workshops have been held by ISTM. Many times officers of DoPT are also invited as guest faculty in workshops organized by ISTM on the subject of reservation in services. Officers of DoPT have also started separately holding workshops on reservation to educate the officers, including Liaison Officers, of various Ministries/Department or organisations under them on the

subject. Through these workshops, the participating officers of these Ministries/Departments/Organisations are also educated about role and importance of Liaison Officer in effective implementation of reservation policies of the Government and the need to take effective steps for filling up of backlog reserved vacancies.

In addition to the physical training of the officers/Liaison Officers, online training option is also available to the Liaison Officers through the iGOTKarmayogi platform, which is a comprehensive online platform to guide the individual civil services officials in their capacity building journey. The training course on the 'Role of Liaison Officer in Reservation' is available on this platform."

4.11 On being asked regarding the role of Liaison Officers for OBCs in Ministries/Departments, the representative of DoPT has clarified as under:-

"अभी मानिट्रिंग की बात चल रही थी, हमने क्लियर इंस्ट्रक्शन्स दी हैं कि हर मिनिस्ट्री को, डिप्टी सैक्रेट्री रैंक के अफसर को अपने यहां लाइजन अफसर लगाना है और उसे देखना है क्या ओबीसी का आरक्षण सही तरीके से लागू किया जा रहा है? क्या सही परसेंटेज का इम्पलीमेंटेशन हो रहा है और क्या प्रोसीजर्स, जो फॉलो किए जा रहे हैं, इंस्ट्रक्शन के हिसाब से हैं या नहीं?"

4.12 Further the representative of DoPT on the aspect of training being provided to Liaison Officer for OBCs, submitted as under:-

"दिल्ली से बाहर, दूसरे स्टेट्स में या फील्ड बॉडीज में जो एलओज हैं, हमें उनको थोड़ा और इनवॉल्व करना चाहिए। हम एक बार आईएसटीएम के माध्यम से अगले छः महीने में कोशिश करेंगे कि इस तरह के जितने भी एलओज रह गये हैं, उनको भी ट्रेनिंग दी जाए। अब तो हमारी ऑनलाइन ट्रेनिंग भी स्टार्ट हो गई है। जो आई-गाट ऑनलाइन ट्रेनिंग का सिस्टम तैयार किया गया है, उसके जरिये लोग अपने प्लेस ऑफ पोस्टिंग पर भी ट्रेनिंग ले सकते हैं। इसलिए, हम अपने आई-गाट मॉड्यूल्स को भी थोड़ा रिफाइन कर के उनको सूचित करेंगे, ताकि उनको दिल्ली ट्रेवल करने या आईएसटीएम

आने की जरूरत न पड़े। वे अपने डेस्कटॉप से भी, जो ट्रेनिंग कोर्स है, उसको कर सकें, उस तरह की व्यवस्था की जाएगी।”

CHAPTER-V

BACKLOG VACANCIES

In regard to the backlog of vacancies, the Committee have been intimated as under:

5.1 A reserved vacancy, which could not be filled in the previous attempt, is treated as a backlog reserved vacancy in the subsequent recruitment year(s).

5.2 In *Indra Sawhney* (1992), Hon'ble Supreme Court held that the number of reserved vacancies in a year in any cadre, including backlog reserved vacancies, should not exceed 50% of the total number of vacancies of the year.

5.3 *Indira Sawhney* judgement made it difficult to fill up the backlog reserved vacancies, as these vacancies, alongwith regular vacancies for the current year, would result in exceeding the 50 per cent limit.

5.4 Vide 81st Amendment, clause 4B was inserted in Article 16 which enabled the State to consider unfilled reserved vacancies as a separate and distinct group of vacancies not to be counted under 50% ceiling.

5.5 Accordingly, OM dated 20.7.2000 was issued by DoPT providing for filling up of the backlog reserved vacancies as separate and distinct group outside the ceiling of 50% reservation.

5.6 DoPT issued further instructions to all Ministries/Departments in June, 2013 to make concerted efforts to fill up the remaining backlog vacancies.

5.7 A Committee, headed by the then Secretary, M/o Social Justice and Empowerment, was constituted in July, 2013 to make in-depth analysis of

the reason for backlog in filling up of reserved vacancies and to fill up backlog reserved vacancies.

5.8 Based on the recommendations of the Committee, instructions were issued on 16.12.2014 to all Ministries/ Departments to:-

- ✓ constitute an In-House Committee for identification of backlog reserved vacancies,
- ✓ study the root cause of such vacancies,
- ✓ initiate measures to remove the factors causing such vacancies
- ✓ fill them up through SDRs.

5.9 When enquired upon the reasons for posts lying vacant and the reason for those being cited as 'Not Found Suitable' (NFS), the DoPT have submitted in their written reply as below:-

“Filling up of vacancies, including backlog reserved vacancies, is a continuous process. Instructions have been issued to all Ministries/Departments of the Central Government to constitute an in-house Committee for identification of backlog reserved vacancies, to study the root cause of such vacancies, to initiate measures to remove the factors causing such vacancies and to fill them up through Special Recruitment Drives.

DoPT had been monitoring the progress with regard to filling up of backlog reserved vacancies for SCs, STs and OBCs with 10 Ministries/Departments, having more than 90% of the employees in Central Government and the progress on filling up of backlog reserved vacancies was sought from them. Such progress report (in physical form) was sought from these 10 Ministries/Departments. However, from 01.01.2023 onwards, all the Ministries/Departments have been requested to submit online data regarding backlog reserved vacancies.

In addition, DoPT holds workshops and interact with the representatives, including Liaison Officers, of the Ministries/Departments and urge them to fill up the vacancies in a time bound manner. During the month of November 2023, interaction was held with the representatives/Liaison Officer of 25 Ministries/Departments and the attention of the Ministries/Departments were again requested to fill up all the backlog vacancies in a time bound manner.”

5.10 On the issue of backlog vacancies and ceiling of 50% reservation, the representative of DoPT has submitted as under:-

सीलिंग ऑफ 50 परसेंट रिजर्वेशन । यह बैकलॉग वैकेंसियों पर लागू नहीं होता है। क्लियर इंस्ट्रक्शन्स हैं कि जितनी पुरानी वैकेंसियां हैं जब उनको अंकित किया जाएगा तो इसमें 50 परसेंट की सीलिंग एक्सीड भी होती है तब भी उनको भरा जाएगा और इस सीलिंग को उसमें नहीं माना जाएगा।

5.11 Further on the above issue, the representative of DoPT has clarified as under:-

“इनको किस तरह से भरा जाएगा, तब डीओपीटी ने अपने क्लियर कट इंस्ट्रक्शन इश्यू किए थे और इस बात को इंशोर किया था कि बैकलॉग वैकेंसीज को 50 परसेंट की सीलिंग से बाहर रखा जाएगा। 81 अमेंडमेंट में क्लॉज 4 (बी) को इंसर्ट करके आर्टिकल -16 में इनैबल किया गया था कि, State will consider filling up unreserved vacancies as a separate and distinct group – as I mentioned earlier – and should not be counted in the 50 per cent ceiling. अदरवाइज, बैकलॉग वैकेंसीज को भरना मुश्किल हो रहा था और जो सीलिंग थी, उसकी वजह से प्रॉब्लम आ रही थी। अब वह हट जाने के बाद, हम कंटीन्यू असली बैकलॉग वैकेंसीज भरते हैं। अगर 50 परसेंट की सीलिंग ब्रीच भी होती है, तब भी उन वैकेंसीज को भरा जाता है।

सर, इसमें वही चीज है, जिसके बारे में मैंने बताया है कि 50 परसेंट सीलिंग को सेपरेट एंड डिस्टिंक्ट ग्रुप ट्रीट करके 50 परसेंट से बियांड भी हम वैकेंसीज भरते हैं। यह हमारा ओएम है, जो वर्ष 2000 में इश्यु हुआ था।

Sir, DoPT has issued instructions to all the Ministries to make concerted efforts to fill up remaining backlog vacancies. यह कंटीन्यूअस प्रोसेस है। हम कंटीन्यूअसली मिनिस्ट्री से इंटेरक्त करते रहते हैं। अभी रिसेंटली हम नें कुछ महीनों से एकचीज स्टार्ट की है। हम 10-10 करके मिनिस्ट्रीज को बुला रहे हैं, उनके साथ मीटिंग्स कर रहे हैं और उनके डिटेल्स ले रहे हैं कि आपकी कितनी बैकलॉग वैकेंसीज हैं, क्योंकि यह कंटीन्यूअस प्रोसेस है। हर साल नई वैकेंसीज ऐड हो जाती हैं। उनको भरना है और जितनी भी बैकलॉग वैकेंसीज हैं, उनको क्लियर करना है, इसका पूरा प्रयत्न किया जा रहा है।”

CHAPTER-VI

MONITORING AND GRIEVANCE REDRESSAL MECHANISM

6.1 The Committee have learnt from a written submission that DoPT has devised a portal titled 'Representation of Reserved Categories in Posts and Services (RRCPS)' for collection and monitoring of data to ascertain the status of appointments made in respect of SCs/STs/OBCs in all Ministry/Department/Organisations of the Central Government. Ministries/Departments are required to fill up details regarding appointments made during the year and total representation as on 1st January of each year. The application enables each Ministry/Department to ascertain the shortfall of representation of SCs/STs/OBCs at the cadre level. As stated above, it is the duty of the Liaison Officer, who is of the rank of Deputy Secretary, to ensure due compliance by the subordinate appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of OBCs. As per the data uploaded on the RRCPS portal by the Ministries/Departments, the representation of OBCs in direct recruitment quota is more than the prescribed percentage of 27% each year.

6.2 Further, it has been intimated that Secretary, DoPT vide DO dated 22.02.2021 had requested all the Ministries/Departments to constitute an In-House Committee under the chairmanship of Joint Secretary (Admn.) to identify the backlog reserved vacancies, and to study the root cause of such vacancies, to initiate measures to remove the factors causing such vacancies and to fill them up through Special Recruitment Drives.

6.3 Frequent interactions are also held with these Ministries/Departments urging to take effective steps, as requested, for filling up of backlog reserved vacancies. ISTM, an attached office of DoPT conducts training courses and workshop on reservation in services and Liaison Officers on regular basis for the officers of Ministries/Departments. During the last 6 years, 33 training courses/workshops have been held by ISTM in which 1168 officers of various Ministries/Departments participated. Many times officers of DoPT are also invited as guest faculty in workshops organized by ISTM on the subject of reservation in services

6.4 Officers of DoPT have also started separately holding workshops on reservation to educate the officers of various Ministries/Department or organisations under them on the subject and impressing upon them to take effective steps to ensure representation of SC/ST/OBC, as prescribed. Through these workshops, the participating officers of these Ministries/Departments/Organisations are also educated about role and importance of Liaison Officer in effective implementation of reservation policies of the Government and the need to take effective steps for filling up of backlog reserved vacancies. During the year 2023, officers of DoPT conducted workshops for IRCTC (in May 2023), THDC (in June, 2023), National Statistical Office under the Ministry of Statistics and Programme Implementation, Guwahati (in July 2023 in virtual mode).

6.5 On a pertinent query regarding the separation of own merit selected candidates form the candidates selected under the OBC reservation and the issue of maintenance of separate data, the DoPT in their written reply have furnished as under:-

“DoPT instructions clearly provide that reserved category candidates appointed on merit and not owing to reservation, should not be shown against reserved points and they will occupy unreserved points. Through the various training courses/workshops conducted by officers of DoPT or ISTM, the participants are informed about these instructions. During the last 6 years, 33 training courses/workshops have been held by ISTM. Officers of DoPT are also invited as guest faculty in workshops organized by ISTM on the subject of reservation in services. Separately, officers of DoPT have started holding workshops on reservation to educate the officers of various Ministries/Department or organisations under them on the subject and impressing upon them to take effective steps to ensure representation of SC/ST/OBC, as prescribed.

However, the implementation of the instructions is ensured through Liaison Officer concerned. As already stated above, every Ministry/Department and organisations under it is required to designate an officer, atleast of the rank of Deputy Secretary, as Liaison Officer in respect of matters relating to the representation of the OBCs in order to ensure that subordinate appointing authorities comply with the orders and instructions pertaining to the reservation of vacancies in favour of OBCs. The Liaison Officers have been empowered to conduct inspection of the rosters, to call out for the records and convene meetings with the concerned officers to ensure that the reservation instructions are properly implemented. Although each organisation under the Ministry/Department is required to have a separate Liaison Officer, but he performs his duties as Liaison Officer under the overall supervision of the Liaison Officer of the administrative Ministry/Department. As stated above, he has been authorized to report any lapse/ negligence in following the reservation related instructions by the appointing authority concerned to the Secretary/ Additional Secretary of the administrative Ministry/Department.”

6.6 Regarding an important issue that came up before the Committee was about the existence of any specific grievance redressal mechanism such as online portal etc., for the OBC employees to lodge their complaints and service related issues, the DoPT have submitted their response as mentioned below:-

“This subject matter pertains to the D/o Administrative Reforms and Public Grievance (DARPG) and that Department has been requested to send an appropriate reply to the Lok Sabha Secretariat. Copy of the OM sent to DAPRG is enclosed as Annexure-IV.”

CHAPTER-VII

OBC EMPLOYEES WELFARE ASSOCIATION

7.1 During the course of examination of the subject, the Committee were curious to know whether any proposal was in offing to amend the existing service rules to enable the OBC Employees to form Employees Welfare Association in their respective Ministries/ Departments/organizations. In this regard, the Ministry in their written reply have submitted as under:-

“This matter is under examination in the Department in consultation with the Ministry of Social Justice and Empowerment. Hence, the reply on this point will be sent separately.”

PART-II

OBSERVATIONS/RECOMMENDATIONS

Adherence to the implementation of 27% reservation for OBCs

1. The Committee note that Article 16(4) of the Constitution of India provisions for the reservation in appointments or posts in favour of backward classes. The main policy regarding the reservation is handled by the nodal Ministry i.e. Ministry of Social Justice and Empowerment. Nevertheless, the Committee understand that It is the Department of Personnel and Training (DoPT) that has been entrusted with the onus of implementation and issuance of necessary instructions on reservations in appointments under Central Government. Moreover, DoPT also acts as guiding force in overseeing the compliance with the reservation policy in cases of appointments in various PSUs and other organizations funded by the Consolidated Fund of India (CFI).

The States/UTs too look towards the DoPT for clarification and cognizance of implementation strategies vis-à-vis reservation policy. Thus, it is amply evident that DoPT is the backbone upon which lay the framework of reservation's mandate in terms of upliftment of OBCs and bringing them into mainstream through effective

implementation of the 27% quota for OBCs in appointment to the posts of Government of India. In this context, the Committee acknowledge and appreciate the enormous task being handled by the DoPT since the year 1993. However, the Committee during the course of examination of the subject through the Annual Report of DoPT (2022-23) found that 27% representation of OBCs are not being reflected in the Group A, B and C posts of the Government of India. The Committee, understand the plausible reasons for variation ranging from promotion posts to that of backlog vacancies, but are still of the firm view that such variance defy the welfare oriented vision behind the reservation policy and need to be taken care of. Therefore, the Committee recommend the DoPT to review the difference in percentage of posts that should be filled up by the OBC recruitment and ensure all the possible methods for a stricter adherence to the 27% reservation mandate for the OBC in appointment to the posts of Government of India.

(Recommendation No. 1)

Mandatory representation of SC,ST, OBC and Minority representative in Selection Boards

2. One of the important aspects that emerged before the Committee while examination of the subject centred around the panel of Selection Boards constituted for filling up of the posts when the

vacancies were less than 10. It was revealed that for such vacancies, 'no effort should be spared' to ensure that the Selection Board consists of at least one representative from SC,ST,OBC and minority community. The Committee also note that when the vacancy is 10 or more, the aforesaid condition of representatives is mandatory in nature. Thus, it seems ambiguous as to why the same yardstick cannot be followed in case, when vacancy is less than 10. Implementation and overseeing of fair practices in reservation policy is always a sensitive issue which needs to be tackled with subtleness and due diligence. Therefore, the Committee recommend the DoPT to amend their instructions and make the representatives of one Member each from SC, ST, OBC and minority community mandatory in Selection Boards constituted to fill even less than 10 vacancies. The Committee may be apprised of the action taken by DoPT in this regard on an early basis.

(Recommendation No. 2)

Non-bypassing of reservation in lesser vacancies

3. An important issue which the Committee got enlightened with, during their deliberations was around the prevalent practice, wherein one or two vacancies were notified which generally resulted in the selection process bypassing the 27% reservation policy for OBCs on

account of mathematical improbabilities. The Committee, through their ground reality experience, find that such wrong methodology being adopted, even in exceptional cases should be looked into with probity so that this does not acquire precedential value for other organisations to follow suit. Hence, the Committee are of the view that the need of the hour is that the DoPT take due cognizance of advertisements of 1-2 vacancies for recruitment and instead ensure that vacancies may be advertised in lump-sum manner so that possibility of implementation of reservation is not done away with. Therefore, the Committee call upon the DoPT to utilize their sagacity and issue categorical instructions for all the stakeholders to comply with the implementation of reservation quota in right earnest and wean off the bypassing practice by advertising sufficient number of vacancies in one go which can cater to the reservation formula.

(Recommendation No. 3)

Universal OBC Caste Certificate format with Validity Date

4. OBC Caste Certificate is a mandatory pre-requisite for claiming benefits of OBC reservation policy. In this aspect, the Committee, through the experiences gained from their study visits across India were confronted with the variations in the format of OBC Caste Certificate being issued at State levels. It was found that there existed

a sense of confusion among many beneficiaries vis-à-vis the specifications of the Certificate. Moreover, the practice of sub-classification of OBC into Most Backward Classes (MBC) and Extremely Backward Classes (EBC) was also brought to the notice of the Committee. Non-specification of validity date of the OBC certificate is also one of the confusing factor which has figured. Considering the above aspects, the Committee feel that, perhaps the DoPT (issuing authority of the format of OBC Caste Certificate) need to undertake a holistic review for ascertaining the difference and discrepancies, if any, in the issuance of OBC Caste Certificate in the States/UTs while ensuring that validity period of each OBC Caste Certificate is duly reflected on the Certificate itself at the time of issue. Hence, the Committee recommend the DoPT to take stock of the situation and acquaint themselves of the aforesaid issue for its redressal in a pragmatic manner.

(Recommendation No. 4)

Consultation and Classification with the Policy Making Ministry

5. The Committee is fully seized of the fact that the reservation policy is made by the nodal Ministry, Ministry of Social Justice and Empowerment, while the DoPT is an implementing agency of the reservation module in appointments. Still, the Committee hope that

the view of masses can also be conveyed through the implementing body to the nodal body regarding the non clarity over the inclusion/exclusion of beneficiaries under creamy layer on account of calculation of income and entry level posts (in Group A before 40 years of age). The technicalities of language and rule position are more often than not incomprehensible to a large mass of OBC community as has been echoed time and again before the Committee also. It will perhaps go a long way if the DoPT engage the nodal Ministry of Social Justice and Empowerment and issues simple and lucid clarificatory instructions to the States/UTs for the better grasping of nuances of rule position. Hence, the Committee urge DoPT to explore the feasibility of involving Ministry of Social Justice and Empowerment to look into the matter and issue necessary clarifications.

(Recommendation No. 5)

Liaison Officers for OBC Community

6. During the Study Visits of the Committee and their interaction with OBC employees and OBC welfare association, the Committee got themselves acquainted with a surprising fact that at many places, the Liaison Officers appointed to look into the implementation of reservation policy did not belong to the OBC community. The

Committee does not find this trend into the fitness of things and are of the view that if an employee belonging to OBC community is appointed as Liaison Officer he/she can definitely do more justice to the potential requirements of the job at hand, primarily aiming at the welfare of the OBC community. It is not uncommon to fathom that a person belonging to the same house can work more efficiently in bringing the 'house to order' rather than an outsider who has to first get himself abreast of the ground reality. Thus, the Committee recommend the DoPT to acknowledge the sentiments of the Committee in a right way and ensure the appointment of Liaison Officer for OBC preferably from amongst the OBC community itself.

(Recommendation No. 6)

Training of Liaison Officers (LOs)

7. The most essential attribute of liaison officers as felt by the Committee, is that of being well versed with all the minute details associated with the reservation policy for the OBC. Untill and unless, the Liaison Officers are not fully familiar with the fine mechanisms involved in the reservation policy like proper caste certificate, eligibility norms, rule position, roster mechanism et al, he/she would not be in a proper state of mind to communicate with and educate the

languishing employees of OBC community. The Liaison Officers should be equipped with all the nuances of reservation policy and also a person with right attribute of being approachable and humane in nature. Such personality traits indeed require undergoing extensive training for making himself/herself fit for the demands of the job. The Committee note in this aspect that the DoPT have undertaken 33 training courses/workshops in which 1168 officers participated during the last six years. However, the Committee feel through their experience that much more need to be done and the pace of providing training and grooming of Liaison Officers require to be expedited for creating a better pool of trained Liaison Officers which shall go a long way in handling and providing resolutions to the grievance of OBC employees in a much improved manner. Therefore, the Committee recommend the DoPT to create a more comprehensive module for the training of Liaison Officers while also ensuring that mandatory trainings with increased frequency is being imparted to all the Liaison Officers.

(Recommendation No. 7)

Expeditious filling up of Backlog Vacancies

8. Any welfare oriented mechanism shall not produce desired results until and unless it is devoid of slackness and pendency. The

Committee with utmost concern note that posts of OBCs have been lying vacant on account of backlog vacancies. On being enquired from the DoPT, it has been learned that a Committee headed by the then Secretary, Ministry of Social Justice and Empowerment was constituted in July, 2013 to make in depth analysis of the reasons for the backlog in filling up reserved vacancies and to fill up these vacancies on priority. The Committee's instructions were issued in 2014, which called for in-house committees for identification of backlog vacancies, root cause of such vacancy and initiate measures to remove such factors and fill them up through drives. Despite such averments, the Committee still find the presence of backlog vacancies. Thus, the Committee recommend that the DoPT should ensure the compliance with instructions of the Committee formed in July, 2013 by all the stakeholders involved in letter and spirit and undertake large scale drives to advertise and fill up backlog vacancies of the OBCs promptly without any further delay. The DoPT is further urged to issue necessary advisories in this regard under intimation to the Committee.

(Recommendation No 8)

Separate maintenance of 'own merit' data

9. The Committee note that there are instances wherein 'own merit' OBC candidates who are appointed in the general category owing to their merit standings are sometimes calculated within the OBC selected candidates' list to complete the 27% quota. This is a wrong practice which simply inflates the OBC candidates list reflecting the fulfillment of implementation of requisite quota. Candidates getting selected 'on merit' need to be kept separate from the OBC reservation beneficiaries and their data should be maintained in a distinct manner. However, the separate maintenance of 'own merit' candidates are not being done scrupulously leading to misrepresentation of data which fail to portray the real picture of percentage of OBC candidates getting appointed under 27% OBC reservation mandate. Therefore, the Committee recommend DoPT to devise robust monitoring mechanism for the compliance with the separation of 'own merit' candidates from the OBC reserved seats. All necessary methods may be adopted to avoid such mixing and ensuring the maintenance of a separate list of 'own merit candidates' by all the employing agencies.

(Recommendation No. 10)

Specific Grievance Redressal Platform for OBC Employees

10. The Committee while scrutinizing the subject matter came to know about the absence of a specific grievance redressal platform for the OBC employees. The main thrust of welfare mechanism is to bring to mainstream the deprived and lagging section of the society.

However, despite all the intentions, there are bound to be anomalies, discontentment and grievance on account of various plausible service related matters. In this backdrop, a dedicated platform catering to the OBC employees is an essentiality for seeking redressals. Absence of such platforms perhaps do not do full justice to the cause of OBC welfare in large. In this context, the Committee, therefore, recommend the DoPT to explore the mechanisms of creating a unique grievance redressal platform for the OBC employees, wherein they can lodge their complaints to appellate authorities and seek justice as per extant rules.

(Recommendation No. 10)

Creation of Welfare Association of OBCs

11. A much required avenue envisioned by the Committee for the welfare of the OBCs has been the setting up of a fully functional OBC Welfare Association in each organization of the Government of India.

Welfare Associations work as a mouthpiece for a cluster of employees who individually are not able and equipped to raise their voices and air their opinion in front of the administrative bodies. It is perhaps a very genial set up which empowers even the weakest among the weak. The Committee, therefore, recommend that Welfare Associations set up by the OBC class of employees should be provided all possible support for creating an infrastructure with suitable office spaces and logistics by the concerned organizations.

(Recommendation No. 11)

**NEW DELHI
06 February, 2024
17 Magha, 1945 (Saka)**

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

New Delhi, the 13th August, 1990.

OFFICE MEMORANDUM

Subject:- Recommendations of the Second Backward Classes Commission(Mandal Report) - Reservation for Socially and Educationally Backward Classes in services under the Government of India.

In a multiple undulating society like ours, early achievement of the objective of social justice as enshrined in the Constitution is a must. The Second Backward Classes Commission called the Mandal Commission was established by the then Government with this purpose in view, which submitted its report to the Government of India on 31.12.1980.

2. Government have carefully considered the report and the recommendations of the Commission in the present context regarding the benefits to be extended to the socially and educationally backward classes as opined by the Commission and are of the clear view that at the outset certain weightage has to be provided to such classes in the services of the Union and their Public Undertakings. Accordingly orders are issued as follows:-

- (i) 27% of the vacancies in civil posts and services under the Government of India shall be reserved for SEBC.
- (ii) The aforesaid reservation shall apply to vacancies to be filled by direct recruitment. Detailed instructions relating to the procedure to be followed for enforcing reservation will be issued separately.
- (iii) Candidates belonging to SEBC recruited on the basis of merit in an open competition on the same standards prescribed for the general candidates shall not be adjusted against the reservation quota of 27%.
- (iv) The SEBC would comprise in the first phase the castes and communities which are common to both the list in the report of the Mandal Commission and the State Governments' lists. A list of such castes/communities is being issued separately.

(v) The aforesaid reservation shall take effect from 7.8.1990. However, this will not apply to vacancies where the recruitment process has already been initiated prior to the issue of these orders.

3. Similar instructions in respect of public sector undertakings and financial institutions including public sector banks will be issued by the Department of Public Enterprises and Ministry of Finance respectively.

K. Singh

(Smt. Krishna Singh)
Joint Secretary to the Govt. of India.

To

All Ministries/Departments of Govt. of India

Copy to

1. Department of Public Enterprises, New Delhi.
2. Ministry of Finance (Banking & Insurance Divisions) New Delhi.

It is requested that similar instructions may be issued in respect of public sector undertakings, public sector banks and insurance corporations.

Amendment-11

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

New Delhi the 8th September 93

OFFICE MEMORANDUM

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

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

2. Consequent to the consideration of the Expert Committee's recommendations this Department's Office Memorandum No. 36012/31/90-Estt. (SCT), dated 13.8.90 referred to in para (1) above is hereby modified to provide as follows:

(a) 27% (twenty seven per cent) of the vacancies in civil posts and services under the Government of India, to be filled through direct recruitment, shall be reserved for the Other Backward Classes. Detailed instructions relating to the procedure to be followed for enforcing reservation will be issued separately.

(b) Candidates belonging to OBCs recruited on the basis of merit in an open competition on the same standards prescribed for the general candidates shall not be adjusted against the reservation quota of 27%.

(c)(i) The aforesaid reservation shall not apply to persons/sections mentioned in column 3 of the Scheduled to this office memorandum.

(ii) The rule of exclusion will not apply to persons working as artisans or engaged in hereditary occupations, callings. A list of such occupations, callings will be issued separately by the Ministry of Welfare.

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- (d) The OBCs for the purpose of the aforesaid reservation would comprise, in the first phase, the castes and communities which are common to both the lists in the report of the Mandal Commission and the State Governments' lists. A list of such castes and communities is being issued separately by the Ministry of Welfare.
- (e) The aforesaid reservation shall take immediate effect. However, this will not apply to vacancies where the recruitment process has already been initiated prior to the issue of this order.

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

(Hindi version will follow).

Sarita Prasad

(Smt. Sarita Prasad)

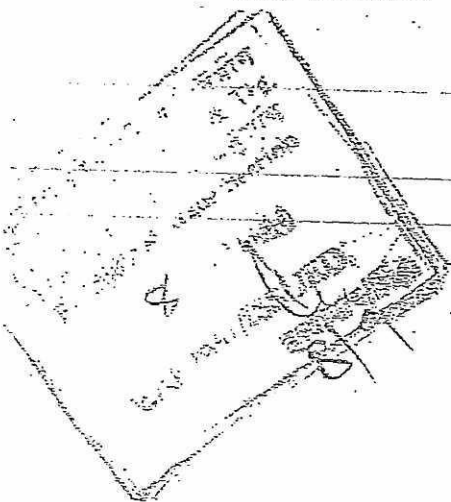
Joint Secretary to the Government of India

To

All Ministries/Departments of Government of India

Copy :

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



SCHEDULE

Description of category

To whom rule of exclusion will apply

I. CONSTITUTIONAL POSTS

- Son(s) and daughter(s) of
- (a) President of India;
 - (b) Vice President of India;
 - (c) Judges of the Supreme Court and of the High Courts;
 - (d) Chairman & Members of UPSC and of the State Public Service Commission; Chief Election Commissioner; Comptroller & Auditor General of India;
 - (e) persons holding Constitutional positions of like nature.

II. SERVICE CATEGORY

A. Group A/Class I officers of the All India Central and State Services (Direct Recruits)

- Son(s) and daughter(s) of
- (a) parents, both of whom are Class I officers;
 - (b) parents, either of whom is a Class I officer;
 - (c) parents, both of whom are Class I officers, but one of them dies or suffers permanent incapacitation.
 - (d) parents, either of whom is a Class I officer and such parent dies or suffers permanent incapacitation and before such death or such incapacitation has had the benefit of employment in any International Organisation like UN, IMF, World Bank, etc. for a period of not less than 5 years.

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(e) parents, both of whom are Class I officers die or suffer permanent incapacitation and before such death or such incapacitation of the both, either of them has had the benefit of employment in any International Organisation like UN, IMF, World Bank, etc. for a period of not less than 5 years.

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

(a) Sons and daughters of parents either of whom or both of whom are Class-I officers and such parent(s) dies/die or suffer permanent incapacitation.

(b) A lady belonging to OBD category has got married to a Class-I officer, and may herself like to apply for a job.

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

Son(s) and daughter(s) of

(a) parents both of whom are Class II officers.

(b) parents of whom only the husband is a Class II officer and he gets into Class I at the age of 40 or earlier.

(c) parents, both of whom are Class II officers and one of them dies or suffers permanent incapacitation and either one of them has had the benefit of employment in any International Organisation like UN, IMF, World Bank, etc. for a period of not less than 5 years before such death or permanent incapacitation;

(d) parents of whom the husband is a Class I officer (direct recruit or pre-forty promoted) and the wife is a Class II officer and the wife does; or suffers permanent incapacitation and

(e) parents, of whom the wife is a Class I officer (Direct recruit or pre-forty promoted) and the husband is a Class II officer and the husband dies or suffers permanent incapacitation.

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

Sons and daughters of

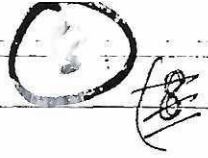
(a) Parents both of whom are Class II officers and one of them dies or suffers permanent incapacitation.

Sons and daughters of

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

G. Employees in Public Sector Undertakings etc.

The criteria enumerated in A & B above in this Category will apply mutatis mutandi to officers holding equivalent or comparable posts in PSUs, banks, Insurance Organisations, Universities, etc. and also to equivalent or comparable posts and



Positions under private employment, pending the evaluation of the posts on equivalent or comparable basis in these institutions, the criteria specified in Category VI below will apply to the officers in these Institutions.

ARMED FORCES INCLUDING P.A. MILITARY FORCES
 (persons holding civil posts are not included)

Son(s) and daughter(s) of parents either of both whom is or are in the rank of Colonel and above in the Army and to equivalent posts in the Navy and the Air Force and the para Military Forces;

provided that:-

- (i) If the wife of an Armed Forces Officer is herself in the Armed Forces (i.e., the category under consideration) the rule of exclusion will apply only when she herself has reached the rank of Colonel.
- (ii) the service ranks below Colonel of husband and wife shall not be clubbed together.
- (iii) If the wife of an officer in the Armed Forces is in civil employment, this will not be taken into account for applying the rule of exclusion unless she falls in the service category under item No. II in which case the criteria and conditions enumerated therein will apply to her independently.

1.

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- 5 -

3.

IV PROFESSIONAL CLASSES AND THOSE ENGAGED IN TRADE AND INDUSTRY

(I) Persons engaged in profession as a doctor, lawyer, chartered accountant, income-tax consultant, financial or management consultant, surgeon, engineer, architect, computer specialist, film artists and other film professionals, author, playwright, sports person, sports professional, media professional or any other vocations of like status.

(II) Persons engaged in trade, business and industry

Criteria specified against Category VI will apply:-

Criteria specified against Category VI will apply:
Explanation:

- (i) Where the husband is in some profession and the wife is in a Class II or lower grade employment, the income/wealth test will apply only on the basis of the husband's income.
- (ii) If the wife is in any profession and the husband is in employment in a Class II or lower rank post, then the income/wealth criterion will apply only on the basis of the wife's income and the husband's income will not be clubbed with it.

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V PROPERTY OWNERS

A. Agricultural Holdings

3.

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

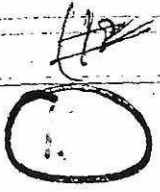
(a) only irrigated land which is equal to or more than 85% of the statutory ceiling area, or

(b) both irrigated and unirrigated land, as follows:

The rule of exclusion will apply where the pre-condition exists that the irrigated area (having been brought to a single type under a common denominator) 40% or more of the statutory ceiling limit for irrigated land (this being calculated by excluding the unirrigated portion). If this pre-condition of not less than 40% exists, then only the area of unirrigated land will be taken into account. This will be done by converting the unirrigated land on the basis of the conversion formula existing, into the irrigated type. The irrigated area so computed from unirrigated land shall be added to the actual area of irrigated land and if after such clubbing together the total area in terms of irrigated land is 85% or more of the statutory ceiling limit for irrigated land, then the rule of exclusion will apply and disentitlement will occur).

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

1.	2.	3.
B. Plantations	(i) Coffee, tea, rubber, etc. (ii) mango, citrus, apple plantations etc.	Criteria of income/wealth specified in Category below will apply.
C.	Vacant land and/or buildings in urban areas or urban ameliorations	Deemed as agricultural holding and hence criteria at A above under this Category will apply. Criteria specified in Category VI below will apply
VI	<u>INCOME/WEALTH TEST</u>	<p><u>Explanation:</u> Building may be used for residential, industrial or commercial purpose and the like two or more such purposes.</p> <p>Son(S) and daughter(s)</p> <p>(a) Persons having gross annual income of Rs. 1 lakh or above or possessing wealth above the exemption limit as prescribed in the Wealth tax Act for a period of three consecutive years.</p> <p>(b) Persons in Categories I, II, III and V A who are not disentitled to the benefit of reservation but have income from other sources of wealth which will bring them within the income/wealth criteria mentioned in (a) above.</p> <p><u>Explanation:</u></p> <p>(i) Income from salaries or agricultural land shall not be clubbed.</p> <p>(ii) The income criteria in terms of rupees will be modified taking into account the change in prices. In the</p>



(13)

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- 8 -

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its value every three years. If the situation, however, so demands, the interruption may be less.

Explanation. Whenever the expression "permanent incapacitation" occur in this schedule, it shall mean incapacitation which results in putting an officer out of service.

ANNEXURE**DETAILS OF OBC LIAISON OFFICERS****(As On 22.12.2023)**

S.No.	Name of Ministry/Department	Name and details of the Liaison Officer for OBCs
1.	Department of Agriculture, Cooperation and Farmer Welfare	Shri Anil Jain (DS) anil.j@nic.in 23389357 9871182711
2.	Department of Animal Husbandry and Dairying	Sh. G.N. Singh,JS(Admn.) gn.singh13@nic.in 23389620
3.	DARPG	Sh. Narendra Kr. Meena Dir.(Admn.) 9414004110 23401407/23401439 narendrakumar.meena@gov.in
4.	Department of Atomic Energy	Ms. Aarati Singh Parihar, Director(ER & Power) Mob: 9179062238 Email:- direr.power@dae.gov.in
5.	Ministry of Ayush	Shri RohtasBhankhar, Director Mob:7784961961
6.	Department of Biotechnology	Shri Pankaj Upadhyay, DS Mob. 9889050151 24364062 pankajupadhyay.dad@nic.in
7.	Cabinet Secretariat	Shri Sarwesh Kumar Arya, Director, Tel: 23018467 Sarwesh.arya@gov.in
8.	Department of Chemical & Petrochemicals	Shri Rajendra Kumar Soni, Director Ph.9414001352 rk.soni28@nic.in
9.	Ministry of Civil Aviation	Sh. Narendra Singh Deputy Secretary Tel. 24642145 narendra.singh@nic.in
10.	Ministry of Coal	Shri M.K. Gupta, DS,

S.No.	Name of Ministry/Department	Name and details of the Liaison Officer for OBCs
		Tel:23073933 mk.gupta19@nic.in
11.	Ministry of Commerce and Industry	Shri Y. P. Dhewal, Director Email: direurope-doc@gov.in Tel: 01123063365
12.	Comptroller and Auditor General	Shri Vishal Desai (Director) desairb@cag.gov.in
13.	Department of Consumer Affairs	Shri Alok Kumar Verma, Director, Mob:9968446076
14.	Ministry of Corporate Affairs	Sh. Nilratan Das, DS Mobile: 9899498006,23389204
15.	Ministry of Culture	Shri Arvind Kumar, Director Mobile: 9871111848 23074361 arvindkumar@nic.in
16.	Department of Defence	Sh. Shivatosh Banerji, DS Shivatosh.banerji@nic.in 23014369
17.	Department of Defence Production	Sh. Shivatosh Banerji, DS Shivatosh.banerji@nic.in 23014369
18.	D/o Defence Research and Development	Sh. Shivatosh Banerji, DS Shivatosh.banerji@nic.in 23014369
19.	Ministry of Development of North Eastern Region	Shri N. Simte, DS Tel. Ph.- 011-23794689 nsymte.65@gov.in
20.	Ministry of Drinking Water & Sanitation	Shri Binod Kumar, Director, Ph:011-24361074,23072900 binodkumar.ofb@nic.in
21.	Ministry of Earth Science	Smt. Neha Singh, DS Ph. No.- 011-24669515 neha.singh76@nic.in
22.	Ministry of Electronics & Information Technology	Shri. V.K. Ahuja, Director Mob: 9811602628 vk.ahuja@meity.gov.in
23.	M/o Environment, Forests and Climate change	Shri Shankar Lal Bairwa DS 20819330 sl.bairwa@nic.in
24.	Department of Expenditure	Sh. Deependra Kumar

S.No.	Name of Ministry/Department	Name and details of the Liaison Officer for OBCs
		Designation - Director Mobile No. 9451957923 Tel. No.- 23095612 kumar.deependra@gov.in
25.	Ministry of External Affairs	Shri Y. Sabir, D.S., UNES. dircc@mea.gov.in Tel. 23088417
26.	Department of Fertilizers	Shri Padam Singh Patil, Director Ph. 23062608 8447292298 padam.patil@gov.in
27.	Department of Financial Services	Shri SurjithKartikayan, Dir Tel:011-23747507 Surjith.k@nic.in
28.	Department of Fisheries	Shri Sushil Kumar, Deputy Secretary Mob:8588026867, 23310338
29.	Department of Food and Public Distribution	Sh. Madan Mohan Maurya Deputy Secretary mm.maurya@nic.in 23070381
30.	M/o Food Processing Industries	Shri Anil Kumar Singh (DS) 26406584 ak.singh111@gov.in
31.	Ministry of Health and Family Welfare	Sh. Sachin Kumar, DS Mobile: 9891743216 Tel. 23061767 sachin.k@nic.in
32.	Ministry of Heavy Industries	Shri Naresh Kumar Deputy Secretary Email: naresh.kr@nic.in Tel: 23063439
33.	Department of Higher Education	Shri Charanjit Singh Taneja,DS, 23385744 c.taneja@nic.in
34.	Ministry of Home Affairs	Amarjeet Singh(Director) 23070193 amarjeet.singh66@nic.in
35.	M/o Information & Broadcasting	Sh. Dhananjay Kumar, DS Mob. 9810705326 Tel. 23386673

S.No.	Name of Ministry/Department	Name and details of the Liaison Officer for OBCs
		dhananjay.kr@nic.in
36.	D/o Investment and Public Asset Management	Ms. M. Anitha, Director 9452014275 m.anitha80@gov.in
37.	M/o Labour and Employment	Dr. Mahendra Kumar, Director, Ph:9910487447 mahendrakumar.rb@gov.in
38.	D/o Land Resources	Dr. Sunil Kumar Gupta, Joint Director 9868267143 dd.lr-dolr@nic.in
39.	D/o Legal Affairs	Sh Praveen Srivastava Addl. Legal Adviser praveensrivastava@cbi.gov.in
40.	D/o Legislative Department	Sh. Hansraj Meena, DS hr.meena@nic.in 23382792 9910162603
41.	M/o Micro, Small and Medium Enterprises	Shri Arun G. Jt. Director 23062148 arun.g@gov.in
42.	M/o Mines	Shri A.R. Sengupta, Director 23381172 ar.sengupta@nic.in
43.	M/o Minority Affairs	Shri Mohan Lal Sharma, DS 8368507675 Sharma.mohan@nic.in
44.	NITI Aayog	Shri M Vijayakumar, Joint Adviser Tel:23096642 m.vijaya@gov.in
45.	M/o Panchayati Raj	Dr. SriramppaViradi, JD (OBC/ESM) 23725316 viradi.srirama@nic.in
46.	M/o Parliamentary Affairs	Smt Suman Suchita Bara, Director Mob:8750047750 23034844 ss.bara@nic.in
47.	D/o Pensions & Pensioners Welfare	Sh Ramesh Chandra Shetty, DS

S.No.	Name of Ministry/Department	Name and details of the Liaison Officer for OBCs
		24635979 shetty.rc@nic.in
48.	D/o Personnel and Training	Shri Parveen Jargar, DS(PESB and JCA) Mob:8130358125 23093180 parveen.jargar@nic.in
49.	M/o Petroleum and Natural Gas	Shri Mritunjay Jha, Dir(CA) 011-23386407 mritunjay.jha@gov.in
50.	D/o Pharmaceuticals	Shri Pawan Kumar (JD Pricing) 23752664 pkumar.icoas@nic.in
51.	D/o Posts	Sh. R.N. Bharti Director Tel: 23096235 direct@indiapost.gov.in
52.	M/o Power	Shri Benjamin Karunakaran, Dy. Secretary, ds.distribution-mop@gov.in 23711394
53.	President's Secretariat	Shri Shivendra Chaturvedi, Director, Email: shiv.chaturvedi@nic.in , Tel: 23015321
54.	D/o Promotion of Industry and Internal Trade	Shri AnshuMauliKumar,DS Email: amkumar@nic.in Ph:8512898984
55.	D/o Public Enterprises	Ms. Bharti Sahai (Jt. Director) bharti.sahai@nic.in 24362770
56.	M/o Railways	Shri Shatrughna Behera, (IRPS, Executive Director) edtmpp@rb.railnet.gov.in 23047240
57.	D/o Revenue	Shri Rajendra Kumar Jatav rajendra.jatav@gov.in
58.	M/o Road Transport & Highways	Sh. Bhupender Singh, Director 8700678772

S.No.	Name of Ministry/Department	Name and details of the Liaison Officer for OBCs
		bhupender.ps@gov.in
59.	D/o Rural Development	Shri Yash Pal, Director, 24648604 yash.pal.dopt@nic.in
60.	D/o Science & Technology	Shri Thingom Lalit Kumar Singh, Deputy Secretary, DST 29512324/14046 tlk.singh@nic.in
61.	D/o Scientific and Industrial Research	Shri Thingom Lalit Kumar Singh, Deputy Secretary, DST 29512324/14046 tlk.singh@nic.in
62.	Ministry of Ports, Shipping & Waterways	Shri P.K. Roy, Director 23736885 pradeep.roy@nic.in
63.	M/o Social Justice & Empowerment	Sh.N.Khamchin Thang, Dir Mob: 9899773601 nk.thang@nic.in
64.	D/o Space	Sh. M. Ramadas, OSD(Dir) (OBC) Ph. 9449719314 080-22172205 osd_pers@isro.gov.in
65.	Ministry of Statistics and Programme Implementation	Sh. Raj Kumar, DS Mobile No: 9958457410 Raj.k@nic.in
66.	M/o Steel	Shri Subhash Kumar, DS Mobile: 8826462848 23063872 kumar.subhash@nic.in
67.	M/o Skill Development & Entrepreneurship	Mr. V.S. Arvind (DS) 9962426243 va.arvind@gov.in
68.	M/o Textile	Shri Ravi Shanker Shukla, Director 23062163
69.	M/o Tourism	Mr. Prashant Ranjan Director (Tourism), Mob: 9999195333 23724825* prashant.ranjan79@gov.in
70.	M/o Tribal Affairs	Ms. Athira S. Babu, Director Mob:9819421626

S.No.	Name of Ministry/Department	Name and details of the Liaison Officer for OBCs
		athira.babu@gov.in 23363176
71.	UPSC	Sh. Imran Farid, DS Mobile: 9717068767 Tel: 23070892
72.	M/o Urban Development	Mr. Lavanya Kumar (Director) lavanya.kumar@gov.in Tel: 23063611
73.	M/o Water Resources, River Development and Ganga Rejuvenation	Shri Binod Kumar, Director, Ph:011-24361074,23072900 binodkumar.ofb@nic.in
74.	M/o Women and Child Development	Shri Bhaskar, DS 9771019977 bhaskar.irts@gov.in
75.	M/o Youth Affairs & Sports	Shri A.K Yadav (Director) 8004911022 24368244 dir.sports-moyas@gov.in

REMINDER

F.No.41034/3/2023-Estt.(Res-I)
Government of India
Ministry of Personnel, PG & Pensions
Department of Personnel and Training

North Block, New Delhi-110001
Dated the 18th January, 2024

OFFICE MEMORANDUM

Subject:--List of Points sent by Parliamentary Committee on Welfare of OBC - reg.

Kind reference of is invited to the OM, dated 08.12.2023, from Parliamentary Committee on Welfare of OBC vide which it has forwarded a List of Points (LoPs) and has requested to furnish the reply to the said LoPs. In this regard, it is stated that points no. 26 and 27 (regarding grievance redressal mechanism) pertains to the Department of Administrative Reforms and Public Grievance (DARPG). Therefore, vide this Department's OM of even number, dated 03.01.2024, DARPG was requested to send an appropriate reply in respect of aforesaid point no. 26-27 directly to the Lok Sabha Secretariat. However, it has been informed by the Lok Sabha Secretariat that a reply in respect of the aforesaid points is still awaited from DARPG.

2. In view of the above, DARPG is again requested to furnish a reply to the Lok Sabha Secretariat at the earliest, under intimation to this Department.

Enclosed: As above

Ajaya
18/01/24
(Ajay Kumar Sinha)

Under Secretary to the Govt.of India
Tel.No.23092459

To,

Shri Parthasarathy Bhaskar D,
Deputy Secretary (PG),
Department of Administrative Reforms and Public Grievances,
Room No. 404, STC Building,
Jawahar Vyapar Bhavan, New Delhi

Copy to:-

Lok Sabha Secretariat,
(Kind Attn.: Shri Maheshwar, Director),
Parliament House Annexe, 617, B Block, EPHA,
New Delhi - 110001

OIC

कार्मिक एवं प्रशिक्षण विभाग Deptt. of Personnel प्राप्ति और निष्पत्ति Receipt & Issue Section 18 JAN 2024 जारी किया/ISSUED

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

**MINUTES OF THE SECOND SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2023-24) HELD ON 05 DECEMBER, 2023 IN
COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1505 hrs. to 1600 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T. R. Baalu
3. Shri Ramesh Bidhuri
4. Shri Dileshwar Kamait
5. Smt. Raksha Nikhil Khadse
6. Ms. S. Jothi Mani
7. Shri P.C. Mohan
8. Dr. Pritam Gopinath Rao Munde
9. Shri Chunni Lal Sahu
10. Shri Ram Shiromani Verma
11. Shri Ashok Kumar Yadav

RAJYA SABHA

15. Shri Abir Ranjan Biswas
16. Smt. Geeta Alias Chandraprabha
17. Shri Rajendra Gehlot
18. Shri Narayana Koragappa
19. Shri Harnath Singh Yadav

SECRETARIAT

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

LIST OF REPRESENTATIVES

Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training)

Sl. No.	Name	Designation
1.	Shri Rahul Singh	Additional Secretary
2.	Shri Manoj Kumar Dwivedi	Additional Secretary

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

- I. Draft Report on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in All India Institute of Medical Sciences (AIIMS)' pertaining to Ministry of Health and Family Welfare; and
- II. Draft Report on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL)' pertaining to Ministry of Steel.

3. The Committee 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.

4. Thereafter, the representatives of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) were called in and the Chairperson welcomed the witnesses.

5. The sitting of the Committee was convened to brief the Committee on the subject (1) "Formulation and implementation of Reservation Policy for OBCs in the posts and services under Government of India and Union Territories and Welfare measures for them"; and (2) "Measures undertaken to secure representation of OBCs in employment and for their welfare in various Organisations/Institutions under Department of Personnel and Training (DoPT)."

6. The Chairperson desired the Ministry to apprise the Committee regarding the progress made for OBCs in employment and their welfare so that implementation of reservation policy could be reviewed and assessed properly. The Chairperson emphasised the need for proper implementation of reservation policy for OBCs in different Departments/ PSUs/Organisations under Government of India. The Chairperson also stressed the need for determining equivalence of posts in Central Public Sector Enterprises (CPSE), Public Sector Banks, Public Financial Institutions, etc. with posts in Government for establishing creamy layer. Then, the representatives of the Ministry made a brief power point presentation to the Committee on the subject.

7. Thereafter, Chairperson and Members of the Committee raised various issues regarding implementation of Reservation Policy for OBCs in the posts and services under Government of India and Union Territories and Welfare measures for them. Accordingly, the representatives responded to the major points given below:

- I. Procedure for implementing prescribed 27% reservation for OBCs in all categories of posts in the States where OBCs population is comparatively low.

- II. Grouping of posts for the purpose of Orders providing reservations in order to secure representation of OBCs in isolated posts or in small cadre, etc.
- III. Strict Monitoring of Implementation of Reservation policies by PSUs and voluntary organisations employing more than 20 persons on a regular basis and meeting at least 50% of its recurring expenditure from Grants-in-aid from the Central Government.
- IV. Bifurcation of Data with respect to OBC candidates selected on own merit as well as reserved quota.
- V.
 - (i) Appointment of Liaison Officers along with their role and duties.
 - (ii) Arrangement of mandatory training for Liaison Officers.
- VI. Steps taken to improve the procedure for filling-up of OBC backlog vacancies.
- VII. Implementation of guidelines for inclusion of one member belonging to OBC in the selection Board/Committees for making recruitment to less than 10 vacancies by Departments/Organisations.
- VIII. Proposal to prepare model format for OBC Caste Certificate in the scheduled languages and issue the guidelines to all the Chief Secretaries of all the States for implementation of the same by the District Magistrate/Deputy Commissioner/Sub-Divisional Magistrate while issuing Caste Certificate in standard format.
- IX. Measures taken to simplify the procedure for determining the creamy layer along with measures likely to be taken for enhancing of income ceiling for determining of creamy layer.

X. Streamline the process of verification of OBC Caste-Certificate.

8. The Chairperson directed the representatives of the Ministry to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest.

9. The Chairperson further directed that this sitting may be treated as Oral Evidence.

10. The Committee, during discussion, also proposed to undertake first Study Visit to Bhubaneswar, Chennai and Bengaluru in the month of January, 2024 for examination of the subjects selected by the Committee during the year 2023-24.

The Committee then adjourned.

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

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

**MINUTES OF THE FOURTH SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2023-24) HELD ON 06 FEBRUARY, 2024 IN
COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1500 hrs. to 1555 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Ramesh Bidhuri
3. Mrs. Raksha Nikhil Khadse
4. Dr. Pritam Gopinath Rao Munde
5. Shri Ajay Nishad
6. Shri Parbatbhai Savabhai Patel
7. Shri Chunni Lal Sahu
8. Shri Ram Shiromani Verma
9. Shri Santosh Kumar Gangwar

Rajya Sabha

10. Shri Abir Ranjan Biswas
11. Shri Rajendra Gehlot
12. Sri Narayana Koragappas
13. Shri Subhash Chandra Bose Pilli
14. Shri Sakaldeep Rajbhar
15. Shri Harnath Singh Yadav

SECRETARIAT

1. Dr. Sanjeev Sharma — Joint Secretary
2. Shri Maheshwar — Director

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

*(i) Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/Organisations/Institutions under Department of Personnel and Training (DoPT)

*(ii) XXX XXX XXX XXX XXX

*(iii) XXX XXX XXX XXX XXX

*(iv) XXX XXX XXX XXX XXX

3. The Committee 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.

*4-8. XXX XXX XXX XXX XXX

*Matter not related to this report.

The Committee then adjourned.

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