

29

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

(SEVENTEENTH LOK SABHA)

MINISTRY OF CHEMICALS AND FERTILIZERS

[ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THEIR TWENTIETH 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 MADRAS FERTILIZERS LIMITED (MFL), BRAHMAPUTRA VALLEY FERTILIZERS CORPORATION LIMITED (BVFCL) AND FERTILIZERS & CHEMICALS TRAVANCORE LIMITED (FACT)']

TWENTY NINTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2023/ Agrahayana, 1945 (Saka)

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(2023-24)**

(SEVENTEENTH LOK SABHA)

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MINISTRY OF CHEMICALS AND FERTILIZERS

Presented to Lok Sabha on 20.12.2023

Laid in Rajya Sabha on 20.12.2023



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2023/ Agrahayana, 1945 (Saka)

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CONTENTS

PAGE

REPORT

COMPOSITION OF THE COMMITTEE (2023-24).....	(iii)
INTRODUCTION.....	(v)

PART-I

CHAPTER I Report.....	1
CHAPTER II Observations/Recommendations which have been accepted by the Government.....	6
CHAPTER III Observations/Recommendations which the Committee do not desire to pursue in the light of the replies received from the Government.	14
CHAPTER IV Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.	15
CHAPTER V Observations/Recommendations in respect of which final replies of the Government are still awaited.....	17

APPENDICES

I Extracts of Minutes of the Third Sitting of the Committee on Welfare of Other Backward Classes (2023-24) held on Thursday, 14 December, 2023	18
II Analysis of the Action Taken by the Government on the Observations/ Recommendations of the Committee on Welfare of Other Backward Classes contained in their Twentieth Report (Seventeenth Lok Sabha).....	20

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2023-24)

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Thalikkottai Rajuthevar 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. Smt. Sarmistha Kumari Sethi
17. Shri Kumbakudi Sudhakaran
18. Shri Ram Shiromani Verma
19. Shri Ashok Kumar Yadav
20. Vacant*

RAJYA SABHA

21. Shri Abir Ranjan Biswas
22. Smt. Geeta *alias* Chandraprabha
23. Shri Rajendra Gehlot
24. Shri Narayana Koragappa
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

***Seat fell vacant consequent upon resignation tendered by Shri Balak Nath vide TO(B) notification dated 07.12.2023.**

SECRETARIAT

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

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-ninth Report on Action Taken by the Government on the Observations/Recommendations contained in the Twentieth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Madras Fertilizers Limited (MFL) Brahmaputra Valley Fertilizers Corporation (BVFCL), Fertilizers and Chemicals Travancore Limited (FACT)' pertaining to the Ministry of Chemicals and Fertilizers.

2. The Twentieth Report was presented to the Lok Sabha on 28 July, 2023. The Report was also laid on the Table of the Rajya Sabha on the same day.

3. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 30 November, 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 Thursday, 14 December, 2023.

5. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Twentieth Report 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
December, 2023
Agrahayana, 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 Twentieth Report (Seventeenth Lok Sabha) on “Measures undertaken to secure representation of Other Backward Classes in employment and for their welfare in Madras Fertilizers Limited (MFL), Brahmaputra Valley Fertilizers Corporation Limited (BVFCL) and Fertilizers and Chemicals Travancore Limited (FACT)”.

2. The Twentieth Report (Seventeenth Lok Sabha) of the Committee was presented to the Lok Sabha on 28 July, 2023. The Report was also laid on the Table of Rajya Sabha on the same day. The Report contained Fifteen Observations /Recommendations. Action Taken Replies in respect of all the Observations/Recommendations contained in the Report have been received from the Government. These have been examined and categorized as follows:

- i. Observations/Recommendations which have been accepted by the Government:

Recommendation Sl. Nos. I(A), II(A), II(B), II(C), III(A), III(B), III(C), IV, V(A), V(B), V(C) and VI(A)	(Total - 12) Chapter II
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- ii. Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies:

Recommendation Sl. No. VI(B)	(Total - 01) Chapter III
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- 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. I(B) and I(C)	(Total - 02) Chapter IV
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- iv. Observations/Recommendations in respect of which final replies of the Government are still awaited:

Recommendation Sl. No.	- NIL-	(Total - NIL) Chapter V
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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. I(B)

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

“BVFCL: The Committee observe that as per the present composition of its Board of Directors/ Top Management in Brahmaputra Valley Fertilizers Corporation Limited (BVFCL) none of the officials belongs to the OBC category. 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, the Committee would like to impress upon the administrative Ministry, i.e. the Ministry of Chemicals and Fertilizers 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 of SC, ST and OBC categories and Women candidates come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference in appointment.”

REPLY OF THE GOVERNMENT

6. The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This recommendation has been noted for compliance in future appointments”.

7. The Committee, in their original report, had observed that as per the present composition of its Board of Directors/ Top Management in Brahmaputra Valley Fertilizers Corporation Limited (BVFCL) none of the officials belonged to the OBC category, thus resulting in nil representation of OBCs in the top management of the company. Therefore, the Committee had impressed upon the administrative Ministry *i.e.* the Ministry of Chemicals and Fertilizers 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.* BVFCL in the present context. However, the Ministry in their reply have merely stated that the recommendation has been noted for compliance in future appointments. The Committee are not satisfied with the reply of the Ministry as they did not indicate any efforts made in this regard. The Committee reiterate their earlier recommendation that if persons from the of SC, ST and OBC categories and Women candidates come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference. The Committee may be apprised of the efforts made in this regard.

Representation of OBCs in top management

Recommendation SI. No. I(C)

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

“FACT: The Committee observe that as per the present composition of its Board of Directors/ Top Management in FACT none of the officials belong to the OBC category. Thus, there is no representation of OBCs in the top management of the company. The Committee would like to impress upon the Ministry of Chemicals and Fertilizers 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 SC, ST and OBC categories and Women candidates come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference in appointment.”

REPLY OF THE GOVERNMENT

9. The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This recommendation has been noted for compliance in future appointments”.

10. **The Committee, in their original report, had observed that as per the present composition of its Board of Directors/ Top Management in Fertilizers and Chemicals Travancore Limited (FACT) none of the officials belonged to the OBC category, thus resulting in nil representation of OBCs in the top management of the company. Therefore, the Committee had impressed upon the administrative Ministry i.e. the Ministry of Chemicals and Fertilizers 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 candidates for the appointment as non-Official Directors in the Board of CPSEs, *i.e.* BVFCL in the present context. However, the Ministry in their reply have merely stated that the recommendation has been noted for compliance in future appointments. The Committee are not satisfied with the reply of the Ministry as they did not indicate any efforts made in this regard. The Committee reiterate their earlier recommendation that if persons from the of SC, ST and OBC categories and Women candidates come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference. The Committee would like to know of the efforts made to include at least one Member from OBC category in the Board of Directors of FACT.

CHAPTER-II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Representation of OBCs in top management

Recommendation Sl. No. I (A)

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

“**MFL:** The Committee note that one official in the Management Committee of MFL belongs to OBC category. The Committee appreciates that representation to OBCs has been given in the top management of MFL.”

REPLY OF THE GOVERNMENT

2.2 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This observation of the Committee has been appraised to MFL.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Representation of OBCs

Recommendation Sl. No. II (A)

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

“**MFL:** The Committee note that as per the data furnished by Madras Fertilizers Limited (MFL) there are 253 OBC employees out of total 514 employees constituting 49.22% of the total strength.”

The Committee were given to understand that MFL is in revival mode and the overall strength of employees is very less than the approved strength, as MFL has not undertaken recruitment in the last five years.

However, representation of OBC in supervisory and non-supervisory in MFL is well above 27%. The Committee consider it as a good sign. The Committee note that this higher representation does not fully account for the data regarding OBC representation in different cadre-wise posts in MFL. In view of the same, the Committee recommend that MFL may maintain cadre-wise/post-wise data which will clearly show the OBC candidates selected as per reservation policy in direct recruitment to assess the implementation of reservation policy in its proper perspective. In addition, the Committee also desire that data showing overall representation of OBC employees in the total strength of MFL including those promoted as part of their career progression or in temporary employment may be separately maintained. All such information may also be uploaded on the website of the organization.

REPLY OF THE GOVERNMENT

2.4 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“As desired by the Committee, cadre-wise/post-wise data indicating OBC candidates selected in MFL as per reservation policy in direct recruitment being maintained. Overall representation of OBC employees in the total strength of MFL including those promoted as part of their career progression Information uploaded in the MFL website. No temporary employment made so far in MFL.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Recommendation SI. No. II (B)

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

“**BVFCL:** The Committee note that as per the data furnished by Brahmputra Valley Fertilizers Corporation Limited (BVFCL) out of total of 435 employees there are 124 OBC employees, constituting 28.5% of the total strength. The Committee appreciate the efforts of the BVFCL in giving mandated reservation to OBC category. However, the Committee feel that the data is inclusive of the OBC candidates qualifying under the general category. The Committee, therefore, recommend that BVFCL may maintain cadre-wise/post-wise data which will clearly show the OBC candidates selected as per reservation policy in direct recruitment to assess the implementation of reservation policy in its proper perspective. In addition, the Committee also desire that data showing overall representation of OBC employees in the total strength of BVFCL including those promoted as a part of their career progression or in temporary employment may be separately maintained. All such information may also be uploaded on the website of the organization.”

REPLY OF THE GOVERNMENT

2.6 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“Regarding representation of OBC employees in the total strength of BVFCL, BVFCL is maintaining the representation of each category (including OBC) in line with the recommendation of the committee on the welfare of other backward classes, since 02/06/2014. It is also mentioned that there are **113 nos.** of OBC employees against **405 nos.** of total strength which is **27.9%** as on date. **As advised by the committee category wise details of the employees shall be uploaded at our website from now onwards.**”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Recommendation Sl. No. II (C)

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

“**FACT:** The Committee note that in Fertilizers and Chemicals Travancore Limited (FACT) out of total 1706 employees there are 681 OBC employees forming 39.91 % of the total strength. It seems that the data is inclusive of the OBC candidates qualifying under the general category. However, overall representation of OBC in FACT is well above 27%. The Committee consider it as a good sign. The Committee note that this higher representation does not fully account for the data regarding OBC representation in different cadre-wise posts in FACT. In view of the same, the Committee recommend that FACT may maintain cadre-wise/post-wise data which will clearly indicate the OBC candidates selected as per reservation policy in direct recruitment to assess the implementation of reservation policy in its proper perspective. In addition, the Committee also desire that data showing overall representation of OBC employees in the total strength including those promoted as a part of their career progression or in temporary employment may be separately maintained. All such information may also be uploaded on the website of the organization.”

REPLY OF THE GOVERNMENT

2.8 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“The Company is complying with reservation policy in direct recruitment strictly and is maintaining cadre wise, post wise data including that of OBC candidates selected as per the reservation policy. Towards this, cadre wise, post wise reservation rosters are being maintained.

The present representation of OBC in FACT in the total strength as on 1.8.2023 is given below:

	Total	OBC	%
Regular -	1498	633	42.3
Temporary (Adhoc) -	494	289	58.5

The information has been uploaded on the Company's website.

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Grievance Redressal Mechanism

Recommendation Sl. No. III (A)

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

“**MFL:** The Committee are pleased to note that the grievance of OBC employees on service matters are examined by Internal Grievance Committee – OBC and their recommendations are forwarded to the Competent Authority. The Committee appreciate the steps taken/arrangements made by MFL in this regard.”

REPLY OF THE GOVERNMENT

2.10 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This observation of the Committee has been appraised to MFL.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Recommendation Sl. No. III (B)

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

“**BVFCL:** The Committee are concerned to note that BVFCL has not put in place a Grievance Redressal Mechanism dedicated to OBC employees. However, Grievances in BVFCL are addressed by Grievance Redressal Committee. The Committee feel that the present Grievance Redressal

Committee may not safeguard overall interests of OBC employees in the Organisation. It can only take up the grievance of the OBC employees in the organisation and may not necessarily play a crucial role in redressal of the same. The Committee, therefore, recommend that BVFCL should ensure that at least one OBC representative is appointed in their Grievance Redressal Committee to safeguard the interests of OBC employees in BVFCL.”

REPLY OF THE GOVERNMENT

2.12 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“BVFCL has complied with the recommendation of the Committee. A member from OBC community is appointed in the Grievance Redressal Committee to safeguard the interests of OBC employees in BVFCL.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Recommendation Sl. No. III (C)

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

“FACT: The Committee note that FACT has not put in place a Grievance Redressal Mechanism dedicated to OBC employees. However, Grievances are redressed through Liaison Officer/ HR Official functioning at office of the Company. The Committee feel that Liaison Officer acts as bridge between the employees and the organisation. Hence, he can only forward the grievance of an employee to the organisation and may not necessarily play a crucial role in redressal of grievances of OBC employees. When asked about the details of the grievances redressed in the last five years, it has been stated that no such grievance has been received. The Committee, therefore, recommend that FACT should ensure that at least one OBC representative is appointed in their Grievance Redressal Committee to safeguard the interests of OBC employees.”

REPLY OF THE GOVERNMENT

2.14 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

This recommendation has been appraised to FACT. The present Corporate Level Grievance Redressal Committee which deals with DGM and above level has an OBC representative also. Policy is being amended to include an OBC representative mandatorily on Inter Divisional Grievance Committees which deals with the grievances of below DGM level employees.

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Liaison Officers And Roster Registers

Recommendation SI. No. IV

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

“The Committee appreciate that in all three organizations i.e. MFL, BVFCL and FACT, Liaison Officers for OBC Employees have been appointed to ensure due compliance by appointing authorities of various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them. At present, all Liaison Officers in all three organizations are belonging to OBC category.

The Committee also appreciate that Roster Registers are being maintained as per norms of DoPT and annually inspected by the Liaison Officers of OBCs with a view to ensure proper implementation of reservation orders for OBCs. Liaison Officers have indicated no discrepancy in Roster Registers maintained in respective organizations.

The Committee, however, recommend that details of Liaison Officers including their name, e-mail IDs, Telephone Nos. may be uploaded on websites of all three organizations i.e. MFL, BVFCL & FACT. Roster Registers duly authenticated by Liaison Officers may also be uploaded on website of respective organization.”

REPLY OF THE GOVERNMENT

2.16 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This recommendation has been appraised to all three organizations i.e. MFL, BVFCL & FACT.

MFL: The details of the Liaison Officer-OBC along with Recruitment Rosters duly authenticated by him have been uploaded in the MFL website.

BVFCL: An association for the welfare of OBC employees has also been constituted and one Liaison officer in the level of Sr. Manager (E5) is also there in BVFCL. As recommended by the committee on welfare of OBC, the details of Liaison Officer has also been uploaded at BVFCL’s website.

FACT: The name and details of the Liaison Officer has been uploaded on the Company’s website. Roster registers are being maintained post wise and are always made available for inspection.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

OBC Employee's Association

Recommendation Sl. No. V (A)

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

“**MFL:** The committee appreciate that OBC Employees Welfare Association exist in MFL and management holds periodic meetings with it to redress the grievance of OBC employees.”

REPLY OF THE GOVERNMENT

2.18 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This is observation of the Committee has been apprised to MFL.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Recommendation Sl. No. V (B)

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

“**BVFCL:** The Committee appreciate that BVFCL has already initiated to form an OBC Employees Welfare Association. The Committee hope that management will hold periodic meetings with the Welfare Association once it is formed to address the grievances of the OBC employees.”

REPLY OF THE GOVERNMENT

2.20 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This observation of the Committee has been apprised to BVFCL. One association for welfare of OBC has already been constituted by BVFCL to address the grievances of the OBC employees. As recommended by the committee, BVFCL will hold the meeting with the Welfare Association periodically.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Recommendation Sl. V (C)

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

“FACT: The committee appreciate that OBC Employees Welfare Association exist in FACT. However, the Committee desires that management should hold periodic meetings with Welfare Association to redress the grievance of OBC employees.”

REPLY OF THE GOVERNMENT

2.22 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“FACT Management has noted the above observation and shall take efforts to hold periodic meetings with the Association.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Corporate Social Responsibility

Recommendation. VI (A)

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

“MFL: The Committee have been informed that every year CSR fund is allocated for activities through CSR Board Committee. Utilization of this fund is based on the Annual Theme notified by Government from time to time. The Committee are happy to note that CSR funds have been utilized for plethora of welfare measures like contribution to various funds, infrastructure based investments, catering to the societal needs during COVID-19 pandemic, etc. The Committee desire that MFL may identify backward region with OBC domination for effective allocation and utilization of funds under Corporate Social Responsibility.”

REPLY OF THE GOVERNMENT

2.24 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“As recommended by the Committee necessary action will be taken by MFL to identify backward region with OBC domination for effective allocation and utilization of funds under Corporate Social Responsibility.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

CHAPTER-III

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

Corporate Social Responsibility

Recommendation Sl. No.VI (B)

3.1 The Committee in their Twentieth Report (Seventeenth Lok Sabha) had recommended as under:

“FACT: The Committee note that during the last three years, CSR fund have been utilized for school education, Covid-19 assistance, contribution to PM CAREs fund, etc. However, CSR activities of the company have not been targeting benefits exclusively for the Other Backward Classes in the nearby areas of the Udyog mandal, where the plants are located. The Committee observe that in its CSR activities, the OBC population in nearby Udyog Mandal areas needs to be given due importance and focus. The Committee may, therefore, recommend that FACT may identify backward region with OBC domination for effective allocation and utilization of funds in nearby Udyog Mandal areas under Corporate Social Responsibility”.

REPLY OF THE GOVERNMENT

3.2 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This recommendation has been appraised to FACT. Though as admitted the Company has not targeted CSR benefits exclusively for OBC, the OBC community is also being benefited in the CSR activities carried out in the areas where its plants are located. Efforts will be taken to identify backward region with OBC domination where its plants are located including the area nearby Udyog Mandal in the upcoming CSR activities.”

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

CHAPTER-IV

OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Representation of OBCs in top management

Recommendation Sl. No. I(B)

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

“**BVFCL:** The Committee observe that as per the present composition of its Board of Directors/ Top Management in Brahmaputra Valley Fertilizers Corporation Limited (BVFCL) none of the officials belongs to the OBC category. 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, the Committee would like to impress upon the administrative Ministry, i.e. the Ministry of Chemicals and Fertilizers 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 of SC, ST and OBC categories and Women candidates come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference in appointment.”

REPLY OF THE GOVERNMENT

4.2 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This recommendation has been noted for compliance in future appointments”.

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Comments of the Committee

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

Representation of OBCs in top management

Recommendation SI. No. I(C)

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

“FACT: The Committee observe that as per the present composition of its Board of Directors/ Top Management in FACT none of the officials belong to the OBC category. Thus, there is no representation of OBCs in the top management of the company. The Committee would like to impress upon the Ministry of Chemicals and Fertilizers 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 SC, ST and OBC categories and Women candidates come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference in appointment.”

REPLY OF THE GOVERNMENT

4.4 The Ministry of Chemicals and Fertilizers in their action taken reply have stated:

“This recommendation has been noted for compliance in future appointments”.

(Department of Fertilizers O.M. No. 93/03/2023-HRPSU dated 28.11.2023)

Comments of the Committee

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

CHAPTER-V

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

-NIL-

**New Delhi;
December, 2023
*Agrahayana, 1945 (Saka)***

**Rajesh Verma
Chairperson,
Committee on Welfare of Other
Backward Classes**

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

**MINUTES OF THE THIRD SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2023-24) HELD ON 14 DECEMBER, 2023 IN COMMITTEE
ROOM '1', PARLIAMENT HOUSE ANNEXE EXTENSION (BLOCK-A), NEW DELHI**

The Committee sat from 1520 hrs. to 1620 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Sanjay Kumar Bandi
3. Shri Chandra Sekhar Bellana
4. Shri Ramesh Bidhuri
5. Shri Dileshwar Kamait
6. Smt. Raksha Nikhil Khadse
7. Shri P.C. Mohan
8. Shri Rodmal Nagar
9. Shri Ajay Nishad
10. Shri Parbhatbhai Savabhai Patel
11. Shri Chunni Lal Sahu
12. Shri Ram Shiromani Verma
13. Shri Ashok Kumar Yadav

RAJYA SABHA

14. Shri Abir Ranjan Biswas
15. Smt. Geeta *alias* Chandraprabha
16. Shri Rajendra Gehlot
17. Shri Narayana Koragappa
18. Shri Shambu Sharan Patel
19. Shri Subhas Chandra Bose Pilli
20. Shri Sakaldeep Rajbhar
21. Dr. V. Sivadasan

APPENDIX II

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

(SEVENTEENTH LOK SABHA)

(Refer Para 5 of Introduction)

(i)	Total No. of Observations/Recommendations:	15
(ii)	Observations/Recommendations of the Committee which have been accepted by the Government:	
	Recommendation Sl. Nos. I(A), II(A), II(B), II(C), III(A), III(B), III(C), IV, V(A), V(B), V(C) & VI(A)	Total: 12
		Percentage 80.00%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies received from the Government:	
	Recommendation Sl. No. VI(B)	Total: 1
		Percentage 6.7%
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:	
	Recommendation Sl. Nos. I(B) & I(C)	Total: 2
		Percentage 13.3%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	
	-NIL-	Total: 0
		Percentage 0.00%
