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

(SEVENTEENTH LOK SABHA)

MINISTRY OF HOME AFFAIRS

**[MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF
OBCS IN EMPLOYMENT AND FOR THEIR WELFARE IN CENTRAL
INDUSTRIAL SECURITY FORCE (CISF) UNDER THE MINISTRY OF
HOME AFFAIRS].**

THIRTY SECOND REPORT



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

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(2023-24)**

(SEVENTEENTH LOK SABHA)

[Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Industrial Security Force (CISF) under the Ministry of Home Affairs]

MINISTRY OF HOME AFFAIRS

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

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2. Shri Thalikkottai Rajuthevar Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
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RAJYA SABHA

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28. Shri Sakaldeep Rajbhar
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 Hemant 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-Second Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Industrial Security Force (CISF)' pertaining to the Ministry of Home Affairs.

2. The Committee took oral evidence of the representatives of the Ministry of Home Affairs and Central Industrial Security Force (CISF) on 14th December, 2023. The Committee wish to express their thanks to the representatives of the Ministry of Home Affairs and Central Industrial Security Force (CISF) 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.

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

CHAPTER-1

INTRODUCTORY

Central Industrial Security Force (CISF)

1.1 The Committee on Welfare of Other Backward Classes (OBCs) undertook the evidence of the Ministry of Home Affairs to examine the subject, "Measures undertaken to secure the representation of OBCs in employment and for their welfare in the CISF and CRPF" under the administrative control of the Ministry of Home Affairs. The Committee came to learn that CISF Act, 1968 of the Parliament provided for the Constitution & Regulation of a Force called "CISF" for better protection and security of Public Sector Undertakings. CISF made its modest beginning with a strength of 3129 in the year 1969 and today it has sanctioned strength 1,74,085. CISF provides security cover to 355 units in Security Wing and 112 units in Fire Wing and has 12 Reserve Battalions, 08 Training Institutes including Fire Service Training Institute and 74 other formations. CISF is providing security cover to 355 establishments constituting the critical infrastructure of the country which includes 66 international and major airports of the country, atomic energy and space installations, sea-ports, steel plants, coal fields, hydro-electric and thermal power plants, defence production units, fertiliser and chemical industries, note printing press/mints, heritage monuments/museums (Taj-Mahal & Red-Fort also to Statue of Unity), important government buildings, Delhi Metro Rail, VIP security and private sector establishments.

In the year 1983 CISF was declared an Armed Force of the Union. The induction of CISF in new PSUs went up from 94 in 1978 to over 120 in 1984 and this trend has continued ever since. In the year 1989 an amendment in CISF Act was made to provide protection also to the employees of PSUs. From the year 2000 onwards, CISF was entrusted with **Security of Airport, Govt. Buildings** in Delhi, **Taj Mahal based on orders** of the Supreme Court, **Delhi Metro, Private Sector Establishments & Joint Ventures, etc.** In 2006 a separate **VIP Protection Group (SSG) was created.** In 2008 **CISF Formed Police Unit (FPU) was deployed in UN Mission in Haiti.** CISF is deployed in almost all parts of the country including

several sensitive areas in J&K and North Eastern States. A large number of units are also located in areas affected by left wing extremism.

The security of highly vulnerable and critical establishments from the national security point of view, has been assigned to the CISF.

Major Sectors of CISF deployment (355 Units)

SI	Name of Ministry/Department	Units
1	Chemical & Fertilizers	10
2	Civil Aviation (Airports)	66
3	Coal	10
4	Communication & Information Tech.	1
5	Defence	5
6	Finance	14
7	Human Resource	1
8	Industry	4
9	MHA (GBS, DMRC, VIP SECURITY, LNJPNNICFS Rohini & SVP/NPA (Hyd), DAMEL Delhi)	6
10	Mines	2
11	Petroleum and Natural Gas	37
12	Power (Including State Power 22 Units)	102
13	Science & Technology (DAE-17 =6237 & DOS-17= 5014)	34
14	Shipping/Ports	15
15	State Government (P & H Sectt)	1
16	Railway (CCIL Tughlakabad)	1
17	Steel	20
18	Tourism & Culture	7
19	Urban Development	2
20	Water Resources (FBP FARAKKA)	1
21	Commerce & Industry	1
22	Information Technology	3

23	Union Territory of Lakshadweep Administration (Under MHA)	1
24	Units Under Private Sector	11
	TOTAL	355

Training

1.2 CISF has constantly kept abreast of the need for professionalism in security dispensation through specialised training of personnel, up-gradation of knowledge and managerial skills, besides induction of sophisticated gadgetry aid the security of installations. The National Industrial Security Academy (NISA) was established in Hyderabad in 1990 to upgrade the professional skills of the force. NISA was declared “Centre of Excellence” by the Ministry of Home Affairs in the year 1999 in the field of Industrial Security. NISA, Hyderabad was awarded the Union Home Minister's Trophy for the Best Police Training Institute (Gazetted Officer Category Year 2020-21) on 09-09-2022. There are 06 other Regional Training Centres located at Barwaha (MP), Mundali (Odisha), Arakkonam (TN), Behrore, Deoli (Raj), Bhilai (CG).

1.3 On 27-28 May, 2016 Department of Personnel and Training (DoPT) in collaboration with United Nations Development Programme (UNDP) awarded National Industrial Security Academy (NISA) for **Excellence in Training**. The award acknowledged the good work rendered by the CISF in the category of “**Trainer/Faculty Development**”. The dog training school at 2nd Reserve Battalion, Ranchi, provides training to dogs to detect explosive material. After training, these dogs are deployed in dog squad of CISF and ensure the security of Airport, Delhi Metro Rail, other sensitive institutions etc.

Fire Wing

1.4 The CISF fire wing is an integral part of the force and is providing fire protection to 112 Units. The role of fire wing is to provide fire protection to the inducted units. Fire Service Training Institute of CISF is located in the campus of NISA at Hyderabad. The FSTI imparts professional training in fire-fighting and fire prevention not only to the force personnel of the CISF fire wing but also has trained

the various ranks of National Fire Service College Nagpur, Coast Guard, DG-CD sponsored courses, Rapid Action Force of CRPF, ONGC, Navy, Kolkata and West Bengal Police, Andhra Pradesh Police and Fire personnel of Nepal, Bhutan and Maldives. FSTI is also specialised training institute in imparting Disaster Management training. CISF fire wing personnel have also undergone specialised courses in the field of fire safety mainly from UK, USA, Singapore and S Korea. The CISF Fire Wing is the largest professional, well trained and equipped fire-fighting force in the country providing fire protection and fire-fighting cover to 94 different PSUs. During the year 2023, the Fire Service of CISF has attended 2073 calls and secured property worth 2217 crores.

Tech Savvy Force

- 1.5 In order to achieve the greater expertise in the field of fail-proof security, the concept of integrated security system has been introduced with a judicious mix of manpower and electronic gadgetry to make the force more competent, professional and thin. The force is constantly being modernised in terms of sophisticated gadgets and equipment in the varied and diversified areas. The standardisation in scale of modern gadgets and equipment has been made recently for hyper sensitive, sensitive and normal units. Our commandos are deployed in Quick Reaction Teams to neutralise any kind of threat at any given time. The force has its own dog squads and BDDS teams almost in all the units. These teams have successfully detected the suspected IEDs and also helped the local police/administration many a times. In all its deployment CISF applies the latest Bio-metric system for access control, state of art surveillance devices and perimeter guarding system.

Technical Consultancy Services

- 1.6 In the year 1999, an amendment was made in the CISF Act vide Act No 40 of 1999 which enlarged the charter of CISF to include-

- a) Providing technical consultancy services relating to security of any Govt/Private sector establishments.

b) Protect and safeguard the organisations owned or funded by the Govt and the employees of such organisations as may be entrusted by the Central Government.

The CISF has four decades of hands on experience of designing, implementing, reviewing and improving security systems of a myriad sectors including atomic energy, space, power, steel, sea-ports, oil and petrochemicals, mines, airports, government and heritage buildings, Delhi Metro Rail etc. CISF has so far provided consultancy in security and fire to 226 government, semi government and private establishments. Some of the clients are – TISCO Ltd, Hero Honda Motors, Bangalore Metro, IIT Chennai & Kharagpur, IDBI and ICICI Banks, India Bulls, Thermal Power Projects, Manganese ore India Ltd, NMDC Integrated Steel Plant, Tata Power, Paithan Dam, LBS National Academy of Administration, Mussorie, NSG Head Quarters, Allahabad High Court, Tirumala Tirupati and Devasthanam, Tirupati, Golf Link Businesses Park Bangalore, Contros Data Centre Mumbai, British High Commission, New Delhi, Karnataka & AP Assembly, UP & AP Secretariat, Central Jail Bhopal, IIM, Ranchi, Shri Vishvanath Dham, Varanasi, Shri Ram Janmbhumi Teerth Shetra, Ayodhya, Delhi Police New PHQ Security Building at Jai Singh Road, New Delhi, Mahanadi Coalfield Limited, Odisha, Bihar Fire Service Training Institution, Patna, Shri Mahakaleshwar Temple, Ujjain, Shri Kashi Vishwanath Temple, Varanasi, Mahabodhi Temple, Bodhgaya, Bihar, Darbhanga Airport, Darbhanga, Rajbhawan, Residences of Hon'ble Chief Minister and Ministers of Chhattisgarh at Naya Raipur, Kochi Water Metro Project, Kochi, Mahanadi Coalfields Ltd, Central Coalfield Ltd, Welspun Metalics Limited, Kelvin Jute Mills and IIM Indore (MP) etc. Consultancy service of CISF has so far earned Rs. 15.74 crore which has been deposited in the Government of India's fund.

Private Establishments

1.7 Consequent to the Mumbai terrorist attack in the month of November 2008, the mandate of the Force was broadened to provide security cover to private establishments also by an amendment in CISF Act during the year 2009, CISF is providing security to the following 11 private establishments

- Infosys Technologies, Bengaluru
- Electronic City (Bengaluru)

- Reliance Refinery (Jamnagar)
- Infosys Pune
- TATA Steel Kalinganagar
- Patanjali Food & Herbal Park Pvt Ltd Haridwar
- Reliance IT Park Pvt. Limited, Navi Mumbai
- Nayara Energy Limited, Jamnagar
- Bharat Biotech International Limited, Hyderabad
- Jio World Centre, Bandra Kurla Complex, Mumbai
- JSW Steel Limited, Raigad.

VIP Security

1.8 In the year 2006, the Special Security Group (SSG) unit of CISF was created to provide security cover to the VIPs. The SSG provides all the three components of VIP security i.e. proximate protection, escort and house protection. Today SSG is an elite unit of CISF comprising of mentally robust, agile, dedicated and focused personnel who are trained in special skills for providing fail proof security to VIP protectees. As on date, CISF is providing security cover to 162 protectees under various categories i.e. X, Y, Z and Z+.

Aviation Security

1.9 In the aftermath of hijacking of IA flight IC-814 on 24.12.1999, the Government of India took a decision to revamp the airport security system in the country. In the year 2000, CISF was assigned with the prestigious task of aviation security at Indian Airports. CISF was first inducted at Jaipur Airport on 03.02.2000. As on date, CISF is guarding 66 Airports including all International Airports, major hyper-sensitive/sensitive and joint venture airports. The personnel deployed at airports are designated as the Aviation Security Group (ASG) and have been specially trained to bring in professionalism and synergy in performance of their duties. The ASG has earned appreciation and laurels and for the promptness, courteous behaviour, professional approach and efficiency of its personnel. In the month of October 2009, CISF started a passenger friendly utility on its official website www.cisf.gov.in for the lost and found articles at all airports where CISF has been deployed. It has been immensely helpful to thousands of passengers in

reclaiming of their lost articles in Indian Airports. CISF has been awarded with **“FICCI SMART POLICING AWARD”** in the category of “Other Policing Initiatives” for launching **“Lost and Found Web Application”** on the CISF official website for items and valuables left behind by the commuters.

From April 2022 to January 2023, CISF recovered a total of Rs 50.25 crore lost property at various airports, out of which Rs 10.10 crore was returned to the passengers and the remaining property was deposited with the airport operator. CISF experimented with removal of tag stamping from hand-baggage to make the travel experience more comfortable at the airport and after its success, hand-baggage tag stamping has been removed from 62 airports. CISF started 'Sarvanim Sewa' at Hyderabad airport for differently abled, pregnant women, women traveling with small children, first time passengers, small children traveling alone or physically handicapped in which CISF Assistance is provided to such passengers.

UN-Mission

- 1.10 The first contingent of CISF went on UN Mission to Cambodia in the year 1991-92. CISF officers have also served as UN observers in Mozambique, Bosnia and Herzegovina, Kosovo, Sudan, Cyprus, Tunisia etc. The CISF Formed Police Unit contingent was deployed in Haiti from 2008 to 2018.

Responsibility for the security of the Indian Embassy in Nepal –

On 28.07.2003, the responsibility of security of Embassy of India, Kathmandu, Nepal was entrusted to CISF by Government of India. Again on 23.08.2005, the responsibility of security of Consulate of India Birgunj (Nepal) was entrusted to CISF by Government of India.

Awards and medals

CISF personnel have been awarded with various medals in recognition for their dedication and devotion towards duty by the Government of India as enumerated below:-

1.	Kirti Chakra	01
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2.	Sharuya Chakra	04
3.	Sahitya Academy Award	01
4.	President's Police Medal for Gallantry (Posthumous)	13
5.	President's Police Medal for Gallantry	02
6.	Police Medal for Gallantry (Posthumous)	15
7.	Police Medal for Gallantry	47
8.	Fire Service Medal for Gallantry (posthumous)	11
9.	Fire Service Medal for Gallantry	05
10.	President's Police Medal for Distinguished Service	148
11.	President's Fire Service Medal for Distinguished Service	54
12.	President's Police Medal for Meritorious Service	1412
13.	President's Fire Service Medal for Meritorious Service	161
14.	Pradhanmantri Jeevan Raksha Padak	27
15.	Jeevan Raksha Padak	27
16.	Union Home Minister's Medal for Excellence in Training	78
17.	Prakram Padak	28
18.	Union Home Minister's Utkrish Seva Padak	2846
19.	Union Home Minister's Atri Utkrist Seva Padak	1768
20.	UHM's Police Antrik Suraksha Seva Padak for	334

	J&K Region for the Year-2019	
21.	UHM's Police Antrik Suraksha Seva Padak LWE Region for the Year-2019	4803
22.	UHM's Police Antrik Suraksha Seva Padak NE Region for the Year-2019	1736
	Total	13,521

Women in CISF

1.11 CISF has the largest number of women officers and personnel various ranks amongst Central Armed Police Forces. The first batch of women personnel passed out in the year 1987 and today the total strength of women personnel in CISF has crossed 10,030, which is 6.6 percent of the total strength of the force. CISF women personnel, at par with their male counterparts, are trained and deployed. They ensure that the women passengers/commuters feel safe and secure at airports and Delhi Metro Rail. Similarly, the CISF women also ensure a safe environment for women in our area of responsibility. The group of women personnel deployed in Delhi Metro Rail, Delhi Airport and Govt. Building Security etc have been trained in Filipino martial art "**Pekiti Tirsia Kali**" to respond quickly and effectively against the opponent. CISF women personnel make a significant contribution to the security of around 36 crore passengers at airports every year. CISF women personnel are performing all their responsibilities well by being posted in Naxalite affected areas at par with men. 04 women sportspersons of CISF have been awarded with the prestigious Arjuna Award. Many endeavours have been made in the line of women empowerment in the force.

Welfare

1.12 CISF has always been at the forefront in the welfare of its personnel and their families. Family Welfare Centres in CISF units are engaged in various activities to provide opportunity for additional income to the family members of the Force of the personnel. CISF Wives Welfare Association "**Sanrakshika**" has been playing a major role to help the families and members to attain their full potential and thereby empowering them to contribute in a positive way in growth of their

family and society. **“Sanrakshika”** is organising various innovative welfare measures for the upliftment of families by organising career melas in all parts of the country for wards of CISF, establishment of Sanrakshika shop to provide essential commodities on cheaper prices which are not available in Central Police Canteen, opening of crèche and play schools, summer sports camps for children, technical and computer training, seminars and workshops on modern parenting, health issues, stress management, gender sensitisation, no to plastic etc. Cultural programmes and sports activities are the regular curriculum of **“Sanrakshika”**. Yoga training sessions are being organized continuously by the Sanrakshika to make CISF family members proficient in Yoga and so far more than 1,60,000 members have been trained in Yoga. These programs have brought special benefits to the members of the force and their families.

Sports

- 1.13 CISF sportspersons have excelled for the force and the nation not only in the country but also abroad. Presently CISF has 06 Arjuna Awardees and 01 Gurudronacharya awardee in the Force. Inspector/Work Mahabir Prasad is the first force member to be awarded the Gurudronacharya Award in all the Central Armed Police Forces.

It has always been the endeavor of CISF to promote sports in the country so as to inculcate good health and physical fitness as well as team spirit and camaraderie among all Central Armed Police Forces and State Police Forces. The 7th All India Police Judo Cluster was organized at Delhi under the aegis of All India Police Sports Control Board with the objective of promoting sports by CISF. It is a matter of great pride for us that the force has organized this cluster during the “Amrit Mahotsav of India's Independence”, a Government of India initiative to celebrate 75 glorious years of India's history.

Organized from September 19 to September 24, 2023, 1740 players, coaches, officers from 41 teams of central and state police forces participated in this cluster. The CISF team has brought laurels to the force by winning a total of 71 medals and securing the first position in the medal tally.

CISF is not resting on its laurels but constantly endeavouring to improve its system and process through innovations and up-gradations. The information and

technology is a constant endeavour of the force to keep itself capable of handling future challenges. CISF is fully aware of the concerns of the Government about the security of the country, all members of the CISF are equipped to face any challenge and would leave no stones unturned in discharging their duties to serve the country by holding up its motto "Protection and Security".

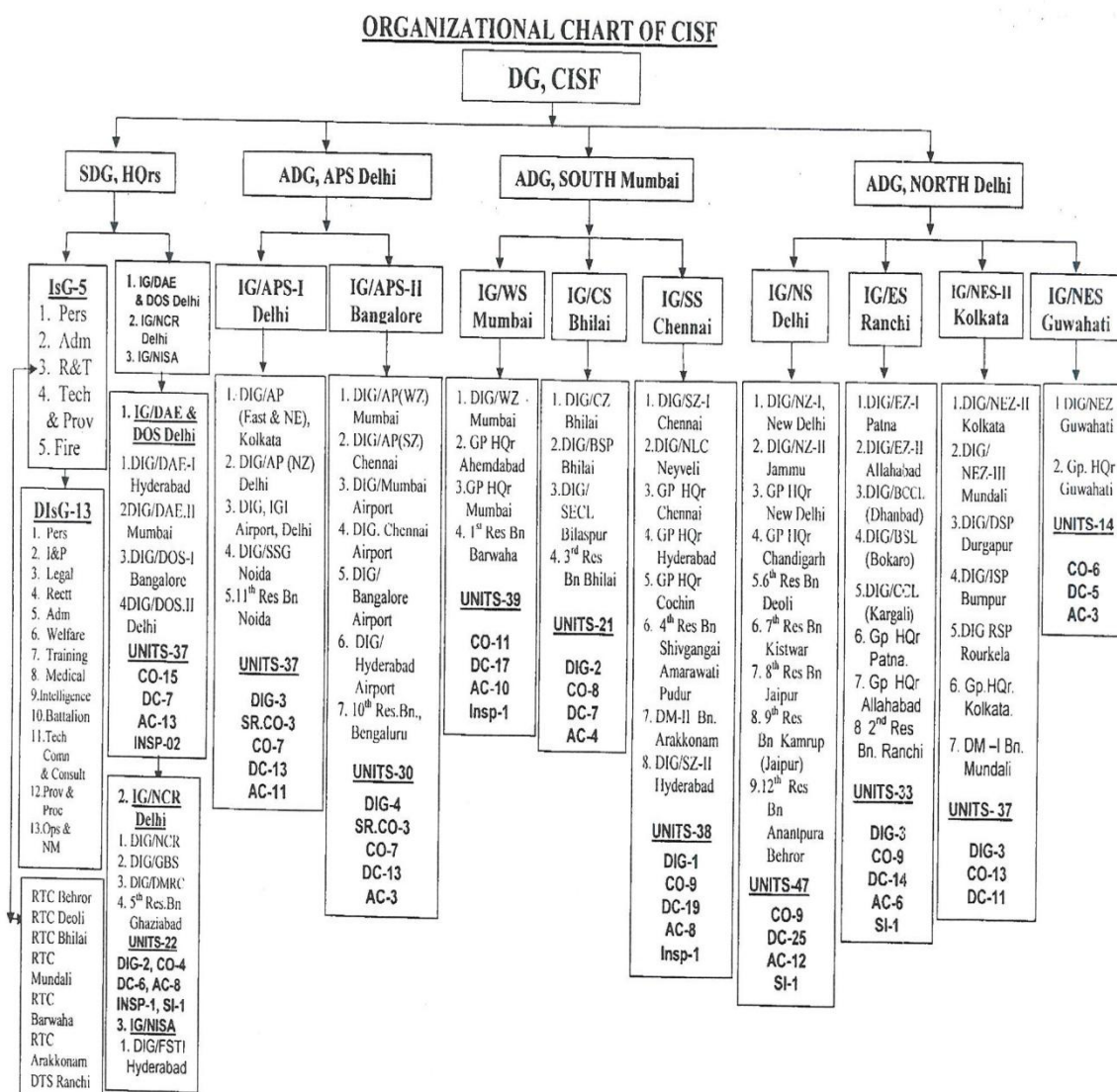
CHAPTER-II

Representation of OBCs in CISF

Organizational set up

2.1. The Committee desired to know about the organizational set up of Central Industrial Security Force (CISF) under the administrative control of Ministry of Home Affairs, including the composition of the Top Management Body/Hierarchy of the Organization. The Ministry furnished the following organizational chart for the information:-

ANNEXURE-I



2.2

When asked about the number of officials belonging to OBC category occupying the position in the Top Management/Hierarchy Body of Central

Industrial Security Force (CISF), the Ministry in their written reply to the Committee stated that there are **256 Group-‘A’ officers**.

2.3 The Committee sought a detailed information about the **total Staff strength and number of OBC employees in Central Industrial Security Force(CISF)** and the total number of vacancies currently in CISF and also how the actual held strength compares with the sanctioned strength, the Ministry furnished the following information:-

S.N	Group wise	Released Strength	Actual posted Strength	Vacancy
01	Group – A	1724	1293	431
02	Group – B	18166	15431	2735
03	Group – C	147835	132795	15040
	Total	167725	149519	18206

2.5 On being asked about the total staff strength at various levels of posts/Classes/Scales and the number of OBC employees therein at present, the data submitted to the Committee is as follows

The Staff Strength as on 1.12.2023

Levels of Posts	Total staff strength	OBC employees
Gp-A	1293	256
Gp-B	15431	5120
Gp-C	132795	46563
Total	149519	51939

2.6 Further, regarding the total staff strength at various levels of posts/Classes/Scales and the number of OBC employees therein as on 8 September, 1993, the Ministry in their written reply stated that:

“Although Govt. of India had issued instructions on 8th Sep’1993 vide DoPT OM No.36012/22/ 93/Estt(SCT) providing for reservation to OBC in the services and posts under the Govt. of India but MHA vide UO No.45015/4/2004-Pers.I dated 8/15th April, 2004 sought annual report regarding representation of SC,ST & OBC in the Central Govt Services. As such, the data of representation as on 08/09/1993 is not available.”

2.7 When asked about the categories of posts in CISF (Technical and Non-Technical) for which reservations are made for OBC candidates? Please also indicate pay scales of all such posts, the Ministry of Home Affairs stated that:

“Reservation is given for OBC in direct recruitment from the rank of Assistant Commandant and below. Posts are not categorized as Technical/Non-Technical rather, they are sanctioned by MHA as per CISF cadres viz. Executive, Ministerial, Tradesmen, Drivers, Fire etc.” However, the details of pay matrix for the posts in direct recruitment are as under:-

SN	RANK	Pay Level/ Pay Scale
01.	Asstt. Commandant/Exe	Level – 10 (56100 - 177500)
02.	Sub Inspector/Fire	Level- 6 (35400 - 142400)
03.	Sub Inspector/Exe	Level- 6 (35400 - 142400)
04.	Asstt. Sub Inspector/Steno	Level- 5 (29200 - 92300)
05.	Head Constable/Min	Level- 4 (25500 – 81100)
06.	Constable/DVR	Level- 3 (21700 – 69100)
07.	Constable/DCPO	Level- 3 (21700 – 69100)
08.	Constable/GD	Level- 3 (21700 – 69100)
09	Constable/TM	Level- 3 (21700 – 69100)

CHAPTER-III

3.1 IMPLEMENTATION OF RESERVATION POLICY FOR OBCS IN CISF.

The Committee sought an overview of the implementation of the policy for reservation of OBCs in various categories of posts. The Home Ministry stated that **as per Govt. of India instructions, 27 % reservation and 03 Years of relaxation in upper age limit is being given to OBC candidates in all ranks in which direct recruitment is conducted by CISF. In the event of vacancy earmarked for OBC category remaining unfilled, the same is treated as backlog vacancy and carried forward in subsequent recruitment. One OBC official is invariably detailed/nominated in each Recruitment Board as Member constituted for conducting direct recruitment for various posts as per provisions of the Recruitment Rules.**

3.2 Maintenance of Roster Register in CISF.

When the Committee wanted to know Whether Roster Register as per DoPT norms is being maintained and whether separate registers are being maintained for each post/category the Ministry informed that **separate rosters are being maintained at Central level for each rank/post in which direct recruitment is conducted. While elaborating on the Reservation Roster, they also informed that year-wise vacancies for OBCs are being indicated in the register and the shortfall and backlog, if any, are carried forward in subsequent recruitment. These registers are being inspected/authenticated by the liaison officer for OBCs periodically and no discrepancy has ever been found by the Liaison Officer, till date.**

3.3 Details of recruitment in OBC category in CISF.

The Committee desired to have an insight into the year-wise details of the appointments made under various categories of posts since 1993 till date. The Ministry responded in this regard with the following data:-

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC Vacancies actually filled	Shortfall	%age of shortfall		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1993	Group-A	50	23	0	0	0	0	0	0	0	0
	Vacancies for OBC category were not projected. DoPT vide OM dated 12.10.94 had directed to implement 27% reservation for OBC in the CSE-1994.										
	Group-B	There is no direct recruitment.									
	Group-C	460	458	120	0	120	120	0	0	0	0
	Group-D	52	52	14	0	14	14	0	0	0	0
1994	Group-A	35	8	0	0	0	7	0	0	0	0
	Since, vacancies for the year -1994 were already projected, CISF informed vide letter dated 31.10.94 to DoPT & UPSC that the vacancies of OBCs will also be filled, in accordance with Govt. orders mentioned ibid. Accordingly, 07 OBC candidates were provided.										
	Group-B	There is no direct recruitment.									
	Group-C	2537	2441	680	0	680	655	25	3.67	25	0
	Group-D	82	70	22	0	22	22	0	0	0	0
1995	Group-A	14	4	3	0	3	1	2	66.66	2	0
	Group-B	There is no direct recruitment.									
	Group-C	375	343	100	25	125	116	9	7.20	9	25
	Group-D	78	74	21	0	21	20	1	4.76	1	0
1996	Group-A	79	38	11	2	13	10	3	23.07	3	2
	Group-B	There is no direct recruitment.									
	Group-C	2157	2092	581	9	590	576	14	2.37	14	9
	Group-D	234	221	62	1	63	61	2	3.17	2	1
1997	Group-A	0	0	0	0	0	0	0	0	0	0
	Group-B	There is no direct recruitment.									
	Group-C	1488	1450	397	14	411	411	0	0	0	14
	Group-D	259	259	68	2	70	70	0	0	0	2

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC Vacancies actually filled	Shortfall	%age of shortfall		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1998	Group-A	12	5	0	0	0	0	0	0	0	0
	No OBC vacancy.										
	Group-B	There is no direct recruitment.									
	Group-C	998	979	268	0	268	262	6	2.23	6	0
	Group-D	22	21	5	0	5	5	0	0	0	0
1999	Group-A	12	10	0	3	3	3	0	0	0	3
	Group-B	There is no direct recruitment.									
	Group-C	1670	1510	449	6	455	421	34	7.47	34	6
	Group-D	56	51	14	0	14	14	0	0	0	0
2000	Group-A	12	5	0	0	0	0	0	0	0	0
	No OBC vacancy.										
	Group-B	There is no direct recruitment.									
	Group-C	6550	5028	1768	34	1802	1385	417	23.14	417	34
	Group-D	0	0	0	0	0	0	0	0	0	0
2001	Group-A	12	12	0	0	0	0	0	0	0	0
	No OBC vacancy.										
	Group-B	There is no direct recruitment.									
	Group-C	368	354	299	417	716	325	391	54.60	391	29
	Group-D	63	62	17	0	17	17	0	0	0	0
2002	Group-A	0	0	0	0	0	0	0	0	0	0
	Group-B	There is no direct recruitment.									
	Group-C	4935	3781	1331	391	1722	1417	305	17.71	305	391
	Group-D	318	287	85	0	85	76	9	10.58	9	0
2003	Group-A	31	28	8	0	8	8	0	0	0	0
	Group-B	There is no direct recruitment.									
	Group-C	362	321	97	305	402	86	316	78.60	316	86

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC Vacancies actually filled	Shortfall	%age of shortfall		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
	Group-D	79	74	21	9	30	30	0	0	0	9
2004	Group-A	24	21	7	0	7	6	1	14.00	1	0
	Group-B	There is no direct recruitment.									
	Group-C	194	147	53	316	369	35	334	90.51	334	1
	Group-D	0	0	0	0	0	0	0	0	0	0
2005	Group-A	0	0	0	0	0	0	0	0	0	0
	Group-B	There is no direct recruitment.									
	Group-C	2530	2050	573	334	907	774	133	14.66	133	34
	Group-D										
2006	Group-A	30	27	7	1	8	12	0	0	0	1
	Group-B	There is no direct recruitment.									
	Group-C	4192	3325	1075	133	1208	898	310	25.66	310	33
	Group-D	0	0	0	0	0	0	0	0	0	0
2007	Group-A	50	41	13	0	13	13	0	0	0	0
	Group-B	There is no direct recruitment.									
	Group-C	8034	7465	2160	310	2470	2039	431	17.44	431	269
	Group-D	0	0	0	0	0	0	0	0	0	0
2008	Group-A	35	31	7	0	7	9	0	0	0	0
	Group-B	There is no direct recruitment.									
	Group-C	6707	6658	1806	431	2237	2230	7	0.31	7	427

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled	
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC Vacancies actually filled	Shortfall	%age of shortfall			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
	Group-D	505	496	136	0	136	136	0	0		0	0
2009	Group-A	89	80	23	0	23	23	0	0		0	0
	Group-B	1500	1500	404	0	404	404	0	0		0	0
	Group-C	10582	8688	2566	7	2573	1934	639	24.83		639	4
	Group-D	Group-'D' merged with Group-'C'										
2010	Group-A	102	84	27	0	27	27	0	0		0	0
	Group-B	1514	1447	411	0	411	394	17	4.13		17	0
	Group-C	19316	15992	3724	639	4365	3618	758	17.36		758	609
2011	Group-A	24	20	6	0	6	6	0	0		0	0
	Group-B	405	386	39	17	56	56	0	0		0	17
	Group-C	19177	14648	4160	758	4918	3394	1524	31.00		1524	758
2012	Group-A	80	61	21	0	21	19	2	10.00		2	0
	Group-B	767	767	206	0	206	206	0	0		0	0
	Group-C	12091	9856	2198	1524	3722	3316	406	10.90		406	1524
2013	Group-A	56	34	13	2	15	11	4	27.00		4	2
	Group-B	808	808	217	0	217	217	0	0		0	0
	Group-C	4865	3219	690	406	1096	901	195	17.79		195	406
2014	Group-A	40	25	6	4	10	6	4	44.00		4	4
	Group-B	1023	1023	275	0	275	275	0	0		0	0
	Group-C	3872	3422	810	195	1005	1003	2	0.19		2	195
2015	Group-A	37	21	5	4	9	7	2	22.00		2	4

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog OBC Vacancies	Backlog OBC Vacancies filled	
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC Vacancies actually filled	Shortfall	%age of shortfall			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
	Group-B	613	565	168	0	168	162	6	2.38		6	0
	Group-C	23860	22679	6433	2	6435	6433	2	0.03		2	0
2016	Group-A	0	0	0	0	0	0	0	0		0	0
	Group-B	1952	1948	526	6	532	526	6	1.12		6	0
	Group-C	1748	1746	463	2	465	465	0	0		0	2
2017	Group-A	23	18	4	2	6	6	0	0		0	2
	Group-B	88	88	23	0	23	23	0	0		0	0
	Group-C	2963	2938	794	0	794	794	0	0		0	0
2018	Group-A	84	63	22	0	22	17	0	0		5	0
	Group-B	--	--	--	--	--	--	--	--		--	--
	Group-C	8073	7980	1814	0	1814	1807	7	0.38		7	0
2019	Group-A	28	26	5	5	10	10	0	0		0	5
	Group-B	772	718	202	6	208	190	18	8.65		18	6
	Group-C	1843	1521	401	7	408	401	7	1.71		7	0
	Group-C	429	--	114	0	114	--	--	--		Recruitment under process	
2020	Group-A	69	65	21	0	21	21	0	0		0	0
	Group-B	20	20	05	18	23	05	18	0		18	0
	Group-C	--	--	--	7	--	--	7	--		7	0
2021	Group-A	67	--	20	0	20	--	--	--		Recruitment under process	
	Group-B	--	--	--	18	18	0	18	--		18	--
		8464	8318	1900	7	1907	1905-	02	0.10		2	7
	Group-C	1149	--	--	--	--	--	--	--		Recruitment under process	
2022	Group-A	62	--	13	0	13	0	0	--		Recruitment under process	

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes						Backlog		Backlog OBC Vacancies filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC Vacancies actually filled	Shortfall	%age of shortfall			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
	Group-B	86	86	23	0	23	23	0	0	0	0	
		221	0	47	18	65	--	--	Recruitment under process			
	Group-C	6060	5872	1326	2	1328	1315	8	0.98	2	8	
		1678	--	443	0	--	--	--	Recruitment under process			
2023	Group-A	91	--	29	0	29	0	0	Recruitment under process			
	Group-B	630	0	170	0	170	--	--	Recruitment under process			
	Group-C	--	--	--	8	8	--	--	--			

3.4 Backlog vacancies and special recruitment drives in CISF.

When the Committee inquired about the details of backlog vacancies and reasons for backlog vacancies, if any, the Ministry stated that **as on date backlog vacancies in OBC category is as under :-**

- (i) SI(Fire) - 18
- (ii) Const/GD - 8

Continuation to this they informed that the backlog vacancies (SI/Fire – 18) is carried forward to the next recruitment cycle *i.e* 2022 and recruitment is underway. Further, Result of CT/GD – 2022 was declared on 20.08.2023 except Manipur state. Accordingly, 8 backlog vacancies of Const/GD have been created. Since, result of Manipur State is still awaited, net backlog vacancies might be changed after declaration of result of Manipur candidates.

With respect to the **Special recruitment drive for filling up backlog vacancies in the rank of ASI(Steno), HC(Min), Const(Dvr) and Const(DCPO), which had been conducted in the past are mentioned hereunder –**

SN	Year	Rank	Backlog vacancies			
			SC	ST	OBC	Total
1	2012	ASI/Steno	16	11	24	51
2	2012	HC/Min	88	59	195	342
3	2012	Const/Dvr	318	105	260	683
4	2012	Const/DCPO	47	22	74	143

3.5 Concessions and relaxations for OBC category in CISF.

When the Committee desired to know about the concessions and relaxations being extended to the candidates belonging to OBC category in the recruitment at various levels of posts, the Ministry informed that **27% of total notified vacancies are reserved for OBC category and 03 Years age relaxation is given to OBC candidates in direct recruitment at various level of post.**

3.6 Selection Committee

The Committee in view of the DoPT OM No.42011/2/2014-Estt.(Res) dated 13 February 2014 which, *inter-alia*, provides for mandatory one member belonging to OBC in the Selection Committee/Board for making recruitment to 10 or more vacancies in any level of posts/services and directions of DoPT to the effect to ensure that where the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding an OBC officer amongst others for inclusion in such committees/ Boards, desired to know whether the said instructions/guidelines are being followed in CISF while making recruitment in all level of posts/services. The Ministry while replying in affirmative stated that **in-house recruitment for filling up vacancies in different ranks are conducted as per timeline worked out before commencement of recruitment. Recruitment process of each rank consists of various stages i.e. viz. initial stage of acceptance of application, PST/PET/Documentation, written examination, skill test, Detailed Medical Examination/Review Medical Examination. The recruitment process is concluded after issue of offer of appointment to the medically fit candidates for joining. As such, the entire recruitment process completes between 10 to 12 months. The process being lengthy, the recruitment board members are changed from time to time due to leave, medical, other administrative / operational exigencies. However, it is ensured that Member from SC/ST or OBC should be interchanged only with SC/ST or OBC category Member.**

The Ministry have also furnished the data on number of Selection Committees/Boards constituted in CISF and the number of OBC members in these Committees/Boards, which is as follows:-

Year	Level of Posts	Selection Committee	Date of constitution of Selection Committee	Name of OBCs members (Rectt Boards)
2019	Gp-'A' AC/Exe	01	16.12.2019 to 23.12.2019	Ajay Kumar Khandelwal, Sr. Comdt.
		01	16.12.2019 to	Nirvikar, Sr. Comdt.

		30.12.2019	
Gp-'B' SI/Exe	02	22.07.2019 24.07.2019	to Shiv Kumar Kumawat, AC/Exe Ingole Sachin Janrao, AC/Exe
Gp-'C' HC/CLK	94	01.07.2019 31.07.2019	to Vikram Singh, DC/Exe Bhupender Yadav, SI/Exe A K Khandelwal, Sr. Comdt. Jog Raj, Dy. Comdt Nikhila V C, Insp/Exe Bhargav Kumar Bonu, SI/E Harphool Bhamu, SI/Exe Sandeep Kumar, DC/Exe Irfan Ahmed, Comdt. Vijay Kumar, Comdt. M K Pradhan, Insp/Exe Cimi F.V, L/Insp/Exe B.V.Durga Prasad, AC/Exe Deepak Shawalokia, AC/F Priyanka G.K, L/SI/Exe Kajal dwivedi, L/Insp/Exe Dhan Devi Shakya, L/SI/Exe Harendra Narayan, Comdt. Ubale Swapnil Machhindra, AC/E Rohit Katiyar, Comdt. Akhilesh Kumar, Comdt. Deepak Kumar, DC Shashi Ranjan, Comdt. Rahul Yadav, Comdt. B R Dhaka, Comdt. Ajit Kumar, SI/Exe Nishu, SI/Exe Jitendra Kumar, SI/Exe Qumar Shakil, Insp/Exe Rajesh Kumar, Insp/Fire Saroj Kumar, SI/Fire Ashutosh Kashyap, SI/Exe Dilip Kumar, SI/Fire

				<p>O Rajendra, DC/Exe Sarfaraaj Alam, Insp/exe Raghu Yadav, SI/Exe Paras Yadav, Insp/Exe Ram Kabir, SI/Fire Sumit Soni, SI/Exe Sisir Kanta palai, SI/Exe J P Azad, Comdt. Sudhakar P, AC/Exe Ansar Husain, SI/Exe Kaushal Kishore, SI/Exe Palaparthi Nagaraju, SI/Exe Nahar Singh Mund, SI/Exe Tirlok Singh, SI/Exe Anup Prasad, SI/Exe Ishtiyak Alam, DC/Exe Amit Kumar Tanwar, SI/Exe Sanjay Kumar, Insp/Exe Brijesh Kumar, Insp/Fire Abhay Kumar, SI/Exe Pintu Kumar, SI/Exe Abhishek Singh, SI/Exe Mohammad Imran, SI/Exe Vivek Rajendra Khrate, SI/Exe Arvind Kumar Singh, DC/Exe Zeeshan Aamir, AC/Exe Mukesh Bakuni, L/Insp/Exe Neeraj Kumar Ranjan, SI/Exe Mohammed Abid Ali, SI/Exe Prasun Kumar, SI/Fire Ashok Kumar, SI/Exe Kamlesh Poonia, DC/Exe Prithvi Singh Cheema, Insp/Exe Asgar Ali, Insp/Exe Sanjeev Kumar, DC/Exe Kiran pal Singh, DC/Exe Akhwinder Kaur, L/Insp/Exe</p>
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					<p>Rajesh Kumar, Insp/Exe Satbir Singh, Insp/Exe Subash Cnhd, Insp/Fire V K Yadav, DC/Exe B N Rao, SI/Exe Mohammad Isham, Insp/Fire Sachin Kapoor, DC/Exe Satish Kumar Gupta, SI/Exe V K Chourasia, Sr. Comdt. Vishnu Swarup, Sr. Comdt. Shiv kumar, AC/Exe Sachin Saini, SI/Exe T Anjayan, AC/Exe Kalu Ram Saini, SI/Exe Ravi Kiran, Insp/Exe Sarvesh Kumar, SI/Exe Laxmi Narayan, DC/Exe Sanjeet Kumar, Comdt. Devraj, DC/Exe, Surender Kumar, DC/Exe Khushboo Kumari, L/SI/Exe</p>
CT/GD	16	13.08.2019 31.08.2019	to	<p>V.K.Sahu, DC/Exe Neeraj Kr. Patel, AC/Exe Bhargav Kr. Bonu, SI/Exe Srinivasa Rao Udamala, Insp/Exe Dhirendra Kumar, Insp/Exe R S Kale, Insp/Exe Atahar Imam, Insp/Exe Rahul Yadav, Comdt Krishna Debnath, L/Insp/Exe Rajesh yadav, Insp/Exe Satyawati, SI/Exe Mohammad Imran, SI/Exe Gurnam Singh, Insp/Exe Neeraj Kushwaha, SI/Exe Vishnu Swarup, Sr. Comdt. Om Prakash Sanodiya, Insp/Exe</p>	

				T Anjayan, AC/Exe Surender Kr., DC/Exe
2020	Gp-‘A’ AC/Exe	--	--	--
	Gp-‘C’ Const/TM	57	03.01.2020 to 27.01.2020	Sarvesh Kumar, AC/Exe Y Venkateshwar Rao, Insp/Exe Rakesh kumar, DC/Exe S Shankar Pandian, DC/Exe Sandeep Kumar, DC/Exe Birender Singh, SI/Exe Harphool Bhamu, SI/Exe V K Sahu, DC/Exe B K Gupta, SI/Exe Manoj Kr. Chouhan, SI/Exe B K Kashyap, Insp/Exe Vivek Arya, DC/Exe Shiwanand Mall, Insp/Exe Mahavir Singh, AC/Exe Akhilesh Kumar, Comdt. Deepak Kumar, DC/Exe Pankaj kumar Yadav, DC/Exe Shashi Ranjan, Comdt. Dinesh Chandra, Insp/Exe Muley Sanket Chandrakant, A C

				<p>T Ajayan,AC Mahesh kumar, DC/Exe Jitender Kumar, Insp/Exe M K Bharti, Insp/Exe Raj Kumar, Insp/Exe Vinay Kumar, DC/Exe Anil Goud, AC/Exe Vijay Kumar, Insp/Exe Saroj Kumar, Insp/Exe Ajit kumar, SI/Exe O Rajendra, DC/Exe Edvin Sam, Insp/Exe J P Azad, Comdt. U. .C Chourasiya, Insp/Exe Nahar Singh Mund, SI/Exe Abhiskek Singh, SI/Exe Kuldes, SI/Exe Sanjay Kumar, Insp/Exe Nirvair Singh, SI/Exe Shailendra Pratap Singh, Comdt. B R Dhaka, Comdt. Ajay Singh, Comdt. Prasun Kumar, SI/Exe Md. Imran, SI/Exe Abdul Singh, SI/Exe Roshan Raja, DC/Exe Dev Raj, DC/Exe Surendra Kumar, DC/Exe Sanjeet Kumar, Comdt. Dharmender Rajput, AC/Exe Gurmej Singh, SI/Exe Akhwinder Kaur, L/Insp/Exe Akhilesh Kumar, DC/Exe Dharmveer, DC/Exe Vishnu Swarup, Sr. Comdt. Anil Kumar, DC/Exe T Ajayan, AC/Exe</p>
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				P K Ram, AC/JAO
	Const/GD	04	03.02.2020 13.02.2020	to Naveen Kumar, SI/Exe Mahesh Kumar, DC/Exe J P Azad, Comdt. Rakesh Chaudhary, DC/Exe
2021	Gp-‘A’ AC/Exe	01	12.04.2021 16.04.2021	to Ajay Kumar Khandelwal, Sr. Comdt.
		01	12.04.2021 22.04.2021	to Nirvikar, Sr. Comdt.
		01	22.12.2021 27.12.2021	to Kumar Abhishek, Comdt.
	Gp-‘B’ SI/Exe	02	25.10.2021 28.10.2021 11.08.2021 24.08.2021	to Nirvikar, Sr. Comdt. L.N. Meitei, AC/Exe. to Subhash Nithawal, Insp/Exe A.K. Yadav, Insp/Exe
Gp-‘C’ Const/TM (Compassionate)	08	21.03.2021 June-2021	to Amandeep Sirswa, DC/Exe Laxmi Narayan Choudhary, Comdt. A.K. Khandelwal, Sr. Comdt. Ajay Singh, Comdt. Sanjeet Kumar, Comdt. Rahul Yadav, Comdt. Nivikar, Sr. Comdt. Narendra Deo Anand, Sr. Comdt. Vikas Kumar Sahu, DC/Exe, Vijay Kumar, Comdt.	
2022	Gp-‘A’ AC/Exe	--	--	--
2022	Gp-‘C’ ASI/Steno. & HC/CLK-2022	62	30.01.2023 18.02.2023	to L.Kumar Singh, Insp/Exe Smt. P. Sharma, Sr. Commandant M.K. Gupta, Insp/Exe D.Basya, AC/Exe Mohan Lal, DC/Fire, B. Bala Krishnan, DC/Fire, Kumar Purshotham, DC/Exe Gurjeet Singh, SI/Exe

				<p>Rajesh Kumar Mohuriaya, SI/Exe Hari Prasad Gupta, SI/Exe Suraj, SI /Fire, Sanjay Kumar Saini, SI/Exe Surender Pal, SI/Exe Suryavhansi, Insp/Exe B.S. Yadav, Insp/Exe Prabhakar Singh, Insp/Exe Raj Kamal Salimar, AC/Exe, Geethanjali, L/SI/Exe Syad. M, SI/Exe Rashmi, L/Insp/Exe Arvind Kumar Singh, DC/Exe P.K. Palsaniya, DC/Exe. Sanithri Dogra, L/Insp/Exe R. Khan, DC/Exe B.Vidhyasagar, AC/Exe Rajnish Kumar Rundala, SI/Exe Sunil Kuimar Gupta, AC/JAO Niraj Kumar, AC/Exe Sanjiv Kumar Singh, AC/Fire, Om Kumar Kanwar, DC/Exe U.K. Gautam, DC/Exe Upendar Kumar Rout, AC/Exe Chalke Santosh Kr. Tukaram, DIG/IPS Raghubir Narain, Sr.Comdt. Shaliendra Pratap Singh, Sr. Comdt. Alok Kumar, Sr.Comdt. Nirvikar, Sr. Comdt. Ratan Kumar, Sr. Comdt. N.D. Anand, Sr. Comdt. Vivek Arya, Comdt. Jog Raj, Comdt. Sugana Ram, Comdt. Arivnd Kumar, Comdt.</p>
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					<p>Karthikeyan.K. Comdt. Abhishek Choudari, Comdt. Rahul Yadav, Comdt. R.K. Sahni, Comdt. Sanjit Kumar, Comdt. Santosh Suman, Comdt. Rohit Kumar Yadav, Comdt. L.N. Choudhari , Comdt. Manjit Singh, Comdt. Abhishek Yadav, Comdt. P.G. Abilesh Kumar, Comdt. K.R. Reddy, AC/Exe Parvir Kour, DC/Exe S. Singh, AC/Exe B.R. Kharate, SI/Exe Akshat Patil, Comdt. Sandeep Manas, DC/Exe Ramesh Kumar AC/Fire. H.P. Gupta, SI/Exe</p>
2022	CT/GD	17	18.05.2022 09.06.2022	to	<p>Mandiraju Shanthi, L/Insp/Exe Abhilesh Kumar, Comdt. Narendra Deo Anand, Comdt. Vikash Kumar Sahu, DC/Exe Harish Kumar Sahu, Comdt. Deepak Sawalakhia, AC/Fire T. Ajayan, AC/Exe Shailendra Pratap Singh, Sr. Comdt. Lalit Panwar, DC/Exe Jacinta Bhujel, L/SI/Exe Md. Ahtasham, Insp/Exe Satyawati, L/SI/Exe.</p>
2022	CONST/Fire	41	26.08.2022 10.10.2022.	to	<p>Chalke Santosh Kumar Tukaram,DIG/IPS, N.D. Anand, Sr. Comdt. Shashi Rajan, Comdt. Sanjeet Kumar, Comdt.</p>

					<p>Akhilesh Kumar, Comdt. Kharthin.K, Comdt. Manjit Singh, Comdt. Abishek Choudhary, Comdt. H.K. Sahu, Comdt. P.S. Thokehon, Comdt. B.R. Dhaka, Comdt. Vivek Araya, Comdt. S.P. Singh,. Sr. Comdt. Sandeep Kumar, DC/Exe Narender Yadav, AC/Exe Subrata Ghosh, DC/Exe Satveer Singh, DC/Exe. Lokender Singh, SI/EXE Chandan Kumar, Insp/Exe S.N. Vyas, Insp/Exe Chandraket Verma, Insp/Exe Kumar Gaurav, Insp/Exe Shahid Ali, SI/EXE Islam Ahmad, SI/EXE Md. Sarfaraz Alam, SI/EXE D. Prince, Insp/Exe Balwant Singh, Insp/Exe Sudhanshu Yadav, Insp/Exe Gurcharan Singh, Insp/Exe Nitesh Kumar, SI/EXE Deepak Kumar, SI/EXE, Md. Aftab Alam. Qamar Shakil, Insp/Exe M.P. Yadav, Insp/Exe</p>
2023	Gp-'A' AC/Exe	01	27.02.2023	to	Raghubir Narain, Sr. Comdt.
	CT/TM	57	05.04.2023	to	Amol Charan Das, Sr. Comdt. Ranjit Kumar Sahni, Sr. Comdt. Kiran Mulasavalag, DC/Exe Gurjit Singh, Comdt.
			15.03.2023		
			29.04.2023		

				<p>Vikash Kumar Sahu, DC/Exe Harish Kumar Sahu, Comdt. Abhishek Choudhary, Comdt. R.P.S. Sambyal, AC/Exe Bharti Yadav, AC/Exe Sandeep Kumar, DC/Exe Shekhar Ramola, Comdt. Bhupender Singh, DC/Exe D. Dutta, AC/Fire, B.M. Bharati, DC/Exe P.K. Yadav, DC/Exe, Suresh Choudhari, DC/Exe Laxmi Narayan Choudhary, DC/Exe Birender Singh, DC/Exe Paranjit Singh, AC/Exe P.R. Daka, Comdt. Nagender Dev Ravi, Comdt. Alok Kumar, Comdt. Jograj Kumar, Comdt. Alok Kumar, DC/Exe Surender Mohan, AC/Exe Ajay Keshri, DC/Exe, N. Ahmed, DC/Exe Vinod Kumar, AC/Exe Smt. Rathi Indora, L/Comdt. Shilender Kumar Singh, Sr. Comdt. Bipin Kumar, Comdt. Amandeep Sirswa, DC/Exe Rahul Yadav, Comdt. Pankaj Balayan, Comdt. K.G. Somawanshi, AC/Fire, Gopal Dutt, Comdt. Dev Chand, AC/Fire, P. Vaiphei, DC/Exe Ram Mohan, Sr. Comdt. Abhishek Yadav, Comdt.</p>
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					<p>Sandeep Chakrawarthy, DC/Exe A.Khetha, DC/Exe S.S. Dhakad, AC/Fire, Karthiya.K. Comdt. K.S. Pandurang, Comdt. P. Rambabu, AC/Fire, Ravi Gupta, AC/Exe Manjeet Kumar, Comdt. M. Manish, AC/Exe Naveen Kumar, DC/Exe J.S. Patil, AC/Exe S.S. Thakur, AC/Exe Vishal Bansal, DC/Exe Goutam G.P. AC/Exe P.K. Palasaniya, DC/Exe S.K. Shau, AC/Exe Arun Prasad, AC/Exe.</p>
2023	CT/Dvr & DCPO	21	27.06.2023 13.07.2023.	TO	<p>Bhagwata Ram Dhaka, Comdt. S K Ravipalli, AC/Exe Pawan Kumar, DC/Exe Mahavir Singh, AC/Exe Md. Asger Ali, Insp/Exe Ram Suresh, Insp/Exe Dharmendra Rajput, DC/Exe Arun Prasad E., AC/Exe Suresh Choudhary, DC/Exe Ugale Akshay Ramdas, AC/Exe Pankaj Kumar Yadav, DC/Exe Shreyansh Verma, DC/Exe Jog Raj, Comdt. Ranjan Kumar Das Gupta, DC/Exe Brajesh Kumar, Insp/Exe Anil Kumar, Comdt. Manoj Kumar, Insp/Exe</p>

				Durgesh Kalal, Ac/Exe Rana Ranveer Kumar, Insp/Exe Rohit Kumar Yadav, Comdt. B B N Sharma, Insp/Exe
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CHAPTER-IV

WELFARE MEASURES IN CISF

4.1 Liaison Officer for OBCs in CISF.

When the Committee wanted to know whether the Liaison Officers for OBCs have been appointed separately to ensure due compliance by the appointing authorities, of the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them, the Ministry stated that:

“Yes, and furnished the details of the appointment of Liaison Officers for OBCs during the last five years which is as follows

1. **Shri Anil Kishore, AIG/Rectt. vide Circular No.07/2018 dated 16.07.2018.**
2. **Shri Anil Damor, AIG/Rectt, vide Circular No. 06/2020 dated 16/17.09.2020.**
3. **Shri Jay Prakash Azad, AIG/Adm.Vide Circular No.08/2023 dated 29.09.2023 till date also belongs to OBC category”**

4.2 Redressal of grievances of OBC employees CISF.

When the Committee desired to have an insight into the the machinery for redressal of grievances of OBC employees, the Ministry stated that:

“The following are the grievance redressal mechanism in CISF. All the force personnel, including SC/ST/OBC employees, can lodge/submit their grievance for its redressal through these channels:-

1. **Public Grievance Portal (CPGRAMS):-** Grievances of general public or serving/retired personnel and their families are being monitored centrally at Welfare Branch, till its redressal.
2. **E-Grievance Portal (CISF):-** For speedy and systematic redressal of grievances of personnel, an online system has been developed. This application has seamlessly integrated the organizational structure. Grievances lodged in E-grievance are monitored centrally at CISF HQrs by Welfare Directorate and DIG/Welfare is the Nodal officer. The portal is being used widely by force personnel for speedy redressal of grievances. Further, the petitioner can track the outcome/progress about his/her grievance through E-grievance portal.
3. **Other Grievances received through VIP/MHA/DG's Mail etc :-** Grievances of serving or retired CISF personnel received from VIP/MHA and grievances received directly at CISF Dte. are also monitored. Welfare branch pursues the matter with concerned authorities till the grievances are redressed.”

When asked about the details of the complaints received from OBC employees during the last two years and also the steps taken for disposal of those complaints, it was informed that:

The data of grievances/complaints of Force personnel is not mentioned category wise i.e. Gen/SC/ST/OBC in CISF.

4.3 Transfer Policy in CISF

When the Committee wanted to have an overview of the that transfer policy being followed in CISF for their employees, the Ministry replied that:

CISF is a Central Armed Police Force (CAPF) of Union. For the smooth rotation of Force personnel, CISF has a well defined posting guidelines issued vide Circular No.22/2017 issued under letter No.E-38011/1/2017/Estt-II/134 dated 25.09.2017 and as per existing posting guidelines all annual transfer orders are normally issued by 31st March every year. The data of grievance/complaints/request of Force personnel is not mentioned category-wise i.e. Gen/SC/ST/OBC.

PART-II

RECOMMENDATIONS/ OBSERVATIONS

I. Representation of OBCs in top management in the CISF

The Committee note that Officers recruited under Group-A category for all India Services mainly forms the top management in CISF during the course of their career progression. As on 1st December, 2023, the total staff strength in Group-A category stood at 1293 as compared to the net released strength of 1724. The Committee is happy to note that 256 Officers in the total staff strength in top management belong to OBC category. The Committee appreciate the fact that fair representation to OBCs has been given in the top management of CISF. This outcome, in the wisdom of the Committee can be attributed to practice of scrupulously following the DoPT guidelines. Notwithstanding the fact, the Committee find that CISF are lacking 431 numbers behind the released strength of 1724. The Committee are of the view that, had these vacancies been filled till date, more of OBCs candidates would have got the opportunity to represent the top echelons of CISF. Therefore, the committee recommend that the recruitment to fill the Net Released Strength in CISF be made earliest with a view to achieve a fair representation of OBCs as per the benchmark mandated by the Government guidelines.

II. Representation of OBCs in the CISF

The Committee observe that as per the data furnished by CISF there are 51939 OBC employees out of total 149519 employees constituting 34.73% of the total strength. The Committee find this data to be trifle disconcerting, since there is the mandate of only 27% reservation for OBC category candidates. However, the representation of percentage of OBC employees comes out to be 34.73 which implies that the data of candidates qualifying under general category is also included in it. In view of the above observation of the Committee, they recommend that CISF may maintain cadre-wise/post-wise data which will clearly show the OBC candidates selected as per reservation policy in direct recruitment to assess the implementation of reservation policy in its proper perspective. In addition, the Committee also desire that data showing overall representation of OBC employees in the total strength of CISF including those promoted as part of their career progression may be separately maintained. All such information may also be uploaded on the website of the organization.

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

RAJESH VERMA,
Chairperson,
Committee on Welfare of OBCs

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

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

The Committee sat from 1520 hrs. to 1620 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

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

RAJYA SABHA

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

SECRETARIAT

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

LIST OF REPRESENTATIVES

MINISTRY OF HOME AFFAIRS

Sl. No.	Name	Designation
1.	Shri Mritunjay Kumar Narayan	AS (P-II)
2.	Shri Ram Charan Meena	Director

CENTRAL RESERVE POLICE FORCE

Sl. No.	Name	Designation
1.	Dr. Anish Dayal Singh	DG
2.	Shri Daljit Singh Chawdhary	SDG
3.	Shri Anshuman Yadav	IG (Pers)

CENTRAL INDUSTRIAL SECURITY FORCE

Sl. No.	Name	Designation
1.	Smt. Nina Singh	DG
2.	Shri Udayan Banerjee	IG/ADM

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting of the Committee convened to take oral evidence of the representatives of the Ministry of Home Affairs, the Central Reserve Police Force (CRPF) and the Central Industrial Security Force (CISF) on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Reserve Police Force (CRPF) and Central Industrial Security Force (CISF)' under the Ministry of Home Affairs'. After a brief introduction by the representatives, the Chairperson desired that the Committee may be apprised about the up to date data of OBCs representation in different cadre strength of CRPF and CISF and new steps taken by the Ministry on the

directions given by the Committee during the briefing meeting of the Committee held on 14th September, 2023.

3. In order to present a holistic picture on the subject, the representatives of the CRPF and CISF made a brief Power Point Presentation before the Committee covering the matter relating to genesis of the two Forces, actual number of personnel working in CRPF and CISF and number of OBC personnels present in different grades, status of backlog vacancies and steps being taken for filling up of backlog vacancies and other welfare measures meant for OBCs, etc.

4. After conclusion of the power point presentation, the Committee sought clarifications on some of the aspects pertaining to the subject. Important issues/points raised by the Committee during the sitting were as under:-

- (i) Need to present bifurcated data pertaining to OBCs in CISF;
- (ii) Need to take steps to fill up backlog vacancies in CISF;
- (iii) Provision of Pension to personnel who gets martyred during the line of duty;
- (iv) Facilities and other financial assistance extended to the families of Martyrs of CRPF and CISF;
- (v) Guidelines/Policies being followed for posting/transfer of personnel in CRPF and CISF;
- (vi) Sources of various welfare and relief funds of CRPF and CISF; and
- (vii) Representation of women in various cadres and posts of CRPF and CISF.

5. The Chairperson thanked the representatives of the Ministry, the CRPF and the CISF for presenting themselves before the Committee for evidence on the selected subject. Then, the Committee directed the representatives to furnish written replies to

the queries which were not addressed by them or the requisite information was not readily available during the sitting, at the earliest.

The Witnesses then withdrew.

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

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

The Committee then adjourned.

A copy of the verbatim record of the proceedings 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)XXX	XXX	XXX	XXX	XXX
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*(ii) XXX	XXX	XXX	XXX	XXX
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*(iii) Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Industrial Security Force (CISF) under the Ministry of Home Affairs

*(iv) Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Reserve Police Force (CRPF) under the Ministry of Home Affairs

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.

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