

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

(SIXTEENTH LOK SABHA)

MINISTRY OF HOUSING AND URBAN AFFAIRS

**'Measures undertaken to secure representation of OBCs in
employment and for their welfare in Central Public Works
Department (CPWD)'**

TWENTIETH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI**

February, 2019/Magha, 1940 (Saka)

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Presented to Lok Sabha on 13.02.2019
Laid in Rajya Sabha on 13.02.2019



**LOK SABHA SECRETARIAT
NEW DELHI**

February, 2019/Magha, 1940 (Saka)

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

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3.	Shri A.S.K. Das	-	Addl. Director
4.	Ms. Suvaiba Shaikh	-	Senior Committee Assistant

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2018-19) having been authorised by the Committee to submit the Report on their behalf, present this Twentieth Report on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Public Works Department (CPWD)' pertaining to the Ministry of Housing and Urban Affairs.

2. The Committee took evidence of the representatives of the Ministry of Housing and Urban Affairs on 22nd May, 2018. The Committee wish to express their thanks to the representatives of the Ministry of Housing and Urban Affairs 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 11th February, 2019.

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;
11 February, 2019
22 Magha, 1940 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of OBCs

REPORT

CHAPTER I

Introductory

1.1 CPWD is the premier construction agency of the Government of India and plays a pivotal role in the construction programme of Government projects. Its activities are spread throughout the length and breadth of the country. It also undertakes the projects of Autonomous Bodies and Public Sector Undertakings as Deposit Works. CPWD came into existence in July, 1854 when Lord Dalhousie established a central agency for execution of public works and set up Ajmer Provincial Division. Through the professional expertise in disciplines including Architecture, Engineering, Project Management coupled with comprehensive experience in building construction and maintenance CPWD has been serving the nation for last 162 years and has executed priority of works in difficult and demanding geographical and climatic conditions. It has now grown into a comprehensive construction management department, which provides services from project concept to completion, consultancy and maintenance management. CPWD has PAN India presence and has ability to undertake construction of complex projects even in difficult terrain and maintenance in post construction stage. CPWD had been involved in construction of stadiums and other infrastructure requirements for Asian Games 1982 and Commonwealth Games 2010.

1.2 Besides being the construction agency of the Government, it performs a regulatory function in setting the pace and programmes for the building industry in the country. The DG, CPWD also functions as Technical Advisor to the Government of India. CPWD executes projects on turnkey basis including all the services viz. water supply, sewerage, roads, electrical, air-conditioning, fire fighting etc. Expertise in all fields of building construction namely Architecture, Civil Engineering, Structural Engineering, Electrical and Mechanical Engineering and Horticulture are available under one umbrella. The department takes upon itself full responsibility for planning, designing, estimation, evaluation of bids, finalization of contracts, defending arbitration and court cases. Once the work is entrusted to CPWD, the client is relieved of the responsibilities of preparing plans, estimates, appointing contractors, arranging materials, resolving disputes with the contractors, arbitration, court cases etc. The department provides comprehensive building construction management services and the project becomes the responsibility of the department.

ORGANISATIONAL SET UP

1.3 Central P.W.D. is executing works across length and breadth of the country. There are seven Regions, namely; New Delhi Region, Delhi Region, PWD Region, North Region, South Region, East Region and West Region which are headed by Addl. Director General/Engineer-in-Chief apart from dedicated unit of Additional Director General (Border), which is looking after border fencing, road and lighting works along Indo-Pak and Indo-Bangladesh borders. Regions are an independent unit in the matters of execution of works and Chief Engineer Civil, Electrical and Chief Architect of the Region report to the Regional head i.e. Additional Director General. ADG (Arch) is assisting the Director General (Works) at the headquarters in Architectural Planning and designing of projects. ADG (Trg.) is in charge of Training activity in CPWD. ADG(S&P) and ADG (TD), are in charge of New Delhi Region and Delhi Region respectively. They are also discharging Headquarters functions relating to administrative, personnel matters, technical policies etc. The organisation chart of CPWD is given at **Annexure-I.**

CHAPTER-II

REPRESENTATION OF OBCs IN CPWD

2.1 On being asked about the total staff strength of the CPWD and the number of OBC employees at various levels of posts in the hierarchy, the Ministry of Housing and Urban Affairs in a written reply informed as under:-

Representation of OBCs (as on 01/01/2018)			
Groups	Total Employees	OBCs	Percentage
(1)	(2)	(3)	(4)
A	1395	175	12.54%
B	7513	896	11.93%
C	16544	1042	6.3%
Total	25452	2113	8.3%

2.2 The Committee asked the reason for such a low representation of OBC employees in the department. During the evidence held by the Committee on 22nd May, 2018 the representative of the Ministry stated that:-

महोदय, आरक्षण पॉलिसी वर्ष 1993 से इम्पलीमेंट हुई है, लेकिन यह फिर शुरू से है ।

2.3 In this connection the Ministry in written reply stated that:-

"Reservation for OBC category was introduced in the Year 1993. Since then whatever vacancies arose in each cadre in direct recruitment are being filled up in accordance with the prescribed reservation. Further, in accordance with the instructions contained in the Department of Personnel Training's OM No. 36012/5/97-Estt. (Res.) dated 29.08.1997, the 50% limit of reservations is being followed to the current vacancies"

2.4 Regarding merely 6.3% of OBC representation in Group "C", the Ministry, in a note stated the following reasons:-

"In group-C, out of total strength of 16544 , Work-Charged employees are 11480 which is major constituent of Group-C. As per policy of Government, no direct recruitment is being made in the Work-Charged vacancies."

2.5 Furthermore, the Committee desired to know about the categories of posts in the organisation (Technical & Non-technical) in which reservations are made for OBC candidates along with the pay scales of all such posts. In this regard, the Ministry of Housing and Urban Affairs furnished the following information:-

Post	Level	Pay Scale
Multi Tasking Staff	1	18000-56900
Lower Division Clerk	2	19900-63200
Steno Grade-II	4	25500-81100
Junior Hindi Translator	6	35400-112400
Section Officer (Horticulture)	6	35400-112400
Junior Engineer	6	35400-112400
Assistant (Architect Department)	6	35400-112400
Assistant Architect	8	47600-151100
Deputy Architect	10	56100-177500
Assistant Executive Engineer	10	56100-177500

CHAPTER-III

IMPLEMENTATION OF RESERVATION POLICY FOR OBCs IN RECRUITMENT

3.1 The Committee sought information about the year-wise details of the recruitment made under various categories of posts in CPWD since the year when the reservation for OBCs was introduced in 1993. The information supplied by the Ministry is placed at Annexure-II and III.

3.2 During the oral evidence held on 22nd May, 2018, the Committee highlighted the fact that the requisite percentage of 27% reservation for OBCs was not fulfilled. Asked to give the reasons, the representatives of CPWD stated that the shortage in filling up of vacancies in OBC category is mainly due to non-joining of candidates and non-availability of eligible OBC candidates. The representative of CPWD during the oral evidence submitted as below:-

“अभी तक ज्वाइन किया है । अपॉइंटमेंट लैटर दे दिए गए हैं । उसमें मेडिकल एक्जामिनेशन होता है । ज्वाइन करने में थोड़ा टाइम लगता है ।”

BACKLOG VACANCIES

3.3 The Committee sought information regarding backlog vacancies reserved for OBCs in CPWD. In reply the Ministry submitted a statement showing number of vacancies as under:

"Backlog vacancies exist in Group-B, Group-C (MTS) and work charge category. Recruitment rules are in the process of revision for work charged category and recruitment process can be completed after approval of RRs. Details of backlog vacancy are as per Annexure IV.

3.4 Asked about the reasons for backlog, the representative of CPWD stated during the evidence as under:-

“जो 27 परसेंट का रिजर्वेशन है, उसके हिसाब से रिक्रूटमेंट हो रहा है । हर लेवल पर हो रहा है । दो लोगों ने ज्वाइन नहीं किया, जिनका इंटीमेशन हम हर साल दे रहे हैं । उसके हिसाब से हर साल रिक्रूटमेंट हो रहा है । इसको हम लोग फॉलो कर रहे हैं और जो 27 परसेंट की रिजर्वेशन पॉलिसी है, उसको हम लोग बड़ी स्प्रिट के साथ फॉलो कर रहे हैं । एक-आधे बैकलॉग और है । उसको हम इंटीमेंट करते जा रहे हैं । हर साल सैलेक्शन होता है ।”

3.5 When questioned about category wise existing backlog vacancies for OBC candidates, the representative of CPWD informed the Committee during evidence that there were no backlog vacancies.

3.6 On detailed examination of the recruitment data furnished by the Ministry of Housing and Urban Affairs, the Committee discerned that there was huge backlog in vacancies under OBC category. As per the information furnished by the Ministry, the Committee noticed 02 backlog vacancies of OBCs for the post of Assistant Architect in 2013-14 and enquired about the same. The Ministry in written note stated as below:-

"02 OBC backlog is due to non joining of candidates in recruitment year 2013-14"

3.7 The Committee raised this issue with the representatives of the Ministry and CPWD during the evidence. The representative of CPWD deposed as below:-

"यह असिस्टेंट डायरेक्टर का है। इसमें हमारे दो बैकलॉग की पोस्ट है और एक वर्ष 2017-18 की पोस्ट है। तीन पोस्ट बाकी हैं, जिसके लिए हमने एसएससी को इंटीमेट किया है। हमको वर्ष 2017-18 में तीन पोस्ट भरना है। दो पोस्ट बैकलॉग की हैं। जिनका वर्ष 2013-14 में सैलेक्शन हुआ था, किंतु कैंडीडेट ने ज्वाइन नहीं किया था।"

3.8 Not being satisfied by the reply given by the representatives of the Ministry and CPWD, the Committee sought clarification on 02 pending vacancies of the post of Assistant Architect since 2013-14 which seems to be still pending in Staff Selection Commission and also desired to know the initiatives taken to coordinate with Staff Selection Commission in order to fill up these vacancies on time. In this regard, the Ministry of Housing and Urban Affairs in a written note clarified as follows:-

"The following action is being taken for filling up of the vacancies for the post of Assistant (AD) in the category of OBC:

- 1 Requisition for filling up 03 backlog vacancies in the category of OBC for the year 2013-14 has been sent to SSC, Kolkata on 23.05.2017.

- 2 Appointment letter will be issued shortly for 06 OBC vacancies for the recruitment year 2014-15.
- 3 Requisition for filling up 02 vacancies of OBC has been sent to SSC, Chennai on 06.10.2016.
- 4 The SSC, Kolkata has informed, vide their letter 31.01.2018, that they would conduct online Computer Base Mode Examination on 24.02.2018. SSC, Kolkata has now informed, through e-mail message on 07.06.2018 (at Annexure-1), that recruitment process is at its final stage. Dossiers will be sent after declaration of the final result.
- 5 Requisition for filling up 18 vacancies of Assistant (AD) including 06 vacancies of OBC category for the year 2014-15 was sent to SSC, Allahabad. The SSC, Allahabad has forwarded dossiers of 16 selected candidates. After receiving Medical and antecedent and character certificate, matter is under process for deciding their posting. Appointment letter as likely be issued in the month of June, 2018.

3.9 Requisition for filling up 08 vacancies of Assistant (ad) including 02 vacancies of OBC category for the year 2015-16 has been sent to SSC, Chennai. The SSC, Chennai has informed, through e-mail dated 20.04.2018, that advertisement for the said vacancies will be published in December, 2018. On being asked about the steps taken or proposed to be taken to fill up the backlog, the representative of the Ministry stated as below:-

“दो लोग सैलेक्ट हुए थे, लेकिन उन्होंने ज्वाइन नहीं किया था । इसलिए उसका बैकलॉग रह गया । उसके बाद एक का है । टोटल तीन वैकेंसी ओबीसी में है । हमने एसएससी को सैलेक्शन के लिए इंटीमेट किया है ।”

3.10 The Committee asked about the steps taken/proposed to be taken to fill up the vacancies in OBC category in CPWD. In this regard, the Ministry in a written note stated as follows:-

"Matter was pursued with SSC for group C posts and now Dossiers for LDCs have been received, Dossier for Group-B (07) No) and Group C (35 No) are awaited from SSC. For work charged vacancies action will be completed after approval and notification of RR's"

3.11 On closer examination of the recruitment for the post of Junior Engineer it ensued that that recruitment process which was initiated in 2015 is yet to be completed and joining of service by 117 successful candidates belonging to OBC category is still pending. The Committee asked the representatives of the Ministry and CPWD about the reasons for such delay in recruitment process and measures being taken by the Ministry and CPWD to expedite the same. The Ministry in written note submitted as below:-

" Brief reasons for delay in recruitment process are as below:

- (i) The Notification for JE Examination, 2015 was published on 11.07.2015
- (ii) Part-I of the examination was conducted on 31.01.2016.
- (iii) Results of Part-I was declared on 05.05.2016.
- (iv) Part-II of the examination was conducted on 24.07.2016.
- (v) Final results were declared on 09.10.2017.
- (vi) Dossiers of successful candidates were received from different regional offices of SSC during October and November, 2017.
- (vii) After receiving of dossiers from SSC, candidates were asked to send various documents viz., Preference of regions for posting, Attestation Form, Identity Certificate, Medical Fitness Certificate etc. within a month.
- (viii) After receiving of the above documents, a database had been prepared before allocation of these candidates to different regions of CPWD as various information relating to direct recruitment are frequently asked by various Ministries/Departments/Organisations on many occasions.
- (ix) This Directorate had allocated successful candidates to different regions of CPWD in the month of February, 2018 and all DDGs (Coord./HQ) were requested to issue offer of appointment at the earliest for appointment/posting in the respective places of the Department.
- (x) As per PIMS records 107 out of 204 candidates have joined the Department as on date and others are yet to join the Department.
- (xi) In view of the observations of the Committee on Welfare of Other Backward Classes (2018-19) all DDGs (Coord./HQ) of four regions of CPWD have also been requested to expedite the process of Appointment and joining of the candidates nominated on the basis of JE EXAMINATION, 2015 (at Annexure-2).

The Department has taken every possible step to expedite the joining of the OBC candidates nominated by SSC on the basis of JE Exam., 2015.

3.12 On detailed examination of Annexure III(1) the Committee observed that out of total number of 456 vacancies in OBC category to the post of multitasking staff have been shown as lying vacant. The Committee enquired about the reasons for not filling of the vacancies in the department in such a great number and asked about the steps taken or proposed to be taken to fill up the vacancies. The Ministry of Housing and Urban Affairs in written reply submitted as below

"Reason for delay in the recruitment of MTS and Action Taken to fill up the vacancies are as follows:-

- (a) SSC has not concluded recruitment for the post of MTS preceding to the year 2016 and the vacancies of OBCs for the year 2014-15 were reported to Staff Selection Commission in the year 2016.
- (b) Requisitions were sent to SSCs concerned during February, August and December 2016.
- (c) Advertisement for examination by SSC was issued on 31.12.2016.
- (d) Exam was scheduled to be held in OMR based mode from May, 2017 to June, 2017.
- (e) Vide notice dated 06.09.2017, the exam was re-scheduled from 16.09.2017 to 31.10.2017 in September-October, 2017 in Computer based mode.
- (f) The result of MTS Exam 2016 was uploaded on Commission's website on 16.05.2018.
- (g) From above it is seen that from requisition to result, a period of two years has been taken by SSC.
- (h) 28 dossiers of OBCs have been received in SR on 28.05.2018 & 28 dossiers have been received in ER in last week of May and the joining process in the respective regions have been initiated.
- (i) Rest of dossiers are awaited from SSCs concerned and it has been confirmed from different regions of SSC that the dossiers of the selected candidates would be dispatched within 10 days to Coordination Units of CPWD."

3.13 The Committee were not satisfied with the explanation given by the CPWD and suggested them to ensure implementation of reservation orders of the Government in letter and spirit.

From the information furnished by the Ministry, the Committee discerned that regardless of the category of post there was avoidable delay in overall recruitment process in CPWD and raised this issue during evidence with the representatives of the Ministry and CPWD. In this regard, the representative of the CPWD submitted that:-

“दो साल का समय लग जाता है, क्योंकि एसएससी में एकजाम थोड़े विलम्ब से हो रहे हैं एसएससी का अपना प्रॉसेस है । वे अपना समय लेते हैं । हम लोग हर साल अपना इंटीमेशन देते रहते हैं ।”

SPECIAL RECRUITMENT DRIVE

3.14 To a question about the present status of special recruitment drive initiated by the CPWD and number of OBC employees so far inducted , the Ministry stated as under:-

"Special Recruitment drive was launched in 2008. Recruitment Rules for work charged categories are being revised to fill up backlog vacancies."

3.15 Asked about the machinery/checks in force to ensure proper implementation of OBC reservation policy, the Ministry in a written reply stated as below:-

" While intimating vacancies to Staff Selection Commission (SSC) and Union Public Commission(UPSC), it is being ensured that the vacancies are as per prescribed percentage for OBCs."

CHAPTER-IV

MONITORING MECHANISM FOR IMPLEMENTATION OF RESERVATION POLICY

4.1 Explaining about the mechanism , for ensuring proper implementation of the policy for reservation of OBCs in CPWD, the Ministry in a note furnished to the Committee stated that:-

"While intimating vacancies to Staff Selection Commission (SSC) and Union Public Commission (UPSC), it is being ensured that the vacancies are as per prescribed percentage for OBCs"

Maintenance of Roster register

4.2 Asked as to whether recruitment rosters indicating points for reserved category vacancies were being maintained properly and kept up-to-date, the Ministry of Housing and Urban Affairs has informed that Roster Register is being maintained by CPWD as per DoPT norms. When the Committee further asked if separate registers are being maintained for each post/category, the Ministry in written reply submitted as follows:-

"Yes. (1) Multi Tasking Staff (2) Lower Division Clerk (3) Junior Hindi Translator (4) Steno Grade- II (5) Assistant Architect (6) Assistant Architect Department (7) Assistant Executive Engineer (8) Deputy Architect (9) Junior Engineer (10) Section Officer (Horticulture).

4.3 Furthermore, the Committee asked whether the roster registers are maintained at Central/Zonal/Regional Levels. In this regard, the Ministry in a note submitted as follows:-

"Roster register for Assistant Architect, Assistant (Architect Department), Assistant Executive Engineer, Deputy Architect, Junior Engineer and Section Officer (Horticulture) are maintained at Central Level and for Multi Tasking Staff, Lower Division Clerk, Junior Hindi Translator and Steno Grade - II are maintained at Regional level."

CHAPTER-V

WELFARE MEASURES FOR OBCs

LIAISON OFFICER FOR OBCs

5.1 CPWD in a written note stated that it had appointed separate Liaison Officer for OBCs to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them. The information regarding appointment and duties of Liaison Officers for OBCs in CPWD as furnished by the Ministry of Housing and Urban Affairs is placed at Annexure-V

Grievance Redressal

5.2 As regards, the machinery for redressal of grievances of OBC employees in CPWD, the Ministry in a note informed as under:

"OBC employees can report their grievances to Liaison officer for OBCs or Staff Grievance Officer. DDG(HQ) has been appointed as Staff Grievance Officer vide letter number F.No.5 /1/2016-EC-VII Dated 14th July 2016. (Annexure-VI)A.

Subsequent OMs issued by the Ministry dated 3rd August, 2016 and 23rd November, 2016 in this regard are also shown at (Annexure VI)B&C.

5.3 Asked about the receipt and disposal of grievances of OBC employees in the company, the CPWD in a reply informed that no complaints from OBC employees have been received in last two years.

5.4 The Committee desired to know whether the management hold periodic meetings with OBC employees of the organization to sort out their problems/grievances. The Ministry in a written reply informed as under:-

"No welfare association has approached with the problems/ grievances."

CHAPTER-VI

OUTSOURCING OF SERVICES/JOBs

6.1 Regarding outsourcing of jobs, the Ministry in a written note stated as below:-

"Rule 178 & 180 of GFR 2017, permits Ministries/Departments to hire external professionals, consultancy firms or consultants for a specific job. The GFR 2017 also permits Ministries/Departments to procure/outsourcing auxiliary and support services. **(Annexure-VII)**

However, they clarified that no outsourcing is done against permanent employees and also no contracted employees are deployed against regular posts. The Committee desired to know about the services for which the contractual employees are being engaged and also whether these employees are provided adequate salary as per Minimum Wages Act, Medical and PPF facilities, etc. The Ministry in a written reply stated as under:

"Contract agencies are engaged for construction and maintenance services on consideration of economy, speed, efficiency and more effective delivery of public services. Employees of such agencies are paid salary as per Minimum Wages Act and EPF/ ESI facilities are provided as per the Employees Provident Funds and Miscellaneous Provision Act, 1952 and Employees State Insurance Act, 1948

6.2 Asked about the post-wise details of the contractual employees engaged in last three years, the Ministry replied that:-

"Services are not provided for particular post but general outsourcing of services is done. As such post wise details are not applicable."

6.3 Elaborating further, the Ministry in their written reply stated that:-

"As already stated that CPWD does not employ any contracted labour, however, contracts are drawn for execution of construction and maintenance works. Periods of contracts of said construction and maintenance works vary depending upon quantum of works. As such the details of Contract Labour, Agencies engaged in construction and maintenance works are being centrally maintained by the department."

6.4 The Committee enquired as to how it is ensured that while engaging contract workers, representation of backward classes is kept in mind. The Ministry in a note stated as under:

"As already stated that CPWD does not employ any contracted labour, however, contracts are drawn for execution of construction and maintenance works. Periods of contracts of said construction and maintenance works vary depending upon quantum of works. In the CPWD Works Manual and CPWD Standard Contract Agreement Forms, there is no provision for recommendation to contractor for engaging labours of any specific category."

PART-II

Observations/Recommendations of the Committee

Organisation and Data Management in Recruitment

1. CPWD has been serving as the premier construction agency of the Government of India for the last 162 years. Through the professional expertise in disciplines including Architecture, Engineering, Project Management coupled with comprehensive experience in building construction and maintenance, CPWD has now grown into a comprehensive construction management department which provides services from project concept to completion, consultancy and maintenance management. Central PWD is executing works across the length and breadth of the country with seven Regions, namely; New Delhi Region, Delhi Region, PWD Region, Northern Region, Southern Region, Eastern Region and Western Region which are headed by Additional Director General/Engineer-in-Chief apart from ADG(Border) looking after border fencing, road and lighting works along Indo-Pak and Indo-Bangladesh borders. ADG(Arch) assists the Director General (Works) at the Headquarters in Architectural Planning and Designing projects and ADG(Trg.) is in charge of Training activity in CPWD; Director General being the overall head of the Department.

The Committee note that as on 1st January, 2018, there were 25,452 employees in CPWD. Of these, only 2,113 employees belonged to OBC category constituting just 8.3 per cent of the total number of employees. In Group 'A' service, the representation of OBCs was 12.54 per cent; in Group 'B', 11.93 per cent; while in Group 'C', the representation of OBCs is miserably low at 6.3 per cent. The Committee find this position to be unreasonable as the reservation for OBCs was made effective way back in 1993 i.e. two and a half decades back. The reasons cited by CPWD for the inadequate or low representation of OBCs are routine in nature and lack substantive reasoning. Had there been regular, optimum and timely recruitment to fill up all the vacancies against the sanctioned posts since the policy of reservation came into effect in 1993 by following the stipulated norms of reservation, the representation of OBCs would have been much better now. Moreover, the Committee find that there is no data pertaining to recruitment available for the period from 1993 to 2010. In the opinion of the Committee, this is a substantial period of time for which no scrutiny or analysis is possible owing to the absence of any authentic data with regard to the number of sanctioned posts, number of vacancies available and recruitment made in OBC category, post-wise, Group-wise and

year-wise. The Ministry of Housing and Urban Affairs have stated that the requisite information for the period 1993 to 2010 is not readily available as the same pertains to an old period. They have further informed that efforts are being made to trace the relevant files for compiling the requisite information. The Committee in this regard, expect that no effort would be spared for tracing and compiling the requisite information for the period. From the replies furnished by the Ministry, it is also evident that the data pertaining to recruitment and implementation of reservation has not been compiled in digital format by the CPWD. They, therefore recommend that the Ministry should reap the benefit of technology in this regard, as advancements in digital technology have made data compilation, analysis and maintenance very easy. The Committee trust that the requisite data will be compiled and made available to the Committee at the earliest.

Ensuring proper representation of OBCs in total workforce

2. While citing the reasons for low representation of OBCs in the organisation, especially in Group-'C' posts where representation of OBCs is only 6.3 per cent, CPWD have informed that in Group-'C' category, of the total strength of 16,544 employees, the number of work-charged employees is 11,480, which is a major constituent of Group- 'C'. The Committee have been given to understand that no direct recruitment is being made for filling up work-charged vacancies as per the policy of the Government. They have also been informed that recruitment rules are in the process of being revised for work-charged category and that the recruitment process can be completed following the finalisation of Recruitment Rules. The Committee find that a major chunk of Group-'C' employees belong to work-charged category and feel that keeping the recruitment of employees of this category beyond the ambit of reservation will go against the spirit of the reservation policy of the Government in favour of the socially and educationally backward classes. The Committee, therefore, expect that the Recruitment Rules for the work-charged category which are already under revision will be reframed in such a way so as to introduce direct recruitment therein and thereby pave the way for judicious inclusion of OBC candidates under the work-charged category in CPWD. The Committee desire to be kept apprised of the progress in regard to revision of the relevant Recruitment Rules.

Implementation of Reservation Policy for OBCs in Recruitment

3. The scrutiny of the year-wise and post-wise data of recruitment in CPWD reveals that in the Group- 'B' post of Assistant (AD), no recruitment has been executed since the

year 2014-15. The Committee were informed that requisition for filling up vacancies that arose during the year 2014-15 and 2015-16 has been sent to the SSC, Allahabad and Chennai and the proposal for filling up vacancies that arose during the year 2016-17 and 2017-18 was under process. Besides, for the post of Junior Engineer (C), only 87 OBC candidates had joined out of the total of 204 OBC vacancies in 2015. The dossiers of the successful candidates of the year 2016 were received only during March, 2018. For the Group 'C' post of Lower Division Clerk, dossiers of only 22 OBC candidates were received from SSC against 135 OBC vacancies for the year 2016. Further, the Committee find that the recruitment against a total of 456 OBC vacancies for Multi Tasking Staff was pending for the recruitment year of 2017. Explaining the reasons, the Ministry has informed that SSC has not conducted recruitment for the post of MTS preceding to the year 2016 and the OBC vacancies for the year 2014-15 were reported to SSC in the year 2016. Against this backdrop, the Committee observe that there has always been substantial period of delays that are avoidable in the whole recruitment process in CPWD, which would not only be a matter of deep concern not only for the candidates, but also go against the overall interest of the organisation itself. The Committee, therefore, recommend that the Ministry of Housing and Urban Affairs expedite the whole process of recruitment in coordination with SSC and make all out efforts to fill up all the pending OBC vacancies in various categories of posts without any further delay.

Grievance Redressal and Role of Liaison Officer for OBCs

4. The Committee note that CPWD had appointed their DDG(HQ) as Staff Grievance Officer on 14th July, 2016 and had advised all the CPWD officials to send their grievances in respect of service matters of CPWD to the Staff Grievance Officer by email in PDF format. It was informed that OBC employees can report their grievances to Liaison Officer for OBCs also. However, the Committee are astonished to find that this is not mentioned anywhere in the charter of duties attached to the appointment order of the Liaison Officer for OBCs. Besides, the Committee had during the course of examination of the subject raised the specific question as to whether the management holds periodic meetings with the OBC Employees' Welfare Association/Union to sort out their problems/grievances. The Ministry, in their reply in this regard, had informed that no welfare association had approached the management with the problems/grievances. The Committee find this submission to be ambiguous and not clear about the existence of any such association in CPWD. Moreover, the Committee are also doubtful about the management being open for any periodic meetings with the OBC employees'

representative bodies, if at all they exist. In this scenario, the Committee are not surprised that no complaints from OBC employees have been received in the last two years. They are of the opinion that the employees belonging to OBC community generally do not come forward with their grievances, complaints and suggestions easily as they hail from the background of socially and educationally deprived section of the society. The Committee, therefore, recommend that the Liaison Officer for OBCs should be empowered to deal with the grievances and complaints of the OBC employees by categorically including a provision to this effect in the Charter of duties of the Liaison Officer for OBCs. This would enable the Liaison Officer to serve as a bridge between the OBC employees and the management. The Committee would also like to emphasise that the grievances sent in writing should also be taken into consideration as all the employees may not be well versed in sending the same through email in PDF format. They also recommend that the Ministry of Housing and Urban Affairs to develop a mechanism to hold periodic meetings with the representative bodies/OBC employees proactively so that the employees hailing from the downtrodden section of the society may find their say in the organisation and feel associated and connected, which will ultimately prove to be beneficial for the organisation itself.

Outsourcing/Engaging Contractual Employees

5. The Committee note that contract agencies have been engaged by CPWD for construction and maintenance services on consideration of economy and speed, efficiency and more effective delivery of public services. However, the Ministry have failed to provide any details of such agencies and number of contractual employees engaged for different services during the last three years. The Committee have been informed that CPWD does not employ contracted labourers and contracts are drawn with contract agencies for execution of construction and maintenance works. The Ministry have admitted that the details of the contract labourers and agencies engaged in construction and maintenance works are not being centrally maintained by the department. As such, on the issue of representation of backward classes among the contractual employees, they have stated that in the CPWD Works Manual and CPWD Standard Contract Agreement Forms, there is no provision for issuing recommendations/directions to the contractor for engaging labourers of any specific category. While not putting any question mark on the Government policy decision to engage contract employees for certain services and works under the department, the Committee feel that such appointments through contract agencies adversely affect the

opportunities that are otherwise available to the reserved classes in regular appointments. They, therefore, desire that there should be some initiative on the part of the Government to explore the way to give representation to the backward classes in such contractual employment so as to honour the spirit of the Constitution of India towards ensuring equal opportunity and inclusive growth for socially and educationally backward classes. The Committee also suggest that the payment of minimum wages as per the Minimum Wages Act and provision of other facilities, pertaining to healthcare, PPF, insurance and social security benefits should also be ensured for such contractual workers by establishing a proper monitoring mechanism in the department in this regard.

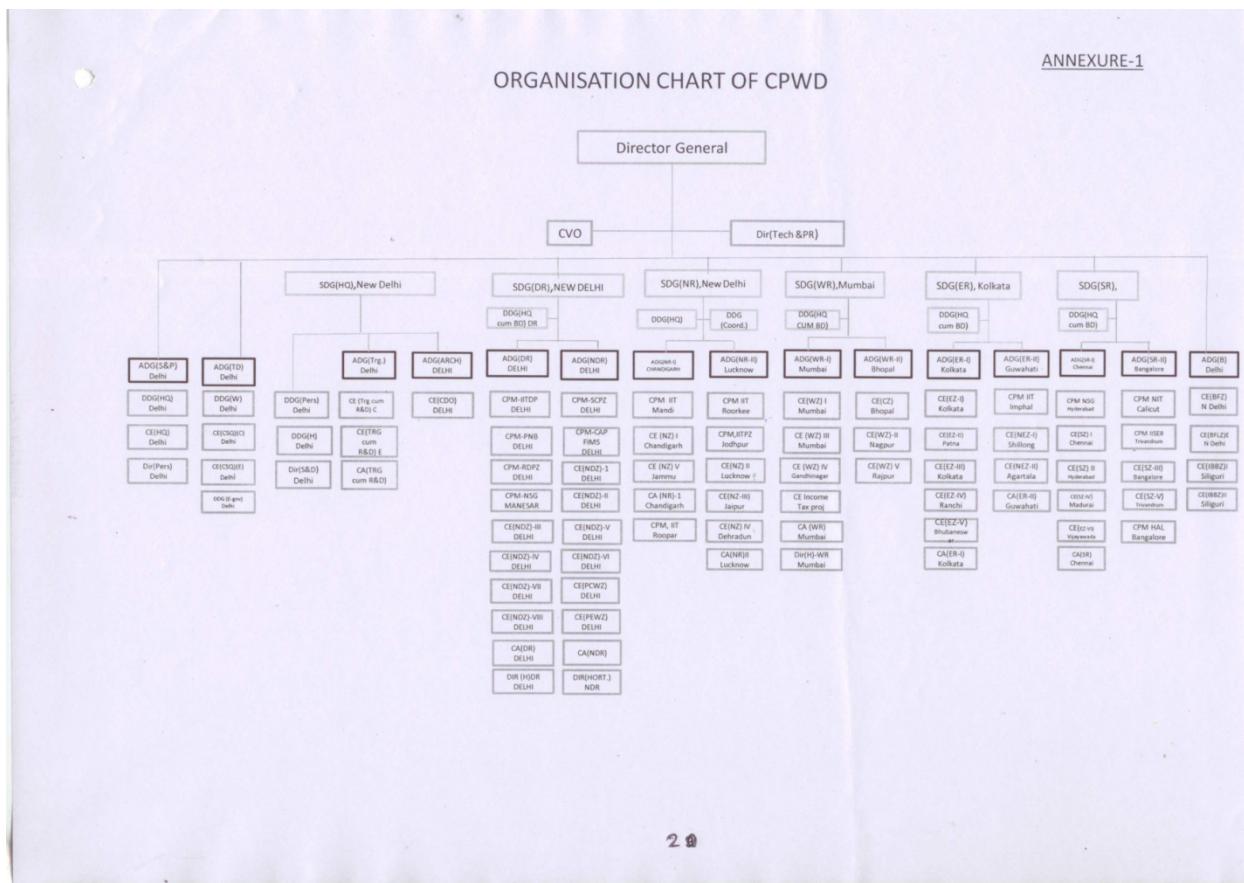
NEW DELHI;
11th February, 2019
22 Magha, 1940 (Saka)

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

Annexure-I (Vide para no. 1.3)

ORGANISATION CHART OF CPWD

ANNEXURE-1



Annexure-II
(Vide para no. 3.1)

II
 Annexure - 4/1

E. Details of recruitment in OBC category :

(a) Assistant Architect :

Year	Category of post	No. of vacancies reserved for Other Backward Classes								
		Total No. of vacancies occurred	Total No. of vacancies actually filled	Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	%age of shortfall	
1997-98	Group 'B' Gazetted	10	10	04	00	04	04	00	00	00
2002-03		04	04	02	00	02	02	00	00	00
2013-14		21	20	05	00	05	03	02	40%	02
2014-15		22	21	06	00	06	06	00	00	00
2017-18		04	00	01	00	01	00	01	100%	00

(b) 03 OBC vacancies were proposed to be filled up during recruitment year 2017-18 but it is on hold due to cadre reviews.

F. (a) 02 OBC is backlog due to non joining of candidates in recruitment year 2013-14.
(b) They were proposed to be filled during recruitment year 2017-18.

E. Details of recruitment in OBC category :(a) Assistant (AD)

Year	Category of post	No. of vacancies reserved for Other Backward Classes								Backlog OBC vacancies	Backlog OBC vacancies filled
		Total No. of vacancies occurred	Total No. of vacancies actually filled	Reserved during the year	No. of carried forward OBC	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	%age of shortfall		
2013-14	Group 'B'	24	15	07	00	07	04	03	42%	03	00
2014-15		18	00	06	00	06	00	06	100%	00	00
2015-16		08	00	02	00	02	00	02	100%	00	00
2016-17		12	00	03	00	03	00	03	100%	00	00
2017-18		07	00	02	00	02	00	02	100%	00	00

(b) Requisition for filling up 03 OBC vacancies has already been sent to SSC, Kolkata.

(c) Requisition for filling up vacancies arisen during the year 2014-15 and 2015-16 has already been sent to the SSC, Allahabad and Chennai. The proposal for filling up vacancies arisen during the year 2016-17 and 2017-18 is under process.

F. (a) Due to the non-availability of eligible candidates, 03 OBC backlog were arisen during the year 2013-14.
 (b) Requisition for filling up 03 OBC vacancies has already been sent to SSC, Kolkata.

Details of recruitment for the post of Assistant Executive Engineer in OBC category.

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes							
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC Vacancies	Total OBC vacancies actually filled	Shortfall	% of shortfall	Backlog OBC Vacancies	Backlog OBC Vacancies filled
1.											
Joining year - 2011	Group- 'A' Exam- (ESE-2009)	33	33	08	Nil	Nil	08	Nil	Nil	Nil	N/A
Joining year - 2011	AEE (Elect. & Mech.) Exam- (ESE-2009)	06	06	01	Nil	Nil	01	Nil	Nil	Nil	N/A
Joining year - 2012	Group- 'A' Exam- (ESE-2010)	14	14	03	Nil	Nil	03	Nil	Nil	Nil	N/A
Joining year - 2012	AEE (Elect. & Mech.) Exam- (ESE-2010)	05	05	01	Nil	Nil	01	Nil	Nil	Nil	N/A
Joining year - 2013	Group- 'A' Exam- (ESE-2011)	23	23	06	Nil	Nil	06	Nil	Nil	Nil	N/A
Joining year - 2013	AEE (Elect. & Mech.) Exam- (ESE-2011)	06	06	02	Nil	Nil	02	Nil	Nil	Nil	N/A
Joining year - 2014	Group- 'A' Exam- (ESE-2012)	21	21	05	Nil	Nil	05	Nil	Nil	Nil	N/A
Joining year - 2014	AEE (Elect. & Mech.) Exam- (ESE-2012)	08	08	02	Nil	Nil	02	Nil	Nil	Nil	N/A
Joining year - 2015	Group- 'A' Exam- (ESE-2013)	19	19	05	Nil	Nil	05	Nil	Nil	Nil	N/A
Joining year - 2015	AEE (Elect. & Mech.) Exam- (ESE-2013)	06	06	02	Nil	Nil	02	Nil	Nil	Nil	N/A

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Year	Category of posts	No. of vacancies reserved for Other Backward Classes												
		Total No. of vacancies occurred	Total No. of vacancies actually filled	Reserved during the year			No. of carried forward OBC vacancies			Total OBC Vacancies	Total OBC Vacancies actually filled	Shortfall	% of shortfall	Backlog OBC Vacancies
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.			
Joining year - 2015 Exam- (ESE-2014)	Group- 'A' (AEE(Civil))	18	18	04	Nil	Nil	04	Nil	Nil	Nil	Nil	N/A		
Joining year - 2015 Exam- (ESE-2014)	AEE (Elect. & Mech.)	02	02	Nil	Nil	Nil	02	Nil	Nil	Nil	Nil	N/A		
Joining year - 2016 Exam- (ESE-2015)	Group- 'A' (AEE(Civil))	46	46	12	Nil	Nil	12	Nil	Nil	Nil	Nil	N/A		
Joining year - 2016 Exam- (ESE-2015)	AEE (Elect. & Mech.)	09	09	02	Nil	Nil	02	Nil	Nil	Nil	Nil	N/A		
Joining year - 2017 Exam- (ESE-2016)	Group- 'A' (AEE(Civil))	32	32	10	Nil	Nil	10	Nil	Nil	Nil	Nil	N/A		
Joining year - 2017 Exam- (ESE-2016)	AEE (Elect. & Mech.)	16	16	04	Nil	Nil	04	Nil	Nil	Nil	Nil	N/A		

Note: The requisite information from 1993 to 2010 is not readily available as the same pertains to old period. However, efforts are being made to trace the relevant files for compiling the requisite information.

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E. Details of recruitment in OBC category

(As per records available in the section)

Details of vacancy for the post of Deputy Architect

Year	Category of Posts	Total no. of Vacancies occurred	Total No. of Vacancies actually filled	No. of vacancies reserved for Other Backward Classes							
				Reserved During the year	No. of carried Forward OBC vacancies	Total OBC vacancies	Total OBC Vacancies Actually filled	Shortfall	%age of shortfall	Backlog OBC Vacancies	Backlog OBC Vacancies filled
2002-2003	A	10	10	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
2003-2004	A	14	14	2	NIL	2	2	NIL	NIL	NIL	NIL
2013-2014	A	41	41	12	NIL	12	12	NIL	NIL	NIL	NIL
2014-2015	A	13	13	03	NIL	03	03	NIL	NIL	NIL	NIL

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Junior Engineer (C)

E. Details of recruitment in OBC category:

6. (a) (i)

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes					Backlog vacancies	Backlog OBC vacancies filled	
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall			
1	2	3	4	5	6	7	8	9	10	11	12
2015	JE (C)	204	Nominated 204 candidates by SSC	204	Nil	204	87 candidates have joined so far and rest of the candidates are expected to join soon@.	0	0	0	0
2016		413	Nominated 413 candidates by SSC	111	Nil	111	111* dossiers of successful candidates have been received during March, 2018 from SSC.	0	0	0	0
2017		145	Yet to be nominated by SSC	39	Nil	39	Yet to be nominated by SSC	0	0	0	0

@ Candidates allotted to the regions during February, 2018 and are in the process of joining.

* Allocation of the successful candidates to the regions is in progress.

Junior Engineer (E)

E. Details of recruitment in OBC category:

6. (a) (ii)

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for Other Backward Classes					Backlog vacancies	Backlog OBC vacancies filled	
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall			
1	2	3	4	5	6	7	8	9	10	11	12
2015	JE (E)	Nil	N.A.	N.A.	Nil	Nil	N.A.	0	0	0	0
2016		130	Nominated 130 candidates by SSC	35	Nil	35	35* dossiers of successful candidates have been received during March, 2018 from SSC.				
2017		Nil	N.A.	N.A.	Nil	Nil	N.A.	N.A.	N.A.	N.A.	N.A.

* Allocation of the successful candidates to the regions is in progress.

Annexure - 4/6

Details of recruitment in OBC category from 2006 to till date for the post of Section Officer (Hort.)

Year	Category of posts	Total No. of vacancies occurred	Total No. vacancies actually filled	Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	%age of shortfall	Backlog OBC Vacancies	Backlog OBC Vacancies filled
1	2	3	4	5	6	7	8	9	10	11	12
2006 to till date	Section Officer (Hort.)	02	06	02	02	02	06	02	9.52%	02*	06

* Requisition for 02 vacant posts to SSC is under process

Annexure-III
(Vide para no. 3.1)

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Annexure-III

DETAILS OF RECRUITMENT IN OBC CATEGORY FOR THE POST OF MULTI TASKING STAFF
(As on 30.4.2018)

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 filled	REGION	
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	%age shortfall			
2017	C	1260	2	181	94	275	0	275	100	0	0	NR
2017	C	211	0	73	0	73	0	73	100	0	0	ER
2017	C	102	0	4	45	49	0	49	100	0	0	WR
2017	C	150	0	3	56	59	0	59	100	35	0	SR
TOTAL		1723	2	261	195	456	0	456	100	35	0	

- * Requisition for vacancy under ER, WR & SR has been sent to SSC
- * For NR, NOC is being sought from Surplus Cell
- * NR-Northern Region
- * ER-Eastern Region
- * WR-Western Region
- * SR-Southern Region

Year wise details in r/o appointments made for the post of LOWER DIVISION CLERK

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	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall			
2015	C	282	0	136	0	136	136	0	100	0	0
2016	C	319	0	135	0	135	22*				

* Dossiers are being received from SSC

** Requisition already been sent to SSC

Year wise details in r/o appointments made for the post of JUNIOR HINDI TRANSLATOR

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 filled
				Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall	
2014	B	9	0	0	0	0	0	0	0
2015	B	10	0	3	0	3	0	3	100
2016	B	18	9**	2	3	5	4	1	20
2017	B	17	0	0	1	1	0	1	100

**01 dossier was returned vide this directorate's letter No. 5/8/2017-EC IV(SC) dated 08.05.2018 as the candidate didn't join.

DETAILS OF RECRUITMENT IN OBC CATEGORY FOR THE POST OF Steno Gr. II (As on 30.4.2018)

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	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall			
2015	C	81	80	21	0	21	19	2	10	0	0
2016	C	68	2	17	2	19	*				
2017	C	36	0	7	0	7	**				

* Dossiers are being received

** Requisition already sent to SSC

Annexure-IV
(Vide para no. 3.3)

IV
Annexure-6/1

Details of backlog vacancies of Other Backward Classes (OBC) in Group 'A', 'B' and 'C' posts in CPWD and action taken Report in CPWD to fill up these posts are stated below:-

S. No.	Group	Name of the post	Vacancy	Action taken report to fill up the post
1	Group A	—	0	
2	Group B	Section Officer (Hort.)	2	Section Officer (Hort.) - Requisition for 02 vacant posts for submission to Staff Selection Commission (SSC) is under process in the Office of Director(NDR), New Delhi.
3		Assistant (Architect Department)	3	Assistant (Architect Department) - Directorate have already sent requisition to Staff Selection Commission(SSC), Kolkata to fill up the vacancies of 03 posts of OBC category and SSC, Kolkata has advertised the said posts.
4		Assistant Architect	2	Asstt. Architect - Filling up of 02 posts of OBC Category is under Process in the Directorate.
Total			7	

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Details of backlog vacancies of Other Backword Classes in Group 'A', 'B' and 'C' posts in CPWD and action taken Report in CPWD to fill up these posts are stated below:-

Group 'C' Non Works Charge Staffs	Regions	Name of the post	OBC	Action taken report to fill up the post
	SR	MTS	35	Vacancies intimated to Staff Selection Commission(SSC) for filling up the posts.
Group 'C' Work Charge Staff	SR	Work Assistant	2	Proposal for relaxation of Recruitment Rules for recruiting from departmental candidates through Limited Departmental Examination has been sent to MoHUA.
		Lift Operator	3	NOC sought from DoPT for the post of Lift Operator.
Total		40		
Group 'C' Work Charge Staff	Regions	Name of the post	OBC	Action taken report to fill up the post
	NR	Belder	0	SRD was launched in 2008. Recruitment Rules of Workcharge Category are under revision and process will be completed after approval of Recruitment Rules.
		Mechanic (AC&R)	0	
		MLD	0	
		Electrician	0	
		Mechanic E&M	0	
		Wireman	0	
		Khallası	66	
		Operator E&M	1	
		Total	67	
	SR	Electrician	1	
		Mechanic (AC&R)	1	
		Wireman	12	
		Operator	15	
		Plumber	4	
		Masson	2	
		Khallası	66	
	Total	116		
Grand Total (NR+SR)		183		

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Annexure V
(Vide para no. 5.1)

Annexure V

No. -5/16/2012 EC-IV(SC)(Part File)
Government of India
Directorate General
Central Public Works Department

Nirman Bhawan, New Delhi.
Dated :- 8th January, 2016

To

Shri Ram Dayal
Superintending Engineer (Civil),
O/o Parliament Civil Works Circle,
Parliament House Complex, New Delhi.

Sub:- Appointment of Liaison Officer in DG, CPWD for the affairs of OBCs.

Sir,

I am directed to say that, with the approval of the competent authority, it has been decided to appoint you as Liaison Officer to look after the interests of OBC employees working in the entire CPWD in terms of DoP&T's OM No. 42011/18/96-Estt.(Res.) dated 6th March, 1997 and dated 01st October, 1997 as amended from time to time..

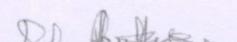
2. As a Liaison Officer, you are expected to perform the duties as given in the Annexure attached.

Yours faithfully,

(K.M. Abul Hassan)
Section Officer

Copy to:

1. All Spl. DGs (NR/ER/SR/WR) for information with request to appoint a Liaison Officer (LO) in their Region if not appointed. If so, a copy of such order may be provided to this Directorate.
2. E-in-C/ADGs/CEs/CAs/SEs.
3. Sh. Prem Mohan, SE, NDPC, New Delhi for information.
3. PPS to DG, CPWD.
4. All concerned through website of CPWD.
5. Hindi Section for Hindi version.
6. Guard file.


(K.M. Abul Hassan)
Section Officer

Duties of Liaison Officer for looking after the matter relating to the reservation for OBCs in CPWD

1. Ensuring due compliance by the subordinate appointment authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Other Backward Classes and other benefits admissible to them.
2. Ensuring timely submission and sending the consolidated reports in the prescribed proforma to the DoP&T(Estt./SOT).
3. Acquainting himself well in time about the dates of various DPCs, which will be held in future. He will have with him a ready list of officers of various levels belonging to OBCs of a few sister Departments/Ministries so that whenever requirement arises, an OBC officer of appropriate level consistent with the level of the other members of the DPC and the level of appointment for which a DPC is proposed to be convened, can always be associated as a member. Such a list may be prepared by the Liaison Officer by informally consulting the administrative wing of other Ministries/Departments.
4. Ensuring that while making a reference to the DoP&T and to the National Commission for Backward Classes for dereservation of reserved vacancies, full details in support of the proposal for dereservation are given.
5. Ensuring the extension of necessary assistance to the National Commission for Backward Classes in the investigation of complaints received by the Commission, in regard to service matters and in the collection of information for his annual report.
6. Conducting annual inspection of the reservation registers/roster registers maintained in the Offices under the control of the Department with a view to ensuring proper implementation of the reservation orders.
7. Acting as Liaison Officer between the Department and the DoP&T for supply of other information, answering questions and queries and clearing doubts in regard to matters covered by the reservation orders.

Annexure VI(A)
(Vide para no. 5.2)

Annexure - VI

F.No. 5/ 1/2016- EC-VII
Ministry of Urban Development
Directorate General
Central Public Works Department

Dated : 17 July, 2016

OFFICE MEMORANDUM

Subject: DDG(HQ) designated as "Staff Grievance Officer" for Staff Grievance of CPWD

It has been observed that large number of Staff of CPWD is filing complaints for staff matters on PG portal as Public Grievances. In order to streamline the process of disposal of staff grievances, it has been decided with the approval of the DG, CPWD that the DDG(HQ), O/o DG, CPWD is designated as "Staff Grievance Officer" for staff grievances. Henceforth, all CPWD officials should send their grievances to DDG(HQ) and if their grievance is not resolved, only then they should resort to file a P.G. on PG Portal of CPGRAMs. While sending grievances, staff shall indicate that they have taken up matter with immediate Controlling Officer and Superior Officer, when grievance is not resolved in reasonable time, grievance shall be taken up with Staff Grievance Officer of the Head Quarter. Check list is enclosed herewith.

17/7/16
(Jasbir Singh)
Dy. Director (Admn.-VI)

To

1. All SDGs/ ADGs, CPWD,
2. All Chief Engineers, CPWD
3. All other Concerned Officers/Staff of CPWD

SLC 17/7/16

(Through CPWD Web site)

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Check List for examination of Staff Grievance

1. Name of the applicant
2. Post last held
3. Office where working/Last working
4. Type of grievance
5. Whether applied earlier to immediate Controlling officer and superior officer for redressal of his/her grievance
6. If yes, when applied and to whom applied With date and supporting documents may be enclosed
7. Whether any reply has been received from Controlling officer & Superior officer if yes, a copy of the same may be enclosed
8. Whether matter relates to policy matters, Vigilance case or Court case.
9. Whether applicant is pensioner or not
10. If yes details of date of retirement/PPO No. From where pension is drawn
11. Any other relevant information

Annexure VI(B)
(Vide para no. 5.2)

Annexure VI/A

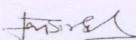
F.No.5/1/2016-EC-VII(Pt.)
Ministry of Urban Development
Directorate General
Central Public Works Department

Nirman Bhawan, New Delhi
Dated 3rd August, 2016

OFFICE MEMORANDUM

Sub:- DDG(HQ) designated as "Public Grievance Officer" for Staff Grievance.

In continuation of this Directorate's OM of even No.5/1/2016-EC-VII(Pt.) dated 14/7/2016 on the subject cited above (circulated through CPWD website) and the undersigned is directed to request all the CPWD officials to send their grievances of CPWD, if any to the DDG(HQ) of DG CPWD, Staff Grievance Officer in respect of service matters of CPWD by email (on email ID delsotec7sg.cpwd@gov.in) in PDF form.


(Jasbir Singh)
Dy. Director (Admn.VI)

To

1. All SDGs/ADGs, CPWD
2. All Chief Engineers, CPWD
3. All other Concerned Officers/Staff of CPWD

Through CPWD Web site

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Annexure VI(C)
(Vide para no. 5.2)

F.No.5/1/2016-EC-VII(Pt.)
Ministry of Urban Development
Directorate General
Central Public Works Department

Annexure II/B

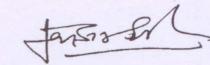
Nirman Bhawan, New Delhi
Dated 23nd November, 2016

OFFICE MEMORANDUM

Sub:- DDG(HQ) designated as "Public Grievance Officer" for Staff Grievance.

The undersigned is directed to refer to Directorate's OM's of even number dated 14/7/2016 & 03.08.2016, on the subject cited above, circulated through CPWD website (copy enclosed) and to say that some staff members of CPWD are still filing complaints for staff matters on PG Portal as Public Grievance.

2. It is, therefore, again requested to follow the above referred instructions of the Directorate and to send their grievances, if any, to the DDG(HQ) O/o Directorate General, CPWD, Public Grievance Officer, in respect of service matters of CPWD alongwith duly filed check list by email (email ID delsoec7sg.cpwd@gov.in) in PDF form, so that their grievances are resolved at the earliest and no inconvenience is caused to any official.



(Jasbir Singh)
Dy. Director (Admn.VI)

To

1. All SDGs/ADGs, CPWD
2. All Chief Engineers, CPWD
3. All other Concerned Officers/Staff of CPWD

Through CPWD Web site

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Annexure-VII



GENERAL FINANCIAL RULES 2017
Ministry of Finance
Department of Expenditure

Rule 176 Buy-Back Offer

When it is decided with the approval of the competent authority to replace an existing old item(s) with a new and better version, the department may trade the existing old item while purchasing the new one. For this purpose, a suitable clause is to be incorporated in the bidding document so that the prospective and interested bidders formulate their bids accordingly. Depending on the value and condition of the old item to be traded, the time as well as the mode of handing over the old item to the successful bidder should be decided and relevant details in this regard suitably incorporated in the bidding document. Further, suitable provision should also be kept in the bidding document to enable the purchaser either to trade or not to trade the item while purchasing the new one.

PROCUREMENT OF SERVICES

A. CONSULTING SERVICES

Rule 177 "Consulting Service" means any subject matter of procurement (which as distinguished from 'Non-Consultancy Services' involves primarily non-physical project-specific, intellectual and procedural processes where outcomes/ deliverables would vary from one consultant to another), other than goods or works, except those incidental or consequential to the service, and includes professional, intellectual, training and advisory services or any other service classified or declared as such by a procuring entity but does not include direct engagement of a retired Government servant.

Note: These Services typically involve providing expert or strategic advice e.g., management consultants, policy consultants, communications consultants, Advisory and project related Consulting Services which include, feasibility studies, project management, engineering services, finance, accounting and taxation services, training and development etc.

Rule 178 The Ministries or Departments may hire external professionals, consultancy firms or consultants (referred to as consultant hereinafter) for a specific job, which is well defined in terms of content and time frame for its completion.

Rule 179 This chapter contains the fundamental principles applicable to all Ministries or Departments regarding engagement of consultant(s). Detailed instructions to this effect may be issued by the concerned Ministries or Departments. However, the Ministries or Departments shall ensure that they do not contravene the basic rules contained in this chapter.

Identification of Services required to be performed by Consultants: Engagement of consultants may be resorted to in situations requiring high quality services for which the concerned Ministry/ Department does not have requisite expertise. Approval of the competent authority should be obtained before engaging consultant(s).

Preparation of scope of the required Consultant(s): The Ministries/ Departments should prepare in simple and concise language the requirement, objectives and the scope of the assignment. The eligibility and prequalification criteria to be met by the consultants should also be clearly identified at this stage.

Rule 182 Estimating reasonable expenditure: Ministry or Department proposing to engage consultant(s) should estimate reasonable expenditure for the same by ascertaining the prevalent market conditions and consulting other organisations engaged in similar activities.

Identification of likely sources.

- (i) Where the estimated cost of the consulting service is up to Rupees twenty-five lakhs, preparation of a long list of potential consultants may be done on the basis of formal or informal enquiries from other Ministries or Departments or Organisations involved in similar activities, Chambers of Commerce & Industry, Association of consultancy firms etc.
- (ii) Where the estimated cost of the consulting services is above Rupees twenty-five lakhs, in addition to (i) above, an enquiry for seeking 'Expression of Interest' from consultants should be published on Central Public Procurement Portal (CPP) at www.eprocure.gov.in and on

APPENDIX-I

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

MINUTES OF THE SIXTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19) HELD ON 22nd MAY, 2018 IN COMMITTEE ROOM 'C' PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1100 hrs. to 1330 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

Lok Sabha

2. Shri Ravindra Kushawaha
3. Shri Rodmal Nagar
4. Shri Rajveer Singh (Raju Bhaiya)

Rajya Sabha

5. Shri Ram Narain Dudi
6. Dr. Vikas Mahatme
7. Shri Vishambhar Prasad Nishad
8. Smt. Vijila Sathyananth
9. Shri Ram Nath Thakur
10. Smt. Chhaya Verma

SECRETARIAT

1. Shri A.S.K. Das	-	Deputy Secretary
2. Smt. P. Jyoti	-	Under Secretary

WITNESSES

MINISTRY OF HOUSING AND URBAN AFFAIRS

1.	Shri Durga Shankar Mishra	Secretary
2.	Shri Manoj Kumar	Additional Secretary

NATIONAL BUILDING CONSTRUCTION CORPORATION LTD. (NBCC)

1.	Shri Rajendra Chaudhari	Director (Commercial)
2.	Shri Manas Kaviraj	Chief General Manager (HRM)

HOUSING AND URBAN DEVELOPMENT CORPORATION LTD. (HUDCO)

1.	Dr. Ravi Kanth Medithi	Chairman & Managing Director
2.	Shri J. Prem Nawaj	Executive Director (HRMA)
3.	Mrs. Vandana Motsara	GM (HRMA)

HINDUSTAN PREFAB LTD. (HPL)

1.	Shri S.K. Jain	General Manager (Engg.)
2.	Shri Gyan Prakash Ranjab	Chief (HR)
3.	Shri A.K. Gaur	Deputy General Manager (Civil)

CENTRAL PUBLIC WORKS DEPARTMENT (CPWD)

1.	Shri Prabhakar Singh	Special Director General (DR)
2.	Shri Harnam Singh	Deputy Director General (HQ)

DELHI DEVELOPMENT AUTHORITY (DDA)

1.	Shri Uday Pratap Singh	Vice Chairman
2.	Shri Shripal	Pr. Commissioner
3.	Shri Rajiv Gandhi	Commissioner (Personnel)

2. At the outset, the Chairperson welcomed the Members of the Committee on Welfare of Other Backward Classes and the representatives of the Ministry of Housing and Urban Affairs, National Building Construction Corporation Ltd. (NBCC), Housing and Urban Development Corporation Ltd. (HUDCO), Hindustan Prefab Ltd. (HPL), Central Public Works Department (CPWD) and Delhi Development Authority (DDA). He highlighted the core issues concerning implementation of reservation policy for OBCs and various welfare measures/schemes being implemented for OBCs. He also emphasized the need for proper monitoring of implementation of reservation policy of the Government for OBCs. Thereafter, the representatives of CPWD made brief powerpoint presentation on the subject under examination.

3. The major issues raised by the Members in the sitting were as under :-

- (i) Implementation of reservation policy for OBCs in recruitment especially in staff car drivers/MTS;
- (ii) Achieving prescribed percentage of reservation in Ministry/Departments/Organisations/Institutions and monitoring mechanism therefor;
- (iii) Reasons for delay in recruitment to various posts and backlog vacancies in Ministry/Departments;
- (iv) Appointment of separate Liaison Officer and formation of separate OBC Association for redressing the grievances of OBC employees;
- (v) Training facilities to OBCs at different stages to ensure equal opportunity for backward section of society.;
- (vi) Detailed information about outsourcing of jobs in the concerned organisation and its impact on recruitment under OBC category;
- (vii) Issues relating to engagement of contractual workers in various organisations, giving representation to OBCs therein and ensuring various facilities and social security benefits to them;
- (viii) Utilization of CSR funds for welfare of OBCs; and
- (ix) Measures undertaken for promoting overall welfare of OBC employees.

4. The Members sought clarifications on various issues including those mentioned above and the representatives of the Ministry responded to the same. 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.

The Witnesses then withdrew.

5. The Committee decided to undertake the study visit to Gangtok, Agartala and Kolkata from 22th to 27th June, 2018 in connection with examination of various subjects selected by the Committee.

The Committee then adjourned.

6. The copy of the verbatim proceedings of the sitting has been kept on record.

APPENDIX-II

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

EXTRACTS OF MINUTES OF THE FOURTEENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19) HELD ON 11th FEBRUARY, 2019 IN COMMITTEE ROOM 'C', PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1500 hrs. to 1630 hrs.

PRESENT

Shri Ganesh Singh — *Chairperson*

MEMBERS

LOK SABHA

2. Dr. Swami Sakshi Ji Maharaj
3. Shri Rajeev Satav
4. Shri Kanwar Singh Tanwar

RAJYA SABHA

5. Shri Ram Narain Dudi
6. Dr. Vikas Mahatme
7. Shri Vishambhar Prasad Nishad
8. Shri K.K. Ragesh
9. Shri Ram Nath Thakur
10. Smt. Chhaya Verma

SECRETARIAT

1. Shri T. G. Chandrasekhar - Joint Secretary
2. Shri R.R. Kumar - Director
3. Shri A.S.K. Das - Additional Director

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 Report on the following subject for consideration and adoption:-

‘Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Public Works Department (CPWD)’ pertaining to the Ministry of Housing and Urban Affairs.

After some deliberations, the Committee adopted the draft Report and authorised the Chairperson to finalise 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.