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

**(EIGHTEENTH LOK SABHA)**

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

**[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 VARIOUS  
DEPARTMENTS/ORGANISATIONS/ INSTITUTIONS UNDER  
DEPARTMENT OF PERSONNEL AND TRAINING (DOPT)']**

**THIRD REPORT**



सत्यमेव जयते

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

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(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 various Departments/Organisations/Institutions under Department of Personnel and Training (DOPT)']**

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS**

**(DEPARTMENT OF PERSONNEL AND TRAINING)**

***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 29<sup>th</sup> August, 2024.*

**SECRETARIAT**

- |                      |                    |
|----------------------|--------------------|
| 1. Dr. Sajeev Sharma | - Joint Secretary  |
| 2. Shri Maheshwar    | - Director         |
| 3. Smt. Neena Juneja | - Deputy Secretary |
| 4. Shri Inam Ahmed   | -Committee Officer |

## 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 Third Report 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.

2. The Thirtieth was presented to Lok Sabha on 08<sup>th</sup> February, 2024. The Report was also laid on the Table of Rajya Sabha on the same day. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 22<sup>nd</sup> May, 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 27 November, 2024

4. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Thirtieth 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 Thirtieth Report on 'Measures Undertaken To Secure Representation Of OBCs In Employment And For Their Welfare In Various Departments/Organisations/Institutions Under Department Of Personnel And Training (DOPT)' pertaining to the Ministry of Personnel, Public Grievances and Pensions.

2. The Thirtieth Report (Seventeenth Lok Sabha) of the Committee was presented to Lok Sabha on 08<sup>th</sup> February, 2024. The Report was also laid on the Table of Rajya Sabha on the same day i.e. 08<sup>th</sup> February, 2024. The Report contained 11 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, 3, 4, 5, 7, 8, 9 and 10

(Total-07)  
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. 2, 6 and 11

(Total-4)  
Chapter-IV

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

Recommendation Sl. No. -NIL-

(Total- NIL)  
Chapter-V



**3. The Committee desire that further Action Taken Notes/Statements 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 Thirtieth Report in the succeeding paragraphs.

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

#### **Recommendation Sl. No. 2**

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

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

#### **REPLY OF THE GOVERNMENT**

6. The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“The recommendation of the Committee is under examination”.

**7. While examining the aspect related with the panel of selection boards constituted for filling up the posts when the vacancies were less than 10, the Committee found that it was not mandatory to have at least one representative from SC, ST, OBC & Minority Community on the panel of selection board.**

Observing that it was not the same case when the vacancy was more than 10, wherein the aforesaid condition of having at least one representative from each group was mandatory in nature, the Committee had recommended the DOPT to amend their instructions and make the representation of one member each from SC, ST, OBC and Minority Community mandatory in selection boards constituted to fill less than 10 vacancies also. However, the Committee find that the action taken reply of the DOPT in this regard is lackadaisical and inconclusive in nature as it has been merely stated that the 'recommendation of the Committee is under examination'. Taking into account the nature of response elicited by the Department, the Committee in no uncertain words reiterate their recommendation for suitably amending the instructions for incorporating the mandatory representation of one member each from SC, ST, OBC & Minority Community in selection boards for filling even less than 10 vacancies also. It has also been opined that a convincing and eventual response be submitted to the Committee within the prescribed time frame outlining the precise nature of steps being taken in this regard.

### **Liaison Officers for OBC Community**

#### **Recommendation Sl. No. 6**

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

“During the Study Visits of the Committee and their interaction with OBC employees and OBC welfare association, the Committee got themselves acquainted with a surprising fact that at many places, the Liaison Officers appointed to look into the implementation of reservation policy did not belong to the OBC community. The Committee does not find this trend into the fitness of things and are of the view that if an employee belonging to OBC community is appointed as Liaison Officer he/she can definitely do more justice to the potential requirements of the job at hand, primarily aiming at the welfare of the OBC community. It is not uncommon to fathom that a person belonging to the same house can work more efficiently in bringing the 'house to order' rather than an outsider who has to first get himself abreast of the ground reality.

Thus, the Committee recommend the DoPT to acknowledge the sentiments of the Committee in a right way and ensure the appointment of Liaison Officer for OBC preferably from amongst the OBC community itself”.

### **REPLY OF THE GOVERNMENT**

9. The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“The recommendation of the Committee is under examination”.

10. **The Committee were surprised to find that Liaison Officers appointed to look into the implementation of reservation policy at many places did not belong to the OBC community. Keeping in view the suitability of having an OBC person as a liaison officer, in the larger interest of the welfare of OBC workforce, the Committee had recommended the DoPT to ensure the appointment of Liaison Officer for OBC preferably from amongst the OBC community itself. The Committee, while going through the action taken reply submitted by the DoPT in this regard, find that merely one line response has been submitted to them which states ‘The recommendation of the committee is under examination’. The Committee find that such a reply is very casual in nature and in the normal course such a reply should contain more details as to which stage the stated examination has reached or what is the timeline of completing such an exercise.**

**The recommendation of the Committee emerges from the experiences gained through the assessment of the ground reality and as such the recommendation needs to be taken cognisance of expeditiously. Keeping the recommendation under examination is an unending process having no logical conclusion. At this stage the Committee can only reiterate their earlier recommendation and urge the DoPT to expedite their examination in a time bound manner and come up with a sound assessment alongwith an action plan to take up the entire issue to a logical conclusion.**

## **Expeditious filling up of Backlog Vacancies**

### **Recommendation Sl. No. 8**

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

“Any welfare oriented mechanism shall not produce desired results until and unless it is devoid of slackness and pendency. The Committee with utmost concern note that posts of OBCs have been lying vacant on account of backlog vacancies. On being enquired from the DoPT, it has been learned that a Committee headed by the then Secretary, Ministry of Social Justice and Empowerment was constituted in July, 2013 to make in depth analysis of the reasons for the backlog in filling up reserved vacancies and to fill up these vacancies on priority. The Committee’s instructions were issued in 2014, which called for in-house committees for identification of backlog vacancies, root cause of such vacancy and initiate measures to remove such factors and fill them up through drives. Despite such averments, the Committee still find the presence of backlog vacancies. Thus, the Committee recommend that the DoPT should ensure the compliance with instructions of the Committee formed in July, 2013 by all the stakeholders involved in letter and spirit and undertake large scale drives to advertise and fill up backlog vacancies of the OBCs promptly without any further delay. The DoPT is further urged to issue necessary advisories in this regard under intimation to the Committee”.

### **REPLY OF THE GOVERNMENT**

12. The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“Occurrence and filling of vacancies along with backlog reserved vacancies is a continuous process. Instructions have been issued to all Ministries/Departments of the Central Government to constitute an In-House Committee for identification of backlog reserved vacancies, to study the root cause of such vacancies, to initiate measures to remove the factors causing such vacancies and fill them up through Special Recruitment Drives. Each Ministry/Department of the Central Government is required to designate an officer of the rank of Deputy Secretary and above, as Liaison Officer, to ensure due compliance of the order and instructions pertaining to reservation. Further, each Ministry/Department is also required to set up a Special Reservation Cell under the direct control of Liaison Officer to assist her/him in discharge of duties. Implementation of these instructions by Ministries/Departments is followed up from time to time and handholding workshops are also organized.

However, in order to ensure prescribed representation and implementation of the policies of reservation in appointments, DoPT has also been playing an active role. DoPT holds frequent interactions with the Ministries/Departments urging them to take effective steps, as requested, for filling up of backlog reserved vacancies. The Institute of Secretariat Training & Management (ISTM), an attached office of DoPT, conducts training courses

and workshop on reservation in services and Liaison Officers on regular basis for the officers of Ministries/Departments. During the last 6 years, 33 training courses/workshops have been held by ISTM in which 1168 officers of various Ministries/Departments participated. Many times officers of DoPT are also invited as guest faculty in workshops organized by ISTM on the subject of reservation in services

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

During the year 2023-24, interactions were held with 36 Ministries/Departments and they were requested to take necessary action to fill up the backlog vacancies in a time bound manner”.

**13. Piling up of backlog vacancies over a period of time can act as a paramount obstacle behind the non-adequate representation of OBCs in the posts under the Ministries/Departments/Organisations of the Central government. The Committee took note of this underlying fact alongwith the instructions issued by the Committee constituted in 2013, headed by the then Secretary, Ministry of Social Justice & Empowerment, to make in depth analysis of the reasons for the backlog in filling up reserved vacancies and to fill up these vacancies on priority. Subsequently, instructions were issued in 2014 which called for the creation of in-house committees in each Ministries for dealing with backlog vacancies. Keeping these aspects under consideration, the Committee had recommended the Department to undertake**

large scale drives to advertise and fill up backlog vacancies of the OBCs promptly without any further delay. From the perusal of the action taken reply submitted by the DoPT in this regard, the Committee find that all the exercises comprising *inter-alia* of the instructions issued by the DoPT, interactions being undertaken and the efforts of the Officers have been outlined elaborately. It has also been furnished that interactions were held with 36 Ministries/Departments during the year 2023-24 and they were requested to take necessary action to fill up the backlog vacancies in a time bound manner. The Committee find the efforts encouraging in nature and a step in right direction. However, it is still felt that an effective mode of monitoring is essentially required by the DoPT over the Ministries so that the instructions may not remain on paper itself, but see the light of the day also. Therefore, the Committee reiterate their recommendations for ensuring expeditious filling up of backlog vacancies of the OBCs within a specific period of time frame.

### **Specific Grievance Redressal Platform for OBC Employees**

#### **Recommendation Sl. No. 10**

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

“The Committee while scrutinizing the subject matter came to know about the absence of a specific grievance redressal platform for the OBC employees. The main thrust of welfare mechanism is to bring to mainstream the deprived and lagging section of the society. However, despite all the intentions, there are bound to be anomalies, discontentment and grievance on account of various plausible service related matters. In this backdrop, a dedicated platform catering to the OBC employees is an essentiality for seeking redressals. Absence of such platforms perhaps do not do full justice to the cause of OBC welfare in large. In this context, the Committee, therefore, recommend the DoPT to explore the mechanisms of creating a unique grievance redressal platform for the OBC employees, wherein they can lodge their complaints to appellate authorities and seek justice as per extant rules”.

15. The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“The comments in the matter were obtained from Department of Administrative Reforms and Public Grievances (DARPG) which is the nodal Department in respect of public grievances. DARPG has stated that Centralised Public Grievance Redressal and Monitoring System (CPGRAMS) is a web-based portal where citizens can file their grievances pertaining to the Ministries/ Departments of Government of India or States/ UTs. Every Ministry and States have role-based access to this system. As per CPGRAMS guidelines, grievances of Government employees concerning their service matters including Disciplinary proceedings etc. are not taken up for redressal, unless the aggrieved employee has already exhausted the prescribed channels as per DOPT guidelines.

As per the existing instructions, a government servant can always submit a representation regarding service matter to his immediate superior, Head of Office, or the appropriate authority. If there is no response within a month, he may seek an interview with the next higher officer, who must promptly review and address the matter. If his grievance is not redressed then the Government servant has the option to approach the court of law also for which he is not required to seek permission. This ensures that grievances are handled within the organization, maintaining official propriety and discipline”.

**16. Need for a specific grievance redressal platform for OBC employees was felt by the Committee for providing a dedicated setup whereupon OBC employees harbouring grievances could raise their issues without any hesitation and any second thought. With this line of thinking, the Committee had recommended the DoPT to create a unique grievance redressal platform for OBC employees. DoPT in their action taken reply, in accordance with the comments obtained in this matter from Department of Administrative Reforms and Public Grievances (DARPG) have outlined the existing avenues of airing the grievances of any citizen through Centralized Public Grievance Redress and Monitoring System (CPGRAMS) and also through the prescribed channels as per DoPT guidelines. The Committee, while concurring with the response of the DoPT, are still of the view that although there are few existing mechanisms for registering and seeking redressal of grievances of any citizen/employee, still a dedicated platform for the solace of OBC employees, would perhaps serve the purpose in a much better way as the OBC employees would find**

such a platform more accessible and suited for them. Moreover, the uniqueness of such platform would also serve to have a dedicated database regarding the grievance and solution of the issues raised by any OBC workforce. Thus, the Committee, urge DoPT to explore the feasibility of creating dedicated grievance redressal platform for OBC employees, which would indeed go a long way in assuaging the concerns of the OBC employees.

### **Creation of Welfare Association of OBCs**

#### **Recommendation Sl. No. 11**

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

“A much-required avenue envisioned by the Committee for the welfare of the OBCs has been the setting up of a fully functional OBC Welfare Association in each organization of the Government of India. Welfare Associations work as a mouthpiece for a cluster of employees who individually are not able and equipped to raise their voices and air their opinion in front of the administrative bodies. It is perhaps a very genial set up which empowers even the weakest among the weak. The Committee, therefore, recommend that Welfare Associations set up by the OBC class of employees should be provided all possible support for creating an infrastructure with suitable office spaces and logistics by the concerned organizations”.

#### **REPLY OF THE GOVERNMENT**

18. The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“The recommendation of the Committee is under examination”.

19. One of the most popular demands that cropped up before the Committee during their deliberations at various platforms, particularly during the study visit, was that of creation of welfare association of OBC employees in each organization of Government of India. The Committee found merit in the requirement being felt widely among the OBC employees of the Country and, thus, had recommended the DoPT to look into the facilitation and logistic



aspect of the welfare association set up by the OBC employees in the concerned organizations of the Government of India. Perusing the action taken reply furnished by the Department, the Committee find a very generic and routine nature of response that 'the recommendation of the Committee is under examination.' The Committee are not satisfied with the response forwarded by the DoPT at this juncture. A more substantial reply for the comprehension of the Committee was expected on such a relevant issue which undoubtedly merits a thorough and prompt examination. Therefore, the Committee reiterate their recommendation regarding the creation of welfare association of OBCs and cajole the Department to come up with a reply befitting the stature of the recommendation of the Committee within a specified time frame.

## CHAPTER-II

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

#### Adherence to the implementation of 27% reservation for OBCs

##### Recommendation (Sl. No. 1)

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

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

The States/UTs too look towards the DoPT for clarification and cognizance of implementation strategies vis-à-vis reservation policy. Thus, it is amply evident that DoPT is the backbone upon which lay the framework of reservation's mandate in terms of upliftment of OBCs and bringing them into mainstream through effective implementation of the 27% quota for OBCs in appointment to the posts of Government of India. In this context, the Committee acknowledge and appreciate the enormous task being handled by the DoPT since the year 1993. However, the Committee during the course of examination of the subject through the Annual Report of DoPT (2022-23) found that 27% representation of OBCs are not being reflected in the Group A, B and C posts of the Government of India. The Committee, understand the plausible reasons for variation ranging from promotion posts to that of backlog vacancies, but are still of the firm view that such variance defy the welfare oriented vision behind the reservation policy and need to be taken care of. Therefore, the Committee recommend the DoPT to review the difference in percentage of posts that should be filled up by the OBC recruitment and ensure all the possible methods for a stricter adherence to the 27% reservation mandate for the OBC in appointment to the posts of Government of India”.

#### REPLY OF THE GOVERNMENT

2.2 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

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

In pursuance of the Hon'ble Supreme Court's judgement in the matter of *R.K.Sabharwal vs State of Punjab*, DoPT, vide its OM No.36012/2/96-Estt.(Res.), dated 2.7.1997, has issued detailed guidelines for maintenance and operation of post based reservation roster. As per these instructions, vacancies released by retirement, resignation, promotion etc. of the persons belonging to the general and the reserved categories are to be filled by appointment of persons from the respective category (i.e. post based reservation roster) so that the prescribed percentage of reservation is maintained.

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

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

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

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

During the year 2023-24, interactions were held with 33 Ministries/Departments and they were requested to take necessary action to fill up the backlog vacancies in a time bound manner”.

**(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)**

### **Non-bypassing of reservation in lesser vacancies**

#### **Recommendation (SI No. 3)**

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

“An important issue which the Committee got enlightened with, during their deliberations was around the prevalent practice, wherein one or two vacancies were notified which generally resulted in the selection process bypassing the 27% reservation policy for OBCs on account of mathematical improbabilities. The Committee, through their ground reality experience, find that such wrong methodology being adopted, even in exceptional cases should be looked into with probity so that this does not acquire precedential value for other organisations to follow suit. Hence, the Committee are of the view that the need of the hour is that the DoPT take due cognizance of advertisements of 1-2 vacancies for recruitment and instead ensure that vacancies may be advertised in lump-sum manner so that possibility of implementation of reservation is not done away with. Therefore, the Committee call upon the DoPT to utilize their sagacity and issue categorical instructions for all the stakeholders to comply with the implementation of reservation quota in right earnest and wean off the bypassing practice by advertising sufficient number of vacancies in one go which can cater to the reservation formula”.

## **REPLY OF THE GOVERNMENT**

2.4 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“As already submitted above, in pursuance of the Hon’ble Supreme Court’s judgement in the matter of *R.K.Sabharwal vs State of Punjab*, DoPT, vide its OM No.36012/2/96-Estt.(Res.), dated 2.7.1997, has issued detailed guidelines for maintenance and operation of post based reservation roster. The vacancy based roster has been replaced by the post based roster. As per these instructions, vacancies released by retirement, resignation, promotion etc. of the persons belonging to the general and the reserved categories are to be filled by appointment of persons from the respective category (i.e. post based reservation roster) so that the prescribed percentage of reservation is maintained.

These instructions further provide that there should be separate rosters for direct recruitment and for promotions. The number of posts in each roster shall be equal to the number of posts in a cadre. For the purpose of preparation of roster, it shall comprise posts required to be filled by a particular mode of recruitment in terms of applicable recruitment rules. Each Ministry/Department, including their subordinate/attached offices/PSUs/Autonomous Bodies etc., is required to strictly follow these instructions. Further, as already submitted, a mechanism of Liaison Officer, assisted by a Reservation Cell, is also required to be setup for ensuring strict compliance of reservation instructions.

Officers of DoPT also conduct workshops and training sessions on the subject ‘Reservation in Services’ in various Ministries/ Departments and hold interactive sessions with various Ministries/Departments”.

**(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)**

### **Universal OBC Caste Certificate format with Validity Date**

#### **Recommendation (SI No. 4)**

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

“OBC Caste Certificate is a mandatory pre-requisite for claiming benefits of OBC reservation policy. In this aspect, the Committee, through the experiences gained from their study visits across India were confronted with the variations in the format of OBC Caste Certificate being issued at State levels. It was found that there existed a sense of confusion among many beneficiaries vis-à-vis the specifications of the Certificate. Moreover, the practice of sub classification of OBC into Most Backward Classes (MBC) and Extremely Backward Classes (EBC) was also brought to the notice of the Committee. Non-specification of validity date of the OBC certificate is also one

of the confusing factor which has figured. Considering the above aspects, the Committee feel that, perhaps the DoPT (issuing authority of the format of OBC Caste Certificate) need to undertake a holistic review for ascertaining the difference and discrepancies, if any, in the issuance of OBC Caste Certificate in the States/UTs while ensuring that validity period of each OBC Caste Certificate is duly reflected on the Certificate itself at the time of issue. Hence, the Committee recommend the DoPT to take stock of the situation and acquaint themselves of the aforesaid issue for its redressal in a pragmatic manner”.

### **REPLY OF THE GOVERNMENT**

2.6 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“Keeping in view the difficulties being faced by the candidates belonging to OBC communities in getting the benefits of reservation in appointment in posts and services under the Central Government, DoPT, vide OM dated 30.05.2014, has issued a letter to all the States/UTs enclosing therewith a common format for issue of OBC certificate. As per this format, the certificate issuing authorities are required to invariably mention the details of the Resolution (Number and Date) by which the caste/community of the candidate has been included in the Central List of OBCs and also to ensure that he/she does not belong to the persons/sections (Creamy Layer) mentioned in Column 3 of the Schedule to the O.M. dated 8.9.1993 as amended from time to time.

As regards the validity period of the OBC certificate, it is stated that in pursuance of the Hon’ble Supreme Court judgment in Indira Sawhney and recommendations of the Expert Committee, DoPT has issued an OM, dated 08.09.1993, regarding reservation in appointment to OBCs in direct recruitment and also prescribing the criteria for exclusion of creamy layer amongst OBCs. As per Category VI (a) of the Schedule attached to the said OM, son(s) and daughter(s) of persons having gross annual income of Rs. 8 lakh or above for a period of three consecutive years are excluded from the benefit of reservation in appointments. DoPT has issued an OM, dated 25.07.2003, regarding validity of the OBC certificate. Keeping in view the criteria for exclusion of creamy layer amongst OBCs, it has been clarified that the OBC certificate consists of two parts - first part indicates that the concerned person belongs to a community listed as OBC and the second part indicates that the candidate does not fall in the creamy layer. While the OBC status of a candidate may change only when the community of the concerned candidate is removed from the OBC list, his/her creamy layer status may change any time. In view of this, it is not possible to determine a fixed validity period for the OBC certificate”.

**(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)**

## **Consultation and Classification with the Policy Making Ministry**

### **Recommendation (SI No. 5)**

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

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

### **REPLY OF THE GOVERNMENT**

2.8 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“It is reiterated that as per the Government of India Allocation of Business Rules, Ministry of Social Justice and Empowerment (MSJE) is the nodal Ministry for the overall policy, planning and coordination of programmes relating to OBCs. The subject creamy layer amongst OBCs also falls in the domain of MSJE. DoPT issues instructions relating to reservation in posts and services under the Central Government, including criteria related to creamy layer, based on the policy decision taken by the above concerned nodal Ministry. In this regard, it is relevant to mention that in pursuance of the Hon'ble Supreme Court judgment in *Indira Sawhney*, an Expert Committee was constituted by MSJE (the then Ministry of Welfare) for determining the criteria for exclusion of creamy layer amongst OBCs. Based on the recommendations of the Expert Committee, the draft guidelines were framed by MSJE based on which a detailed OM, dated 08.09.1993, was issued by DoPT. The instructions regarding revision in the income criteria prescribed in Category VI (Income/Wealth Test) of the Schedule attached to the OM dated 08.09.1993 were issued by DoPT from time to time after the policy decision was taken by MSJE and communicated to DoPT. It is also relevant to mention that DoPT vide its letter dated 14.10.2004, addressed to all States/UTs, has clarified various provisions of the OM dated 08.09.1993. However, this letter dated 14.10.2004 has been challenged by some candidates belonging to

OBC before the Hon'ble Supreme Court and the matter is presently subjudice before the Hon'ble Supreme Court".

(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)

## **Training of Liaison Officers (LOs)**

### **Recommendation Sl. No. 7**

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

"The most essential attribute of liaison officers as felt by the Committee, is that of being well versed with all the minute details associated with the reservation policy for the OBC. Until and unless, the Liaison Officers are not fully familiar with the fine mechanisms involved in the reservation policy like proper caste certificate, eligibility norms, rule position, roster mechanism et al, he/she would not be in a proper state of mind to communicate with and educate the languishing employees of OBC community. The Liaison Officers should be equipped with all the nuances of reservation policy and also a person with right attribute of being approachable and humane in nature. Such personality traits indeed require undergoing extensive training for making himself/herself fit for the demands of the job. The Committee note in this aspect that the DoPT have undertaken 33 training courses/workshops in which 1168 officers participated during the last six years. However, the Committee feel through their experience that much more need to be done and the pace of providing training and grooming of Liaison Officers require to be expedited for creating a better pool of trained Liaison Officers which shall go a long way in handling and providing resolutions to the grievance of OBC employees in a much improved manner. Therefore, the Committee recommend the DoPT to create a more comprehensive module for the training of Liaison Officers while also ensuring that mandatory trainings with increased frequency is being imparted to all the Liaison Officers".

### **REPLY OF THE GOVERNMENT**

2.10 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

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



policies of the Government and the need to take effective steps for filling up of backlog reserved vacancies.

In addition to the physical training of the officers/Liaison Officers, online training option is also available to the Liaison Officers through the iGOTKarmayogi platform, which is a comprehensive online platform to guide the individual civil services officials in their capacity building journey. This platform contains the programme titled 'Reservation Policy - Reservation in Service" and any Government official may undergo training on reservation through this portal without going to any training Institute".

**(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)**

### **Expeditious filling up of Backlog Vacancies**

#### **Recommendation Sl. No. 8**

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

“Any welfare oriented mechanism shall not produce desired results until and unless it is devoid of slackness and pendency. The Committee with utmost concern note that posts of OBCs have been lying vacant on account of backlog vacancies. On being enquired from the DoPT, it has been learned that a Committee headed by the then Secretary, Ministry of Social Justice and Empowerment was constituted in July, 2013 to make in depth analysis of the reasons for the backlog in filling up reserved vacancies and to fill up these vacancies on priority. The Committee's instructions were issued in 2014, which called for in-house committees for identification of backlog vacancies, root cause of such vacancy and initiate measures to remove such factors and fill them up through drives. Despite such averments, the Committee still find the presence of backlog vacancies. Thus, the Committee recommend that the DoPT should ensure the compliance with instructions of the Committee formed in July, 2013 by all the stakeholders involved in letter and spirit and undertake large scale drives to advertise and fill up backlog vacancies of the OBCs promptly without any further delay. The DoPT is further urged to issue necessary advisories in this regard under intimation to the Committee”.

#### **REPLY OF THE GOVERNMENT**

2.12 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“Occurrence and filling of vacancies along with backlog reserved vacancies is a continuous process. Instructions have been issued to all Ministries/Departments of the Central Government to constitute an In-House Committee for identification of backlog reserved vacancies, to study the root

cause of such vacancies, to initiate measures to remove the factors causing such vacancies and fill them up through Special Recruitment Drives. Each Ministry/Department of the Central Government is required to designate an officer of the rank of Deputy Secretary and above, as Liaison Officer, to ensure due compliance of the order and instructions pertaining to reservation. Further, each Ministry/Department is also required to set up a Special Reservation Cell under the direct control of Liaison Officer to assist her/him in discharge of duties. Implementation of these instructions by Ministries/Departments is followed up from time to time and handholding workshops are also organized.

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

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

During the year 2023-24, interactions were held with 36 Ministries/Departments and they were requested to take necessary action to fill up the backlog vacancies in a time bound manner”.

**(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)**

### **Comments of the Committee**

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

## **Separate maintenance of 'own merit' data**

### **Recommendation Sl. No. 9**

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

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

### **REPLY OF THE GOVERNMENT**

2.14 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“DoPT instructions clearly provide that reserved category candidates appointed on merit and not owing to reservation, should not be shown against reserved points and they will occupy unreserved points. Through the various training courses/workshops conducted by officers of DoPT or ISTM, the participants are informed about these instructions. As already stated above, regular training courses are conducted by ISTM. In addition, the officers of DoPT also separately conduct workshops in various Ministries/Departments and offices under them and educate the concerned officers, including Liaison Officers, about these instructions.

However, it is reiterated that the implementation of the instructions is ensured through Liaison Officer concerned and the instructions entrust the responsibility on the Liaison Officer concerned to ensure strict compliance of these instructions”.

**(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)**

## **Specific Grievance Redressal Platform for OBC Employees**

### **Recommendation Sl. No. 10**

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

“The Committee while scrutinizing the subject matter came to know about the absence of a specific grievance redressal platform for the OBC employees. The main thrust of welfare mechanism is to bring to mainstream the deprived and lagging section of the society. However, despite all the intentions, there are bound to be anomalies, discontentment and grievance on account of various plausible service related matters. In this backdrop, a dedicated platform catering to the OBC employees is an essentiality for seeking redressals. Absence of such platforms perhaps do not do full justice to the cause of OBC welfare in large. In this context, the Committee, therefore, recommend the DoPT to explore the mechanisms of creating a unique grievance redressal platform for the OBC employees, wherein they can lodge their complaints to appellate authorities and seek justice as per extant rules”.

### **REPLY OF THE GOVERNMENT**

2.16 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“The comments in the matter were obtained from Department of Administrative Reforms and Public Grievances (DARPG) which is the nodal Department in respect of public grievances. DARPG has stated that Centralised Public Grievance Redressal and Monitoring System (CPGRAMS) is a web-based portal where citizens can file their grievances pertaining to the Ministries/ Departments of Government of India or States/ UTs. Every Ministry and States have role-based access to this system. As per CPGRAMS guidelines, grievances of Government employees concerning their service matters including Disciplinary proceedings etc. are not taken up for redress, unless the aggrieved employee has already exhausted the prescribed channels as per DOPT guidelines.

As per the existing instructions, a government servant can always submit a representation regarding service matter to his immediate superior, Head of Office, or the appropriate authority. If there is no response within a month, he may seek an interview with the next higher officer, who must promptly review and address the matter. If his grievance is not redressed then the Government servant has the option to approach the court of law also for which he is not required to seek permission. This ensures that grievances are handled within the organization, maintaining official propriety and discipline”.

**(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)  
Comments of the Committee**

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

### **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

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

##### **Recommendation Sl. No. 2**

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

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

#### **REPLY OF THE GOVERNMENT**

4.2 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“The recommendation of the Committee is under examination”.

(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)

#### **Comments of the Committee**

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

## **Liaison Officers for OBC Community**

### **Recommendation Sl. No. 6**

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

“During the Study Visits of the Committee and their interaction with OBC employees and OBC welfare association, the Committee got themselves acquainted with a surprising fact that at many places, the Liaison Officers appointed to look into the implementation of reservation policy did not belong to the OBC community. The Committee does not find this trend into the fitness of things and are of the view that if an employee belonging to OBC community is appointed as Liaison Officer he/she can definitely do more justice to the potential requirements of the job at hand, primarily aiming at the welfare of the OBC community. It is not uncommon to fathom that a person belonging to the same house can work more efficiently in bringing the ‘house to order’ rather than an outsider who has to first get himself abreast of the ground reality. Thus, the Committee recommend the DoPT to acknowledge the sentiments of the Committee in a right way and ensure the appointment of Liaison Officer for OBC preferably from amongst the OBC community itself”.

### **REPLY OF THE GOVERNMENT**

4.4 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

“The recommendation of the Committee is under examination”.

(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)

### **Comments of the Committee**

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

## **Creation of Welfare Association of OBCs**

### **Recommendation Sl. No. 11**

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

“A much-required avenue envisioned by the Committee for the welfare of the OBCs has been the setting up of a fully functional OBC Welfare Association in each organization of the Government of India. Welfare Associations work as a mouthpiece for a cluster of employees who individually are not able and equipped to raise their voices and air their opinion in front of the administrative bodies. It is perhaps a very genial set up which empowers even the weakest among the weak. The Committee,

therefore, recommend that Welfare Associations set up by the OBC class of employees should be provided all possible support for creating an infrastructure with suitable office spaces and logistics by the concerned organizations”.

### **REPLY OF THE GOVERNMENT**

4.6 The Ministry of Personnel, Public Grievances and Pensions (Department of Personnel & Training) in their action taken reply have stated as under:-

‘The recommendation of the Committee is under examination’.

**(Ministry of Personnel, Public Grievances & Pension (DoPT)  
O.M No. 41034/5/2022/Estt. (Res-I) dated 22.05.2024)**

### **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 27<sup>TH</sup> 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

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\*Matter not related to this report.

*The Committee then adjourned.*

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

## APPENDIX II

ANALYSIS OF THE ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE THIRTIETH REPORT (SEVENTEENTH LOK SABHA) OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES.

(EIGHTEENTH LOK SABHA)

(Refer Para 5 of Introduction)

(i)	Total No. of Observations/Recommendations:	11
(ii)	Observations/Recommendations of the Committee which have been accepted by the Government:	
	Recommendation Sl. Nos. 1, 3, 4, 5, 7, 8, 9 and 10	Total: 08
		Percentage 63.64%
(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. 2, 6 and 11	Total: 03
		Percentage 36.36%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	
	-NIL-	Total: 0
		Percentage 0%