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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2024-25)**

(EIGHTEENTH LOK SABHA)

MINISTRY OF STEEL

[ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THEIR TWENTY-SEVENTH REPORT (SEVENTEENTH LOK SABHA) ON 'MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF OTHER BACKWARD CLASSES (OBCs) IN EMPLOYMENT AND FOR THEIR WELFARE IN STEEL AUTHORITY OF INDIA LIMITED (SAIL) AND RASHTRIYA ISPAT NIGAM LIMITED (RINL)]

SECOND REPORT



**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2024/ Agrahayana, 1946 (Saka)***

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COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2024-25)

(EIGHTEENTH LOK SABHA)

[Action Taken by the Government on the Observations/Recommendations contained in the Thirtieth Report on 'Measures undertaken to secure representation of Other Backward Classes (OBCs) in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL)' pertaining to the Ministry of Steel]

MINISTRY OF STEEL

***Presented to Lok Sabha on 05.12.2024
Laid in Rajya Sabha on 05.12.2024***



**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2024/Agrahayana, 1946 (Saka)***

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2024-25)

SHRI GANESH SINGH – HON'BLE CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Gurjeet Singh Aujla
3. Shri Manickam Tagore B.
4. Shri T. R. Baalu
5. Shri Vijay Baghel
6. Shri Kalyan Banerjee
7. Shri Ramvir Singh Bidhuri
8. Shri G. Lakshminarayana
9. Shri Bidyut Baran Mahato
10. Shri Jyotirmay Singh Mahato
11. Shri Rodmal Nagar
12. Shri Kota Srinivasa Poojary
13. Shri Ramashankar Rajbhar
14. Shri Lumba Ram
15. Dr. Gumma Thanuja Rani
16. Dr. Swami Sachidanand Hari Sakshi
17. Shri K. Sudhakaran
18. Smt. Pratibha Suresh Dhanorkar
19. Shri Ashok Kumar Yadav
20. Shri Giridhari Yadav

RAJYA SABHA

21. Dr. Anil Sukhdeorao Bonde
22. Shri Subhasish Khuntia
23. Shri Baburam Nishad
24. Shri Shambhu Sharan Patel
25. Ms. Kavita Patidar
26. Shri S. Selvaganabathy
27. Shri C. Ve Shanmugam
28. Shri Ashok Singh
29. Dr. V. Sivadasan
30. Vacant*

**Vacancy arose by virtue of resignation of Shri Beedha Masthan Rao Yadav w.e.f 29th August, 2024.*

SECRETARIAT

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

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2024-25) having been authorised by the Committee to present the Report on their behalf, present this Second Report on Action Taken by the Government on the Observations/Recommendations contained in the Twenty Seventh Report (Seventeenth Lok Sabha) of the Committee on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL)' pertaining to the Ministry of Steel.

2. The Twenty Seventh Report was presented to Lok Sabha on 18th December, 2023. The Report was also laid on the Table of Rajya Sabha on 14th December, 2023. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 08th April, 2024.

3. The replies of the Government were examined and the Draft Action Taken Report was considered and adopted by the Committee at their sitting held on 27th November, 2024.

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

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

NEW DELHI
27 November, 2024
6 Agrahayana, 1946 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of OBCs

CHAPTER -1

REPORT

This Report of the Committee on Welfare of Other Backward Classes deals with the action taken by the Government on the Observations/Recommendations contained in their Twenty-Seventh Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL)' pertaining to the Ministry of Steel.

2. The Twenty-seventh Report (Seventeenth Lok Sabha) of the Committee was presented to Lok Sabha on 18th December, 2023. The Report was also laid on the Table of Rajya Sabha on 14th December 2023. The Report contained 18 Observations/Recommendations. Action Taken Replies in respect of all the Observations/Recommendations contained in the Report have been received from the Government. These have been examined and categorised as follows:

(i) Observations/Recommendations which have been accepted by the Government:

Recommendation Sl. Nos. 1* 2, 3, 4, 6, 8, 9, 12, 13, 14, 16, 17 and 18

(Total-13)

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. No. 5, 7, 10, 11 and 15

(Total-5)

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

*Recommendation Sl. No. 1 of Part-II of the original report is a General Para which is reproduced below:-

Consequent to sifting all the information and material available before the Committee as well as considering the facts put through oral evidence tendered before them, the Committee have come to certain observations and recommendations which are contained in the succeeding paragraphs of this part of the Report.

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-Seventh Report in the succeeding paragraphs.

REPRESENTATION OF OBCS IN SAIL

Recommendation Sl. No. 5

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

“The Committee also note that there are 9508 OBC employees out of total existing strength of 57669 which constitutes to 16.48% of the total manpower in SAIL. The Committee are given to understand that there are two categories of employees i.e. Executive (Group ‘A’) and non-Executive (Group ‘B’ and ‘C’). In Group ‘A’ the representation of OBCs is merely 18.41% and in Group ‘B’ and ‘C’ it is merely 16.05% of the total strength in both these Groups. The Committee observe that OBCs representation is low not only in overall strength of the organization but also in each group of service in SAIL. The Committee express their concern that even after thirty years of the implementation of the reservation policy for OBCs, their percentage has not reached near to the prescribed 27% of overall existing strength and in each Group of service where direct recruitment is held in SAIL. The Committee, therefore, in no unequivocal terms recommend the Ministry to take up the matter at highest level to find ways and means to address the issue of low representation of OBC employees in SAIL and make concerted efforts to implement reservation policy for OBCs scrupulously to reach the mandate of 27% OBCs reservation both in Executive and non-Executive posts in a time bound manner. The Committee may be apprised once in six months but essentially at the time of furnishing Action Taken Notes about the steps taken to fill such vacancies meant for OBCs till the mandated 27% percentage is achieved”.

REPLY OF THE GOVERNMENT

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

“SAIL's manpower is categorized into Executives and Non-Executives, constituting approximately 18.33% and 81.67% of the total workforce, respectively as on 01.12.2023. SAIL has a reservation policy of 27% for OBCs in the direct recruitment of Executives (Group-A) and is actively working towards achieving the mandated 27% OBC representation in the executive cadre. It's submitted that SAIL's recruitment structure involves entry only at the Executive (Group-A) and Non-Executive (Group C) levels, with no intake at the Group B level.

It may be relevant to mention here that a substantial number of employees at SAIL were recruited prior to 1993, a period when the OBC category was not

being explicitly mentioned by employees. Consequently, many of the employees belonging to OBC category were categorized as "General" during that time. As such, only those employees who have specified their category as OBC (i.e. post-1993) are considered for calculation of the percentage of OBC employees.

In the case of recruitment for Non-Executive (Group-C) posts at SAIL, the quantum of reservations for OBCs are followed, as per the DoPT guidelines applicable for respective States where the SAIL Plants are located. Accordingly, the State-specific percentage of OBC reservation for a particular State varies from 6% to 27% based on the guidelines of the Government.

The percentage of OBC employees in SAIL has witnessed a noteworthy increase, progressing from 9.78% in 2013 to a commendable 16.64% as of December 1, 2023. Additionally, it is important to mention that SAIL has initiated a Special Recruitment Drive for Executives (Group A) in December 2023, specifically targeting the fulfillment of backlog vacancies which inter-alia includes 37 posts of MTT earmarked for OBC category which in turn will contribute towards increase in representation of OBC in SAIL at present. However, as majority of the recruitment are being done by Plants/Units in Group "C" where percentage of OBC reservation for a particular State varies from 6% to 27% based on the guidelines of the Government, it is submitted that it will be difficult to attain the recommended percentage of Manpower".

7. The Committee take note of the fact that there were 9508 OBC employees out of total existing strength of 57669 which constitutes 16.48% of total manpower in SAIL. There are two categories of employees i.e. Executives (Group-A) and Non-Executives (Group-C) where direct recruitment is done. As per the reservation policy in SAIL, 27% is reserved for direct recruitment of Executive in Group 'A'. The Committee have been informed that SAIL is satisfactorily working towards its mandated strength. The Committee have also been informed that a special recruitment drive has been initiated for Group 'A' in December, 2023 for filling up of backlog vacancies. The Committee desire to be apprised of the result of the recruitment drive and whether that has resulted in fulfilment of the target of 27% mandated reservation for OBCs. As regard the recruitment for Non-Executives (Group-C) posts in SAIL, the quantum of reservation for OBC employees is 9.76% against the stipulated 12% in respect of the Durgapur Steel Plant/ IISCO Steel Plant/ Alloy Steels Plant in the State of West Bengal. Similarly, the quantum of reservation for OBC employees is 10.21% against the stipulated 12% in respect

of the Rourkela Steel Plant in the State of Odisha. The Committee desire to be apprised of the steps taken for filling up the vacant position in Non-Executive (Group-C) in the Steel Plants in SAIL in the States of West Bengal and Odisha.

BACKLOG VACANCIES IN SAIL

Recommendation Sl. No. 7

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

“The Committee note that as on 01.09.2023, there exists 76 and 19 backlog posts in Group ‘A’ and ‘C’ for OBCs, respectively. The Committee are given to understand that backlog of vacancies for OBCs are due to non-availability of suitable candidates for specialized positions or selected candidates not joining as anticipated. The Committee appreciate that SAIL includes backlog vacancies for OBCs in the cycle of successive advertisement in the next year without diluting the numbers of the backlog. Notwithstanding the above facts, the Committee recommend that-

(a) backlog vacancies should be advertised separately and wide coverage/publicity may be given to the same in press and recruitment sites to attract suitable OBC candidates for the vacancies;

(b) In addition, campus recruitment be organized with the help of premier educational institutions in the relevant field to attract the best talent to fill backlog vacancies for OBCs in specialized cadre. Initially, Trainees/ Apprentice may be inducted to give them proper exposure and experience in the field which is relevant to their job profile before regularizing their services in SAIL”.

REPLY OF THE GOVERNMENT

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

“SAIL has initiated a Special Recruitment Drive in Dec’2023 for filling up the OBC backlog in MTT posts. Additionally, SAIL is committed to considering and implementing other recommendations put forth by the Committee such as organizing campus recruitment from premier educational institutions in the relevant field to attract the best talent, subject to requirement”.

10. The Committee also took note of the fact that as on 01.09.2023 there existed 76 and 19 backlog posts in Group ‘A’ and ‘C’ for OBCs respectively. The Committee are given to understand that backlog vacancies for OBCs are due to non-availability of suitable candidates for specialized positions or the selected candidates are not joining as anticipated. The Committee had desired

that the backlog vacancies should be advertised separately and wide publicity be given to the same in press and websites of recruitment agencies to attract suitable OBC candidates for the vacancies. Further, the Committee desired that campus recruitment be organised with the help of premier educational institutions in the relevant field. The Committee have been informed that SAIL has initiated a special recruitment drive in December, 2023. The Committee would like to be informed of the outcome of the recruitment drive to fill up the vacant posts which are hitherto categorized as backlog.

GRIEVANCE REDRESSAL SYSTEM IN SAIL

Recommendation Sl. No. 10

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

“The Committee are happy to note that grievance redressal system exists in SAIL. However, as per the existing system, in case of OBC employees separate complaint register/ data with regard to complaints / redressal exclusively is not being maintained.

The Committee are also given to understand that SAIL has established a framework through various Bi-partite Committees, like the National Joint Committee for Steel Industry (NJCS) and the Joint Committee on Safety, Health, and Environment in the Steel Industry (JCSSI), where employees from diverse backgrounds, including the OBC category, actively engage in discussions on a range of vital issues, such as wages, safety, production, and the timely resolution of grievances. These Committees serve as a platform for identifying and addressing the concerns of the employees. In this regard the Committee would like to be intimated on the frequency of meetings held with representatives of the employees and management of the SAIL to ascertain the grievances and their consequent redressal.

In the light of the above information submitted to the Committee they recommend:–

(A) Separate complaint register and data with reference to complaints lodged by OBC employees be maintained henceforth so that actual data is available with regard to nature of complaints and their redressal by the SAIL Management. Information in this regard may also be uploaded on intranet/ website for information of employees of SAIL; and

1. Minutes of discussions on various issues for their resolution be prepared/maintained so that all decisions arrived at during discussion can be properly implemented. The minutes of discussion may also be uploaded on intranet/ website for information of employees of SAIL”.

REPLY OF THE GOVERNMENT

12. The Ministry of Steel in their action taken reply have stated as under:-

“All Plant/units of SAIL has been advised to put in place an Online system for capturing data concerning grievances/ complaints lodged by OBC employees. The practice of preparing and maintaining minutes of discussions and uploading the same on intranet / website is being put in place”.

13. **The Committee are not oblivious of the fact that a grievance redressal system exists in SAIL. Nevertheless, the Committee could glean that there was no separate complaint register/data with regard to complaints of OBC employees. While appreciating the fact that the SAIL has established a framework through Committees like the National Joint Committee for Steel Industry (NJCS) and the Joint Committee on Safety, Health, and Environment in the Steel Industry (JSCCI) wherein employees from diverse background engage in discussions and strive for arriving at a solutions pertaining to issues such as wages, safety production and aim for timely resolutions. Since, these Committees encompasses the whole steel industry and exist as a separate entity outside the domain of SAIL, each and every employee of SAIL may not get the opportunity to gainfully engage himself/herself in these forums of Grievance Redressal. Therefore, the Committee had recommended maintaining a separate complaint register pertaining to OBC employees and capturing the data with specific reference to nature of complaints raised and timeline set for addressing the same.**

In their action taken reply, the Committee has been informed that All plants/units of SAIL have been advised to put in place an online system for capturing data pertaining to grievances/complaints raised by OBC Employees. Further, the Committee has also been informed that practice of preparing and maintaining minutes of discussions and uploading the same on intranet /

website is being put in place. The Committee is appreciative of the fact that SAIL has taken a laudable step in the right direction, however, the reply is silent on the timeline by which the online system and practice of preparing minutes and uploading the same will be done. The Committee urge the Ministry/PSUs to expeditiously take the necessary steps in order to put in place the necessary systems and would also like to be apprised of the same.

OBC EMPLOYEES WELFARE ASSOCIATION IN SAIL

Recommendation Sl. No. 11

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

“The Committee appreciate the fact that Grievance Redressal Mechanism exists in each plant/unit of SAIL. However, such a mechanism does not ensure periodical interaction amongst the management and employees. Therefore, the Committee are of the opinion that OBC Employees’ Welfare Association can be an effective forum to take up issues relating to the recruitment, welfare and grievances of OBCs within the organization. Recently, Salem Steel Plant, Tamil Nadu has taken a step forward in this direction to encourage OBC employees in forming and registering OBC Employees Welfare Association. The Committee, therefore, recommend that SAIL encourage OBC employees in other units/plants to form OBC Welfare Association in their respective plants as it may be another platform to address the issues of OBC welfare”.

15. The Ministry of Steel in their action taken reply have stated as under:-

“SAIL is fully committed to supporting and facilitating the formation of these associations, recognizing the importance of providing a platform for OBC employees to address the issues of OBC welfare. All Plant/Units of SAIL have been sensitized to explore the feasibility of forming OBC Welfare Associations by involving OBC employees”.

16. While understanding the importance of effective grievance redressal platform for OBC employees in SAIL and in order to raise the issues/grievances of OBC employees before the management, the Committee had recommended the SAIL to encourage OBC employees in units/plants to form OBC Employees Welfare Association in order to effectively raise the

grievances of OBC employees. The Committee note that SAIL has committed to facilitate the formation of OBC Employees Association in every plant/unit of SAIL. However, the reply is silent on the timeline for formation of OBC Employees' Welfare Association. The Committee exhort the Ministry, SAIL and other stakeholders to take up the required steps in order to enable early formation of OBC Employees Welfare Association in all the plants/units of SAIL so that grievances of OBC employees can be effectively raised before the management by the office holders of such Associations. The Committee also desire to be apprised of status of formation of OBC Employees Welfare Association in every plant/unit as also in the units where the associations exist or have already been formed.

ROSTER REGISTERS IN RINL

Recommendation Sl. No. 15

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

“The Committee appreciate that in RINL Roster Registers are maintained for each post at headquarters level and are inspected/ authenticated by the Liaison Officers annually and no discrepancy has been indicated therein. However, the Committee as in their earlier recommendations in this part of the Report recommend that Roster Registers duly authenticated by the Liaison Officers be uploaded on intranet/ website of RINL in order to bring transparency and for information of all employees”.

REPLY OF THE GOVERNMENT

18. The Ministry of Steel in their action taken reply have stated as under:-

“Rosters are being maintained as per the Presidential Directives. The rosters on duly authenticated by Liaison Officer, are made available to all concerned for information/perusal”.

19. **The Committee note that RINL Roster Registers are maintained for each post at headquarter level and are inspected/authenticated by the Liaison**

Officers annually and no discrepancy has been indicated therein. However, the Committee recommended that Roster Registers duly authenticated by the Liaison Officers be uploaded on the intranet/website of RINL in order to bring transparency and for information of all employees. The Committee have been informed that the Rosters are being maintained as per Presidential Directive and are made available to all concerned for information/perusal. However, the action taken reply is silent on the main crux of the recommendation enunciated by the Committee in their Report. Therefore, the Committee in no uncertain words reiterate that the Roster Registers duly authenticated by the liaison officers be uploaded on the intranet/website of RINL.

CHAPTER-II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

RESERVATION IN GROUP A, B, C AND D POSTS FOR OBCs

Recommendation (SI. No. 2)

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

“The Committee note that the existing strength in the Ministry of Steel is 184 against the sanctioned strength of 245 as on 31.08.2023. Out of 184 existing strength, there are 45 employees from OBCs category, which constitutes to 24.45% of total manpower in the Ministry. Similarly OBCs representation in Group ‘A’ service is 17.77%, in Group ‘B’ it is 31% and in Group ‘C’ 21.53%. The Committee express their concern over low representation of OBCs in the existing strength as well as in Group ‘A’ and ‘C’ service in the Ministry of Steel. The Committee learn that cadre controlling authorities are responsible for recruitment and placement of services of Officers/personnel belonging to these cadres. The Committee appreciate that the Ministry of Steel is conveying the observations of the Committee regarding shortfall to the cadre controlling Ministry/Department”.

REPLY OF THE GOVERNMENT

2.2 The Ministry of Steel in their action taken reply have stated as under:

“Noted”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

APPOINTMENT OF LIAISON OFFICERS FOR OBC EMPLOYEES

Recommendation (SI No. 3)

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

“The Committee find that a Deputy Secretary level Officer is appointed as the Liaison Officer for OBCs in the Ministry, who belongs to ST category. The Committee appreciate the fact that subsequent to the meeting of the Committee, another Deputy Secretary level Officer from OBC category has been appointed as Liaison Officer for OBC employees in the Ministry”.

REPLY OF THE GOVERNMENT

2.4 The Ministry of Steel in their action taken reply have stated as under:

“Presently, Shri Subhash Kumar, Deputy Secretary, who belongs to OBC category, is the liaison officer for OBC employees in the Ministry”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

REPRESENTATION OF OBCS IN TOP MANAGEMENT OF SAIL

Recommendation (SI No. 4)

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

“The Committee learn that top management body / Board of Directors of SAIL consists of one Chairman, 7 Full-time Directors, 2 Government Directors and 6 Independent Directors. In regard to the representation of OBCs in top management of SAIL, the Committee learn that there exists no provision of reservation in appointment of Directors in the Board of Directors in SAIL. However, the Committee appreciate the fact that one of the Directors in the Board of Directors belongs to OBC category. The Committee can apparently see that these Directors are appointed by the Government of India. In this regard, the Committee recommend that all out efforts may be done and ways and means found to come to a solution whereby if more persons/officials from OBC category be appointed/nominated to the Board of Directors. It goes without saying that such appointments may be considered especially for the cases which fit in the prescribed criteria”.

REPLY OF THE GOVERNMENT

2.6 The Ministry of Steel in their action taken reply have stated as under:

“The Board of CPSEs generally comprises of Functional Directors, Non-official Directors (Independent Directors) and Government Nominee Directors.

Regarding appointment of Functional Directors (Chairman/CMD/Directors) in CPSE like SAIL, there is a laid down ACC procedure, whereby the process of selection starts with an open advertisement of the vacancy by PESB, followed by shortlisting of applications with reference to job description and eligibility criteria in Internal, Sectoral, External and Central Government/ Private Sector/ State PSEs categories, and subsequently calling the shortlisted applicants for selection interview by the Board (PESB). The Board assesses the performance of the candidates on merit with special regard to their suitability for the post, managerial capability, leadership, broad vision, track record, APARs, etc. Thereafter, ACC approval follows.

For appointment of Non-official Directors/ Independent Directors on the Board of CPSE (SAIL), Search Committee procedure is followed, whereby based on

available lists, a Search Committee in DPE makes recommendation as per extant eligibility criteria and suitability of the candidates. Thereafter, the recommended candidates are appointed on obtaining approval of ACC.

Regarding the appointment of Government Directors in the Board of CPSE (SAIL), Ministry appoints them from the available officers of appropriate seniority primarily handling the affairs of the said CPSE.

As such, representation of Director from OBC category is incidental and may vary from time to time”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

Recommendation (SI No. 6)

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

“The Committee appreciate that candidates who qualify on their own merit not owing to reservation in direct recruitment are not adjusted against OBC seats. The Committee appreciate that SAIL follows DoPT orders invariably. In this regard, the Committee recommend that list of such OBC candidates who qualify on their own merit in each Group of service be separately maintained”.

REPLY OF THE GOVERNMENT

2.8 The Ministry of Steel in their action taken reply have stated as under:

“The List of such OBC candidates who qualify on their own merit in each Group of shall be separately maintained”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

LIAISON OFFICERS FOR OBCS IN SAIL

Recommendation SI. No. 8

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

“The Committee also appreciate that in each plant/ unit of SAIL, Liaison Officers for OBC have been appointed. All these Liaison Officers belong to OBC category except two Liaison Officers at smaller units/plants where suitable employees from OBC category are being identified to be appointed as Liaison Officers. Liaison Officer regularly inspects the Roster Register and no discrepancy in Roster Register has been indicated. The Committee also appreciate that Liaison Officers and dealing hands in SAIL are also imparted training in reservation matters by experts in the field from time to time.

However, the Committee recommend that names, addresses, contact numbers and e-mail IDs of all Liaison Officers of each plant/unit may be uploaded on intranet/website of SAIL so that OBC employees can contact their Liaison Officers for any help in regard to reservation matter in the organization”.

REPLY OF THE GOVERNMENT

2.10 The Ministry of Steel in their action taken reply have stated as under:-

“Details of the Liaison Officers of the Plants/Units has been uploaded on the Intranet portal of the plants/units”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

ROSTER REGISTERS IN SAIL

Recommendation Sl. No. 9

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

“The Committee find with glee that in SAIL Roster Registers are maintained and regularly inspected/ authenticated by the Liaison Officers and no discrepancy has been indicated therein. However, Committee recommend that Roster Registers duly authenticated by the Liaison Officers be uploaded on intranet/ website of SAIL in order to bring transparency and for information of all employees”.

REPLY OF THE GOVERNMENT

2.12 The Ministry of Steel in their action taken reply have stated as under:

“SAIL already has a transparent system of maintenance of roster registers, inspection of same is carried out by the Liaison Officer for OBC. In addition to this action has been initiated to upload the Roster Registers of Plants/Units authenticated by respective Liaison officers by respective Plant/Unit on their intranet portal”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

OUTSOURCING/ ENGAGING CONTRACTUAL EMPLOYEES IN SAIL

Recommendation Sl. No. 12

2.13 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee note that there are about 68,792 number of contractual labour presently engaged through contractors in SAIL. The Committee are not unaware of the fact that majority of these workers are from local/peripheral areas which comprise of predominantly backward communities. The Committee are happy to note that service conditions of contract labour are being governed as per provisions of the Contract Labour (Regulation and Abolition) Act, 1970 and other applicable Acts. SAIL being principal employer ensures that all such workers get minimum wages as per provisions of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948. In addition to that contract Labour are having access to all the basic facilities such as canteen/ public convenience/ drinking water/ first aid, etc. inside the work premises as available to regular employees. It goes without saying here that SAIL should effectively maintain this trend and keeping in view the principles of ‘Dignity of labour’ and atmosphere of camaraderie is maintained and reflected amongst the regular employees and contractual employees”.

REPLY OF THE GOVERNMENT

2.14 The Ministry of Steel in their action taken reply have stated as under:

“SAIL ensures adherence to the Contract Labour (Regulation and Abolition) Act, 1970, and other relevant legislation. As a principal employer, SAIL is committed to ensuring that all contract workers receive minimum wages in accordance with the Payment of Wages Act, 1936, and the Minimum Wages Act, 1948.

It is submitted that similar to regular employees, contract laborers have access to basic facilities, including canteen services, public conveniences, drinking water, and first aid, within the work premises.

SAIL is committed to fostering an atmosphere of camaraderie between regular and contractual employees, putting in place a harmonious workplace environment”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

OBCs REPRESENTATION IN TOP MANAGEMENT OF RINL

Recommendation Sl. No. 13

2.15 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee learn that the top management of Rashtriyalspat Nigam Limited (RINL) consists of Chairman, three full time Directors, Two Part-time Official Directors (Government Nominee Directors) and two Part-time non Official Directors (Independent Directors). However, there is no representation of OBCs in the Board of Directors of RINL. The Committee understand that there exists no provision of reservation in appointments of Directors. The Committee can apparently see that these Directors are appointed by the

Government of India. In this regard, the Committee would like to draw attention of the Ministry of Steel to the DPE OM No. 2(15)/2011 GM dated 18th April, 2011, wherein it has been mentioned that if persons from the categories of SC,ST and OBC including women come forward, with the criteria laid down for appointment of non-Official Directors on the Board of Central Public Sector Enterprises (CPSE), they should be given preference.

The Committee in this regard, recommend that all out efforts may be done to arrive at a solution whereby if persons/officials from OBC category be appointed to the Board of Directors. It goes without saying that such appointments may be considered especially for the cases which fit in the prescribed criteria”.

REPLY OF THE GOVERNMENT

2.16 The Ministry of Steel in their action taken reply have stated as under:

“The Board level post/vacancies are filled up as per DPE/DoPT guidelines and laid down procedures therein with approval of Appointments Committee of the Cabinet (ACC). However, the recommendation of the Committee has been noted”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

REPRESENTATION OF OBCS IN RINL

Recommendation Sl. No. 14

2.17 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee note that there are 2967 OBC employees in RINL out of total existing strength 14,051 which constitutes 21.08% of the total manpower in the organisation. The Committee are given to understand there are two categories of employees i.e. Executive and non-Executive. In Executive cadre the representation of OBCs is merely 20.37% and in non-Executive cadre it is 21.43% of the total strength. The Committee note that 27% OBCs representation is not reflected in overall strength of the organization and also in both Executive and non-Executive cadre of RINL. The Committee again express their concern that even after thirty years of the implementation of the reservation policy for OBCs, their percentage has not reached near to the prescribed 27% in overall existing strength and each Group of service where direct recruitment is held in RINL. The Committee recommend the Ministry to take up the matter at highest level to address the issue of low representation of OBC employees in RINL and make concerted efforts to implement reservation policy for OBCs scrupulously to reach the mandate of 27% OBCs reservation both in Executive and non-Executive posts in a time bound manner”.

REPLY OF THE GOVERNMENT

2.18 The Ministry of Steel in their action taken reply have stated as under:

“In RINL, as per the DPE Office Memorandum dated 27-07-1995, reservations are being implemented for OBCs in appointments with effect from 08-09-1993. However, major recruitment process in RINL was completed before commencement of OBC Reservations i.e. 08.09.1993.

Rashtriyalspat Nigam Ltd. was established on 18th February 1982. The envisaged manpower for its 3.0 MT of Liquid Steel capacity is 17,800 and at 7.3 MT of Liquid Steel capacity level it is 19,795 and the man power as on 01.01.2024 is 13,745.

The Office Memorandum was issued on 27th July 1995 to implement reservations for OBCs w.e.f. 08.09.1993 however by that time the majority of the manpower envisaged for 3.0MT plant were recruited. At that time, there was no reservation for OBCS. In the Recruitments taken up after the issue of OM, RINL has ensured the OBC reservation as per the Presidential Directives. It may be seen that 9038 employees were recruited after the issue of OM, the percentage of OBCs is 25.64. Hence, the percentage of OBCs recruited is almost fulfilled to the requirement. No recruitment has been taken place in the last three years. The shortfall will be made up in future requirements”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

LIAISON OFFICERS FOR OBCs IN RINL

Recommendation Sl. No. 16

2.19 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee also appreciate that an officer of General Manager has been appointed as Liaison Officer for OBC who himself belongs to OBC category. Liaison Officer annually inspects the Roster Register and has not indicated any discrepancy in Roster Register. However, the Committee recommend that name, address, contact number and e-mail of Liaison Officer may be uploaded on intranet/website of RINL so that OBC employees can contact their Liaison Officer for any help in regard to reservation matter in the organization.”

REPLY OF THE GOVERNMENT

2.20 The Ministry of Steel in their action taken reply have stated as under:

“General Manager who belongs to OBC category has been appointed as Liaison Officer for OBC. The Liaison Officer annually inspects the rosters. The details of Liaison Officer shall be made available in Intranet Portal of RINL.”

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

GRIEVANCE REDRESSAL MECHANISM IN RINL

Recommendation Sl. No. 17

2.21 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee are happy to find that a formal Grievance Redressal Mechanism exists in RINL. The existing Grievance Redressal Machinery for Executive and non-Executive employees also caters for OBC Employees as envisaged under the rules of RINL. The representatives of VSP OBC Employees Welfare Association meet with General Manager (MM) & Liaison Officer for OBCs and also General Manager (HR)-IR at least once in a month and also as and when required to discuss the various issues concerning the welfare of the OBC employees. The Committee in this regard, recommend that a separate Grievance Redressal Mechanism may be set up for OBC employees to lodge their grievances and proper records of such surfaced grievances and their redressal be maintained and uploaded on intranet/website of RINL.”

REPLY OF THE GOVERNMENT

2.22 The Ministry of Steel in their action taken reply have stated as under:

“No grievances are pending. The existing grievance redressal mechanism of RINL shall address the grievances of OBC employees also”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

OUTSOURCING/ ENGAGING CONTRACTUAL EMPLOYEES IN RINL

Recommendation Sl. No. 18

2.23 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee note that there are about 15,774 number of contractual labour presently engaged through contractor in RINL. The Committee learn that service conditions of contract labour are being governed as per provisions of the Contract Labour (Regulation and Abolition) Act, 1970 and other applicable Acts. RINL being principal employer ensures that all such workers get minimum wages as per provisions of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948. In addition to that contract Labour are having access to all the basic facilities such as canteen/ public convenience/drinking water/ first aid, etc. inside the work premises as available to regular employees. The Committee understand that in absence of any mandatory provision, RINL is not in a position to insist the private entrepreneurs/contractor to engage OBC workers in their organisation. However, the Committee recommend that RINL may encourage the contract

agency/ contractor to give preference, on its own volition, to the persons belonging to the other backward classes while employing contract labour”.

REPLY OF THE GOVERNMENT

2.24 The Ministry of Steel in their action taken reply have stated as under:

“Private Entrepreneurs are the direct employers of the contract labour in RINL. The role of RINL as principal employer is to ensure the implementation of statutory provisions by the contractors. However, in the absence of any mandatory provision, RINL management is not in a position to insist the Private Entrepreneurs to engage OBC workers in their organizations.”

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

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 SAIL

Recommendation Sl. No. 5

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

“The Committee also note that there are 9508 OBC employees out of total existing strength of 57669 which constitutes to 16.48% of the total manpower in SAIL. The Committee are given to understand there are two categories of employees i.e. Executive (Group ‘A’) and non-Executive (Group ‘B’ and ‘C’). In Group ‘A’ the representation of OBCs is merely 18.41% and in Group ‘B’ and ‘C’ it is merely 16.05% of the total strength in both these Groups. The Committee observe that OBCs representation is low not only in overall strength of the organization but also in each group of service in SAIL. The Committee express their concern that even after thirty years of the implementation of the reservation policy for OBCs, their percentage has not reached near to the prescribed 27% of overall existing strength and in each Group of service where direct recruitment is held in SAIL. The Committee, therefore, in no unequivocal terms recommend the Ministry to take up the matter at highest level to find ways and means to address the issue of low representation of OBC employees in SAIL and make concerted efforts to implement reservation policy for OBCs scrupulously to reach the mandate of 27% OBCs reservation both in Executive and non-Executive posts in a time bound manner. The Committee may be apprised once in six months but essentially at the time of furnishing Action Taken Notes about the steps taken to fill such vacancies meant for OBCs till the mandated 27% percentage is achieved”.

REPLY OF THE GOVERNMENT

4.2 The Ministry of Steel in their action taken reply have stated as under:-

“SAIL's manpower is categorized into Executives and Non-Executives, constituting approximately 18.33% and 81.67% of the total workforce, respectively as on 01.12.2023. SAIL has a reservation policy of 27% for OBCs in the direct recruitment of Executives (Group-A) and is actively working towards achieving the mandated 27% OBC representation in the executive cadre. It's submitted that SAIL's recruitment structure involves entry only at the Executive (Group-A) and Non-Executive (Group C) levels, with no intake at the Group B level.

It may be relevant to mention here that a substantial number of employees at SAIL were recruited prior to 1993, a period when the OBC category was not being explicitly mentioned by employees. Consequently, many of the employees belonging to OBC category were categorized as "General" during that time. As such, only those employees who have specified their category as OBC (i.e. post-1993) are considered for calculation of the percentage of OBC employees.

In the case of recruitment for Non-Executive (Group-C) posts at SAIL, the quantum of reservations for OBCs are followed, as per the DoPT guidelines applicable for respective States where the SAIL Plants are located. Accordingly, the State-specific percentage of OBC reservation for a particular State varies from 6% to 27% based on the guidelines of the Government.

The percentage of OBC employees in SAIL has witnessed a noteworthy increase, progressing from 9.78% in 2013 to a commendable 16.64% as of December 1, 2023. Additionally, it is important to mention that SAIL has initiated a Special Recruitment Drive for Executives (Group A) in December 2023, specifically targeting the fulfillment of backlog vacancies which inter-alia includes 37 posts of MTT earmarked for OBC category which in turn will contribute towards increase in representation of OBC in SAIL at present. However, as majority of the recruitment are being done by Plants/Units in Group "C" where percentage of OBC reservation for a particular State varies from 6% to 27% based on the guidelines of the Government, it is submitted that it will be difficult to attain the recommended percentage of Manpower".

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

Comments of the Committee

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

BACKLOG VACANCIES IN SAIL

Recommendation Sl. No. 7

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

"The Committee note that as on 01.09.2023, there exists 76 and 19 backlog posts in Group 'A' and 'C' for OBCs, respectively. The Committee are given to understand that backlog of vacancies for OBCs are due to non-availability of suitable candidates for specialized positions or selected candidates not joining as anticipated. The Committee appreciate that SAIL includes backlog vacancies for OBCs in the cycle of successive advertisement in the next year without diluting the numbers of the backlog. Notwithstanding the above facts, the Committee recommend that-

(a) backlog vacancies should be advertised separately and wide coverage/publicity may be given to the same in press and recruitment sites to attract suitable OBC candidates for the vacancies;

(b) In addition, campus recruitment be organized with the help of premier educational institutions in the relevant field to attract the best talent to fill backlog vacancies for OBCs in specialized cadre. Initially, Trainees/Apprentice may be inducted to give them proper exposure and experience in the field which is relevant to their job profile before regularizing their services in SAIL”.

REPLY OF THE GOVERNMENT

4.4 The Ministry of Steel in their action taken reply have stated as under:-

“SAIL has initiated a Special Recruitment Drive in Dec’2023 for filling up the OBC backlog in MTT posts. Additionally, SAIL is committed to considering and implementing other recommendations put forth by the Committee such as organizing campus recruitment from premier educational institutions in the relevant field to attract the best talent, subject to requirement.”

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

Comments of the Committee

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

GRIEVANCE REDRESSAL SYSTEM IN SAIL

Recommendation Sl. No. 10

4.5 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee are happy to note that grievance redressal system exists in SAIL. However, as per the existing system, in case of OBC employees separate complaint register/ data with regard to complaints / redressal exclusively is not being maintained.

The Committee are also given to understand that SAIL has established a framework through various Bi-partite Committees, like the National Joint Committee for Steel Industry (NJCS) and the Joint Committee on Safety, Health, and Environment in the Steel Industry (JCSSI), where employees from diverse backgrounds, including the OBC category, actively engage in discussions on a range of vital issues, such as wages, safety, production, and the timely resolution of grievances. These Committees serve as a platform for identifying and addressing the concerns of the employees. In this regard the

Committee would like to be intimated on the frequency of meetings held with representatives of the employees and management of the SAIL to ascertain the grievances and their consequent redressal.

In the light of the above information submitted to the Committee they recommend:—

(A) Separate complaint register and data with reference to complaints lodged by OBC employees be maintained henceforth so that actual data is available with regard to nature of complaints and their redressal by the SAIL Management. Information in this regard may also be uploaded on intranet/ website for information of employees of SAIL; and

1. Minutes of discussions on various issues for their resolution be prepared/maintained so that all decisions arrived at during discussion can be properly implemented. The minutes of discussion may also be uploaded on intranet/ website for information of employees of SAIL”.

REPLY OF THE GOVERNMENT

4.6 The Ministry of Steel in their action taken reply have stated as under:

“All Plant/units of SAIL has been advised to put in place an Online system for capturing data concerning grievances/ complaints lodged by OBC employees. The practice of preparing and maintaining minutes of discussions and uploading the same on intranet / website is being put in place”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

Comments of the Committee

(Please see para 13 of Chapter 1 of the Report)

OBC EMPLOYEES WELFARE ASSOCIATION IN SAIL

Recommendation Sl. No. 11

4.7 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee appreciate the fact that Grievance Redressal Mechanism exists in each plant/unit of SAIL. However, such a mechanism does not ensure periodical interaction amongst the management and employees. Therefore, the Committee are of the opinion that OBC Employees’ Welfare Association can be an effective forum to take up issues relating to the recruitment, welfare and grievances of OBCs within the organization. Recently, Salem Steel Plant, Tamil Nadu has taken a step forward in this direction to encourage OBC employees in forming and registering OBC

Employees Welfare Association. The Committee, therefore, recommend that SAIL encourage OBC employees in other units/plants to form OBC Welfare Association in their respective plants as it may be another platform to address the issues of OBC welfare”.

REPLY OF THE GOVERNMENT

4.8 The Ministry of Steel in their action taken reply have stated as under:

“SAIL is fully committed to supporting and facilitating the formation of these associations, recognizing the importance of providing a platform for OBC employees to address the issues of OBC welfare. All Plant/Units of SAIL have been sensitized to explore the feasibility of forming OBC Welfare Associations by involving OBC employees”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

Comments of the Committee

(Please see para 16 of Chapter I of the Report)

ROSTER REGISTERS IN RINL

Recommendation Sl. No. 15

4.9 The Committee in their Twenty-Seventh Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee appreciate that in RINL Roster Registers are maintained for each post at headquarters level and are inspected/authenticated by the Liaison Officers annually and no discrepancy has been indicated therein. However, the Committee as in their earlier recommendations in this part of the Report recommend that Roster Registers duly authenticated by the Liaison Officers be uploaded on intranet/ website of RINL in order to bring transparency and for information of all employees”.

REPLY OF THE GOVERNMENT

4.10 The Ministry of Steel in their action taken reply have stated as under:

“Rosters are being maintained as per the Presidential Directives. The rosters on duly authenticated by Liaison Officer, are made available to all concerned for information/perusal”.

(Ministry of Steel O.M No. H-12019/2/2023 Parl(E-17999) dated 08.04.2024)

Comments of the Committee

(Please see para 19 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:
27 November, 2024
6 Agrahayana, 1946 (Saka)**

**GANESH SINGH,
Chairperson,
Committee on Welfare of OBCs**

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2024-25)**

**MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2024-25) HELD ON 27TH NOVEMBER, 2024 IN ROOM NO. G-
074, PARLIAMENT LIBRARY BUILDING, NEW DELHI.**

The Committee sat from 1510 hrs. to 1632 hrs.

PRESENT

SHRI GANESH SINGH – CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Gurjeet Singh Aujla
3. Shri Manickam Tagore B.
4. Shri T. R. Baalu
5. Shri Vijay Baghel
6. Shri Ramvir Singh Bidhuri
7. Shri G. Lakshminarayana
8. Shri Bidyut Baran Mahato
9. Shri Rodmal Nagar
10. Shri Ramashankar Rajbhar
11. Shri Lumba Ram
12. Shri Ashok Kumar Yadav
13. Shri Giridhari Yadav

RAJYA SABHA

14. Shri Subhasish Khuntia
15. Shri Shambhu Sharan Patel
16. Shri S. Selvaganabathy
17. Shri C. Ve Shanmugam
18. Shri Ashok Singh
19. Dr. V. Sivadasan

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) First Report of the Committee (2024-25) on Action Taken by the Government on the Observations/Recommendations contained in the Twenty Sixth Report (Seventeenth Lok Sabha) of the Committee on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in All India Institute of Medical Sciences (AIIMS)' pertaining to the Ministry of Health and Family Welfare;

(ii) Second Report of the Committee (2024-25) on Action Taken by the Government on the Observations/Recommendations contained in the Twenty Seventh Report (Seventeenth Lok Sabha) of the Committee on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL)' pertaining to the Ministry of Steel;

(iii) Third Report of the Committee (2024-25) on Action Taken by the Government on the Observations/Recommendations contained in the Thirtieth Report (Seventeenth Lok Sabha) of the Committee on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/Organisations/Institutions under Department of Personnel and Training (DoPT)' pertaining to the Ministry of Personnel, Public Grievances and Pensions; and

(iv) Fourth Report of the Committee (2024-25) on Action Taken by the Government on the Observations/Recommendations contained in the Thirty Third Report (Seventeenth Lok Sabha) of the Committee on '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

*Matter not related to this report.

The Committee then adjourned.

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

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

(SEVENTEENTH LOK SABHA)

(Refer Para 5 of Introduction)

(i)	Total No. of Observations/Recommendations:	18
(ii)	Observations/Recommendations of the Committee which have been accepted by the Government:	
	Recommendation Sl. Nos. 1, 2, 3, 4, 6, 8, 9, 12, 13, 14, 16, 17 and 18	Total: 13
		Percentage 72.22%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies received from the Government:	
	-NIL-	Total: 0
		Percentage 0%
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:	
	Recommendation Sl. No. 5,7,10,11 and 15	Total: 05
		Percentage 27.78%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	
	-NIL-	Total: 0
		Percentage 0%