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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2021-22)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF CHEMICALS & FERTILIZERS

[ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THEIR FIFTH REPORT (SEVENTEENTH LOK SABHA) ON “MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF OBCs IN EMPLOYMENT AND FOR THEIR WELFARE IN NATIONAL FERTILIZERS LIMITED (NFL)”.]

ELEVENTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI
August, 2021/ Sravana, 1943 (Saka)**

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COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2021-22)

(SEVENTEENTH LOK SABHA)

[Action Taken by the Government on the Observations/Recommendations contained in their Fifth Report (Seventeenth Lok Sabha) on “Measures undertaken to secure representation of OBCs in Employment and for their Welfare in National Fertilizers Limited (NFL)”.]

MINISTRY OF CHEMICALS & FERTILIZERS

***Presented to Lok Sabha on 04.08.2021
Laid in Rajya Sabha on 04.08.2021***



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI
*August, 2021/Shravana, 1943 (Saka)***

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2021-22)

SHRI RAJESH VERMA- CHAIRPERSON

MEMBERS
LOK SABHA

2. Shri T.R. Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
6. Ms. S. Jothimani
7. Shri Dileshwar Kamait
8. Smt. Raksha Nikhil Khadse
9. Shri Jyotirmay Singh Mahato
10. Dr. Sanghamitra Maurya
11. Shri Anubhav Mohanty
12. Dr. Pritam Gopinath Munde
13. Shri Balak Nath
14. Shri Ajay Nishad
15. Shri Parbhatbhai Savabhai Patel
16. Shri Ram Shiromani
17. Shri K. Sudhakaran
18. Shri Ashok Kumar Yadav
19. *Vacant*[§]
20. *Vacant*[%]

RAJYA SABHA

21. Smt. Geeta *alias* Chandraprabha
22. Shri T.K.S. Elangovan
23. Shri Narayana Koragappa
24. Shri Jaiprakash Nishad
25. Shri Vishambhar Prasad Nishad
26. Dr. Banda Prakash
27. Smt. Chhaya Verma
28. Shri Harnath Singh Yadav
29. *Vacant*^{*}
30. *Vacant*[&]

[§] Vice Shri Sanjay Seth resigned from the membership of the Committee.

^{*} Vacancy arose vice the retirement of Shri K.K. Ragesh, MP

[%] Vice Shri Kapil Moreshwar Patil ceased to be a Member of the Committee consequent upon his induction in Council of Ministers on 07.07.2021

[&] Vice Shri B.L.Verma ceased to be a Member of the Committee consequent upon his induction in Council of Ministers on 07.07.2021

SECRETARIAT

1. Smt. Anita B. Panda - Joint Secretary
2. Shri Arvind Sharma - Director

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes having been authorized by the Committee to present the Report on their behalf, present this Eleventh Report on Action Taken by the Government on the Observations/ Recommendations contained in the Fifth Report of the Committee (Seventeenth Lok Sabha) on "Measures Undertaken to Secure Representation Of OBCs in Employment and for their Welfare in National Fertilizers Limited (NFL)" pertaining to the Ministry of Chemicals & Fertilizers.

2. The Fifth Report was presented to Hon'ble Speaker, Lok Sabha on 25 July, 2020, when the House was not in Session. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 16 October, 2020.

3. The replies of the Government were examined and the Draft Action Taken Report was considered and adopted by the Committee at their sitting held on 13 July, 2021.

4. The Fifth Report which was earlier presented to Hon'ble Speaker, Lok Sabha, was presented in Lok Sabha on 22 July, 2021 and laid on the Table of Rajya Sabha on 23 July, 2021.

5. An analysis of the Action Taken by the Government on the Observations/ Recommendations contained in the Fifth Report (Seventeenth Lok Sabha) of the Committee is given in Appendix-II.

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

NEW DELHI;
30 July, 2021
8 Shravana, 1943 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of OBCs.

CHAPTER I

REPORT

This Report of the Committee on Welfare of Other Backward Classes deals with the action taken by the Government on the Observations/Recommendations contained in their Fifth Report (Seventeenth Lok Sabha) on "Measures undertaken to secure representation of OBCs in employment and for their welfare in National Fertilizers Limited (NFL)".

2. The Fifth Report (Seventeenth Lok Sabha) of the Committee was presented to Hon'ble Speaker on 25th July, 2020. The Report contained 12 Observations/Recommendations. Action Taken Notes in respect of all the Observations/Recommendations contained in the Report have been received from the Government. These have been examined and categorised as follows:

- i. Observations/Recommendations which have been accepted by the Government:
Recommendation Para Nos. 5,6,7,8,11,12 and 13.....
(Total - 07)
Chapter II

- ii. Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies:
Recommendation Para Nos. 9.....
(Total - 01)
Chapter III

- iii. Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:
Recommendation Para Nos. 2, 3, 4 and 10.....
(Total - 04)
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 merit comment in the succeeding paragraphs.

Recommendation (Sl. No.2)

Representation of OBCs in top management

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

“The Committee observe that as per the present composition of its management body, there are three whole-time functional Directors besides the CMD, two Government Nominee Directors and one non-official independent Director. However, the Committee have been informed that as on date none of the officials in the Management Board belong to the OBC category. Thus, there is no representation of OBCs in the top management of the company. The Committee understand that the appointments in the Board of Directors are being made directly by the Government. However, they would like to impress upon the administrative Ministry, i.e. the Ministry of Chemicals and Fertilizers to adhere to the DPE OM No. 2(15)/2011-GM dated 18 April, 2011 communicating the concern expressed by the Parliamentary Standing Committee on Industry that if persons from the Categories of SC, ST and OBC and Women category come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference.”

REPLY OF THE GOVERNMENT

6. The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“The appointment related to Functional Directors in Fertilizer CPSEs is being done by Public Enterprise Selection Board (PESB), Department of Personnel and Training (DoPT). Further it may be mentioned that for each vacant post of Non-official Directors, a panel of 3 names (taken from Data Bank and recommendations of Hon’ble Minister) is being sent to DPE for placing the same before Search Committee and on the recommendation of Search Committee, the details of selected candidates are forwarded to DoPT for approval of ACC”.

7. **The Committee in their original report had asked the ministry to adhere to DPE OM dated 18th April, 2011 which stipulates that if persons from the category of SC, ST & OBC and Women category come forward with the criteria laid down for the appointment of**

non-official Directors on the Board of CPSEs, they should be given preference. However, the Ministry in its reply has merely furnished the details of methods of appointment to Board of Directors in National Fertilizers Limited. The Ministry has not spelt out whether any effort was made to adhere to the DPE on dated 18th April, 2011. It is important to highlight that non representation of any officer belonging to OBC in the Board of Directors cannot be attributed merely to the process of appointments. The issue of representation of OBC in the top management is a very sensitive one and it cannot be brushed aside under the extant technicalities. Reiterating the above recommendation, the Committee would like to emphasize that the Ministry, while filling vacant posts of Non-official Directors, should adhere to the DPE OM dated 18th April, 2011 and make an honest effort to forward the names of the eligible candidates from the specified marginalised sections of the society also to the DPE for placing the same before the Search Committee. The Committee are confident that such a process will be instrumental in addressing the lacuna in the selection process and set in motion a workable mechanism for bringing adequate representation of SC, ST, OBC and Women candidates for holistic social inclusion in the Board of Directors of NFL.

Recommendation (Sl. No. 3)

Representation of OBCs

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

“The Committee note that as on 08 September, 1993 i.e. the date of implementation of reservation for OBCs in civil posts and Services under the Government of India, out of total strength of 6870 employees, there was nil representation of OBC in NFL. However since, the reservation for OBCs in the company was implemented on 27.07.1995, based on the declaration of category status of employees of the Company, as on 31.12.1995, out of total strength of 6826, there were 278 OBC employees in NFL. The Committee therefore observe that till 31.12.1995, not a single candidate belonging to OBC category was appointed in NFL by virtue of Reservation policy thereby denying benefit of reservation to OBCs for two years. The Committee further observe that as on 31.12.2019, the total strength of employees in NFL was 3343 out of which only 443 employees belong to OBC category. Thus, the representation of OBCs in NFL is only 13.25%. This is less than half of 27% quota meant for OBCs as per Reservation Policy, which is in vogue for the last 25 years. The Committee are of considered view that NFL needs to undertake a comprehensive review and reflect whether the organisation has

succeeded in safeguarding the constitutional guarantees being extended to the people belonging to the Other Backward Classes. Further, the Committee notice a disturbing trend in the varied representation of OBCs across the hierarchy of posts/ levels in NFL. The representation of OBCs is only 12.16% in Group A while it is only 8.52% in Group B. The low representation of OBCs in Group B is particularly worrisome because these posts are generally filled through internal promotions. The Committee would like to express their anguish at the implied denial of promotions to OBC employees in Group 'B' Posts. It is only in Group C where OBCs manage to get 28.15% which is a little over the mandated 27%. The Committee therefore, desire that NFL should analyse the reasons for not ensuring the mandatory representation of OBCs, particularly in Group B. They strongly recommend that the issue of low representation of OBC employees be addressed immediately and steps should be taken to ensure that no prejudice is caused to the interest and representation of OBCs in NFL in the long term.”

REPLY OF THE GOVERNMENT

9. The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“NFL, a Schedule ‘A’ and a Mini Ratna (Category-1) Company was incorporated on 23.08..1974, whereas Reservation for Other Backward Classes was implemented w.e.f. 08.09.1993, however, the same was notified vide DoPT OM dated 27.07.1995.

Accordingly based on the self-declaration of category status of employees of the Company, the manpower status as on 31.12.1995 was as under:

	UR	SC	ST	OBC	TOTAL
Manpower	4601	1664	283	278	6826

Thereafter, as on 31.12.2019, the manpower position was as under:

	UR	SC	ST	OBC	TOTAL
Manpower	1927	775	198	443	3343

It is pertinent to mention here that on the date of implementation of guidelines on reservation to OBC in employment vide DOPT notification dated 27.07.1995, NFL was already having a manpower strength of 6876 and impact of reservation provided to OBC candidates in recruitment could take effect in recruitment carried from 27.07.1995 onwards. On receipt of notification vide DoPT OM dated 27.07.1995, recruitment in NFL was carried out in line with Presidential Directive on reservation in recruitment. During

the period from 27.07.1995 to 31.12.2019, total 538 vacancies were reserved for OBCs and out of which 534 vacancies were filled. Therefore, w.e.f 31.12.1995 to 31.12.2019, the representation of OBC employees increased from 4.25% (278 out of 6826) to 13.25% (443 out of 3343).

Details of recruitment of OBCs in the Company from (27.07.1995 to 31.12.2019)

Total No. of vacancies occurred	Total No. of vacancies reserved during the rectt. Years (1995-2019)	Total Vacancies filled till date (%)	Backlog, if any
2255	538	534 (23.68%)	04

It may be seen that NFL has filled up 99.25 % (534 / 538) vacancies ear-marked for OBC in the Company w.e.f 27.07.1995. The action for filling up of remaining 04 backlog vacancies is also being taken up through press advertisements.

With regard to low representation of employees in Group-B in NFL, it is pertinent to mention here that no recruitment is carried out at Group-B level and these posts are filled through promotions. Employees who are inducted at Group-C or D, level in the Company are promoted to next higher scale subject to meeting the eligibility / suitability criteria for promotion in next higher scale. Therefore, the manpower position at Group-B level in NFL is dependent upon promotion of employees inducted at Group-C or D level. Further, the employees promoted to Group-B level remain within this group for fairly long time and many of them superannuate from this level. As on 31.12.1995, there were total 1874 employees in Group-B whereas on 31.12.2019, they are 1233 only. The decrease in manpower strength is due to retirements/ resignation/ opting of VRS of employees. It is pertinent to mention here that Government guidelines do not have provision for reservation in promotion of OBC employees. NFL has been asked to strictly follow the Presidential Directive and Government guidelines on reservation to OBC in services as applicable to them”.

10. The Committee, in their original report, had pointed out the extremely low representation of OBCs at various levels NFL. In its reply the Ministry has submitted that the representation of OBCs has increased from 4.25% in 1995 to 13.25% during the period 1995 to 2019 and that 99.25% of vacancies earmarked for OBCs in NFL have been filled. From the data furnished by the Ministry, the Committee find that over a period of 25 years, there is 9% increase in the representation of OBCs whereas there is still

shortage of about 14% of OBC employees in NFL. Hence, the Committee feel that the representation of OBCs still has gaps in the NFL and note that the Ministry has failed to provide any concrete plans for augmenting it. Also, the Ministry has not disclosed the way forward for increasing the representation of OBC in Group-B which are filled solely through promotion. The Committee, therefore, desire that the issue overall low representation of OBC and also cadre-wise under representation of OBCs be appropriately addressed by NFL.

Recommendation (Sl. No. 4)

Backlog and shortfall vacancies

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

“The Committee note that in the year 2018 there were 08 vacancies in Group-A out of which 03 vacancies were filled up in 2019. However, 05 vacancies remain unfilled for which NFL will take action for recruitment in recruitment year 2020. The Committee are not convinced with the argument put forward by NFL that backlog vacancies could not be filled up due to non-availability of candidates meeting the recruitment specification and candidates were not found suitable. The Committee feel that special recruitment drive should have been given wide publicity and relaxation & concession available to OBC candidates should have been prominently highlighted in the advertisement so as to elicit encouraging response from the OBC candidates. The Committee are further worried to note the variance in numbers between the backlog vacancies and overall representation of OBCs in the organization. This is evident from the fact that as on 31.12.2019, the total strength of employees in NFL was 3343 out of which only 443(13.25%) were OBCs. Whereas as per the 27% quota meant for OBCs, total number of OBC personnel should have been 902. Thus, the Committee observe that there is a short-fall of 459 posts across the ranks whereas only 10 backlog vacancies in Group A are shown to exist in NFL. The Committee would like to conclude that shortfall and backlog vacancies in NFL are not being calculated on a realistic basis and thus leading to inadequate representation of OBCs in various Technical & Non-Technical posts in NFL. The Committee are of a considered view that this gap in representation of OBCs needs to be bridged immediately by recruiting more OBCs in each recruitment cycle. They, therefore, strongly recommend that NFL should take stock of inadequate representation of OBC in the organisation and apprise the Committee about the shortfall/backlog vacancies as well as about the recruitment undertaken in the present year at action taken stage.”

REPLY OF THE GOVERNMENT

12. The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“NFL has informed that there were no unfilled backlog vacancies for OBC upto 2017. However, in the year 2018, there were 08 vacancies at Group-A level in OBC category which remained unfilled due to non-availability of eligible candidates. These 08 vacancies have been carried forward as backlog vacancy for recruitment year 2019. Out of 08 backlog vacancies, till date 04 have been filled through special recruitment drive in the year 2019. It is pertinent to mention here that no major constraint is being faced by NFL in recruitment process at induction level. However, in case of lateral recruitment where considerable experience is required for meeting the eligibility criteria for recruitment, usually limited number of candidates belonging to OBC category meeting the recruitment specifications are available. Where a vacancy remains unfilled due to non-availability of reserved category, candidate the same is carried forward to next recruitment year as Backlog Vacancy. Efforts are being made to fill the remaining 04 backlog vacancies in this recruitment year through special recruitment drive.

With regard to representation of only 13.25% OBC manpower as on 31.12.2019 in NFL, it is explained in para no 03 that on the date of implementation of guidelines on reservation to OBC in employment vide DOPT notification dated 27.07.1995, NFL was already having a manpower strength of 6876 and impact of reservation provided to OBC candidates in recruitment could take effect in recruitment carried 27.07.1995 onwards. On receipt of notification vide DoPT OM dated 27.07.1995, recruitment in NFL was carried out in line with Presidential Directives on reservation in recruitment. Therefore, despite the fact that overall there was reduction of 51% in total manpower in NFL from 6826 as on 31.12.1995 to 3343 as on 31.12.2019, the representation of OBC employees has increased from 4.25% (278 out of 6826) to 13.25% (443 out of 3343) in the said period”.

13. The Committee had pointed out variance in numbers between the backlog vacancies and overall representation of OBCs in the organisation. The Committee had also found that shortfall and backlog vacancies of OBCs in NFL were not being calculated on a realistic basis leading to their inadequate representation in various technical and non-technical grades in it. The Ministry, in their reply, has not furnished any information with regard to fulfilling statutory obligation of achieving 27% reservations in NFL. The Committee, therefore, reiterate that NFL should take stock of

inadequate representation of OBC in the organisation and device a concrete plan to ensure 27% reservation to OBCs in NFL.

Recommendation (Sl. No. 10)

Grievance Redressal Mechanism

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

“The Committee are concerned to note that NFL has not put in place a dedicated Grievance Redressal Mechanism. However, an employee belonging to OBC category can seek redressal of their grievances either personally or through the Liaison Officers functioning at each Unit/Office of the Company. The Committee feel that Liaison Officer acts as bridge between the employee and the organisation. Hence, he can only forward the grievance of the employee to the organisation and may not necessarily play a crucial role in redressal of grievances of OBC employees. The Committee do not agree with the claim of NFL that no OBC related grievance is pending which can be attributed to absence of institutional Grievance Redressal Mechanism and non-existence of OBC 24 Employees Association. The Committee therefore strongly desire that NFL should put in place a dedicate Grievance Redressal Mechanism for redressal of grievance of OBC employees in an equitable and impartial manner.”

REPLY OF THE GOVERNMENT

15. The Ministry of Chemical and Fertilizers in their action taken reply have stated:

“NFL has informed that employees belonging to OBC category can seek redressal of their grievances either personally or through the Liaison Officers, which exist in all Units. There is Implementation Cell and Liaison Officer functioning at each Unit/Office of the Company to deal with the grievances of SC/ST/OBC employees and to oversee the implementation of Presidential Directive. Company also has a grievance redressal procedure applicable to all employees. In case the employee is not satisfied with the redressal, he or she may approach higher authorities / senior management through proper channel. Grievances of Other Backward Class employees can be represented by concerned individuals directly through HoD or through various forums like Trade Union or Federation of Officers Associations. Meetings with Union and Association are scheduled from time to time and the grievances, if any received during these meetings are sorted out. Further, necessary instruction encouraging formation of OBC Employees'

Welfare Associations has been issued by the Management however, NFL has not received any response or option from employees belonging to OBC category for formation of an association”.

16. The Committee, in their earlier report had recommended that NFL should put in place a dedicated Grievance Redressal Mechanism for redressal of grievances of OBC employees in an equitable and impartial manner. However, the reply furnished in this respect seem to be an attempt to evade the responsibility towards this. NFL has been insistent on the satisfactory working of existing mechanism for OBC, either through personal efforts or the liaison officer, but this is not adequate. The Committee also feel that non-pendency of grievances could, perhaps, be attributed to the absence of an institutional framework which can speedily resolve the issue. The multi-layered approach described by NFL in itself can be a deterrent to OBC employees to come forward and register their grievances. A dedicated grievances redressal mechanism would entail specific charter of duties and delineation of processes involved, which would bring transparency and also encourage disadvantaged employees to come forward for resolution to their problems.

The Committee, therefore, reiterate that it is high time to remove this lacuna in the organisational framework as grievance redressal mechanism is one of the fundamental tenets of employee-employer relationship. A better appreciation of this aspect would help in conducive working relations between the various stakeholders.

Recommendation (Sl. No. 11)

OBC Employees' Association

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

“During the course of examination of the subject, the Committee expressed their unhappiness that there was no OBC Employees' Association in NFL. However, during the study visit in January, 2020, NFL informed the Committee that necessary instructions encouraging formation of OBC Employees' Welfare Associations has been issued by Management. In this connection, the Committee desire that NFL may expedite the process of formation of OBC Employees Welfare Association and necessary logistical facilities such as Office space, Telephone etc. should be extended to the Association.”

REPLY OF THE GOVERNMENT

18. The Ministry of Chemical and Fertilizers in their action taken reply have stated:

“NFL has informed that necessary instruction encouraging formation of OBC Employees' Welfare Associations has been issued by the Management however, NFL has not received any response or option from employees belonging to OBC category for formation of an association. Instructions are again being issued for encouraging formation of OBC Employees' Welfare Associations”.

19. The Committee are pleased to note that in pursuance of their recommendation, NFL has issued instructions encouraging the formation of OBC employees Welfare Association. In this regard, the Committee are of the considered view that such initiatives take time to fruition and a wider publicity to the initiative be given around places like canteen, workshops in NFL premises and since there are only 443 employees as of now, they can be informed individually also through letters, messages etc. As OBCs come from a relatively disadvantaged sections of society, they may not be aware of the policy decision taken in this regard and only an active engagement with them will lead to setting up of a welfare association which, in turn, can highlight and present their cases more purposely and persuasively.

CHAPTER-II

OBSERVATION/ RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No.5)

Reservation Roster

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

“The Committee note that NFL is maintaining reservation rosters both for direct recruitment and promotion for all posts. They also understand that there is no reservation for Other Backward Classes in promotion. However, the Committee would like to emphasise that while implementing the judgement of Constitution Bench of the Supreme Court, in the case of R.K. Sabharwal Vs. State of Punjab as well as J.C. Mallick Vs. Ministry of Railways, DOPT vide Office Memorandum No. 36012/96-Estt. (Res.) dated 2 July, 1997 decided that existing 200 point, 40-point and 120-point vacancy based rosters shall be replaced by post-based rosters and asked the Ministries/Departments and concerned authorities to prepare the respective rosters based on the principles elaborated in the Explanatory Notes given in aforesaid Office Memorandum. The Committee therefore strongly recommend that para 5 of the said Explanatory Notes which stipulates that, "while cadre is generally to be construed as the number of posts in a particular grade, for the purpose of preparation of roster, it shall comprise posts required to be filled by a particular mode of recruitment in terms of the applicable recruitment rules."

REPLY OF THE GOVERNMENT

2.2 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“NFL has informed that the discipline-wise level wise manpower in the company is divided into separate cadres. The Company has followed the rules regarding reservation prescribed by the Government of India, in all its recruitment processes which is carried out in Direct Recruitment mode. Reservation points in post based rosters maintained for direct recruitment in NFL have been provided cadre-wise as per DoPT guidelines issued vide OM dated 02.11.1997 regarding maintenance of post based reservation rosters.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Recommendation (Sl. No.6)

Consideration of OBC candidate selected on own merit as general candidate

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

“The Committee would like to draw attention of NFL to DOPT OM No. 36012/2/96 Estt.(Res.) dated 2 July, 1997 which stipulates that in direct recruitment to Central Government jobs and services, the reserve category candidates who are selected on the same standard as applied to general candidates will not be adjusted against reserved vacancies. Further, as per DOPT OM No. 36011/1/98-Estt (Res.) dated 1 July, 1998 only when a relaxed standard is applied in selecting a reserved candidate e.g. in the age limit, experience and qualifications etc., such candidate will be counted against reserved vacancies. Subsequently, DOPT vide OM No. 43011/4/2018-Estt.(Res.) dated 4 April, 2018 conveyed to all the Ministries/Departments that it has been brought to their notice by Parliamentary Committee on Welfare of OBCs that the above instructions are not being followed in some case in direct recruitment and reiterated that while making Direct Recruitments, guidelines contained in aforesaid OMs may be kept in view by all concerned.”

REPLY OF THE GOVERNMENT

2.4 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“The above recommendation is noted please. However, the prescribed guidelines are being followed by NFL.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Recommendation (Sl. No.7)

Selection Board

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

“The Committee note that as per DoPT OM No. 42011/2/2014-Estt. dated 13 February, 2014 it is mandatory to include one (1) member belonging to OBC category in the

Selection Committee/Board for making recruitment to 10 or more vacancies of any posts/services. The OM further stipulates that where the number of vacancies against which selection is to be made is less than 10, no effort should be spared in finding an OBC officer amongst others for inclusion in such Committees/Boards. In this regard, the Committee are pleased to note that NFL is adhering to the above mentioned guidelines and including one member belonging to OBC in the Selection Committee in case of recruitment of Group A level post. They further note that since no direct recruitment is made in group B posts in the Company and selection of candidates in group C&D Posts is purely on the basis of merit of written examination, no selection committee is formed for these levels of recruitment in the Company.

The Committee, however, find that out of the 10 selection committees one particular OBC officer has been nominated in 6 selection committees, one officer has been nominated in 3 selection committees and one officer in one selection committee. The Committee feel that in order to ensure full independence and impartiality, it is imperative that only one particular officer does not become a permanent fixture in all such Selection Committees. The Committee, therefore, recommend that a panel of OBC officers should be drawn and they should be represented in these Selection Committees on rotation basis.”

REPLY OF THE GOVERNMENT

2.6 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“The above recommendation is noted by NFL please.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Recommendation (Sl. No.8)

Separate interview of OBC candidates

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

“The Committee note that NFL has been giving separate time slot/date to OBC candidates for appearing before the selection committee. During the course of

examination of the subject, the Committee strongly flagged the issue of holding separate interview of OBC candidates which has been declared illegal by Hon'ble Supreme Court's decision dated 17.09.2019. Subsequently, during the study visit of the Committee, NFL apprised the Committee that the decision of the Hon'ble Supreme Court dated 17.09.2019 has been noted for compliance in all upcoming recruitment process and it is being followed by the Company. Since, NFL has already stopped the practice of holding separate interview for OBC candidates, the Committee would not like to pursue it further. However, they recommend that while preparing merit list for interviews, it should be ensured that all candidates (whether SC/ST or OBC) securing marks at par or more than that of the last cut-off unreserved category candidate should also be called for interview.”

REPLY OF THE GOVERNMENT

- 2.8 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:
“The above recommendation is noted by NFL please.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Recommendation (SI No.11)

OBC Employees' Association

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

“During the course of examination of the subject, the Committee expressed their unhappiness that there was no OBC Employees' Association in NFL. However, during the study visit in January, 2020, NFL informed the Committee that necessary instructions encouraging formation of OBC Employees' Welfare Associations has been issued by Management. In this connection, the Committee desire that NFL may expedite the process of formation of OBC Employees Welfare Association and necessary logistical facilities such as Office space, Telephone etc. should be extended to the Association.”

REPLY OF THE GOVERNMENT

2.10 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“NFL has informed that necessary instruction encouraging formation of OBC Employees' Welfare Associations has been issued by the Management however, NFL has not received any response or option from employees belonging to OBC category for formation of an association. Instructions are again being issued for encouraging formation of OBC Employees' Welfare Associations.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Comments of the Committee

(Please see para 19 of Chapter I of the Report)

Recommendation (Sl. No.12)

Outsourcing/Engaging Contractual Employees

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

“The Committee note that NFL is outsourcing some of its non-core activities like township security, painting of plant structure, civil maintenance etc. However, the company could not reassure the Committee about the due representation of OBCs among contractual staff as it merely submitted that NFL is not engaging contract labour and job contracts are being lined up for carrying out non-core activities. The Committee feel that NFL cannot be absolved of its responsibility on the ground that contractors engage its employees for performance of contractual obligation and NFL is not maintaining records of such employees engaged by contractors While the Committee understand that NFL cannot hold outsourcing companies accountable on these matters, it doesn't stop it from constructively engaging with them on the imperative of enlarging OBC representation. Moreover, payment of minimum wages as per the Minimum Wages Act and benefits of other social security schemes relating to health, education, insurance, provident fund facility, etc. should also be ensured to such employees engaged on outsourcing basis in NFL.

The Committee would also urge NFL to ensure strict compliance to Office Memorandum dated May 15, 2018 of the Department of Personnel and Training Government of India, regarding provision of reservation for Scheduled Castes / Scheduled Tribes/OBCs in temporary appointments for duration exceeding 45 days in respect of all the contractual appointments in the organization. In this respect the Committee also recommend that there should be a separate Roster for temporary appointments for more than 45 days.”

REPLY OF THE GOVERNMENT

2.12 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“The recommendation to comply with OM dated 15.05.2018 is noted by NFL please.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Recommendation (Sl. No.13) of the Committee

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

“In this regard, the Committee would like to remind NFL that DOPT has been issuing various instructions/guidelines regarding reservations for SC, ST and OBCs in temporary appointments. The Committee would like to enumerate the following instructions/guidelines of DoPT which are made applicable to Central Public Sector Enterprises through Department of Public Enterprises, and expect that the same are strictly adhered to:

Reservation in Posts of Industrial Workers

The industrial establishments of the Government of India and the posts and grades in such establishments, whether these have been classified as Group A, B, C and D or not, are covered by the scheme of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes. [O.M.No.8/7/1974-Estt.(SCT) dated 22/08/1975]

Reservation in Temporary Appointment

There shall be reservation for SC/ST/OBC class candidates in all temporary appointments, which are to last for 45 days or more. (O.M. No.36036/3/2018 - ESTT. (Res.) dated 15.05.2018].

Reservation in Work-Charged Posts.

The principle of reservation for Scheduled Castes, Scheduled Tribes and Other Backward Classes should generally be suitably applied to the extent possible, to work-charged posts also except those required for emergencies like flood relief work, accident restoration and relief etc. The percentages of reservation in such appointments may correspond to what is applicable to Group C and Group D posts. [O.M.No.36021/9/1976-Estt. (SCT) dated 10/02/1977]

Reservation in Voluntary Agencies

The Ministries/Departments should insist as a pre-condition to the sanction of grants-in-aid from Central Government to a non-Government organizations/ voluntary agency etc. that it shall provide reservation to the extent of 15% to SCs, 7.5% to STs and 27% to OBCs in case of direct recruitment on all India basis in case of direct recruitment to posts normally attracting candidates from a locality or region where:

- (a) The recipient body employs more than 20 persons on a regular basis and at least 50 percent of its recurring expenditure is met from grants-in-aid from the Central Government; and
- (b) The body is a registered society or a cooperative institution and is in receipt of a general purpose annual grants-in-aid of 2 lakh and above from the Consolidated Fund of India.

A clause providing for reservations in the services under the voluntary agencies should be included in the terms and conditions under which such voluntary agencies / organizations etc. are given grants-in-aid by Government, somewhat on the following lines: ".....(Name of Organization/ Agency etc.) agrees to make reservations for Scheduled Castes, Scheduled Tribes and Other Backward Classes in the posts/services under its control on the lines indicated by the Government of India.

While sanctioning grants-in-aid to various voluntary agencies the progress made by such agencies in employing Scheduled Caste, Scheduled Tribe and Other Backward Class candidates in their services should be kept in view by the administrative Ministries/Departments. The voluntary agencies etc. should be informed that the

progress in respect to the employment by them of Scheduled Castes, Scheduled Tribes and OBCs in the services under them would be taken into account by Government while sanctioning future grants-in-aid to them. [O.M.No.27/12/73-Estt.SCT) dated 7/10/1974.”

REPLY OF THE GOVERNMENT

2.14 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“The above recommendations are noted by NFL for compliance. However, there are no voluntary agencies in the Department of Fertilizers.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

CHAPTER-III

OBSERVATION/ RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN THE LIGHT OF THE REPLIES RECEIVED FROM THE GOVERNMENT

Recommendation (Sl. No.9)

Training facilities for OBCs

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

“The Committee are disappointed to note that NFL, a mini ratna PSU has not been running any Training Institute/Technical Schools for upgrading the skills of its employees. In other words, the employees are being deprived to acquaint themselves with technological innovation. The Committee further observe that NFL has not been imparting pre-recruitment training to OBC candidates, though employees of the company including OBC employees are being nominated to attend internal as well as external training programs. The Committee feel that imparting training to employees help them to acquire new skills, sharpen existing ones, perform better and increase productivity. They therefore recommend that NFL should explore the possibility of establishing its own dedicated Training Institutes for equipping the employees with technical upgradation to enable them to perform at their peak.”

REPLY OF THE GOVERNMENT

3.2 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“NFL has informed that employees of the Company are nominated to attend internal as well as external training programs by HRD Department from time to time in which they are updated with various technologies in the Plant and other aspects related to behavioural and leadership to enable them to prepare themselves to take higher responsibilities. All employees (including OBC employees) of the Company irrespective of their level are nominated to attend internal as well as external training programs from time to time as per requirement. Out of total 12149 mandays, 1687 mandays training was given to OBC employees in the year 2019-20 in NFL.

Expenditure of training to employees are borne by NFL. Nomination of employees for in-house as well as external training programs are done on the basis of subject matter / content of the program as per the requirement.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

CHAPTER-IV

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

Recommendation (Sl. No.2) of the Committee

Representation of OBCs in top management

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

“The Committee observe that as per the present composition of its management body, there are three whole-time functional Directors besides the CMD, two Government Nominee Directors and one non-official independent Director. However, the Committee have been informed that as on date none of the officials in the Management Board belong to the OBC category. Thus, there is no representation of OBCs in the top management of the company. The Committee understand that the appointments in the Board of Directors are being made directly by the Government. However, they would like to impress upon the administrative Ministry, i.e. the Ministry of Chemicals and Fertilizers to adhere to the DPE OM No. 2(15)/2011-GM dated 18th April, 2011 communicating the concern expressed by the Parliamentary Standing Committee on Industry that if persons from the Categories of SC, ST and OBC and Women category come forward with the criteria laid down for the appointment of non-official Directors on the Board of CPSEs, they should be given preference.”

REPLY OF THE GOVERNMENT

4.2 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“The appointment related to Functional Directors in Fertilizer CPSEs is being done by Public Enterprise Selection Board (PESB), Department of Personnel and Training (DoPT). Further it may be mentioned that for each vacant post of Non-official Directors, a panel of 3 names (taken from Data Bank and recommendations of Hon’ble Minister) is being sent to DPE for placing the same before Search Committee and on the

recommendation of Search Committee, the details of selected candidates are forwarded to DoPT for approval of ACC.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Comments of the Committee

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

Recommendation (Sl. No.3) of the Committee

Representation of OBCs

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

“The Committee note that as on 08 September, 1993 i.e. the date of implementation of reservation for OBCs in civil posts and Services under the Government of India, out of total strength of 6870 employees, there was nil representation of OBC in NFL. However since, the reservation for OBCs in the company was implemented on 27.07.1995, based on the declaration of category status of employees of the Company, as on 31.12.1995, out of total strength of 6826, there were 278 OBC employees in NFL. The Committee therefore observe that till 31.12.1995, not a single candidate belonging to OBC category was appointed in NFL by virtue of Reservation policy thereby denying benefit of reservation to OBCs for two years The Committee further observe that as on 31.12.2019, the total strength of employees in NFL was 3343 out of which only 443 employees belong to OBC category: Thus, the representation of OBCs in NFL is only 13.25%. This is less than half of 27% quota meant for OBCs as per Reservation Policy, which is in vogue for the last 25 years The Committee are of considered view that NFL needs to undertake a comprehensive review and reflect whether the organisation has succeeded in safeguarding the constitutional guarantees being extended to the people belonging to the Other Backward Classes. Further, the Committee notice a disturbing trend in the varied representation of OBCs across the hierarchy of posts/ levels in NFL. The representation of OBCs is only 12.16% in Group A while it is only 8.52% in Group B. The low representation of OBCs in Group B is particularly worrisome because these posts are generally filled through internal promotions. The Committee would like to express their anguish at the implied denial of promotions to OBC employees in Group 'B' Posts. It is only in Group C where OBCs manage to get 28.15% which is a little over the mandated 27%. The Committee therefore, desire that NFL should analyse the reasons

for not ensuring the mandatory representation of OBCs, particularly in Group B. They strongly recommend that the issue of low representation of OBC employees be addressed immediately and steps should be taken to ensure that no prejudice is caused to the interest and representation of OBCs in NFL in the long term.”

REPLY OF THE GOVERNMENT

4.4 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“NFL, a Schedule ‘A’ and a Mini Ratna (Category-1) Company was incorporated on 23.08.1974, whereas Reservation for Other Backward Classes was implemented w.e.f. 08.09.1993, however, the same was notified vide DoPT OM dated 27.07.1995.

Accordingly based on the self-declaration of category status of employees of the Company, the manpower status as on 31.12.1995 was as under:

	UR	SC	ST	OBC	TOTAL
Manpower	4601	1664	283	278	6826

Thereafter, as on 31.12.2019, the manpower position was as under:

	UR	SC	ST	OBC	TOTAL
Manpower	1927	775	198	443	3343

It is pertinent to mention here that on the date of implementation of guidelines on reservation to OBC in employment vide DOPT notification dated 27.07.1995, NFL was already having a manpower strength of 6876 and impact of reservation provided to OBC candidates in recruitment could take effect in recruitment carried from 27.07.1995 onwards. On receipt of notification vide DoPT OM dated 27.07.1995, recruitment in NFL was carried out in line with Presidential Directive on reservation in recruitment. During the period from 27.07.1995 to 31.12.2019, total 538 vacancies were reserved for OBCs and out of which 534 vacancies were filled. Therefore, w.e.f 31.12.1995 to 31.12.2019, the representation of OBC employees increased from 4.25% (278 out of 6826) to 13.25% (443 out of 3343).

Details of recruitment of OBCs in the Company from (27.07.1995 to 31.12.2019)

Total No. of vacancies occurred	Total No. of vacancies reserved during the rectt. Years (1995-2019)	Total Vacancies filled till date (%)	Backlog, if any
2255	538	534 (23.68%)	04

It may be seen that NFL has filled up 99.25 % (534 / 538) vacancies ear-marked for OBC in the Company w.e.f 27.07.1995. The action for filling up of remaining 04 backlog vacancies is also being taken up through press advertisements.

With regard to low representation of employees in Group-B in NFL, it is pertinent to mention here that no recruitment is carried out at Group-B level and these posts are filled through promotions. Employees who are inducted at Group-C or D, level in the Company are promoted to next higher scale subject to meeting the eligibility / suitability criteria for promotion in next higher scale. Therefore, the manpower position at Group-B level in NFL is dependent upon promotion of employees inducted at Group-C or D level. Further, the employees promoted to Group-B level remain within this group for fairly long time and many of them superannuate from this level. As on 31.12.1995, there were total 1874 employees in Group-B whereas on 31.12.2019, they are 1233 only. The decrease in manpower strength is due to retirements/ resignation/ opting of VRS of employees. It is pertinent to mention here that Government guidelines do not have provision for reservation in promotion of OBC employees. NFL has been asked to strictly follow the Presidential Directive and Government guidelines on reservation to OBC in services as applicable to them.

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Comments of the Committee

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

Recommendation (Sl. No.4) of the Committee

Backlog and shortfall vacancies

4.5 The Committee in their Fifth Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee note that in the year 2018 there were 08 vacancies in Group-A out of which 03 vacancies were filled up in 2019. However, 05 vacancies remain unfilled for which NFL will take action for recruitment in recruitment year 2020. The Committee are not convinced with the argument put forward by NFL that backlog vacancies could not be filled up due to non-availability of candidates meeting the recruitment specification and candidates were not found suitable. The Committee feel that special recruitment

drive should have been given wide publicity and relaxation & concession available to OBC candidates should have been prominently highlighted in the advertisement so as to elicit encouraging response from the OBC candidates. The Committee are further worried to note the variance in numbers between the backlog vacancies and overall representation of OBCs in the organization. This is evident from the fact that as on 31.12.2019, the total strength of employees in NFL was 3343 out of which only 443(13.25%) were OBCs. Whereas as per the 27% quota meant for OBCs, total number of OBC personnel should have been 902. Thus, the Committee observe that there is a short-fall of 459 posts across the ranks whereas only 10 backlog vacancies in Group A are shown to exist in NFL. The Committee would like to conclude that shortfall and backlog vacancies in NFL are not being calculated on a realistic basis and thus leading to inadequate representation of OBCs in various Technical & Non-Technical posts in NFL. The Committee are of a considered view that this gap in representation of OBCs needs to be bridged immediately by recruiting more OBCs in each recruitment cycle. They, therefore, strongly recommend that NFL should take stock of inadequate representation of OBC in the organisation and apprise the Committee about the shortfall/backlog vacancies as well as about the recruitment undertaken in the present year at action taken stage.”

REPLY OF THE GOVERNMENT

- 4.6 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under: “NFL has informed that there were no unfilled backlog vacancies for OBC upto 2017. However, in the year 2018, there were 08 vacancies at Group-A level in OBC category which remained unfilled due to non-availability of eligible candidates. These 08 vacancies have been carried forward as backlog vacancy for recruitment year 2019. Out of 08 backlog vacancies, till date 04 have been filled through special recruitment drive in the year 2019. It is pertinent to mention here that no major constraint is being faced by NFL in recruitment process at induction level. However, in case of lateral recruitment where considerable experience is required for meeting the eligibility criteria for recruitment, usually limited number of candidates belonging to OBC category meeting the recruitment specifications are available. Where a vacancy remains unfilled due to non-availability of reserved category, candidate the same is carried forward to next recruitment year as Backlog Vacancy. Efforts are being made to fill the remaining 04 backlog vacancies in this recruitment year through special recruitment drive.

With regard to representation of only 13.25% OBC manpower as on 31.12.2019 in NFL, it is explained in para no 03 that on the date of implementation of guidelines on reservation to OBC in employment vide DOPT notification dated 27.07.1995, NFL was already having a manpower strength of 6876 and impact of reservation provided to OBC candidates in recruitment could take effect in recruitment carried 27.07.1995 onwards. On receipt of notification vide DoPT OM dated 27.07.1995, recruitment in NFL was carried out in line with Presidential Directives on reservation in recruitment. Therefore, despite the fact that overall there was reduction of 51% in total manpower in NFL from 6826 as on 31.12.1995 to 3343 as on 31.12.2019, the representation of OBC employees has increased from 4.25% (278 out of 6826) to 13.25% (443 out of 3343) in the said period.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Comments of the Committee

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

Recommendation (Sl. No.10) of the Committee

Grievance Redressal Mechanism

4.7 The Committee in their Fifth Report (Seventeenth Lok Sabha) had recommended as under:

“The Committee are concerned to note that NFL has not put in place a dedicated Grievance Redressal Mechanism. However, an employee belonging to OBC category can seek redressal of their grievances either personally or through the Liaison Officers functioning at each Unit/Office of the Company. The Committee feel that Liaison Officer acts as bridge between the employee and the organisation. Hence, he can only forward the grievance of the employee to the organisation and may not necessarily play a crucial role in redressal of grievances of OBC employees. The Committee do not agree with the claim of NFL that no OBC related grievance is pending which can be attributed to absence of institutional Grievance Redressal Mechanism and non-existence of OBC Employees Association. The Committee therefore strongly desire that NFL should put in place a dedicate Grievance Redressal Mechanism for redressal of grievance of OBC employees in an equitable and impartial manner.”

REPLY OF THE GOVERNMENT

4.8 The Ministry of Chemical and Fertilizers in their action taken reply have stated as under:

“NFL has informed that employees belonging to OBC category can seek redressal of their grievances either personally or through the Liaison Officers, which exist in all Units. There is Implementation Cell and Liaison Officer functioning at each Unit/Office of the Company to deal with the grievances of SC/ST/OBC employees and to oversee the implementation of Presidential Directive. Company also has a grievance redressal procedure applicable to all employees. In case the employee is not satisfied with the redressal, he or she may approach higher authorities / senior management through proper channel. Grievances of Other Backward Class employees can be represented by concerned individuals directly through HoD or through various forums like Trade Union or Federation of Officers Associations. Meetings with Union and Association are scheduled from time to time and the grievances, if any received during these meetings are sorted out. Further, necessary instruction encouraging formation of OBC Employees' Welfare Associations has been issued by the Management however, NFL has not received any response or option from employees belonging to OBC category for formation of an association.”

(Ministry of Chemicals & Fertilizers OM No. 19055/07/2019-PSU (Vol-2) dated 15/10/2020)

Comments of the Committee

(Please see para 16 of Chapter I of the Report)

CHAPTER-V

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

- NIL -

NEW DELHI;
30 July, 2021
8 Sravana, 1943 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of OBCs

APPENDIX I

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2021-22)

MINUTES OF THE SECOND SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2021-22) HELD ON 13TH JULY, 2021 IN COMMITTEE ROOM D, PARLIAMENT HOUSE ANNEXE, NEW DELHI

The Committee sat from 1130 hrs. to 1335 hrs. The sitting of the Committee was held in three parts. In the first part, the Committee considered three draft Action Taken Reports for adoption. In the second part, the representatives of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) briefed the Committee on the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/Organisations/Institutions". In the third part, the representatives of Ministry of Finance (Department of Financial Services) briefed the Committee on the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in Public Sector Banks/Financial Institutions/Insurance Companies/other Departments."

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T.R. Baalu
3. Shri Chandra Sekhar Bellana
4. Shri Dileshwar Kamait
5. Dr. Sanghamitra Maurya
6. Shri Balak Nath

RAJYA SABHA

7. Smt. Geeta *alias* Chandraprabha
8. Shri Jaiprakash Nishad
9. Shri Vishambhar Prasad Nishad
10. Dr. Banda Prakash
11. Smt. Chhaya Verma
12. Shri Harnath Singh Yadav

SECRETARIAT

1. Smt. Anita B. Panda — Joint Secretary
2. Shri Arvind Sharma — Director

3. Shri Khakhai Zou — Additional Director
4. Smt. Neena Juneja — Deputy Secretary

FIRST PART

2. At the outset, the Chairperson, welcomed the Members to the sitting of the Committee. The Committee, thereafter, considered the following draft Reports for adoption:

- I. Action Taken Report on the observations/recommendations contained in the First Report (17th Lok Sabha) of the Committee on Welfare of OBCs on “Measures undertaken to secure representation of OBCs in employment and for their welfare in NHPC Ltd.” pertaining to Ministry of Power.
- II. Action Taken Report on the observations/recommendations contained in the Fifth Report (17th Lok Sabha) of the Committee on Welfare of OBCs on “Measures undertaken to secure representation of OBCs in employment and for their welfare in NFL” pertaining to Ministry of Chemicals and Fertilizers.
- III. Action Taken Report on the observations/recommendations contained in the Second Report (17th Lok Sabha) of the Committee on Welfare of OBCs on “Measures undertaken to secure representation of OBCs in admissions and employment in Kendriya Vidyalayas/Navodaya Vidyalayas and Sainik Schools/Rashtriya Military Schools” pertaining to Ministry of Education.

3. The Committee adopted the aforesaid draft Reports without any modification and authorized the Chairperson to present the Reports to both the Houses of Parliament.

SECOND PART

4. xxx xxx xxx xxx xxx*

THIRD PART

5. xxx xxx xxx xxx xxx*

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

The Committee then adjourned.

*The Matters not related to the report.

APPENDIX II

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

(SEVENTEENTH LOK SABHA)

(Refer Para 4 of Introduction)

(i)	Total No. of Observations/Recommendations:	12
(ii)	Observations/Recommendations of the Committee which have been accepted by the Government:	
	Recommendation Sl. Nos. 5, 6, 7, 8, 11, 12 & 13	Total: 7
		Percentage 58.33%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies received from the Government:	
	Recommendation Sl. No. 9	Total: 1
		Percentage 8.33%
(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. 2, 3, 4, & 10	Total: 4
		Percentage 33.33%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	
	-NIL-	Total: 0
		Percentage 0.00%
