

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

(EIGHTEENTH LOK SABHA)

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

(DEPARTMENT OF PERSONNEL AND TRAINING)

**[ACTION TAKEN BY THE GOVERNMENT ON THE
OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE SEVENTH
REPORT ON “FORMULATION AND IMPLEMENTATION OF
RESERVATION POLICY FOR OBCS IN
THE POSTS AND SERVICES UNDER GOVERNMENT OF INDIA &
UNION TERRITORIES AND MEASURES UNDERTAKEN TO SECURE
REPRESENTATION OF OBCS IN EMPLOYMENT AND FOR THEIR
WELFARE IN VARIOUS DEPARTMENTS/ORGANISATIONS/
INSTITUTIONS UNDER THE DEPARTMENT OF
PERSONNEL AND TRAINING (DOPT)”]**

NINTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

August, 2025/ Sravana, 1947 (Saka)

NINTH REPORT

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

(EIGHTEENTH LOK SABHA)

[Action Taken by the Government on the Observations/Recommendations contained in their Seventh Report on “Formulation and implementation of Reservation Policy for OBCs in the posts and services under Government of India & Union Territories and Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/Organisations/Institutions under Department of Personnel and Training (DoPT)”]

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS

(DEPARTMENT OF PERSONNEL AND TRAINING)

***Presented to Lok Sabha on 08.08.2025
Laid in Rajya Sabha on 08.08.2025***



**LOK SABHA SECRETARIAT
NEW DELHI**

August, 2025/ Sravana, 1947 (Saka)

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2024-25)

SHRI GANESH SINGH – HON'BLE CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri Gurjeet Singh Aujla
3. Shri Manickam Tagore B.
4. Shri T. R. Baalu
5. Shri Vijay Baghel
6. Shri Kalyan Banerjee
7. Shri Ramvir Singh Bidhuri
8. Shri G. Lakshminarayana
9. Shri Bidyut Baran Mahato
10. Shri Jyotirmay Singh Mahato
11. Shri Rodmal Nagar
12. Shri Kota Srinivasa Poojary
13. Shri Ramashankar Rajbhar
14. Shri Lumba Ram
15. Dr. Gumma Thanuja Rani
16. Dr. Swami Sachidanand Hari Sakshi
17. Shri K. Sudhakaran
18. Smt. Pratibha Suresh Dhanorkar
19. Shri Ashok Kumar Yadav
20. Shri Giridhari Yadav

RAJYA SABHA

21. Dr. Anil Sukhdeorao Bonde
22. Shri Subhasish Khuntia
23. Shri Baburam Nishad
24. Shri Shambhu Sharan Patel
25. Ms. Kavita Patidar
26. Dr. Jashvantsinh Salamsinh Parmar*
27. Shri S. Selvaganabathy
28. Shri C. Ve Shanmugam
29. Shri Ashok Singh
30. Dr. V. Sivadasan

**Elected w.e.f 23rd December, 2024 vide Bulletin Part- II dated 23.12.2024.*

SECRETARIAT

- | | |
|-----------------------|--------------------|
| 1. Shri Atul Anand | - Joint Secretary |
| 2. Shri Khakhai Zou | - Director |
| 3. Shri Puneet Bhatia | - Deputy Secretary |
| 4. Shri Hemant Kumar | -Committee Officer |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2024-25) having been authorised by the Committee to present the Report on their behalf, present this Ninth Report on Action Taken by the Government on the Observations/Recommendations contained in the Seventh Report (Eighteenth Lok Sabha) of the Committee on 'Formulation and implementation of Reservation Policy for OBCs in the posts and services under Government of India & Union Territories and Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/Organisations/Institutions under Department of Personnel and Training (DoPT)' pertaining to the Ministry of Personnel, Public Grievances and Pensions.

2. The Seventh Report was presented to Lok Sabha on 01st April, 2025. The Report was also laid on the Table of Rajya Sabha on the same day. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 03rd July, 2025.

3. The replies of the Government were examined and the Draft Action Taken Report was considered and adopted by the Committee at their sitting held on 07 August, 2025.

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

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

NEW DELHI
07 August, 2025
16 Shraavana, 1947 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of OBCs

CHAPTER -1

REPORT

This Report of the Committee on Welfare of Other Backward Classes deals with the action taken by the Government on the Observations/Recommendations contained in their Seventh Report on “Formulation and implementation of Reservation Policy for OBCs in the posts and services under Government of India & Union Territories and Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/Organisations/Institutions under Department of Personnel and Training (DoPT) pertaining to the Ministry of Personnel, Public Grievances and Pensions.

2. The Seventh Report (Eighteenth Lok Sabha) of the Committee was presented to Lok Sabha on 01st April, 2025. The Report was also laid on the Table of Rajya Sabha on the same day *i.e.* 1st April, 2025. The Report contained 07 Observations/Recommendations. Action Taken Replies in respect of all the Observations/Recommendations contained in the Report have been received from the Government. These have been examined and categorised as follows:

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

Recommendation Sl. Nos. 1,2, 3 and 5

(Total-04)
Chapter-II

- (ii) Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies:

Recommendation Sl. No. -NIL-

(Total-NIL)
Chapter-III

- (iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:

Recommendation Sl. No. 4, 6 and 7

(Total-03)
Chapter-IV

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

Recommendation Sl. No. -NIL-

(Total-NIL)
Chapter-V

3. The Committee desire that further Action Taken Notes on the Observations/Recommendations contained in Chapter-I of the Report should be furnished to the Committee within three months of the presentation of this Report.

4. The Committee will now deal with the action taken by the Government on some of the Observations/Recommendations made in their Seventh Report in the succeeding paragraphs.

Mandatory Representation of OBC on Selection Board/ Departmental Promotion Committees

Recommendation Sl. No.4

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

“The Committee would like to draw the attention of DoPT to their recommendation in the 30th Report (Seventeenth Lok Sabha) regarding the instructions issued vide this Department’s OM dated 13.02.2014 which provide that wherever a Selection Board/ Committee exists or has to be constituted for making recruitment to 10 or more vacancies in any level of posts or services, it shall be mandatory to have one Member belonging to SC/ST, one Member belonging to OBC category and one Member belonging to Minority Community in such Committees/Boards. A lady Member whether from the general category or from the minority community or from SC, ST, OBC should also be there in such Board/Committee and also that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST, OBC officer and the Minority Committee Officer and a lady officer, for inclusion in such Committees/Boards. The DoPT have now informed that the above instructions were reiterated in the consolidated Master OM dated 14.10.2022 of the DoPT and updated Master OM dated 28.03.2024, uploaded on the DoPT website and non-adherence of these instructions may attract penal/disciplinary action against the delinquent officer. The Committee feel that non-adherence and related penal action is one aspect of the issue but representation and having a say in the overall process is an important aspect when the matter pertains to selection and promotional committees. They, therefore, recommend that the instructions relating the Selection Boards and Promotional Committees may

be made more inclusive and representative and in order to achieve this aim, it should be mandatory that one OBC Member should invariably be part in Selections Boards/ Promotion Committees constituted to fill up even less than ten vacancies”.

REPLY OF THE GOVERNMENT

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

“As mentioned in the previous reply to recommendation no. 2, contained in the thirtieth report of the Parliamentary Committee on the welfare of OBCs, in case of recruitment to 10 or more vacancies, it is mandatory to have a member belonging to SC/ST, OBC, Minority Community, and a lady member either belonging to SC, ST or OBC or Minority Community in the Selection Board/Committee. Even for fewer than 10 vacancies, Ministries/Departments and organizations under them are required to ensure that no effort is spared in finding the above members for inclusion. These instructions must be mandatorily followed by all Ministries/Departments and their organizations to ensure adequate representation of Other Backward Classes (OBCs) in posts and services under the Government of India.

In this regard, DoPT has issued various policy instructions to ensure adequate representation of OBC persons in Central Government posts. Each Ministry/Department is required to designate an officer at least of Deputy Secretary rank as Liaison Officer for OBCs. The Liaison Officer's duties include ensuring reservation instructions are duly implemented by appointing authorities. A special reservation cell is also required to be created under their direct control. They are empowered to report any negligence in implementation of the instructions relating to reservation, directly to the Addl. Secretary/Secretary to ensure compliance with reservation policies and roster maintenance. Thus, Secretaries of Ministries/Departments are required to ensure compliance with reservation instructions with the Liaison Officer's assistance.

However, as already stated above, DoPT actively monitors the implementation of the reservation policies in the Government of India as a whole and holds frequent interactions with the Ministries/Departments. As per the data furnished by the Ministries/Departments, as on 01.01.2024, the representation of OBCs in direct recruitment has consistently exceeded 27% over the last 10 years. Further, the OBC reservation percentages in direct recruitment during 2020, 2021, 2022, and 2023 were 28.83%, 28.75%, 28.26%, and 30.36% respectively. More than 4.5 lakh backlog reserved vacancies, including 1.73 lakh OBC vacancies have also been filled since 2016”.

7. While examining the fact related to the panel of selection boards constituted for filling up the posts where the vacancies were less than 10, the Committee found that it was not mandatory to have at least one representative from OBC community on the panel of selection board. The Committee is not oblivious of the fact that when the vacancy is more than 10, the aforesaid condition of having at least one representative from SC/ST, OBC, Minority and a lady Member is mandatory in nature. The Committee had recommended the DoPT to amend their directions and make the representation of one OBC Member mandatory on the Selection Board constituted to fill less than 10 vacancies also, even if there is provision for not sparing any effort in finding one Member from each category for representation on such Selection Board/ Departmental Promotion Committee. In their action taken note the DoPT have stated that they have issued various instructions to ensure adequate representation of OBC persons in Central Government posts, and they actively monitor the implementation of the reservation policies in the Government of India as a whole and holds frequent interactions with the Departments and Ministries. The Committee find the reply to be lackadaisical and inconclusive in nature as no convincing measure has been undertaken in this regard. Merely stating that as per the data furnished by the Ministries/ Departments as

on 1.1.2024, the OBC category are adequately represented in direct recruitment during the past five years and 1.73 lakh OBC vacancies have been filled since 2016, do not satisfy the recommendation of the Committee regarding mandatory representation of one OBC Member on the Committee constituted for the recruitment of less than 10 vacancies. As reiterated earlier in response to the action taken note/reply of the DoPT to the recommendation no.2 contained in their thirteenth report, the Committee once again reiterate their earlier recommendation to suitably amend the directions, making provision for mandatory representation of one member from OBC Community in Selection Board/ Departmental Promotion Committee for filling up even less than 10 vacancies. The precise nature of measures to be undertaken may be submitted to the Committee with a definite timeline for implementation of the same.

Concessions and Relaxations to OBC candidates

Recommendation Sl. No. 6

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

“The Committee acknowledge that certain concessions and relaxations are being provided to OBC candidates such as three years age relaxations in direct recruitment; three extra attempts as compared to unreserved candidates in Civil Service Examination; and non-application of the ceiling of 50% reservation in case of filling up of backlog vacancies, etc. The Committee observe that the candidates belonging to Other Backward Classes often come from the marginal sections of the society who also happens to be economically weaker sections and they face financial stress to pay application fee while applying for a job or submitting application for any entrance examination for admission into educational institution. Keeping this in view, economic burden on economically weaker candidates of OBC category, the Committee recommend the DoPT to take necessary steps in consultation with

the Ministries concerned to provide full exemption of fees payable by OBC candidates while submitting application for entrance examination for admission into various courses of study or applying for any recruitment under the Government to alleviate their financial difficulties”.

REPLY OF THE GOVERNMENT

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

“The Government remains deeply committed to the upliftment and welfare of Other Backward Classes (OBCs). It may, however, be noted that the examination fee for national-level competitive examinations conducted by the recruitment agencies such as the SSC and UPSC is kept at a very nominal fee which is lower than the cost of the expanse borne by the Government per candidate. Moreover, it is stated that as per the data furnished by the Ministries/Departments, the representation of OBCs in direct recruitment during the last 11 years has been as per the prescribed percentage of 27% and the percentage of directly recruited candidates from OBCs is well above the above mentioned percentage of 27% during the last ten years.

10. In view of the Committee, the safeguards being provided to the Other Backward Classes through the provisions of reservation is to elevate the social, political and economic status of the backward and the downtrodden classes in order to create an equitable society with equal share of efforts, opportunities and outcome of the benefits for all. The Committee, while making recommendation for complete exemption of fees payable by OBC candidates either for entrance exams for admissions to various courses/ educational institutions, or for application for recruitment being undertaken by Government establishments, were of the opinion that the candidates belonging to OBC category often come from the marginal sections of the society who also happen to be economically weaker and have to face financial stress while applying for admission in educational institutions or for

employment under any Government establishment. The DoPT in their action taken note have pointed out that the examination fee for the national level competitive examinations is kept at a very nominal level which is usually lower than the cost of expense borne by the Government per candidate. However, while submitting their reply, the DoPT have not commented on the application fee for OBC candidates for entrance to various courses/ educational institutions. The Committee are of the express view that providing for such exemptions may promote and motivate the backward classes to come forward and join hands with the mainstream contributing to the holistic development of the society and Nation as a whole. The Committee, therefore, reiterate their earlier recommendation that necessary measures may be undertaken in consultation with related Ministries and stakeholders to do away with the application fees payable by OBC candidates for admission into various courses/ educational institutions, and while making application for employment under any Government establishment to alleviate their financial difficulties.

Inclusion of data on representation of OBCs in posts and services in Annual Report

Recommendation Sl. No. 7

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

“The Committee are given to understand that the Department of Personnel and Training (DoPT) has devised a portal titled ‘Representation of Reserved Categories In Posts and Services (RRCPS)’ for collection and monitoring of data to ascertain the status of appointments made in respect of SCs/STs/OBCs in all Ministry/Department/Organization of the Central Government. Ministries/Departments are required to fill up details regarding appointments made during the year and total representation as on 1st January of each year. The ‘RRCPS’ portal has been made available to upload the data

regarding appointment made in respect of SCs/STs/OBCs in all Ministry/ Departments/ Organizations of the Central Government. However, the data uploaded by each Ministry/ Department is accessible to the Ministry concerned and the Department of Personnel and Training only. If such data of OBCs representation in overall strength/ manpower in the Ministry/Department along with data of appointment made in a particular year is included in the Annual Report of the Ministry concerned and simultaneously uploaded in respective website of each Ministry/Department/ organization, it will also help in maintaining data of appointments of OBCs in a transparent manner. A consolidated data received from the Ministries/ Departments can also be included in its Annual Report besides uploading on its website by the DoPT. The Committee, therefore, recommend that data pertaining to representation of OBCs in overall strength of the Ministry/Department and appointment of OBCs made in a particular year may be included in its Annual Report and simultaneously uploaded by the Ministry/Department concerned in their respective website. The Committee also recommend that a consolidated data received from all Ministries/ Departments/ Organizations of the Central Government may also be uploaded on its website by the DoPT”.

REPLY OF THE GOVERNMENT

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

“DoPT publishes the data relating to representation of SCs, STs and OBCs in its annual report. However, due to delay in receipt of complete data from all the Ministries/Departments, the data for the year 2022 could not be published in the annual report for the year 2023-24. Now the complete data for the year 2022 and 2023 has been received which indicates that the representation of Backward Classes in posts and services under the Central Government is as per the prescribed percentage. The data of representation pertaining to both the years 2022 and 2023 has been sent for publication in the annual report for the year 2024-25”.

13. In order to facilitate transparency in the implementation of the reservation policy as provisioned by the government of India, the Committee in their seventh report recommended that the data being annually updated on

the 'Representation of Reserved Categories in Posts and Services-RRCPs' portal may also be published in the Annual Reports of the respective Ministries and that of the DoPT since the data regarding appointments made in respect of the reserved categories uploaded on RRCPS is accessible only to the Ministries concerned and the DoPT. The DoPT in their action taken reply have informed that data pertaining to the representation of the reserved categories is published in the Annual Reports, however, due to delay in receipt of complete data from all the Ministries it could not be published in the Annual Report for the year 2023-24. As of now, the data of representation pertaining to both the years 2022 and 2023 has been sent for publication in the Annual Report for the year 2024-25. The Committee are happy to note the response of the DoPT regarding the existing mechanism of data handling regarding recruitment/ appointments made under reserved categories, however, the Committee urge the DoPT to explore the feasibility of making RRCPS portal accessible for one and all.

CHAPTER-II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Representation of OBCs in top level posts

Recommendation (Sl. No. 1)

2.1 The Committee in their Seventh Report (Eighteenth Lok Sabha) had recommended as under:

“The Committee are happy to note that DoPT has created a portal titled “Representation of Reserved Categories in Posts and Services in GOI” (RRCPS) on which the Ministries/Departments of the Central Government upload data regarding representation of SC/ST/OBC employees in posts and services as on 01st January every year and the percentage of representation of OBCs in the direct recruitment made during the years 2020, 2021, 2022 and 2023 was 28.83%, 28.75%, 28.26% and 30.36% respectively. The Committee have been given to understand that to fill up the posts at senior level in the Ministries/Departments of Government of India under the Central Staffing Scheme (CSS), the officers of various services participating under the CSS are considered for empanelment/ retention to hold these posts. These posts are deputation posts and are not cadre posts of any service. Out of the empaneled officers, those who give their option for deputation are considered for appointment for Joint Secretary and above under the CSS. The Committee, as per the data furnished, believe that there is low representation of Other Backward Classes at the senior levels of posts in the Ministries/Departments of Government of India and unless they are optimally represented in the top echelons, it may not be practically feasible to safeguard the overall interest and welfare of the Other Backward Classes of Officers/Staff in the Government establishments. In order to achieve this aim, the Committee recommend that administrative Ministry *i.e.* the Ministry of Personnel, Public Grievances and Pensions may accordingly revamp the Central Staffing Scheme so that higher number of officials from the OBC category, opting for deputation, are empanelled and considered for appointment in the top level of posts under the Central and the State Government.

The Committee had earlier recommended that the DoPT to review the difference in percentage of posts that should be filled up by the OBC recruitment and ensure all the possible methods for a stricter adherence to the 27% reservation mandate for the OBC in appointment to the posts of Government of India. The Committee take note of the fact that in their earlier deposition, the representative of the DoPT had stated that DoPT has also requested the Ministries/Departments to constitute an In-House Committee under the chairmanship of Joint Secretary (Admn.) to identify the backlog reserved vacancies, and to study the root cause of such vacancies, to initiate measures to remove the factors causing such vacancies and to fill them up through Special Recruitment Drives. However, in order to ensure prescribed representation and implementation of the policies of reservation in appointments, DoPT has also been playing an active role. DoPT holds frequent interactions with the Ministries/Departments urging them to take effective steps, as requested, for filling up of backlog reserved vacancies. Institute of Secretariat Training and Management (ISTM), an attached office of DoPT, conducts training courses and workshop on reservation in services and Liaison Officers on regular basis for the officers of Ministries/Departments. During the last 6 years, 33 training courses/workshops have been held by ISTM in which 1168 officers of various Ministries/Departments participated. Many times officers of DoPT are also invited as guest faculty in workshops organized by ISTM on the subject of reservation in services. Officers of DoPT have also started separately holding workshops on reservation to educate the officers of various Ministries/Department or organizations under them on the subject and impressing upon them to take effective steps to ensure representation of SC/ST/OBC, as prescribed. Through these workshops, the participating officers of these Ministries/Departments/Organisations are also educated about role and importance of Liaison Officer in effective implementation of reservation policies of the Government and the need to take effective steps for filling up of backlog reserved vacancies. Queries of the participating officers, who are responsible for maintaining reservation rosters and reporting reserved vacancies to the recruiting agencies, are also addressed during the workshops. During the year 2023, officers of DoPT conducted workshops for IRCTC (in May 2023), THDC (in June, 2023), National Statistical Office under the Ministry of Statistics and Programme

Implementation, Guwahati (in July 2023 in virtual mode). The participating officers in these workshops are advised that if they still have any difficulty or doubts with regard to implementation of the reservation roster or any issue relating to reservation policy, they may approach the officers of DoPT for clarification over telephone also.

Taking cognizance of the importance of the issue, the Committee would like to reproduce what was intimated to the previous Committee and the difference in percentage of posts that should be filled up by the OBC recruitment and ensure all the possible methods for a stricter adherence to the 27% reservation mandate for the OBC in appointment to the posts of Government of India”.

REPLY OF THE GOVERNMENT

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

“It is stated that DoPT is the nodal Department for issuing instructions on reservation in Central Government posts and services. However, implementation of these instructions lies with the concerned appointing authorities, which runs into thousands of cadres scattered over different Ministries/ Departments and organizations under them.

In this regard, it is also relevant to state that each Ministry/Department creates, operates and fills up their posts as per budgetary provisions allocated by the Parliament. Thus, it is the responsibility of each Ministry / Department to take necessary action for filling them up keeping in view the instructions relating to reservation policy laid down by the Government. DoPT in this regard has issued instructions to all the Ministries/Departments from time to time advising them to fill up the vacancies in a time bound manner.

Although the responsibility to fill up the vacancies lies with the concerned Ministry/Department as stated above, nonetheless DoPT actively monitors the implementation of the reservation policies in the Government of India as a whole. In this regard, DoPT has created a portal titled Representation of

Reserved Categories in Posts and Services (RRCPS) portal on which each Ministry/ Department uploads the data on representation of SC/ST/OBC/PwD/EWS and the existing backlog vacancies in the Ministries.

As per the information furnished by various Ministries/Departments on this portal, it is seen that during the last 11 years, the **representation of OBCs in direct recruitment has consistently exceeded 27%**. Further, the OBC reservation percentages in direct recruitment during 2020, 2021, 2022, and 2023 were 28.83%, 28.75%, 28.26%, and 30.36% respectively. Data for the year 2024, as received from 64 Ministries/Departments also indicates that the **percentage of representation of OBCs in direct recruitment is more than 30%**. Further, more than 4.5 lakh backlog reserved vacancies have been filled since 2016 including 1.73 lakh OBC vacancies.

Insofar as filling up of the posts at the higher levels in the Government of India is concerned, it is stated that 27% reservation in recruitments is provided to OBCs at the entry level recruitments and as stated earlier, the data furnished by the respective Ministries shows a overall higher representation of OBC candidates, thereby indicating adherence by the cadre controlling authorities with the reservation instructions. These directly recruited officers are in due course of time promoted to higher level posts in their respective cadres keeping in view their experience, seniority and eligibility to hold the post”.

{Ministry of Personnel, Public Grievance and Pensions (DoPT)

O.M. No. 41034/5/2022-Estt.(Res-I) dated 03.07.2025}

Equivalence of Posts in autonomous bodies and other organizations vis-à-vis posts in Government Service

Recommendation (SI No. 2)

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

“The Committee, during the examination of this subject received a number of representations from OBC candidates who have qualified the civil services examination but have been denied service allocation. The reason as given to the Committee by the Ministry, is the fact that consequent to their verification

of their caste certificate, their candidature fall under the category of 'creamy layer'. The Committee while seeking clarification on the issue from the Department of Personnel and Training learnt that the criteria prescribed for determining creamy layer status of sons and daughters of persons in Government service *mutatis-mutandis* applies to sons and daughters of persons holding equivalent or comparable posts in PSUs, Banks, Insurance Organizations, Universities, etc. and also holding equivalent or comparable posts and positions under the private employment. However, the creamy layer status of sons and daughters of employees in Organizations including autonomous Organizations/Bodies/Institutions, where evaluation of the posts on equivalent or comparable basis has not been made *vis-à-vis* posts in Government, is determined on the basis of 'Income/Wealth Test' given in Schedule to the OM No. 36012/22/93-(SCT) dated 8th September, 1993 which contains the criteria to determine the creamy layer amongst the OBCs. The Committee learn that the 'Income/Wealth Test' prescribes that the sons and daughters of persons having gross annual income of 8 lakh or above or possessing wealth above the exemption limit as prescribed in the Wealth Tax Act for a period of three consecutive years would be treated to fall in creamy layer [*Please see Para 3 of OM No. 36033/5/2004-Estt(Res), Govt. of India, DoPT, dated 14th October, 2004 reg. clarifications regarding creamy layer amongst OBCs*].

Further, the Committee are not oblivious of the fact that as per allocation of Government Business Rules the matter of establishing equivalence of posts in autonomous bodies and other organizations *vis-à-vis* posts under the Central Government pertains to the Ministry of Social Justice and Empowerment. The Committee find that the creamy layer status of the sons and daughters of employees of autonomous organizations where evaluation of posts on equivalent or comparable basis *vis-à-vis* posts under the Central Government have not been made is determined on the basis of 'Income/Wealth Test' given in the schedule. [*Please refer to OM No. 36012/22/93-(SCT) dated 8th September, 1993*]. In the express opinion of the Committee, such an anomaly exists evidently due to lack of proper policy formulation in regard to establishing equivalence of posts in autonomous bodies etc. for determining the creamy layer status amongst the OBCs on the part of the administrative Ministry (Ministry of Social Justice and Empowerment). Non finality of such a

status has a tendency to deprive the OBC candidates from their legitimate right for being treated as non-creamy layer status. Therefore, the Committee recommend the Department of Personnel and Training to work in close coordination with the Ministry of Social Justice and Empowerment to resolve the issues of establishing of equivalence of posts in autonomous bodies and other organizations vis-à-vis posts under the Central Government at the earliest in order to mitigate the hardship being faced by OBC candidates on account of non-allocation of service despite clearing one of the toughest examination such as the Civil Services Examination for want of establishing equivalence of posts in autonomous bodies and other organizations and taking into account the salary income of employees in such organizations for calculating gross annual income for determining the creamy layer status”.

REPLY OF THE GOVERNMENT

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

“As per the Allocation of Business Rules, Ministry of Social Justice and Emp. Is the nodal Ministry regarding overall policy relating to OBCs. Hence, that Ministry has been requested to send a reply in the matter directly to the Parliamentary Committee on the Welfare of OBCs”.

{Ministry of Personnel, Public Grievance and Pensions (DoPT)}

O.M. No. 41034/5/2022-Estt.(Res-I) dated 03.07.2025}

Revision of existing Income Criteria for determining Creamy Layer among OBCs

Recommendation (SI No. 3)

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

“The Committee note that as per the Government of India (Allocation of Business) Rules, 1961, the Ministry of Social Justice and Empowerment (MSJE) is the nodal Ministry for overall policy, planning and co-ordination of programmes for the development of OBCs. The Department of Personnel and Training (DoPT) issues instructions on reservation for OBCs in posts and services under the Central Government of India in consultation with Ministry of

Social Justice and Empowerment. Therefore, the query of the Committee in regard to the revision of income criteria for determining the Creamy Layer among the OBC candidates has been referred to the Ministry of Social Justice and Empowerment. The Committee understand that the Ministry have to consult all the stakeholders before arriving at any final decision. However, the Committee feel that expeditious and something substantial efforts need to be done in this regard. The Committee are aware of the fact that the last revision of income criteria was done in the year 2017 *vide* OM No. 36033/1/2013/Estt (Res.) DoPT dated September 13, 2017 and since then a period of 8 years has already elapsed to revise the existing ceiling of Rs. 8 lakh per annum to the next higher income limit. Therefore, the Committee recommend that DoPT may impress upon the Ministry of Social Justice and Empowerment to expedite a policy decision to revise the existing income limit of rupees 8 lakh per annum after consulting all stakeholders in this regard so that more and more persons belonging to OBCs can avail benefits of Reservation Policy and other ongoing welfare schemes of the Government meant for OBCs”.

REPLY OF THE GOVERNMENT

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

“As per the Allocation of Business Rules, Ministry of Social Justice and Emp. Is the nodal Ministry regarding overall policy relating to OBCs. Hence, that Ministry has been requested to send a reply in the matter directly to the Parliamentary Committee on the Welfare of OBCs”.

{Ministry of Personnel, Public Grievance and Pensions (DoPT)

O.M. No. 41034/5/2022-Estt.(Res-I) dated 03.07.2025}

Cases of false certificate

Recommendation (SI No. 5)

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

“The Committee has noted that some candidates manage to secure employment under the Government against the vacancies reserved for OBCs by submitting false caste/community certificates and some continue to get the

benefits available to OBCs even after losing the status of OBC. The Committee were apprised about the fact that data regarding number of fake certificates is maintained by the respective cadre controlling authorities and necessary instructions have already been issued by the DoPT for removal of candidates from services who have obtained employment on the basis of false caste certificates. Simultaneously, as per the latest instructions issued by the DoPT all the Ministries, Departments including their attached, subordinate offices, PSUs, Autonomous bodies, etc. are required to ensure that the process of verification of the caste certificates is initiated and completed by the concerned appointing authorities within a maximum period of six months time. The Committee are also aware of the fact that DoPT have issued necessary instructions relating to OBC reservation to all the concerned including State Government and also about the guidelines, format, etc for issuing caste certificates by the respective local/competent authorities. Taking a serious note on the cases of false caste certificates the Committee express their displeasure on the continuing malpractices in issuance of the OBC caste certificates by the competent authorities and recommend that necessary steps/measures to sensitize the District Administration and other agencies concerned may be put in place so that they may take utmost care in scrutinizing the credentials of the candidates seeking caste certificate which would go a long way in mitigating the instances of securing employment under the Government establishments by using false certificate. The Committee also desire that all caste certificates should be issued online and all agencies involved to look into the ways and means, albeit within a time frame to make these copies available in the soft format on an allocated website. Once it is done, it would ensure transparency and the recruiting agency can access the website to certify the veracity of such issued certificates. These websites should also have a provision of complaint of receiving the complaints of third party also. A suitable timeline in this regard may be put in place so that verification of the caste certificates can be transformed commensurate with the modern means of IT era”.

REPLY OF THE GOVERNMENT

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

“It is stated that the responsibility for issuing and verifying caste certificates lies with the concerned State Government. For this purpose, the Hon’ble Supreme Court in the case of ***Kumari Madhuri Patil vs Addl. Commissioner*** directed States to constitute a Committee comprising the Additional/Joint Secretary or a higher-rank officer, Director of Social Welfare/Tribal Welfare/Backward Class Welfare, and officers with intimate knowledge of SCs/STs in the State. The judgment also mandates formation of a vigilance cell headed by a Senior Deputy Superintendent of Police and Police Inspectors to investigate social status claims. It further directs that the inquiry be completed expeditiously with day-to-day proceedings within a maximum of two months. Following this judgment, States like Andhra Pradesh, Maharashtra, Gujarat, Odisha, and West Bengal have enacted legislation for caste verification.

As already informed in the past replies to the Committee, DoPT has issued instructions from time to time to all the Ministries/Departments requesting them to ensure timely verifications of caste certificates. Now, DoPT has issued instructions on 29.03.2023, requesting the Ministries/Departments to ensure the expeditious verification of caste certificates within a maximum period of six months.

Furthermore, DoPT has reminded all State Governments that they must ensure verification of caste/community certificates referred to district authorities, and report back to the appointing authority within one month of receiving the request. States/UTs have also been asked to initiate disciplinary action against officials who delay verification.

As reiterated above, the responsibility for issuing and verifying caste certificates rests with the State Governments. To reduce delays, DoPT issued a letter dated 13.04.2023 to all States/UTs, urging them to make digital copies of caste certificates available online, enabling recruiting organizations to verify their authenticity more efficiently”.

{Ministry of Personnel, Public Grievance and Pensions (DoPT)

O.M. No. 41034/5/2022-Estt.(Res-I) dated 03.07.2025}

CHAPTER-III

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

-NIL-

CHAPTER-IV

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

Mandatory Representation of OBC on Selection Board/ Departmental Promotion Committees

Recommendation Sl. No. 4

4.1 The Committee in their Seventh Report (Eighteenth Lok Sabha) had recommended as under:

“The Committee would like to draw the attention of DoPT to their recommendation in the 30th Report (Seventeenth Lok Sabha) regarding the instructions issued vide this Department’s OM dated 13.02.2014 which provide that wherever a Selection Board/ Committee exists or has to be constituted for making recruitment to 10 or more vacancies in any level of posts or services, it shall be mandatory to have one Member belonging to SC/ST, one Member belonging to OBC category and one Member belonging to Minority Community in such Committees/Boards. A lady Member whether from the general category or from the minority community or from SC, ST, OBC should also be there in such Board/Committee and also that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST, OBC officer and the Minority Committee Officer and a lady officer, for inclusion in such Committees/Boards. The DoPT have now informed that the above instructions were reiterated in the consolidated Master OM dated 14.10.2022 of the DoPT and updated Master OM dated 28.03.2024, uploaded on the DoPT website and non-adherence of these instructions may attract penal/disciplinary action against the delinquent officer. The Committee feel that non-adherence and related penal action is one aspect of the issue but representation and having a say in the overall process is an important aspect when the matter pertains to selection and promotional committees. They, therefore, recommend that the instructions relating the Selection Boards and Promotional Committees may be made more inclusive and representative and in order to achieve this aim, it should be mandatory that one OBC Member should invariably be part in

Selections Boards/ Promotion Committees constituted to fill up even less than ten vacancies”.

REPLY OF THE GOVERNMENT

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

“As mentioned in the previous reply to recommendation no. 2, contained in the thirtieth report of the Parliamentary Committee on the welfare of OBCs, in case of recruitment to 10 or more vacancies, it is mandatory to have a member belonging to SC/ST, OBC, Minority Community, and a lady member either belonging to SC, ST or OBC or Minority Community in the Selection Board/Committee. Even for fewer than 10 vacancies, Ministries/Departments and organizations under them are required to ensure that no effort is spared in finding the above members for inclusion. These instructions must be mandatorily followed by all Ministries/Departments and their organizations to ensure adequate representation of Other Backward Classes (OBCs) in posts and services under the Government of India.

In this regard, DoPT has issued various policy instructions to ensure adequate representation of OBC persons in Central Government posts. Each Ministry/Department is required to designate an officer at least of Deputy Secretary rank as Liaison Officer for OBCs. The Liaison Officer's duties include ensuring reservation instructions are duly implemented by appointing authorities. A special reservation cell is also required to be created under their direct control. They are empowered to report any negligence in implementation of the instructions relating to reservation, directly to the Addl. Secretary/Secretary to ensure compliance with reservation policies and roster maintenance. Thus, Secretaries of Ministries/Departments are required to ensure compliance with reservation instructions with the Liaison Officer's assistance.

However, as already stated above, DoPT actively monitors the implementation of the reservation policies in the Government of India as a whole and holds frequent interactions with the Ministries/Departments. As per

the data furnished by the Ministries/Departments, as on 01.01.2024, the representation of OBCs in direct recruitment has consistently exceeded 27% over the last 10 years. Further, the OBC reservation percentages in direct recruitment during 2020, 2021, 2022, and 2023 were 28.83%, 28.75%, 28.26%, and 30.36% respectively. More than 4.5 lakh backlog reserved vacancies, including 1.73 lakh OBC vacancies have also been filled since 2016”.

{Ministry of Personnel, Public Grievance and Pensions (DoPT)

O.M. No. 41034/5/2022-Estt.(Res-I) dated 03.07.2025}

Comments of the Committee

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

Concessions and Relaxations to OBC candidates

Recommendation Sl. No. 6

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

“The Committee acknowledge that certain concessions and relaxations are being provided to OBC candidates such as three years age relaxations in direct recruitment; three extra attempts as compared to unreserved candidates in Civil Service Examination; and non-application of the ceiling of 50% reservation in case of filling up of backlog vacancies, etc. The Committee observe that the candidates belonging to Other Backward Classes often come from the marginal sections of the society who also happens to be economically weaker sections and they face financial stress to pay application fee while applying for a job or submitting application for any entrance examination for admission into educational institution. Keeping this in view, economic burden on economically weaker candidates of OBC category, the Committee recommend the DoPT to take necessary steps in consultation with the Ministries concerned to provide full exemption of fees payable by OBC candidates while submitting application for entrance examination for admission into various courses of study or applying for any recruitment under the Government to alleviate their financial difficulties”.

REPLY OF THE GOVERNMENT

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

“The Government remains deeply committed to the upliftment and welfare of Other Backward Classes (OBCs). It may, however, be noted that the examination fee for national-level competitive examinations conducted by the recruitment agencies such as the SSC and UPSC is kept at a very nominal fee which is lower than the cost of the expense borne by the Government per candidate. Moreover, it is stated that as per the data furnished by the Ministries/Departments, the representation of OBCs in direct recruitment during the last 11 years has been as per the prescribed percentage of 27% and the percentage of directly recruited candidates from OBCs is well above.

{Ministry of Personnel, Public Grievance and Pensions (DoPT)}

O.M. No. 41034/5/2022-Estt.(Res-I) dated 03.07.2025}

Comments of the Committee

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

Inclusion of data on representation of OBCs in posts and services in Annual Report

Recommendation Sl. No. 7

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

“The Committee are given to understand that the Department of Personnel and Training (DoPT) has devised a portal titled ‘Representation of Reserved Categories In Posts and Services (RRCPS)’ for collection and monitoring of data to ascertain the status of appointments made in respect of SCs/STs/OBCs in all Ministry/Department/Organization of the Central Government. Ministries/Departments are required to fill up details regarding appointments made during the year and total representation as on 1st January of each year. The ‘RRCPS’ portal has been made available to upload the data regarding appointment made in respect of SCs/STs/OBCs in all Ministry/ Departments/ Organizations of the Central Government. However, the data

uploaded by each Ministry/ Department is accessible to the Ministry concerned and the Department of Personnel and Training only. If such data of OBCs representation in overall strength/ manpower in the Ministry/Department along with data of appointment made in a particular year is included in the Annual Report of the Ministry concerned and simultaneously uploaded in respective website of each Ministry/Department/ organization, it will also help in maintaining data of appointments of OBCs in a transparent manner. A consolidated data received from the Ministries/ Departments can also be included in its Annual Report besides uploading on its website by the DoPT. The Committee, therefore, recommend that data pertaining to representation of OBCs in overall strength of the Ministry/Department and appointment of OBCs made in a particular year may be included in its Annual Report and simultaneously uploaded by the Ministry/Department concerned in their respective website. The Committee also recommend that a consolidated data received from all Ministries/ Departments/ Organizations of the Central Government may also be uploaded on its website by the DoPT”.

REPLY OF THE GOVERNMENT

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

“DoPT publishes the data relating to representation of SCs, STs and OBCs in its annual report. However, due to delay in receipt of complete data from all the Ministries/Departments, the data for the year 2022 could not be published in the annual report for the year 2023-24. Now the complete data for the year 2022 and 2023 has been received which indicates that the representation of Backward Classes in posts and services under the Central Government is as per the prescribed percentage. The data of representation pertaining to both the years 2022 and 2023 has been sent for publication in the annual report for the year 2024-25”.

{Ministry of Personnel, Public Grievance and Pensions (DoPT)

O.M. No. 41034/5/2022-Estt.(Res-I) dated 03.07.2025}

Comments of the Committee

(Please see para 13 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:
07 August, 2025
16 Sravana, 1947 (Saka)**

**GANESH SINGH,
Chairperson,
Committee on Welfare of OBCs**

APPENDIX-I

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

MINUTES OF THE EIGHTEENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2024-25) HELD ON 07TH AUGUST, 2025 IN COMMITTEE ROOM 'B', PHA, NEW DELHI.

The Committee sat from 1530 hrs. to 1600 hrs.

PRESENT

SHRI GANESH SINGH – CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Vijay Baghel
3. Shri Ramvir Singh Bidhuri
4. Shri G. Lakshminarayana
5. Shri Bidyut Baran Mahato
6. Shri Jyotirmay Singh Mahato
7. Shri Lumba Ram
8. Smt. Pratibha Suresh Dhanorkar
9. Shri Ashok Kumar Yadav

RAJYA SABHA

10. Dr. Anil Sukhdeorao Bonde
11. Shri Baburam Nishad
12. Shri Shambhu Sharan Patel
13. Ms. Kavita Patidar
14. Shri S. Selvaganabathy
15. Dr. V. Sivadasan

SECRETARIAT

- | | | |
|-----------------------|---|------------------|
| 1. Shri Atul Anand | — | Joint Secretary |
| 2. Shri Khakhai Zou | — | Director |
| 3. Shri Puneet Bhatia | — | Deputy Secretary |

2. At the outset, the Hon'ble Chairperson welcomed the Members of the Committee on Welfare of Other Backward Classes (2024-25). Thereafter, the Committee considered the following draft Action Taken Reports for adoption: -

- (i) Action Taken by the Government on the Observations/Recommendation contained in the Sixth Report (18th Lok Sabha) of the Committee (2024-25) on the subject 'Implementation of various measures/schemes for Welfare of OBCs under the Ministry of Social Justice & Empowerment (Department of Social Justice and Empowerment)'; and
- (ii) Action Taken by the Government on the Observations/Recommendations contained in the Seventh Report (18th Lok Sabha) of the Committee (2024-25) on the subject 'Formulation and implementation of Reservation Policy for OBCs in the posts and services under Government of India & Union Territories and Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments /Organisations/Institutions under the Department of Personnel and Training (DoPT) pertaining to the Ministry of Personnel, Public Grievances and Pensions'.

3. The Committee adopted the aforesaid draft Reports without any modifications after a brief discussion and authorized the Chairperson to finalize the Reports and present the same to both the Houses of Parliament.

*4 *****

The Committee then adjourned.

*Matter not related to this report.

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

(EIGHTEENTH LOK SABHA)

(Refer Para 5 of Introduction)

(i)	Total No. of Observations/Recommendations:	07
(ii)	Observations/Recommendations of the Committee which have been accepted by the Government:	
	Recommendation Sl. Nos. 1, 2, 3 and 5	Total: 04
		Percentage 57.14%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies received from the Government:	
	-NIL-	Total: 0
		Percentage 0%
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:	
	Recommendation Sl. No. 4, 6 and 7	Total: 03
		Percentage 42.85%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	
	-NIL-	Total: 0
		Percentage 0%

North Block, New Delhi-110001
June 18th, 2025

OFFICE MEMORANDUM

Subject:— Seventh report of the Committee on welfare of OBCs pertaining to DOPT- reg.

The undersigned is directed to say that the Parliamentary Committee on Welfare of OBC has forwarded the seventh report and has requested to furnish the action taken replies on the following:-

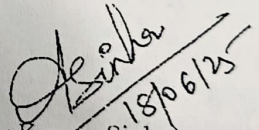
- i. Recommendation No. 2:- Equivalence of Posts in autonomous bodies and other organizations vis-à-vis posts in Government Services.
- ii. Recommendation No. 3:- Revision of existing Income Criteria for determining Creamy Layer among OBCs.

Copies of the relevant extracts containing the aforesaid recommendations are enclosed.

2. Since Ministry of Social Justice and Empowerment (MSJE) is the nodal Department regarding overall policy related to OBCs, MSJE is requested to take necessary action in the matter and furnish the action taken report directly to the Committee under intimation to this Department.

This may be accorded priority.

Enclosed:-As above


(Ajay Kumar Sinha)
Under Secretary to the Govt. of India
Tel.No. 23092459

To,
Joint Secretary (Admin.),
Ministry of Social Justice and Empowerment,
Shastri Bhawan, New Delhi

O/c

Copy to,
Shri Maheshwar, Director,
Committee on the welfare of Other Backward Classes,
Lok Sabha Secretariat,
Parliament House Annexe, New Delhi - 110001.

