



**COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES
(2016-17)**

(SIXTEENTH LOK SABHA)

MINISTRY OF PETROLEUM AND NATURAL GAS

**'Measures undertaken to secure representation of OBCs in
employment and for their welfare in Oil and Natural Gas
Corporation (ONGC)'**

NINTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2017/ Agrahayana, 1939 (Saka)

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Presented to Hon'ble Speaker on 14.12.2017

Presented to Lok Sabha on 07.02.2018

Laid in Rajya Sabha on 07.02.2018



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LOK SABHA SECRETARIAT
NEW DELHI

December, 2017/ Agrahayana, 1939 (Saka)

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(iii)

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2016-17)

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS

LOK SABHA

2. Smt. Santosh Ahlawat
3. Shri A. Arunmozhithevan
4. Dr. Boora Narsaiah Goud
5. Shri Prataprao Ganpatrao Jadhav
6. Shri P. Karunakaran
7. Shri Ravindra Kushawaha
8. Dr. Mriganka Mahato
9. Dr. Banshilal Mahato
10. Dr. Swami Sakshi ji Maharaj
11. Shri Rodmal Nagar
12. Shri Ram Mohan Naidu Kinjarapu
13. Dr. (Smt.) Pritam Gopinath Munde
14. Shri Kapil Moreswar Patil
15. Shri Harinarayan Rajbhar
16. Shri Mullappally Ramachandran
17. Shri Rajeev Satav
18. Shri Rajveer Singh (Raju Bhaiya)
19. Shri Ladu Kishore Swain
20. Shri Kanwar Singh Tanwar

RAJYA SABHA

21. Shri Ram Narain Dudi
22. Dr. Vikas Mahatme
23. Shri B.K. Hariprasad
24. Shri Ahamed Hassan
25. Shri Vishambhar Prasad Nishad
26. Shri Husain Dalwai

27. Smt. Vijila Sathyananth
28. Shri Narendra Budania
29. Shri Ram Nath Thakur
30. Shri Rajaram

SECRETARIAT

- | | | | |
|----|-----------------|---|-----------------|
| 1. | Shri N.C. Gupta | - | Joint Secretary |
| 2. | Shri R.R. Kumar | - | Director |
| 3. | Smt. P Jyoti | - | Under Secretary |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2016-17) having been authorised by the Committee to submit the Report on their behalf, present this Ninth Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Oil and Natural Gas Corporation (ONGC)' pertaining to the Ministry of Petroleum and Natural Gas.

2. The Committee took evidence of the representatives of the Ministry of Petroleum and Natural Gas and ONGC on 21.04.2016 and 29.03.2017. The Committee wish to express their thanks to the representatives of the Ministry of Petroleum and Natural Gas and ONGC for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 14.12.2017.

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

NEW DELHI;
14 December, 2017
23 Agrahanaya, 1939 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes

REPORT
PART I
CHAPTER I

Introductory

The Oil and Natural Gas Corporation Limited (ONGC) is a Flagship National Oil company of India categorised as Maharatna, ONGC is India's largest Oil and Gas exploration and production company and provides for around 70% of India's domestic crude oil and natural gas produce. The crude oil is the raw material used by downstream companies like IOC, BPCL, HPCL to produce petroleum products like Petrol, Diesel, Kerosene, Naphtha, Cooking Gas-LPG.

ORGANISATIONAL SET UP

1.2 Chairman and Managing Director is at the top of the organisational structure of the Oil and Natural Gas Corporation. The other top executive functionaries are Director (T&FS), Director (Offshore), Director (HR), Director (Expln.), Director (Onshore), Director (Finance).

The composition of the Board of Directors of Indian Oil and Natural Gas Corporation 03.11.2017 is as under: -

Sr. No.	Name	Designation	Whether OBC
Functional Directors			
1.	Shri Shashi Shanker	Chairman & Managing Director	General
2.	Shri T. K. Sengupta	Director (Offshore)	General
3.	Shri D.D.Misra	Director (Human Resource)	General
4.	Shri A. K. Dwivedi	Director (Exploration)	General
5.	Shri V.P.Mahawar	Director (Onshore)	General
Government Nominee Directors			
6.	Shri Rajiv Bansal, AS&FA, MoP&NG		General
7.	Shri Amar Nath, Jt. Secretary, MoP&NG		SC

Independent Directors		
08.	Shri Ajai Malhotra	General
09.	Prof. Shireesh B. Kedare	General
10.	Shri K.M. Padmanabhan	General
11.	Shri Deepak Sethi	General
12.	Shri Vivek Mallya	General
13.	Shri Sumit Bose	General
14.	Dr. Santrupt B. Misra	General
15.	Smt. Ganga Murthy	General
16.	Dr. Sambit Patra	OBC

CHAPTER - II

Representation of OBCs in Oil and Natural Gas Corporation Ltd. (ONGC)

2.1 The committee had sought information about “the number of employees in Oil and Natural Gas Corporation and the number of OBC employees amongst them. The extract of the information furnished by ONGC in a written reply is as follows:-

As on 01.02.2017			
Class	No. of employees	OBCs	%
I	21713	3052	14.1
II	411	28	6.8
III	9205	2824	30.7
IV	2465	468	19
Total	33794	6372	18.9

In another note, the ONGC informed that as on 01.03.2017, ONGC had manpower strength of 33,674 regular employees, out of which 21,999 were executives and 11675 were non-executives. Explaining the low percentage of OBC employees in the company, the ONGC in their background note explained that prior to 1993, there was no separate category by the nomenclature of OBCs. Among the executives, according to the ONGC, 66 percent of them were recruited prior to 08.09.1993.

2.2 Regarding their recruitment policy in both the executive and non-executive cadres, the ONGC in their background note informed as under:

“Recruitment in Executive Cadre

Recruitment in executive cadre (Group-‘A’) is stipulated at E-1 and E-4 levels. However, inductions are mainly at E-1 level. Recruitment is through a centralized process, carried out both as direct recruitment as well as campus recruitment.

Recruitment in Non-Executive Cadre

Recruitment in non-executive cadre is de-centralized, sector-wise. Direct induction is limited to three levels viz., A-I and A-II (Group-‘C’) and W-I (Group-‘D’).

ONGC provides equal opportunity to all candidates, subject to fulfilment of eligibility criteria prescribed in MRPR, 1980. All Presidential Directives and Government Guidelines on reservation for SC/ST and OBC are strictly followed.”

2.3 The Committee desired to know about the staff strength of ONGC and the percentage of OBC employees in both executive and non-executive cadres and technical and non-technical categories, grade-wise. The information furnished by ONGC as on 01.02.2017 is placed at **Annexure-I**.

From the data furnished by the ONGC, the Committee found that there were about 14 percent OBC employees working in ONGC in Group ‘A’ (Class-I) category as on 01.02.2017.

2.4 On being asked about the reasons for low percentage of representation of OBCs in Group A posts, the ONGC replied in a note as under:

“In accordance with the reply submitted, the percentage of OBCs in Group ‘A’ is 13%, which is against the total population of the executives in ONGC. This includes

(a) All employees recruited as executives who joined ONGC before 08.09.1993 and after 08.09.1993 and

(b) All employees recruited as non-executives who joined either before 08.09.1993 or after 08.09.1993 in different states/ sectors and after due promotions are now holding the posts of executives.

In this regard, the following is submitted:

- i. The percentage of OBC’s in direct recruitment in Group ‘A’ posts by all India open competition is 27% while that in the all India recruitment other than by open competition(Campus Recruitment) is 25.84%. Average of the two percentages is 26.42%.
- ii. There was no reservation for OBC’s prior to 08.09.1993. Here it is pertinent to mention that 66.39% of the existing population in Group ‘A’ posts consists of all executives who joined ONGC prior to 08.09.1993.
- iii. Thus only 33.61% of the total Group ‘A’ posts consists of executives who joined ONGC after 08.09.1993. The number of such executives is 7260 out of which the number of OBCs is 1837 i.e. 25.3%. Amongst these 7260 executives, 6706 executives joined directly in Group ‘A’ posts. The percentage of OBC’s in this group is 26.21%.
- iv. It is to be noted that many employees from Group ‘C’ posts also join Group ‘A’ posts (on promotion) and have been recruited in various regions/ sectors in Group ‘C’ posts where the percentage of reservation for OBCs ranges from 0 (Arunachal Pradesh) to 27%(e.g. Bihar). Such employees have also been promoted to Group ‘A’ posts..”

2.5 When the Committee sought details about the initiatives taken to increase the percentage of reservation of OBCs in Group A posts, ONGC replied in a note as under:

“In all Advertisements, the prescribed reservation percentage up to 27% or 25.84% for OBCs is being implemented for Group ‘A’ posts as per GOI guidelines on the subject. In the year 2015, total 265 OBC posts were advertised out of them total 256 persons joined and 9 candidates did not join the advertised posts.”

CHAPTER-III

RESERVATION IN RECRUITMENT

3.1 Explaining the overview of the implementation of the reservation policy for OBCs in various categories of posts in the organisation, the ONGC in a note informed as under:

“The percentage of reservation for posts filled in by direct recruitment in ONGC is as under:

- i) Group ‘A’: 27% for OBCs posts in direct recruitment on All India basis through Open Competition and 25.84% for OBCs in direct recruitment on All India basis other than Open Competition.
- ii) Recruitment to posts in Group ‘C’ & ‘D’ is made on the basis of reservation as applicable in the respective states as per laid down Policy.
- iii) Reservation for OBCs in direct recruitment has been in force since 08.09.1993”.

3.2 The Committee sought information about the recruitment made by ONGC since implementation of reservation for OBCs w.e.f. 08.09.1993 till date and reservation given to OBC candidates therein, grade-wise and year-wise. The information furnished by ONGC in this regard are placed at **Annexure II, III, IV**.

3.3 ONGC also provided the updated status on sector wise recruitment for the year 2016 along with the shortfall status of OBC vacancies in respect of Group C & D employees as on 31.12.2016.

The information provided is shown at **Annexure-V**.

3.4 Asked about the overall short fall in reservation in respect of Group C and D employees, ONGC in a note stated as under:

“It is stated that shortfall calculated for whole of Group “C” or “D” for any State are miniscule. Shortfall calculated for each post in a group is therefore barely 1 or 2. Notwithstanding, whenever vacancies arise the shortfall vacancies are first allocated over the fresh vacancies and this way the shortfall is wiped out.

As per the information provided by the ONGC, the Committee observed that there were certain shortfall vacancies for OBCs in Group ‘C’ posts in many work-centres and asked for the reasons. The ONGC in a written reply stated that there was a marginal shortfall in filling up of OBC posts in few work-centres due to the regularisation of contract workers as per court orders. They also stated that the unfilled posts are carried forward to the next recruitment exercise. Asked about the current status, the ONGC replies that the rosters for the year 2016 were in the process of completion and the shortfall, if any, shall be taken up in the next recruitment exercise.

The CMD of ONGC, when asked about the recruitments made after 1993, assured the Committee during the evidence held on 29th March, 2017 as follows:

Whatever recruitments have been made after 1993 all the guidelines of the Government of India have been followed in letter and spirit. The backlog of 66 vacancies (33+33) will be cleared in coming months. After clearing this we shall be in a position to say that there is no backlog any more.

The Chairperson of the Committee enquired about the period of backlog OBC vacancies, the CMD of ONGC clarified during the aforesaid sitting as under:

“This is shortfall. Backlog is, when we transfer any vacancy to next year. This is a shortfall from 1993 to till date and we will fill up these vacancies in coming months.”

Asked about the class of vacancies, the CMD replied:

“We do not make recruits for Class II posts. This belongs to Class III and Class IV.”

The Committee further enquired as to whether the company is banking on outsourcing in Group ‘C’ and ‘D’ category. A representative of ONGC replied during the evidence as under:

We award contracts to the contractors and contractors bring their own employees. Till date there is no rule that may compel them for reservation. Though we ask them to give reservation to their employees as per reservation policy of the Government. There was a question wherein it was asked whether we have even tried to know the number of SC, ST, OBC employees in contract employees. We have not completed this till date. Whatever figures are available with us are good one, revealing that 37 percent employees in contract employees are from OBC category.

3.5 The Committee then asked to specify the number of employees working as contract workers and the number of OBC workers among them. The ONGC in a written reply submitted as under:

“ONGC has 33794 regular manpower as on 01.02.2017. In addition to the regular manpower, there are around 17900 contractual manpower engaged in various job/service contracts.

The current status of implementation of reservation of SC/ST/OBC personnel in the contracts by the contractors is under compilation and the same shall be submitted subsequently.”

3.6 When the Committee asked as to whether the contractors give representation to OBC labourers in accordance with the norms laid down for regular workers or whether there is any separate guidelines in this regard, the ONGC in a written reply informed as under:

“The Govt. directives strictly apply only in case of Public Employment, whereas employment as contract labour deployed by contractors performing jobs/services does not fall within in this definition. Therefore, in the absence of Govt. of India guidelines providing for reservation in Private Employment, the norms for Public Employment do not apply. However, contractors are advised to follow Govt. of India guidelines on reservation for SC/ST/OBC”.

3.7 Further, when asked as to whether the contract labourers are covered under the EPF and ESI facility, the ONGC in a written reply stated as under:

“The following social security schemes are extended to contractual workers:

- Employees State Insurance (where applicable)
- .Employees Provident Fund.

Though the primary responsibility of remitting the contribution / payment of premium lies with the respective contractor, ONGC has institutionalized various checks at different stages right from tendering to release of security deposit, such as:-

- Issue of tender document only to the agency / contractor who possess independent & EPF and ESI code No.
- Meticulous scrutiny of bills and vouchers submitted by the contractor to ensure that the contributions, both in respect of employer and employee have been remitted by the contractor for the previous month.
- Periodical visit to concerned ESI & EPF offices to ascertain that remittance is being done to the accounts of bona fide workers of the contractors.
- Cross check with the Register and records of the contractors to ensure compliance.
- Online verification from EPFO website etc.”
- The ONGC further elaborated in the same reply as below:

“Contractors providing services to ONGC are required to possess independent PF Code No and ESI Code No. (Where applicable) before they bid for the tender. It is a mandatory requirement as part of the Bid Evaluation Criteria (BEC). Once the contract is awarded, the contractor has to submit copy of the stamped e-challan utilised for deposit of PF /ESI dues of his employees along with the monthly bill. The challan is also verified from the office of the RPF/ESI Corporation through surprise checks to ensure that the contractors comply with the statutory regulations.

In addition, ONGC ensures that the Contractor has supplied Form 3A (Annual statement of PF contribution) to his employees and every eligible contract labour deployed by the contractor has been issued ESIC Pehchan Card.”

3.8 As regards the action taken against the contractors who have not given EPF and ESI card to their labourers, the ONGC replied as under:

“The instructions/statutory provisions are normally being complied with. In the event of any shortcoming, the Principal Employer is advised to ensure compliance and report the same to the Inspecting Authority. Such lapses are normally set right and the officer concerned is sensitized on the need to meticulously follow the Rule position.

ONGC maintains some security money in the form of bank guarantee, EMD/SD or otherwise from the contractor. In case the contractor fails to comply with statutory deduction/contribution towards social security schemes, the bank guarantee/EMD/SD can be invoked for the same. On repeated instances of defaulting on social security schemes, the contractor can be black listed and barred from getting any future contract from the company.

At the same time, there is a set procedure to black list Contractors who violate the provisions of labour law / terms and conditions of the Agreement. The list of such Black listed Contractors is uploaded on the ONGC internal website (ONGCReports.net) and updated from time to time. In addition, the list of such black listed contractors is also issued as a Circular and sent to all work-centres”.

3.9 The Committee in their sitting held on 29th March, 2017 desired to know about the minimum wages being paid to the contractual workers and the efforts being made by the company to safeguard their rights. The CMD, ONGC deposed as under:

“This is not a big thing, that is our legal responsibility. We talk of more about fair wage. When we define fair wage, we find that there are different wages in different states. The states where the minimum wages are maximum in compare to the other states, were give them salary per day including 35 percent of the wage plus Rs. 50/- daily.”

The CMD further stated that:

As per law we are the principal employer to them. It is our liability to ensure their rights, their PF deposited, their ESI facilities available to them, their workmen compensation, their wages be paid. So far as wages are concerned, there are different wages in different states, but we are a step ahead to provide them maximum minimum wages including 35 percent of the wage plus Rs. 50/- daily.

Asked about the contribution of the Department therein, a representation of ONGC clarified during the sitting of the Committee as follows:

This varies because there is no minimum wages in oil and gas sector. We follow the minimum wages as prescribed by the Government; given in the construction of roads and buildings. There are different wages for various types of labourers. As the CMD has informed that we give our labourer more than minimum wages. This is 35 percent extra of the minimum wage plus Rs. 50/- per day including the benefits of PF, bonus etc.

They are given wages as said above. For example, if the labourers from other sector are getting Rs. 1, then the labourers of our sector will get Rs. 1.5. We call it fair wage.

Another representative of the Company added:

Apart from this, we also do another thing. We request the contractor to submit their wages into their bank accounts directly, not through cheque so that they may not have been exploited. This will reduce of the possibility of their exploitation.”

CHAPTER-IV

MONITORING MECHANISM FOR IMPLEMENTATION OF RESERVATION POLICY

4.1 The ONGC mentioned about process of implementation of the reservation policy for OBCs in the organisation, in their note as under:

“Post-based rosters are being maintained for direct recruitment at all induction levels as per existing DOPT guidelines on calendar year basis. The Chief Liaison Officer for OBC Welfare, who is an executive of the rank of Deputy General Manager, carries out inspection of rosters, which are inspected by the representative from Ministry of Petroleum & Natural Gas on yearly basis. The Inspecting Authorities found the rosters in line with requirements as laid down in Presidential Directives and very well maintained and no anomaly has been observed during such inspections. Rosters of all the sectors of ONGC have been inspected up to 31.12.2015. Un-filled posts due to non-availability of candidates etc., are carried forward for the subsequent recruitment exercise.”

4.2 When asked about the maintenance and review mechanism with respect to the Roster Register, the ONGC in a written reply stated that:

“The Reservation Rosters & Registers are prepared by the concerned department, which are inspected by the Liaison officer of sectors and Chief Liaison Officer for OBCs from ONGC and officials of Ministry of Petroleum and Natural Gas. Frequency of such inspection is annual. Rosters of all the Sectors of ONGC have been inspected upto 31.12.2014 on following dates :

Sl	Date	Work Centre	Location		Location
1	25 & 26.09.2015	Mumbai, Vadodara, Jodhpur	Goa		Goa
2	10.10.2015	Agartala, Assam, Kolkata	Shilong		Shillong
3	04.12.2015	Karaikal	Bangalore		Bangalore
4	15&16.01.2016	Rajahmundry, Chennai, Dehradun & Delhi	Goa		Goa

Further, the said inspection up to 31.12.2015 has been completed for Dehradun, Delhi, Vadodara, Mumbai, Kolkata and Chennai. Inspection for Reservation Rosters of Eastern Sector by MOP&NG officials is scheduled on 11th March, 2017.”

4.3 Asked the findings of Chief Liaison Offices with respect to the implementation of reservation policy for OBCs during last one year and action taken by the ONGC thereon, the ONGC in a written reply stated that

“The Inspecting Authorities found the rosters to be in order and positive observation were made by officials of MoPNG at different locations such as ***“Reservation Rosters have been inspected and found to be in line with requirements as laid down in Presidential Directives and are very well maintained.”***”

WELFARE MEASURES FOR OBCs

Liaison Officer for OBCs

4.4 ONGC in a note stated that Chief Liaison Officer at Headquarters and Liaison Officers at Work Centre level, have been appointed to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies for OBCs and other concessions admissible to them.

When enquired as to whether a separate Liaison Officer has been appointed by the ONGC to oversee the implementation of reservation orders for OBCs and to look into their grievances, the CMD ONGC during Oral Evidence held on 21.04.2016 informed as under.

“The OBC liaison officer belongs to Scheduled Caste category and at present there is no Liaison Officer for OBC employees from OBC community”.

However in their post evidence reply, the ONGC informed that:

“In view of the discussions held during the meeting on 21.04.2016, ONGC took a considered decision on the issue and has appointed Chief Liaison Officer for OBC from amongst officers from OBC category.

Name & address of CLO

Shri M. Ravichandran,
Deputy General Manager(F&A), ONGC,
Pandit Deen Dayal Upadhaya Urja Bhawan,
5, Nelson Mandela Road,
Vasant Kunj,
New Delhi – 110 070.
Tel No. (Office) – 011-26751389

The Committee sought details of the appointment of Liaison Officers for OBCs at various work centers of ONGC.”

The list of Liaison Officers in various work centers as on 01.03.2017 as provided by ONGC is placed at **Annexure-VI**.

Grievance Redressal

4.5 As regard, the machinery for redressal of grievances of OBC employees in ONGC, the ONGC in a note informed as under:

“ONGC has its own Grievance Management System (GMS) where grievances of all employees including those belonging to OBCs are addressed by Grievance Management Committees functioning at Assets/Basins/Work Centre level and the Appeals Committee at Hqrs.

The Chief Liaison Officer for OBCs and Liaison Officers at Work Centres also attend to grievances of employees belonging to OBCs. Periodic meetings with the Association of OBC Employees are held at Unit/Regional/Hqrs. level where the issues/grievances of employees belonging to OBCs are taken up with the Management.

In addition, general/individual grievances of OBC employees are also heard by Director (HR) and CMD for redressal, during their visits to Assets/Basins/Work Centres.”

4.6 Asked about the receipt and disposal of grievances of OBC employees in the company, the ONGC in a reply informed that total 03 grievances from OBC employees have been received in last two years i.e. 2013-14 & 2014-15. All the three grievances have been addressed and resolved. The details are placed at Annexure-VII. ONGC stated in another note that the grievances of all employees including OBC employees are addressed through Grievance Management System. ONGC management is sensitive towards the concerns of OBC employees and accords due importance for timely redressal of their grievance. Since the last submission, no fresh grievances have been received.

4.7 The Committee desired to know whether the management hold periodic meetings with OBC employees of the organization to sort out their problems/grievances. The ONGC in a written reply informed as under:

“Periodical meetings are convened with All India ONGC OBC & MOBC Employees Welfare Association to sort out their problems/grievances. Minutes of such meetings are also issued. The details of meetings held are as under:

Sl. No.	Date	Location	Remarks
1	13.03.2008	Karaikal	CWC Meeting
2	24.11.2008	Chennai	CWC Meeting
3	18.09.2013	Guwahati	CWC Core Committee
4	23.07.2014	Ghaziabad	CWC Meeting
5	24.07.2014	Ghaziabad	CEC Meeting
6	10-11.02.2015	Daman	CEC Meeting
7	22.09.2015	Hyderabad	CEC Meeting

8	04.11.2015	Chennai	CWC Core Committee
9	11.05.2016	New Delhi	CEC Meeting
10	12,05.2016	New Delhi	CWC Meeting
11	24-25.09.2016	Guwahati	CEC Meeting
12	25-26.02.2017	Jaisalmer	CEC Meeting

OBC Employees' Association

4.8 The Committee were informed that there is an Association namely, All India ONGC OBC & MOBC Employees Welfare Association in ONGC.

4.9 To a query whether the management hold periodic meetings with OBC Employees Association/ Union of the Organisation to sort out their problems/ grievances, the ONGC replied in a note as under:

“Periodical meetings are convened with All India ONGC OBC & MOBC Employees Welfare Association to sort out their problems/grievances.

They further informed that the minutes of the meetings are issued and circulated to all concerned.”

CHAPTER-V

COACHING/TRAINING FOR OBC CANDIATES

5.1 As per the information made available by ONGC, they have undertaken initiatives through CSR Programme, to train students of weaker sections for competitive examinations. 'ONGC - Super 30' is such initiative being organised at Sivasagar, Assam which aims to train students of weaker sections for passing competitive exams to secure admission into NIT's etc.

5.2 Regarding Super-30, a representative of ONGC in a sitting of the committee held on 21.04.2016 informed as under:

Sir, Super-30 is an NGO Institution in Bihar. Earlier Mr. Abhayanand Ji was DG there and he had started this. The children admitted to the institution belong to BPL families and are competent. The institution conducts a test. We tried this course in Assam for the first time and we had run two Super-30 courses. There were 57 children in both the courses and all the boys got clear for engineering and out of them 27 boys are from OBC category.

5.3 When the Committee sought the details of the arrangements for pre-recruitment training and in-service training to OBC candidates, the ONGC replied in a note as under:

“The details of candidates trained so far in ÖNGC-Super 30', during last three years is as under:-

Year	Total candidates trained	No. of OBC candidates
2014-15	30	18
2015-16	27	10
2016-17	30	07

ONGC further added:

“ONGC organizes training for knowledge enhancement for all ONGC employees including OBC/SC/ST through its training Institutes/ facilities. While seeking nominations for all such in-service trainings, a special note is also appended seeking for nominating sufficient number of SC/ST/OBC personnel. Special training programme are also being organized exclusively for SC/ST/OBC personnel. In the year 2016-17, seven such programme exclusively for SC/ST/OBC employees were organized, in which 31 OBC employees participated”.

5.4 The Committee asked about representation of OBC's employees in foreign trainings programmes. To this ONGC in a note replied as under:

“As per Company Policy, generally employees at senior level are nominated for Trainings Abroad. Status of OBC employees representation in Training/Seminars/ Conferences abroad during last three years is as under:

Training within India		
Year	No. of employees trained	No of OBC Employees
2013 - 14	20481	3552 (17.34 %)
2014 - 15	21224	4059 (19.12 %)
2015 – 16	21175	4307 (20.34 %)
206-17 (upto Dec.,2016)	14705	3464(23.55%)
Training abroad		
2013 - 14	367	2 (0.54%)
2014 - 15	330	2 (0.61%)
2015 – 16	144	5 (3.47%)
2016-17 (Upto Dec.2016)	173	5(2.89%)

The above figures in respect of representation of employees of OBC Category nominated for Trainings Abroad do not reflect a true position, since senior executives are normally nominated for such trainings and those senior executives who belong to OBC Category and who had joined prior to 1993 were accounted as General category”.

5.5 When the Committee asked the reasons for the low representation of OBC employees sent on foreign training, the ONGC replied in a written note as under:

“The flagship programmes like Leadership Development Program, Advanced Management Program and Senior Management Program having overseas learning component are for Senior Executives at the level of E5 & above ONGC’s Executive Committee (EC)has approved specific criteria which is being followed for selection of executives and suitable OBC executives are being sent for these programs.

Reservation for OBCs in appointments were implemented w.e.f. 08.09.1993. As such, at present, sufficient number of officers are not available in these categories, i.e. E5 & above.”

5.6 When asked about the steps taken to increase the representation of OBCs in foreign training assignments. The ONGC stated in the reply as under:

“While inviting the nominations from work centers for ONGC Academy programmes, a special note in nomination request is made for nominating adequate number of SC/ST/OBC personnel for training programmes.”

The reply of the ONGC was corroborated by the CMD, ONGC during the evidence held on 29th March, 2017 as under:

“Those employees and officers who are well versed with the company and, have worked for a certain period in the company, and are seniors, they are sent for foreign trainings. Our guidelines in this regard are same. We started recruitment under OBC category in 1993 when guidelines in this regard were issued. After that it could not be done upto the desired level. This question was raised in the previous sitting of the committee. Keeping this in view, we have tried to increase this percentage, this has increased from 3-4 percent to 10 percent. In our view, this was also not very satisfactory. For this we have got a separate permission for a group of 24 OBC employees. After this it may be 19.8 percent. And we will keep trying until we get the target.

On a query that what should be the percentage of OBC therein, the CMD replied:

“For this there is no special guidelines but we shall try to maintain the percentage for OBC same as fixed for SC and ST, we are committed for this.”

The Committee expressed their concern over nominal representation of OBC in foreign trainings in Grade ‘A’ services particularly. The CMD, ONGC submitted as under:

“Regarding this we have a submission. We have selected 24 persons to serve at the level of the Chief Managers. Their age is around 27 years. Still they have 11 years service period. We have selected these persons for training because they are part of our succession planning, when these people get training on foreign land they may work in a better way and may get upto the DGM and GM etc level posts in their long remaining service period. This is the reason of selecting these persons for training side lining seniors. This is our view.

Corporate Social Responsibility

5.7 According to ONGC, the initiatives taken by them to fulfill Corporate Social Responsibility, are as under:

“ONGC has developed its Corporate Social Responsibility (CSR) and Sustainability Policy in consonance with the CSR Policy framework enshrined in the section-135 of Companies Act, 2013 (Act) and in accordance with the Companies (CSR Policy) Rules, 2014 (Rules) notified by Ministry of Corporate Affairs, Government of India and Guidelines on Corporate Social Responsibility and Sustainability for Central Public Sector Enterprises issued by Department of Public Enterprises, Government of India (DPE Guidelines, 2014) which are effective from 1st April 2014

The policy applies to all CSR Projects / Programmes undertaken by ONGC listed in Schedule-VII of the Act, within the geographical limits of India alone, preferably towards the benefit of marginalized, disadvantaged, poor and deprived sections of the community and the environment”.

5.8 The amount spent by ONGC on CSR activities during each of the last three years is as under :

Year	Amount Spent on CSR (Rs. In Crores)
2013-14	183.04
2014-15	215.60
2015-16	421.00
2016-17(as on 01.03.2017)	302.53

Asked as to whether the backward section of the society is being benefitted by the CSF activities of the company, the ONGC in a written note replied that the projects undertaken under CSR policy of the company aim to cover weaker sections of the society including persons belonging to OBC Community, at various locations.

The Committee desired to know about the details of the activities carried out by ONGC under CSR for the welfare of OBCs for last two years. As per the information provided by ONGC, the flagship projects being undertaken by ONGC under CSR for the underprivileged community, including OBCs, for last two years, is placed at **Annexure-VIII**.

PART-II

OBSERVATION/RECOMMENDATIONS

Reservation for OBCs in ONGC

1. The Committee note that there were 6372 OBC employees amongst the total strength of 33,794 employees in ONGC as on 1st February, 2017 which forms about 18.9 per cent of the total strength. In class I services, the total strength is reported to be 21,713, whereas the strength of OBC employees in Class -I services stands at 3052, which is about 14.1 percent only. The Committee also note that reservation for OBCs has been in force in ONGC since 8.9.1993 in direct recruitment as per Government orders. In Group 'A' services, 27 percent reservation for OBC posts is being implemented in direct recruitment on All India basis through open competition and 25.84 per cent in direct recruitment on All India basis other than open competition. The Committee have been informed that the recruitment in executive cadre i.e. Group 'A' is stipulated at E-1 and E-4 levels and recruitment is carried out both as direct recruitment as well as campus recruitment. However, the scrutiny of data supplied by the ONGC reveals that even at E-1 level, there were only 949 OBCs out of a total of 3885 employees framing 24.4 percent as on 1st February, 2017 and the situation is still worse in E-4 level, where there were 321 OBCs out of 2669 employees which is only 12 per cent of the total number of employees in E-4 level. The Committee are not satisfied with any reason whatsoever extended by the ONGC for not being able to fulfil the stipulated quota of reservation for OBCs even in the entry levels of Group 'A' services. On the one hand, the ONGC is not showing any shortfall or backlog vacancies in Group 'A' services, and on the other, they are not

able to achieve the requisite representation of OBCs at the entry levels of direct recruitment even after the lapse of more than two decades of implementation of reservation for OBCs in the services under Government of India.

The Committee also scrutinized the data regarding year-wise recruitments made in ONGC and reservation given to OBC candidates therein in Group 'A' E-1 level posts since 1993 as shown in Annexure-I. The data shows that 3.84 percent reservation was given to OBC in 1993, 8.08 percent in 1994, 12.72 per cent in 1995, 11.96 percent in 1996, 9.80 per cent in 1997, 2.90 per cent in 1998, 18.32 per cent in 1999, 25.80 per cent in 2000, 22.42 per cent in 2001, 11.86 per cent in 2002, 13.59 per cent in 2003, 19.40 per cent in 2004, 17.39 per cent in 2005, 26.25 percent in 2006, 25 per cent in 2007, 27.31 per cent in 2008, 22.01 percent in 2009, 23.88 percent in 2010, 25.14 percent in 2011, 26.13 percent in 2012, 20.95 per cent in 2013, 25.64 per cent in 2014, 29.04 per cent in 2015 and 29.77 percent in 2016. Further there is no shortfall or backlog vacancy for OBC shown in the given data. The Committee are astonished and rather anguished to find that barring the years of 2008, 2015 and 2016, nowhere the reservation given to OBC has touched the figure of 27 per cent right from 1993. The percentage is below 20 during 11 years and during initial years, it remained even below the double digit range at least four times. The Committee are unable to understand the basis of earmarking less number of vacancies for OBCs than the stipulated percentage of reservation as per the Government orders and would like to know the reasons therefore. The Committee, therefore, recommend that the year-wise vacancies for OBCs should be reviewed and they may be apprised of the outcome thereof.

2. The Committee note that the DoPT vide its order dated 5th July, 2005 had revised the quantum of reservation for SC, ST and OBCs in case of direct recruitment to Group 'C' and 'D' posts normally attracting candidates from a locality or a region. On being asked by the Committee, the Ministry had provided a statement showing year-wise vacancies occurred in ONGC in Group 'C' and 'D' posts and reservation given to OBC candidates therein in various sectors across the country. The Committee have analysed the data sector-wise from the year when the DoPT orders came into effect, i.e. from 2005 onwards. The following information have been derived from the data supplied by the Ministry of Petroleum and Natural Gas:-

Sector	Percentage of reservation for OBCs prescribed by DoPT for the State/UT	Group	Total vacancies occurred onwards	Reserved for OBCs	Percentage of OBC vacancies
Dehradun & Delhi	13%	C	244	18	7.37%
	27%	D	21	3	14.28%
Gujarat	27%	C	2336	590	25.25%
		D	73	23	31.50%
Maharashtra	27%	C	1620	295	18.20%
		D	25	3	12%
Assam	27%	C	1216	315	25.90%
		D	55	15	27.27%
Tripura	2%	C	271	NIL	0% (Should be 5.42 vacancies)
		D	23	NIL	0% (should be .46)
West Bengal	22%	C	37	4	10.81%
		D	1	NIL	0%
Andhra Pradesh	27%	C	308	61	19.80%
		D	28	7	25%
Tamil Nadu	27%	C	83	9	10.84%
		D	11	3	27.27%
Pondicherry	27%	C	387	102	26.35%
		D	23	2	8.69%

It is evident from the above table that while making recruitment in Gr. 'C' posts, the ONGC has fallen short of the prescribed percentage of recruitment for OBCs in all the regions, if the total vacancies occurred from 2005 onwards are taken into account. In some regions like in Delhi-Dehradun, Maharashtra, West Bengal, Andhra Pradesh and Tamil Nadu, the percentage of reservation given to OBCs is extremely low. The situation is equally pitiable in Group 'D' posts in the State of Maharashtra and the Union Territory of Pondicherry. The Committee deplore the casual and negligent approach adopted by the ONGC in implementing the Government orders on providing reservation to OBCs and recommend the Ministry/ONGC to review the implementation of reservation for OBCs in different sectors with respect to Group 'C' and 'D' posts and explore the feasibility of finding out the actual vacancies to be reserved for OBCs year wise in accordance with the DoPT orders of 2005. The Committee may be kept abreast of the corrective action taken in this regard.

3. The Committee note that there are 7 shortfall vacancies for OBCs in Delhi-Dehradun sector, 2 in Assam and backlog of 6 OBC vacancies in Gujarat and 16 in Maharashtra/Mumbai sector in Group C posts. In Group D service, there are 9 shortfall OBC vacancies in Assam sector and 1 backlog vacancy in Gujarat sector as on 31.12.2016. Moreover, in Andhra Pradesh recruitment for 33 Group C OBC vacancies in 2014 and 20 in 2015 and also 5 Group D OBC vacancies in 2014 and 2 in 2015 are held up due to court case. The Ministry has attributed the shortfall/ backlog in OBC vacancies to regularisation of contract workers as per court orders.

The Committee feel that the regularisation of contract workers should not be a hindrance in filling up the regular posts of Group C and D categories and desire that the shortfall/backlog vacancies for OBCs in Group C and D posts in various sectors across the country may be filled up on priority basis by removing all the bottlenecks, thereby ensuring justice to the OBC candidates. The Committee also recommended that the monitoring mechanism to oversee the recruitment procedure and implementation of reservation for OBCs in ONGC should be strengthened so as to get rid of any discrepancy in working out the actual number of reserved posts for OBCs and also the cumulation of backlog vacancies in OBC category.

Liaison Officer for OBCs

4. The Committee note that the ONGC has appointed separate Liaison Officer for OBCs as per DoPT instructions, both at Headquarters level and at the level of various work centres across the country. The Committee appreciate that the Chief Liaison Officer for OBC has been appointed from the OBC category at headquarters level w.e.f. 27th April 2016 following the suggestions given by the Committee. Besides, the Ministry has provided a list of 21 Liaisoning Officers for OBCs appointed at various work centres of ONGC across the country. The Committee desire that the Liaison Officers for OBCs appointed at the work centre level may also preferably belong to OBC community in order to develop a sense of identity, belongingness and self respect amongst the OBC employees. The Ministry/ONGC may make all efforts in this regard.

Training facility for OBCs

5. The Committee have been informed that the ONGC has undertaken initiatives to organise 'ONGC-Super 30' course through CSR programme at Sivasagar, Assam

to train students of weaker sections for passing competitive exams to secure admission into NITs, etc. on the pattern of Super-30 institute being run in Bihar. It is also informed that a fair number of OBC students have been benefitted under this programme. Besides, ONGC organises in-service training programmes for knowledge enhancement for all ONGC employees including SC/ST/ OBC through its training institutes/ facilities. Special training programmes are also being organised exclusively for SC/ST/OBC personnel. The Committee appreciate the efforts made by ONGC to provide 'Super-30' training to the students of weaker sections and also to arrange in-service training to the serving employees of ONGC. However, they find that the Ministry has chosen to be silent on the issue of pre-recruitment training for OBC candidates. The OBC candidates belonging to socially and educationally backward sections of the society appearing in competitive examinations for recruitment need support and encouragement to compete with the other candidates. The Committee, therefore, recommend that the ONGC, being a leading crude oil explorer and producer company, should take initiative to organise pre-recruitment training for the OBC aspirants seeking jobs in the company itself so as to provide the OBC people a level playing field.

6. The Committee note that during the last four years, the percentage of OBC employees deputed for training within India were 17.34, 19.12, 20.34 and 23.55 per cent, while the percentage of OBC employees selected for training abroad were a meager 0.54, 0.61, 3.47 and 2.89 per cent. The Ministry have defended the dismal state of affairs for OBCs as far as the foreign training programmes are concerned by citing that the flagship programmes like Leadership Development Programme,

Advance Management Programme and Senior Management Programme having overseas learning component are for Senior Executives at the level of E5 and above and sufficient number of OBC officers are not available in these categories. When the Committee raised concern over less opportunity available for OBC executives for training abroad, it was informed that a separate batch of 24 OBC officials of the level of Chief Manager has been constituted for foreign training purpose in order to give fair opportunity to OBC officials to excel. While appreciating the step taken by ONGC to mend the injustice done earlier, the Committee feel the need of a systemic arrangement to ensure inclusive participation in the flagship programmes to inculcate leadership development and advance management skills in the company executives so that the socially and educationally backward community's interests are also protected and nurtured. This can be ensured, in the opinion of the Committee, by showing foresightedness of developing the skills and nourishing the potentials of the middle level officers, especially those from the marginalised section of the society. This will not only promote the welfare of the OBC community, but also be fruitful for the overall development and growth of the company. The Committee, therefore, recommend the Ministry to develop a mechanism to increase the participation of OBC employees in the foreign training programmes and assignments in the future.

Corporate Social Responsibility (CSR)

7. The Committee noted that the ONGC is undertaking several projects/ programmes under Corporate Social Responsibility (CSR) and Sustainability Policy in accordance with the provisions made in the Section 135 of Companies Act, 2013

and the Companies (CSR Policy) Rules, 2014 of the Ministry of Corporate Affairs as well as the guidelines on CSR and Sustainability for Central Public Sector Enterprises (CPSEs) issued by the Department of Public Enterprises, commonly known as DPE Guidelines, 2014, which are effective from 1st April, 2014. The Ministry of P&NG/ONGC has furnished a list of flagship projects undertaken by ONGC under CSR during last two years, which include public utility works in health, education and sanitation sectors, etc. across the country ONGC has brought to the notice of the Committee that they have spent Rs. 215.60 crore in 2014-15, Rs. 421 crore in 2015-16 and Rs. 302.53 crore in 2016-17 upto 1st March, 2017 under CSR activities. They have further submitted that the projects undertaken under CSR policy of the company aim to cover weaker sections of the society including persons belonging to OBC community, at various locations. The Committee acknowledge the work done by the ONGC under CSR activities and recommend that the activities and projects undertaken by the company should be more and more oriented towards benefits and welfare of OBCs who belong to the downtrodden and deprived section of the society and make all efforts to penetrate the remote and neglected regions for their projects. The focus of the company may also be widened to cover the activities which may include making villages free from open defecation, access of rural people to medical services, etc.

NEW DELHI;
14 December, 2017
23 Agrahanaya, 1939 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of Other Backward Classes

STRENGTH & PERCENTAGE OF SC/ST/OBC AS ON 01/02/2017

Class	Level	Total No of employees 01-02-2017	SC		ST		OBC	
			Nos	%	Nos	%	Nos	%
Class I	E9	59	10	16.9	3	5.1		
	E8	102	7	6.9	3	2.9	3	2.9
	E7	485	48	9.9	5	1.0	10	2.1
	E6	3220	489	15.2	121	3.8	73	2.3
	E5	3020	691	22.9	317	10.5	166	5.5
	E4	2669	454	17.0	286	10.7	321	12.0
	E3	2987	391	13.1	252	8.4	466	15.6
	E2	5286	839	15.9	400	7.6	1064	20.1
E1	3885	562	14.5	410	10.6	949	24.4	
Class I Total		21713	3491	16.1	1797	8.3	3052	14.1
Class II	E0	411	90	21.9	95	23.1	28	6.8
Class II Total		411	90	21.9	95	23.1	28	6.8
Class III	S4	551	51	9.3	59	10.7	82	14.9
	S3	605	71	11.7	43	7.1	70	11.6
	S2	711	95	13.4	183	25.7	66	9.3
	S1	156	36	23.1	37	23.7	15	9.6
	TC	3	1	33.3				
	A4	701	119	17.0	78	11.1	191	27.2
	A3	507	52	10.3	70	13.8	153	30.2
	A2	3150	362	11.5	362	11.5	1129	35.8
A1	2821	341	12.1	366	13.0	1118	39.6	
Class III Total		9205	1128	12.3	1198	13.0	2824	30.7
Class IV	W7	836	118	14.1	75	9.0	100	12.0
	W6	342	69	20.2	50	14.6	19	5.6
	W5	280	53	18.9	55	19.6	59	21.1
	W4	428	79	18.5	31	7.2	136	31.8
	W3	147	31	21.1	8	5.4	64	43.5
	W2	178	24	13.5	6	3.4	20	11.2
	W1	254	32	12.6	24	9.4	70	27.6
Class IV Total		2465	406	16.5	249	10.1	468	19.0
Grand Total		33794	5115	15.1	3339	9.9	6372	18.9

All India Group 'A' Post								Annexure-II	
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'A' (CLASS-I)-E1 LEVEL SINCE 1993									
Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for OBC				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'A'	286	286	11	11	0	0	0	0
1994		99	99	8	8	0	0	0	0
1995		55	55	7	7	0	0	0	0
1996		301	301	36	36	0	0	0	0
1997		51	51	5	5	0	0	0	0
1998		172	172	5	5	0	0	0	0
1999		311	311	57	57	0	0	0	0
2000		93	93	24	24	0	0	0	0
2001		223	223	50	50	0	0	0	0
2002		59	59	7	7	0	0	0	0
2003		309	309	42	42	0	0	0	0
2004		237	237	46	46	0	0	0	0
2005		23	23	4	4	0	0	0	0
2006		240	240	63	63	0	0	0	0
2007		104	104	26	26	0	0	0	0
2008		465	465	127	127	0	0	0	0
2009		377	377	83	83	0	0	0	0
2010		1013	1013	242	242	0	0	0	0
2011		342	342	86	86	0	0	0	0
2012		861	861	225	225	0	0	0	0
2013		210	210	44	44	0	0	0	0
2014		78	78	20	20	0	0	0	0
2015		940	939	273	272*	0	0	0	0
2016		450	427	134	Joinings in progress				

* 01 post of security officer (Reserved for OBC) has been kept in abeyance due to stay order of court

Dehradun & Delhi

**DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III) SINCE
1993**

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'C'	12	12	0	0	0	0	0	0
1994		3	3	0	0	0	0	0	0
1995		9	9	0	0	0	0	0	0
1996		16	16	0	0	0	0	0	0
1997		5	5	0	0	0	0	0	0
1998		12	12	0	0	0	0	0	0
1999		41	41	4	4	0	0	0	0
2000		44	44	8	8	0	0	0	0
2001		18	18	2	2	0	0	0	0
2002		2	2	0	0	0	0	0	0
2003		4	4	1	1	0	0	0	0
2004		5	5	0	0	0	0	0	0
2005		6	6	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		8	8	1	1	0	0	0	0
2009		19	19	0	0	0	0	0	0
2010		7	7	0	0	0	0	0	0
2011		2	2	0	0	0	0	0	0
2012		12	12	0	0	0	0	0	0
2013	2	2	0	0	0	0	0	0	
2014	111	98	15	10	5	33.3	0	0	
2015	77	77	5+2=7	7	0	0	0	0	
2016	0	0	0	0	7	3.39	0	0	

Gujarat/ Ahmedabad, Ankleshwar, Cambay, Mehsana, Vadodara

DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF + Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'C'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		56	56	12	12	0	0	0	0
1998		75	75	14	14	0	0	0	0
1999		120	112	22	14	8	36.36	0	0
2000		0	0	0	0	0	0	0	0
2001		0	0	0	0	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		8*	8*	0	0	0	0	0	0
2009		39**	39**	0	0	0	0	0	0
2010		525	521	8+119=127	123	4	3.14	0	0
2011		152	139	4+32=36	36	0	0	0	0
2012		509	448	118	118	0	0	0	0
2013	0	0	0	0	0	0	0	0	
2014	656	629	193	188	5	2.59	0	0	
2015	494	455	5+122=127	121	6	0	0	0	
2016	0	0	6	0	0	0	6	0	
* Contingent workers are regularised as per orders of Hon'ble Supreme Court ** Posts filled through Dependent of Deceased scheme									

Maharashtra / Mumbai

DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF +Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'C'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		9	9	1	1	0	0	0	0
1998		18	18	1	1	0	0	0	0
1999		47	47	10	10	0	0	0	0
2000		58	58	16	16	0	0	0	0
2001		67	67	18	18	0	0	0	0
2002		1	1	0	0	0	0	0	0
2003		13	13	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		21	21	4	4	0	0	0	0
2006		2	2	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		0	0	0	0	0	0	0	0
2009		35	35	9	9	0	0	0	0
2010		280	123	30	30	0	0	0	0
2011		303	247	31	31	0	0	0	0
2012		137	125	37	37	0	0	0	0
2013	463	406	119	115	4	3.36	0	0	
2014	174	122	4+26=30	30	0	0	0	0	
2015	205	144	39	39	0	0	0	0	
2016		0	0	0	0	8	0.71	16	1

Assam / Nazira, Sivasagar, Jorhat, Silchar
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'C'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		0	0	0	0	0	0	0	0
1998		0	0	0	0	0	0	0	0
1999		0	0	0	0	0	0	0	0
2000		0	0	0	0	0	0	0	0
2001		0	0	0	0	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		29	29	7	7	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		7	7	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		97	97	24	24	0	0	0	0
2009		36	36	9	9	0	0	0	0
2010		59	59	21	21	0	0	0	6
2011		121	121	23	23	0	0	0	0
2012		130	130	30	30	0	0	0	0
2013		106	106	36	36	0	0	0	0
2014		199	199	53	53	0	0	0	0
2015		461	461	119	119	0	0	0	0
2016		0	0	0	0	2	0.13	1	0

Tripura/Agartala

DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'C'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		14	14	0	0	0	0	0	0
1997		2	2	0	0	0	0	0	0
1998		5	5	0	0	0	0	0	0
1999		1	1	0	0	0	0	0	0
2000		5	5	0	0	0	0	0	0
2001		0	0	0	0	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		1	1	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		0	0	0	0	0	0	0	0
2009		0	0	0	0	0	0	0	0
2010		34	34	0	0	0	0	0	0
2011		1	1	0	0	0	0	0	0
2012		0	0	0	0	0	0	0	0
2013		0	0	0	0	0	0	0	0
2014		89	78	0	0	0	0	0	0
2015		146	137	0	0	0	0	0	0
2016		0	0	0	0	0	0	0	0

West Bengal/Kolkata

DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'C'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		0	0	0	0	0	0	0	0
1998		1	1	0	0	0	0	0	0
1999		1	0	0	0	0	0	0	0
2000		0	0	0	0	0	0	0	0
2001		11	11	2	2	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		5	5	1	1	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		2	2	0	0	0	0	0	0
2009		0	0	0	0	0	0	0	0
2010		4	4	1	1	0	0	0	0
2011		2	2	0	0	0	0	0	0
2012		0	0	0	0	0	0	0	0
2013		8	8	0	0	0	0	0	0
2014	0	0	0	0	0	0	0	0	
2015	21	21	3	3	0	0	0	0	
2016	0	0	0	0	0	0	0	0	

Andhra Pradesh /Rajahmundry, Kakinada
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III)
SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled	
				CF + Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall			
1993	Group 'C'	0	0	0	0	0	0	0	0	
1994		0	0	0	0	0	0	0	0	
1995		0	0	0	0	0	0	0	0	
1996		0	0	0	0	0	0	0	0	
1997		0	0	0	0	0	0	0	0	
1998		0	0	0	0	0	0	0	0	
1999		0	0	0	0	0	0	0	0	
2000		0	0	0	0	0	0	0	0	
2001		10	10	3	3	0	0	0	0	
2002		0	0	0	0	0	0	0	0	
2003		0	0	0	0	0	0	0	0	
2004		0	0	0	0	0	0	0	0	
2005		0	0	0	0	0	0	0	0	
2006		0	0	0	0	0	0	0	0	
2007		0	0	0	0	0	0	0	0	
2008		0	0	0	0	0	0	0	0	
2009		0	0	0	0	0	0	0	0	
2010		0	0	0	0	0	0	0	0	
2011		0	0	0	0	0	0	0	0	
2012		0	0	0	0	0	0	0	0	
2013		53	53	8	8	0	0	0	0	
2014		163	0	33	Recruitment held up due to court case					
2015		92	0	20	Recruitment held up due to court case					
2016		0	0	0	No recruitments made as the Hon'ble High Court at Hyderabad has stayed the recruitment process of previous years					

Tamil Nadu/ Chennai
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III)
SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'C'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		0	0	0	0	0	0	0	0
1998		2	2	0	0	0	0	0	0
1999		5	5	1	1	0	0	0	0
2000		4	4	1	1	0	0	0	0
2001		5	4	2	1	1	50	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		2	2	1+0=1	1	0	0	0	0
2006		1	1	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		2	2	0	0	0	0	0	0
2009		7	2	1	1	0	0	0	0
2010		4	4	1	1	0	0	0	0
2011		13	13	3	3	0	0	0	0
2012		0	0	0	0	0	0	0	0
2013		18	11	1	1	0	0	0	0
2014		18	16	1	1	0	0	0	0
2015		16	16	1	1	0	0	0	0
2016		2	2	1	2	0	0	0	0

Pondicherry /Karaikal
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'C' (CLASS-III)
SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'C'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		2	2	0	0	0	0	0	0
1998		1	1	0	0	0	0	0	0
1999		66	66	15	15	0	0	0	0
2000		43	43	14	14	0	0	0	0
2001		3	3	0	0	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		1	1	1	1	0	0	0	0
2008		1	1	1	1	0	0	0	0
2009		2	2	0	0	0	0	0	0
2010		24	24	7	7	0	0	0	0
2011		0	0	0	0	0	0	0	0
2012		0	0	0	0	0	0	0	0
2013	139	101	23	23	0	0	0	0	
2014	111	101	22	22	0	0	0	0	
2015	102	98	48	47	3	1.03	1	0	
2016	7	6	0	3	0	0	0	0	

Dehradun & Delhi
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV)
SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled	
				CF +Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall			
1993	Group 'D'	0	0	0	0	0	0	0	0	
1994		4	4	0	0	0	0	0	0	
1995		2	2	0	0	0	0	0	0	
1996		13	13	0	0	0	0	0	0	
1997		3	3	0	0	0	0	0	0	
1998		5	5	1	1	0	0	0	0	
1999		37	37	5	5	0	0	0	0	
2000		21	21	5	5	0	0	0	0	
2001		17	17	4	4	0	0	0	0	
2002		2	2	0	0	0	0	0	0	
2003		1	1	1	1	0	0	0	0	
2004		0	0	0	0	0	0	0	0	
2005		0	0	0	0	0	0	0	0	
2006		0	0	0	0	0	0	0	0	
2007		1	1	0	0	0	0	0	0	
2008		4	4	0	0	0	0	0	0	
2009		6	6	2	2	0	0	0	0	
2010		1	1	0	0	0	0	0	0	
2011		0	0	0	0	0	0	0	0	
2012		0	0	0	0	0	0	0	0	
2013		0	0	0	0	0	0	0	0	
2014		7	7	1	1	0	0	0	0	
2015		2	0	0	Recruitment Action withheld due to court case					
2016		0	0	0	0	0	0	0	0	

Gujarat/ Ahmedabad, Ankleshwar, Cambay, Mehsana, Vadodara
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF +Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'D'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		4	4	1	1	0	0	0	0
1998		40	40	9	9	0	0	0	0
1999		0	0	0	0	0	0	0	0
2000		0	0	0	0	0	0	0	0
2001		0	0	0	0	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		50*	50*	0	3*	0	0	0	0
2009		0	0	0	0	0	0	0	0
2010		0	0	0	0	0	0	0	0
2011		0	0	0	0	0	0	0	0
2012		18*	18*	0	0	0	0	0	0
2013		19*	19*	0	0	0	0	0	0
2014		65	64	16	16	0	0	0	0
2015		8	8	0+6=6	6	0	0	1	0
2016		0	0	1	0	0	0	1	0

*Regularised as per orders of Hon'ble Supreme Court

Maharashtra / Mumbai

DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'D'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		0	0	0	0	0	0	0	0
1998		6	6	2	2	0	0	0	0
1999		3	3	0	0	0	0	0	0
2000		13	13	0	0	0	0	0	0
2001		7	7	0	0	0	0	0	0
2002		1	1	0	0	0	0	0	0
2003		3	3	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		7	7	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		1	1	0	0	0	0	0	0
2008		1	1	0	0	0	0	0	0
2009		0	0	0	0	0	0	0	0
2010		0	0	0	0	0	0	0	0
2011		0	0	0	0	0	0	0	0
2012		0	0	0	0	0	0	0	0
2013		5	5	1	1	0	0	0	0
2014		11	11	2	2	0	0	0	0
2015		0	0	0	0	0	0	0	0
2016		0	0	0	0	0	0	0	0

Assam / Nazira, Sivasagar, Jorhat, Silchar
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV)
SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF + Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'D'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		0	0	0	0	0	0	0	0
1998		0	0	0	0	0	0	0	0
1999		0	0	0	0	0	0	0	0
2000		0	0	0	0	0	0	0	0
2001		0	0	0	0	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		0	0	0	0	0	0	0	0
2009		0	0	0	0	0	0	0	0
2010		0	0	0	0	0	0	0	0
2011		18	18	3	3	0	0	0	0
2012		6	6	2	2	0	0	0	0
2013		0	0	0	0	0	0	0	0
2014		14	14	4	4	0	0	0	0
2015		17	17	6	6	0	0	0	0
2016		0	0	0	0	9	5.62	0	0

Tripura/Agartala

DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'D'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		0	0	0	0	0	0	0	0
1998		3	3	0	0	0	0	0	0
1999		0	0	0	0	0	0	0	0
2000		0	0	0	0	0	0	0	0
2001		1	1	0	0	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		0	0	0	0	0	0	0	0
2009		0	0	0	0	0	0	0	0
2010		0	0	0	0	0	0	0	0
2011		0	0	0	0	0	0	0	0
2012		0	0	0	0	0	0	0	0
2013	0	0	0	0	0	0	0	0	
2014	12	7	0	0	0	0	0	0	
2015	11	11	0	0	0	0	0	0	
2016	0	0	0	0	0	0	0	0	

West Bengal/Kolkata

DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'D'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		0	0	0	0	0	0	0	0
1998		3	3	0	0	0	0	0	0
1999		0	0	0	0	0	0	0	0
2000		0	0	0	0	0	0	0	0
2001		1	1	0	0	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		0	0	0	0	0	0	0	0
2009		0	0	0	0	0	0	0	0
2010		0	0	0	0	0	0	0	0
2011		0	0	0	0	0	0	0	0
2012		0	0	0	0	0	0	0	0
2013		0	0	0	0	0	0	0	0
2014		0	0	0	0	0	0	0	0
2015		1	1	0	0	0	0	0	0
2016		0	0	0	0	0	0	0	0

Andhra Pradesh /Rajahmundry, Kakinada
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled	
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall			
1993	Group 'D'	0	0	0	0	0	0	0	0	
1994		25*	25*	0	7*	0	0	0	0	
1995		0	0	0	0	0	0	0	0	
1996		0	0	0	0	0	0	0	0	
1997		0	0	0	0	0	0	0	0	
1998		7	7	0	0	0	0	0	0	
1999		126*	126*	0	27*	0	0	0	0	
2000		0	0	0	0	0	0	0	0	
2001		0	0	0	0	0	0	0	0	
2002		0	0	0	0	0	0	0	0	
2003		0	0	0	0	0	0	0	0	
2004		0	0	0	0	0	0	0	0	
2005		0	0	0	0	0	0	0	0	
2006		0	0	0	0	0	0	0	0	
2007		0	0	0	0	0	0	0	0	
2008		0	0	0	0	0	0	0	0	
2009		0	0	0	0	0	0	0	0	
2010		0	0	0	0	0	0	0	0	
2011		0	0	0	0	0	0	0	0	
2012		0	0	0	0	0	0	0	0	
2013		0	0	0	0	0	0	0	0	
2014		20	0	5	Recruitment held up due to court case					
2015		8	0	2	Recruitment held up due to court case					
2016		0	0	0	No recruitments made as the Hon'ble High Court at Hyderabad has stayed the recruitment process of previous years					

*_Regularized as per court orders

Tamil Nadu/ Chennai
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV)
SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled	
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall			
1993	Group 'D'	0	0	0	0	0	0	0	0	
1994		0	0	0	0	0	0	0	0	
1995		0	0	0	0	0	0	0	0	
1996		0	0	0	0	0	0	0	0	
1997		0	0	0	0	0	0	0	0	
1998		12	12	3	3	0	0	0	0	
1999		17	17	6	6	0	0	0	0	
2000		15	15	9	9	0	0	0	0	
2001		0	0	0	0	0	0	0	0	
2002		0	0	0	0	0	0	0	0	
2003		0	0	0	0	0	0	0	0	
2004		0	0	0	0	0	0	0	0	
2005		0	0	0	0	0	0	0	0	
2006		0	0	0	0	0	0	0	0	
2007		0	0	0	0	0	0	0	0	
2008		0	0	0	0	0	0	0	0	
2009		0	0	0	0	0	0	0	0	
2010		0	0	0	0	0	0	0	0	
2011		0	0	0	0	0	0	0	0	
2012		0	0	0	0	0	0	0	0	
2013		0	0	0	0	0	0	0	0	
2014	0	0	0	0	0	0	0	0		
2015	11	0	3	Recruitment exercise under progress					0	0
2016	0	0	0	0	0	0	0	0	0	

Pondicherry / Karaikal

DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'D' (CLASS-IV) SINCE 1993

Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'D'	0	0	0	0	0	0	0	0
1994		0	0	0	0	0	0	0	0
1995		0	0	0	0	0	0	0	0
1996		0	0	0	0	0	0	0	0
1997		29	29	0	0	0	0	0	0
1998		0	0	0	0	0	0	0	0
1999		0	0	0	0	0	0	0	0
2000		0	0	0	0	0	0	0	0
2001		2	2	0	2*	0	0	0	0
2002		0	0	0	0	0	0	0	0
2003		0	0	0	0	0	0	0	0
2004		0	0	0	0	0	0	0	0
2005		0	0	0	0	0	0	0	0
2006		0	0	0	0	0	0	0	0
2007		0	0	0	0	0	0	0	0
2008		0	0	0	0	0	0	0	0
2009		0	0	0	0	0	0	0	0
2010		0	0	0	0	0	0	0	0
2011		0	0	0	0	0	0	0	0
2012		0	0	0	0	0	0	0	0
2013		9	5	2	2	0	0	0	0
2014		6	0	0	0	0	0	0	0
2015		7	2	0	0	0	0	0	0
2016		1	0	0	0	0	0	0	0

*Persons with Disability belonging to OBC category

QUESTION NO. 2 : Status on overall shortfall as on 31.12.2016								ANNEXURE - V	
Sector	Prescribed Reservation %	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
Class III/ Group 'C'									
HQs	13%	0	0	0	0	7	3.39	0	0
Agartala	2%	0	0	0	0	0	0	0	0
Baroda	27%	0	0	6	0	0	0	6	0
Jodhpur	20%	9	6	1	1	0	0	0	0
Assam	27%	0	0	0	0	2	0.13	1	0
Kolkata	22%	0	0	0	0	0	0	0	0
Chennai	27%	2	2	1	2	0	0	0	0
Rajahmundry	27%	0	0	0	0	No recruitments made as the Hon'ble High Court at Hyderabad has stayed the recruitment process of previous years			
Karaikal	27%	7	6	0	3	0	0	0	0
Mumbai	27%	0	0	0	0	8	0.71	16	1

Sector	Prescribed Reservation %	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+ Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
Class IV/ Group 'D'									
HQs	13%	0	0	0	0	Recruitment Action on 2 posts of 2015 withheld due to court case in Nainital High Court			
Agartala	2%	0	0	0	0	0	0	0	0
Baroda	27%	0	0	1	0	0	0	1	0
Jodhpur	20%	0	0	0	0	0	0	0	0
Assam	27%	0	0	0	0	9	5.62	0	0
Kolkata	22%	0	0	0	0	0	0	0	0
Chennai	27%	0	0	0	0	0	0	0	0
Rajahmundry	27%	0	0	0	0	No recruitments made as the Hon'ble High Court at Hyderabad has stayed the recruitment process of previous years			
Karaikal	27%	1	0	0	0	0	0	0	0
Mumbai	27%	0	0	0	0	0	0	0	0

LIST OF LIAISON OFFICERS FOR OBC AT ONGC WORK CENTRES (AS ON 01.03.2017)

SL. NO.	PLACE OF POSTING	NAME S/SHRI	DESIGNATION	CPF NO	CONTACT NUMBER	EMAIL ID
1.	MUMBAI	N. P. SINGH	GM(HR)	33285	09969228800	SINGH_NP@ONGC.CO.IN
2.	HAZIRA	RAJANASTHANA	DGM(HR)	76425	09427504335	ASTHANA_R@ONGC.CO.IN
3.	JORHAT	A RAVICHANDRAN	GM (E&T)	55041	09435718010	RAVICHANDRAN_ARUNAC@ONGC.CO.IN
4.	MEHSANA	K KSWARANKAR	GGM (D)	46460	09426612318	SWARNAKAR_KK@ONGC.CO.IN
5.	RAJAHMUNDRY	B.SREESAILAM	SR. GEOPHY.(W)	105370	09490168218	SREESAILAM_BETTARI@ONGC.CO.IN
6.	CHENNAI	P. MANIVANNAN	DGM (MECH)	50144	09445005740	MANIVANNAN_P@ONGC.CO.IN
7.	KARAIKAL	S. KALYANASUNDARAM	DGM(INSTT.)	71407	09442500608	KALYANASUNDARAM_S@ONGC.CO.IN
8.	VADODARA	BHOOPAL PRASAD	GM (MECH.)	35501	09428007343	PRASAD_BHOOPAL@ONGC.CO.IN
9.	DELHI & DEHRADUN	M. RAVICHANDRAN	DGM(F&A)	71308	09868393432	RAVICHANDRAN_M@ONGC.CO.IN
10.	URAN	KUSHVAHAN	DGM(IE)	58991	9969228197	
11.	AGARTALA	PRAVEEN KUMAR	M(F&A)	90224	09968282779	KUMAR_PRAVEEN@ONGC.CO.IN
12.	SILCHAR	PRADEEP JAIN	CM(HR)	24271	9643301230	
13.	CAMBAY	A. SRINIVASANRAO	DGM (HR)	76425	09445005523	RAO_AS1@ONGC.CO.IN
14.	JODHPUR	U.K. VYAS	MANAGER(F&A)	39624	09413314065	VYAS_UK@ONGC.CO.IN
15.	NAZIRA/SIVASAGAR	DR.SABITANEOG	ACMO	91679	9435716455	
16.	AHMEDABAD	DEEPAK NAROLIA	GM(HR)	58987	09426614331	NAROLIA_DEEPAK@ONGC.CO.IN
17.	KOLKATA	S K GHOSH	MANAGER (HR)	35697	09432020069	GHOSH_SK6@ONGC.CO.IN
18.	ANKLESHWAR	Y.B. TAYDE	GM(MECH)	50016	09428332562	TAYDE_YESHWANT@ONGC.CO.IN
19.	BOKARO	TEJAWANTEKKA	CE (P)	82139	09431711650	EKKA_TEJWANT@ONGC.CO.IN
20.	GOA	D. V. V. PRASAD	MANAGER (HR)	55702	09422457141	PRASAD_DVV@ONGC.CO.IN
21.	EOA KAKINADA	S.CHIRUMALAI	CM(HR)	62639	9445005894	

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Annexure - VIII

Details of Grievances of OBC employees received in last two years i.e. 2013-14 & 2014-15.

Sl. No.	Name of Employee	Date of Receipt of Grievance	Details of Grievance	Status
1	G S Ravichandran, Branch Chairman, All India ONGC OBC&MOBC Emp. Wel. Assn., Karaikal	Over regularisation of contract security personnel of Cauvery Asset, Karaikal	24.12.2013	Grievance is of general in nature. Services of these contract security personnel were regularised as per Hon'ble Supreme Court's order and thus settled.
2	Shri. Gangaraju, Secretary, All India ONGC OBC&MOBC Emp. Wel. Assn., Rajahmundry	Over non-receipt of arrears of wages on account of regularisation of services of 126 society workers who were regularised as per Hon'ble High Courts Order.	21.11.2013	Grievance is of general in nature. Arrears payment has been released during the last quarter of 2014 and thus settled.
3	Shri. Sampath, Chairman, All India ONGC OBC&MOBC Emp. Wel. Assn., Chennai	For inclusion of a training programme on reservation policy in the training calendar 2014-15.	Aug 2014	Implemented. Training programme was organised at Hyderabad 21-23 rd September, 2015

Some of the key CSR initiatives in last two years focusing marginalized section of the society including OBC

SI No.	Project Brief	Implementing Agency	Project Cost (Rs. in Lakh)
1	Contribution of 20% of 2% of CSR fund 2016-17 towards Pradhan MantriUjjwalaYojana (PMUY).	IOCL	10713.40
2	ONGC Multispeciality Hospital at Rajabari, Sibsagar, Assam	ONGC Foundation & BAVP	9907.00
3	VarishtaSwasthSewaAbhitan (2016-19) –	HELPAGE INDIA	1989.76
4	Financial assistance for construction of new academic block at the campus of University of Lucknow, as a CSR initiative (Phase-II)	LUCKNOW UNIVERSITY	1000.00
5	Financial Assistance to Vivekananda Kendra Vidyalayas Arunachal Pradesh Trust for infrastructure development of Vivekananda Kendra College of Teacher's Education (B.Ed. College) at Nirjuli, Arunachal Pradesh.	VIVEKANANDA KENDRA VIDYALAYAS	590.37
6	Construction of a new ONGC-MRPL wing of Government Lady Goschen Hospital, Mangalore	GOVERNMENT LADY GOSCHEN HOSPITAL	1457.00
7	Construction of Boys Hostel at Vivekananda Yoga AnusandhanSamsthana at Jigani, Hobli, Bangalore.	SWAMI VIVEKANANDA YOGA	1368.00
8	Financial assistance for construction of Yoga Nilayam at Abhoypur, North Guwahati, Assam	SEVA BHARATI PURBANCHAL	296.00
9	Financial assistance to ShikshaVikasSamiti, Odisha for construction of Hostel Building, Library, Laboratory and Conference Hall at AzwasikSaraswatiShishuVidyaMandirKendujani in Mayurbhanj District of Odisha	ShikshaVikasSamiti, Odisha	147
10	Sanskrit (Sanskrit) promotion- through Training, Technology and Research	SAMSKRIT PROMOTION FOUNDATION	570.00
11	Construction of 833 IHHL in the operational area of ONGC around Mehsana	DRDA, Mehsana	114.95
12	Construction of new school building at village- Nava Shiohara, Taluka- Savli, Dist. Vadodara		99.00
13	Financial assistance to Bharat LokShikshaParishad for carrying out EkalVidyalayaAbhiyan in 420 schools on PAN India basis- Extension of one year	Bharat LokShikshaParishad	97.00
14	Providing 480 Solar Street Lights in villages of PaliPariament Constituency, Rajasthan		95.00
15	Financial Assistance to National Co-operative Consumer Federation of India (NCCF) for installation of 6 deep water tube wells around Guwahati.	National Co-operative Consumer Federation of India (NCCF)	88.00
16	Financial assistance to RashthrothanaParishat for construction of building for orphans and under previllaged at NagarbhaviBanglore Karnataka	RashthrothanaParishat	87.00

17	Support to CIPET for job oriented technical skill development training programmes on plastic processing & manufacturing	CIPET	82.80
18	Support to RashtrothanParishat for construction of school building, Kerur, Dist. Bagalkot, Karnataka	RASHTROTTHAN A PARISHAT	88.44
19	Financial assistance for procurement of " ABI 3500 Genetic Analyser Equipment" to SankaraNetralaya Chennai	SankaraNetralaya Chennai	68.00
20	Construction of ShankarveVidyaNiketan school Building	PURVOTTAR JANAJATI SHIKSHA SAMITI	98.17
21	Providing Financial Assistance to Bharat LokShikshaParishad for carrying out EkaVidyalayaAbhiyan on PAN India basis	BHARAT LOK SHIKSHA PARISHAD	95.76
22	Financial support to Vivekananda Yoga AnusandhanaSamsthana for conducting 1000 camps on International Yoga Day in 30 Districts	SWAMI VIVEKANANDA YOGA	99.30
23	Financial support to AsomJatiyaSiksaSamanwayParishad (AJSSP) for establishing a central laboratory cum children's science museum at Jorhat and a chain of 5 laboratories in schools affiliated with the organization,	JATIYA SIKSA SAMANWAY PARISHAD	97.66
24	Financial Assistance to BhaoraoDeorasSewaNyas for Yoga Bhavan- Yoga Kendra, MadhavSeva Ashram, Lucknow	BHAORAO DEORAS SEWA NYAS	82.91
25	setting up 'Integrated Muscular Dystrophy Rehabilitation Centre' (IMDRC) at Solan, Himachal Pradesh	INDIAN ASSOCIATION OF MUSCULAR	65.60
26	Installation of 10 nos. water purifier plants	PROJECT MANAGER NIRMITI KENDRA	91.79
27	Financial assistance to ISKON for setting up Vocational Course & Education Center at Ajhai, Near Vrindawan, Mathura, UP	ISKCON	92.00
28	Ambulance + Medical Equipment to DGH –Ziro, Arunachal Pradesh	DISTRICT MEDICAL OFFICER,DEPARTMENT	74.62
29	Setting up of hospital at Bishunpur, Dist. Gumla Jharkhand	VIKAS BHARTI BISHUNPUR	73.15
30	Fin assist to CanttBoard:Tubewell in Prem Nagar	CANTONMENT BOARD DEHRADUN	71.55
31	Project Green Rameshwram – Solid Waste Management in 4 wards of Rameshwaram Municipality, Tamil Nadu	HAND IN HAND INDIA	77.22
32	Financial support to Akanksha (Trust) for distribution of 1500 educational tablets to school children in and around Uran and Sheva, Raigad (Maharashtra)	AKANKSHA	93.74
33	Support towards Medical Equipment of Oncology Dept.	CHARUTAR AROGYA MANDAL	74.94
34	financial assistance to Kasturba BalikaVidyalaya towards renovation of school building	Kasturba BalikaVidyalaya	72.78
35	Construction of 210 Individual Household Latrine (IHHL) for Residents of Pazhayapalayam Village, Tamil Nadu	THE ASST. COMMISSIONER	57.74
36	Redevelopment of Community Toilet Blocks at Dharavi by SISSO (Block No. 1,7 & 11 of Dharavi), Mumbai, Maharashtra	SULABH INTERNATIONAL SOCIAL SERVICE	47.38

37	Financial assistance to Baba Panchlingeswar College for class rooms	Baba Panchlingeswar College	44.24
38	Development of Odalarevu Grama Panchayat	Odalarevu Grama Panchayat	32.27
39	Construction of Vocational Training Centre at Haflong	KESHAV SMARAK NYAS	97.33
40	Constr.of Skill Develop training Inst.- Santhigiri	SANTHIGIRI ASHRAM	48.30
41	Construction of Girls Hostel-Dima Hasao-Assam	UTTAR PURBANCHAL JANA JATI SEVA	45.60
42	Five (05) Shelter Homes-Sheohar(Bihar)	BIRSHA MUNDA FOUNDATION	42.31
43	Construction of 103 IHHL at Kathua, J&K (2016-17)	SULABH INTERNATIONAL SOCIAL SERVICE	37.85
44	Support to Aalo Hospital medical equipment	DISTRICT MEDICAL OFFICER, AALO	28.65
45	Construction of 100 individual household toilets at Udampur District Kathua in J&K	SULABH INTERNATIONAL SOCIAL SERVICE	42.07
46	Supplementary nutrition under Anna Deevena	COLLECTOR AND DISTRICT MAGISTRATE	50.00
47	Support to UttanKrishiSansodhanSanstha for Drip Irrigation	UTTAN KRISHI SANSHODHAN SANSTHA	27.67
48	100 installation of Hand pumps at Hardoi, UP	U.P.SMALL INDUSTRIES CORPORATION	34.86
49	Setting of Pathshala in six SKVs, Dli thru Ahvaan	AHVAAN TRUST	29.42
50	Construction of AVN School building at Old Ziro.	ARUNACHAL SHIKSHA VIKAS SAMITI	25.03

APPENDIX I

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2015-16)

MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2015-16) HELD ON 21ST APRIL, 2016 IN COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1500 hrs. to 1700 hrs.

PRESENT

Shri Rajen Gohain — In the *Chair*

MEMBERS

Lok Sabha

2. Shri Ramesh Bidhuri
3. Shri Prataprao Jadhav
4. Shri P. Karunakaran
5. Shri Rodmal Nagar
6. Shri Mullappally Ramachandran
7. Shri Ladu Kishore Swain
8. Shri Om Prakash Yadav

Rajya Sabha

9. Shri Chunibhai Kanjibhai Gohel
10. Shri B.K. Hariprasad
11. Shri Vishambhar Prasad Nishad
12. Shri V. Hanumantha Rao
13. Shri Rajpal Singh Saini
14. Shri Ashk Ali Tak
15. Shri Ram Nath Thakur

SECRETARIAT

- | | | |
|---------------------------|---|---------------------|
| 1. Shri N.C. Gupta | - | Joint Secretary |
| 2. Shri Shilpi Chatterjee | - | Director |
| 3. Shri R.R. Kumar | - | Additional Director |
| 1. Shri A.S.K. Das | - | Deputy Secretary |
| 2. Smt. P. Jyoti | - | Under Secretary |

WITNESSES

MINISTRY OF PETROLEUM AND NATURAL GAS

- | | | |
|----|---------------------------|--------------------------|
| 1. | Shri K.D. Tripathi | Secretary |
| 2. | Shri Upendra Prasad Singh | Additional Secretary (E) |
| 3. | Smt. Sushma Rath | Joint Secretary (Gen) |

OIL AND NATURAL GAS CORPORATION LIMITED (ONGC)

- | | | |
|----|-----------------------|---------------|
| 1. | Shri D.K. Sarraf | CMD |
| 2. | Shri D.D. Misra | Director (HR) |
| 3. | Shri Pradeep Sahariya | ED Chief ER |
| 4. | Shri Alok Misra | ED Chief HRD |
| 5. | Shri Anil Sawhney | ED (CA) |
| 6. | Shri Amarendra Sahu | GM (HR) |

2. At the outset, the Chairperson welcomed the Members of the Committee and the representatives of the Ministry of Petroleum and Natural Gas and Oil and Natural Gas Corporation Limited (ONGC). Thereafter, the Chairperson briefed them about the need for proper implementation of reservation policy and welfare measures for OBCs in the ONGC in order to ensure justice to the socially and educationally deprived section of the people.

3. Some of the major issues/points raised by the Chairperson and Members of the Committee in the sitting and responded to by the representatives of the Ministry/ONGC were as under:-

- (i) Representation of OBCs in ONGC at various levels;
- (ii) Implementation of 27% quota reserved for OBCs;
- (iii) Efforts made for fulfilment of backlog vacancies of OBCs;

- (iv) Appointment of Liaison Officers for OBCs from OBC category;
- (v) Grievance Redressal Mechanism for OBC employees;
- (vi) Discussion regarding 'Super 30' programme in ONGC;
- (vii) Welfare measures regarding pre-recruitment training and low percentage of OBC employees in foreign training;
- (viii) Separate CSR funds for OBCs.

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

The witnesses then withdrew

5. xxx xxx xxx

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

The Committee then adjourned.

APPENDIX II

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2016-17)

MINUTES OF THE SIXTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2016-17) HELD ON 29th MARCH, 2017 IN COMMITTEE ROOM 'E', BASEMENT, PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1500 hrs. to 1630 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

Lok Sabha

2. Shri Ram Mohan Naidu Kinjarapu
3. Dr. Banshilal Mahato
4. Dr (Smt.) Pritam Gopinath Munde
5. Shri Rodmal Nagar
6. Shri Ravindra Kushawaha
7. Shri Rajeev Satav
8. Shri Kapil Moreswar Patil
9. Shri Ladu Kishore Swain
10. Shri Kanwar Singh Tanwar

Rajya Sabha

11. Shri Ram Narain Dudi
12. Shri B.K. Hariprasad
13. Shri Ahamed Hassan
14. Shri Vishambhar Prasad Nishad
15. Shri Ram Nath Thakur

SECRETARIAT

1. Shri A.K. Shah - Director
2. Shri R.R. Kumar - Additional Director

Representatives of Ministry of Petroleum and Natural Gas

Shri A.P. Sawhney - Additional Secretary
Ms.Sushma Taishete - Additional Secretary

2. At the outset, the Chairperson, welcomed the Members to the Sitting of the Committee convened for taking evidence of the representative of Ministry of Petroleum and Natural Gas/ONGC on welfare measures undertaken with regard to representation of OBC and for ensuring their welfare in ONGC and for obtaining clarification from representative of Department of Personnel and Training with regard to ensuring 27% reservation for OBCs in Group 'C' and Group 'D' Posts and Services in various States even when their OBC population is quite high.

3. xxx xxx xxx.

[Thereafter the witnesses were called in]

4. xxx xxx xxx

5. Thereafter the Committee took evidence of the representative of Ministry of PNG/ONGC on the subject 'measures undertaken for ensuring employment and for their welfare in ONGC'. The Chairperson welcomed the witnesses and named various issues like nil representation of OBC in Board of Directors, non-filling up of various posts reserved for OBCs due to stay orders from court non-assessment of contract labourers from OBC category in ONGC. Thereafter a representative of ONGC made a Power Point Presentation before the Committee. Members raised their individual queries regarding less representatives of OBCs in ONGC in various categories against the mandated 27% reservation. The representatives of ONGC clarified their position to the Committee. Thereafter Chairperson thanked the witnesses for appearing before the Committee and directed them to furnish to the Committee the information in writing which not readily available with them:

The Committee then adjourned.

A copy of the verbatim proceedings has been kept.

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COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2016-17)

EXTRACTS OF MINUTES OF THE FOURTEENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2016-17) HELD ON 14th DECEMBER, 2017 IN COMMITTEE ROOM 'C', PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1100 hrs. to 1230 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

LOK SABHA

2. Smt. Santosh Ahlawat
3. Dr. Boora Narsaiah Goud
4. Shri Prataprao Ganpatrao Jadhav
5. Shri Ram Mohan Naidu Kinjarapu
6. Dr. Banshilal Mahato
7. Shri Ravindra Kushawaha
8. Shri Rodmal Nagar
9. Shri Rajeev Satav
10. Dr. Swami Sakshi ji Maharaj

RAJYA SABHA

11. Shri Ram Narain Dudi
12. Dr. Vikas Mahatme
13. Shri B.K. Hariprasad
14. Shri Ahamed Hassan
15. Shri Narendra Budania
16. Shri Ram Nath Thakur
17. Shri Rajaram

SECRETARIAT

1. Shri N.C. Gupta - Joint Secretary
2. Shri R.R. Kumar - Director
3. Shri A.S.K. Das - Deputy Secretary
4. Smt. P Jyoti - Under Secretary
- 5.

WITNESSES

X	X	X	X
X	X	X	X

2. At the outset, the Chairperson welcomed the Members of the Committee. Thereafter, the Committee took up the Draft Reports on the following subjects for consideration and adoption:-

- (i) 'Measures undertaken to secure representation of OBCs in employment and for their welfare in 'Oil and Natural Gas Corporation' pertaining to Ministry of Petroleum and Natural Gas;
- (ii) "Need for greater budgetary allocations for various welfare measures/schemes for OBCs" pertaining to Ministry of Social Justice and Empowerment; and
- (iii) 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Food Corporation India (FCI)' pertaining to Ministry of Consumer Affairs, Food and Public Distribution.

After some deliberations, the Committee adopted the Draft Reports and authorised the Chairperson to finalise and submit the Reports and present the same to both Houses of the Parliament.

3.	X	X	X	X	X	X
	X	X	X	X	X	X

The Committee then adjourned.

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

^x The matters not related to the Report.