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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF COMMUNICATIONS

[ACTION TAKEN REPORT BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THEIR EIGHTEENTH REPORT (SEVENTEENTH LOK SABHA) OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES ON THE SUBJECT "MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF OTHER BACKWARD CLASSES IN EMPLOYMENT AND FOR THEIR WELFARE IN BSNL AND MTNL"]

TWENTY FIFTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

August, 2023/ Sravana, 1945 (Saka)

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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

(SEVENTEENTH LOK SABHA)

[Action Taken by the Government on the Observations/Recommendations contained in their Eighteenth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of Other Backward Classes in employment and for their welfare in BSNL and MTNL']

MINISTRY OF COMMUNICATIONS

*Presented to Lok Sabha on 04.08.2023
Laid in Rajya Sabha on 04.08.2023*



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI
August, 2023/Sravana, 1945 (Saka)**

C.O. OBC No. _____

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2022-23)

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri T. R. Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
6. Shri Dileshwar Kamait
7. Smt. Raksha Nikhil Khadse
8. Dr. Sakshi Ji Swami Maharaj
9. Ms. S. Jothi Mani
10. Shri P.C. Mohan
11. Dr. Pritam Gopinath Rao Munde
12. Shri Rodmal Nagar
13. Shri Balak Nath
14. Shri Ajay Nishad
15. Shri Parbhatbhai Savabhai Patel
16. Shri Chunni Lal Sahu
17. Shri Chandra Sekhar Sahu
18. Shri Kumbakudi Sudhakaran
19. Shri Ashok Kumar Yadav
20. Shri Shyam Singh Yadav

RAJYA SABHA

21. Shri Dineshchandra J. Anavadiya
22. Smt. Geeta *alias* Chandraprabha
23. Shri Rajendra Gehlot
24. Shri Narayana Koragappa
25. Shri Jugalsinh Lokhandwala
26. Shri Subhas Chandra Bose Pilli
27. Shri Sakaldeep Rajbhar
28. Shri Ram Nath Thakur
29. Shri Harnath Singh Yadav
30. Shri Shambhu Sharan Patel

SECRETARIAT

- | | |
|-----------------------|---------------------|
| 1. Dr. Sanjeev Sharma | - Joint Secretary |
| 2. Shri Maheshwar | - Director |
| 3. Smt. Neena Juneja | - Deputy Secretary |
| 4. Shri Hemant Kumar | - Executive Officer |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2022-23) having been authorised by the Committee to present the Report on their behalf, present this Twenty-Fifth Report on Action Taken by the Government on the Observations/Recommendations contained in the Eighteenth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in BSNL and MTNL pertaining to the Ministry of Communications.

2. The Eighteenth Report was presented to Lok Sabha on 21st December, 2022. The Report was also laid on the Table of Rajya Sabha on the same day.

3. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 13th March, 2023.

4. The replies of the Government were examined and the Draft Action Taken Report was considered and adopted by the Committee at their sitting held on 2nd August, 2023.

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

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

NEW DELHI
2 August, 2023
|| Sravana, 1945 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of OBCs

CHAPTER I

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 Eighteenth Report (Seventeenth Lok Sabha) on "Measures undertaken to secure representation of Other Backward Classes in employment and for their welfare in BSNL and MTNL".

2. The Eighteenth Report (Seventeenth Lok Sabha) of the Committee was presented to the Lok Sabha on 21st December, 2022. The Report was also laid on the Table of Rajya Sabha on the same day. The Report contained Seven Observations /Recommendations (Four-BSNL and Three-MTNL). 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 categorized as follows:

- I. Observations/Recommendations which have been accepted by the Government:
Recommendation Sl. Nos. 2 A , 2 B , 4 A and 4 B (Total - 4)
Chapter II
- II. Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies:
Recommendation Sl. 3 (Total - 01)
Chapter III
- III. Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:
Recommendation Sl. Nos. 1A and 1B (Total - 02)
Chapter IV
- IV. Observations/Recommendations in respect of which final replies of the Government are still awaited:
Recommendation - Nil- (Total - Nil)
Chapter V

3. The Committee desire that Action Taken Notes on the Observations/Recommendations contained in Chapter-I of this Report be furnished to them 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 which need reiteration or merit comment in the succeeding paragraphs.

Representation of OBCs in top management: Recommendation Sl. No.1A

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

(A) BSNL: The Committee observed that as per the present composition of its Board of Directors in BSNL, there are six whole time functional Directors, two Government nominees Directors and four non-official Independent Directors. However, the Committee have been informed that as on date none of the officials in the Board belongs to the OBC category as there is no specific instructions of the Department of Public Enterprises (DPE) or Department of Personnel and Training (DoPT) for appointment of reserved categories (SC/ST/OBC) in the Board of Directors either as Functional Directors, Government Directors or Non-official Directors. Thus, there is no representation of OBCs in the top management of the company. The Committee understand that the appointments in the Board of Directors are being made directly by the Government. However, they would like to impress upon the administrative Ministry, i.e. the Ministry of Communications to adhere to the DPE OM No. 2(15)/2011-GM dated 18 April 2011 communicating the concern expressed by the Parliamentary Standing Committee on Industry that if persons from the categories of SC, ST and OBC and Women category come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference.

(B) MTNL: The Committee observed that as per the present composition of its Board of Directors in MTNL, there are four Functional Directors, two Government Nominees Directors and six non-official independent Directors. Moreover, the representatives of Ministry of Communications deposed that at present there are no independent Directors in MTNL and their responsibility is borne by the Directors of BSNL.

REPLY OF THE GOVERNMENT

6. The Ministry of Communications in their action taken reply have stated:

(A) BSNL: Information / status remain the same as informed to the Committee which is reiterated as Functional Directors and non-official independent Directors are appointed on the recommendations of Public Enterprises Selection Board (PESB) / Search-cum-Selection committee (SCSC). No caste related information is sought in the process and, therefore, they have no information in this regard.

(B) MTNL: Yes; at present the charge of CMD MTNL and of Functional Directors (Tech/Fin/HR &EB) are being borne by CMD & Directors of BSNL.

COMPOSITION OF BOARD OF DIRECTORS OF MTNL is as under:

1. Chairman and Managing Director: Shri P.K. Purwar (Additional Charge)
2. Director (HR & EB) : Shri Arvind Vadnerkar (Additional Charge)
3. Director(Fin.) : Shri Rajeev Kumar (Additional Charge)
4. Director(Tech.) : Shri V. Ramesh (Additional Charge)
5. Director (Govt. Nominee) : Shri Shivendu Gupta
6. Director (Govt.Nominee) : Shri Sunil Kumar Verma
7. Independent Director : Shri Vishwas Pathak
8. Independent Director : Shri Sarv Daman Bharat
9. Independent Director : Smt. Deepika Mahajan
10. Independent Director : Shri Yogesh Kumar Tamrakar
11. Independent Director : Shri Piyush Ranjan Nishad

(Ministry of Communications O.M No. 16-02/2022-SCT dated 13.03.2023)

7. The Committee, in their original report, had observed that none of the officials in the top management/ board of BSNL belonged to OBC category and at present the charge of CMD MTNL and of Functional Directors (Tech/Fin/HR &EB) are being borne by CMD & Directors of BSNL, they, therefore, had impressed upon the administrative Ministry *i.e.* the Ministry of Communications to adhere to DPE OM dated 18 April, 2011 urging all Departments to give preference to persons from SC, ST, OBC category as well as women for the appointment as non-official directors in the Board of CPSEs, *i.e.* BSNL in the present context. However, the Ministry in their reply have merely stated that Functional Directors and non-official independent Directors are appointed on the recommendations of Public Enterprises Selection Board (PESB) / Search-cum-Selection committee (SCSC). No caste related information is sought in the process and, therefore, they have no information in this regard. The Committee are not satisfied with the reply of the Ministry as they did not indicate any efforts made to adhere to DPE OM dated 18 April, 2011 in the appointment of the officials in the top management of BSNL. Further, MTNL has informed that there are no Independent Directors in MTNL and their responsibility is borne by the Directors of BSNL The Committee reiterate their earlier recommendation that if a person from OBC category, who fulfills the eligibility criteria for appointment as whole time functional Directors, Government nominees Directors and non-official Independent Directors in BSNL, they should be given preference. The Committee would like to know of the efforts made in this regard.

CHAPTER II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (SI.No.2)

Representation of OBCs

(A) BSNL: The Committee note that there was only 20.91 percent representation of OBC in BSNL as on 28.02.2022. It is seen that the representation of OBC in Executive cadre in BSNL is adequate (27.26%). However, there is a shortfall in OBC representation in Non-Executive category (15.15%) against the mandated 27%. The Committee are of considered view that BSNL needs to undertake a comprehensive review and reflect whether the organisation has succeeded in safeguarding the constitutional guarantees being extended to the people belonging to the Other Backward Classes. Further, the Committee notice a disturbing trend in the varied representation of OBCs across categories of posts in BSNL. The representation of OBCs in the Non-Executive is only 15.15%. The low representation of OBCs in Non-Executive Directors is particularly cause of concern because these posts are generally filled through direct recruitment. The Committee would like to express their disappointment at the poor implementation of reservation policy at grass root level in BSNL. It is only in Executive cadre where representation of OBCs is 27.26%, which is a little over mandate of 27%. The Committee, therefore, desire that BSNL should scrutinize the reasons for lapses at the policy implementation level, particularly in Non-Executive cadre of BSNL. The Committee, therefore, strongly recommend the Ministry that the issue of low representation of OBC employees in BSNL be addressed at the earliest and steps should be taken to ensure that the reservation policy for OBC is implemented across all the levels of BSNL in letter and spirit.

(B) MTNL: The Committee note that overall there was only 9.1% representation of OBC in MTNL as on 30.6.2022. Again there was only 17.2 % and 5.2% of OBC employees in Executive and Non-Executive categories, respectively in MTNL. The Committee would like to express their disappointment at the poor implementation of reservation policy in MTNL. The Committee, therefore are of considered view that MTNL needs to undertake a comprehensive review and reflect whether the organization has succeeded in safeguarding the constitutional guarantees being extended to the people belonging to the Other Backward Classes and strongly recommend the Administrative Ministry that the issue of low representation of OBC employees be addressed at the earliest and steps should be taken to ensure that the reservation policy for OBC is implemented in MTNL.

REPLY OF THE GOVERNMENT

(A) BSNL: Information / status remain the same as informed to the Committee which is reiterated as under:

a) The majority of Non-executives in BSNL are absorbed from erstwhile DoT wherein the casual Labour / TSM etc. were regularized from DoT on absorption in BSNL. The process of absorption in BSNL was as per the option exercised by the individual employee without any reservation on caste / class basis. Since the formation of BSNL in the year 2000 only a few Direct Recruitment in JE (TTA) cadre and Compassionate Ground appointment (CGA) were made in Group 'C' & 'D' (Non- Executive Cadre) remaining all are legacy manpower absorbed from DoT.

b) The CGA, as per DoPT guidelines does not provide any reservation on the basis of caste / class. It is given to the dependent family member of the deceased employee based upon his / her indigent condition.

c) The only direct recruitment of JE (the then TTA) was done in BSNL wherein the criteria of OBC reservation was followed. As per report submitted to the committee earlier, if we consider only the employees who have joined in BSNL after its formation, there is 28.71% representation of OBC employees excluding CGA appointees.

d) Further, post VRS, BSNL undertook the Restructuring exercise with the approval of BSNL Board and decided the manpower requirement inconsonance with its business requirements and financial limitations. Subsequently, all the existing cadres are restructured as on 01.02.2020 *vide* Restg. letter dated 23.11.2021.

e) Also, the reservation in OBCs category is in the Direct Recruitment (DR) in the cadres of JTO (T), JE & TT cadres. As per Recruitment Rules of these cadres, the vacancies arise post restructuring are to be filled by holding both Direct Recruitment (DR) 50% and LICE promotion 50%. At present due to stressed financial condition of BSNL no Direct Recruitment is being done in BSNL and DR shall be processed on need basis whenever there is requirement/decided by management. All sincere efforts will be made to fill up the due OBC vacancies in future direct recruitment's.

(B) MTNL:

The reasons for low representation of OBCs in MTNL is due to following reasons:

(a) Since the inception of MTNL, very few Recruitment process has been carried out by MTNL after the implementation of reservation for OBC in Employment. Whatever recruitment has been done MTNL has tried to fill the vacancies of OBC category employees by granting 27% reservation in employment to OBC category as per Government of India guidelines.

(b) Most of the employees of MTNL were the employees of DoT who opted for MTNL and were absorbed after MTNL was formed. The employees of DoT were transferred in MTNL "as is where is" basis. The Group 'C' and 'D' employees were absorbed in MTNL in the year 1998, whereas Group 'B' officers were absorbed in the year 2000. The Number of employees in 1998 and 2000 were 63266 and 61104 respectively. In subsequent years, some of group 'A' officers were also absorbed in MTNL. The bulk of the workforce in MTNL came through absorption of erstwhile Group B, C & D employees which were recruited by DoT prior to 1993. At the time of recruitment by DoT maintaining of separate data for OBC category was not mandatory. It is further submitted that OBC employees were not identified at the time of absorption.

(c) Probably as MTNL is incurring huge losses, the low percentage of OBC employees could also be attributed to OBCs candidate joining some other organizations for better opportunities.

(d) Due to poor financial condition of MTNL 3rd PRC has not been implemented in MTNL, candidates including OBCs may have joined organization with better pay package.

(e) It can be seen that with each passing year the joining percentage has been reduced in each category probably due to falling health of MTNL

(Ministry of Communications O.M No. 16-02/2022-SCT dated 13.03.2023)

Recommendation (SI.No.4)

(A) BSNL: The Committee are concerned to note that BSNL have not put in place a Grievance Redressal mechanism dedicated to OBC employees. Though, BSNL has SCT Section as per DoPT Order No.43011/153/2010-Estt.(Res.) dt.04.01.2023 which monitors reservation policy matters and grievances raised by employees as individual belonging to SC/ST/OBC/PwDs/Ex. Servicemen etc. The CLO assist in investigation of complaints received from NCBC etc. However, an employee belonging to OBC Category can seek redressal of their grievances either personally or through the Liaison Officers functioning at Corporate/Circle level at each Unit/office of the Company. The Committee feel that Liaison Officer acts as bridge between the employee and the organisation. Hence, he can only forward the grievance of the employee to the organisation and may not necessarily play a crucial role in redressal of grievances of OBC employees. The Committee do not agree with the claim of BSNL which can be attributed to absence of OBC Employees Association. The Committee, therefore strongly recommends the Ministry to put in place a Grievance Redressal mechanism dedicated to OBC employees of BSNL at the earliest.

(B) MTNL: The Committee observed that Liaison Officers for OBC employees are functioning at the Corporate /Unit level that are looking into the complaints and redressal of the grievances of the OBC employees. Moreover, individual employees can also register their grievances with staff grievance cell working for all reserved category employees i.e., SC/ST/OBC/PWDs etc. which is also headed by Liaison Officer. The Committee are disappointed to note that there is no Grievance Redressal Mechanism dedicated to OBC employees in MTNL. The Committee feel that Liaison Officer act as bridge between the employees and the Organization. Hence, he can only forward the grievance of the employee to the Organization and may not necessarily play a crucial role in redressal of grievance of OBC employees. When asked about time limit that has been fixed by MTNL for redressal of grievances of OBC employees in MTNL and the level at which the grievances of OBC employees are redressed in the Organization, the Ministry replied that SC/ST/OBC Cell has been set up to look into the grievances of these employees and to settle their grievances at the earliest. Moreover, since last 05 years, very few complaints from OBC employees have been received and resolved as per MTNL applicable rules. Grievances are settled at the General manager level of respective Unit and if not settled it can be escalated to the next higher level in the hierarchy, i.e.,ED/Dir(HR)/CMD. The Committee do not agree with the claim of MTNL which can be attributed to absence of OBC Employees Association. The Committee, therefore, strongly recommends the Ministry to put in place a Grievance Redressal Mechanism dedicated to OBC employees in MTNL.

REPLY OF THE GOVERNMENT

(A) BSNL:

BSNL had raised this with NCBC and DoPT for guidance. The guidance/information received from these institution (enclosed as Annexure -I) are given below for appraisal of the facts in the matter-

a) The National Commission for Backward Classes on statutory guidelines for formation of OBC Employees Welfare Association has informed that the Commission does not have any such guidelines.

b) DoP&T vide its F.No.2/1/2016-JCA-I (Voll.II) has clarified to a query on formation of OBC Employees Welfare Association in BSNL that "this department formulates policy for recognition of Service Association of Central Government Employees to promote the common service interests of Government employees and not welfare Association. Hence, the request for formation of All India BSNL OBC Welfare Association in BSNL is not admissible under CCS (RSA) Rules, 1993".

c) Since, BSNL has recognised Executive Associations and Non-Executive Unions in place, they have been advised to take measures to cater to the Welfare of the OBC members

Liaison Officer(LO) for OBCs as per DoPT guidelines have been nominated at Corporate office and Circle level for redressal of grievances of employees belonging to OBC. The executive nominated as LO for OBC related matters are DGM or equivalent level Executives.

The redressal of individual grievance is addressed at Circle level or Business Area (BA) level in normal cases. In case, the redressal of grievances is beyond their level then such grievances are resolved at BSNL Corporate Office level. All grievances are routed through respective LOs to concerned redressal authority for resolution of the grievances.

(B) MTNL:

SC/ST/OBC Cell has been set up to look into the grievances of SC/ST/OBC employees and to settle their grievances at the earliest. Moreover, since last 5 years, very few complaints from OBC employees have been received and resolved as per MTNL applicable rules. Post VRS there has been acute shortage of manpower in MTNL, hence single point SC/ST/OBC Cell is functioning for handling the grievances of SC/ST/OBC employees.

Measures/Action proposed to be undertaken in future: Grievance Redressal Mechanism for OBC employees shall be strengthened in near future.

(Ministry of Communications O.M No. 16-02/2022-SCT dated 13.03.2023)

CHAPTER III

OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES

Recommendation (Sl.No.3)

Backlog and shortfall of vacancies

BSNL: The Committee note that since year 2017 there has been persistent high backlog in OBC Category in BSNL across all the posts. There has been persistent shortfall of 95% and 86.84% in DR DGM (T) post for the year 2010 and 2017, respectively. Similarly for DR DGM (Telecom & Finance), it has been observed that there has also been shortfall of 93.75% (2010) and 93.33% (2017). Further, in the context of some posts like JTO (E) and JTO(C), the Ministry informed that the data for the last recruitment drive in 2017 was not available. Yet it can be seen from the data of 2009 that there is shortfall of 68% and 60.29% respectively. The Committee were informed that recently as a part of revival of BSNL approved by Government of India, BSNL VRS-2019 has been implemented in which BSNL has accepted VRS based on the option exercised by the more than 78000 employees. With this, the finances of the Company are improving. The Government has also implemented a Revival Package in BSNL in 2019 amounting to Rs.68,984 Cr. Once the stressed financial condition of BSNL is reversed, recruitments will be done in future, following all norms of reservation as per Government of India guidelines. All sincere efforts will be made to fill up the backlog vacancies in future recruitments. The Committee are not convinced with the argument put forth by BSNL. The Committee feel that special recruitment drive should be given wide publicity and relaxation and concession available to OBC candidates should have been prominently highlighted in the advertisement so as to elicit encouraging response from the OBC candidates. The Committee, therefore, strongly recommend the Ministry to take stock of inadequate representation of OBC in BSNL and apprise the Committee about the recruitment programme undertaken at action taken stage.

REPLY OF THE GOVERNMENT

BSNL:

As a part of legacy of erstwhile DoT/DTS/DTO, some 400000 posts with incumbents were transferred to BSNL on its formation on 01.10.2000. It is a matter of record that BSNL was facing difficult financial conditions to the extent that its losses were widened for some years. Based on the financial performance, DoT classified BSNL as "Incipient sick CPSE" in September 2017. Through retirement of over the years and controlling fresh recruitments, around 150000 posts were existing when the revival plan was approved in 2019 by Gol. As part of the Revival Plan, curtailing the number of posts through VRS Scheme was given a priority. During 2019, the VRS Scheme was conceived under the Revival Plan with a clear objective to downsize the existing manpower.

It was administratively and financially not advisable to assess vacancies in particular grade for conducting any recruitment which would have mitigated the benefits of the coming VRS Scheme. Subsequent to BSNL VRS Scheme notified on 04.11.2019, more than 78000 employees across all grades had opted for VRS Scheme. The retirement under VRS for these employees became effective on 31.01.2020 and these posts became automatically abolished after this date, as per the Scheme approved by BSNL Board. Thereafter, the Company undertook the Restructuring exercise to decide the hierarchical structure of the Company and all the cadres/grades were restructured with new Sanctioned Strength in consonance with its business requirements and financial limitations.

Further, abolition of large number of posts in BSNL through VRS, retirement and restructuring exercise approved by BSNL Board rule out any utilization of posts that may have been available in the previous years and which are non-existent now. The restructuring exercise shall have no meaning if the vacancies are filled based on the basis of old Sanctioned strength of the cadre. The cadre restructuring approved by BSNL Board cannot be undone by claiming recruitment/promotions against abolished posts. This exercise was tuned according to the survival needs and business prospects of the Company.

As all the cadres and their Sanctioned Strength has been restructured, any backlog, if any, shall arise once the process of recruitment/ promotion undergoing is completed as per restructured sanctioned strength and the same shall be filled up as per the prescribed rules by BSNL. All sincere efforts will be made to fill up the due OBC vacancies in future direct recruitments.

(Ministry of Communications O.M No. 16-02/2022-SCT dated 13.03.2023)

CHAPTER 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.1)

I. Representation of OBCs in top management

(A) BSNL: The Committee observed that as per the present composition of its Board of Directors in BSNL, there are six whole time functional Directors, two Government nominees Directors and four non-official Independent Directors. However, the Committee have been informed that as on date none of the officials in the Board belongs to the OBC category as there is no specific instructions of the Department of Public Enterprises (DPE) or Department of Personnel and Training (DoPT) for appointment of reserved categories (SC/ST/OBC) in the Board of Directors either as Functional Directors, Government Directors or Non-official Directors. Thus, there is no representation of OBCs in the top management of the company. The Committee understand that the appointments in the Board of Directors are being made directly by the Government. However, they would like to impress upon the administrative Ministry, i.e. the Ministry of Communications to adhere to the DPE OM No. 2(15)/2011-GM dated 18 April 2011 communicating the concern expressed by the Parliamentary Standing Committee on Industry that if persons from the categories of SC, ST and OBC and Women category come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference.

(B) MTNL: The Committee observed that as per the present composition of its Board of Directors in MTNL, there are four Functional Directors, two Government Nominees Directors and six non-official independent Directors. Moreover, the representatives of Ministry of Communications deposed that at present there are no independent Directors in MTNL and their responsibility is borne by the Directors of BSNL.

REPLY OF THE GOVERNMENT

(A) BSNL:

Information / status remain the same as informed to the Committee which is reiterated as under:

Functional Directors and non-official independent Directors are appointed on the recommendations of Public Enterprises Selection Board (PESB) / Search-cum-Selection committee (SCSC). No caste related information is sought in the process and, therefore, they have no information in this regard.

(B) MTNL:

Yes; at present the charge of CMD MTNL and of Functional Directors (Tech/Fin/HR &EB) are being borne by CMD & Directors of BSNL.

COMPOSITION OF BOARD OF DIRECTORS OF MTNL is as under:

- | | |
|-------------------------------------|---|
| 12. Chairman and Managing Director: | Shri P.K. Purwar (Additional Charge) |
| 13. Director (HR & EB) | : Shri Arvind Vadnerkar (Additional Charge) |
| 14. Director(Fin.) | : Shri Rajeev Kumar (Additional Charge) |
| 15. Director(Tech.) | : Shri V. Ramesh (Additional Charge) |
| 16. Director (Govt. Nominee) | : Shri Shivendu Gupta |
| 17. Director (Govt.Nominee) | : Shri Sunil Kumar Verma |
| 18. Independent Director | : Shri Vishwas Pathak |
| 19. Independent Director | : Shri Sarv Daman Bharat |
| 20. Independent Director | : Smt. Deepika Mahajan |
| 21. Independent Director | : Shri Yogesh Kumar Tamrakar |
| 22. Independent Director | : Shri Piyush Ranjan Nishad |

(Ministry of Communications O.M No. 16-02/2022-SCT dated 13.03.2023)

Comments of the Committee

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

CHAPTER V

OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES
OF THE GOVERNMENT ARE STILL AWAITED

MINUTES OF THE NINTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (MIS) HELD ON 22 AUGUST, 2023 IN COMMITTEE
ROOM 79, PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee met from 10:00 AM to 11:15 AM

PRESENT

-NIL-

SHRI RAJESH VERMA, CHAIRPERSON

MEMBERS

LOK SABHA

1. Shri H. Dhanraj
2. Shri Sanjay Kumar Dandia
3. Shri Chandra Sekhar Debnath
4. Shri Mahesh Debnath
5. Shri Maheshwar Karan
6. Shri Rajendra Nath Khosla
7. Shri Rajendra Nath Khosla
8. Shri Rajendra Nath Khosla
9. Shri Rajendra Nath Khosla
10. Shri Rajendra Nath Khosla
11. Shri Rajendra Nath Khosla
12. Shri Rajendra Nath Khosla
13. Shri Rajendra Nath Khosla
14. Shri Rajendra Nath Khosla
15. Shri Rajendra Nath Khosla

NEW DELHI;
2 August, 2023
|| Sravana, 1945(Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of OBCs.

RAJYA SABHA

1. Shri Dinesh Chandra Jaiswal
2. Shri Dinesh Chandra Jaiswal
3. Shri Dinesh Chandra Jaiswal
4. Shri Dinesh Chandra Jaiswal
5. Shri Dinesh Chandra Jaiswal
6. Shri Dinesh Chandra Jaiswal
7. Shri Dinesh Chandra Jaiswal
8. Shri Dinesh Chandra Jaiswal
9. Shri Dinesh Chandra Jaiswal
10. Shri Dinesh Chandra Jaiswal
11. Shri Dinesh Chandra Jaiswal
12. Shri Dinesh Chandra Jaiswal
13. Shri Dinesh Chandra Jaiswal
14. Shri Dinesh Chandra Jaiswal
15. Shri Dinesh Chandra Jaiswal

APPENDIX-I

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES

(2022-23)

MINUTES OF THE NINTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2022-23) HELD ON 02 AUGUST, 2023 IN COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1500 hrs. to 1515 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T. R. Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
6. Shri Dileshwar Kamait
7. Smt. Raksha Nikhil Khadse
8. Dr. Sakshi Ji Swami Maharaj
9. Ms. S. Jothi Mani
10. Shri P.C. Mohan
11. Dr. Pritam Gopinath Rao Munde
12. Shri Rodmal Nagar
13. Shri Ajay Nishad
14. Shri Parbhatbhai Savabhai Patel
15. Shri Chunni Lal Sahu
16. Shri Chandra Sekhar Sahu
17. Shri Ashok Kumar Yadav
18. Shri Shyam Singh Yadav

RAJYA SABHA

19. Shri Dineshchandra J. Anavadiya
20. Smt. Geeta *alias* Chandraprabha
21. Shri Rajendra Gehlot
22. Shri Narayana Koragappa
23. Shri Jugalsinh Lokhandwala
25. Shri Subhas Chandra Bose Pilli
25. Shri Sakaldeep Rajbhar
26. Shri Ram Nath Thakur
27. Shri Harnath Singh YadaV

SECRETARIAT

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

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee. The Committee, thereafter, considered the following Reports for adoption:-

- a) Draft Action Taken Report on the observations/recommendations contained in the Fifteenth Report (17th Lok Sabha) of the Committee on Welfare of OBCs on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Canara Bank' pertaining to Ministry of Finance (Department of Financial Services);
- b) Draft Action Taken Report on the observations/recommendations contained in the Sixteenth Report (17th Lok Sabha) of the Committee on Welfare of OBCs on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Gas Authority of India Limited (GAIL)' pertaining to Ministry of Petroleum and Natural Gas;
- c) Draft Action Taken Report on the observations/recommendations contained in the Seventeenth Report (17th Lok Sabha) of the Committee on Welfare of OBCs on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Airports Authority of India (AAI)' pertaining to Ministry of Civil Aviation; and

d) Draft Action Taken Report on the observations/recommendations contained in the Eighteenth Report (17th Lok Sabha) of the Committee on Welfare of OBCs on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in BSNL and MTNL' pertaining to Ministry of Communications (Department of Telecommunications).

3. The Committee adopted the aforesaid draft Reports after a brief discussion and authorized the Chairperson to finalize and present/lay the same to both the Houses of Parliament.

The Committee then adjourned

APPENDIX II

ANALYSIS OF THE ACTION TAKEN BY THE GOVERNMENT ON THE
OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE EIGHTEENTH
REPORT OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(SEVENTEENTH LOK SABHA)
(Refer Para 5 of Introduction)

- | | | |
|-------|--|-------------------------------|
| (i) | Total No. of Observations/Recommendations: | 7 |
| (ii) | Observation/Recommendations of the Committee which have been accepted by the Government:
Recommendation Sl. Nos. 2 A , 2 B , 4 A and 4 B | Total: 4
Percentage-57.14% |
| (iii) | Observations/Recommendations which the Committee do not desire to pursue in view of the replies received from the Government

Recommendation Sl. No. 3 | Total: 1
Percentage-14.28% |
| (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. 1 A and 1B | Total: 2
Percentage-28.57% |
| (v) | Observations/Recommendations in respect of which final replies of the Government are still awaited:

-Nil- | Total: Nil
Percentage-0% |
