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

(SEVENTEENTH LOK SABHA)

MINISTRY OF STEEL

**[MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF OBCs
IN EMPLOYMENT AND FOR THEIR WELFARE IN STEEL AUTHORITY
OF INDIA LIMITED (SAIL) AND RASHTRIYA ISPAT NIGAM LIMITED
(RINL)]**

TWENTY-SEVENTH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2023/ Agrahayana, 1945 (Saka)***

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[Measures undertaken to secure representation of OBCs in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL)]

MINISTRY OF STEEL

***Presented to Lok Sabha on 18.12.2023
Laid in Rajya Sabha on 14.12.2023***



**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2023/ Agrahayana, 1945(Saka)***

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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

*Cease to be a Member w.e.f 18.08.2023.

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25. Shri Manas Ranjan Mangaraj
26. Shri Shambhu Sharan Patel
27. Shri Subhas Chandra Bose Pilli
28. Shri Sakaldeep Rajbhar
29. Dr. V. Sivadasan
30. Shri Harnath Singh Yadav

SECRETARIAT

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

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2023-24) having been authorised by the Committee to present the Report on their behalf, present this Twenty-Seventh Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL)" pertaining to the Ministry of Steel.

2. The Committee took evidence of the representatives of the Ministry of Steel, Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL) on 05th October 2023. The Committee wish to express their thanks to the representatives of the Ministry of Steel, Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL) 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 05th December, 2023.

4. The Committee place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.

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

NEW DELHI
December, 2023
Agrahayana, 1945 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of OBCs

PART I
CHAPTER-I
Ministry of Steel

Introduction

1.1 The Committee on Welfare of OBCs had selected the subject “Measures undertaken to secure the representation of OBCs in employment and for their welfare in the Ministry of Steel and two PSUs, namely, SAIL and RINL” under its control for examining this subject. The facts gathered by the Committee, their analyses, observations and recommendations are contained in the succeeding paragraphs of this Report. The Committee also learnt that the Ministry of Steel is responsible for planning and development of Iron and Steel industry, development of essential inputs such as iron-ore, limestone, dolomite, manganese ore, chromites, ferro-alloys, sponge iron etc. and other related functions.

1.2 The Committee wanted to be apprised about representation of OBCs in the Ministry of Steel. In this regard it was stated through a written note that Ministry of Steel has a sanctioned strength of 245 employees out of which 184 employees are in position as on 31.08.2023. The details of employees are as below-

S. No.	Post	Pay Level	Sanctioned Strength
1	Secretary	Level 17	1
2	Additional Secretary level	Level 15/16	1
3	Joint Secretary level	Level 14	5
4	Director/Deputy Secretary level	Level 12/13/13A	16
5	Under Secretary level	Level 11	24
6	Assistant Director/Section Officer level	Level 8-10	45
7	Non-Gazetted level	Level 2-7	92
8	MTS level	Level 1	61
Total			245

1.3 When the Committee wanted to know about total staff strength (in position), the Ministry furnished the following information through a written note:-

The total staff strength (in position) in the Ministry is as follows-

Group	Total no. of employees	OBCs	% of OBCs
Group A	45	8	17.77
Group B	74	23	31
Group C	65	14	21.53
Total	184	45	24.45

1.4 On scrutiny of above data, the Committee found that there is low representation of OBCs in overall strength and particularly in Group 'A' and

Group 'C'. On being asked about the reasons thereof, the Secretary, Ministry of Steel during evidence stated as under-

“Since the matter regarding recruitment was vested with DoPT, the requisite information would be provided in due course after getting the same from DoPT.”

1.5 Further in a supplementary reply, the Ministry stated:-

“Ministry of Steel is the cadre controlling authority for the posts of MTS only. Other posts in the Ministry of Steel are filled with All India Services, Central Group A Services, Indian Economic Service, Indian Statistical Service, Central Secretariat Service, Central Secretariat Stenographers Service and Indian Enterprise Development Service etc. by Department of Personnel and Training, Department of Economics Affairs, Ministry of Statistics and Programme Implementation, Department of Official Language and MSME. The cadre authorities are responsible for the recruitment and placement of services of officers/personnel belonging to these cadres. Further, reservations categories are not specified at the time of creation of posts by Ministries. Accordingly, requisition for only placement of services are placed to cadre authorities without mention of specific category of employees.

As per DOPT OM No. 36012/22/93-Estt(SCT) dated 08.09.1993, 27% of the vacancies in the Civil Posts and Services under the Government of India, to be filled through

Direct Recruitment shall be reserved for OBCs. Ministry of Steel follows the guidelines of DoPT at the time of intimating the vacancies to SSC for recruitment of MTS ensuring the correct vacancies earmarked for OBCs.”

1.6 The Ministry further informed through a written reply that it follows policy/guidelines for reservation of OBCs issued by the Department of Personnel and Training (DoPT) from time to time.

“As per para 4-a of DoPT OM NO. 36012/2/1996-Estt (res) dated 02.07.1997, reservation for OBCs does not apply in promotions.

As for the shortfall of representation of OBCs, Ministry of Steel is conveying the observations of the Committee to the concerned cadre controlling Ministry/Department.”

1.7 Further in regard to the Multi Tasking Staff grade in the Ministry of Steel, it was informed:-

“.....appointment to the grade of MTS in the Ministry of Steel is made on the basis of vacancies available and through competitive examination conducted by Staff Selection Commission (SSC). The Ministry of Steel has 61 sanctioned strength in the grade of MTS, 49 MTS are currently working in the Ministry of Steel. As such, as on date, there are 12 vacancies. This Ministry *vide* the letter no. A-42/38/2022-ESTT dated 07.04.2022 has intimated 09 vacancies (UR-05,

SC-01 and OBC-03) to SSC for recruitment in which 03 vacancies of OBC have been intimated. The remaining 03 vacancies would be sent to SSC including 01 vacancy of OBC. 27% of 61 MTS posts comes to 16. 12 OBC MTS are already working in the Ministry of Steel. The short fall will be completed after joining of 04 MTS of OBC category through recruitment by SSC as stated above.”

1.8 The Committee were also given to understand that the Ministry of Steel maintains the Roster for Multi Tasking Staff which is as follows:-

Mode of RRs	Level at which Roster is maintained	No. of rosters	Date of upgradation of roster
Direct Recruitment	Deputy Secretary	1	30.09.2021

Liaison Officer for OBCs in the Ministry

1.9 When the Committee wanted to know whether Liaison Officer for OBC employees has been appointed in the Ministry of Steel, the Ministry intimated in affirmative and provided the details as under:-

Year	Name	Designation	Category
27.06.2023 to till date	Shri Ajit Kumar Sah	Deputy Secretary	ST

1.10 The Committee noted that Liaison Officer for OBCs belongs to ST category and inquired about the reasons for not appointing Liaison Officer for OBC employees from OBC category only. In this regard, during evidence, it was stated that officers of the level of Director from OBC Category was not available but lower level officer would be appointed as liaison officer.

In this regard the Committee were subsequently informed through a written reply as under:-

“Ministry of Steel has a very small strength of employees. As such, only One Liaison Officer at the level of Deputy Secretary was made. However, complying with the direction of the Committee, Ministry of Steel OM *vide* No.14019/2/2023-ESTT dated 10.10.2023 has appointed Shri Subhash Kumar, Deputy Secretary, who belongs to OBC category, has a separate liaison Officer for OBC.”

1.11 The Committee wanted to be apprised whether the OBC candidates selected on their own merit, without availing any benefits of reservation policy in direct recruitment, are adjusted against the general seats or not. In this regard, the Ministry through written submission stated:-

“As per DoPT OM No. 36012/22/93-ESTT(SCT) dated 08.09.1993, candidates belonging to OBCs recruitment on the basis of merit in an open competition on the same standards prescribed for the general candidates shall not be

adjusted against the reservation quota of 27%. Further, as per para 5 of DoPT OM No. 36012/2/1996-ESTT(RES) dated 02.07.1997, appointment of the candidates belonging to SCs/STs/OBCs who were made on merit (and not due to reservation) are not to be counted towards reservation , they are to be treated as general category appointment.”

1.12 During the course of evidence when the Committee wanted to know whether any complaint has been received from OBC employees in the last two years, the Ministry clarified that no complaint has been received from any OBC employees in the last two years.

CHAPTER-II

STEEL AUTHORITY OF INDIA LIMITED

Introduction

2.1 The Committee have learnt that Steel Authority of India Limited (SAIL) is one of the largest steel making Company in India and one of the Maharatnas of the country's Central Public Sector Enterprises (CPSEs). It is a fully integrated iron and steel maker, producing both basic and special steels for domestic and export markets and offers a wide array of steel products.

2.2 The Committee also learnt that SAIL is an institution whose contribution and commitment towards building the Nation has been relentless. SAIL is at the epicentre of Nation's infrastructure development & an important player for key sectors like defence, railways, oil & gas, construction, power and shipping. SAIL manufactures critical items such as rails & wheels/ axles for Indian Railways and wide plates to service several niche markets.

Structure of the Company

2.3 The Committee have found and as brought out in succeeding paragraphs that SAIL has five integrated Steel Plants, three Special Steel Plants & one Ferro Alloys Plant located principally in the Eastern and

Central regions of India and situated close to domestic sources of raw materials (captive mines), mainly iron ore.

Integrated Steel Plants

- Bhilai Steel Plant (BSP), Chhattisgarh
- Durgapur Steel Plant (DSP), West Bengal
- Rourkela Steel Plant (RSP), Odisha
- Bokaro Steel Plant (BSL), Jharkhand
- IISCO Steel Plant (ISP), West Bengal

Special Steel Plants

- Alloy Steels Plant (ASP)*, West Bengal
- Salem Steel Plant (SSP)*, Tamil Nadu
- Visvesvaraya Iron and Steel Plant (VISP), Karnataka

**under strategic disinvestment*

SAIL has various units viz. Research & Development Centre for Iron & Steel (RDCIS), Centre for Engineering & Technology (CET) and Management Training Institute (MTI) all located at Ranchi, Colliery Division, Central Coal Supply Organization located at Dhanbad; Environment Management Division located at Kolkata, SAIL Refractory Unit (SRU) Headquarter at Bokaro; Growth Division & SAIL Growth Works at Kulti and Central Marketing Organisation, with its Headquarters at Kolkata, which coordinates the Country-wide marketing and distribution network besides other few subsidiaries.

Composition of Board of Directors of SAIL

2.4 When the Committee wanted to be apprised about the composition of the Management Board/Top Management Body of Steel Authority of India Limited (SAIL) and representation of OBCs therein, the Ministry through a written reply submitted as under:-

“Steel Authority of India Limited (SAIL) is the leading steel-making company in India. It is a fully integrated iron and steel maker, producing both basic and special steels for domestic construction, engineering, power, railway, automotive and defense industries and for sale in export markets. SAIL is one of the Maharatna Companies of the Government of India.

The Composition of the Board of Directors of SAIL (as on 01/09/2023) is as follows:

i)	Chairman	-	1
ii)	Full time Directors	-	7
iii)	Government Directors	-	2
iv)	Independent Directors	-	6
	Total		16

At present, one (1) Director on Board of SAIL belongs to Other Backward Classes.”

2.5 When the Committee wanted to know about the work allocated to Director belonging to OBC category, the Ministry in their supplementary reply stated as under-

“The Director belonging to the OBC category is an Independent Director on the board of SAIL. His responsibilities are same as assigned by the Companies Act for Independent Directors in the Board of CPSEs. Besides being responsible as an Independent Director on SAIL Board, he has been assigned the responsibility as Chairman of the following Board Sub-committees;

- CSR Committee
- Operational Issues Committee

And also as Member of the following Board Sub-Committees:

- Project Committee
- Strategic Issues & Joint Ventures
- Nomination & Remuneration Committee.”.

CHAPTER-III

OVERVIEW OF IMPLEMENTATION OF RESERVATION POLICY FOR OBCs IN SAIL

3.1 When the Committee wanted to have an overview of the implementation of the policy for 27% reservation of OBCs in various categories posts in direct recruitment in Steel Authority of India Limited (SAIL) through a written note submitted:-

“As per Presidential Directives issued by Department of Public Enterprises (DPE), Ministry of Industry, Government of India vide Office Memorandum No. 6/45/94- DPE (SC/ST Cell) dated July 27, 1995 the percentage of reservation is as under-

‘Percentage of Reservation: 27 percent (twenty seven percent) of the vacancies in Public Enterprises to be filled through Direct Recruitment on All India basis through Open Competition shall be reserved for the OBC. For Direct Recruitment on All India basis other than through Open Competition the entitlement of OBCs is 25.84 per cent. For local recruitment, the entitlement for OBCs vary from State to State and UT to UT’

The following percentage of reservations for OBCs are followed at SAIL in direct recruitment as prescribed under the Presidential Directives:

- For recruitment on All India Basis (Group A and B posts)

Type of recruitment	OBCs
On All India basis by open competitive test	27%
All India basis other than open competitive test	25.84%

- For Recruitment made on Regional Basis (Group C posts)

As the SAIL Plants/units are situated in different States, while making recruitment on regional basis, the respective percentage prescribed from time to time for the particular State is followed. The details of percentage prescribed for recruitment made in Plants are as below-

Plant	State	OBC (%)
Bhilai Steel Plant	Chhattisgarh	6
Durgapur Steel Plant/IISCO Steel Plant /Alloy Steels Plant	West Bengal	22
Rourkela Steel Plant Odisha 12	Odisha	12
Bokaro Steel Plant	Jharkhand	12
Salem Steel Plant	Tamil Nadu	27
Visvesvaraya Iron & Steel Plant	Karnataka	27
Chandrapur Ferro-Alloy Plant	Maharashtra	27

3.2 The Committee wanted to know about the details of mechanism evolved for proper implementation of the Reservation Policy, in this regard the Committee were informed through a written reply:-

‘For implementation of Presidential Directives on Reservation for OBCs in SAIL, the following measures are adopted in SAIL:

- Advertisements for direct recruitment of posts in SAIL clearly stipulate the number of posts earmarked for the OBCs along with the relaxations & concessions available to such candidates which is advertised in national newspapers as well as posted in SAIL website.
- Rosters as prescribed by Presidential Directives are maintained.
- Liaison Officers have been appointed at Plants/Units of SAIL.
- The position about backlog is monitored on regular basis and efforts are made to liquidate backlogs. The Advertisement for recruitment indicates the backlog, if any.
- Inspection of Rosters on annual basis/ as per requirement is done at respective Plants/Units.
- Relaxation of 3 years in the upper age limit, as prescribed for Direct Recruitment, is provided to candidates belonging to OBCs in SAIL. OBCs are provided relaxation in qualifying marks for written test. They are evaluated at relaxed standards and a separate Merit List is drawn up in respect of

OBC candidates. OBCs selected on merit are not adjusted against reservation quota.’

- For recruitment on All India Basis (Group A and B posts)

Type of recruitment	OBCs
On All India basis by open competitive test	27%
All India basis other than open competitive test	25.84%

3.3 On the overview of the implementation of the Policy for Reservation of OBCs in various categories of posts, the Committee were given certain information through written note which was also reiterated during the course of oral evidence by a representative of SAIL, which is as under:

“For Recruitment made on Regional Basis (Group C posts)

As the SAIL plants/units are situated in different States, while making recruitment on regional basis, the respective percentage prescribed from time to time for the particular State is followed.

The details of percentage prescribed for recruitment made in Plants are as below:

Plant	State	OBC (%)
Bhilai Steel Plant	Chhattisgarh	6
Durgapur Steel Plant/IISCO Steel Plant /Alloy Steels Plant	West Bengal	22
Rourkela Steel Plant	Odisha	12

Bokaro Steel Plant	Jharkhand	12
Salem Steel Plant	Tamil Nadu	27
Visvesvaraya Iron & Steel Plant	Karnataka	27
Chandrapur Ferro-Alloy Plant	Maharashtra	27

The aforesaid reservations shall not apply to the persons/sections coming under creamy layer in terms of the Presidential Directives.”

CHAPTER-IV
REPRESENTATION OF OBCs IN SAIL

4.1 When the Committee asked about the total staff strength at various levels of posts/Classes/Scales and the number of OBC employees therein at present, the Ministry submitted the following data:-

Category	Group	Total employees	OBC	% of OBC
Executive	A	10513	1936	18.41
Non-Executive	B & C	47156	7572	16.05
Total		57669	9508	16.48

4.2 The Committee noted that there are shortfall of OBC vacancies in overall strength and in all Groups 'A', 'B' and Group 'C' and inquired about the reasons for the same. The Committee in this regard through a written note were informed:-

“The manpower of SAIL consists of two major categories Executives and Non-Executives. The Executives (Group-A) are approximately 18.4% and Non-Executives (Group B & C) are 81.6% of the total manpower.

A significant portion of the employees at SAIL were recruited prior to 1993, and during that time, since the OBC

as a category was not mentioned they were categorized as "General". As such for calculation of percentage of OBC employees, only those employees who have mentioned their category as OBC (post 1993) are taken into account for their proportion in total population which includes all employees i.e. who joined before and after 1993.

SAIL follows a policy of reserving 27% for OBCs in the direct recruitment of Executives (Group-A) and aims to meet the mandated 27% OBC representation in the Executive cadre (Group A).

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

The data for 5 Integrated Steel Plants and 3 Special Steel plants is given below:-

Plant	Total Employees	Employees belonging to OBC category	%	State wise stipulated % for recruitment of OBC in Group C
BSP	15608	1914	12.26%	6.00%
DSP	7776	759	9.76%	22.00%
RSP	12773	1304	10.21%	12.00%
BSL	11540	2910	25.22%	12.00%
ISP	4967	1306	26.29%	22.00%

ASP	601	63	10.48%	22.00%
SSP	800	378	47.25%	27.00%
VISL	250	74	29.60%	27.00%

Backlog Vacancies in SAIL

4.3 The Committee found that there does exist a backlog of reserved vacancies for OBCs and they inquired about the reasons for the same. In this regard the Ministry through a written note submitted certain information which was also reiterated during oral evidence:-

“As on 01.09.2023, there are 76 and 19 backlog posts in Group A and Group C posts, respectively. Backlog vacancies have primarily arisen from challenges such as the non-availability of suitable candidates for specialized positions or instances of selected candidates not joining as anticipated. Ongoing recruitment exercises incorporate these backlog vacancies in their advertisements.”

4.4 When the Committee wanted to be apprised about Special Recruitment Drive launched for filling up of the backlog of vacancies for OBC category, the ministry stated that there has not been any Special Recruitment Drive in last 5 years. Backlog vacancies, if any, are mentioned in the recruitment advertisement itself. In this regard, the Committee were also informed through a written submission that:-

“SAIL's approach to filling vacant OBC category positions is based on continuous inclusion of the backlog posts in the next recruitment cycle. The absence of special recruitment drives in the past five years within SAIL is attributed to several factors such as limited vacancies in case of specialized posts at different Plants/units, organizational requirements, inclusion in the Advertisement for next cycle of recruitment, etc. Further, the backlog posts are included in the next phase of the recruitment cycle over and above the reserved posts in the current cycle.”

4.5 The Committee desired to know whether any problem was being faced in recruitment. In a written reply, the Ministry in this regard stated that in certain specialized roles, including Medical Executives, paramedical staff, and in statutory positions such as Boiler Operators and Mining Mates, SAIL has not been able to find suitable OBC candidates. However, SAIL intends to address these backlog/shortfall vacancies through inclusion of these vacancies in the subsequent recruitment cycles and wider outreach through giving wide publicity to recruitment advertisements, etc.

4.6 Further, when the Committee desired to be apprised about the concessions and relaxations extended to the candidates belonging to OBC category in the recruitment at various levels of posts, the Ministry in its written reply stated as under:-

“SAIL follows and extends concession and relaxations for OBCs as per the DPE guidelines:

- Relaxation of 3 years in the upper age limit, as prescribed for Direct Recruitment, is provided to candidates belonging to OBCs in SAIL.
- OBCs are provided relaxation in qualifying marks for written test.
- OBCs are evaluated at relaxed standards and a separate Merit List is drawn up in respect of OBC candidates.
- OBCs selected on merit are not adjusted against reservation quota.”

CHAPTER-V

MONITORING MECHANISM FOR IMPLEMENTATION OF RESERVATION POLICY

Roster Registers

5.1 The Committee wanted to know whether Roster Registers are being maintained as per DoPT norms in SAIL. In this regard, the Ministry through a written reply stated as under:-

“Post based Roster Registers are maintained as per Presidential Directives. The Rosters are updated as per the directives of DPE from time to time with introduction of reservations for eligible categories. As regards data/details of the candidates, the Roster is mostly updated as per requirement with the completion of recruitment cycle and prior to the next cycle of recruitment. The Rosters are maintained separately for posts as per DPE guidelines. The Roster Registers (RR) are maintained centrally for Central Recruitment such as Management Trainees (Group A) whereas for Plant/Unit level recruitments, the Rosters are maintained by the respective Plants/Units.

Mode of RRs	Level at which Roster is Maintained	No. of Rosters	Date of upgradation of Roster
Direct	Centrally for	Separately as	The Roster is

Recruitment	Central Recruitments by SAIL Corporate Office at the level of E1 (Management Trainee) At the Plant/unit level for Recruitment carried out in S1/S3 level and in Executive cadre for Doctors/Relevant discipline	per the posts notified for Recruitment	mostly updated as per requirement with the completion of recruitment cycle and prior to the next cycle of recruitment. Rosters are updated as per the DPE guidelines related to reservation issued from time to time.
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At the Plant/Unit level, regular inspections of rosters by the companies dedicated Liaison Officers (LOs) are done. These inspections occur annually or as required. No adverse comments have been recorded.”.

Liaison Officers for OBCs

5.2 The Committee also desired to know whether the Liaison Officers for OBC category have been appointed in SAIL and whether they come from OBC category. To this query the Ministry also through a written submission informed:-

“It may be submitted that SAIL has appointed Liaison Officers (LOs) in accordance with the guidelines provided by the Department of Public Enterprises (DPE). These guidelines do not specify any particular category or caste for the selection of LOs. However, it is submitted that out of the 15 units, 13 units have LOs from the OBC category. For the two smaller units where LOs are from other categories, SAIL

is working to identify and appoint LOs from the OBC category as and when suitable employees are available to take on this role. The list of LOs is at **Annexure-I.**”

5.3 The Committee further desired to know whether Liaison Officers are being imparted any training to which the Ministry in a supplementary reply stated:-

“SAIL is committed to empowering their Liaison Officers by exposing them to comprehensive training programs encompassing regulatory compliance and effective communication thereby contributing in implementing the reservation policies and rosters for the various categories. Training at different Plants are organised for the training of the Liaison Officers. The most recent such training program on reservation was organised on 13.10.2023 at Salem Steel Plant.”

Grievance Redressal Mechanism for OBCs

5.4 The Committee desired to know whether any grievance redressal mechanism for OBC employees exists in SAIL. In this regard, the Ministry informed as under:-

“Effective internal grievances redressal machinery has been evolved and established in SAIL plants and units for all employees (including OBCs). Joint Grievance Committees

have been set up at plant/unit level for effective redressal of grievances.

SAIL Plants/Units are maintaining grievance handling system and employees are given an opportunity at every stage to raise grievances relating to service matters like wage irregularities, working conditions, transfers, leave, work assignments and welfare amenities etc. Majority of grievances are redressed informally in view of the participative nature of environment existing in the steel plants. The system is comprehensive, simple and flexible and has proved effective in promoting harmonious relationship between employees and management.

It is submitted that SAIL, over the years, has evolved and established systems of dialogue with workers at its Plants/Units through various Bi-partite Committees functioning at different levels right from national level upto Shop-floor level. Some of these forums like National Joint Committee for Steel Industry (NJCS) & Joint Committee on Safety, Health and Environment in the Steel Industry (JCSSI) are functioning since early seventies and are sufficiently empowered to address different issues related to wage, safety, production & productivity and settlement of grievances. These bodies, which have OBC category persons also, have provided a proactive mechanism for identification and redressal of grievances/disputes and other related issues in respect of all employees.

As per existing system of grievance redressal in case of OBC employees separate complaint registers/data w.r.t. complaints / redressal exclusively is not being maintained.

However, a separate Grievance Committee for handling the grievances of the employees belonging to OBC Category has been constituted across SAIL Plants/Units.”

5.5 When the Committee desired to know why the grievance was not handled separately for OBCs, the Ministry through written submission informed:-

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

As workers representatives are from the OBC category also in these Committees as well as in the Trade Unions/Associations operating at the Plant/Unit level, at present separate OBC Employees Welfare Association does not exist in most of the Plants/Units.

Furthermore, in an effort to ensure that the grievances of OBC employees are effectively resolved, SAIL has instituted specialized Grievance Committees across its Plants/Units. These committees include a designated Liaison Officer specifically responsible for addressing OBC concerns, thus underlining the organization's unwavering commitment to creating an inclusive and harmonious workplace.”

OBC Employees Welfare Association

5.6 In regard to OBC Employees Welfare Association in SAIL, a representative of the Organization informed that there is no Association in any Unit. However, there is an Association which has recently been registered in Salem Steel Plant. Further the committee was informed during evidence that:-

“All Liaison Officer will be instructed to take up the matter with other OBC employees to form OBC Welfare Association. Instructions will be issued within 15 days and progress made in this regard will be submitted to the Committee. OBC Welfare Association will be formed within a period of 3 months at company level and OBC employees at unit level will also be involved to form Association.”

CHAPTER-VI

OUTSOURCING OF SERVICES/JOB

6.1 The Committee desired to know specific details in regard to outsourcing of jobs/ contractual employees in different units/ plants of SAIL, to which the Ministry through a written submission stated as under:-

“Plants and Units of SAIL mainly award job contracts for jobs of specialized and intermittent nature as well as for various ongoing project activities under the Modernization & Expansion Programme through tendering process.

The Contractor engages Contract Labour to execute the jobs contracted out to him. No. of contract labour engaged by Contractors in the establishments of SAIL is 68792 as on 1.9.2023. Details about castes, religion, etc. of contract labour are not maintained. However, majority of our contract labours are from local/peripheral areas which comprise of predominantly backward communities.

Sporadic jobs, periodic Capital Repairs & intermittent maintenance jobs for Plant & equipment, jobs pertaining to new projects as well as Addition, Modification and Rectification (AMR) of existing facilities, road building, housekeeping & waste disposal, etc. are contracted out in SAIL.

Service conditions of the Contract Labours are governed under Contract Labour (Regulation & Abolition) Act, 1970 & other applicable Acts. SAIL as Principal Employer ensures regular & correct payment of wages by the Contractor to

their labours in terms of the Minimum Wages notified by the Appropriate Government as stipulated in the Payment of Wages Act, 1936 & Minimum Wages Act, 1948.

SAIL as Principal Employer also ensures compliance to various statutory provisions viz. PF deductions, ESI coverage, EPS'95 etc. Specific terms & conditions are also incorporated in the tender documents for ensuring contract labour welfare by the contractors. Contract Labour are having access to all the basic welfare facilities like Canteen/Public Conveniences/Drinking water/ Restroom/First Aid etc. inside the work premises as available to regular employees.”

6.2 When the Committee desired to know whether contractual employees working in different units/ plants of SAIL are being paid wages as per the provisions of the Minimum Wages Act, 1948 , the Ministry intimated:-

“In SAIL, a robust mechanism is in place to ensure the payment of minimum wages to all employees as per the Minimum Wages Act. This mechanism includes diligent payroll management, regular assessments, and compliance monitoring to guarantee that every employee receives wages in accordance with the statutory minimum wage rates, thereby upholding legal requirements and fair compensation practices.

Compliance to various statutory provisions viz. PF deductions, ESI coverage, EPS'95 etc. are monitored and ensured by the authorized representative of management at Plants/Units. Specific terms & conditions are also incorporated in the tender documents for ensuring contract labour welfare by the contractors and necessary documents in support of wages and other statutory remittance like PF, ESI, etc has to be attached by the contractor along with wage bills for processing of bills for payment. In the event of any issues arising with the contractor, the Principal Employer proactively takes action as per the provisions of the Contract Labour (Regulation and Abolition) Act, 1970.”

CHAPTER-VII
Corporate Social Responsibility (CSR)

7.1 The Committee learnt that in SAIL, in compliance of CSR provisions of the Companies Act, 2013, since April 1, 2014, at least 2% of Average Net Profit (ANP) of the preceding 3 fiscals is earmarked towards annual CSR expenditure. They have also learnt that SAIL has continued to allocate funds out of Operations Budget to sustain ongoing CSR activities so as to fulfill its responsibilities as responsible Corporate, even during adverse financials, i.e. when statutorily the CSR Budget was 'Nil' (FYs 2016-17 – 2019-20). Details of Expenditures on SAIL CSR Projects undertaken during the last five years are as follows:

(Rs/Crores)

Sr. No.	FY	CSR as per 2% of last 3 years profit	CSR amount allocated (after set-off of excess expenditure in the previous FY)*	Expenditure incurred
1	2018-19	-82.06	30.00	31.18
2	2019-20	-13.48	33.00	27.56
3	2020-21	39.44	50.00	47.18
4	2021-22	88.21	80.47 (88.21- 7.74)	94.24
5	2022-23	171.72	157.95 13.77) (171.72-	162.46 (Includes an amount of Rs.51.73 crore transferred to CSR Unspent Bank A/c)

Further as informed the terms of CSR Policy of the Company, identification of CSR projects/activities at Plants & Units/ Corporate level is done by any one or combination of the following parameters:

- i. In-house planned projects.
- ii. Proposals from District Administration/local Govt. body/public representatives etc.
- iii. Proposals/Requests from a registered & specialized body for providing financial assistance for carrying out specific CSR initiative in project mode subject to the condition that it fulfils the criteria as prescribed in the statute in this regard.

A CSR activity through this mode is only permissible when it is planned to be carried out in project mode. These Proposals are considered only after checking the credibility of the associated agency and the quality of its job.

The CSR activities are undertaken as per CSR Policy approved by SAIL Board.”

7.2 Further, SAIL was asked about how the CSR funds would be utilized during 2023-24, to which the Ministry through written reply:-

“SAIL CSR initiatives are implemented in conformity to the CSR provisions (Section 135) of Companies Act, 2013, its Schedule-VII, CSR (CSR Policy) Rules, 2014, and CSR Amendment Rules, 2021 & 2022; mainly in periphery of steel

townships and mines in the thrust areas falling in line with the Schedule - VII of Companies Act, 2013.

Fund that is already earmarked during FY2023-24 under the following heads of CSR as admissible is as under:-

(Rs./Crores)

SN	SAIL CSR Thrust Areas& Expenditures	2023-24
1	Education	32.56
2	Healthcare	23.46
3	Livelihood Generation	15.22
4	Women Empowerment	3.79
5	Drinking Water	3.39
6	Sanitation	2.83
7	Sports	40.61
8	Art & Culture	1.57
9	Rural Development	6.58
10	Social Security (Sr. Citizens & PwDs)	4.50
11	Environment Sustainability	5.29
12	Capacity Building of Personnel	1.25

The SAIL Plants/Units are located mostly in backward areas of Jharkhand, Chhattisgarh, Odisha, West Bengal, Maharashtra, and 6 Aspirational Districts of Jharkhand and Chhattisgarh, etc. where majority of the population belongs to the under-privileged / backward communities.

Chapter-VIII

RASHTRIYA ISPAT NIGAM LIMITED

Introduction

8.1 The Committee have found that RINL-VSP was incorporated on 18.2.1982 under the Companies Act, 1956 and it is a schedule- 'A' Navratna company in Steel sector, under the administrative control of Ministry of Steel with 100% shareholding by the Government of India. Its Registered and Corporate office is located at Visakhapatnam, Andhra Pradesh. The enterprise employed 14729 regular employees (Executives– 4818 and Non Executives- 9911) as on 31.03.2023.

Vision / Mission:

8.2 The Committee have also been given to understand that the vision of the Company is to be the most efficient steel maker, having the largest single location shore based steel plant in the country.

Industrial / Business Operations:

8.3 Main activities of RINL include production of steel products in the longs category from its operating unit at Visakhapatnam, Andhra Pradesh, and operation of four mines viz. Madhram mines (Dolomite), Jaggyyapeta mines (Limestone), Garbham (Manganese) Mines and Kintada Mines (Quartz) in Andhra Pradesh.

The principal products of RINL include bars, wire rods, rounds, structural, billets and pig iron and the company also markets the resulting by-products like coal chemicals (Ammonium Sulphate, Benzol products etc.) and slag through a wide marketing network of 5 Regional offices, 23 Branch Sales Offices and 21 Stockyards which cater to the delivery requirements.

RINL has also set up a Forged Wheel Plant (FWP) at Lalgunj, UP with a production capacity of one lakh wheels per annum, to cater to the requirement of Indian Railways for import substitution. Unit is under commercial operation and production is being ramped up.

The Company is having one subsidiary, viz. Eastern Investments Limited (EIL) with 51% shareholding, which in turn is having two subsidiaries, viz. M/s The Orissa Mineral Development Company Ltd (OMDC) and M/s The Bisra Stone Lime Company Ltd (BSLC). RINL has partnership in ICVL as Joint Ventures with 25.94% shareholding respectively.

8.4 In response to a query on the Composition of the Board of Directors of Rashtriya Ispat Nigam Limited (RINL), as on 25th September, 2023, the Committee were informed as under:-

Functional Directors	
1. Shri Atul Bhatt	Chairman-cum-Managing Director
2. Shri D K Mohanty	Director(Commercial)
3. Shri Arun Kanti Bagchi	Director (Projects) & addl. charge Director (Operations)
4. Shri Suresh Chandra Pandey	Director (Personnel) & addl. charge Director (Finance)
Part-time Official Directors (i.e. Government Nominee Directors)	
5. Ms. Sukriti Likhi, Additional Secretary & Financial Advisor, Ministry of Steel, Gol	
6. Ms. Ruchika Chaudhry Govil, Additional Secretary (Steel), Ministry of Steel, Gol	
Part-time Non-Official Director (i.e. Independent Director)	
7. Shri Sunil Kumar Hirani	
8. Shri Ghanshyam Singh	

Overview of the implementation of the policy for reservation of OBCs

8.5 The Committee desired to know as to how many officers on Board of Directors belong to OBC category, to which the Ministry replied:-

“No members belong to OBC category on the Board of Directors.”

Reservation Policy in RINL

8.6 Further, in this regard the Committee were informed through a written note:-

“In RINL, reservations for OBC have been implemented w.e.f. 08/09/1993. As per DoPT guidelines, 27% of the vacancies in Direct Recruitment on All India basis through Open Competition in all categories of posts are reserved for OBC (NCL) category. For Direct Recruitment on all India basis for other than through open competition, 25.84% of the vacancies in all categories of posts are reserved for OBC(NCL) category. Further, candidates belonging to OBC-NCL if they are selected on Merit at par with Unreserved candidates viz. without availing any relaxations, they are not shown against reserved quota i.e. OBC. Since, vacancies reserved for OBC category as per government guidelines in all categories of posts are being filled on time, RINL is not facing any specific hurdles in implementation of OBC reservations.”

8.7 Further, detailing about the recruitment after 1993, the Committee were informed through written reply as under:-

“So far 3298 candidates, who belong to OBC category, joined RINL since 08/09/1993 out of which 978 candidates were selected on merit. As these 978 candidates are selected on Merit at par with Unreserved candidates viz. without availing any relaxations, they are not shown against reserved quota i.e. OBC (NCL).”

8.8 When asked to furnish the number of officials belonging to OBC category occupying the senior positions in RINL, the Ministry intimated as under:-

“Number of OBC employees in the senior management positions, is as given below:

S.No.	Area	E8	E7	E6	Grand Total
1	Operations	-	1	146	147
2	Projects	-	-	4	4
3	Commercial	-	1	11	12
4	Personnel	-	-	10	10
5	Finance	-	-	8	8
6	Others	-	-	2	2
7	Grand Total	-	2	181	183

The number of OBC employees at various levels in RINL at present is given below:

As on 01.09.2023					
Non-Executives			Executives		
Grade	Total Employees	No. of OBC Employees.	Grade	Total Employees	No. of OBC Employees.
KT	-	-	JO	5	-
TR	3	3	E0	-	-
S1	12	3	E1	181	36
S2	73	31	E2	714	204
S3	1015	558	E3	546	204
S4	809	407	E4	1689	272
S5	940	429	E5	315	35

S6	942	342	E6	866	181
S7	68	8	E7	251	2
S8	718	21	E8	12	-
S9	347	14	E9	-	-
S10	2711	126	FD	4	-
S11	1829	87	CMD	1	-
Total	9467	2029	Total	4584	934

Staff Strength in RINL

8.9 The total staff strength, as intimated to the Committee, at various levels of posts in the Ministry and the RINL and the number of OBC employees therein (as on 01.09.2023) is as under:-

Non Executives				Executives	
Grade	OBC%			Grade	OBC%
TK	0.00			JO	0.00
TR	100			E0	0.00
S1	25.00			E1	19.89
S2	42.47			E2	28.57
S3	54.98			E3	37.36
S4	50.31			E4	16.10
S5	45.64			E5	11.11
S6	36.31			E6	20.90
S7	11.76			E7	0.80
S8	2.92			E8	0.00
S9	4.03			E9	0.00

S10	4.65			FD	0.00
S11	4.76			CMD	0.00
Grand Total	21.43			Grand Total	20.37

8.10 The Ministry further stated that the staff strength at various levels of posts/Classes/Scales and the number of OBC employees therein as on 8 September, 1993 were:-

Non Executives			Executives	
Grade	OBC%		Grade	OBC%
TR	0.00		JO	0
S1	1.70		E0	9.16
S2	2.18		E1	6.95
S3	4.65		E2	0.23
S4	2.68		E3	3.61
S5	0.58		E4	8.62
S6	3.61		E5	6.01
S7	1.69		E6	12.46
S8	4.06		E7	0.00
S9	0.00		E8	0.00
S10	0.00		E9	0.00
S11	0.00		FD	0.00
Total	3.41		Total	5.72

8.11 When the Committee asked about the details of backlog vacancies, in this regard the Ministry informed:-

“There are no backlog vacancies identified in OBC vacancies.”

8.12 In response to a query on the shortfall in percentage of group C, the Ministry have stated that the shortfall will be met in future. However in response to a question on recruitment drives and special recruitment drives, the organization has stated:-

“No recruitment has been taken place in the last three years and also no special recruitment drive has been taken place in the last three years.”

8.13 When the Committee wanted to know whether Roster Registers are being maintained as per DoPT norms in RINL, the Ministry stated as under-

“Yes, separate Roster Registers are being maintained for each post. However, with the introduction of Post Based Rosters, common rosters have been introduced for certain posts taking into consideration the method of recruitment for that post, the minimum educational qualification prescribed for that posts and the category (i.e., A, B, C or D) to which it belongs.

In RINL Roster Registers are being maintained as per details mentioned under:

Mode of RRS	Level at which Roster is Maintained	The No. of Rosters	Date of Upgradation of Roster
Direct Recruitment	Group A	7	31.12.2022
	Group B	-	

	Group C	4	
	Group D	1	

In RINL, no direct recruitment is taken up in Group-B. The Group-B posts are filled by promotion from Group-C.

Roster Registers are being maintained at RINL Headquarters. Further details pertaining to shortfall and backlog vacancies, if any, are also mentioned in the register.

The Roster Registers are being inspected/authenticated by the Liaison Officer for OBCs annually.

In RINL, no discrepancies have been highlighted by OBC Liaison Officer.

Liaison Officers for OBCs

8.14 When desired to know whether the Liaison Officers for OBC category have been appointed in RINL and whether they belong to OBC category, the Committee were informed that Shri G Appa Rao, General Manager (MM) has been appointed as Liaison Officer for OBC. Liaison Officer belongs to OBC category. Liaison Officer inspect/authenticate Roster Registers annually and no discrepancies have been highlighted by OBC Liaison Officer

Redressal of Grievances of OBC employees

8.15 The Committee desired to be apprised about the Grievance Redressal Machinery in RINL. In this regard, the Ministry stated that there is no separate grievance redressal system for OBC employees. However, access is given to all employees to address their grievances in the existing

redressal system in the Company including matters pertaining to OBC employees. On being asked about the total number of complaints received from OBC employees during the last two years, the Ministry stated that on 6.10.2022, one complaint was received from one employee of OBC category which was addressed and disposed of on 6.7.2023 as per rule.

Further, the Committee desired to know the reasons for not addressing the grievances of OBC employees separately, the Ministry in their written reply stated -

“The existing Grievance Redressal Machinery/procedure for executive and non-executive employees also caters for OBC employees as envisaged under the rules of RINL.”

On being asked about the role of OBC Employees Welfare Association for redressal of grievances, the Ministry in their written reply stated that-

“The representatives of VSP OBC Employees Welfare Association are meeting with General Manager (MM) & Liaison Officer for OBC and also General Manager (HR)-IR at least once in a month and also as and when required to discuss about various issues concerning the welfare of the OBC employees.”

Outsourcing of Services/Job

8.16 When the Committee wanted to know whether RINL outsources its services and engages contractual employees in its different units/ plants of RINL, the Ministry through written noted furnished:-

“In RINL, some services such as Annual Maintenance, Additions, Modifications and Repairs, Technological Cleaning, Canteens, Capital Repair works, Turn-key jobs in the Plant’s expansion etc. are being executed through contracting agencies.

Category wise contract workers engaged by various contracting agencies for carrying out the awarded works are – Skilled: 4,627 Semi Skilled: 3,641; Unskilled: 7,506; Total: 15,774 as on 31.08.2023.

The post wise, item wise number of total employees working on contract basis is as mentioned below:-

Designation	No. of Employees as on 26.09.2023
Blaster	1
Blaster Helper	3
Medical Officer	3
Medical specialist	1
Mine Foreman	4
Operator-cum-Mechanic	2
Secretarial Officer	1
Specialist(Gen. Med)	1
Grand Total	16

Private Entrepreneurs are the direct employers of the contract labour in RINL. The role of RINL as principal employer is to ensure the implementation of statutory provisions by the contractors. However, in

the absence of any mandatory provision, RINL management is not in a position to insist the Private Entrepreneurs to engage OBC workers in their organizations. RINL being the Principal Employer is ensuring the Payment of minimum wages as notified by the Regional Labour Commissioner (Central), Visakhapatnam from time to time to the contract workers.

In addition to the above, compliance of all statutory provisions under EPF& MP Act, 1952 ESI act, 1948 etc. by the contracting agencies are being ensured by RINL.

RINL/VSP has incorporated clauses pertaining to Minimum Wages Act, 1948 in the work order. Accordingly, RINL being the Principle Employer is ensuring payment of Minimum Wages as notified by Regional Labour Commissioner (Central), Visakhapatnam, through banks by the contracting agencies.

i. In line with the Payment of Minimum Wages act, 1948, the contracting agencies are paying minimum wages as notified by RLC(Central), Visakhapatnam to the contract workers.

ii. If the Contractor fails to pay wages within time, a penalty upto 1% of the gross wages of the workers is being levied for every day of lapse with a maximum of 10% in a calendar month as per the terms and conditions of the Contract

iii. In case of default in payment of PF&ESI by the agencies, penalties are being levied as per the Statue.

iv. In case of delay/non-payment of wages to the Contract labour debarring action is being taken against the agency as per the provisions of Contract.”.

Use of CSR Funds

8.17 On the query of the Committee regarding release of funds in the year 2023-24 under the Corporate Social Responsibility (CSR), the Ministry informed that:-

“At RINL, the statutory requirement of CSR budget (i.e. 2% average net profit of the immediate preceding three years) for FY 2016-17 and thereafter is Nil. However, considering the sustenance of existing projects/programs on continuous basis and RINL’s commitment to be a responsible Corporate, CSR budget allocation was continued till FY 2021-22. Subsequently, considering the precarious financial position of the company, annual budget is not allocated for CSR activities for FY 2022-23 and FY 2023-24. Chances for budget allocation for CSR activities during current financial year of 2023-24 is nil.”

PART-II

OBSERVATIONS/RECOMMENDATIONS

Low representation of OBC in the Ministry of Steel

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

2. The Committee note that the existing strength in the Ministry of Steel is 184 against the sanctioned strength of 245 as on 31.08.2023. Out of 184 existing strength, there are 45 employees from OBCs category, which constitutes to 24.45% of total manpower in the Ministry. Similarly OBCs representation in Group 'A' service is 17.77%, in Group 'B' it is 31% and in Group 'C' 21.53%. The Committee express their concern over low representation of OBCs in the existing strength as well as in Group 'A' and 'C' service in the Ministry of Steel. The Committee learn that cadre controlling authorities are responsible for recruitment and placement of services

of Officers/personnel belonging to these cadres. The Committee appreciate that the Ministry of Steel is conveying the observations of the Committee regarding shortfall to the cadre controlling Ministry/ Department.

Appointment of Liaison Officers for OBC employees

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

STEEL AUTHORITY OF INDIA LIMITED (SAIL)

Representation of OBCs in Top Management of SAIL

4. The Committee learn that top management body / Board of Directors of SAIL consists of one Chairman, 7 Full-time Directors, 2 Government Directors and 6 Independent Directors. In regard to the representation of OBCs in top management of SAIL, the Committee learn that there exists no provision of reservation in appointment of Directors in the Board of Directors in SAIL. However, the Committee

appreciate the fact that one of the Directors in the Board of Directors belongs to OBC category. The Committee can apparently see that these Directors are appointed by the Government of India. In this regard, the Committee recommend that all out efforts may be done and ways and means found to come to a solution whereby if more persons/officials from OBC category be appointed/nominated to the Board of Directors. It goes without saying that such appointments may be considered especially for the cases which fit in the prescribed criteria.

Representation of OBCs in SAIL

5. The Committee also note that there are 9508 OBC employees out of total existing strength of 57669 which constitutes to 16.48% of the total manpower in SAIL. The Committee are given to understand there are two categories of employees i.e. Executive (Group 'A') and non-Executive (Group 'B' and 'C'). In Group 'A' the representation of OBCs is merely 18.41% and in Group 'B' and 'C' it is merely 16.05% of the total strength in both these Groups. The Committee observe that OBCs representation is low not only in overall strength of the organization but also in each group of service in SAIL. The Committee express their concern that even after thirty years of the

implementation of the reservation policy for OBCs, their percentage has not reached near to the prescribed 27% of overall existing strength and in each Group of service where direct recruitment is held in SAIL. The Committee, therefore, in no unequivocal terms recommend the Ministry to take up the matter at highest level to find ways and means to address the issue of low representation of OBC employees in SAIL and make concerted efforts to implement reservation policy for OBCs scrupulously to reach the mandate of 27% OBCs reservation both in Executive and non-Executive posts in a time bound manner. The Committee may be apprised once in six months but essentially at the time of furnishing Action Taken Notes about the steps taken to fill such vacancies meant for OBCs till the mandated 27% percentage is achieved.

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

Backlog vacancies in SAIL

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

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

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

Liaison Officers for OBCs in SAIL

8. The Committee also appreciate that in each plant/ unit of SAIL, Liaison Officers for OBC have been appointed. All these Liaison Officers belong to OBC category except two Liaison Officers at smaller units/plants where suitable employees from OBC category are being identified to be appointed as Liaison Officers. Liaison Officer regularly inspects the Roster Register and no discrepancy in Roster Register has been indicated. The Committee also appreciate that Liaison Officers and dealing hands in SAIL are also imparted training in reservation matters by experts in the field from time to time. However, the Committee recommend that names, addresses, contact numbers and e-mail IDs of all Liaison Officers of each plant/unit may be uploaded on intranet/website of SAIL so that OBC employees can contact their Liaison Officers for any help in regard to reservation matter in the organization.

Roster Registers in SAIL

9. The Committee find with glee that in SAIL Roster Registers are maintained and regularly inspected/ authenticated by the Liaison Officers and no discrepancy has been indicated therein. However, Committee recommend that Roster Registers duly authenticated by

the Liaison Officers be uploaded on intranet/ website of SAIL in order to bring transparency and for information of all employees.

Grievance Redressal System in SAIL

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

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

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

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

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

OBC Employees Welfare Association in SAIL

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

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

Outsourcing/ Engaging Contractual Employees in SAIL

12. The Committee note that there are about 68,792 number of contractual labour presently engaged through contractors in SAIL. The Committee are not unaware of the fact that majority of these workers are from local/peripheral areas which comprise of predominantly backward communities. The Committee are happy to note that service conditions of contract labour are being governed as per provisions of the Contract Labour (Regulation and Abolition) Act, 1970 and other applicable Acts. SAIL being principal employer ensures that all such workers get minimum wages as per provisions of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948. In addition to that contract Labour are having access to all the basic facilities such as canteen/ public convenience/ drinking water/ first aid, etc. inside the work premises as available to regular

employees. It goes without saying here that SAIL should effectively maintain this trend and keeping in view the principles of 'Dignity of labour' and atmosphere of camaraderie is maintained and reflected amongst the regular employees and contractual employees.

RASHTRIYA ISPAT NIGAM LIMITED (RINL)

OBCs Representation in Top Management of RINL

13. The Committee learn that the top management of Rashtriya Ispat Nigam Limited (RINL) consists of Chairman, three full time Directors, Two Part-time Official Directors (Government Nominee Directors) and two Part-time non-Official Directors (Independent Directors). However, there is no representation of OBCs in the Board of Directors of RINL. The Committee understand that there exists no provision of reservation in appointments of Directors. The Committee can apparently see that these Directors are appointed by the Government of India. In this regard, the Committee would like to draw attention of the Ministry of Steel to the *DPE OM No. 2(15)/2011 GM dated 18th April, 2011*, wherein it has been mentioned that if persons from the categories of SC,ST and OBC including women come forward, with the criteria laid down for appointment of non-Official

Directors on the Board of Central Public Sector Enterprises (CPSE), they should be given preference.

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

Representation of OBCs in RINL

14. The Committee note that there are 2967 OBC employees in RINL out of total existing strength 14,051 which constitutes 21.08% of the total manpower in the organisation. The Committee are given to understand there are two categories of employees i.e. Executive and non-Executive. In Executive cadre the representation of OBCs is merely 20.37% and in non-Executive cadre it is 21.43% of the total strength. The Committee note that 27% OBCs representation is not reflected in overall strength of the organization and also in both Executive and non-Executive cadre of RINL. The Committee again express their concern that even after thirty years of the implementation of the reservation policy for OBCs, their percentage has not reached near to the prescribed 27% in overall existing

strength and each Group of service where direct recruitment is held in RINL. The Committee recommend the Ministry to take up the matter at highest level to address the issue of low representation of OBC employees in RINL and make concerted efforts to implement reservation policy for OBCs scrupulously to reach the mandate of 27% OBCs reservation both in Executive and non-Executive posts in a time bound manner.

Roster Registers in RINL

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

Liaison Officers for OBCs in RINL

16. The Committee also appreciate that an officer of General Manager has been appointed as Liaison Officer for OBC who himself belongs to OBC category. Liaison Officer annually inspects the

Roster Register and has not indicated any discrepancy in Roster Register. However, the Committee recommend that name, address, contact number and e-mail of Liaison Officer may be uploaded on intranet/website of RINL so that OBC employees can contact their Liaison Officer for any help in regard to reservation matter in the organization.

Grievance Redressal Mechanism in RINL

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

Outsourcing/ Engaging Contractual Employees in RINL

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

NEW DELHI

**December, 2023
Agrahayana, 1945 (Saka)**

RAJESH VERMA,

**Chairperson,
Committee on Welfare of OBCs**

Annexure-I

Name & Designation of Liaison Officers for OBCs at SAIL Plants and Units for last 5 years

Plant/Unit	Name (S/Shri)	Period (Since – to)	Designation	Category
Bhilai Steel Plant	Shri PratapSekharNaik	2016 to till date	DGM (Pers)	OBC
Durgapur Steel Plant	Shri R.S Jaiswal	2016 to till date	Sr. Manager (Pers)	OBC
Bokaro Steel Plant	Shri C R K Sudhanshu	2018	Sr. Manager	OBC
	MsRichaKunal	2019	DM (Pers)	OBC
	Ms M Rani	2019 to till date	DGM(Pers)	OBC
Rourkela Steel Plant	Shri P K Sahoo	2016 - 2019	Sr.Manager (Personnel)	OBC
	Shri B K Behera	2019– 2021	AGM (IE)	OBC
	Shri Robin Kumar	2021 to till date	DGM(Pers)	OBC
IISCO Steel Plant	Shri Ravinder Singh	2016 to till date	Sr. Manager (Personnel)	OBC
Alloy Steels Plant	Shri DashrathRawani	2016 to till date	Sr. Manager (Personnel)	OBC
Salem Steel Plant	Ms. D Lavanya	Feb'16 to till date	Manager (Personnel)	OBC
VISP	Thaniyarasu M N	2016 -	GM(Traffic &	OBC

		2022	IED)	
	Dr. Sujit Kumar	2022 to till date	ACMO	OBC
Central Marketing Organisation	Shri AmalDhar	2017- 2020	Sr DD (Medical Services)	OBC
	Ms. SampitaAdhikari	2020 to till date	Manager	SC
Chandrapur Ferro Alloy Plant	Ms. Vandana M. Deshmukh	2016 - 2021	AGM (P&A)	OBC
	Hosni Mubarak	2021 - 2022	Manager(Pers)	OBC
	Mr Pintu P. Pajai	2022 to till date	Manager (Pers.)	OBC
Colliery Division	Shri Amaresh Kumar	2016 to till date	AGM(Mining)	OBC
SAIL Refractory Unit	Shri J T Raghu	2016 to till date	GM (F&A)	OBC
CCSO	Shri Y K Paswan	2016 to till date	DGM(P&A)	SC
Ranchi Based Units (CET,RDCIS,MTI,SSO)	Shri U K Gupta	2016 to 2021	GM (F&A)	OBC
	Shri Rizwan A Siddiqui	2021 to till date	DGM , MTI	OBC
Corporate Office	Moloy Goswami	2016 to till date	GM (Personnel)	OBC

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

**MINUTES OF THE ELEVENTH SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2022-23) HELD ON 05TH OCTOBER, 2023 IN
COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1135 hrs. to 1300 hrs.

PRESENT

SHRI RAJESH VERMA- CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T.R. Baalu
3. Dr. Sakshi Ji Swami Maharaj
4. Dr. Pritam Gopinath Rao Munde
5. Shri Rodmal Nagar
6. Shri Parbhatbhai Savabhai Patel
7. Shri Chandra Sekhar Sahu
8. Shri Shyam Singh Yadav

RAJYA SABHA

9. Shri Narayana Koragappa
10. Shri Ram Nath Thakur

SECRETARIAT

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

LIST OF REPRESENTATIVES

MINISTRY OF STEEL

S.No.	Name	Designation
1.	Shri Nagendra Nath Sinha	Secretary
2.	Smt. Ruchika Chaudhry Govil	Additional Secretary
3.	Shri Abhijit Narendra	Joint Secretary
4.	Shri Sanjay Roy	Joint Secretary

STEEL AUTHORITY OF INDIA LIMITED (SAIL)

S.No.	Name	Designation
1.	Shri Amarendu Prakash	Chairman
2.	Shri K.K. Singh	Director (Pers.)

RASHTRIYA ISPAT NIGAM LIMITED (RINL)

S.No.	Name	Designation
1.	Shri Atul Bhatt	CMD
2.	Shri Suresh Chandra Pandey	Director (Pers.)

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting of the Committee convened for briefing by the representatives of Ministry of Steel on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL) under Ministry of Steel'. After the brief introduction by the representatives, the Chairperson desired that the Committee may be apprised about the status of reservation of OBCs in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL), total number of OBCs representation in different cadre strength of SAIL and RINL and steps taken by the Ministry/Organisations to secure the welfare of OBCs in SAIL and RINL.

3. In order to give a holistic picture on the subject undertaken by the Committee, the representatives of the Ministry of Steel, SAIL and RINL made a brief power point presentation before the Committee touching upon the matter relating to Organisation Profile, financial achievements, brief idea related to steel industry and actual number of OBC category employees present in different grades of Ministry, SAIL and RINL, status of backlog vacancies and steps being taken for filling up of backlog vacancies meant for OBCs, etc.

4. After completion of the power point presentation, the Chairperson/Members sought clarifications on various aspects concerning the subject. Major issues/points *inter-alia* raised by the Chairperson and Members of the Committee during the sitting were as under:-

- (i) Representation of OBCs in the Ministry of Steel being lower than the stipulated 27%. Clarification of DoPT in this regard to be sought by the Ministry;
- (ii) Liaison Officer in the Ministry of Steel belonged to ST category rather than OBC category. The Ministry was asked to rectify the same.
- (iii) Representation of OBCs in Posts/Cadres at different level in SAIL and RINL under the administrative control of the Ministry of Steel and reasons for shortfall vis-a-vis the stipulated 27%;
- (iv) Proportion of OBCs in different States was explained by the representative of SAIL;
- (v) Actual no. of backlog vacancies in SAIL and steps being taken to fill up the backlog vacancies meant for OBC category;
- (vi) Representation of OBCs in the different plants under SAIL;

- (vii) No. of Liaison Officers from OBC category in SAIL and RINL;
- (viii) Frequency of Meetings held with OBC Employees Welfare Association by the Management in RINL;
- (ix) Training imparted to the Liaison Officers in SAIL and RINL; and
- (x) Work being done for the welfare of SC, ST and OBCs under Corporate Social Responsibility Funds in SAIL and RINL.

5. The Chairperson thanked the representatives of the Ministry, SAIL and RINL for presenting themselves before the Committee for briefing on the subject. The Committee directed the representatives to furnish written replies to the queries which were not addressed by them or the requisite information was not readily available during the sitting, at the earliest.

6. Since pertinent and important points were raised during the briefing meeting and as the Committee are keen to finalise and present the Report in the ensuing session of Parliament, it is proposed that meeting may be considered as formal evidence of the Committee.

The Committee then adjourned.

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

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

**MINUTES OF THE SECOND SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2023-24) HELD ON 05 DECEMBER, 2023 IN
COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1505 hrs. to 1600 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T. R. Baalu
3. Shri Ramesh Bidhuri
4. Shri Dileshwar Kamait
5. Smt. Raksha Nikhil Khadse
6. Ms. S. Jothi Mani
7. Shri P.C. Mohan
8. Dr. Pritam Gopinath Rao Munde
9. Shri Chunni Lal Sahu
10. Shri Ram Shiromani Verma
11. Shri Ashok Kumar Yadav

RAJYA SABHA

12. Shri Abir Ranjan Biswas
13. Smt. Geeta Alias Chandraprabha
14. Shri Rajendra Gehlot
15. Shri Narayana Koragappa
16. Shri Harnath Singh Yadav

SECRETARIAT

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

