

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2018-19)**

(SIXTEENTH LOK SABHA)

MINISTRY OF PETROLEUM AND NATURAL GAS

**Action Taken by the Government on the Observations/Recommendations
contained in the Ninth Report
(Sixteenth Lok Sabha) of the Committee on Welfare of
OBCs on “Measures undertaken to secure
Representation of OBCs in employment and for their Welfare in
Oil and Natural Gas Corporation”**

FOURTEENTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

August, 2018/ Shravana, 1940 (Saka)

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Oil and Natural Gas Corporation”**

MINISTRY OF PETROLEUM AND NATURAL GAS

Presented to Lok Sabha on 09.08.2018

Laid in Rajya Sabha on 09.08.2018



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2018-19)

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS

LOK SABHA

2. Smt. Santosh Ahlawat
3. Shri A. Arunmozhithevan
4. Shri Santosh Kumar
5. Shri Shailesh Kumar
6. Shri Ravindra Kushawaha
7. Dr. Swami Sakshi ji Maharaj
8. Dr. Banshilal Mahato
9. Dr. Mriganka Mahato
10. Dr. (Smt.) Pritam Gopinath Munde
11. Shri Rodmal Nagar
12. Shri Ram Mohan Naidu Kinjarapu
13. Shri P. Karunakaran
14. Shri Kapil Moreshwar Patil
15. Shri Hari Narayan Rajbhar
16. Shri Mullappally Ramachandran
17. Shri Rajeev Satav
18. Shri Rajveer Singh (Raju Bhaiya)
19. Shri Ladu Kishore Swain
20. Shri Kanwar Singh Tanwar

RAJYA SABHA

21. Shri Husain Dalwai
22. Shri Ram Narain Dudi
23. Shri B.K. Hariprasad
24. Shri Ahamed Hassan
25. Dr. Vikas Mahatme
26. Shri Vishambhar Prasad Nishad
27. Shri K.K. Ragesh
28. Smt. Vijila Sathyananth
29. Shri Ram Nath Thakur
30. Smt. Chhaya Verma

SECRETARIAT

- | | | | |
|----|-----------------|---|-----------------|
| 1. | Shri N.C. Gupta | - | Joint Secretary |
| 2. | Shri R.R. Kumar | - | Director |
| 3. | Smt. P. Jyoti | - | Under Secretary |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2018-19) having been authorized by the Committee to present the Report on their behalf, present this Fourteenth Report on "Action taken by the Government on the Observations/Recommendations contained in their Ninth Report (Sixteenth Lok Sabha) on "Measures undertaken to secure representation of OBCs in employment and for their welfare in Oil and Natural Gas Corporation" pertaining to the Ministry of Petroleum and Natural Gas.

2. The Ninth Report was presented to the Hon'ble Speaker, Lok Sabha on 14th December, 2017 under Direction 71 A of the Directions by the Speaker, Lok Sabha and was placed before the Hon'ble Chairman, Rajya Sabha on 27th December, 2017. The Report was subsequently presented to Lok Sabha and laid on the Table of Rajya Sabha on 7th February, 2018. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 2nd May, 2018.

3. The replies of the Government were examined and the Draft Report was considered and adopted by the Committee at their sitting held on 7th August, 2018.

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

NEW DELHI
7 August, 2018
16 Shravana, 1940 (Saka)

GANESH SINGH,
Chairperson
Committee on Welfare of OBCs

CHAPTER I

REPORT

This Report of the Committee on Welfare of Other Backward Classes deals with the action taken by the Government on the Observations/Recommendations contained in their Ninth Report (Sixteenth Lok Sabha) on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Oil and Natural Gas Corporation (ONGC)' pertaining to the Ministry of Petroleum and Natural Gas.

2. The Ninth Report of the Committee was presented to Lok Sabha on 7th February, 2018 and was laid on the Table of the Rajya Sabha the same day. The Report contained 7 observations/recommendations. Action Taken Notes in respect of all the observations/recommendations contained in Report have been received from the Government. These have been examined and categorized as follows:-

I.	Observations/Recommendations which have been accepted by the Government : Recommendations Sl. Nos. 4, 5 and 7.....	(Total - 3) Chapter II
II.	Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies: Recommendation Sl. No 2.....	(Total - 1) Chapter III
III	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteratio Recommendations Sl. Nos. 1, 3 and 6	(Total - 3) Chapter IV
IV	Observations/Recommendations in respect of which final replies of the Government are still awaited: ----Nil----	(Total- Nil) Chapter V

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

4. The Committee will now deal with the action taken by the Government on some of the Observations/Recommendations which need reiteration or comment, in the succeeding paragraphs.

Reservation for OBCs in ONGC

Recommendation (Sl. No. 1)

5. The Committee in their Ninth Report had recommended as under:-

“The Committee note that there were 6372 OBC employees amongst the total strength of 33,794 employees in ONGC as on 1st February, 2017 which forms about 18.9 per cent of the total strength. In class I services, the total strength is reported to be 21,713, whereas the strength of OBC employees in Class -I services stands at 3052, which is about 14.1 percent only. The Committee also note that reservation for OBCs has been in force in ONGC since 8.9.1993 in direct recruitment as per Government orders. In Group ‘A’ services, 27 percent reservation for OBC posts is being implemented in direct recruitment on All India basis through open competition and 25.84 per cent in direct recruitment on All India basis other than open competition. The Committee have been informed that the recruitment in executive cadre i.e. Group ‘A’ is stipulated at E-1 and E-4 levels and recruitment is carried out both as direct recruitment as well as campus recruitment. However, the scrutiny of data supplied by the ONGC reveals that even at E-1 level, there were only 949 OBCs out of a total of 3885 employees framing 24.4 percent as on 1st February, 2017 and the situation is still worse in E-4 level, where there were 321 OBCs out of 2669 employees which is only 12 per cent of the total number of employees in E-4 level. The Committee are not satisfied with any reason whatsoever extended by the ONGC for not being able to fulfil the stipulated quota of reservation for OBCs even in the entry levels of Group ‘A’ services. On the one hand, the ONGC is not showing any shortfall or backlog vacancies in Group ‘A’ services, and on the other, they are not able to achieve the requisite representation of OBCs at the entry levels of direct recruitment even after the lapse of more than two decades of implementation of reservation for OBCs in the services under Government of India.

The Committee also scrutinized the data regarding year-wise recruitments made in ONGC and reservation given to OBC candidates therein in Group ‘A’ E-1 level posts since 1993 as shown in Annexure-I. The data shows that 3.84 percent reservation was

given to OBC in 1993, 8.08 percent in 1994, 12.72 per cent in 1995, 11.96 percent in 1996, 9.80 per cent in 1997, 2.90 per cent in 1998, 18.32 per cent in 1999, 25.80 per cent in 2000, 22.42 per cent in 2001, 11.86 per cent in 2002, 13.59 per cent in 2003, 19.40 per cent in 2004, 17.39 per cent in 2005, 26.25 percent in 2006, 25 per cent in 2007, 27.31 per cent in 2008, 22.01 percent in 2009, 23.88 percent in 2010, 25.14 percent in 2011, 26.13 percent in 2012, 20.95 per cent in 2013, 25.64 per cent in 2014, 29.04 per cent in 2015 and 29.77 percent in 2016. Further there is no shortfall or backlog vacancy for OBC shown in the given data. The Committee are astonished and rather anguished to find that barring the years of 2008, 2015 and 2016, nowhere the reservation given to OBC has touched the figure of 27 per cent right from 1993. The percentage is below 20 during 11 years and during initial years, it remained even below the double digit range at least four times. The Committee are unable to understand the basis of earmarking less number of vacancies for OBCs than the stipulated percentage of reservation as per the Government orders and would like to know the reasons therefore. The Committee, therefore, recommend that the year-wise vacancies for OBCs should be reviewed and they may be apprised of the outcome thereof.”

6. In their Action Taken notes, the Ministry of Petroleum and Natural Gas has stated as under:-

“In the observation/recommendation of the Parliamentary Committee, the analysis of ONGC data regarding representation of OBC has been done on the manpower details as on 01.02.2017. Reservation for OBC in ONGC is subject to the following facts:

- (i) The OBC reservation has started w.e.f. 08.09.1993. The representation of OBC in direct recruitment after 08.09.1993 is 30.03% (as on 01.02.2017).
- (ii) The reservation is applied based on cadre strength of each individual post and not on the vacancy. This is as per DoPT O.M. dated 02.07.1997.
- (iii) The requirement of OBC based on Reservation Percentage or Roster Points, is derived for each post and the percentage required is met. The required number of OBC based on prescribed percentage calculated on the strength of all the posts combined, will be higher than the required number of OBC in individual posts cumulative. For example, suppose there are 3 separate posts A, B & C with cadre

strength of 33, 44 & 48 respectively. The reservation will be calculated @ 27% as follows:

Table: 1

Post	Cadre Strength	% age Reservation	Required OBC
A	33	27%	8
B	44	27%	11
C	48	27%	12
Total OBC required when aggregate of each individual post is taken			31

If we combine the strength of all individual posts i.e. A, B & C and calculate reservation, the following will emerge:

Table: 2

Post	Cadre Strength	% age Reservation	Required OBC
A, B & C	125	27%	33

Note: Thus difference of 2 emerges on the cadre strength of 125 is taken instead of considering separately. DOPT instructions prescribe for Post Based Reservation Roster / Register and not on combined manpower.

Based on above and guidelines on Post Based Reservation Roster for reservation of OBC effective from 08.09.1993, the status of implementation of OBC reservation in ONGC has been explained to clarify the ONGC representation in ONGC vis-à-vis observation of the Parliamentary Committee on the matter:

Point	Observation in Brief	Comments Thereof
(i)	As on 01.02.2017, only 6,372 OBC in ONGC against total 33,794 employees i.e. 18.9 %.	The reservation of OBC has been implemented since 08.09.1993. The representation of OBC in the manpower data as on 01.02.2017 is viewed separately for those who joined before 08.09.1993 and those who joined on or after this

As on 01.02.2017,
only 3,052 OBC in
Class-I against total
Class-I of 21,713 i.e.
14.1 %.

date:

Table: 3

Joined before 08.09.1993 (As on 01.02.2017):

Class	Total	OBC	% age
Executives			
Class-I	14479	1225	8.46 %
Non-Executives			
Class-III	2086	256	12.27 %
Class-IV	1337	181	13.54 %
Total*	18167	1683	9.26 %

Table: 4

Joined on or after 08.09.1993 (As on 01.02.1997):

Class	Total	OBC	% age
Executives			
Class-I	7234	1830	25.30 %
Non-Executives			
Class-III	7119	2569	36.09 %
Class -IV	1128	287	25.84 %
Total *	15627	4693	30.03 %

* Level where no direct recruitment takes place is also included in Total in Table 3 and 4.

As seen from the above, the required

		percentage of OBC has reached the adequate level for the manpower who joined after 08.09.1993.
(ii)	<p>In class-I, ONGC conducts direct Recruitment at E-1 and E-4 levels. The representation of OBC in these levels (E1 & E4) are also not adequate, as shown below:</p> <p>At E-1 level only 949 employees against total of 3885 i.e. 24.4%.</p>	<p>In Class-I or the executive cadre, direct recruitment takes place at E1 and E4 levels and as per Govt. of India instructions, reservation is applied on direct recruitment at the rate of 27% in Open Competition and 25.4% in Other than Open Competition. It is however important to note that when manpower data is taken at E1 & E4, number in manpower will have a component of direct recruitment and those coming through promotion channel.</p> <p>Induction at E1 level includes both Promotion and Direct Recruitment. Reservation in non-executives is as per State reservation percentage therefore at promotion those quotas are reflected. Therefore exact 27% OBC is not available at E1 level, if entire strength is considered.</p> <p>Therefore, within E1 and E4 levels of employees, it is important to see who all have come on direct recruitment and joined after 08.09.1993 and what is the percentage of OBC among them. The below mentioned data taken from manpower strength of 01.02.2017 gives the clear picture of OBC representation in direct recruitment at E1 & E4 level:</p> <p><u>Position of OBC representation/ reservation at E1</u></p> <p style="text-align: center;">Table: 5</p> <p style="text-align: center;">Direct Recruitment at E1 (As on 01.02.2017)</p>

Rectt.	Total	OBC	% OBC
Pre-8.9.93	1	0	0 %
Post-8.9.93	2205	708	32.11 %
All Rectt.	2206	708	32.09 %

Table: 6

Promotion at E1 (As on 01.02.2017)

Prom.	Total	OBC	% OBC
Pre-8.9.93	1484	202	13.61 %
Post-8.9.93	180	38	21.11 %
All Prom.	1664	240	14.42 %

No reservation in promotion is applicable.

Feeder cadre for promotion to E1 level include many sub-disciplines which merge at E1 levels having the same impact as brought out at Table 1 & 2 above.

Reservation applied on recruitment at feeder cadre of relatively small cadre strength is distorted when combined together as shown in the example above.

The feeder cadre of promotion to E1 level include initial recruitment at staff level as per prescribed percentage in the respective state. The prescribed percentage for OBC in some states where ONGC has its operations, has less than 27% reservation such as 13% in Uttarakhand, 2% in Tripura and 22% in West Bengal. 54 out of 180 such promoted to E1 have come from states where prescribed percentage

<p>At E-4 level only 321 OBC against total of 2669 i.e. 12%</p>	is less than 27%.																																																											
	<p><u>Position of OBC representation/ reservation at E4</u></p>																																																											
	<p><u>E4</u></p>																																																											
	<p>Similar analysis of direct recruitment and promotion at E4 level has been done as below:</p>																																																											
	<p>Table: 7</p>																																																											
	<p>Direct Recruitment at E4 (As on 01.02.2017)</p>																																																											
	<table><tr><th>Rectt.</th><th>Total</th><th>OBC</th><th>% OBC</th></tr><tr><td>Pre-8.9.93</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Post-8.9.93</td><td>14</td><td>2</td><td>14.29 %</td></tr><tr><td>All Rectt.</td><td>14</td><td>2</td><td>14.29 %</td></tr></table>	Rectt.	Total	OBC	% OBC	Pre-8.9.93	0	0	0	Post-8.9.93	14	2	14.29 %	All Rectt.	14	2	14.29 %																																											
	Rectt.	Total	OBC	% OBC																																																								
	Pre-8.9.93	0	0	0																																																								
	Post-8.9.93	14	2	14.29 %																																																								
All Rectt.	14	2	14.29 %																																																									
<p>At E4 level negligible proportion of recruitment is made. Induction of total recruitment at E4 level comes to 0.63% (as on 01.02.2017).</p>																																																												
<p>Total direct recruitment in the manpower as on 01.02.2017 is 14 which is distributed among 9 different posts.</p>																																																												
<p>Cadre strength of each of the 9 different posts is as under:</p>																																																												
<p>Table: 8</p>																																																												
<table><tr><th>Post</th><th>Gen</th><th>OBC</th><th>SC</th><th>ST</th><th>Total</th></tr><tr><td>Company Secretary</td><td>1</td><td></td><td></td><td></td><td>1</td></tr><tr><td>Mgr.(HR)</td><td></td><td></td><td></td><td>1</td><td>1</td></tr><tr><td>Mgr.(M.M)</td><td>1</td><td></td><td>1</td><td></td><td>2</td></tr><tr><td>Mgr.(Security)</td><td>1</td><td></td><td></td><td></td><td>1</td></tr><tr><td>Port Captain</td><td></td><td>1</td><td></td><td></td><td>1</td></tr><tr><td>SE (Drilling)</td><td>1</td><td></td><td></td><td>1</td><td>2</td></tr><tr><td>Sr.Second Engr.(Marine)</td><td>2</td><td>1</td><td></td><td></td><td>3</td></tr><tr><td>Suptdg. Chemist</td><td>1</td><td></td><td></td><td></td><td>1</td></tr><tr><td>Suptdg.</td><td>2</td><td></td><td></td><td></td><td>2</td></tr></table>	Post	Gen	OBC	SC	ST	Total	Company Secretary	1				1	Mgr.(HR)				1	1	Mgr.(M.M)	1		1		2	Mgr.(Security)	1				1	Port Captain		1			1	SE (Drilling)	1			1	2	Sr.Second Engr.(Marine)	2	1			3	Suptdg. Chemist	1				1	Suptdg.	2				2
Post	Gen	OBC	SC	ST	Total																																																							
Company Secretary	1				1																																																							
Mgr.(HR)				1	1																																																							
Mgr.(M.M)	1		1		2																																																							
Mgr.(Security)	1				1																																																							
Port Captain		1			1																																																							
SE (Drilling)	1			1	2																																																							
Sr.Second Engr.(Marine)	2	1			3																																																							
Suptdg. Chemist	1				1																																																							
Suptdg.	2				2																																																							

At E-4 level only 321 OBC against total of 2669 i.e. 12%

		Geologist					
		Grand Total	9	2	1	2	14

Table: 9

Promotion at E4 (As on 01.02.2017)

Prom.	Total	OBC	% OBC
Pre-8.9.93	1916	193	10.07 %
Post-8.9.93	756	129	17.06 %
All Prom.	2672	322	12.05 %

No reservation in promotion is applicable.

The manpower on promotion to E4 level have some component of feeder cadre which comprises of non-executives also, where reservation of respective state is applied.

It will be seen from the above manpower data that those who had joined after implementation of OBC reservation i.e. 08.09.1993, the percentage of reservation provided for OBC category in direct recruitment is 30.03%.

The best tool to assess the implementation of reservation is through Reservation Roster/Register of direct recruitment. Summary of Reservation Roster for direct recruitment at executive (Class-I) level by Open competition and other than by open competition as on 31.12.2016 are placed at **Annexure – II & III**. The summary position of the Roster for Open Competition shows that there is a shortfall of 22 OBCs and for Other than Open Competition there is a shortfall of 10 OBCs. It is however, pertinent to mention that there are total 36 surplus OBCs as well in these cadres.

The Summary of Surplus and Shortfall of OBC in Open competition and Other than Open competition for recruitment at E-1 level is given in the table below:

Method of Selection	No of Recruitments	Surplus	Shortfall	Variation
Other than	796	24	10	14

Open				
Open	3090	12	22	-10

The list of surplus and shortfall is placed at Annexure-IV.

7. The Committee in their Original Report had observed that ONGC was not filling up the stipulated quota of reservation for OBCs even in the entry levels of Group 'A' service. Further, on the basis of the data regarding year-wise vacancies provided by the Ministry of Petroleum and Natural Gas, the Committee had raised concern over earmarking less number of vacancies for OBCs in ONGC than the stipulated percentage of reservation as per the Government orders and had recommended the Ministry to get these vacancies reviewed. While replying to the recommendation of the Committee, the Ministry has provided the information pertaining to the position and status of reservation provided to OBCs vide the post based rosters being maintained by ONGC. The Committee still find that there are 22 shortfall vacancies under OBC category in Class-I (E-I level) posts in ONGC for the recruitments through open competition and 10 shortfall vacancies for the recruitments through other than open competition. The Ministry has also shown a few surplus numbers under OBC category in Class-I (E-I) level posts. However, the Committee hope that the shortfall vacancies under OBC category shown in the post-based rosters against certain posts will not be affected by the surplus shown against other posts. The Committee, therefore, expect that the actual OBC shortfall vacancies in the Class-I posts in ONGC would be reviewed and the shortfall vacancies shown under both the categories of recruitments through open competition and through other than open competition will be fulfilled on priority basis in a time-bound manner.

Recommendation (Sl. No. 3)

The Committee in their Ninth Report has recommended as under:-

8. "The Committee note that there are 7 shortfall vacancies for OBCs in Delhi-Dehradun sector, 2 in Assam and backlog of 6 OBC vacancies in Gujarat and 16 in Maharashtra/Mumbai sector in Group C posts. In Group D service, there are 9 shortfall OBC vacancies in Assam sector and 1 backlog vacancy in Gujarat sector as on 31.12.2016. Moreover, in Andhra Pradesh recruitment for 33 Group C OBC vacancies in 2014 and 20 in 2015 and also 5 Group D OBC vacancies in 2014 and 2 in 2015 are held up due to court case. The Ministry has attributed the

shortfall/ backlog in OBC vacancies to regularisation of contract workers as per court orders.

The Committee feel that the regularisation of contract workers should not be a hindrance in filling up the regular posts of Group C and D categories and desire that the shortfall/backlog vacancies for OBCs in Group C and D posts in various sectors across the country may be filled up on priority basis by removing all the bottlenecks, thereby ensuring justice to the OBC candidates. The Committee also recommended that the monitoring mechanism to oversee the recruitment procedure and implementation of reservation for OBCs in ONGC should be strengthened so as to get rid of any discrepancy in working out the actual number of reserved posts for OBCs and also the cumulation of backlog vacancies in OBC category.”

9. In their Action Taken Notes, the Ministry of Petroleum and Natural Gas has stated as under:

“The issue wise reply to the observation in point no. 3 is given in the table below:

Sl.	Issue in the Observation	Reply Thereof
(i)	As per reservation Roster as on 31.12.2016, there are shortfall / Backlog of OBC in Group C & D: Delhi-Dehradun ; 7 in C Assam ; 2 in C & 9 in D Gujarat ; 6 in C & 1 in D Mumbai ; 16	The figure shows the aggregate shortfall in all posts of a particular work-centre as depicted in the Roster of 31.12.2016. The shortfall in each post individually is not very high and is accounted in subsequent recruitment exercises. e.g. in Delhi-Dehradun, the total shortfall of 7 in OBC pertain to 5 different posts and the maximum shortfall in a single post is 2. • Besides, there is surplus OBC in 2 posts (1 post each).
(ii)	In Andhra Pradesh, the recruitment of OBC has been held up due to Court Case: 2014: 33 in C & 5 in D 2015: 20 in C & 2 in D	The Hon'ble Andhra Pradesh High Court has conditionally allowed to release the offer of appointments. Accordingly total 104 no of offer of appointments have been released out of which 51 have been

		issued to OBCs. The following posts for OBCs have been released subsequent to the Hon'ble High Court Order: Group C; 51 Group D; 0
(iii)	The Committee feel that the regularisation of contract workers should not be a hindrance in filling up the regular posts of Group C and Group D categories and desire that the shortfall/backlog vacancies for OBCs in Group C and Group D posts in various sectors across the country may be filled up on priority basis by removing all the bottlenecks, thereby ensuring justice to the OBC candidates.	ONGC is bound by court orders and thus has to implement all directions which are passed by the Hon'ble Courts. Sometimes regularisation arising out of such court orders is not in the proportion of percentage of reservation prescribed by Government of India for respective categories i.e. SC, ST and OBC. Since reservation is post based arising out of cadre strength such disturbance is captured in cadre strength and gets reflected in the number of posts to be reserved in the next recruitment exercise/ filling up the vacancies in the post.

10 The Committee in their Ninth Report had highlighted OBC shortfall/backlog vacancies in Group C and D categories in Delhi-Dehradun, Assam, Gujarat and Maharashtra/Mumbai sectors. In the action taken reply, the Ministry has inter-alia stated that the shortfall in each post individually is not very high and is accounted in subsequent recruitment exercises. The Committee are of the opinion that timely recruitment against the reserved vacancies is much more important than the size of OBC shortfall/backlog vacancies. The Ministry had attributed the shortfall/backlog in OBC vacancies to regularization of contract workers as per court orders. In the current reply also, the Ministry has stated that sometimes regularisation arising out of such court orders is not in the proportion of percentage of reservation prescribed by Government for SC, ST and OBCs. It has been further stated that since reservation is post based arising out of cadre strength, such disturbance is captured in cadre strength and gets reflected in the number of posts to be reserved in the next recruitment exercise/filling up

the vacancies in the post. The Committee, in the given scenario, wish to reemphasize their stand towards ensuring timely recruitment against all the backlog vacancies in order to minimize any loss to OBC aspirants in case of any unforeseen 'disturbance' in the cadre strength and reiterate that the shortfall/backlog vacancies for OBCs in Group C and D posts in various sectors of the country may be filled up on priority basis by removing all the bottlenecks.

Foreign Training facility for OBCs

Recommendation (Sl. No. 6)

The Committee in their Ninth Report has recommended as under:-

11 “The Committee note that during the last four years, the percentage of OBC employees deputed for training within India were 17.34, 19.12, 20.34 and 23.55 per cent, while the percentage of OBC employees selected for training abroad were a meager 0.54, 0.61, 3.47 and 2.89 per cent. The Ministry have defended the dismal state of affairs for OBCs as far as the foreign training programmes are concerned by citing that the flagship programmes like Leadership Development Programme, Advance Management Programme and Senior Management Programme having overseas learning component are for Senior Executives at the level of E5 and above and sufficient number of OBC officers are not available in these categories. When the Committee raised concern over less opportunity available for OBC executives for training abroad, it was informed that a separate batch of 24 OBC officials of the level of Chief Manager has been constituted for foreign training purpose in order to give fair opportunity to OBC officials to excel. While appreciating the step taken by ONGC to mend the injustice done earlier, the Committee feel the need of a systemic arrangement to ensure inclusive participation in the flagship programmes to inculcate leadership development and advance management skills in the company executives so that the socially and educationally backward community's interests are also protected and nurtured. This can be ensured, in the opinion of the Committee, by showing foresightedness of developing the skills and nourishing the potentials of the middle level officers, especially those from the marginalised section of the

society. This will not only promote the welfare of the OBC community, but also be fruitful for the overall development and growth of the company. The Committee, therefore, recommend the Ministry to develop a mechanism to increase the participation of OBC employees in the foreign training programmes and assignments in the future.”

12. In their Action Taken Replies to the recommendation of the Committee Ministry of Petroleum and Natural Gas stated as under:

“Training programmes like Senior Management Programmes (SMP), Advance Management Program (AMP) and Leadership Management Program (LDP), participants are selected only on the basis of competency/seniority criteria approved by apex body of ONGC and gives equal opportunity to all category of employees based on ranking as per Govt. guidelines/instructions. However to bridge the gap, a separate batch of 25 OBC executives was sent for foreign training by enhancing their ranking keeping same criteria. This is the first ever such initiative aimed at capacity building and grooming of OBC executives at middle level, to enable them to take-up leadership roles in future.

In the true constitutional spirit, ONGC implements all the welfare schemes as per the norms of the Govt. as well as also takes inputs from the respective Associations’ periodically, to strengthen policy implementation regarding SC/ST & OBC welfare within ONGC. Details of OBC participation in India & Abroad are as follows:

Year	India (All ONGC Institutes)			Abroad (ONGC)		
	Total	OBC	%	Total	OBC	%
2014-15	21224	4059	19.12	330	2	0.60
2015-16	21175	4307	20.34	144	5	3.47

2016-17	21549	4579	21.25	224	22	9.82
2017-18 (Q3)	13966	2732	19.56	279	36	12.90

13 The Committee in their recommendation had highlighted the need of a systemic arrangement to ensure inclusive participation in the flagship programmes to inculcate leadership development and advance management skills in the company executives, especially the middle level executives by including officers belonging to socially and educationally backward community. The Committee had recommended the Ministry to develop a mechanism to increase the participation of OBC employees in the foreign training programmes and assignments in the future. However, the Committee note that the Ministry in the action taken note has simply informed that participants for the training programmes like Senior and Advance Management Programmes and Leadership Management Programme are selected only on the basis of competency/seniority criteria approved by apex body of ONGC and gives equal opportunity to all category of employees based on ranking as per Government guidelines/instructions. Though the Ministry has again taken credit of sending a batch of 25 OBC executives for Foreign Training aiming at capacity building and grooming of OBC executives at middle level, the Committee feel that apart from sending selective batches of OBC executives for foreign training, the Ministry should have taken initiative to develop a systemic arrangement, as recommended by the Committee, to ensure inclusive participation in such flagship programmes. From the information supplied by the Ministry regarding participation of OBC employees in ONGC in Foreign Training Programmes during last four years, it appears that the representation of OBCs in foreign training programmes has gradually increased over the years. However, the increase in participation of OBC employees is still far from satisfactory. The Committee therefore, reiterate that the Ministry should

develop a mechanism to increase participation of OBC employees in foreign training programmes and assignments in future for the sake of the welfare of OBCs as well as in the interest of the overall development and growth of the company itself.

CHAPTER II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 4)

Liaison Officer for OBCs

The Committee note that the ONGC has appointed separate Liaison Officer for OBCs as per DoPT instructions, both at Headquarters level and at the level of various work centres across the country. The Committee appreciate that the Chief Liaison Officer for OBC has been appointed from the OBC category at headquarters level w.e.f. 27th April 2016 following the suggestions given by the Committee. Besides, the Ministry has provided a list of 21 Liaisoning Officers for OBCs appointed at various work centres of ONGC across the country. The Committee desire that the Liaison Officers for OBCs appointed at the work centre level may also preferably belong to OBC community in order to develop a sense of identity, belongingness and self respect amongst the OBC employees. The Ministry/ONGC may make all efforts in this regard.

REPLY OF THE Government

Pursuant to the directives issued by the Hon'ble Committee, a senior executive of Dy. Gen. Manager (E-6) level belonging to OBC category was immediately appointed as Chief Liaison Officer to ensure due compliance by the appointing authorities of the various orders and instructions relating to reservation of vacancies for OBCs and other concessions admissible to them. Further, all sincere efforts have been made to appoint Liaison Officer belonging to OBC category at ONGC work centers and owing to the availability of senior OBC executive amongst officers from OBC category at the location who accepted the nomination willingly, ONGC succeeded to some extent in this regard. An updated list of liaison officers at ONGC location as on 10.08.2017 is annexed (**Annexure-VI**).

(Ministry of Petroleum and Natural Gas F. No. J-13011/3/2018-SCT
dt. May, 2018)

Recommendation (Sl. No. 5)

Training facility for OBCs

The Committee have been informed that the ONGC has undertaken initiatives to organise 'ONGC-Super 30' course through CSR programme at Sivasagar, Assam to train students of weaker sections for passing competitive exams to secure admission into NITs, etc. on the pattern of Super-30 institute being run in Bihar. It is also informed that a fair number of OBC students have been benefitted under this programme. Besides, ONGC organises in-service training programmes for knowledge enhancement for all ONGC employees including SC/ST/ OBC through its training institutes/ facilities. Special training programmes are also being organised exclusively for SC/ST/OBC personnel. The Committee appreciate the efforts made by ONGC to provide 'Super-30' training to the students of weaker sections and also to arrange in-service training to the serving employees of ONGC. However, they find that the Ministry has chosen to be silent on the issue of pre-recruitment training for OBC candidates. The OBC candidates belonging to socially and educationally backward sections of the society appearing in competitive examinations for recruitment need support and encouragement to compete with the other candidates. The Committee, therefore, recommend that the ONGC, being a leading crude oil explorer and producer company, should take initiative to organise pre-recruitment training for the OBC aspirants seeking jobs in the company itself so as to provide the OBC people a level playing field.

REPLY OF THE Government

Regarding In-service Training for SC/ST/OBC Employees, ONGC Academy organizes training for knowledge enhancement for all ONGC executives including SC/ST/OBC.

Pre-recruitment training

Three GATE Coaching centres have been established with the recommendation of All India ONGC OBC & MOBC Employees Welfare Association in Karaikal, Sivasagar and Mehsana with the capacity of 50 Students and project cost of Rs.19.95 lakhs each. Financial Assistance has been released towards conducting NEET awareness programme in Cauvery Asset, Karaikal with the project cost of Rs.7.67 lakhs as recommended by All India ONGC OBC & MOBC Employees Welfare Association.

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Recommendation (Sl. No. 7)

Corporate Social Responsibility (CSR)

The Committee noted that the ONGC is undertaking several projects/programmes under Corporate Social Responsibility (CSR) and Sustainability Policy in accordance with the provisions made in the Section 135 of Companies Act, 2013 and the Companies (CSR Policy) Rules, 2014 of the Ministry of Corporate Affairs as well as the guidelines on CSR and Sustainability for Central Public Sector Enterprises (CPSEs) issued by the Department of Public Enterprises, commonly known as DPE Guidelines, 2014, which are effective from 1st April, 2014. The Ministry of P&NG/ONGC has furnished a list of flagship projects undertaken by ONGC under CSR during last two years, which include public utility works in health, education and sanitation sectors, etc. across the country ONGC has brought to the notice of the Committee that they have spent Rs. 215.60 crore in 2014-15, Rs. 421 crore in 2015-16 and Rs. 302.53 crore in 2016-17 upto 1st March, 2017 under CSR activities. They have further submitted that the projects undertaken under CSR policy of the company aim to cover weaker sections of the society including persons belonging to OBC community, at various locations. The Committee acknowledge the work done by the ONGC under CSR activities and recommend that the activities and projects undertaken by the company should be more and more oriented towards benefits and welfare of OBCs who belong to the downtrodden and deprived section of the society and make all efforts to penetrate the remote and neglected regions for their projects. The focus of the company may also be widened to cover the activities which may include making villages free from open defecation, access of rural people to medical services, etc.

REPLY OF THE GOVERNMENT

ONGC is making all possible efforts to achieve its CSR Budget target of Rs.487.04 Crore for the year 2017-18 out of which expenditure of Rs.310.69 (63.79%) has already been made as on 16.02.2018, majority of which are for the benefits and welfare of people who belong to the downtrodden and deprived section of the Society. Three GATE Coaching centres have been established with the recommendation of All India ONGC OBC & MOBC Employees Welfare Association in Karaikal, Sivasagar and Mehsana with the capacity of 50 Students and project cost of Rs.19.95 lakhs each Financial Assistance towards conducting NEET awareness programme in Cauvery Asset, Karaikal with the project cost of Rs.7.67 lakhs was recommended by All India ONGC OBC & MOBC Employees Welfare Association. The entire financial assistance has been released to Implementing partner M/s Hope Thendral Trust, Thiruvallur amounting to Rs. 7.67 lakhs on 21.12.2017. Free water ATM for villagers at Kuthalam, Tamil

Nadu was set up with the project cost of Rs.19.99 lakhs which was recommended by All India ONGC OBC & MOBC Employees Welfare Association. A scheme for extending financial benefits of Rs.48000/- per annum as merit scholarship for 1000 students belonging to OBC and MOBC in the operational areas of ONGC is being introduced in the year 2017-18 with a project cost of Rs.19.20 crore. Skill Development Training to 120 youth of Assam in welding through Gyandeeep Association with a project cost of Rs.19.81 lakhs was also recommended by All India ONGC OBC & MOBC Employees Welfare Association. The MOA in this regard was signed on 15th September 2017 between ONGC and Gyandeeep Association. Rs. 8, 39,250/- was released in Nov 2017 in the form of first Installment. As informed by Implementing agency the first batch of training of 60 youth in Metal Arc Welding was started in January, 2018 and has been successfully completed in March, 2018. The Training of second batch started in March, 2018. There are number of CSR projects implemented in ONGC for the welfare of beneficiaries belonging to OBC, SCs, STs and other minority communities. The list of such major CSR projects is attached at **Annexure-VII**.

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dt. May, 2018)

CHAPTER III

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

(Recommendation Sl. No. 2)

The Committee note that the DoPT vide its order dated 5th July, 2005 had revised the quantum of reservation for SC, ST and OBCs in case of direct recruitment to Group 'C' and 'D' posts normally attracting candidates from a locality or a region. On being asked by the Committee, the Ministry had provided a statement showing year-wise vacancies occurred in ONGC in Group 'C' and 'D' posts and reservation given to OBC candidates therein in various sectors across the country. The Committee have analysed the data sector-wise from the year when the DoPT orders came into effect, i.e. from 2005 onwards. The following information have been derived from the data supplied by the Ministry of Petroleum and Natural Gas:-

Sector	Percentage of reservation for OBCs prescribed by DoPT for the State/UT	Group	Total vacancies occurred onwards	Reserved for OBCs	Percentage of OBC vacancies
Dehradun & Delhi	13%	C	244	18	7.37%
	27%	D	21	3	14.28%
Gujarat	27%	C	2336	590	25.25%
		D	73	23	31.50%
Maharashtra	27%	C	1620	295	18.20%
		D	25	3	12%
Assam	27%	C	1216	315	25.90%
		D	55	15	27.27%
Tripura	2%	C	271	NIL	0% (Should be 5.42 vacancies)
		D	23	NIL	0% (should be .46)
West Bengal	22%	C	37	4	10.81%
		D	1	NIL	0%
Andhra Pradesh	27%	C	308	61	19.80%
		D	28	7	25%
Tamil Nadu	27%	C	83	9	10.84%
		D	11	3	27.27%
Pondicherry	27%	C	387	102	26.35%
		D	23	2	8.69%

It is evident from the above table that while making recruitment in Gr. 'C' posts, the ONGC has fallen short of the prescribed percentage of recruitment for OBCs in all the regions, if the total vacancies occurred from 2005 onwards are taken into account. In some regions like in Delhi-Dehradun, Maharashtra, West Bengal, Andhra Pradesh and Tamil Nadu, the percentage of reservation given to OBCs is extremely low. The situation is equally pitiable in Group 'D' posts in the State of Maharashtra and the Union Territory of Pondicherry. The Committee deplore the casual and negligent approach adopted by the ONGC in implementing the Government orders on providing reservation to OBCs and recommend the Ministry/ONGC to review the implementation of reservation for OBCs in different sectors with respect to Group 'C' and 'D' posts and explore the feasibility of finding out the actual vacancies to be reserved for OBCs year wise in accordance with the DoPT orders of 2005. The Committee may be kept abreast of the corrective action taken in this regard.

REPLY OF THE GOVERNMENT

The Parliamentary Committee in its observation has analysed the reservation scenario in Group 'C' based on vacancy occurred in this group and shortfall has been noted in the state of Delhi-Dehradun, Maharashtra, West Bengal, Andhra Pradesh and Tamilnadu. Similarly, in the analysis for Group 'D', shortfall has been shown in Maharashtra and Pondicherry.

As per the Judgment of the Constitution Bench of the Supreme Court in the matter of R.K. Sabharwal Vs. State of Punjab and subsequent OM issued by DOPT vide No. 36012/2/96-Estt dated 02.07.1997, the vacancy based Roster has been discontinued and Post Based Roster has been implemented(Annexure - II). The observation of the Parliamentary Committee arises out of reservation position based on vacancy.

As per the Government of India instructions contained in DoPT O.M. dated 02.07.1997, the actual reservation is applied through Post based Roster / Register i.e. all direct recruitments made in a particular Post is taken into account for calculation of required number of SC, ST & OBC as per the prescribed percentage for them. The combining of cadre strengths of all individual posts or calculation of reservation only on vacancy may give a distorted picture. For example, the data from Reservation Register/Roster of Dehradun is given below:

Table: 10

Cadre	Cadre Strength	% OBC Reservation	Required No. OBC
23 individual posts in Group 'C' - DDN	1 to 26 in each post	13 %	Total = 7 (0 to 3 in each post)

Entire Group 'C' Combined - DDN	125	13 %	16
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Note: There is a difference of 9 if calculated based on entire strength of Group 'C' compared to Post Based reservation. The Summary of the Actual Reservation Roster of Dehradun as on 31.12.2016 is placed at Annexure - V.

(Ministry of Petroleum and Natural Gas F. No. J-13011/3/2018-SCT
dt. May, 2018)

CHAPTER IV

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

(Recommendation Sl. No. 1)

Reservation for OBCs in ONGC

The Committee note that there were 6372 OBC employees amongst the total strength of 33,794 employees in ONGC as on 1st February, 2017 which forms about 18.9 per cent of the total strength. In class I services, the total strength is reported to be 21,713, whereas the strength of OBC employees in Class -I services stands at 3052, which is about 14.1 percent only. The Committee also note that reservation for OBCs has been in force in ONGC since 8.9.1993 in direct recruitment as per Government orders. In Group 'A' services, 27 percent reservation for OBC posts is being implemented in direct recruitment on All India basis through open competition and 25.84 per cent in direct recruitment on All India basis other than open competition. The Committee have been informed that the recruitment in executive cadre i.e. Group 'A' is stipulated at E-1 and E-4 levels and recruitment is carried out both as direct recruitment as well as campus recruitment. However, the scrutiny of data supplied by the ONGC reveals that even at E-1 level, there were only 949 OBCs out of a total of 3885 employees framing 24.4 percent as on 1st February, 2017 and the situation is still worse in E-4 level, where there were 321 OBCs out of 2669 employees which is only 12 per cent of total number of employees in E-4 level.

The Committee are not satisfied with any reason whatsoever extended by the ONGC for not being able to fulfil the stipulated quota of reservation for OBCs even in the entry levels of Group 'A' services. On the one hand, the ONGC is not showing any shortfall or backlog vacancies in Group 'A' services, and on the other, they are not able to achieve the requisite representation of OBCs at the entry levels of direct recruitment even after the lapse of more than two decades of implementation of reservation for OBCs in the services under Government of India.

The Committee also scrutinized the data regarding year-wise recruitments made in ONGC and reservation given to OBC candidates therein in Group 'A' E-1 level posts since 1993 as shown in Annexure-I. The data shows that 3.84 percent reservation was given to OBC in 1993, 8.08 percent in 1994, 12.72 per cent in 1995, 11.96 percent in 1996, 9.80 per cent in 1997, 2.90 per cent in 1998, 18.32 per cent in 1999, 25.80 per cent in 2000, 22.42 per cent in 2001, 11.86 per cent in 2002, 13.59 per cent in 2003, 19.40 per cent in 2004, 17.39 per cent in

2005, 26.25 percent in 2006, 25 per cent in 2007, 27.31 per cent in 2008, 22.01 percent in 2009, 23.88 percent in 2010, 25.14 percent in 2011, 26.13 percent in 2012, 20.95 per cent in 2013, 25.64 per cent in 2014, 29.04 per cent in 2015 and 29.77 percent in 2016. Further there is no shortfall or backlog vacancy for OBC shown in the given data. The Committee are astonished and rather anguished to find that barring the years of 2008, 2015 and 2016, nowhere the reservation given to OBC has touched the figure of 27 per cent right from 1993. The percentage is below 20 during 11 years and during initial years, it remained even below the double digit range at least four times. The Committee are unable to understand the basis of earmarking less number of vacancies for OBCs than the stipulated percentage of reservation as per the Government orders and would like to know the reasons therefore. The Committee, therefore, recommend that the yearwise vacancies for OBCs should be reviewed and they may be apprised of the outcome thereof.

REPLY OF THE GOVERNMENT

In the observation/recommendation of the Parliamentary Committee, the analysis of ONGC data regarding representation of OBC has been done on the manpower details as on 01.02.2017. Reservation for OBC in ONGC is subject to the following facts:

- (iv) The OBC reservation has started w.e.f. 08.09.1993. The representation of OBC in direct recruitment after 08.09.1993 is 30.03% (as on 01.02.2017).
- (v) The reservation is applied based on cadre strength of each individual post and not on the vacancy. This is as per DoPT O.M. dated 02.07.1997 (para 1) (**Annexure-II**).
- (vi) The requirement of OBC based on Reservation Percentage or Roster Points, is derived for each post and the percentage required is met. The required number of OBC based on prescribed percentage calculated on the strength of all the posts combined, will be higher than the required number of OBC in individual posts cumulative. For example, suppose there are 3 separate posts A, B & C with cadre strength of 33, 44 & 48 respectively. The reservation will be calculated @ 27% as follows:

Table: 1

Post	Cadre Strength	% age Reservation	Required OBC
A	33	27%	8

B	44	27%	11
C	48	27%	12
Total OBC required when aggregate of each individual post is taken			31

If we combine the strength of all individual posts i.e. A, B & C and calculate reservation, the following will emerge:

Table: 2

Post	Cadre Strength	% age Reservation	Required OBC
A, B & C	125	27%	33

Note: Thus difference of 2 emerges on the cadre strength of 125 is taken instead of considering separately. DOPT instructions prescribe for Post Based Reservation Roster / Register and not on combined manpower.

Based on above and guidelines on Post Based Reservation Roster for reservation of OBC effective from 08.09.1993, the status of implementation of OBC reservation in ONGC has been explained to clarify the ONGC representation in ONGC vis-à-vis observation of the Parliamentary Committee on the matter:

Point	Observation in Brief	Comments Thereof								
(i)	<p>As on 01.02.2017, only 6,372 OBC in ONGC against total 33,794 employees i.e. 18.9 %.</p> <p>As on 01.02.2017, only 3,052 OBC in Class-I against total Class-I of 21,713 i.e. 14.1 %.</p>	<p>The reservation of OBC has been implemented since 08.09.1993. The representation of OBC in the manpower data as on 01.02.2017 is viewed separately for those who joined before 08.09.1993 and those who joined on or after this date:</p> <p>Table: 3</p> <p>Joined before 08.09.1993 (As on 01.02.2017):</p> <table><tr><th>Class</th><th>Total</th><th>OBC</th><th>% age</th></tr><tr><td colspan="4">Executives</td></tr></table>	Class	Total	OBC	% age	Executives			
Class	Total	OBC	% age							
Executives										

		<table><tr><td>Class-I</td><td>14479</td><td>1225</td><td>8.46 %</td></tr><tr><td colspan="4">Non-Executives</td></tr><tr><td>Class-III</td><td>2086</td><td>256</td><td>12.27 %</td></tr><tr><td>Class-IV</td><td>1337</td><td>181</td><td>13.54 %</td></tr><tr><td>Total*</td><td>18167</td><td>1683</td><td>9.26 %</td></tr></table> <p>Table: 4</p> <p>Joined on or after 08.09.1993 (As on 01.02.1997):</p> <table><tr><td>Class</td><td>Total</td><td>OBC</td><td>% age</td></tr><tr><td colspan="4">Executives</td></tr><tr><td>Class-I</td><td>7234</td><td>1830</td><td>25.30 %</td></tr><tr><td colspan="4">Non-Executives</td></tr><tr><td>Class-III</td><td>7119</td><td>2569</td><td>36.09 %</td></tr><tr><td>Class -IV</td><td>1128</td><td>287</td><td>25.84 %</td></tr><tr><td>Total *</td><td>15627</td><td>4693</td><td>30.03 %</td></tr></table> <p>* Level where no direct recruitment takes place is also included in Total in Table 3 and 4.</p> <p>As seen from the above, the required percentage of OBC has reached the adequate level for the manpower who joined after 08.09.1993.</p>	Class-I	14479	1225	8.46 %	Non-Executives				Class-III	2086	256	12.27 %	Class-IV	1337	181	13.54 %	Total*	18167	1683	9.26 %	Class	Total	OBC	% age	Executives				Class-I	7234	1830	25.30 %	Non-Executives				Class-III	7119	2569	36.09 %	Class -IV	1128	287	25.84 %	Total *	15627	4693	30.03 %
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(ii)	In class-I, ONGC conducts direct Recruitment at E-1 and E-4 levels. The representation of OBC in these levels (E1 & E4) are also not adequate,	In Class-I or the executive cadre, direct recruitment takes place at E1 and E4 levels and as per Govt. of India instructions, reservation is applied on direct recruitment at the rate of 27% in Open Competition and 25.4% in Other than Open Competition. It is however important to note that when manpower data is taken at E1 & E4, number in manpower will																																																

<p>as shown below:</p> <p>At E-1 level only 949 employees against total of 3885 i.e. 24.4%.</p>	<p>have a component of direct recruitment and those coming through promotion channel.</p> <p>Induction at E1 level includes both Promotion and Direct Recruitment. Reservation in non- executives is as per State reservation percentage therefore at promotion those quotas are reflected. Therefore exact 27% OBC is not available at E1 level, if entire strength is considered.</p> <p>Therefore, within E1 and E4 levels of employees, it is important to see who all have come on direct recruitment and joined after 08.09.1993 and what is the percentage of OBC among them. The below mentioned data taken from manpower strength of 01.02.2017 gives the clear picture of OBC representation in direct recruitment at E1 & E4 level:</p> <p><u>Position of OBC representation/ reservation at E1</u></p> <p>Table: 5</p> <p>Direct Recruitment at E1 (As on 01.02.2017)</p> <table><tr><th>Rectt.</th><th>Total</th><th>OBC</th><th>% OBC</th></tr><tr><td>Pre-8.9.93</td><td>1</td><td>0</td><td>0 %</td></tr><tr><td>Post-8.9.93</td><td>2205</td><td>708</td><td>32.11 %</td></tr><tr><td>All Rectt.</td><td>2206</td><td>708</td><td>32.09 %</td></tr></table> <p>Table: 6</p> <p>Promotion at E1 (As on 01.02.2017)</p> <table><tr><th>Prom.</th><th>Total</th><th>OBC</th><th>% OBC</th></tr></table>	Rectt.	Total	OBC	% OBC	Pre-8.9.93	1	0	0 %	Post-8.9.93	2205	708	32.11 %	All Rectt.	2206	708	32.09 %	Prom.	Total	OBC	% OBC
Rectt.	Total	OBC	% OBC																		
Pre-8.9.93	1	0	0 %																		
Post-8.9.93	2205	708	32.11 %																		
All Rectt.	2206	708	32.09 %																		
Prom.	Total	OBC	% OBC																		

		Pre-8.9.93	1484	202	13.61 %
		Post-8.9.93	180	38	21.11 %
		All Prom.	1664	240	14.42 %
		<ul style="list-style-type: none">No reservation in promotion is applicable.Feeder cadre for promotion to E1 level include many sub-disciplines which merge at E1 levels having the same impact as brought out at Table 1 & 2 above.Reservation applied on recruitment at feeder cadre of relatively small cadre strength is distorted when combined together as shown in the example above.The feeder cadre of promotion to E1 level include initial recruitment at staff level as per prescribed percentage in the respective state. The prescribed percentage for OBC in some states where ONGC has its operations, has less than 27% reservation such as 13% in Uttarakhand, 2% in Tripura and 22% in West Bengal. 54 out of 180 such promoted to E1 have come from states where prescribed percentage is less than 27%.			
At E-4 level only 321 OBC against total of 2669 i.e. 12%	<u>Position of OBC representation/ reservation at E4</u>				
	Similar analysis of direct recruitment and promotion at E4 level has been done as below:				
	Table: 7 Direct Recruitment at E4 (As on 01.02.2017)				
		Rectt.	Total	OBC	% OBC

		Pre-8.9.93	0	0	0		
		Post-8.9.93	14	2	14.29 %		
		All Rectt.	14	2	14.29 %		
		<ul style="list-style-type: none">At E4 level negligible proportion of recruitment is made. Induction of total recruitment at E4 level comes to 0.63% (as on 01.02.2017).Total direct recruitment in the manpower as on 01.02.2017 is 14 which is distributed among 9 different posts.Cadre strength of each of the 9 different posts is as under:					
		Table: 8					
		Post	Gen	OBC	SC	ST	Total
		Company Secretary	1				1
		Mgr.(HR)				1	1
		Mgr.(M.M)	1		1		2
		Mgr.(Security)	1				1
		Port Captain		1			1
		SE (Drilling)	1			1	2
		Sr.Second Engr.(Marine)	2	1			3
		Suptdg. Chemist	1				1
		Suptdg. Geologist	2				2
		Grand Total	9	2	1	2	14

		<p>Table: 9</p> <p>Promotion at E4 (As on 01.02.2017)</p> <table><tr><th>Prom.</th><th>Total</th><th>OBC</th><th>% OBC</th></tr><tr><td>Pre-8.9.93</td><td>1916</td><td>193</td><td>10.07 %</td></tr><tr><td>Post-8.9.93</td><td>756</td><td>129</td><td>17.06 %</td></tr><tr><td>All Prom.</td><td>2672</td><td>322</td><td>12.05 %</td></tr></table> <ul style="list-style-type: none">• No reservation in promotion is applicable.• The manpower on promotion to E4 level have some component of feeder cadre which comprises of non-executives also, where reservation of respective state is applied.	Prom.	Total	OBC	% OBC	Pre-8.9.93	1916	193	10.07 %	Post-8.9.93	756	129	17.06 %	All Prom.	2672	322	12.05 %
Prom.	Total	OBC	% OBC															
Pre-8.9.93	1916	193	10.07 %															
Post-8.9.93	756	129	17.06 %															
All Prom.	2672	322	12.05 %															

It will be seen from the above manpower data that those who had joined after implementation of OBC reservation i.e. 08.09.1993, the percentage of reservation provided for OBC category in direct recruitment is 30.03%.

The best tool to assess the implementation of reservation is through Reservation Roster/Register of direct recruitment. Summary of Reservation Roster for direct recruitment at executive (Class-I) level by Open competition and other than by open competition as on 31.12.2016 are placed at **Annexure – II & III**. The summary position of the Roster for Open Competition shows that there is a shortfall of 22 OBCs and for Other than Open Competition there is a shortfall of 10 OBCs. It is however, pertinent to mention that there are total 36 surplus OBCs as well in these cadres.

The Summary of Surplus and Shortfall of OBC in Open competition and Other than Open competition for recruitment at E-1 level is given in the table below:

Method of Selection	No of Recruitments	Surplus	Shortfall	Variation
Other than	796	24	10	14

Open				
Open	3090	12	22	-10

The list of surplus and shortfall is placed at **Annexure - IV**.

(Ministry of Petroleum and Natural Gas F. No. J-13011/3/2018-SCT
dt. May, 2018)

Comments of the Committee

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

(Recommendation Sl. No. 3)

The Committee note that there are 7 shortfall vacancies for OBCs in Delhi-Dehradun sector, 2 in Assam and backlog of 6 OBC vacancies in Gujarat and 16 in Maharashtra/Mumbai sector in Group C posts. In Group D service, there are 9 shortfall OBC vacancies in Assam sector and 1 backlog vacancy in Gujarat sector as on 31.12.2016. Moreover, in Andhra Pradesh recruitment for 33 Group C OBC vacancies in 2014 and 20 in 2015 and also 5 Group D OBC vacancies in 2014 and 2 in 2015 are held up due to court case. The Ministry has attributed the shortfall/ backlog in OBC vacancies to regularisation of contract workers as per court orders. The Committee feel that the regularisation of contract workers should not be a hindrance in filling up the regular posts of Group C and D categories and desire that the shortfall/backlog vacancies for OBCs in Group C and D posts in various sectors across the country may be filled up on priority basis by removing all the bottlenecks, thereby ensuring justice to the OBC candidates. The Committee also recommended that the monitoring mechanism to oversee the recruitment procedure and implementation of reservation for OBCs in ONGC should be strengthened so as to get rid of any discrepancy in working out the actual number of reserved posts for OBCs and also the cumulation of backlog vacancies in OBC category.

REPLY OF THE GOVERNMENT

The issue wise reply to the observation in point no. 3 is given in the table below:

Sl.	Issue in the Observation	Reply Thereof
(i)	As per reservation Roster as on 31.12.2016, there are shortfall / Backlog of OBC in Group C & D:	<ul style="list-style-type: none"> The figure shows the aggregate shortfall in all posts of a particular work-centre as depicted in the Roster of 31.12.2016.

	<p>Delhi-Dehradun ; 7 in C Assam ; 2 in C & 9 in D Gujarat ; 6 in C & 1 in D Mumbai ; 16</p>	<ul style="list-style-type: none"> The shortfall in each post individually is not very high and is accounted in subsequent recruitment exercises. e.g. in Delhi-Dehradun, the total shortfall of 7 in OBC pertain to 5 different posts and the maximum shortfall in a single post is 2. Besides, there is surplus OBC in 2 posts (1 post each).
(ii)	<p>In Andhra Pradesh, the recruitment of OBC has been held up due to Court Case:</p> <p>2014: 33 in C & 5 in D 2015: 20 in C & 2 in D</p>	<p>The Hon'ble Andhra Pradesh High Court has conditionally allowed to release the offer of appointments. Accordingly total 104 no of offer of appointments have been released out of which 51 have been issued to OBCs. The following posts for OBCs have been released subsequent to the Hon'ble High Court Order:</p> <p>Group C; 51 Group D; 0</p>
(iii)	<p>The Committee feel that the regularisation of contract workers should not be a hindrance in filling up the regular posts of Group C and Group D categories and desire that the shortfall/backlog vacancies for OBCs in Group C and Group D posts in various sectors across the country may be filled up on priority basis by removing all the bottlenecks, thereby ensuring justice to the OBC candidates.</p>	<ul style="list-style-type: none"> ONGC is bound by court orders and thus has to implement all directions which are passed by the Hon'ble Courts. Sometimes regularisation arising out of such court orders is not in the proportion of percentage of reservation prescribed by Government of India for respective categories i.e. SC, ST and OBC. Since reservation is post based arising out of cadre strength such disturbance is captured in cadre strength and gets reflected in the number of posts to be reserved in the next recruitment exercise/ filling up the vacancies in the post.

(Ministry of Petroleum and Natural Gas F. No. J-13011/3/2018-SCT
dt. May, 2018)

Comments of the Committee

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

(Recommendation Sl. No. 6)

The Committee note that during the last four years, the percentage of OBC employees deputed for training within India were 17.34, 19.12, 20.34 and 23.55 per cent, while the percentage of OBC employees selected for training abroad were a meager 0.54, 0.61, 3.47 and 2.89 per cent. The Ministry have defended the dismal state of affairs for OBCs as far as the foreign training programmes are concerned by citing that the flagship programmes like Leadership Development Programme, Advance Management Programme and Senior Management Programme having overseas learning component are for Senior Executives at the level of E5 and above and sufficient number of OBC officers are not available in these categories. When the Committee raised concern over less opportunity available for OBC executives for training abroad, it was informed that a separate batch of 24 OBC officials of the level of Chief Manager has been constituted for foreign training purpose in order to give fair opportunity to OBC officials to excel. While appreciating the step taken by ONGC to mend the injustice done earlier, the Committee feel the need of a systemic arrangement to ensure inclusive participation in the flagship programmes to inculcate leadership development and advance management skills in the company executives so that the socially and educationally backward community's interests are also protected and nurtured. This can be ensured, in the opinion of the Committee, by showing foresightedness of developing the skills and nourishing the potentials of the middle level officers, especially those from the marginalised section of the society. This will not only promote the welfare of the OBC community, but also be fruitful for the overall development and growth of the company. The Committee, therefore, recommend the Ministry to develop a mechanism to increase the participation of OBC employees in the foreign training programmes and assignments in the future.

REPLY OF THE GOVERNMENT

Training programmes like Senior Management Programmes (SMP), Advance Management Program (AMP) and Leadership Management Program (LDP), participants are selected only on the basis of competency/seniority criteria approved by apex body of ONGC and gives equal opportunity to all category of employees based on ranking as per Govt. guidelines/instructions. However to bridge the gap, a separate batch of 25 OBC executives was

sent for foreign training by enhancing their ranking keeping same criteria. This is the first ever such initiative aimed at capacity building and grooming of OBC executives at middle level, to enable them to take-up leadership roles in future.

In the true constitutional spirit, ONGC implements all the welfare schemes as per the norms of the Govt. as well as also takes inputs from the respective Associations' periodically, to strengthen policy implementation regarding SC/ST & OBC welfare within ONGC. Details of OBC participation in India & Abroad are as follows:

Year	India (All ONGC Institutes)			Abroad (ONGC)		
	Total	OBC	%	Total	OBC	%
2014-15	21224	4059	19.12	330	2	0.60
2015-16	21175	4307	20.34	144	5	3.47
2016-17	21549	4579	21.25	224	22	9.82
2017-18 (Q3)	13966	2732	19.56	279	36	12.90

(Ministry of Petroleum and Natural Gas F. No. J-13011/3/2018-SCT
dt. May, 2018)

Comments of the Committee

(Please see Para 13 of the Chapter I of the Report)

CHAPTER V

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

-NIL-

NEW DELHI
7 August, 2018
16 Shravana, 1940 (Saka)

GANESH SINGH,
Chairperson
Committee on Welfare of OBCs

Annexure-I

All India Group 'A' Post									
DETAILS OF YEAR WISE APPOINTMENTS MADE IN GROUP 'A' (CLASS-I)-E1 LEVEL SINCE 1993									
Year	Category of Posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for OBC				Backlog OBC Vacancies	Backlog OBC Vacancies filled
				CF+Reserved during the year	Total OBC vacancy actually filled	Shortfall	%age of shortfall		
1993	Group 'A'	286	286	11	11	0	0	0	0
1994		99	99	8	8	0	0	0	0
1995		55	55	7	7	0	0	0	0
1996		301	301	36	36	0	0	0	0
1997		51	51	5	5	0	0	0	0
1998		172	172	5	5	0	0	0	0
1999		311	311	57	57	0	0	0	0
2000		93	93	24	24	0	0	0	0
2001		223	223	50	50	0	0	0	0
2002		59	59	7	7	0	0	0	0
2003		309	309	42	42	0	0	0	0
2004		237	237	46	46	0	0	0	0
2005		23	23	4	4	0	0	0	0
2006		240	240	63	63	0	0	0	0
2007		104	104	26	26	0	0	0	0
2008		465	465	127	127	0	0	0	0
2009		377	377	83	83	0	0	0	0
2010		1013	1013	242	242	0	0	0	0
2011		342	342	86	86	0	0	0	0
2012		861	861	225	225	0	0	0	0
2013		210	210	44	44	0	0	0	0
2014		78	78	20	20	0	0	0	0
2015		940	939	273	272*	0	0	0	0
2016		450	427	134	Joinings in progress				

* 01 post of security officer (Reserved for OBC) has been kept in abeyance due to stay order of court

Annexure -II

RESERVATION REGISTER; RECRUITMENT THROUGH OPEN COMPETITION - SUMMARY STATEMENT AS ON 31.12.2016																						
SI No		Post	Level	Cadre Strength	Required Strength				Existing Strength				Shortfall				Surplus					
					SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC	UR		
1	Assistant Executive Engineer (Cementing)	E1	83	12	6	22	43	11	7	22	43	1	0	0	0	0	1	0	0	0		
2	Assistant Executive Engineer (Civil)	E1	90	13	6	24	47	12	6	24	48	1	0	0	0	0	0	0	1	2		
3	Assistant Executive Engineer (Drilling)	E1	421	63	31	113	214	61	30	114	216	2	1	0	0	0	0	0	1	2		
4	Assistant Executive Engineer (Electrical)	E1	192	28	14	51	99	28	13	55	96	0	1	0	3	0	0	4	0	0		
5	Assistant Executive Engineer (Electronics)	E1	114	17	8	30	59	17	9	29	59	0	0	1	0	0	1	0	0	0		
6	Assistant Executive Engineer (Environment)	E1	9	1	0	2	6	0	0	6	3	1	0	0	3	0	0	4	0	0		
7	Assistant Executive Engineer (Industrial Engg.)	E1	6	0	0	1	5	0	1	2	3	0	0	0	2	0	1	1	0	0		
8	Assistant Executive Engineer (Instrumentation)	E1	151	22	11	40	78	25	16	38	72	0	0	2	6	3	5	0	0	0		
9	Assistant Executive Engineer (Mechanical)	E1	290	43	21	78	148	44	20	78	148	0	1	0	0	1	0	0	0	0		
10	Assistant Executive Engineer (Production)	E1	914	137	68	246	463	138	68	238	470	0	0	8	0	1	0	0	7	0		
11	Assistant Executive Engineer (Reservoir)	E1	188	28	14	50	96	27	18	50	93	1	0	0	3	0	4	0	0	0		
12	Assistant Executive Engineer (Marine)	E1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0		
13	Assistant Legal Adviser	E1	32	4	2	8	18	4	2	8	18	0	0	2	3	1	4	0	0	0		
14	Chemist	E1	315	47	23	85	160	48	27	83	157	0	0	1	0	1	0	0	0	0		
15	Finance & Accounts Officer	E1	166	24	12	44	86	25	12	43	86	0	0	0	2	0	2	0	0	0		
16	Fire Officer	E1	9	1	0	2	6	1	2	2	4	0	0	0	2	1	0	1	0	2		
17	Geologist	E1	305	45	22	82	156	46	22	83	154	0	0	3	0	0	0	1	0	0		
18	Geophysicist (Surface)	E1	212	31	15	57	109	31	16	54	111	0	0	0	1	0	0	0	0	0		
19	Geophysicist (Wells)	E1	169	25	12	45	87	25	12	46	86	0	0	0	0	0	0	0	0	0		
20	HR Executive	E1	63	9	4	17	33	9	4	17	33	0	0	0	2	0	2	0	0	0		
21	Materials Management Officer	E1	102	15	7	27	53	15	9	27	51	0	0	1	0	0	0	0	0	0		
22	Medical Officer	E1	47	7	3	12	25	7	3	11	26	0	0	0	0	0	0	0	0	0		
23	Official Language Officer	E1	11	1	0	2	8	1	0	2	8	0	0	0	0	0	0	0	0	0		
24	Programming Officer	E1	45	6	3	12	24	6	3	12	24	0	0	2	1	2	1	0	0	0		
25	Security Officer	E1	39	5	2	10	22	7	3	8	21	0	0	2	0	0	0	0	0	2		
26	Transport Officer	E1	30	4	2	8	16	4	2	6	18	6	3	22	28	10	22	12	15	0		
GRAND TOTAL						4004	588	286	1068	2062	592	305	1058	2049	6	3	22	28	10	22	12	15

Annexure-III

Annexure-III

ऑयल एंड नेचुरल गैस कॉर्पोरेशन लिमिटेड / OIL AND NATURAL GAS CORPORATION LIMITED																			
RESERVATION REGISTER; RECRUITMENT THROUGH OTHER THAN OPEN COMPETITION - SUMMARY STATEMENT AS ON 31.12.2016																			
Sl No	Post	Level	Cadre Strength	Required Strength				Existing Strength				Shortfall				Surplus			
				SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC	UR
1	Senior Medical Officer	E2	7	1	0	1	5	1	2	2	2	0	0	0	3	0	2	1	0
2	Assistant Executive Engineer (Cementing)	E1	35	5	2	9	19	5	2	8	20	0	0	1	0	0	0	0	1
3	Assistant Executive Engineer (Civil)	E1	30	4	2	7	17	5	1	8	16	0	1	0	1	1	0	1	0
4	Assistant Executive Engineer (Drilling)	E1	160	26	12	41	81	27	12	40	81	0	0	1	0	1	0	0	0
5	Assistant Executive Engineer (Electrical)	E1	51	8	3	13	27	8	4	17	22	0	0	0	5	0	1	4	0
6	Assistant Executive Engineer (Electronics)	E1	38	6	2	9	21	5	4	11	18	1	0	0	3	0	2	2	0
7	Assistant Executive Engineer (Environment)	E1	8	1	0	2	5	1	0	1	6	0	0	1	0	0	0	0	1
8	Assistant Executive Engineer (IE)	E1	7	1	0	1	5	0	1	1	5	1	0	0	0	0	1	0	0
9	Assistant Executive Engineer (Instrumentation)	E1	51	8	3	13	27	8	3	14	26	0	0	0	1	0	0	1	0
10	Assistant Executive Engineer (Mechanical)	E1	79	13	5	20	41	11	7	24	37	2	0	0	4	0	2	4	0
11	Assistant Executive Engineer (Production)	E1	217	36	16	56	109	35	17	56	109	1	0	0	0	0	1	0	0
12	Assistant Executive Engineer (Reservoir)	E1	67	11	5	17	34	10	3	15	39	1	2	2	0	0	0	0	5
13	Assistant Legal Adviser	E1	15	2	1	3	9	1	1	4	9	1	0	0	0	0	0	1	0
14	Chemist	E1	50	8	3	12	27	7	3	12	28	1	0	0	0	0	0	0	1
15	Finance & Accounts Officer	E1	47	7	3	12	25	7	2	17	21	0	1	0	4	0	0	5	0
16	Fire Officer	E1	13	2	0	3	8	1	0	6	6	1	0	0	2	0	0	3	0
17	Geologist	E1	80	13	6	20	41	13	6	20	41	0	0	0	0	0	0	0	0
18	Geophysicist (Surface)	E1	72	11	5	18	38	11	4	16	41	0	1	2	0	0	0	0	3
19	Geophysicist (Wells)	E1	63	10	4	16	33	12	5	15	31	0	0	1	2	2	1	0	0
20	HR Executive	E1	22	3	1	5	13	2	5	4	11	1	0	1	2	0	4	0	0
21	Marketing Officer	E1	10	1	0	2	7	1	0	2	7	0	0	0	0	0	0	0	0
22	Materials Management Officer	E1	22	3	1	5	13	3	1	6	12	0	0	0	1	0	0	1	0
23	Programming Officer	E1	11	1	0	2	8	1	1	3	6	0	0	0	2	0	1	1	0
24	Public Relations Officer	E1	8	1	0	2	5	1	0	2	5	0	0	0	0	0	0	0	0
25	Transport Officer	E1	5	0	0	1	4	1	0	0	4	0	0	1	0	1	0	0	0
GRAND TOTAL			1168	182	74	290	622	177	84	304	603	10	5	10	30	5	15	24	11

Dhanraj
23.06.2017
(Dhanraj Kumar)
Mgt (HR)

M. Ramachandran
(M. Ramachandran)
CLO, HR

R. Ambekar
23/6/17
CLO for SC/ST
(K. AMBEDKAR)
G.M (HR) - ER

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Annexure-IV

Summary position of Roster as on 31.12.2016
Shortfall / Surplus in OBC ; Class-I both in case of Other than open

Class	Post	Work-Centre	Cadre	Shortfall	Surplus	Remark
I	AEE(Cmtg)	HQ	35	1	0	Other than Open
I	AEE(Drilling)	HQ	160	1	0	Other than Open
I	AEE (Env)	HQ	8	1	0	Other than Open
I	AEE(Res)	HQ	67	2	0	Other than Open
I	Geophy(S)	HQ	72	2	0	Other than Open
I	Geophy(W)	HQ	63	1	0	Other than Open
I	HR Exe	HQ	22	1	0	Other than Open
I	Transport Off	HQ	5	1	0	Other than Open
I	Sr. Med Officer	HQ	7	0	1	Other than Open
I	AEE(Civil)	HQ	30	0	1	Other than Open
I	AEE(Elect)	HQ	51	0	4	Other than Open
I	AEE(Elex)	HQ	38	0	2	Other than Open
I	AEE(Instt)	HQ	51	0	1	Other than Open
I	AEE(Mech)	HQ	79	0	4	Other than Open
I	ALA	HQ	15	0	1	Other than Open
I	F&AO	HQ	47	0	5	Other than Open
I	Fire Officer	HQ	13	0	3	Other than Open
I	MMO	HQ	22	0	1	Other than Open
I	Prog Officer	HQ	11	0	1	Other than Open
Total			796	10	24	

Shortfall / Surplus in OBC ; Class-I both in case of Open

I	AEE(Elex)	HQ	114	1	0	Open
I	AEE(Instt)	HQ	151	2	0	Open
I	AEE(Prod)	HQ	914	8	0	Open
I	Chemist	HQ	315	2	0	Open
I	F&AO	HQ	166	1	0	Open
I	Geophy (S)	HQ	212	3	0	Open
I	Med Officer	HQ	47	1	0	Open
I	Security Officer	HQ	39	2	0	Open
I	Transport Off	HQ	30	2	0	Open
I	AEE(Drilling)	HQ	421	0	1	Open
I	AEE(Elect)	HQ	192	0	4	Open
I	AEE(Env)	HQ	9	0	4	Open
I	AEE(IE)	HQ	6	0	1	Open
I	Geologist	HQ	305	0	1	Open
I	Gephy(W)	HQ	169	0	1	Open
TOTAL			3090	22	12	

Annexure - V

ऑयल एंड नेचुरल गैस कॉर्पोरेशन लिमिटेड, देहरादून / OIL AND NATURAL GAS CORPORATION LIMITED, DEHRADUN

RESERVATION REGISTER; CLASS III & IV - SUMMARY STATEMENT AS ON 31.12.2016

I No	Post	Level	Cadre Strength	Required Strength				Existing Strength				Shortfall				Surplus			
				SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC	UR
1	Junior Superintendent (Legal)	TC	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
2	Assistant Grade - III (Accounts)	A2	3	0	0	0	3	0	0	0	3	0	0	0	0	0	0	0	0
3	Assistant Grade - III (Materials Management)	A2	2	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	0
4	Assistant Grade - III (P&A)	A2	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
5	Assistant Grade - III (Transport)	A2	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
6	Assistant Riggerman (Drilling)	A2	4	0	0	0	4	0	0	0	4	0	0	0	0	0	0	0	0
7	Assistant Technician (Civil)	A2	5	0	0	0	5	1	0	1	3	0	0	0	2	1	0	1	0
8	Assistant Technician (Electrical)	A2	4	0	0	0	4	0	0	0	4	0	0	0	0	0	0	0	0
9	Assistant Technician (Electronics)	A2	9	1	0	1	7	1	0	0	8	0	0	1	0	0	0	0	1
10	Fire Supervisor	A2	1	0	0	0	1	0	0	1	0	0	0	0	1	0	0	1	0
11	Technical Assistant Grade - III (Chemistry)	A2	3	0	0	0	3	0	0	0	3	0	0	0	0	0	0	0	0
12	Technical Assistant Grade III-Geophy(S)	A2	3	0	0	0	3	0	0	0	3	0	0	0	0	0	0	0	0
13	Junior Assistant (Accounts)	A1	4	0	0	0	4	0	0	0	4	0	0	0	0	0	0	0	0
14	Junior Assistant (Materials Management)	A1	3	0	0	0	3	0	0	0	3	0	0	0	0	0	0	0	0
15	Junior Assistant (P&A)/(Steno-English)	A1	5	0	0	0	5	2	0	0	3	0	0	0	2	2	0	0	0
16	Junior Assistant Riggerman (Drilling)	A1	15	2	0	1	12	2	0	1	12	0	0	0	0	0	0	0	0
17	Junior Assistant Technician (Electrical)	A1	2	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	0
18	Junior Assistant Technician (Electronics)	A1	5	0	0	0	5	0	0	0	5	0	0	0	0	0	0	0	0
19	Junior Assistant Technician (Welding)	A1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
20	Junior Fire Supervisor	A1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
21	Junior Security Supervisor	A1	7	1	0	0	6	0	0	0	7	1	0	0	0	0	0	0	1
22	Junior Technical Assistant (Chemistry)	A1	26	4	0	3	19	4	0	3	19	0	0	0	0	0	0	0	0
23	Junior Technical Assistant (Geology)	A1	19	3	0	2	14	2	0	2	15	1	0	0	0	0	0	0	1
Total Class III			125	11	0	7	107	12	0	8	105	2	0	1	5	3	0	2	3
24	Junior Attendant/Mali/Hosp. Attdt.	W1	7	1	0	0	6	1	0	1	5	0	0	0	1	0	0	1	0
25	Junior Fireman	W1	5	0	0	0	5	1	0	0	4	0	0	0	1	1	0	0	0
26	Junior Helper	W1	2	0	0	0	2	1	0	0	1	0	0	0	1	1	0	0	0
Total Class IV			14	1	0	0	13	3	0	1	10	0	0	0	3	2	0	1	0

note: The requirement of OBC calculated for individual post in Group C comes to 7. If the same requirement is calculated on total Group C cadre strength (125) the requirement comes at 16. Thus the requirement of OBC as per post based roster is less compared to the calculation entire Group C strength. DoPT instructions prescribe for post based reservation roster only.

Annexure - VI

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Annexure III

OIL AND NATURAL GAS CORPORATION LIMITED					
OBCMOBCEWA - Liason Officers - 10.08.2017					
Sl no	Location	Name	Desig	CPF NO	Mobile no
1	Bokaro	Tejwant Ekka	CE (P)	82139	9431711650
2	Baroda	Bhoopal Prasad	GM (Mech)	35501	9428007343
3	Ahmedabad	Dipak Narolia	DGM (HR)	58987	9426674331
4	Karaikkal	S Kalyanasundaram	DGM (INST)	71407	9442500608
5	Dehradun & Delhi	M. Ravichandran	DGM (F&A)	71308	9868393432
6	Hazira	Rajan Asthana	DGM (HR)	76425	9427504335
7	Cambay	A Srinivasan Rao	DGM (HR)	59254	9445005523
8	Rajahmundry	Sreesailam	Sr. Geophy(W)	105370	9490168218
9	Mumbai	NP Singh	GM (HR)	33285	9969228800
10	Goa	DVV Prasad	Mgr (HR)	55702	9422457141
11	Ankleshwar	Y.B. Tayde	GM(M)	50016	9428332562
12	Mehsana	K.K. Swarnakar	GGM(D)	46460	9426612318
13	Jodhpur	U.K. Vyas	Mgr (F&A)	39624	9413314065
14	Agartala	Praveen Kumar	Mgr (F&A)	90224	9968282779
15	Kolkatta	Sankar Gosh	Mgr (HR)	35697	9432020069
16	Chennai	S. Shanmugasamy	DGM (GP)	62745	9445005740
17	Kakinada	S. Chirumalai	CM (HR)	62639	9445005894
18	Silchar	Pradeep Jain	CM (HR)	24271	9643301230
19	Jorhat	A Ravichandran	GM (E&T)	55041	9435718010
20	Nazira/Sivasagar	Dr. Sabita Neog	ACMO	91679	9435716455
21	Uran	Kushvahan	DGM (IE)	58991	9969228197

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Annexure - VII

(Rs. in Crore)

Major projects for the welfare of the people belonging to OBCs, SCs, STs and other Minority Communities in the operational areas of ONGC

Sl No.	Project Name	Implementing Agency	Project Cost	Total Exp-2017-18 as on 16.02.2018
1	Support for National Cancer Hospital, Nagpur, Maharashtra	Dr. Abaji Thatte Seva Aur Anusandhan Sanstha (Through ONGC Foundation)	100.00	90.00
2	Support to Kendriya Vidyalaya in operational Area of ONGC	KENDRIYA VIDYALAYA	151.88	33.86
3	Construction of 16000 IHHLs across work Centers	Sulabh International Social Service Organisation (Through ONGC Foundation)	55.99	30.53
4	Financial assistance for construction of Tapas and P.U.College building for Rashtrottana Vidya Kendra at Banashankari, Bangalore (Karnataka)	RASHTROTHANA PARISHAT	5.33	4.79
5	Support for construction of 15360 nos. Individual House Hold Latrins (IHHLs) near villages of operational area	Various agencies	23.84	6.13
6	Varishthajan Swastha Sewa Abhiyaan	HELPAE INDIA , NEW DELHI	19.90	3.15
7	Corpus fund for SDI, Guwahati	SDI Guwahati	2.25	2.25
8	Contribution for SDI-Raebareli through GAIL	SDI SOCIETY, RAIBARELI	2.25	2.25
9	Swachh Vidyalaya Abhiyan and Information Education Communication (IEC) activities	AUROVILLE UNITY FUND , AUROVILLE	130.26	2.07
10	ONGC Merit Scholarship Scheme	ONGC	Rs. 48,000/- per student per year	1.64
11	Financial assistance for construction of Yoga Nilayam at Abhoypur, North Guwahati, Assam	SEVA BHARATI PURBANCHAL , GUWAHATI	2.96	0.69
12	ONGC Super 30 Project in Sivasagar, Assam	CENTRE FOR SOCIAL RESPONSIBILITY AND LEADERSHIP, NEW DELHI	2.00	0.65
13	Providing 480 Solar Street Lights in villages of Pali Parliament Constituency, Rajasthan	SPJ SOLAR TECHNOLOGY PVT LTD , DELHI	0.95	0.57
14	Ekal Vidyalaya Abhiyan - Support for 420 Single Teacher Schools across India	BHARAT LOK SHIKSHA PARISHAD , DELHI	1.93	0.50
15	Construction of CC Roads in Allavaram Mandal under CSR Initiative of EOA, Kakinada EC	DISTRICT COLLECTOR E G DIST PROJECT MANOVIKAS, KAKINADA	0.93	0.50
16	Skill Development Institute at Ahmedabad	ADS FOUNDATION , AHMEDABAD	0.87	0.43

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17	Construction of approach road from NH-37 to proposed ONGC Multispecialty Hospital at Sivasagar.	DEPUTY COMMISSIONER , SIVASAGAR	1.88	0.41
18	AIWTD Society for org Namami Brahmaputra	ASSAM INLAND WATER TRANSPORT DEVELOPMENT SOCIETY(AIWTDs) NAMAMI, GUWAHATI	0.40	0.40
19	Kitchen cum dining hall of Jivan Jyoti Ashramshala	SHRI UGAM EDUCATION TRUST , SABARKANTHA	0.32	0.32
20	Extending financial support for conducting job oriented technical skill development training programs on Plastic Processing & Manufacturing, through CIPET	CENTRAL INSTITUTE OF PLASTICS ENGINEERING & TECHNOLOGY, JAIPUR	0.71	0.30
21	Installation of 2 AC Chiller units (each having capacity of 120 ton) for new building of cancer Institute (WIA) Adyar, Chennai	CANCER INSTITUTE (WIA) WOMEN INDIAN ASSOCIATION(WIA), CHENNAI	0.88	0.27
22	Installation of RO plants in villages of West Godavari District	THE DISTRICT COLLECTOR WEST GODAVARI DST	0.49	0.25
23	Establishing a central laboratory cum children's science museum at Jorhat and a chain of 5 laboratories in schools in Assam	JATIYA SIKSA SAMANWAY PARISHAD	0.98	0.24
24	Artificial limbs for poor amputees in East Godavari District	GREENTECH FOUNDATION CHARITABLE TRUST	0.22	0.22
25	Artificial limbs to poor amputees in West Godavari District	GREENTECH FOUNDATION CHARITABLE TRUST	0.22	0.22
26	Installation of Tubewell at Prem Nagar, Dehradun	CANTONMENT BOARD DEHRADUN , DEHRADUN	0.72	0.21
27	Support for 5 Smart Class in Karimganj Dist. Assam	SRISHITISOCIAL & EDUCATIONAL WELFARE SOCIETY, NEW DELHI	0.20	0.20
28	Providing solar based drinking water facilities at door step to tribal families at "Dholisamel & Kevadi " village in Chhotaudepur block of Chhotaudepur district	AWAM	0.20	0.20
29	Support for skill development training on plastic engineering to unemployed youth in Hazira	CENTRAL INSTITUTE OF PLASTICS ENGG. & TECHNOLOGY, AHMEDABAD	0.20	0.20
30	Construction of Bahona College boys hostel	THROUGH ONGC FOUNDATION , NEW DELHI	0.84	0.19
31	Sustainable Development of Meghlipara, Tripura	WEST TRIPURA DRDA	0.45	0.18
32	Construction of roads, AV Nagaram, Thondangi, East Godavari, Andhra Pradesh	THE EXECUTIVE ENGINEER, PANCHAYATRAJ, KAKINADA	0.35	0.18
33	Touching Souls - Workshop/Training for Tribal Women	Touching Souls, B-4/171, FF, Safdarjung Development Area, New Delhi-110049	0.19	0.18

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34	Water Hand Pump in West Singhbhum	PARYAVARAN CARE SOCIETY , NEW DELHI	0.20	0.16
35	Hand Pumps Ranchi dist Jharkhand	Birsha Munda Foundation	0.19	0.16
36	Installation of 5 deep bore well Sisai, Gumla, Jha	BIRSHA MUNDA FOUNDATION	0.15	0.15
37	3 surgical Camps & 18 gynecological Surgeries	OKTI FOUNDATION , DELHI	0.20	0.14
38	28 Handpumps Bokaro - KM Foundation	KRISHNA MURARI FOUNDATION , NEW DELHI	0.17	0.14
39	12 Leaf Plate Making Machine-East Singhbhum JH	IIRD, Delhi	0.17	0.14
40	Promotion of Adivasa Arts	BHASHA SANSHODHAN PRAKASHAN KENDRA , 390003	0.14	0.14
41	Installation of Solar based RO in Doiwala Assembly	SHARP DEVELOPMENTS	0.45	0.13
42	Project Dristi at Assam- Anugrah Dristidan	ANUGRAHA DRISHTIDAN , DELHI	0.20	0.13
43	Support for Ambulance, Ranchi, Jharkhand	CBCI Society for Medical Education- North India	0.20	0.12
44	Support to Dr. Ambedkar Jr Coll, SVS , Assam	AISCSTEWA	0.20	0.12
45	Implementation of Digital Classrom at ITI, Srikona	SENIOR PRINCIPAL, ITI,SRIKONA , SILCHAR	0.15	0.12
46	Financial support for education and training of 40 intellectually disabled girls attending Raphael Special School at Uttarakhand	RAPHAEL RYDER CHESHIRE INTERNATIONAL CENTRE, DEHRADUN	0.64	0.11
47	Construction of Vocational Training Centre at Haflong, Assam	KESHAV SMARAK NYAS , HALFLONG	0.97	0.10
48	Solar Electrification of 100 house in silchar	SOCIAL WORK AND RESEARCH CENTRE	0.41	0.10
49	Support for providing drinking water thru RO systems-12	ASHWAMEGH GRAMIN PANLOT KSHETRA VA SHAIKSHANIK SANSTHAN (AGVSS), AMRAVATI	0.20	0.10
50	Implementation of GATE Coaching, Sivasagar	TRIUMPHANT INSTITUTE OF MANAGEMENT	0.20	0.10
51	Sponsoring assistance for sponsoring of 63 candidates for two year ITI Course in Electrician & Fitter Trade	CMCE (P) ITI , BOKARO	0.20	0.10
52	Skill devlp. to 120 youth of Assam in welding	GYANDEEP ASSOCIATION	0.20	0.10
53	f.a to CSR research Foundation for Inst. of 65 sanitary napkeen vending machine Delhi	CSR RESEARCH FOUNDATION , DELHI	0.19	0.10
54	Support to SARDA for Goat Rearing at Bongahara	SARDA	0.18	0.09
55	Construction of Skill Development Centre at Natun Jelom Jonai, Dhemaji, Assam	DEPUTY COMMISSIONER DHEMAJI , DHEMAJI	0.40	0.08

56	Providing 15 vest to 200 boats, Total 3000 vests	DR AMBEDKAR DALIT PARISHAD , SANAND	0.19	0.08
57	Support for runing orphanage at Agartala	MIRACLE FOUNDATION INDIA , DELHI	0.19	0.08
58	Four Borewells in Tribal area of Thane, Maharasht	The Corbett Foundation	0.17	0.08
59	supporting 70 Ekal Vidyalayas in Golaghat	FRIENDS OF TRIBALS SOCIETY	0.17	0.08
60	Construction of public toilet at Shastri Nagar, Dharavi, Mumbai	SULABH INTERNATIONAL SOCIAL SERVICE ORGANISATION, MUMBAI	0.19	0.07
61	Support for healthcare initiatives like malnutrition eradication, medical camps, sickle cell treatment and promotion of education for tribals in Maharashtra and Jharkhand	ADIVASI DEVELOPMENT INITIATIVE NAGPUR, NAGPUR	0.18	0.07
62	Fin asst for Sanitary Napkin Project in Ramgarh-	SRIJAN FOUNDATION	0.15	0.07
63	Establish Coaching centre for Competetative Examams at Bon Secours Coll Women, Tanj	BON SECOURS COLLEGE FOR WOMEN , THANJAVUR	0.12	0.07
64	Support for GATE exam coaching to 50 poor and needy students in operational areas of Cauvery Asset, Karaikal	TRIUMPHANT INSTITUTE OF MANAGEMENT EDUCATION PVT. LTD., SECUNDERABAD	0.20	0.06
65	Construction of RCC Scholar's Cottage at Institute of TAI Studues, Moranhat, Assam	INSTITUTE OF TAI STUDIES AND RESEARCH, SIVASAGAR	0.20	0.06
66	Green Hub project for training youth if NE	NORTH EAST NETWORK , GUWAHATI	0.20	0.06
67	Skill Development programme for 180 unemplyed youth for imparting training in Electronics to the identified cluster and impact assessment post training titled "SWAVLAMBAN' at Bokaro	ELECTRONICS SECTOR SKILLS COUNCIL OF INDIA, NEW DELHI	0.20	0.06
68	Construction of Building of School run by Thanuram Gogoi Memorial, Sibsagar, Assam	THANURAM GOGOI MEMORIAL H.S. SCHOOL SIVASAGAR, SIVASAGAR	0.19	0.06
69	Community Toilets at Gomia, Jharkhand	SOCIAL ACTION FOR RURAL DEVELOPMENT , RAMGARH	0.16	0.06
70	Community Toiletsat Bokaro, Jharkhand	SANGAM CHARITABLE TRUST , MUZAFFARPUR	0.16	0.06
71	Support to JanVikas Kendra for Tailoring Training	JanVikas Kendra	0.13	0.06
72	Support to JSK Hazaribag for Piggery & Poultry	JAN SAHYOG KENDRA	0.11	0.06
73	Construction of Library at Arunudai Jr College, Assam	ARUNUDAI EDUCATIONAL SOCIETY , SIVASAGAR	0.16	0.05
74	Support for appearl design training to 90 unemployed poor youth in Kolkata	THE APPAREL TRAINING AND DESIGN CENTR, GURGAON	0.16	0.05

75	Construction of Public Toilets in Silchar	SILCHAR MUNICIPAL BOARD	0.15	0.05
76	Home based life skill training for the children and young adults with deaf, blindness and multiple disabilities for 5 years in West Bengal	SOCIETY FOR THE VISUALLY HANDICAPPED, KOLKATA	0.37	0.04
77	Installation of solar pumpin, heating system and RO filters in 3 Govt. school at Sarupathar, Assam	ICCO , NEW DELHI	0.16	0.04
78	Skill Development Training for underprivileged youth at Delhi	URBO-RURAL INTEGRATED DEVELOPMENT ASSOCIATION, DELHI	0.15	0.04
79	Construction of Girls Hostel at Dima Hasao, Assam	UTTAR PURBANCHAL JANAJATI SEVA SAMITY, GUWAHATI	0.46	0.03
80	Ambulance cum Dispensary unit	MAHARAJA AGRASEN INSTITUTE OF TECHNOLOGY, DELHI	0.27	0.03
81	Livelihood enhancement project on Goatery & SHG Promotion in Deoghara Village Jharkhand	SOCIAL ACTION-FOR RURAL DEVELOPMENT , RAMGARH	0.13	0.03
82	Setting up of hospital at Bishunpur, District Gumla, Jharkhand	VIKAS BHARTI BISHUNPUR , RANCHI	0.73	0.02
83	Support for Mobile Library Project in Bokaro, Jharkhand	CHILDFUND(INDIA) , NEW DELHI	0.20	0.01
84	Project Green Hub - Establishment of Wildlife Cinematography Centre at Tezpur, Assam (2016-17)	NORTH EAST NETWORK , GUWAHATI	0.19	0.01
85	Training to farmers in fruit and veg processing in Assam	FEDERATION IN NORTH EASTERN SHGS TOWARDS SOCIETY(FINESTS), NAGAON	0.19	0.01
86	Support to school building of Shankardev Shishu Niketan school at Sibsagar, Assam	SANKERDEV SHISHU NIKETAN , SIVASAGAR	0.10	0.01
Total			522.93	188.37

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19)

**MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2018-19) HELD ON 7TH AUGUST, 2018 IN COMMITTEE ROOM No.
62, PARLIAMENT HOUSE, NEW DELHI**

The Committee sat from 1500 hrs. to 1530 hrs.

PRESENT

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS

LOK SABHA

2. Smt. Santosh Ahlawat
3. Dr. Swami Sakshi ji Maharaj
4. Dr. Banshilal Mahato
5. Dr. (Smt.) Pritam Gopinath Munde
6. Shri Rodmal Nagar
7. Shri Ram Mohan Naidu Kinjarapu
8. Shri Rajeev Satav
9. Shri Kanwar Singh Tanwar

RAJYA SABHA

10. Shri Husain Dalwai
11. Shri B.K. Hariprasad
12. Dr. Vikas Mahatme
13. Shri Vishambhar Prasad Nishad
14. Smt. Vijila Sathyananth
15. Shri Ram Nath Thakur
16. Smt. Chhaya Verma

SECRETARIAT

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

2. At the outset, the Chairperson, welcomed the Members of the Committee to the sitting of the Committee. The Committee, thereafter, discussed in detail the following draft Reports:

- (i) Action Taken on Third Report “Review of reservation policy for OBCs being implemented in medical institutions” pertaining to the Ministry of Health and Family Welfare;
- (ii) Action Taken on Ninth Report “Measures undertaken to secure representation of OBCs in employment and for their Welfare in Oil and Natural Gas Corporation (ONGC)” pertaining to the Ministry of Petroleum and Natural Gas;
- (iii) Action Taken on Eleventh Report “Measures undertaken to secure representation of OBCs in employment and for their welfare in Food Corporation of India” pertaining to the Ministry of Consumer Affairs, Food and Public Distribution; and
- (iv) “Measures undertaken to secure representation of OBCs in employment and for their welfare in NTPC Ltd.” pertaining to the Ministry of Power.

3. The Committee adopted the aforesaid Draft Reports with minor modifications and authorized the Chairperson to present the Reports to Parliament.

The Committee then adjourned.

APPENDIX II

ANALYSIS OF THE ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES CONTAINED IN THEIR NINTH REPORT (SIXTEENTH LOK SABHA)

(Refer Para 4 of Introduction)

(i)	Total No. of Observations/Recommendations:	7
(ii)	Observation/Recommendations of the Committee which have been accepted by the Government: Recommendation Sl. Nos. 4, 5 and 7	Total : 3 Percentage-42.86%
(iii)	Observations/Recommendations which the Committee do Not desire to pursue in view of the replies received from the Government Recommendation Sl. No. 2	Total : 1 Percentage-14.28%
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration: Recommendation Sl. Nos. 1, 3 and 6	Total : 3 Percentage-42.86%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited: -Nil-	Total : 0 Percentage-0%