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

(SIXTEENTH LOK SABHA)

**MINISTRY OF CONSUMER AFFAIRS, FOOD AND PUBLIC
DISTRIBUTION**

**'Measures undertaken to secure representation of OBCs in
employment and for their welfare in Food Corporation of India
(FCI).'**

ELEVENTH REPORT



सत्यमेव जयते

LOK SABHA SECRETARIAT

NEW DELHI

December, 2017/Agrahayana, 1939 (Saka)

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Presented to Hon'ble Speaker on 14.12.2017

Presented to Lok Sabha on..... 07 FEB 2018

Laid in Rajya Sabha on...07 FEB 2018



LOK SABHA SECRETARIAT

NEW DELHI

December, 2017/Agrahayana, 1939 (Saka)

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2015-16)

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RAJYA SABHA

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22. Shri Chunibhai Kanjibhai Gohel
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25. Shri Vishambhar Prasad Nishad
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27. Shri Rajpal Singh Saini
28. Smt. Vijilla Sathyananth
29. Shri Ashk Ali Tak
30. Shri Ram Nath Thakur

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

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1. Shri N.C. Gupta -- Joint Secretary
2. Shri R.R. Kumar -- Director
3. Shri A.S. K Das -- Deputy Secretary
4. Ms. Suvaiba Shaikh -- Committee Assistant

(iv)

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2016-17) having been authorised by the Committee to submit the Report on their behalf, present this Eleventh Report on "Measures undertaken to secure representation of OBCs in employment and for their welfare in Food Corporation of India (FCI)" pertaining to the Ministry of Consumer Affairs, Food and Public Distribution.

2. The Committee took evidence of the representatives of the Ministry of Consumer Affairs, Food and Public Distribution (Deptt. of Food and Public Distribution) and FCI on 20th January, 2016 and 22nd March 2017. The Committee wish to express their thanks to the representatives of the Ministry and FCI 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 14th December, 2017.

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

NEW DELHI;
14 December, 2017
Agrahayana, 23, 1939

GANESH SINGH,
Chairperson
Committee on Welfare of Other Backward Classes

(v)

CHAPTER-I

INTRODUCTORY

1.1 The Food Corporation of India (FCI) was set up in 1965 under the Food Corporations Act, 1964, in order to fulfill following objectives of the Food Policy:

- Effective price support operations for safeguarding the interests of the farmers.
- Distribution of foodgrains throughout the country for public distribution system.
- Maintaining satisfactory level of operational and buffer stocks of foodgrains to ensure National Food Security

1.2 Since its inception, FCI has been working towards transforming the crisis management oriented food security into a stable security system. FCI's Objectives are:

- To provide farmers remunerative prices
- To make food grains available at reasonable prices, particularly to vulnerable section of the society
- To maintain buffer stocks as measure of Food Security
- To intervene in market for price stabilization

ORGANISATIONAL SET UP

1.3 FCI operates through a country-wide network of field offices with the Corporate Office at New Delhi, 5 Zonal Offices (North, South, East, West and North-East with their Headquarters at Noida, Chennai, Kolkata, Mumbai and Guwahati respectively), 25 Regional Offices (almost co-terminus with each State), one Port Operations Office at Kandla and 162 District Offices. The Organizational chart showing organizational set up at Headquarters and at field level are given at **Annexure-1**.

1.4 FCI is governed by Food Corporations Act, 1964 and consists of Board of Directors headed by the Chairman and Managing Director. All the Directors on the Board are appointed by the Govt. of India. As per Section 7(1) of the Food Corporations Act, 1964, the composition of the Board of Directors of FCI shall consist of the following, namely:-

- (a) a Chairman
- (b) three directors to represent respectively the Ministries of the Central Government dealing with-
 - i) food
 - ii) finance, and
 - iii) co-operation;
- (c) the managing director of the Central Warehousing Corporation established under Section 3 of the Warehousing Corporations Act, 1962 (58 of 1962), ex-officio;
- (d) a managing director;
- (e) Six other directors.

Of the above Directors are nominated only against category (e) as the rest are ex-officio posts.

1.5 As informed by the Ministry of Consumer Affairs, Food and Public Distribution (Department of Food and Public Distribution), the composition of the Board of Directors of FCI as in March, 2017 is given as below:

1. Shri Yogendra Tripathi, Chairman & Managing Director, FCI, Headquarters, New Delhi.
2. Shri Nikhlesh Jha, Addl. Secretary & Financial Adviser, M/o CA, F&PD, Krishi Bhawan, New Delhi.
3. Shri Prashant Trivedi, Joint Secretary (P&FCI), M/o CA, F&PD, Krishi Bhawan, New Delhi.
4. Shri B. Rajender, Joint Secretary, Department of Agriculture & Co-operation & Farmer Welfare, Krishi Bhawan, New Delhi
5. Shri Harpreet Singh, Managing Director, Central Warehousing Corporation, Hauz Khas, New Delhi.
6. Shri K.C. Gupta, Prl. Secretary, Food, Civil Supplies & Consumer Protection, Govt. of Madhya Pradesh, Bhopal.
7. Dr. Roshan Sunkaria, Principal Secretary, Food, Civil Supplies & Consumer Affairs, Punjab Civil Secretariat-2, Mini Secretariat, Chandigarh.
8. Dr. G.A. Rajkumar, IAS (Retd.) Alwarpet, Chennai- Non-official Director., Food, Civil Supplies & Consumer Protection, Room No.307, Mantralaya, Vallabh Bhawan, Govt. of Madhya Pradesh, Bhopal.
9. Shri Raj Kamal Chaudhuri, Secretary (Food, Civil Supplies & Consumer Affairs), Govt. of Punjab, Udyog Bhawan, 18 Himalaya Marg, Sector-17, Chandigarh.

1.6 The Committee desired to know about the representation of OBCs in the Board of Directors. The Ministry of Consumer Affairs, Food and Public Distribution (Department of Food and Public Distribution) in a note informed as under:

"The Board of Directors of FCI are appointed under the Provisions of the Food Corporations Act and the Govt. of India/DPE guidelines without any consideration to the caste status of the person. There is thus no explicit provision of having a representative of OBC on the Board. It is therefore, not possible to provide the caste details of Board Members of FCI."

1.7 The Committee desired to know the representation of OBCs among as many as 11 Executive Directors stationed at FCI Headquarters and as many as 5 Executive Directors of FCI at Zonal Level. The FCI in its reply stated as follows:-

"Out of total Executive Directors presently working in FCI, 02 Executive Directors belong to OBC category."

Personnel Division

1.8 The Personnel Division of FCI Headquarters is broadly categorized in four parts viz. Personnel Establishment (P.E.), Policy & Industrial Relations (P&IR), Headquarters Section and Institute of Food Security(IFS) which is headed by the Executive Director (Personnel). These four parts are further divided into following Sections:

Personnel Establishment:

- Establishment-I(E.I)
- Zonal Establishment (Z.E.)
- Recruitment, Promotion & Integration(RPI)
- Confidential Report Cell(CR)
- Training
- Liaison Cell
- Pension Cell

Policy & Industrial Relations:

- Establishment Policy(EP)
- Organization Methods, Inspections and Staff Sanction(OMISS)
- Wage Revision Cell(WRC)
- Industrial Relations-Staff(IR-S)

Headquarters

- General Section
- Establishment-II(E.II)
- Estate & Property(E&P)

Institute of Food Security(IFS):

1.9 The work of the aforesaid Sections in a nutshell is given here under:

Establishment-I : All Establishment matters of Category-I officers on All India basis and all Establishment matters of Category-II officers on the rolls of Headquarters including posting and transfers.

Zonal Establishment : Establishment matters of Category II , III & IV employees posted in various zones which come under jurisdiction of Headquarters or require intervention of Headquarters such as Administrative Appeals, Inter Zonal/Permanent Transfers etc.

Recruitment, Promotion & Integration: Recruitment of Category-I & monitoring/coordination of recruitment of Category-II & III posts, promotions from Category-II to Category-I and within Category-I and seniority lists of Category-I and All India Integrated Seniority lists of Category-II.

Confidential Report Cell : Maintenance and communication of Annual Performance Appraisal Reports(APARs) of all Category-I officers and APARs of Category-II officers working in Headquarters.

Training : Organises training programmes for the employees of the Corporation with the reputed Institutes.

Liaison Cell : Safeguards and monitors the interests of SC, ST, OBC, Ex-Servicemen, Minorities and People with Disabilities (PWD) employees and also redresses their grievances.

Pension Cell: Settlement & finalisation of Pension Cases of "Food Transferee", who have joined FCI from Food department during the initial years of the creation of the FCI.

Establishment Policy : Framing of Regulations, Establishment policy guidelines, instructions including amendment/ clarifications in Service terms and conditions of employees provided in the FCI (Staff) Regulations, 1971 and amendments. Policies related to appointments, recruitment, promotion, probation, seniority, transfers and tours, deputation, superannuation and retirement, voluntary retirement etc.

Organization Methods, Inspections and Staff Sanction: Organizational restructuring i.e. reorganization of offices, opening / closing of offices in the Corporation. Review of existing staffing norms and formulation of new staffing norms. Fixing staff sanctions for different Categories / Cadres / Offices of the Corporation and Maintenance of Zone-wise/Region-wise/All India Manpower Sanctioned Strength and Men In Position (MIP). Determination of working hours.

Wage Revision Cell : Negotiation with the recognized Staff Union(s) for revision of pay scales and allowances for unionized employees, Revision of Pay Scales and allowances both CDA and IDA for the executives, Framing of instructions on pay anomalies arising due to wage revision, Determination of Productivity linked Incentive for the employees, Providing of clarifications to field offices on HRA, CCA, DA and other wage related issues.

Industrial Relations-Staff : All Industrial relation matters of staff like conducting Trade Union Elections, monitoring of industrial dispute cases, issue of authorization letters to the serving/retired employees for empanelled hospital, welfare activities like organizing health camps, blood donation camps, collection of fund for Prime Minister Relief Fund during natural calamities, dealing with the matters relating to the prevention of sexual harassment of women at work place.

General Section : Maintenance of all the basic amenities in Headquarters building. Arrangements of staff cars, booking of Air tickets etc.

Establishment-II :: All establishment matters of Category-III & IV employees working in Headquarters including posting/transfers.

Estate & Property :: All matters relating to Estate and Property owned /hired by the Corporation including lease matters.

Institute of Food Security :: The Institute of Food Security is situated at Gurgaon and provides Structured Induction training to Category-II officials, who are directly recruited as Management Trainee. It also provides In Service training to Category-I, II & III.

CHAPTER-II

REPRESENTATION OF OBCs IN FCI

2.1 Asked about the total staff strength of the organisation and the number of OBC employees at various levels of posts in the hierarchy, the Ministry of Consumer Affairs, Food and Public Distribution (Department of Consumer Affairs) in a written reply informed as under:

"Reservation for Other Backward Classes came into force in 08.09.1993. The staff strength and representation of OBCs therein is given as below:-

(As on 30.09.2017)

Category	Staff Strength	No. of OBCs	% of OBCs
Cat.I	896	121	13.50%
Cat.II	4398	516	11.73%
Cat.III	14738	4076	27.66%
Cat.IV	2678	204	7.62%
Total	22710	4917	21.65%

2.2 From the information given by the Ministry, the Committee inferred that the representation of OBC employees in overall strength of FCI was quite low. Asked about the reasons for the same, the Ministry in a note stated:

"The percentage of OBC employees has been consistently increasing in the Corporation. The Year-wise progress may be seen from increase in year-wise representation of OBC employees in the Corporation as per details given below:-

As on	Total No of Employees	No of OBC employees	% of OBC employees
31.12.2009	34315	1137	3.31%
31.12.2010	31247	1325	4.24%
31.12.2011	30237	1994	6.59%
31.12.2012	27027	3071	11.36%
31.12.2013	23782	3125	13.14%
31.12.2014	23946	4088	17.07%
31.12.2015	21193	3968	18.77%
31.12.2016	23348	4742	20.31%

They further informed that:-

"FCI is following the Govt. of India instructions on the Reservation policy for OBCs which came into force w.e.f. 08.09.1993 and since then FCI has implemented the same while filling the posts through Direct recruitment...

However, the recruitment was banned/restricted in FCI by GOI for the period upto 2009 so the intake through direct recruitment was very limited. Regular recruitment in a staggered manner is now being undertaken from 2010 onwards after restructuring of FCI by GOI.

The percentage of OBC has been calculated in the above table on the men-in-position in the Corporation including the persons occupying promotional posts. However, in case of direct recruitment to Category-III and IV posts, the percentage of reservation has been provided as prescribed by the Govt. based on their proportion in the population of the respective State/UT which is less than 27% for many states".

2.3 The Committee sought information as to why reservation of OBCs has not picked up in categories I, II and IV. The Ministry in a written reply stated as under:-

"In Category-I Recruitment for OBC category is made against the post reserved under direct recruitment quota and the vacancies reserved for OBCs are identified as per Reservation Roster Registers maintained as per GOI/DoPT instructions. In category-I, currently, the direct recruitment is undertaken only in the entry level Assistant General Manager & Medical Officer posts, wherein 33.33% posts out of total sanctioned posts are reserved for direct recruitment as per FCI (Staff) Regulations, 1971. Rest of the posts i.e. 66.66% are filled through promotions by the respective feeder cadre category-II posts. For example, out of total 1110 sanctioned posts in Category-I, 669 posts are for Assistant General Manager/Medical Officer and direct recruitment is only made 33.33% of said posts i.e. 239 posts. Similarly, in category-II, 25% of total sanctioned posts are earmarked for direct recruitment i.e. 1555 posts against the total sanction of 6221

In Category-IV, there was no sanction of direct recruitment posts after restructuring in FCI in 2010. Sanction for Watch & Ward posts (Departmental-5056 and outsourced-10250) has been received from the GOI vide Order No.18-10/2008-FC-Idated 17.06.2016 for which recruitment is under process for direct recruitment posts and this will increase the strength of OBCs in category-IV."

2.4 On the recruitment in category-II and category III posts, FCI stated as follows:-

"In case of category II Manager level post, 25% posts are for direct recruitment out of total sanctioned posts. In case of category-III, Assistant Grade-III post is entry level post and 70%

posts are for direct recruitment. The position of direct recruitment posts are tabulated as below:-

Category	Current sanction strength including DR & PR posts	Name of post, % of direct recruitment & the no. of posts	No. of posts earmarked for direct recruitment	No. of posts earmarked for OBCs
I	1110	Assistant General Manager/Medical Officer (33.33% - 669 posts)	239	62 (27% of 239)
II	6221	Manager (25% - 6221 posts)	1555	419 (27% of 1555)
III	27345	Assistant Grade-III (70% - 13189 posts)	9232	Reservation as per regional/state- wise percentage prescribed by DoPT viz. 0% to 27%

2.5 The Ministry/FCI appeared to be very optimistic about category I and II recruitments with respect to OBC category and stated in a written reply as under:-

"...the percentage of OBCs will increase gradually with each recruitment. After implementation of reservation policy for OBCs in FCI in direct recruitment, FCI has taken up direct recruitment in respect of category- I&II posts as per the norms which is evident from the below mentioned table:-

Category	Total vacancies filled (1995-2016)	OBCs recruited	% of OBCs recruited
I	323	99	30.65%
II	1512	442	29.23%

CHAPTER-III

RESERVATION IN RECRUITMENT

3.1 As regards the percentage of reservation being followed by the FCI for OBCs in recruitment, the Ministry provided the following information:

Posts filled by direct recruitment	Percentage	Date from which reservation for OBCs is enforced
Category I & II	27%	08.09.1993
Category III & IV	As prescribed by the Govt. based on their proportion in the population of the respective State/Region	

3.2 The Committee sought an overview of the implementation of the policy for the reservation in the direct recruitment of OBCs in various categories of posts in the organisation including relaxation being given to the OBC candidates. The Ministry in written reply stated as under:

As per Regulation 11 of the FCI (Staff) Regulations, 1971, in making appointments in the services of the Corporation, reservations, relaxation of age limits and other concessions, the Food Corporation of India follows the instructions/guidelines issued by Govt. of India from time to time. The following measures have been taken in the Corporation to secure proper representation of OBCs in employment and their welfare:-

- i) As per Govt. of India instructions, the Reservation policy for OBCs came into force w.e.f. 08.09.1993 and since then FCI has implemented the same.
- ii) Reservation Rosters/ Registers are maintained for all posts filled through direct recruitment to ensure earmarking of vacancies for OBCs.
- iii) In direct recruitment quota, 27% reservation has been provided to the OBCs and in respect of Category-III & IV, percentage of reservation has been provided as prescribed by the Govt. based on their proportion in the population of the respective State/UT.
- iv) Relaxation of three years, over and above the maximum age limit prescribed for direct recruitment posts is provided.
- v) 10 years additional age relaxation to Physically Challenged OBC candidates.
- vi) Women candidates are exempted from payment of Application Fee for direct recruitment including OBCs.

- vii) No age limit for departmental candidates including employees belonging to OBC community to compete with candidates from the open.
- viii) 5% Relaxation in minimum cut off marks below the marks prescribed for General Candidates in the competitive examination for OBC candidates in Category-I & II recruitment.
- ix) The OBC candidates appointed on their own merit by direct recruitment are adjusted against the unreserved vacancies.
- x) Liaison Officer has been nominated at all level viz. Headquarters, Zonal, Regional and District level to ensure the implementation of reservation policy for OBCs and to redress the related grievances.
- xi) Special Recruitment Drives are launched in accordance with the directions of Government to fill up the backlog vacancies of OBCs from time to time.
- xii) The reserved posts for OBCs are clearly indicated in the advertisement for direct recruitment.
- xiii) An OBC member is included in the constitution of the Committee prescribed for direct recruitment/promotion to the various posts in the Corporation.

3.3 The Committee enquired about the year-wise details of the recruitments made under various categories of posts since the year when the reservation for OBC was introduced in 1993. The information supplied by the Ministry is placed at **Annexure-II**. The Ministry in a note further informed as under:-

"The GOI imposed ban on direct recruitment vide O.M No. 16(1)/84-BPE dated 06.01.1984 and 22.09.1984. Accordingly, the direct recruitment in FCI was undertaken only with the specific approval of GOI or under Special recruitment Drive as per the instructions of GOI from time to time for filling up unfilled backlog vacancies for SC/ST.

Thereafter as per DoP&T O.M. dated 16.05.2001 (**Annexure III**), there was restricted recruitment through Annual Direct Recruitment Plans under Optimization Scheme requiring the clearance of Screening Committee headed by the Cabinet Secretary. However, DoP&T vide O.M. dated 09.04.2009 discontinued the optimization scheme beyond 31.03.2009. During this period from 2001 to 2009, due to this restriction, all the vacancies could not be filled up in full including OBC vacancies and only limited approved posts within 1% of total sanctioned strength of FCI could be filled up. However, a special recruitment drive to fill up the backlog

vacancies reserved for OBC was undertaken in the year 2009 as per the instructions of the GOI.

The manpower in FCI was restructured by GOI in the year 2010 with the direction to fill up the post on need basis, in staggered manner. Since then, the recruitment is being undertaken regularly and unfilled vacancies are carried forward to the next recruitment as per the instructions in vogue.

3.4 Asked about the reasons for shortfall in filling up of vacancies in the OBC category, the Ministry in a note stated:

"Due to non-availability of suitable candidates. This was also due to non-joining of selected candidates since the last two recruitment process were carried through SSC which had not given waiting list against the recruitment panels."

3.5 The Committee enquired if there were any constraints in filling up the vacancies under OBC category and efforts made to overcome the problems. The Ministry in a written reply stated as under:

"The unfilled vacancies are carried forward to the next recruitment process which is happening regularly in the Corporation after lifting of ban/restriction on direct recruitment. In the current recruitment process, the entire unfilled vacancies including the backlog for OBC has been included and it is expected that all of them would be filled as there is an adequate waiting list maintained for each category."

From the data provided by the Ministry of Consumer Affairs, Food and Public Distribution (Department of Food and Public Distribution), it is found that the recruitment process of employees in various posts for 2014-15 was under process. The Committee enquired about the actual status of the recruitment drive, the reasons for delay and steps taken by the Government to expedite the process. The Ministry in a note stated:

"There is no undue delay in the ongoing Recruitment Process. FCI is under the process for filling up of 5596 vacancies across all cadres (Category-I/22, Category-II/374 & Category-III/5200) by way of competitive Recruitment process was published during the period from February, 2015 to July, 2015.

In spite of huge response to the Recruitment process, final result in respect of Category-III of [North-east Zone-211 (23 OBC vacancies), West Zone-821 (103 OBC vacancies) and South Zone-1322 (245 OBC vacancies)] has already been declared. The result of Written Test in

respect of Category-I was declared on 04.02.2016 and interview of shortlisted candidates will be held from 25th to 27th February, 2016.

Moreover, the Recruitment process of Management Trainees (MTs) [374 vacancies (87 OBC vacancies)] and Category-III, North Zone-2171 vacancies (469 OBC vacancies) and East Zone-675 vacancies (120 OBC vacancies) are nearing completion and the entire Recruitment process is expected to be completed by March/1st week of April, 2016.

It is clear from above that by April, 2016 approximately 1057 candidates would be joining in various categories ".

3.6 The Committee further desired to know whether all the 248 OBC vacancies reported in the year 2014 and 585 OBC vacancies in 2015 are likely to be filled up during the current recruitment process. The Ministry in a note informed that the current recruitment includes total 10187 and 960 vacancies of OBCs in respect of Category-I, II & III respectively. They further informed that in the current recruitment process, the entire unfilled vacancies including the backlog for OBC has been included and it is expected that all of them would be filled as there is an adequate waiting list maintained for each category.

3.7 The Committee desired to know the details of the total number of vacancies occurred and filled up starting from the year 2010, the year in which the manpower in FCI was restructured by the Government. The Ministry submitted in a written reply as under:

"While it was explained that recruitment process does not coincide with the calendar year and invariably spills over to the next year and subsequent years, in order to clarify the position, number of vacancies reserved for Other Backward Classes have been bifurcated into vacancies brought forward from the previous year and vacancies reserved during the year. The category-wise, year-wise position of OBC vacancies occurred and filled up along with the details of the shortfall vacancies carried forward to the subsequent year from 2010 onwards is given as under:-

Category-I

Year	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes			No. of OBC candidates appointed	No. of vacancies carried forward	Remarks
			Brought forward from previous year	Reserved during the year	Total			
2010	0	0	0	0	0	0	0	
2011	189	121	0	39	39	27	12	
2012	0	0	12	0	0	0	12	03 shortfall vacancies were carried forward in the subsequent years. In respect of 04 posts of AGM(QC), Hon'ble High Court of Delhi has passed a stay order & same is still pending. So the recruitment can be undertaken on conclusion of the court matter. Remaining 5 posts pertaining to DGM(Genl.) have been notified as 100% promotional posts and ceased to exist as direct recruitment vide Gazette Notification No.13(1)/2013-BC dated 18.07.2013.
2013	30	16	3	8	11	7	4	
2014	0	0	4	0	4	0	4	
2015	22	17	4	6	10	8	-	Recruitment is under process

Category-II

In respect of category II, the recruitment process is undertaken at Zonal Level:-

Year	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes			No. of OBC candidates appointed	No. of vacancies carried forward	Remarks
			Brought forward from previous year	Reserved during the year	Total			
2010	81	79	0	16	16	13	3	
2011	573	546	3	154	157	147	10	The 10 vacancies remaining unfilled during 2011 were carried forward to 2013 since recruitment was still in process during 2012.
2012	33	28	0	7	7	7	0	
2013	460	211	10	122	132	69	63	The 63 vacancies remaining unfilled during 2011 were carried forward to 2014 & 2015 and recruitment is still in process.
2014	113	113	27	2	29	29	0	-
2015	261* (236+25)	143	36	22* (17+5)	58	27	-	Recruitment is under process

*Enhanced vacancies due to addition of subsequent vacancies arisen on promotion/resignation etc.

Category-III

In respect of category III, the recruitment process is undertaken at Zonal Level:-

Year	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes			No. of OBC candidates appointed	No. of vacancies carried forward	Remarks
			Brought forward from previous year	Reserved during the year	Total			
2010	2769	2131	2	607	609	497	112	
2011	3508	1803	112	691	803	445	358	All the vacancies were carried forward to the year 2012.
2012	5943	3432	358	861	1219	882	339	Out of 339, 73 were carried forward to the year 2013 and remaining 266 vacancies have been carried forward in 2015
2013	1866	1648	73	430	503	331	172	The 172 vacancies were carried forward to 2014.
2014	1309	1309	172	47	219	219	0	-
2015	3891* (3166+725)	3579* (3166+413)	279 (266+13)	462* (243+219)	741	696	0	Recruitment is under process

*Enhanced vacancies due to addition of subsequent vacancies arisen on promotion/resignation etc.

3.8 The Committee asked for the data regarding the next recruitment cycle i.e. for the year 2016-

17. FCI clarified as follows:-

"It is intimated that the last direct recruitment to fill up vacancies in Category-I, II & III was launched in the year 2015 against which joining are still in process as the wait list is being operated. On completion of the said recruitment process, all unfilled vacancies will be advertised in the next recruitment process which shall be undertaken."

3.9 The Committee desired to know the status of current recruitment against these vacancies in Category-I, II & III including vacancies of OBCs, FCI in updated reply furnished the following information:-

Category	Vacancies advertised		Candidates selected		Candidates joined as on 15.02.2017		Remarks
	Total	OBC	Total	OBC	Total	OBC	
I	22	10	15	7	9	4	Process of recruitment is going on
II	374	87	285	64	-	-	Joining under process
III	5200	960	5187	955	4396	796	For filling up of unfilled vacancies waitlist has been operated

Explaining the pendency in filling up the vacancies, FCI in a written reply clarified as under:-

"All our efforts are being taken by FCI to fill up all advertised vacancies including OBCs. However, sometimes vacancies are not filled up due to non-availability of suitable candidates including OBC candidates. These unfilled vacancies are being carried forward to the next recruitment."

BACKLOG VACANCIES

3.10 The Committee sought information regarding backlog OBC vacancies. The Ministry in a note stated:

"As per Government of India's instructions, FCI launches Special Recruitment Drives to fill up the backlog vacancies reserved for OBCs from time to time. The last Special Recruitment Drive (2008-09) for filling the backlog vacancies reserved for OBCs was 01.11.2008 which was launched by FCI in accordance with Government of India directions contained in DOPT letter No.36038/1/2008-ESTT(Res) dated 19.11.2008. The category-wise position of DR (direct recruitment) vacancies identified and filled in respect OBCs under SRD (special recruitment drive) is as under:-

Category	OBC	
	Identified	Filled
I	0	0
II	8	8
III	12	6
IV	5	5
Gr. Total	25	19

As per the revised sanction approved by the Govt. of India on 27.01.2010 (Annexure-IV) for organizational restructuring of FCI in the interest of efficient management, the overall sanction of FCI post was reduced from 55053 to 36318. For filling the remaining

unfilled backlog vacancies, FCI sought clarification from DoPT on the issues arising after restructuring of sanctioned strength. DoPT vide O.M. No. 36038/1/2008-Estt.(Res.) dated 21.03.2012 (**Annexure-V**) furnished clarification in the matter that in a restructured cadre the reservation quota for respective categories has to be re-determined and therefore, the posts which have been declared reduced/redundant and are being abolished cannot be filled up/ Accordingly, backlog vacancies have been re-determined. As a result, some unfilled backlog vacancies have been declared reduced/redundant in the revised sanction. Details are given us under:-

Category	Unfilled vacancies	Reduced/redundant in the revised sanctioned strength	Balance unfilled vacancies
	OBC	OBC	OBC
I	0	0	0
II	0	0	0
III	6	6	0
IV	0	0	0
TOTAL	06	06	0

The last special recruitment drive was conducted in the year 2009 as till the year 2000, there was a ban on recruitment in FCI and thereafter, as per DoP&T O.M. dated 16/05.2001, there was restricted recruitment through Annual Direct Recruitment Plans under optimization scheme which required clearance of Screening Committee headed by Cabinet Secretary. However, DoP&T O.M. dated 09.04.2009 discontinuing the optimization scheme beyond 31.03.2009; the FCI was restructured by GOI in the year 2010 with the direction to fill up the post on need basis, in staggered manner. Thereafter, the recruitment process is happening regularly and unfilled vacancies are carried forward to the next recruitment in a routine manner.

In the current recruitment process, the entire unfilled vacancies including the backlog for OBC have been included and it is expected that all of them would be filled as there is an adequate waiting list maintained for each category.

3.11 The Committee sought to know more information about the restructuring of FCI and the basis for undertaking such an exercise, the representative of the Ministry deposed before the Committee during evidence held on 20th January, 2016 as under:-

"The FCI had the sanctioned staff strength of more than 53000 before 2010. The restructuring of FCI by the Government was approved in 2010 with this 36000 odd number.

... In that restructuring one major thing actually left out was that FCI had more than about 8000 sanctioned posts for security staff, watch and ward staff, at that point of time. It was decided that they all will be outsourced. This was a recommendation which went to the Ministry of Finance and it accepted that position. But the decision was withheld at the time of restructuring and it was decided that it will be decided later. So, about those 8000 sanctioned posts, no decision could be taken and more than 3000 people were still working in those cadres. It is because of that when these 36000 posts were sanctioned during restructuring, they were without any security staff posts sanctioned. Now, the people who were working are reduced roughly to about 2000. They are still there in position. But there are no sanctioned posts. In respect of that there is a proposal going on, which is under consideration of the Department of Public Enterprises and the Ministry of Finance where we are requesting that if not 8000 posts of the total requirement at least there should be a mix of some departmental staff in security watch and ward so that proper watch is there in FCI godowns on theft and pilferage. So, we are requesting for roughly about 2500 posts to be created which is not yet finalised.

Once that is finalised, the existing people, who are working, will be there and there will be some vacancies. But till that decision is not taken, men working in Class – IV are more and the number of posts sanctioned is less. That is the situation, which is a dilemma in which we are living with last four-five years. That is why there is no recruitment possible in Category-IV."

RESERVATION ROSTERS

3.12 Asked as to whether recruitment rosters indicating points for reserved category vacancies were being maintained properly and updated regularly, the FCI in their note stated as follows:-

"The reservation rosters are being maintained for each category of posts filled by Direct Recruitment and Promotion as per Government of India instructions issued from time to time. The reservation rosters in all Zones have been re-casted and verified in the year 2012 by an independent consultant, Dr. H.S. Rana, Principal Director, Institute of Public Administration, Bangalore. The Liaison officers have been nominated at various level to ensure due compliance of the instruction on Reservation Policy as issued by Govt. of India from time to time."

3.13 Asked about how often these rosters were being reviewed by the concerned authorities, the Ministry informed that:-

"Yes. Annual inspection of reservation rosters are made by the respective Liaison Officers of Zones as per the instructions.

OUTSOURCING IN FCI

3.14 During the course of evidence of the representatives of the Department of Food and Public Distribution and FCI, the issue of outsourcing of manpower in FCI after organizational restructuring of FCI in 2010 came up before the Committee. The Committee were informed that organizational restructuring has reduced the manpower from 55053 to 36318. FCI in a written reply informed about the decision of the Government on further recruitment as under:-

"Sanction for Watch & Ward posts (Departmental-5056 and Outsourced-10250) has been received from the GOI vide Order No.18-10/2008-FC-I dated 17.06.2016 for which recruitment is under process for direct recruitment posts."

3.15 The Committee during an evidence held on 22nd March, 2017 sought information about current status of outsourcing in FCI and its extent, the FCI submitted as follows:-

"In the restructuring which was approved in 2010, no class IV posts were sanctioned to FCI and what was existing was continuing but after we took up this matter, last year, Government concurrence was got for creation of 5056 watch and ward FCI employees under category IV. So, recruitment process for that will get initiated and it is again at the State level. It will start within a month or two."

3.16 . Voicing concern over the negative impact of outsourcing on the backward section of the society, the Committee desired to know the steps taken to protect the larger interest of workers, especially OBC workers. FCI in a note replied as below:-

"These are Govt. of India policy matters applicable to all Government Departments/PSUs and FCI is following the same. FCI vide circular dated 12.09.2016 has issued an advisory to all its field offices to advise Contractors to encourage for engagement of SC/ST/OBCs category labourers in contracts as far as possible."

CHAPTER-IV

LIAISON OFFICERS FOR OBCs

4.1 The Committee enquired as to whether a separate Liaison Officer has been appointed by FCI to oversee the implementation of reservation orders for OBCs and to look into their grievances, in reply the FCI stated as under:

"Liaison officers has been nominated at all level viz. Headquarters, Zonal, Regional and District level to ensure the implementation of reservation policy for SC/ST/OBCs and redress the related grievances."

Details of liaison officers nominated at FCI, Headquarters as Chief Liaison Officer for the last five year are as under:-

Sl. No.	Name of Liasion Officer with designation	Duration
1.	Shri Sanjeev Gautam, Dy. Genl. Manager (CLO)	June, 2011 to September, 2012
2.	Shri G.N. Raju, Dy. Genl. Manager (CLO)	October, 2012 to September, 2015
3.	Shri S.K. Chaurasia Dy. Genl. Manager (CLO)	October, 2015
4.	Smt. Shraddha Sharma Dy. Genl. Manager (CLO_)	November, 2015 to till date

Further, details of Liasion officers appointed in the Zonal Offices of FCI during the last five years are given as below:

North Zone:

Sl. No.	Name of Liasion Officer with designation	Duration
1.	Shri D.P. Shukla, Deputy General Manager(Genl.)	January, 2011 to July, 2012
2.	Smt. Meera Giyani Deputy General Manager(Genl.)	August, 2012 to February, 2013
3.	Smt. Shraddha Sharma, Deputy General Manager(Genl.)	March, 2013 to June, 2015
4.	Smt. Ruchi Govil, Deputy General Manager(Genl.)	July, 2015 to October, 2015
5.	Shri Kaushik, Deputy General Manager(Genl.)	November, 2015 to December, 2015

West Zone:

Sl. No.	Name of Liasion Officer with designation	Duration
1.	Ms. Ranjana Nikose, General Manager	2010
2.	Shri S.P. Sable, General Manager	2011
3.	Smt. M.V. Valsala, General Manager	2012
4.	Shri Rajesh Saha, General Manager	2013
5.	Shri G.M. Mallaiah, General Manager	2014 to till date

South Zone:

Sl. No.	Name of Liasion Officer with designation	Duration
1.	Shri R.H. Koppad, General Manager (QC)	2011
2.	Shri R. Prakasham, General Manager(QC)	2012
3.	Shri Prasad Golla, General Manager(Genl.)	2013
4.	Shri V. Elumalai, Assistant General Manager (Hindi)	2014
5.	Shri M. Vimal Arumugam, Deputy General Manager (Engg.)	2015

East Zone:

Sl. No.	Name of Liasion Officer with designation	Duration
1.	Shri K.C. Sahu, Deputy General Manager(Pers.)	May, 2009 to June, 2011
2.	Shri N.R. Pattnaik, Deputy General Manager(Pers.)	June, 2011 to Sept. 2012
3.	Shri Debashish Mishra, Deputy General Manager(Pers.)	February, 2013 to January, 2015
4.	Dr. James Singh, Deputy General Manager(Genl.)	February, 2015 to January, till date

North East Zone:

Sl. No.	Name of Liasion Officer with designation	Duration
1.	Shri Abinash Kumār, Deputy General Manager(Legal)	2010 to 2013
2.	Shri G.K. Murthy, Deputy General Manager(Genl.)	2013 to 2014
3.	Shri L. Chatru Naik, Deputy General Manager(Genl.)	2014 to 2015
4.	Smt. Ruchi Govil, Deputy General Manager(Genl.)	July, 2015 to October, 2015
5.	Shri Kaushik, Deputy General Manager(Genl.)	November, 2015 to December, 2015

4.2 The Committee, during the oral evidence had inquired as to whether Liaison Officers for OBCs were exclusively for OBC employees and whether they belong to OBC category. In this regard FCI in their subsequent note replied as under:

“No. However, the following officers in the Zones have now been exclusively nominated as Liaison Officers for OBCs:-

Details of officers in FCI, Headquarters and Zonal Offices who have been exclusively nominated as Liaison Officers for OBCs are given as below:-

Zone	Name of officer with designation	Belong to OBC category
Headquarters	Shri S.K. Chaurasia, DGM(Pers.)	Yes
North East	Shri AnjanJyoti Das, M(A/cs)	Yes
East	Shri J.S. Syju, GM(Genl.)	Yes
West	Shri P.N. Singh, GM(Genl.)	Yes
North	Shri Harshit Singh, DGM(Genl.)	Yes
South	Shri Satish Selvaraj, DGM(Pers.)	Yes

4.3 Regarding the role of Liaison Officers, the Ministry in a written reply stated:

"Liaison Officers for OBCs nominated at all levels in FCI are responsible for proper implementation of Reservation Policy of Government of India through inspection/vetting of Reservation Rosters/Registers which are being maintained for earmarking of reserved posts/vacancies. Liaison Officers for OBCs are also responsible to look into the grievances of OBC employees for redressal and to ensure due compliance of various orders/instructions of Government of India pertaining to reservation/concessions/ relaxations in filling up of vacancies reserved for OBC communities."

4.4 The Committee also desired to know if Liaison Officers were provided any specific training to help them perform their duties efficiently, the Ministry in a note replied as under:-

"There is a National level Training Institute "Institute of Food Security" headed by a General Manager Level Officer with Zonal Training Institutes in each Zone to meet the training needs of the employees of the Organization. Details of training on Reservation Policy conducted at Institute of Food Security during the last three years are given as below:-

i) Training programme on "Personnel Management including Reservation Matters":-

Period	No. of programme	Total no. of candidates trained
2013-14	04	62
2014-15	02	41
2015-16	01	20
2016-17 (upto Jan. 2017)	01	24

In addition to above, training programme especially for Liaison Officers for OBCs were conducted in the FCI, Institute of Food Security, Gurgaon from 22.08.2016 to 24.08.2016 which were attended by twenty three (23) Liaison Officers from all over FCI.

ii) Induction training programme for newly recruited Management Trainees which included training module on the Reservation Policy:-

Period	No. of programme	Total no. of candidates trained
2014	03	165
2015	02	40
2016	Nil	Nil
2017	05	256

- iii) In addition, Training Division has been advised to ensure adequate representation of OBC employees while nominating employees for various training programmes including conferences/symposia/seminars etc. They have been further advised to organize at least 01 training programmes for Liaison Officers in each calendar year explaining them the duties and responsibilities of Liaison Officers for redressal of grievances and implementation of Reservation Policy of Government of India."

GRIEVANCE REDRESSAL

4.5 To a question about the machinery for redressal of grievances of OBC employees in FCI, the Ministry in their note stated as under:

"FCI has appointed Liaison officers at Headquarter, Zonal, Regional and District levels to look into the grievances of SC/ST/OBC employees for redressal and also to ensure due compliance of various orders and instructions pertaining to reservation in filling up of vacancies reserved SC/ST and OBC communities and other concessions/relaxations admissible to them

In Headquarters, the grievances are received in Liaison Cell from officers/officials individually, through Public Grievance Portal and also cases referred through Commissions/Constitutional bodies. Upon receipt, the same are examined at Headquarters and forwarded to the concerned office for taking appropriate remedial action. An action taken report on the grievance is furnished to the aggrieved and authorities concerned."

Large number of grievances are received from staff/public in FCI through the Public Grievance Portal of Govt. of India i.e. www.pgportal.gov.in without any mention about caste/community of applicants. All out efforts are made to dispose the said grievances within 30 days' time frame fixed by Govt. of India. During the calendar year 2016, total 1571 grievances have been received from various persons including OBCs through the said public grievance portal and all are disposed off.

4.6 Asked about the details of complaints received from OBC employees during the last two years, the Ministry furnished the following information:-

Sl.No.	Name of complainant	Subject matter	Action taken/factual position
1.	Shri A.V. Sajeev, Manager(Depot), FCI, Kerala	Seeking notional seniority as Manager(Depot) from 1995 onwards	Shri A.V. Sajeev filed Writ Petition No.18787/2013 in the High Court of Kerala and as per judgment dated 09.02.2015 and order dated 12.06.2015 in IA No.7893/2015 in said W.P. of Hon'ble Court, the Executive Director (South) vide Order No.RPI/32(2)/2013 dated 05.08.2015 rejected the claim of Shri A.V. Sajeev for appointment to the posts of Manager(Depot) on par with SC/ST appointments made during 1995 with notional seniority in the Manager (Depot) post from the year 1995 onwards.

It was further informed that no complaint was received in the year 2016.

4.7 Asked about the other platforms of grievance redressal and the role of OBC Employees' Welfare Association in this regard, the Ministry in a note stated:-

"Besides the Grievance Redressal Machinery, OBC employees can approach Liaison Officer nominated at various level to mitigate their grievances. There is no any separate OBC Employees' Association/Union in the Corporation"

4.8 The Committee enquired about the reasons therefor. The Ministry in their written reply stated that there is no restrictions to form OBC Employees' Association in the Corporation, however, no one has come forward to form such association so far. Explaining about their initiatives, the Ministry informed that instructions to field offices have been issued to promote OBCs to form association of OBC community employees vide letter No. 38(25)/2015-LC(PC-OBC)/Vol. I dated 15.02.2016.

TRAINING FACILITIES FOR OBC CANDIDATES/EMPLOYEES

4.9 Asked whether pre-recruitment and also pre-promotions trainings are given to OBC candidates/employees to ensure level playing field for OBC aspirants, the FCI in a written reply stated:

"There is no provision in FCI for free coaching or pre-recruitment training to OBC or other reserved category aspirants. However, relaxation/concessions.....are provided to OBC candidates, in the recruitment undertaken by FCI in order to provide them a level playing field."

In-service Training

4.10 When Committee enquired about in-service training imparted to OBC employees in the organisation, FCI in a note informed as under:

"There is a National level Training Institute "Institute of Food Security" headed by a General Manager Level Officer with Zonal Training Institutes in each Zone to meet the training needs of the employees of the Organization. Training is an on-going process to upgrade the skills and knowledge of the employees in general and equip them to meet the job requirement and there is no special training for OBCs. Point-wise information is given as below:-

- There is no reservation for OBCs for the training in the Institute. However, a sizeable number of OBCs candidates undergo training which is held regularly.
- Total no. of candidates trained and no. of OBCs along with their percentage out of them who have trained in the Institute during the year 2015-16 and 2016-17 is given as under:-

Period	Total no. of candidates Trained	No. of OBCs	% of OBCs
2015-16	1750	240	13.71%
2016-17 (upto Jan., 2017)	1182	184	15.57%

FOREIGN TRAINING

4.11 The Committee asked about representation of OBCs employees in foreign training programmes. In reply, the FCI gave following information regarding total number of employees and number of OBC employees sent for foreign training during the last 3 years:

Total number of officers were sent on foreign training/assignments/symposia and no employee of OBC category was nominated for foreign training for the last three years is as follows:

Year	No. of employees trained	No. of employees attended conference	Total no. of OBC employees trained/attended conference	remarks
2013-14	0	02	00	
2014-15	4*	03	00	*4 IAS officers on deputation to FCI attended DoPT sponsored IAS in-service training.
2015-16	1**	02	00	**IAS officers on deputation to FCI attended DoPT sponsored training

The Ministry further supplied the following latest information:-

Year	No. of employees trained	No. of employees attended conference	Total no. OBC employees trained/attended conference	Remarks
2016-17 (as on 15.02.2017)	02*	02	00	*01 officer attended a foreign training programme fully funded by Govt. of India.

Regarding criteria for selecting candidates for foreign training/assignment/symposia in the FCI, the Ministry in a note stated:

"FCI does not routinely nominate employees for foreign training/ assignment/symposia. Occasionally, as per nominations received from Ministries/Departments of Government of India, officers are sent on foreign training.

4.12 The Committee asked about the reasons for not nominating OBC employees for foreign training for the last three years, the Ministry in a written reply stated:

"The nomination of officers for training is made by various Ministries as it is clearly seen from **Annexure-VI**.

It may be seen that the foreign training for IAS officers is a part of in-service training which is duly sponsored by the Ministry of Personnel, Public Grievances & Pensions. Foreign trainings to other officers of FCI are the conferences which are attended by them by virtue of posts they hold.

WELFARE SCHEMES FOR OBCs

4.13 The Committee asked detailed information about any special schemes in FCI to promote socio-economic development of OBC employees of the organisation. The Ministry in a written reply stated as below:-

"At present, two schemes (**Annexure-VII**) are running in the Corporation which are applicable to all the staff including the OBC employees namely;

- (i) Benevolent Fund Scheme,
- (ii) Contributory Social Security Scheme, 2012.

(b) The schemes are the defined contributory schemes based upon the fixed monthly contribution by the employees i.e. Rs.30/- and Rs.70/- per month respectively by all the members.

(c) It may be seen that the welfare schemes are applicable to all the employees including OBC employees without any discrimination.

(d) The foodgrains are being allotted by the Govt. of India, MoCAF&PD at subsidized prices in favour of SC/ST/OBC Hostels being run by the State Governments to meet the requirement of foodgrains of respective hostels. No separate bifurcation is provided for SCs, STs & OBCs by the Ministry. The Food Corporation of India releases foodgrains against the allotment made by the Govt. of India to the State Govt/their nominated agencies.

The details of allotment and off-take of foodgrains under SC/ST/OBC Hostels during last five years are given below:

(Figs. in LMTs)

Scheme	Wheat		Rice	
	Allotment	Offtake	Allotment	Offtake
2010-11	0.16	0.12	1.32	1.25
2011-12	0.17	0.13	0.97	0.31
2012-13	0.17	0.14	0.54	1.00*
2013-14	0.17	0.13	1.49	1.13
2014-15	0.54	0.19	1.50	1.08
2015-16	0.49	0.14	1.64	1.42
2016-17 (upto 15.02.2017)	0.36	0.08	2.04	1.53

(*) This includes off-take of backlog quantity of 2011-12 allocation.

PART II

OBSERVATIONS/RECOMMENDATIONS OF THE COMMITTEE

Implementation of OBC reservation policy in Food Corporation of India (FCI)

1. The FCI is a statutory body which was established under Food, Corporations Act, 1964 to achieve the objectives of providing effective price support for safeguarding interests of the farmers, distribution of foodgrains across the country through public distribution system and ensuring National Food Security. The Committee have been informed that operation area of FCI which extends to the whole of India is divided into a network of field offices with the corporate office at New Delhi, 5 zonal offices (North, South, East, West and North-East Zones), 25 Regional Offices (almost coterminous with each State), one Port Operation office at Kandla and 162 District offices. The Committee note that the FCI is implementing the reservation orders of the Government of India in recruitment by providing 27 percent reservation for OBC candidates in direct recruitment on all India basis by open competition except in respect of category III category IV posts where percentage is provided as prescribed by the Govt based on their population of the respective State/Region.

From the data given by the Ministry, the Committee observe that although the reservation policy for OBCs is being implemented since 1993, yet the outcome is far from being satisfactory. In category I out of the total staff strength of 896, the number of OBC employees is only 121, which amounts to 13.50 percent of the total strength of Category I employees as on 30.09.2017. The situation is bleak in category II also, which consists of only 11.73 percent OBC employees and a meagre 7.62 percent in Category IV, the category which is supposed to represent the lower strata of society. The Committee have been informed that the recruitment was banned/restricted in FCI by the Government of India for the period upto 2009 so the intake through direct recruitment was very limited. The ban was imposed on direct recruitment way back in 1984. Besides, as per DoPT order dated, 16.05.2001, restricted

recruitment through Direct Recruitment Plans was permitted under Optimisation Scheme requiring the clearance of Screening Committee headed by the Cabinet Secretary. Due to this restriction, according to the Ministry, all the vacancies could not be filled up in full including OBC vacancies during the period from 2001 to 2009 and only limited approved posts within 1percent of total sanctioned strength of FCI could be filled up. Further, over and above the foregoing, the manpower in FCI was restructured by the Government of India in the year 2010 with the direction to fill up the post on need basis, in a staggered manner. The Committee note that as per the revised sanction approved by Government of India on 27-01-2010 for organisational restructuring of FCI which was claimed to be in the interest of efficient management, the overall sanction of FCI post was reduced from 55053 TO 36318 and consequently, some unfilled backlog vacancies including reserved vacancies were declared reduced/redundant in the revised sanction. in view of this, the committee observe that the ever since the implementation of reservation policy for OBCs, the FCI had never been allowed to fill up even the regular vacancies falling within the ambit of the sanctioned strength by imposing some restrictions or the other. Though the FCI has not commented on the possibility that the drastic reduction in the manpower of FCI in 2010 and the restriction on filling up even the limited vacancies available might have affected adversely on the smooth and efficient functioning of FCI, yet they have candidly admitted that all the vacancies could not be filled up in full including OBC vacancies due to the restrictions imposed by the Government and some unfilled backlog vacancies were declared reduced/redundant. The Committee find that the FCI is a very big organisation operating through a countrywide network of field Offices right from the Corporate Office at the Centre upto the district level. It is carrying the hope and aspirations of a huge backward population of the country as a nodal agency for safeguarding the interests of the farmers as well as ensuring national food security. It is, therefore, imperative that the Food Corporation is equipped with adequate and efficient manpower and the objectives of the

food policy cannot and should not be compromised in the name of 'expenditure reforms'. Against this backdrop, the Committee recommend the Ministry to review the staff requirement of FCI in all the categories and levels and allow them to fill up those vacancies as a special case for the sake of functional empowerment of the Food Corporation and also to create opportunity for the bonafide candidates, especially those from the OBC community. The Committee would like to be apprised of the action taken in this regard.

2. The Committee note that Category-I posts in FCI, the direct recruitment is undertaken only in the entry level Assistant General Manager and Medical Officer posts, wherein 33 percent posts out of total sanctioned posts are reserved for direct recruitment as per FCI (Staff) Regulations, 1971. Rest of the posts i.e. 66.66 percent are filled through promotions by respective feeder cadre posts. In case of category III, Assistant Grade-III post is entry level post and 70 percent posts are filled through direct recruitment. The data made available to the Committee shows that upto the recruitment cycle of 2015, 8 out of 10 vacancies reserved for OBCs had been filled in category-I, 27 out of 58 vacancies were filled in Category III, thus leaving 2, 31 and 45 OBC vacancies respectively under the three categories still unfilled. Asked about the current recruitment cycles of the year 2016 and 2017, the Ministry informed that new recruitment have not yet been initiated and joining against the last direct for the three categories launched in the year 2015 is still under process as the wait list is being operated. The Ministry has assured that on completion of the said recruitment process, all the unfilled vacancies will be advertised in the next recruitment process. As regards the Category-IV, there was no sanctions of direct recruitment posts after restructuring in FCI in 2010. The Committee find that over 2000 sanctioned posts for security staff and watch and ward staff were kept in abeyance for years together and more than 300 people were still working in those cadres even without any sanction of posts. The Committee have now been informed that sanction for watch and ward posts, which include 5056 departmental posts and 10250

outsourcing posts, has been received from the Government on 17.06.2016, for which recruitment is under process for direct recruitment posts. The Committee are dismayed to observe that the recruitment process in FCI has been extremely slow, tardy and casual and suffering from the lack of farsightedness, initiatives, planning and promptitude. The fact that the recruitment for the year 2015 is still underway with no visible deadline in sight amounts not just depriving the deserved candidates, especially from OBC category, of whatever limited opportunity being made available to them, but also gross mishandling of the available productive workforce of the country. The Committee therefore, recommend the Ministry to make concerted efforts to accelerate and complete the recruitment process in a time bound manner. Further, as a remedial measure, the Ministry may put in place a mechanism to oversee the recruitment process in all the categories in FCI where direct recruitment is undertaken in order to avoid any unwarranted delay in recruitment exercise. The Committee also suggest that the Ministry should make structured attempts to advertise the vacancies widely to cover the remote and far flung areas in order to make aware the candidates belonging to the backward section of the society to enable them to come forward.

Outsourcing in FCI

3. The Committee find that the FCI is banking on huge outsourcing of manpower after organisational restructuring in 2010. The Committee were informed that the organisational restructuring has resulted into drastic downsizing of the manpower from 55053 to 36318 under various categories of posts. Under category-IV security staff cadre, after a long period of indecisiveness, 5056 departmental watch and ward posts were sanctioned whereas 10250 posts were earmarked for outsourcing vide Government of India order dated 17.06.2016. This decision of Government shows the extent of dependency on outsourcing the FCI has been put into. At the same time the decision has sprouted dual concern for the Committee. Firstly, it may result into dilution of the Government's policy decision to ensure due representation of

OBCs through reservation of seats, and secondly, it may also prove detrimental to the cause of job security and social security of the outsourced employees. The Committee hope that the decision to engage 10250 security staff on outsource basis would be implemented promptly, as also the concerns raised by the Committee regarding providing social security benefits to the outsourced employees, like ensuring them minimum wages, providing judicious opportunity of PF benefits, insurance and healthcare facilities are duly addressed. While acknowledging the efforts made by the FCI to issue advisory to all its field offices to advise contractors, the Committee recommend the Ministry to take initiative in formulating a guidance in this regard and also set up a monitoring mechanism for proper implementation of these guidelines.

Liaison Officers for OBCs

4. The Committee note that the FCI has nominated Liaison Officers at all level viz. Headquarters, Zonal, Regional and District level to ensure implementation of reservation policy for SC/ST/OBCs and redress the related grievances. The Committee were given to understand that the Liaison Officers so nominated were not meant exclusively for OBCs. However, on the behest of the Committee, the FCI nominated Liaison Officers at the Headquarters and at Zonal level are exclusively for OBCs. The Committee remind the Ministry that appointment of separate Liaison Officers for OBCs is mandatory as per the Government of India directives and recommend that separate Liaison Officers for OBCs should be appointed right from the headquarters to the Zonal and regional level to look into the implementation of reservation policy of the Government with respect to OBCs and also to look into the grievances of OBC employees. The Committee also desire that the Liaison Officers for OBCs should preferably belong to OBC community. A status report in this regard may be furnished to the Committee on priority basis.

Grievance Redressal

5. The Committee have been informed that in FCI headquarters, the grievances are received in Liaison Cell from the officials individually, through Public Grievance Portal and also the cases referred through Commissions/Constitutional Bodies. Upon receipt, the same are examined at headquarters and forwarded to the concerned office for taking appropriate remedial action. It was also brought to the notice of the Committee that large number of grievances were received from staff/public in FCI through the Public Grievance Portal of Government of India i.e. www.pgportal.gov.in without any mention about caste/community of the applicants. FCI has stated that during the calendar year 2016, total 1571 grievances were received through the said public grievance portal and all were disposed off. Replying to a separate query, the FCI informed the Committee that no complaint from OBC employees were received in the year 2016. The Committee felt that the Public Grievance Portal of the Government of India is too general in nature and OBC employees, generally coming from the neglected background, do not come forward pro-actively with their grievances and suggestions. Given a chance to interact in a congenial atmosphere, the OBC employees may come out for justice. In view of this, the Committee desire that the Liaison Officers from OBCs be nominated preferably from OBC community only and also the OBC employees be given opportunity to form an association to function as a platform for the OBC employees to share their grievances, problems, suggestions, opinions and views, which would prove to be beneficial to not only the OBC employees but also for the overall growth of the corporation also. The Committee appreciate that FCI has taken initiative in this regard. The Committee may be apprised of the latest status in this regard.

Training Facility for OBCs

6. The Committee have been informed that FCI does not conduct any type of pre-recruitment training. However, in-service training is imparted to all the employees

including OBC employees in the organisation to upgrade the skills and knowledge of the employees in general and to equip them to meet the job requirement and there is no special training for OBCs. Regarding foreign training programmes, the Ministry has stated that FCI does not routinely nominate employees for foreign training or assignments and occasionally, as per nominations received from Ministries/ Departments of Government of India, Officers are sent on foreign training. The Committee note that the FCI has not nominated any OBC official during last five years for attending foreign training programmes. Asked about the reasons for the same, the Deptt. of Food and Public Distribution stated that the nomination of officers for training is made by various Ministries and the foreign training for IAS officers is part of in-service training which is duly sponsored by the DoPT. Besides, foreign training to other officers of FCI are the conferences which are attended by them by virtue of posts they hold. Though the Committee do not show any disagreement with any of the arguments put forth by the Ministry, yet they are not ready to accept any logic whatsoever to justify the non-inclusion of even a single official of OBC community for participation in foreign training/conferences during the last four years. The Committee, therefore, desire that the organisation should adopt a just and equitable approach for weaker section of the society in future and accommodate more and more OBC officials in in-service as well as in foreign training programmes, assignments and conferences.

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

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

ORGANISATIONAL STRUCTURE OF FOOD CORPORATION OF INDIA

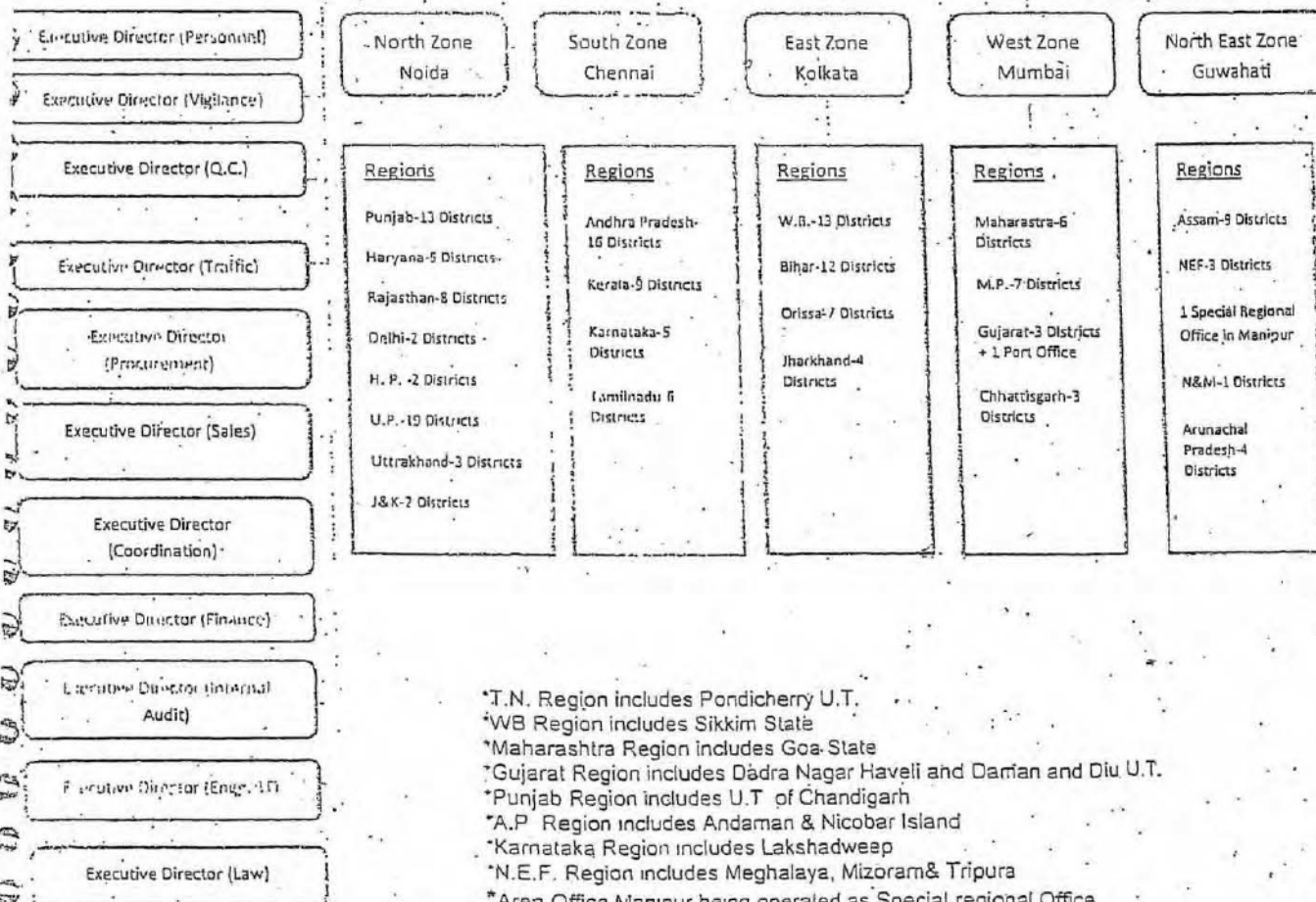
BOARD OF DIRECTORS

CHAIRMAN

MANAGING DIRECTOR

Headquarter

Zonal offices headed by Executive Director(ZONE)



*T.N. Region includes Pondicherry U.T.

*WB Region includes Sikkim State

*Maharashtra Region includes Goa State

*Gujarat Region includes Dadra Nagar Haveli and Diu and Daman and Diu U.T.

*Punjab Region includes U.T. of Chandigarh

*A.P. Region includes Andaman & Nicobar Island

*Karnataka Region includes Lakshadweep

*N.E.F. Region includes Meghalaya, Mizoram & Tripura

*Area Office Manipur being operated as Special regional Office

4) Year-wise details of the appointments made under various categories of posts since 1993:-

Annexure II
Vide para 3-3

Year	Category of posts	Total No. of vacancies occurred	Total No. of Vacancies actually filled	No. of vacancies reserved for other Backward classes:				Backlog OBC vacancies	Backlog OBC Vacancies filled
				Reserved during the year	Total OBC vacancies actually filled	Short fall	%age of Short fall		
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
1993	I	0	0	0	0	0	0	0	0
	II	0	0	0	0	0	0	0	0
	III	5	5	0	0	0	0	0	0
	IV	11	11	0	0	0	0	0	0
	Total	16	16	0	0	0	0	0	0
1994	I	0	0	0	0	0	0	0	0
	II	8	8	0	0	0	0	0	0
	III	8	8	0	0	0	0	0	0
	IV	16	16	0	0	0	0	0	0
	Total	32	32	0	0	0	0	0	0
1995	I	0	0	0	0	0	0	0	0
	II	0	0	0	0	0	0	0	0
	III	39	39	5	5	0	0	0	0
	IV	19	19	0	0	0	0	0	0
	Total	58	58	5	5	0	0	0	0
1996	I	0	0	0	0	0	0	0	0
	II	0	0	0	0	0	0	0	0
	III	22	22	6	6	0	0	0	0
	IV	24	24	3	3	0	0	0	0
	Total	46	46	9	9	0	0	0	0
1997	I	0	0	0	0	0	0	0	0
	II	8	8	0	0	0	0	0	0
	III	220	220	0	0	0	0	0	0
	IV	206	206	0	0	0	0	0	0
	Total	434	434	0	0	0	0	0	0
1998	I	151	122	51	43	8	15.69%	0	0
	II	0	0	0	0	0	0	0	0
	III	4	4	0	0	0	0	0	0
	IV	4	4	1	1	0	0	0	0
	Total	159	130	52	44	8	15.68%	0	0
1999	I	0	0	0	0	0	0	0	0
	II	0	0	0	0	0	0	0	0
	III	1	1	1	1	0	0	0	0
	IV	0	0	0	0	0	0	0	0
	Total	1	1	1	1	0	0	0	0
2000	I	4	3	0	0	0	0	0	0
	II	49	49	13	13	0	0	0	0
	III	4	4	0	0	0	0	0	0
	IV	0	0	0	0	0	0	0	0
	Total	57	56	13	13	0	0	0	0
2001	I	0	0	0	0	0	0	0	0
	II	0	0	0	0	0	0	0	0
	III	2	2	0	0	0	0	0	0
	IV	0	0	0	0	0	0	0	0
	Total	2	2	0	0	0	0	0	0
2002	I	0	0	0	0	0	0	0	0
	II	17	17	2	2	0	0	0	0
	III	0	0	0	0	0	0	0	0
	IV	0	0	0	0	0	0	0	0

	Total	17	17	2	2	0	0	0	0
2003	I	0	0	0	0	0	0	0	0
	II	95	95	32	32	0	0	0	0
	III	70	61	18	18	0	0	0	0
	IV	0	0	0	0	0	0	0	0
	Total	165	156	50	50	0	0	0	0
2004	I	0	0	0	0	0	0	0	0
	II	13	5	0	0	0	0	0	0
	III	54	44	0	0	0	0	0	0
	IV	0	0	0	0	0	0	0	0
	Total	67	49	0	0	0	0	0	0
2005	I	0	0	0	0	0	0	0	0
	II	95	61	19	18	1	5.26%	1	1
	III	105	68	18	8	10	55.56%	3	3
	IV	11	10	0	0	0	0	0	0
	Total	211	139	37	26	11	29.73%	4	4
2006	I	0	0	0	0	0	0	0	0
	II	12	12	0	0	0	0	0	0
	III	42	24	0	0	0	0	0	0
	IV	0	0	0	0	0	0	0	0
	Total	54	36	0	0	0	0	0	0
2007	I	0	0	0	0	0	0	0	0
	II	2	2	0	0	0	0	0	0
	III	0	0	0	0	0	0	0	0
	IV	0	0	0	0	0	0	0	0
	Total	2	2	0	0	0	0	0	0
2008	I	91	44	18	14	4	22.22%	0	0
	II	216	94	45	40	5	11.11%	2	0
	III	648	585	163	151	12	7.36%	0	0
	IV	0	0	0	0	0	0	0	0
	Total	955	723	226	205	21	9.29%	2	0
2009	I	16	8	3	3	0	0	0	0
	II	33	31	9	9	1	11.11%	0	0
	III	314	296	81	79	2	2.47%	0	0
	IV	5	1	5	1	4	80.00%	0	0
	Total	368	336	98	92	7	7.14%	0	0
2010	I	0	0	0	0	0	0	0	0
	II	81	79	16	13	3	18.75%	2	2
	III	2769	2131	609	497	112	18.39%	0	0
	IV	0	0	0	0	0	0	0	0
	Total	2850	2210	625	510	115	18.40%	2	2
2011	I	189	121	39	27	12	30.77%	0	0
	II	573	546	157	147	10	6.37%	0	0
	III	3508	1803	803	445	358	44.58%	352	27
	IV	0	0	0	0	0	0	0	0
	Total	4270	2470	999	619	380	38.04%	352	27
2012	I	0	0	0	0	0	0	0	0
	II	33	28	7	7	0	0	0	0
	III	5943	3432	1219	882	339	27.81%	47	0
	IV	0	0	0	0	0	0	0	0
	Total	5976	3460	1226	889	339	27.65%	47	0
2013	I	30	16	11	8	3	27.27%	0	0
	II	460	211	132	69	53	40.15%	3	0
	III	1866	1648	503	331	172	34.19%	0	0
	IV	0	0	0	0	0	0	0	0
	Total	2356	1875	646	408	228	35.29%	3	0
2014	I	0	0	0	0	0	0	0	0
	II	113	113	29	29	0	0	0	0
	III	1309	1309	219	219	0	0	0	0
	IV	0	0	0	0	0	0	0	0
	Total	1422	1422	248	248	0	0	0	0

2015	I	22	17	10	8	0	#	0	0
	II	261*	143	58	27	0	#	0	0
	III	3891*	3579	741	696	0	#	0	0
	IV	0	0	0	0	0	0	0	0
	Total	4174*	3739	809	731	0	#	0	0

*Enhanced vacancies due to addition of subsequent vacancies arisen on promotion/resignation etc.

#Recruitment is under process including for revised/enhanced vacancies.

Annexure - ~~5~~ ¹¹¹
Vide para 3/31

No.2/8/2001-PIC
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi, the 16th May, 2001.

OFFICE MEMORANDUM

Subject: Optimisation of direct recruitment to civilian posts.

The Finance Minister while presenting the Budget for 2001-2002 has stated that "all requirements of recruitment will be scrutinised to ensure that fresh recruitment is limited to 1 per cent of total civilian staff strength. As about 3 per cent of staff retire every year, this will reduce the manpower by 2 per cent per annum achieving a reduction of 10 per cent in five years as announced by the Prime Minister".

1.2 - The Expenditure Reforms Commission had also considered the issue and had recommended that each Ministry/Department may formulate Annual Direct Recruitment Plans through the mechanism of Screening Committees.

2.1 All Ministries/Departments are accordingly requested to prepare Annual Direct Recruitment Plans covering the requirements of all cadres, whether managed by that Ministry/Department itself, or managed by the Department of Personnel & Training, etc. The task of preparing the Annual Recruitment Plan will be undertaken in each Ministry/Department by a Screening Committee headed by the Secretary of that Ministry/Department with the Financial Adviser as a Member and JS(Admn.) of the Department as Member Secretary. The Committee would also have one senior representative each of the Department of Personnel & Training and the Department of Expenditure. While the Annual Recruitment Plans for vacancies in Groups 'B', 'C' and 'D' could be cleared by this Committee itself, in the case of Group 'A' Services, the Annual Recruitment Plan would be cleared by a Committee headed by Cabinet Secretary with Secretary of the Department concerned, Secretary(DOPT) and Secretary(Expenditure) as Members.

2.2 While preparing the Annual Recruitment Plans, the concerned Screening Committees would ensure that direct recruitment does not in any case exceed 1% of the total sanctioned strength of the Department. Since about 3% of staff retire every year, this would translate into only 1/3rd of the direct recruitment vacancies occurring in each year being filled up. Accordingly, direct recruitment would be limited to 1/3rd of the direct recruitment vacancies arising in the year subject to a further ceiling that this does not exceed 1% of the total sanctioned strength of the Department. While examining the vacancies to be filled up, the functional needs of the organisation would be critically examined so that there is flexibility in filling up vacancies in various cadres depending upon their relative functional need. To amplify, in case an organisation needs certain posts to be filled up for safety/security/operational considerations, a corresponding reduction in direct recruitment in other cadres of the organisation may be done with a view to

restricting the overall direct recruitment to one-third of vacancies meant for direct recruitment subject to the condition that the total vacancies proposed for filling up should be within the 1% ceiling. The remaining vacancies meant for direct recruitment which are not cleared by the Screening Committees will not be filled up by promotion or otherwise and these posts will stand abolished.

2.3 While the Annual Recruitment Plan would have to be prepared immediately for vacancies anticipated in 2001-02, the issue of filling up of direct recruitment vacancies existing on the date of issue of these orders, which are less than one year old and for which recruitment action has not yet been finalised, may also be critically reviewed by Ministries/Departments and placed before the Screening Committees for action as at para 2.2 above.

2.4 The vacancies finally cleared by the Screening Committees will be filled up duly applying the rules for reservation, handicapped, compassionate quotas thereon. Further, administrative Ministries/Departments/Units would obtain beforehand a No Objection Certificate from the Surplus Cell of the Department of Personnel & Training/Director General, Employment and Training that suitable personnel are not available for appointment against the posts meant for direct recruitment and only thereafter place indents for Direct Recruitment. Recruiting agencies would also not accept any indents which are not accompanied by a certificate indicating that the same has been cleared by the concerned Screening Committee and that suitable personnel are not available with the Surplus Cell.

3. The other modes of recruitment (including that of 'promotion') prescribed in the Recruitment Rules/Service Rules would, however, continue to be adhered to as per the provisions of the notified Recruitment Rules/Service Rules.

4. The provisions of this Office Memorandum would be applicable to all Central Government Ministries/Departments/organisations including Ministry of Railways, Department of Posts, Department of Telecom, autonomous bodies – wholly or partly financed by the Government, statutory corporations/bodies, civilians in Defence and non-combatant posts in Para Military Forces.

5. All Ministries/Departments are requested to circulate the orders to their attached and subordinate offices, autonomous bodies, etc. under their administrative control. Secretaries of administrative Ministries/Departments may ensure that action based on their orders is taken immediately.

6. Hindi version will follow.

Sd/-
(Harinder Singh)
Joint Secretary to the Govt. of India

To

1. All Ministries/Departments to the Government of India
(as per standard distribution list)
2. Chairman, RRB, SSC, UPSC and C&AG.
3. All Financial Advisers (By name)

Annexure - 2
(Vide para 3.10)

No. 36038/1/2008-Estt.(Res.)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

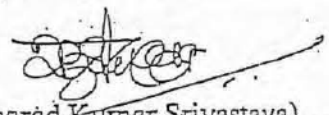
North Block, New Delhi
Dated 21 March 2012

OFFICE MEMORANDUM

Subject: Clarification regarding filling up the posts under Special Recruitment Drives after restructuring of Staff strength of FCI - reg.

The undersigned is directed to refer to Department of Food and Public Distribution's OM No. 18-15/2011-FCI dated 18.1.2012 on the above subject and to say that the reservation quota for respective reserved category in a cadre is determined on the basis of the strength of the cadre and prescribed percentage of reservation for that category. With increase or decrease in the cadre strength, the reservation quota also changes. In a restructured cadre the reservation quota for respective categories has to be re-determined and efforts be made to provide due representation to the reserved categories. It is further stated that posts, which have been declared redundant and are being abolished cannot be filled up.

2. ^{and} Therefore, the posts which have been declared redundant and are being abolished cannot be filled up. Backlog vacancies in FCI have to be filled keeping in view that the reserved categories may get their due representation in the restructured staff strength.

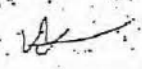


(Sharad Kumar Srivastava)
Under Secretary to the Government of India
Telefax: 23092110

Department of Food and Public Distribution,
(Shri A.K. Rana, Under Secretary)
Krishi Bhavan,
New Delhi.

JL

22 MAR 2012



32/ Page

No.	Name of the Officer	Designation	Course attended	Ministry
1.	Smt. Maninder Kaur Dwivedi	IAS, Executive Director (Pers.)	42 nd Session of IGC & ICF scheduled from 30 th Nov. to 1 st Dec., 2015 in Argentina	Ministry of Consumer Affairs, Food & Public Distribution
2.	Shri A. Rajagopal	General Manager (QC)	Australia-India Strategic Fund (AISPF) Joint workshop in Brisbane, Australia from 2 nd March to 9 th March, 2014	Ministry of Consumer Affairs, Food & Public Distribution
3.	Shri S.P. Kar	Executive Director (I & E)	39 th IGC at London from 9 th to 10 th June, 2014/ 39 th EXCOM of AFMA from 27 th to 29 th August, 2014 at Bangkok	Ministry of Consumer Affairs, Food & Public Distribution
4.	Shri Bijoy Kumar	IAS, Chief Vigilance Officer	Leadership and Strategic Thinking at Cambridge University, UK from 21 st to 26 th September, 2014	Ministry of Personnel, Public Grievances & Pensions
5.	Shri C. Vishwanath	IAS, Chairman & Managing Director	Leadership and Strategic Thinking from 5 th to 10 th October, 2014 at London, UK	Ministry of Personnel, Public Grievances & Pensions
6.	Shri D. Bhalla	IAS, Executive Director (Personnel)	5 th Mandatory Mid Career Training programme at New York, USA from 25 th Oct. to 6 th November, 2014	Ministry of Personnel, Public Grievances & Pensions
7.	Shri Anil Kumar Kachi	IAS, Chief Vigilance Officer	WTO, International Trade and Development at Graduate Institute, Geneva, Switzerland	Ministry of Personnel, Public Grievances & Pensions
8.	Shri Sushil Nagpal	Executive Director (IRL/Stocks)	35 th AFMA EXCOM, field trip & SIMA ASEAN at Bangkok, Thailand from 14 th to 15 th September, 2015	Ministry of Heavy Industries & Public Enterprises

Annexure-VI
vide para 4-B

F.No. EP 17(2)/2010/Pt.
FOOD CORPORATION OF INDIA
16-20, BARAKHAMBA LANE
HEADQUARTERS

New Delhi, dated the 25th October, 2012

(Circular No.EP-24-2012-25)

Subject:- Modification in Benevolent Fund cum Welfare Scheme and Introduction of employee funded Contributory Social Security Scheme

Attention is invited to Headquarters Circular No.3 of 1997 dated 6.2.1997, Circular No.29 of 1997 dated 1.10.1997, Circular No.25 of 1998 dated 24.6.1998, Circular No.51 of 1998 dated 21.12.1998, Circular No.7 of 2000 dated 18.1.2000, Circular No.EP-24-2003-26 dated 28.11.2003, Circular No. EP-24-2005-33 dated 18.10.2005 relating to Employees Benevolent Fund cum Welfare Scheme.

2. The matter regarding modifications in Benevolent Fund cum Welfare Scheme and other decisions has been considered. Accordingly, it has been decided to:

A) Introduce Modifications in the Employees' Benevolent fund cum Welfare Scheme:

i. Membership (Applicability): Staff and Labour (as existing)

ii. Contribution: The contribution by the members shall increase from existing Rs. 10/- per month to Rs. 30/- per month.

iii. Grant:

a. The amount of grant in case of death is revised to Rs.65,000 in place of existing Rs. 30,000. As in the existing scheme, Rs. 15,000 of the total grant amount will be borne by the Corporation while Rs. 50,000 will be charged to the fund.

b. In case of premature retirement on medical grounds or due to permanent disability, a grant of Rs. 2,50,000 will be provided in each case in place of existing Rs. 30,000. The entire amount may be charged to the fund while there shall be no contribution by the Corporation.

iv. Advance

a. The quantum of advance for specified purposes is revised to 25% of Basic Pay for each month of service left or Rs.1.50 Lakhs, whichever is lower. A member may also be allowed to apply for an amount lower than his maximum entitlement, subject to a minimum of Rs.25,000.

49

45

- b. Refundable Advance to members of the Benevolent Fund Scheme shall also be extended for marriage of self in addition to the purposes already defined under the existing scheme.
- c. The principal amount due shall be recoverable from monthly salary in a maximum of 75 instalments. An annual interest rate equal to CPF rate shall be payable on monthly reducing balance. The interest accrued during a month shall be payable at the end of the month. The revised methodology of recovery of advance and charging of interest on advance shall be applicable for all new advances given w.e.f. 1st October, 2012 onwards.
- d. Any employee who avails of such advance may not be entitled to apply for another advance under this Scheme during repayment period and for a further period of 3 years from the payment of last instalment.
- e. An employee would become eligible for advance upon completion of 3 years in service, instead of 5 years at present.
- v. **Fund management:** The fund would be invested in the Corporation and the interest would be allowed at the average annualized Cash Credit rate on the average of opening and closing balance of the fund instead of opening balance as at present. This provision shall be effective from the financial year 2012-13.

B) Introduce Employee funded Contributory Social Security Scheme:

- i. **Background:** Despite the enhancement of benefits in the Benevolent Fund cum Welfare Scheme, it has been felt that the benefits are still not sufficient to cover for the loss of life or liabilities accruing as a result of premature retirement due to sickness/permanent disability. Thus, in order to supplement the benefits available under Benevolent Fund Scheme and provide a higher coverage in case of such exigencies, it has been decided to introduce Contributory Social Security Scheme for the employees, which shall be purely funded by the employees with no additional liability on the Corporation.
- ii. **The Salient features of the Scheme shall be as under:**
 - a. **Membership:** All the Executives and Staff who are enrolled as members of the Benevolent Fund cum Welfare Scheme (except Labour) shall automatically be the members of the Scheme and shall have to contribute towards it.
 - b. **Contribution:** The members of the Scheme are liable to contribute an amount of Rs.70 per month in addition to the Rs.30 per month collected towards the regular Benevolent Fund Scheme. No contribution shall be collected from the labourers.
 - c. **No contribution by FCI:** This scheme shall be a purely employee-funded self-sustaining scheme and no contribution or grant from the Corporation side would be paid under this scheme.

- d. **Amount of Grant:** Grant amount as indicated in Table A would be allowed to the family of the deceased, as per the nomination available for CPF, in case of death of the member while in service and directly to the member in case of his Premature Retirement on medical grounds or due to permanent disability, directly from this fund based on their age profile.

Table A

Age Bracket.	Age bracket description	Grant (Rs.)
18-30	Upto the age of 30 years (last day included)	5,00,000
31-45	Any day above 30 years and upto 45 years	4,50,000
46-50	Any day above 45 years and upto 50 years	3,25,000
51-55	Any day above 50 years and upto 55 years	30,000
56-60	Any day above 55 years and upto 60 years	20,000

- e. **Separate Fund:** To meet this objective and earmark the funds for this scheme, a separate CONTRIBUTORY SOCIAL SECURITY FUND shall be created to provide benefits under the scheme.
- f. **Interest Rates:** The fund would be invested in the Corporation and the fund would be allowed interest at the average annualized Cash Credit rate on the average of opening and closing balance of the fund. This provision shall be effective from the Financial Year in which the Scheme is approved.
- g. **Assessment of viability and Review:**
- Initially, during the first year of the Scheme, only 75% of the eligible grant shall be released in each case. An assessment of the sustainability of the scheme shall be done after one year based on existing contribution rates and decision shall be taken accordingly with regard to release 100% of the eligible amount, enhancement of the contribution etc. The fund position shall be reviewed regularly to ensure continuity of the fund and in order to ensure adequacy of the fund, monthly contribution may be revised if required.
 - All FCI units upto district level shall be required to prepare a roster of deaths during the Financial Year and furnish a report of number of deaths in the respective age bracket (As given under Para 2.B.(ii).d. Table A above) during the previous financial year for their unit. The consolidated report should be submitted by respective ED Zones to GM(P&IR) by 30th June every year so as to allow the headquarters to take a view to modify the benefits/contribution rates accordingly. For the FY 2012-13 data w.e.f. 1st October, 2012 shall be maintained.
- h. **Procedure:** The administrative procedure as applicable in case of Benevolent Fund shall be applicable for this scheme also.
- i. **Future Scope:** Initially, the Scheme shall be strictly applicable for the employees who are also members of the Benevolent Fund cum Welfare Scheme. However,

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subsequently IR-L Division of Hqrs. may examine the possibility of giving an offer to the labour unions to consider extension of the scheme to labour also.

C) Common Provisions applicable to both Benevolent Fund cum Welfare Scheme and Contributory Social Security Scheme shall be as follows:

- i. **Fund Information Publication:** The details of both the funds (Benevolent Fund and Contributory Social Security Scheme) shall be indicated as an annexure/appendix in the Annual Report of the Corporation indicating the member contribution, Corporation contribution, interest, grants paid and advances given and recovered.
- ii. **Periodical Review of Scheme:** The schemes shall be reviewed every 2 years and an upward/downward revision in benefits and contribution rates shall be considered based on the fund position and other factors.
- iii. **Effective date of Applicability:** of modifications in Benevolent Fund cum Welfare Scheme and Introduction of Contributory Social Security Scheme shall be 1st October, 2012. In case if contribution for October, 2012 is not possible to be deducted from salary of October, 2012, the same may be deducted from the salary of November, 2012.

(AUTHORITY: Item No. 123/350th Meeting of the Board of Directors held on 27.09.2012)

Sd/-
(Sandeep Kumar Sharma)
Deputy General Manager (EP)

Distribution:

As per standard mailing list.

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

MINUTES OF THE FIFTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2015-16) HELD ON 20TH JANUARY, 2016 IN COMMITTEE ROOM NO. 53, PARLIAMENT HOUSE, NEW DELHI

The Committee sat from 1500 hrs. to 1600 hrs.

PRESENT

Shri Rajen Gohain — In the *Chair*

MEMBERS

Lok Sabha

2. Shri Ramesh Bidhuri
3. Shri Prataprao Jadhav
4. Shri P. Karunakaran
5. Shri Banshilal Mahato
6. Shri Rodmal Nagar
7. Smt. Anupriya Patel
8. Shri Mullappally Ramachandran
9. Smt. Butta Renuka
10. Dr. Nepal Singh
11. Shri Ladu Kishore Swain
12. Shri Om Prakash Yadav

Rajya Sabha

13. Shri Chunibhai Kanjibhai Gohel
14. Shri B.K. Hariprasad
15. Shri Vishambhar Prasad Nishad
16. Shri Rajpal Singh Saini
17. Shri Ashk Ali Tak

SECRETARIAT

- | | | |
|---------------------|---|---------------------|
| 1. Shri U.B.S. Negi | - | Joint Secretary |
| 2. Shri R.R. Kumar | - | Additional Director |
| 3. Smt. P. Jyoti | - | Under Secretary |

WITNESSES

MINISTRY OF CONSUMER AFFAIRS, FOOD & PUBLIC DISTRIBUTION

- | | | |
|----|---------------------|-----------------------|
| 1. | Ms. Vrinda Sarup | Secretary |
| 2. | Shri U.K.S. Chauhan | Joint Secretary (PNG) |

FOOD CORPORATION OF INDIA (FCI)

- | | | |
|----|----------------------------|--------------------------------|
| 1. | Shri Yogendra Tripathi | C&MD |
| 2. | Smt. Maninder Kaur Dwivedi | Executive Director (Personnel) |
| 3. | Shri Sushil Nagpal | Executive Director (IR-L) |
| 4. | Shri S.P. Kar | Executive Director (IA&PV) |
| 5. | Shri R.K. Chaturvedi | CGM (Personnel) |
| 6. | Smt. Shraddha Sharma | DGM (CLO) |

2. At the outset, the Chairperson welcomed the Members of the Committee and the representatives of the Ministry of Consumer Affairs, Food and Public Distribution (Deptt. of Food and Public Distribution) and Food Corporation of India.

3. Thereafter, the representatives of the FCI made a brief power point presentation on implementation of reservation for OBCs and steps taken for welfare of OBC employees.

SO

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

- (i) Representation of OBCs in FCI at various levels;
- (ii) Implementation of 27% quota reserved for OBCs;
- (iii) Efforts made for fulfillment of backlog vacancies of OBCs;
- (iv) Appointment of Liaison Officers for OBCs from OBC category;
- (v) Representation of OBC employees in foreign training programmes;
- (vi) Formation of OBC Employees' Welfare Association in FCI;
- (vii) Grievance Redressal Mechanism for OBC employees.

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

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

The Committee then adjourned.

ConfidentialCOMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2016-17)**MINUTES OF THE FIFTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2016-17) HELD ON 22nd MARCH, 2017 IN COMMITTEE ROOM 'B', GROUND FLOOR, PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1500 hrs. to 1630 hrs.

PRESENTShri Ganesh Singh — *Chairperson*MEMBERS*Lok Sabha*

2. Smt. Santosh Ahlawat
3. Shri Prataprao Jadhav
4. Shri Ram Mohan Naidu Kinjarapu
5. Dr. Banshilal Mahato
6. Dr (Smt.) Pritam Gopinath Munde
7. Shri Rodmal Nagar
8. Dr. Mriganka Mahato
9. Shri Rajeev Satav
10. Shri Kapil Moreswar Patil
11. Shri Ladu Kishore Swain

Rajya Sabha

12. Shri Ram Narain Dudi
13. Dr. Vikas Mahatme
14. Shri B.K. Hariprasad
15. Shri Ahamed Hassan
16. Shri Vishambhar Prasad Nishad
17. Shri Husain Dalwai
18. Shri Ram Nath Thakur

SECRETARIAT

1. Shri N.C. Gupta - Joint Secretary
2. Shri A.K. Shah - Director
3. Shri R.R. Kumar - Additional Director

**Representatives of Ministry of Consumer Affairs, Food and Public Distribution
(Department of Food and Public Distribution)**

Ms. Preeti Sudan	-	Secretary
Shri Prashant Trivedi	-	Joint Secretary (P&FCI)
Shri Subhashish Panda	-	Joint Secretary (Admin.)
Smt. Simerjit Kaur	-	Director (FCI)

Representatives of Food Corporation of India (FCI)

Shri Yogendra Tripathi	-	Chairman and Managing Director
Smt. K. Damayanthi	-	Executive Director (Personnel)
Shri S.P. Kar	-	Executive Director (Procurement)

2. At the outset, the Chairperson, welcomed the Members of the Committee to the sitting of the Committee convened for taking evidence of the representative of Ministry of Consumer Affairs, Food and Public Distribution, Department of Food and Public Distribution and Food Corporation of India (FCI) on the subject "Measures undertaken for ensuring representation of OBCs in employment and for their welfare in FCI" to be followed by consideration and adoption of the Draft Report on Action Taken by the Government on the recommendations contained in the Fifth Report of the Committee on the subject "Measures undertaken for ensuring representation of OBCs in employment and for their welfare in Indian Oil Corporation Ltd."

[Witnesses were then called in]

3. The Chairperson welcomed the witnesses to the sitting of the Committee and recalled that various points were raised by the previous Committee at their sitting held on 20th January, 2016. The Chairperson observed that not much progress has since been made with regard to various issues like ensuring mandated 27% reservation in employment for OBCs in FCI, inadequate representation in Board of Directors of FCI, need for early registration of Association for welfare of OBC employees in FCI etc.

4. Thereafter the representatives of FCI made a power point presentation. The Members raised individual queries which were responded to by the witnesses.

5. Various issues that came up during the course of evidence inter-alia were, need for revising cap of 27% reservation for OBCs in various States where OBC population is quite high, need for early registration of OBC welfare Association in FCI, need for time bound filling up of OBC vacancies in FCI etc. On the issue of revising cap of 27% reservation for OBCs, the Committee decided to seek clarifications from Department of Personnel and

Training in the first instance. The Committee also decided to hear the views of Department of Personnel and Training at one of their subsequent Sittings. The Committee then thanked the witnesses for appearing before the Committee and directed them to furnish written information to the Secretariat which was not readily available with them, by 27th March, 2017.

[Witnesses then withdrew]

6. Thereafter the Committee took up for consideration the Draft Report on Action Taken by the Government on the recommendations contained in the Fifth Report of the Committee (2015-16) on "Measures undertaken for ensuring representation of OBCs in employment and for their welfare in Indian Oil Corporation Ltd. (IOCL)". The Committee adopted the said Draft Report without any changes and authorized the Chairperson to present the Report to Parliament.

The Committee then adjourned to meet again on 29th March, 2017 at 1500 hrs.

A copy of the verbatim proceedings has been kept.

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

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

The Committee sat from 1100 hrs. to 1230 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

LOK SABHA

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

RAJYA SABHA

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

SECRETARIAT

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

WITNESSES

X	X	X	X
X	X	X	X

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

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

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

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

The Committee then adjourned.

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

^x The matters not related to the Report.