

**31**

**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  
TWENTY-FIRST REPORT (SEVENTEENTH LOK SABHA) ON  
'MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF  
OBCs IN EMPLOYMENT AND FOR THEIR WELFARE IN EMPLOYEES'  
STATE INSURANCE CORPORATION (ESIC)']**

**THIRTY-FIRST REPORT**



**सत्यमेव जयते**

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

**THIRTY-FIRST REPORT**

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(2023-24)**

**(SEVENTEENTH LOK SABHA)**

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STATE INSURANCE CORPORATION (ESIC)']**

**MINISTRY OF LABOUR AND EMPLOYMENT**

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



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

**C.O. OBC No. 71**

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## CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE (2023-24) .....	(ii)
INTRODUCTION .....	(iv)
CHAPTER I Report.....	1
CHAPTER II Observations/Recommendations which have been accepted by the Government.....	7
CHAPTER III Observations/Recommendations which the Committee do not desire to pursue in the light of the replies received from the Government.....	10
CHAPTER IV Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.....	11
CHAPTER V Observations/Recommendations in respect of which final replies of the Government are still awaited.....	15

## APPENDICES

APPENDIX I Extracts of Minutes of the Sitting of the Committee on Welfare of Other Backward Classes (2023-24) held on 06.02.2024.....	16
APPENDIX II Analysis of the Action Taken by the Government on the Observations/Recommendations of the Committee on Welfare of Other Backwards Classes contained in their Twenty-First Report (Seventeenth Lok Sabha).....	18

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. Shri Santosh Kumar Gangwar

*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

#### SECRETARIAT

1. Dr. Sanjeev Sharma - *Joint Secretary*
2. Shri Maheshwar - *Director*
3. 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 Thirty-First Report on Action Taken by the Government on the Observations/Recommendations contained in the Twenty-First Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in Employment and for their welfare in Employees' State Insurance Corporation (ESIC)' pertaining to the Ministry of Labour and Employment.

2. The Twenty-First Report was presented to Lok Sabha on 28<sup>th</sup> July, 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 18<sup>th</sup> October, 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 6<sup>th</sup> February, 2024.

5. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Twenty-First 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**  
**06 February, 2024**  
**17 Magha, 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 Twenty-First Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Employees' State Insurance Corporation (ESIC)' pertaining to the Ministry of Labour and Employment.

2. The Twenty-First Report (Seventeenth Lok Sabha) of the Committee was presented to Lok Sabha on 28<sup>th</sup> July, 2023. The Report was also laid on the Table of Rajya Sabha on the same day. The Report contained 6 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. 3, 4, and 5 (Total-3)  
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, 2 and 6 (Total-3)  
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 Twenty-First Report in the succeeding paragraphs.

## **REPRESENTATION OF OBCS IN TOP MANAGEMENT**

### **Recommendation SI. No. 1**

5. **The Committee in their Twenty-First Report (Seventeenth Lok Sabha) had recommended as under:**

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

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

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

### **Reply of the Government**

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

"As observed in its recommendation by the committee, there is no provision for reservation in the appointment of the members of the Employees' State Insurance (ESI) Corporation, which is constituted by the Central Government as per provisions under Section 4 of the Employees' State Insurance Act, 1948. The ESI Standing Committee is constituted from among the members of the ESI Corporation as per provisions under Section 5 of the ESI Act, 1948.

However, in terms of the provisions under the ESI Act, 1948, consultations are held with the employers' and employees' organisations including the organisation representing medical profession before constituting the ESI Corporation."

[Ministry of Labour and Employment's File No. H-11021/24/2021-SS-I dated 18.10.2023]

**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 members of the Employees' State Insurance (ESI) Corporation, they should be given preference in such appointment. The Ministry, however, in their Action Taken Reply have stated that The ESI Standing Committee is constituted from among the members of the ESI Corporation as per provisions under Section 5 of the ESI Act, 1948. However, in terms of the provisions under the ESI Act, 1948, consultations are held with the employers' and employees' organisations including the organisation representing medical profession before constituting the ESI Corporation. It is understood that there is no provision for reservation in 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 members of ESI Corporation and the Committee be apprised in the due course of time while furnishing the Action Taken Statements in this regard in due course.

## REPRESENTATION OF OBCs IN ESIC

### Recommendation Sl. No. 2

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

“The Committee learn that out of a total 2633 employees in Group –A, there are 584 employees belonging to OBC category constituting 22.18 % in that group. In group B, total employees are 222 and this Group consists of promotional cadre as there is no direct recruitment. In Group ‘C’, there are 16030 employees, out of which 4111 are belong to OBC category, thus constituting 24.72% representation in that group. The Ministry had stated that recruitment process has been started this year to fill up 1757 vacancies in Group- A, out of which 477 vacancies constituting 27.15% are reserved for OBC category. Similarly, in Group ‘C’, 3975 vacancies have been advertised, out of which 926 have been earmarked for OBCs which constitutes 23.29% of the total vacancies. The Ministry informed that during the current recruitment year, recruitment for the several posts are under process.

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

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

On being asked about the reasons for excess representation of OBCs in in certain grades in ESIC, the Ministry informed that this strength includes OBC candidates selected on their own merit. The Ministry in their supplementary reply stated

that the representation of OBCs in various categories of employees appointed through reservation in terms of the policy of the Central Government is based on roster points and not on the absolute "percentage term" basis. In ESIC, Group 'C' employees (medical and ministerial staff), being regional cadres, State reservation quota are applied in direct recruitment of Group 'C' employees. In pursuance of DoPT O.M. No.43011/4/2018-Estt.(Res.), dated 4.4.2018 reserve category candidates selected on the same standard as applied to general candidates in direct recruitment will not be adjusted against reserved vacancies. Therefore, it is recommended that the representation of OBCs in the organization chart must count only those candidates who are recruited on relaxed standard as per reservation policy. This would give a clear picture whether the reservation policy in recruitment in the organization is being implemented properly or not. The Committee, therefore, recommend that ESIC should maintain data of OBC representation, as per reservation policy, in each post and cadre where direct recruitment is held and upload the same on its website. Besides, it is also recommended to take all necessary steps to complete the ongoing recruitment process in a time bound manner to fill the vacant posts as per reservation policy.”

### **Reply of the Government**

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

“The data of OBC representation, as per reservation policy in each post and cadre where direct recruitment held, is being maintained and the data is also uploaded on the website. The ongoing recruitment process is also being carried out to complete the process in an expeditious manner.”

[Ministry of Labour and Employment's File No. H-11021/24/2021-SS-I dated 18.10.2023]

**10. The Committee in their original Report have raised their concerns on various issues ensuring the representation of OBCs as per mandated reservation policy. The Ministry in their Action taken Report have now submitted that the ongoing recruitment process is also being carried out the process in an expeditious manner. The Committee, therefore, would like to reiterate here that the momentum of completing recruitment process in an expeditious manner should be formalized and a timeline should be fixed and the Committee be apprised in the due course of time while furnishing the Action Taken Statements in this regard in due course.**

## **OBC Employees' Welfare Association**

### **Recommendation SI. No. 6**

**11. The Committee in their Twenty-First 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, recommend that management of ESIC may work in coordination with the OBC Employees' Welfare Association once formed for redressal of grievances of OBC Employees of ESIC.”

### **Reply of the Government**

**12. The Ministry of Labour and Employment in their action taken reply have explained as under:-**

“Though, at present there is no OBC Employees' Welfare Association, the ESIC will work in coordination with such an association once formed to facilitate redressal of grievances of OBC employees.”

[Ministry of Labour and Employment's File No. H-11021/24/2021-SS-I dated 18.10.2023]

**13. The Committee in their original Report have expressed their 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. Therefore, it was recommended that management of ESIC may work in coordination with the OBC Employees' Welfare Association once formed for undertaking the redressal of grievances of OBC Employees of ESIC. Subsequently, the Ministry in their Action taken Report have submitted that at present there is no OBC Employees' Welfare Association, the ESIC will work in coordination with such an association once formed to facilitate redressal of grievances of OBC employees. The Committee, here reiterate that all possible means may be explored to form an OBCs Employees Welfare Association for the organization with all necessary infrastructure in a time bound manner and the Committee may be informed accordingly in Action Taken Statement.**

## CHAPTER-II

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

#### ROSTER REGISTER

##### Recommendation Sl. No. 3

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

“The Committee are pleased to note that Roster Registers are maintained in ESIC at two levels *i.e.* Regional level for regional cadre posts and at headquarters level for All India cadre posts. In Roster Registers, year wise vacancies for OBCs are indicated as per DoPT guidelines/instructions issued from time to time. For Ministerial cadre there are total 42 Roster Registers out of which 33 Roster Registers at Central Level and 09 Roster Registers at Regional level are maintained, whereas for Medical Cadre total 62 Roster Registers are maintained out of which 25 and 37 Registers are maintained at Headquarter and Regional level, respectively. These Roster Registers are inspected by the Chief Liaison Officer at Headquarter level and Liaison Officers in the States from time to time and no substantial discrepancy has been pointed out in these Registers by the Liaison Officers. In this regard, the Committee recommend that the Roster Registers duly authenticated by Liaison Officers (LO)s should also be uploaded on the website of the organization to make it accessible to all employees in a more transparent manner.”

##### Reply of the Government

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

“Reservation Rosters have been authenticated/vetted by Liaison Officer and uploaded on the website of all concerned regional offices.”

[Ministry of Labour and Employment's File No. H-11021/24/2021-SS-I dated 18.10.2023]

## **LIAISON OFFICERS**

### **Recommendation Sl. No. 4**

2.3. The Committee in their Twenty-First Report (Seventeenth Lok Sabha) had recommended as under:

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

### **Reply of the Government**

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

“All liaison officers for OBC employees in ESIC have been appointed as per instructions. They belong to OBC category. The details of Liaison Officers have been uploaded on concerned website of ESIC.

[Ministry of Labour and Employment's File No. H-11021/24/2021-SS-I dated 18.10.2023]

## **FOREIGN TRAINING**

### **Recommendation Sl. No. 5**

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

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

### **Reply of the Government**

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

“Cases of OBC Officers are considered sympathetically. They are being given preferences while nominating for training programmes abroad; attending seminars/conferences, symposia etc., in order to broaden their outlook and build up specialized knowledge. It is mentioned that out of the 7 participants deputed for foreign training at Turin (Italy) during 18-29 November, 2019, one participant belonged to OBC category.

In future trainings also, sympathetically consideration will be given to candidates of OBC category including other reserved categories.”

[Ministry of Labour and Employment's File No. H-11021/24/2021-SS-I dated 18.10.2023]



**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 SI. No. 1

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

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

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

The Committee observe that there is no official or member belonging to OBC category occupying any position in top management of ESIC, however, on being asked about the reasons for the same the Ministry referred to the provisions of the Employees’ State Insurance Act, 1948 in pursuance of which Members of the ESI Corporation (ESIC) and Standing Committee are appointed. The Committee understand

that the said appointments are made in pursuance of the ESI Act, 1948 directly by the Government and there is no provision of reservation in these appointments. However, the Committee desire that if persons from the OBC category come forward fulfilling the criteria laid down for the appointment of Members of ESIC and Standing Committee which administers ESIC, they should be given preference in such appointment.”

### **Reply of the Government**

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

“As observed in its recommendation by the committee, there is no provision for reservation in the appointment of the members of the Employees' State Insurance (ESI) Corporation, which is constituted by the Central Government as per provisions under Section 4 of the Employees' State Insurance Act, 1948. The ESI Standing Committee is constituted from among the members of the ESI Corporation as per provisions under Section 5 of the ESI Act, 1948.

However, in terms of the provisions under the ESI Act, 1948, consultations are held with the employers' and employees' organisations including the organisation representing medical profession before constituting the ESI Corporation.”

[Ministry of Labour and Employment's File No. H-11021/24/2021-SS-I dated 18.10.2023]

### **Comments of the Committee**

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

## **REPRESENTATION OF OBCs IN ESIC**

### **Recommendation SI. No. 2**

4.3. **The Committee in their Twenty-First Report (Seventeenth Lok Sabha) had recommended as under:**

“The Committee learn that out of a total 2633 employees in Group –A, there are 584 employees belonging to OBC category constituting 22.18 % in that group. In group B, total employees are 222 and this Group consists of promotional cadre as there is no direct recruitment. In Group ‘C’, there are 16030 employees, out of which 4111 are belong to OBC category, thus constituting 24.72% representation in that group. The Ministry had stated that recruitment process has been started this year to fill up 1757

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

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

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

On being asked about the reasons for excess representation of OBCs in certain grades in ESIC, the Ministry informed that this strength includes OBC candidates selected on their own merit. The Ministry in their supplementary reply stated that the representation of OBCs in various categories of employees appointed through reservation in terms of the policy of the Central Government is based on roster points and not on the absolute "percentage term" basis. In ESIC, Group 'C' employees (medical and ministerial staff), being regional cadres, State reservation quota are applied in direct recruitment of Group 'C' employees. In pursuance of DoPT O.M. No.43011/4/2018-Estt.(Res.), dated 4.4.2018 reserve category candidates selected on the same standard as applied to general candidates in direct recruitment will not be adjusted against reserved vacancies. Therefore, it is recommended that the representation of OBCs in the organization chart must count only those candidates who are recruited on relaxed standard as per reservation policy. This would give a clear picture whether the reservation policy in recruitment in the organization is being implemented properly or not. The Committee, therefore, recommend that ESIC should maintain data of OBC representation, as per reservation policy, in each post and cadre where direct recruitment is held and upload the same on its website. Besides, it is also recommended to take all necessary steps to complete the ongoing recruitment process in a time bound manner to fill the vacant posts as per reservation policy.

### **Reply of the Government**

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

“The data of OBC representation, as per reservation policy in each post and cadre where direct recruitment held, is being maintained and the data is also

uploaded on the website. The ongoing recruitment process is also being carried out to complete the process in an expeditious manner.”

[Ministry of Labour and Employment’s File No. H-11021/24/2021-SS-I dated 18.10.2023]

### **Comments of the Committee**

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

### **OBC Employees’ Welfare Association**

#### **Recommendation SI. No. 6**

**4.5. The Committee in their Twenty-First 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, recommend that management of ESIC may work in coordination with the OBC Employees’ Welfare Association once formed for redressal of grievances of OBC Employees of ESIC.”

#### **Reply of the Government**

**4.6. The Ministry of Labour and Employment in their action taken reply have explained as under:-**

“Though, at present there is no OBC Employees’ Welfare Association, the ESIC will work in coordination with such an association once formed to facilitate redressal of grievances of OBC employees.”

[Ministry of Labour and Employment’s File No. H-11021/24/2021-SS-I dated 18.10.2023]

### **Comments of the Committee**

(Please see para 13 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;  
06 February, 2024  
17 Magha, 1945(Saka)**

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

**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) XXX XXX XXX XXX

(ii) Action Taken by the Government on the Observations /Recommendations contained in their Twenty-First Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Employees' State Insurance Corporation (ESIC)' pertaining to the Ministry of Labour and Employment.

\*(iii) XXX XXX XXX XXX

\*(iv) 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

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\*Matter not related to this report.

*The Committee then adjourned.*

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



## APPENDIX II

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

(SEVENTEENTH LOK SABHA)

(Refer Para 5 of Introduction)

(i)	Total No. of Observations/Recommendations:	6
(ii)	Observations/Recommendations of the Committee which have been accepted by the Government:	
	Recommendation Sl. Nos. 3, 4, and 5	Total: 3
		Percentage 50%
(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, 2 and 6	Total: 3
		Percentage 50%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	
	Recommendation Sl. No. -NIL-	Total: 0
		Percentage 0 %

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