

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

(SEVENTEENTH LOK SABHA)

MINISTRY OF COAL

**[Action taken by the Government on the
Observations/Recommendations contained in their Third Report
(Seventeenth Lok Sabha) on 'Measures undertaken to secure
representation of OBCs in employment and for their welfare in Coal
India Ltd. (CIL), Northern Coalfields Limited (NCL) and South Eastern
Coalfields Limited (SECL)']**

Presented to Lok Sabha on

Laid in Rajya Sabha on



सत्यमेव जयते

LOK SABHA SECRETARIAT
NEW DELHI

August, 2021/ Sravana 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
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17. Shri K. Sudhakaran
18. Shri Ashok Kumar Yadav
19. Shri Pradan Baruah
20. Shri Chunni Lal Sahu

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[&]*

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

[&]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 Khakhai Zou | - | Additional Director |
| 3. Ms. Suvaiba Shaikh | - | Assistant Executive Officer |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2021-22) having been authorised by the Committee to present the Report on their behalf, present this Twelfth Report on Action Taken by the Government on the observations/recommendations contained in the Third 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 Coal India Ltd. (CIL), Northern Coalfields Limited (NCL) and South Eastern Coalfields Limited (SECL)' pertaining to Ministry of Coal.

2. The Third Report was presented to Hon'ble Speaker, Lok Sabha on 13th June, 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 21st September, 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 05th August, 2021.

4. The Third Report which was earlier presented to Hon'ble Speaker, Lok Sabha, was presented in Lok Sabha on 22nd July, 2021 and laid on the Table of Rajya Sabha on 23rd 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;
August, 2021
Sravana, 1943(Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of Other Backward Classes

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 Third Report (Seventeenth Lok Sabha) on "Measures undertaken to secure representation of OBCs in employment and for their welfare in Coal India Ltd. (CIL), Northern Coalfields Limited (NCL) and South Eastern Coalfields Limited (SECL) pertaining to the Ministry of Coal.

- i. Observations/Recommendations which have been accepted by the Government:
Recommendation Sl. Nos. 3, 6, 8, 10, 11 and 13.....
(Total - 06)
Chapter II
- ii. Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies:
Recommendation Sl. No. 4 and 12.....
(Total - 02)
Chapter III
- iii. Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:
Recommendation Sl. No. 1, 2 and 7.....
(Total - 03)
Chapter IV
- iv. Observations/Recommendations in respect of which final replies of the Government are still awaited:
Recommendation Sl. No. 5 and 9.....
(Total - 02)
Chapter V

2. The Committee desire that Action Taken Notes on the Observations/Recommendations contained in Chapter-I and final replies of the observations/recommendations as contained in Chapter-V of this Report be furnished to the Committee within three months of the presentation of this Report.

3. 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.

Implementation of OBC reservation policy in Coal India Limited (CIL)

Recommendation Sl. No.1

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

"Coal India Ltd. (CIL) is a holding company with seven wholly owned coal producing subsidiary companies and one consultancy company. CIL produces around 83% of India's overall coal production, accounting for 76% of total thermal power generating capacity of the utility sector. This Maharatna Company is today the single largest coal producer in the world and one of the largest corporate employer. The Northern Coalfields Ltd. (NCL) and South-Eastern Coalfields Ltd. (SECL) are its subsidiary companies

The Committee note that as on 01.01.2019 CIL had a total employee strength of 288687, out of which 62,538 belong to OBC category. Hence, the overall representation of OBCs in CIL is only 21.66%. From the past trend of OBC representation in CIL, the Committee are worried about the progressive decline in representation of OBCs in the company, which declined from 24.97% in 2017 to 22.91% in 2018. In 2019 it got further reduced to 21.66%. The CIL has justified this decreasing trend by referring to retirements, deaths, resignations and also due to changes in technology and adoption of advanced methods.

The Committee are not fully convinced with these justifications in the light of the fact that the drop in the representation of OBCs in the last three years from nearly 25% is way more than their share in the reservation quota. It is evident from the data furnished by CIL that while the overall decline in manpower had been in the range of 8%, for OBCs it had been a sharp 20.18% reduction. In the opinion of the Committee this cannot be seen as a normal course of manpower decline due to deaths, resignations, retirements, changes in technology etc. Therefore, the Committee strongly recommend that the declining trend of OBC employees in CIL need to be checked immediately and steps should be taken to ensure that no prejudice is caused to the interest and, representation of OBCs in CIL in the long term."

Reply of the Government

5. The Ministry of Coal in their action taken reply have stated as follows:

CIL recruits executives wherein the guidelines for 27% reservation of OBCs are followed. The details of recruitment are as follows:

Year	Name of post	Overall sanctioned post	Overall number of vacancies created	Total no. of vacancies actually filled	Number of vacancies reserved for OBCs					
					Total vacancies	Filled up	Unfilled	Total shortfall	Total backlog	Reason for backlog and shortfall
1	2	3	4	5	6	7	8	10	11	12**
2016	Group-A	706	706	619	191	191	0	0	0	-
2017		1648	1648	1488	441	426	15	15	0	-
2018		610	610	365	181	79	102	*102	0	-
2019		#1326	#1326	#	361	#	#	#	#	#

*Note: Against the 610 vacancies occurred in year 2018, there was 102 OBC shortfall vacancies on account of doctors which has been carried forward to next recruitment cycle for filling up the posts.

#Note: The process for recruitment of 1326 Management Trainees vide Open Rect. Advt. No. 01/2019 (MT-2019) is currently underway and interviews are to be held. The updated status of joining after interview and Initial Medical Examination (IME) will be submitted after completion of the process.

**When the posts reserved for OBCs could not be filled due to non-availability of eligible candidates, such shortfall is carried forward to the next recruitment cycle and

filled up.

The Reservation of OBC was effective from 08/09/1993, and 3391 nos. of executives (Group A) who are presently on roll of the company, had joined prior to September 1993 and they are considered as general candidates only. Hence, in Group A, the figures of OBC against total figure would appear as less.

The total employee strength of 2,88,687 as on 1.1.2019 is inclusive of Group A posts and Group B, C & D posts.

For Group B, C & D posts, the subsidiaries of CIL situated in various states carry out recruitment where the percentage (%) of OBC quota varies. The details are given below:

Company	State	% of reservation for OBC
BCCL	JHARKHAND	12
CCL		
CMPDIL		
ECL	WEST BENGAL	22
CIL		
MCL	ODISSA	12
NCL	MADHYA PRADESH	15
SECL	CHHATTISGARH & M.P	13*
WCL	MAHARASHTRA	27
NEC	ASSAM	27

* Percentage of reservation enforced as per the letter No. 55011/4/2014-PRIW II Gol, MoC, dated- 5.2.2016 issued by Under Secretary, Ministry of Coal.

As evident from the above table, each state has different percentage of reservation for OBCs. The total employee strength of 2,88,687 includes 15543 executives belonging to Group-A where 27% reservation for OBC is applicable. For rest of the Groups, B,C,D- the percentage varies from 12% to 27%. In view of the different percentage of reservation for OBCs in various states and considering the shortfall in totality, it may be deduced that the decline in the representation of OBC is due to different reservation quota applicable for Group B, C, D posts where recruitment action is taken by the subsidiaries.

d. Further, the data regarding manpower of CIL & its Subsidiaries is inclusive of

appointment of land oustees and compassionate appointment where employment is provided on humanitarian grounds and reservation quota is not applicable. The details are given below:

Subsidiary		2015-16	2016-17	2017-18	2018-19
CIL & ITS SUBSIDIARIES	Employment in lieu of death/permanent disability	2656	2525	2220	2303
	Appointment of land losers	2595	2151	2847	1929
	Total employment on compassionate grounds	5251	4676	5067	4232
	Direct Recruitment through advertisement	2337	1616	1787	1214

As may be seen from above, CIL & Subsidiaries are always taking needed action to fulfill quotas earmarked for recruitment, in all applicable categories.

6. The Committee in their Original Report had, inter-alia, observed that while an overall decline in the manpower in the period 2017 to 2019 in CIL had been in the range of 8%, the decline in the case of OBCs manpower in the company had been a sharp 20.18%. They had, therefore, desired that CIL should take concrete steps to check the declining trend of OBC employees and ensure their representation in the company in the long term. The Ministry, in its reply, has stated that the guidelines for 27% reservation of OBCs are followed since 1993 and because 3391 Group 'A' executives on the roll of CIL had joined prior to September, 1993, they are considered as general candidates only. Therefore, the number of OBCs in Group 'A' would appear less. Further, the Ministry has furnished a statement showing the number of vacancies reserved for OBCs in CIL in the posts of 102 doctors and 1326 management trainees, which are in due process and have stated that once completed, the updated status would be submitted. The Ministry has also stated that the shortfall of vacancies are due to non-availability of eligible candidates in posts reserved for OBCs, which are carried forward to next recruitment cycle. Citing other factors like appointment on humanitarian grounds and different OBC quota in different States resulting in variance in CIL subsidiaries, the Ministry have also furnished data showing manpower in CIL and its subsidiaries indicative of

appointment of land oustees and compassionate appointments. From this reply, the Committee note the facts yet observe that the Ministry should have indicated concrete steps to ensure OBC representation in employment in CIL in the long run e.g. time of the next recruitment cycle to arrest the trend of a very sharp decline in OBC manpower in CIL. Also, the Committee feel that the existing vacancies should be advertised in toto, instead of smaller lots, so that reservation quota could be applied in a fair manner. The Committee reiterate that the Ministry should ensure implementation of reservation policy for OBCs in CIL at all levels and also ensure their overall welfare.

Northern Coalfields Ltd.(NCL)

Recommendation Sl. No.2

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

"NCL operates through its 10 highly mechanized opencast mines. The company having abundant resource of power grade coal, supplies more than 90% of its produced coal to the nearby pithead thermal power plants. The Committee notes that the overall representation of OBCs in NCL is only 17.33%. The NCL has justified this figure by saying that the percentage confirms to the OBC reservation rules of Madhya Pradesh (where NCL headquarters are situated) which is currently 15%. The Committee understands that the overall figure of representation OBC in NCL is as per the extant rules. However, in this particular company, the Committee is worried about the concentration of OBC employees in unskilled/semi-skilled Group-D jobs which seems to have added heft to the overall representation of OBCs in NCL. The data furnished by NCL suggests that 67.29% of the OBC employees are concentrated at the entry level Group D. The Committee understand that in NCL generally all workers join Group-B category posts after promotion while recruitment to Group A is done by the holding company i.e. CIL. However, the Committee desire that NCL should ensure that OBCs do not remain concentrated in lower echelon of the hierarchy but are offered adequate promotional avenues at par with other social categories, without discrimination. They further emphasis that CIL, being the holding company, should ensure

that at least 27% OBC category executives are manning each subsidiary company at a time through rotation among other subsidiary companies.”

Reply of the Government

8. The Ministry of Coal in their action taken reply have stated:

“Northern Coalfields Limited has adopted policy of recruitment of employees at bottom level of every cadre. The Company groom such employees to occupy higher positions in the cadre through off-the-job and on-the-job training programs. The Company has a well defined scheme for promotion (Cadre Scheme) to promote the employees from one level to next level. The Company gives promotion every year based on vacancies in different levels.

The details of promotions of last three years are given below:-

Year	Total no's of employees promoted	Nos. of employees belongs to OBC category who have been promoted by virtue of their seniority	Percentage (%) OBC employees promoted
2017	1180	472	40%
2018	1343	537	39.9%
2019	1561	624	39.9%

9. In their Original Report, the Committee had observed that the overall representation of OBC employees in NCL is only 17.33% against the mandatory requirement of 27%. They had also observed that 67.29% of OBC employees are concentrated in unskilled/semi-skilled Group 'D' jobs which forms the bulk of OBC representation in NCL. The Committee, therefore, had desired that NCL should take steps to ensure that OBC representation does not remain confined to lower echelons of the organization and that OBCs are offered adequate opportunities for promotion. In their Action Taken Reply, the Ministry has stated that NCL adopts policy of recruitment at the bottom level of every cadre and grooms them for promotion to occupy highest positions. Also a Cadre Scheme is in place for which a statement has been enclosed. It shows promotion of OBC employees in NCL in the

range of 39-40% during 2017, 2018 & 2019. However, the Committee observe that the Ministry has not given a breakup Group-wise in the said statement to counter the fact that most OBC employees remain concentrated in Group 'D' posts, and show that they do get promotions to higher posts. The Ministry has also not responded to the Committee's recommendation to CIL to ensure that its subsidiary companies are manned by OBC category executives through rotation among other subsidiary companies. The Committee, therefore, desire to have a detailed reply on these points too.

Recommendation Sl. No. 7

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

"In case of SECL, the Committee note that there are 36 backlog vacancies in all with 15 in Group C and 21 in Group D. With respect to Group C, the Committee are pleased to note that steps have already been initiated to fill up 12 post of 'mining sirdar' and 3 posts of staff nurse, pharmacist and ECG technician. The Committee would like to be apprised about the recruitment status at the action taken stage since the SECL stated that all 36 vacancies would be filled by April, 2020, with regard to the 21 Group D posts pertaining to security personnel, the SECL has argued that in order to avail better security services, they are in the process of requisitioning 250 security personnel from the Madhya Pradesh State Industrial Security Force. The Committee are of the opinion that SECL should definitely look towards improving its security services but while doing so, it should be ensured that quota meant for OBCs is not compromised. A future policy decision regarding requisition specialized security personnel is a step in right direction but the existing OBC backlog vacancies should be filled up by resorting to the method of special recruitment drive."

Reply of the Government

11. The Ministry of Coal in their action taken reply have stated:

"The status regarding backlog vacancies in SECL is as below-

There is backlog of total 36 vacancies in OBC Category. Out of these, 15 are of Group C (12 posts of Mining Sirdar & 01 post each of Staff nurse,

Pharmacist and ECG Technician) and 21 posts of Group –D (Security Guards).

- Recruitment process for the 15 posts in Group –C is in the final stage.
- Written test for 12 backlog posts of Mining Sirdar was held in March 2020 and subsequently Provisional Merit list has been released on Company's website on 27.03.2020. Due to nationwide lockdown for containing COVID-19, other formalities like verification of certificates, Medical examination etc. before issuance of Appointment Orders could not be completed. Action for completion of remaining formalities would be taken immediately after restoration of normalcy i.e. availability of Public Transport/Trains etc.
- Recruitment process for 1 post of ECG Technician has been completed and the verification of certificate/documents is being done. Appointment letter would be issued immediately after receipt of document verification.
- With reference to Employment Notification published on 24.04.2020 for 01 post each of Staff Nurse and Pharmacist, applications (Staff Nurse – 53 & Pharmacist 29) have been received from interested candidates. Written examination would be completed after restoration of normalcy i.e. availability of Public Transport/Trains etc.
- The 21 backlog posts in Group-D are of Security Guards. As submitted during the Oral Evidence on 25.10.2019, SECL had approached State Governments of MP and CG (Operational States) for arrangement of Security personnel (SISF & Home Guard). We would like to apprise the Committee that, as on date, 250 Security Personnel from MP State Industrial Security Forces and 160 Home guards of CG State have been deployed in the mine Areas of SECL. The number of these Security personnel is expected to increase in future. During informal talk with the officials of State Government request has been made for placement of suitable OBC security personnel."

12. In their Original Report, the Committee had recommended that 36 backlog OBC vacancies in SECL, another subsidiary of CIL, should be filled up by resorting to the method of special recruitment drive and desired that they be apprised of recruitment status at the action taken stage. In their Action Taken Reply, the Ministry have stated that recruitment process for the 15 posts in Group –C is in the final stage and

written test for 12 backlog posts out of total 36 backlog vacancies for OBCs of Mining Sirdar was held in March 2020 and subsequently Provisional Merit list has been released on Company's website on 27.03.2020. Action for completion of remaining formalities would reportedly be taken after restoration of normalcy i.e. availability of Public Transport/Trains etc. While appreciating the efforts made by SECL to fill up the backlog vacancies, the Committee, desire to know whether formalities awaiting normalcy in public transport/trains have been completed now. The Committee also are curious whether the posting of 410 security personnel from State Governments of MP & Chhattisgarh posted in SECL mine areas would mean that 21 OBC posts of Security Guards in SECL will not be processed for now.

**CHAPTER-II
OBSERVATION/ RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE
GOVERNMENT**

South Eastern Coalfields Ltd.(SECL)

Recommendation Sl. No. 3

The Committee note that the SECL is the largest coal producing company in the country having its coal reserves spread over Chhattisgarh and Madhya Pradesh. The Committee observe that the company is able to provide an overall 23.4% representation in employment to OBCs which is commendable in the light of the fact that quota for OBCs for filling up Group-B, C&D posts is only 13% in Chhattisgarh and 15% in Madhya Pradesh however, the Committee are perturbed to learn that representation of OBCs in Group-A is only 16.55% as against the mandated 27%. They are also concerned to note that this representation plummets as one goes up in the hierarchy. While the representation OBCs at the level of Sr. Officer/MT and Assistant Manager is 12.14% and 29.74%, respectively, their representation shrank to an alarming low of 0.61% respectively at the level of Chief Manager and General Manager. In Committee's view, more efforts are required if despite a quarter century of reservation benefits being extended to OBCs, only a handful of them are able to make their way to the top of the hierarchy. The Committee, therefore recommend that SECL should not only aim at meeting quantitative requirement of OBC reservation but must also endeavour to broad-base the benefits across the hierarchy.

Reply of the Government

It is submitted that, Coal India Limited, the holding Company, recruits the Executive Cadre employees centrally and post them in different subsidiaries of CIL as per Cadre strength, requirement, experience and expertise. Besides transfer of executives on administrative grounds, certain postings/transfers are also done on request basis considering personal and Medical reasons.

While drawing attention of CIL Kolkata, regarding the observations of Committee relating to low representation of OBCs in Group-A posts in SECL, request has been made to CIL Kolkata for posting of more number of senior executives belonging to OBC, in SECL to increase representation of such executives.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Recommendation Sl. No. 6

With regard to the NCL, from the information made available to them, the committee find that the figures do not reflect any backlog vacancies at present. The Committee note that a total of 892 vacancies were filled in 2019 but the number of OBC vacancies actually filled were only 114 (12.78%). It clearly shows that requisite 15% of vacancies (the quantum of reservation for Madhya Pradesh) were not earmarked for OBCs during the year. Similarly, for 2018 only 14.46% of a total of 159 seats were earmarked to be filled up by OBCs. The Committee find that in these cases backlog vacancies were not calculated on a realistic basis. The Committee, therefore, strongly recommends that NCL should scrupulously earmark OBC seats for reservation as per the existing State stipulations during each recruitment process without fail.

Reply of the Government

In view of above observation of the committee the following facts are put-forth for kind consideration:

- i) In the Year 2018, 892 vacancies were notified which belong to 15 different posts/designations and reservation was given in each post/designation. 114 vacancies were filled in the year 2019 from OBC candidates against 114 reserved vacancies for OBCs. The details are given in the table given below:

Table:1 Table showing different designations filled in the year 2018 recruitment.

Group-C		Total Vacancy (including backlog)						
S.N.	Name of the Post	UR	SC	ST	OBC	Total Current Vacancies	Total Backlog for SC & ST	Total
1	Mining Sirdar, T&S Grade-C	17	9	28	4	31	27	58
2	Junior Overman, T&S Grade-C	38	40	48	11	74	63	137
3	Surveyor (M) T&S Grade-C	9	3	11	2	16	9	25

4	Staff Nurse, T&S Gr-C (T)	24	7	10	7	48	0	48
5	Technician CT Scan, T&S Gr-C (T)	3	0	0	0	3	0	3
6	Technician CT Scan, T&S Gr-C (T)	2	0	0	0	3	0	2
	Total	93	59	97	24*			273

Group-D

S. N.	Name of the Post	Total Vacancy				
		UR	SC	ST	OBC	Total
1	Dumper Operator (T)	109	31	42	31	213
2	Dozer Operator (T)	61	18	24	18	121
3	Surface Miner/Continuous Operator (T)	15	4	5	4	28
4	Pay Loader Operator (T)	11	3	4	3	21
5	Crane Operator (T)	18	5	6	5	34
6	Grader Operator (T)	21	5	7	5	38
7	Shovel Operator (T)	29	8	11	8	56
8	Drill Operator (T)	25	7	9	7	48
9	Dragline Operator (T)	30	9	12	9	60
	Total	319	90	120	90*	619

All vacancies reserved for Other Backward Classes (Non-Creamy Layer) have been filled. In addition, total 145 candidates belonging to OBC (NCL) have been selected on their own merit as unreserved category candidates by virtue of their merit position.

ii) In the Year 2016, 159 vacancies were notified which belong to only one post/designation and 23 vacancies were filled from OBC candidates against 23 reserved vacancies for OBCs. The details are given in table 2 below:

Table 2: Table showing details of reservation given to OBC(NCL) candidates in the recruitment of 2016.

Group-D

S. N.	Post	Total Vacancy	OBC (NCL) Vacancy	OBC (NCL) Vacancy Filled
1	HEMM Operator (Trainee) Cat II	159	23	23
	Total	159	23	23

All vacancies reserved for Other Backward Classes (Non-Creamy Layer) have been filled by the candidates belonging to OBC (NCL) category. In addition, total 36

candidates belonging to OBC (NCL) have been selected on their own merit as unreserved category candidates.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Liaison Officers for OBCs

Recommendation Sl. No. 8

The Committee have been informed that separate Liaison Officers have been appointed by CIL, NCL and SECL to look into the matters related to OBC reservation in these organizations. The committee are of the considered opinion that the role of a separate Liaison officer in an organization is very critical for overseeing proper implementation of reservation policy for OBCs and for ensuring speedy redressal of OBC employees' grievances. In view of the sensitive nature of post, it is imperative that the Liaison officer should necessarily be appointed from amongst OBC officers only. However, the Committee find that the Liaison Officer in CIL is not from OBC category but belongs to General Category. The Committee are not convinced by the submissions of CIL that a suitable officer belonging to OBC category is not available for appointment. The Committee, therefore, recommend that CIL should immediately appoint an officer from the OBC category as the Liaison Officer. The Committee also desire that the Backward Classes cell in NCL should be set up without any further delay.

Reply of the Government

Sri J AppaRao, Dy. Manager (P/Rectt.), belonging to OBC category has already been appointed as Liaison Officer at CIL(HQ), Kolkata, vide CIL's Order No. B-728 dt. 13.11.2019 (copy enclosed).

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

OBC Employees Association

Recommendation Sl. No. 10

The Committee note that there is no separate OBC employees' Association in CIL and its subsidiaries including NCL and SECL. The Committee had interacted with the OBC representatives of All India SC/ST/OBC Employees' Co-ordination Council during their Study Visit to Mumbai on 13 January, 2020 regarding the measures undertaken to secure representation of OBC's in employment and their Welfare in CIL,

NCL and SECL. The representatives submitted a memorandum to the Committee, wherein the representatives raised certain issues relating to less representation of OBCs in recruitment, appointment of independent liaison officer from OBC category etc. The Committee desire that Coal India Ltd. and its subsidiaries including NCL and SECL should examine the demands and issues raised in the Memorandum and apprise the Committee about the same at the Action Taken stage. The Committee also gathered that there is a combined association for all the SCs, STs and OBCs employees in CIL and its subsidiaries including NCL and SECL. The Committee feel that issues and grievances of SCs, STs and OBCs employees are multifarious, hence, those need to be attended specifically. The Committee are also of the opinion that separate OBC employees association can serve as a significant channel of communication between the management and employees on various issues related to the recruitment/welfare including grievances of OBCs within the organization. While the Committee acknowledge the efforts put by CIL, NCL and SECL to ensure an overall well being of its employees, at the same time they are of the considered opinion that formation of a separate OBC Employees' Welfare Association is required so as to give voice to the sentiments/ problems/ grievance/ complaints etc. of OBC employees before the management. The Committee, therefore, desire that the OBC employees need to be provided necessary support and infrastructure to help them establish their separate OBC association. The management may also hold periodical meetings with the representatives of OBCs Association to ensure that their grievances are resolved expeditiously.

Reply of the Government

The Committee may be apprised that the Management does not form any association and it is for employees to form such association. However, since beginning, an Association in the name of All India SC/ST/OBC Employees Coordination Council is existing in CIL & its Subsidiaries, which is looking after the welfare of OBC employees as well. Meetings are held with the Association to redress their grievances and all necessary support is extended to the members of the Association.

In case the OBC employees form a separate association, having sizeable no. of members, they would also be consulted for such issues.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Comments of the Committee

(Please see para 12 of Chapter I of the Report)

Outsourcing/Engaging Contractual Employees

Recommendation Sl. No. 11

The Committee note that CIL and its subsidiaries are outsourcing certain activities for increased efficiency and non-perennial works job contracts have been awarded like Civil work, Construction work, Watch & Ward, Hiring of vehicles. These contracts are awarded not against the posts of CIL and its subsidiaries but for carrying out the works. The Committee were disappointed to know that CIL did not maintain any data of backward classes represented in these workers. As informed by the Ministry of Coal there are as many as 73562 outsourced employees working CIL and its subsidiaries. It has been informed that outsourced workers are engaged by the respective agencies in their own capacity as employer. These agencies in turn obtain licenses for deployment of contractors' workers. It has been informed that outsourced workers are engaged by the respective agencies in their own capacity as employer. However, CIL and its subsidiaries as a Principal Employer ensures that no workforce of any nature is discriminated on account of caste, creed, religion, gender or beliefs. The Committee do not desire to question the policy decision taken by the Government to outsource non-core activities of any Government enterprise, however, they are of the opinion that it affects adversely the opportunity of regular employment of bonafide candidates, especially the reserved category people. It is, therefore, imperative that CIL and its subsidiaries find a way to give representation to the backward section people while engaging any workforce on outsource basis and issue necessary guidelines accordingly. Also, the Committee urge the Ministry of Coal 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 not exceeding 45 days in respect of all the contractual appointments in Coal India and its subsidiaries. Moreover, payment of minimum wage as per the Minimum Wage 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 outsource basis. The Committee would like to be apprised of the action taken in this regard.

Reply of the Government

The Committee is hereby informed that CIL & its Subsidiaries have started maintaining data of OBCs employed by the contractors. As on 1.7.2020, there are total 74446 contractor workers out of which 21289 are OBCs which is 28.6%.

Further, DoPT guidelines regarding temporary appointments lasting 45 or more days are in respect of vacant posts, which could be considered for regularization later. All appointments in Coal India and its subsidiaries are presently being made against permanent. Vacancies. Hence, there is no violation of above DoPT guidelines.

In respect of the Committee's observation to payment of minimum wages it is to mention that As per the terms and conditions of NIT, the contractor has to pay the prescribed minimum wages notified by MoL&E, to the workers engaged by them and contractors have to comply with the laws / rules relating to payment of wages. Before paying the bills of the contractors, payment of wages of workers and statutory deductions such as PF etc. is checked by the management representative.

Apart from this, the wages payment of the workers engaged by the contractor in the mining activities is made as per the recommendation of the High Power Committee, as stated in the notification of Ministry of Labour and Employment dated 07.12.2015. HPC wages for different categories of workers as on 01.04.2020 are as under and higher than the minimum wages prescribed by MoL&E-

Categories of employees	Rate of wages including VDA Per Day w.e.f 01.04.2020 (Rs)	Rate of wages including VDA Per Day w.e.f 01.04.2020 of MoL&E (Rs)
Unskilled	892	420
Semi-skilled/Unskilled Supervisory	926	525
Skilled	960	629
Highly Skilled	994	733

Further, OPD & Indoor medical facilities are provided to the contractor workers in the Company's Hospitals/Dispensaries, free of cost.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Recommendation Sl. No. 13

In this connection, the Committee would further like to remind the CIL, NCL and SECL that DOP&T has been issuing various instruction/guidelines regarding

reservations for SCs, STs and OBCs in temporary appointment. The Committee would like to enumerate the following instructions/guidelines of DOP&T 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

CIL adheres to the instruction/guidelines regarding reservation for SCs, STs & OBCs in Posts of Industrial workers.

As regards Reservation in temporary Appointment, DoPT guidelines regarding temporary appointments lasting 45 or more days are in respect of vacant posts, which could be considered for regularization later. Such appointments are not made in CIL & its subsidiaries. All appointments in Coal India and its subsidiaries are made against regular posts. Hence, there is no violation of DoPT guidelines.

Reservation in work-charged Posts & Reservation in voluntary agencies- Not applicable in CIL.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

CHAPTER-III

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

Representation of OBCs

Recommendation Sl. No. 4

The Committee understand that Coal India Ltd. carries out recruitment for Group-A in Executive Cadre posts only. After recruitment, these executives are posted to various subsidiary companies. In this regard, the Committee note that representation of OBCs is only 14.98% in Group A in Coal India Ltd. which is far less than the mandated 27%. On the Committee's query on the shortfall, the Coal India Ltd. has defended itself by submitting that the recruitment of OBCs in Group A posts after 1993 has indeed been 27% but for the shortfall vacancies to be filled in next recruitment cycle. However, the Committee find it difficult to put this claim to empirical test as CIL has furnished recruitment data for the period 2007-2019 and has failed to submit data prior to 2007 on the plea that file are not readily available for the period 1993-2006 due to shifting of their office. The Committee have been further informed that since 2007 CIL has been able to recruit 9800 Executives out of which 26.4% belong to OBC category. Though the efforts are praiseworthy, CIL should not continue to rest on the laurels because it has become quite clear that even such a spurt in OBC recruitment has not resulted in achieving the mandated 27% quota meant for OBCs. The Committee, therefore, strongly recommend that CIL should come out with a roadmap to increase the representation of OBCs in Group-A and share it with the Committee at the action taken stage.

Reply of the Government

In every recruitment cycle the mandated 27% quota (Recruitment on all India basis by open competition – written examination) / 25.84% quota (Recruitment on all India basis other than open competition – without examination) meant for OBCs is fulfilled and in case of any shortfall, the same is carried forward for filling up in the next recruitment cycle.

Presidential Directives on the subject matter will be continued to be followed in future also.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Reservation in Appointments of Casual Workers to Regular Posts

Recommendation Sl. No. 12

During the course of evidence the committee came to know that in CIL/Subsidiaries sometimes retired CMDs/Directors/Sr. Level executives are appointed as Full Time/Part Time Advisor as per the Company's Policy. Without questioning the Government's policy decision to engage contract employees for certain service and works under the department, the Committee feel that such appointments of retired employees on contractual basis can hamper the opportunities otherwise available to the reserved classes in regular appointments. In this regard, the Committee would like draw attention of CIL, and its subsidiaries including NCL and SECL to DoPT O.M. No. 49014/12/1988-Estt(C)dated 22/08/1988 which stipulates that:

Appointment of casual workers against regular posts will be a case of direct recruitment. Hence all statutory requirements relating to filling up of posts by direct recruitment should be followed while regularizing the services of casual workers, General orders relating to reservation for persons belonging to SCs, STs and OBCs will be applicable in cases relating to regularization of casual workers. Vacancies meant for these categories of persons should be filled up by casual workers of respective reserved categories and the balance, if any, may be filled up by outsiders belonging to these categories, who are not casual workers. Casual Workers, who do not belong to the reserved categories, can be appointed against unreserved vacancies only".

The Committee further recommend that separate roster should be prepared for regular and temporary appointment for OBC in CIL and its subsidiaries including NCL and SECL.

Reply of the Government

In response to the Committee's observation, it is clarified that the engagement of Full time/Part time Advisors are never against any regular vacancy and are for a very few limited period to enable the company to develop its in house expertise. Hence, these have no bearing on the recruitment/vacancies to be filled. Further, such engagement is for a limited period only. At present only 6 (six) Advisors are engaged.

Moreover, for the regular posts, appointments in Coal India and its subsidiaries are made following principles for reservations and Coal India does not appoint casual workers. Accordingly, rosters are maintained as per DoPT guidelines.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

CHAPTER-IV

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

Coal India Limited (CIL)

Recommendation Sl. No. 1

Coal India Ltd. (CIL) is a holding company with seven wholly owned coal producing subsidiary companies and one consultancy company. CIL produces around 83% of India's overall coal production, accounting for 76% of total thermal power generating capacity of the utility sector. This Maharatna Company is today the single largest coal producer in the world and one of the largest corporate employer. The Northern Coalfields Ltd. (NCL) and South-Eastern Coalfields Ltd. (SECL) are its subsidiary companies. The Committee note that as on 01.01.2019 CIL had a total employee strength of 288687, out of which 62,538 belong to OBC category. Hence, the overall representation of OBCs in CIL is only 21.66%. From the past trend of OBC representation in CIL, the Committee are worried about the progressive decline in representation of OBCs in the company, which declined from 24.97% in 2017 to 22.91% in 2018. In 2019 it got further reduced to 21.66%. The CIL has justified this decreasing trend by referring to retirements, deaths, resignations and also due to changes in technology and adoption of advanced methods. The Committee are not fully convinced with these justifications in the light of the fact that the drop in the representation of OBCs in the last three years from nearly 25% is way more than their share in the reservation quota. It is evident from the data furnished by CIL that while the overall decline in manpower had been in the range of 8%, for OBCs it had been a sharp 20.18% reduction. In the opinion of the Committee this can not be seen as a normal course of manpower decline due to deaths, resignations, retirements, changes in technology etc. Therefore, the Committee strongly recommend that the declining trend of OBC employees in CIL need to be checked immediately and steps should be taken to ensure that no prejudice is caused to the interest and representation of OBCs in CIL in the long term.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Reply of the Government

CIL recruits executives wherein the guidelines for 27% reservation of OBCs are

followed. The details of recruitment are as follows:

Year	Name of post	Overall sanctioned post	Overall number of vacancies created	Total no. of vacancies actually filled	Number of vacancies reserved for OBCs					Reason for backlog and shortfall
					Total vacancies	Filled up	Unfilled	Total shortfall	Total backlog	
1	2	3	4	5	6	7	8	10	11	12**
2016	Group-A	706	706	619	191	191	0	0	0	-
2017		1648	1648	1488	441	426	15	15	0	-
2018		610	610	365	181	79	102	*102	0	-
2019		#1326	#1326	#	361	#	#	#	#	#

*Note: Against the 610 vacancies occurred in year 2018, there was 102 OBC shortfall vacancies on account of doctors which has been carried forward to next recruitment cycle for filling up the posts.

#Note: The process for recruitment of 1326 Management Trainees vide Open Rect. Advt. No. 01/2019 (MT-2019) is currently underway and interviews are to be held. The updated status of joining after interview and Initial Medical Examination (IME) will be submitted after completion of the process.

**When the posts reserved for OBCs could not be filled due to non-availability of eligible candidates, such shortfall is carried forward to the next recruitment cycle and filled up.

The Reservation of OBC was effective from 08/09/1993, and 3391 nos. of executives (Group A) who are presently on roll of the company, had joined prior to September 1993 and they are considered as general candidates only. Hence, in Group A, the figures of OBC against total figure would appear as less.

The total employee strength of 2,88,687 as on 1.1.2019 is inclusive of Group A posts and Group B, C & D posts.

For Group B, C & D posts, the subsidiaries of CIL situated in various states carry out recruitment where the percentage (%) of OBC quota varies. The details are given below:

Company	State	% of reservation for OBC
BCCL	JHARKHAND	12
CCL		
CMPDIL		
ECL	WEST BENGAL	22
CIL		
MCL	ODISSA	12
NCL	MADHYA PRADESH	15
SECL	CHHATTISGARH & M.P	13*
WCL	MAHARASHTRA	27
NEC	ASSAM	27

* Percentage of reservation enforced as per the letter No. 55011/4/2014-PRIW II Gol, MoC, dated- 5.2.2016 issued by Under Secretary, Ministry of Coal.

As evident from the above table, each state has different percentage of reservation for OBCs. The total employee strength of 2,88,687 includes 15543 executives belonging to Group-A where 27% reservation for OBC is applicable. For rest of the Groups, B,C,D- the percentage varies from 12% to 27%. In view of the different percentage of reservation for OBCs in various states and considering the shortfall in totality, it may be deduced that the decline in the representation of OBC is due to different reservation quota applicable for Group B,C,D posts where recruitment action is taken by the subsidiaries.

Further, the data regarding manpower of CIL & its Subsidiaries is inclusive of appointment of land oustees and compassionate appointment where employment is provided on humanitarian grounds and reservation quota is not applicable. The details are given below:

Subsidiary		2015-16	2016-17	2017-18	2018-19
CIL & ITS SUBSIDIARIES	Employment in lieu of death/permanent disability	2656	2525	2220	2303
	Appointment of land losers	2595	2151	2847	1929
	Total employment on compassionate grounds	5251	4676	5067	4232
	Direct Recruitment through advertisement	2337	1616	1787	1214

As may be seen from above, CIL & Subsidiaries are always taking needed action

to fulfill quotas earmarked for recruitment, in all applicable categories.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Comments of the Committee
(Please see para 10 of Chapter 6 of the Report)

Northern Coalfields Ltd.(NCL)

Recommendation Sl. No. 2

NCL operates through its 10 highly mechanized opencast mines. The company having abundant resource of power grade coal, supplies more than 90% of its produced coal to the nearby pithead thermal power plants. The Committee notes that the overall representation of OBCs in NCL is only 17.33%. The NCL has justified this figure by saying that the percentage conforms to the OBC reservation rules of Madhya Pradesh (where NCL headquarters are situated) which is currently 15%. The Committee understands that the overall figure of representation OBC in NCL is as per the extant rules. However, in this particular company, the Committee is worried about the concentration of OBC employees in unskilled/semi-skilled Group-D jobs which seems to have added heft to the overall representation of OBCs in NCL. The data furnished by NCL suggests that 67.29% of the OBC employees are concentrated at the entry level Group D. The Committee understands that in NCL generally all workers join Group-B category posts after promotion while recruitment to Group A is done by the holding company i.e. CIL. However, the Committee desires that NCL should ensure that OBCs do not remain concentrated in lower echelon of the hierarchy but are offered adequate promotional avenues at par with other social categories, without discrimination. They further emphasize that CIL, being the holding company, should ensure that at least 27% OBC category executives are manning each subsidiary company at a time through rotation among other subsidiary companies.

Reply of the Government

Northern Coalfields Limited has adopted policy of recruitment of employees at bottom level of every cadre. The Company groom such employees to occupy higher positions in the cadre through off-the-job and on-the-job training programs. The Company has a well defined scheme for promotion (Cadre Scheme) to promote the employees from one level to next level. The Company gives promotion every year based on vacancies in different levels.

The details of promotions of last three years are given below:-

Year	Total no's of employees promoted	Nos. of employees belongs to OBC category who have been promoted by virtue of their seniority	Percentage (%) OBC employees promoted
2017	1180	472	40%
2018	1343	537	39.9%
2019	1561	624	39.9%

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Comments of the Committee
(Please see para 9 of Chapter I of the Report)

Recommendation Sl. No. 7

In case of SECL, the Committee note that there are 36 backlog vacancies in all with 15 in Group C and 21 in Group D. With respect to Group C, the Committee are pleased to note that steps have already been initiated to fill up 12 post of 'mining sirdar' and 3 posts of staff nurse, pharmacist and ECG technician. The Committee would like to be apprised about the recruitment status at the action taken stage since the SECL stated that all 36 vacancies would be filled by April, 2020, with regard to the 21 Group D posts pertaining to security personnel, the SECL has argued that in order to avail better security services, they are in the process of requisitioning 250 security personnel from the Madhya Pradesh State Industrial Security Force. The Committee are of the opinion that SECL should definitely look towards improving its security services but while doing so, it should be ensured that quota meant for OBCs is not compromised. A future policy decision regarding requisition specialized security personnel is a step in right direction but the existing OBC backlog vacancies should be filled up by resorting to the method of special recruitment drive.

Reply of the Government

The status regarding backlog vacancies in SECL is as below-

- There is backlog of total 36 vacancies in OBC Category. Out of these, 15 are of Group C (12 posts of Mining Sirdar & 01 post each of Staff nurse, Pharmacist and ECG Technician) and 21 posts of Group -D (Security Guards).
- Recruitment process for the 15 posts in Group -C is in the final stage.
- Written test for 12 backlog posts of Mining Sirdar was held in March 2020 and

subsequently Provisional Merit list has been released on Company's website on 27.03.2020. Due to nationwide lockdown for containing COVID-19, other formalities like verification of certificates, Medical examination etc. before issuance of Appointment Orders could not be completed. Action for completion of remaining formalities would be taken immediately after restoration of normalcy i.e. availability of Public Transport/Trains etc.

- Recruitment process for 1 post of ECG Technician has been completed and the verification of certificate/documents is being done. Appointment letter would be issued immediately after receipt of document verification.
- With reference to Employment Notification published on 24.04.2020 for 01 post each of Staff Nurse and Pharmacist, applications (Staff Nurse – 53 & Pharmacist 29) have been received from interested candidates. Written examination would be completed after restoration of normalcy i.e. availability of Public Transport/Trains etc.
- The 21 backlog posts in Group-D are of Security Guards. As submitted during the Oral Evidence on 25.10.2019, SECL had approached State Governments of MP and CG (Operational States) for arrangement of Security personnel (SISF & Home Guard). We would like to apprise the Committee that, as on date, 250 Security Personnel from MP State Industrial Security Forces and 160 Home guards of CG State have been deployed in the mine Areas of SECL. The number of these Security personnel is expected to increase in future. During informal talk with the officials of State Government request has been made for placement of suitable OBC security personnel.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

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

Backlog vacancies

Recommendation Sl. No. 5

The Committee note that Coal India Ltd. had a backlog of 15 OBC vacancies in Group A in 2017 which was carried forward to the recruitment cycle in 2018. Further, 610 posts were notified for filling up by Coal India Ltd. during the year which also included 528 posts of Medical Executives for which candidates are still joining in different phases. At this stage it is not possible to ascertain the backlog vacancies because the recruitment cycle is not over. The Committee would like to be accordingly, acquainted about the final backlog position at the action taken stage. It can also be seen that CIL had reserved 151 vacancies for OBCs in this recruitment cycle which is only 24.75% of the total earmarked vacancies of 610. Rest 15 vacancies had been carried forward from the backlog of previous year, thus making it a total of 166 OBC vacancies. The Committee opine that CIL should have reserved 27% of the total seats for OBCs without taking into account the backlog vacancies (which cannot be adjusted against fresh seats for reservation). The Committee are pained to note that CIL is not following the instructions relating to OBC reservation in letter and spirit. The Committee, therefore recommend that in future all regulations related to OBC reservation should be strictly adhered to by the CIL.

Reply of the Government

The recruitment of medical executives (528 posts) was on all India basis 'other than open competition without examination' for which the mandated quota for OBCs is 25.84%. For recruitment on all India basis through open competition with examination, the mandated quota for OBCs is 27%.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

Reservation Rosters

Recommendation Sl. No. 9

It is imperative that there is a proper monitoring mechanism for effective implementation of the OBC reservation policy. Proper maintenance and inspection of Reservation rosters is very important for ensuring that OBC vacancies are duly advertised and filled-up. In this respect the Committee have been informed that CIL and its subsidiaries are adhering to the strict maintenance and inspection of these Rosters.

The Committee appreciate the internal compliance in this regard. However, the Committee recommend that the Reservation Rosters should also be put on the website of the company concerned so that any misgivings regarding non-adherence to reservation guidelines are allayed from the minds of the stake-holders.

Reply of the Government

In Coal India Limited the recruitment of executives is done through different modes like Direct Recruitment on All India basis by means of Open Competitive Test i.e. by written examination, Direct Recruitment on All India basis other than Open Competitive Test i.e. without conducting written examination and Departmental promotion/selection from Non-Executive to Executive cadre for 21 disciplines.

Separate roster registers are maintained for each mode, discipline and category and are updated on regular basis as per the Gol guidelines. There are several roster registers, each being quite voluminous. Hence, the matter is being discussed/examined internally for finding an appropriate solution. However, for maintaining transparency in every recruitment, total number of vacancies and the reserved quota vacancies including backlog are declared in the notification/advertisement itself.

(Ministry of Coal OM No. 54012/2/2019-CSR&W dated 21/09/2020)

**NEW DELHI;
August, 2021
Sravana, 1943(Saka)**

**RAJESH VERMA,
Chairperson,
Committee on Welfare of Other Backward Classes**

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

MINUTES OF THE THIRD SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2021-22) HELD ON 05TH AUGUST, 2021

The Committee sat from 1600 hrs. to 1625 hrs. in Committee Room No. '3'
Extension to Parliament House Annexe (Block-A), New Delhi.

PRESENT

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. Dr. Sanghamitra Maurya
10. Dr. Pritam Gopinath Munde
11. Shri Balak Nath
12. Shri Parbhatbhai Savabhai Patel
13. Shri Ram Shiromani
14. Shri Ashok Kumar Yadav
15. Shri Chunni Lal Sahu

RAJYA SABHA

16. Smt. Geeta *alias* Chandraprabha
17. Shri T.K.S. Elangovan
18. Shri Narayana Koragappa
19. Dr. Banda Prakash

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

2. At the outset, the Chairperson, welcomed the Members to the sitting of the Committee.

3. xxx xxx xxx xxx xxx* The Committee, thereafter, considered the following draft Reports for adoption:-

- I. Action Taken Report on the observations/ recommendations contained in the Third report (17th Lok Sabha) on "Measures undertaken to secure representation of OBCs in employment and for their welfare in Coal India Ltd. (CIL), Northern Coalfields Limited (NCL) and South Eastern Coalfields Limited (SECL)" pertaining to the Ministry of Coal.
- II. Action Taken Report on the observations/ recommendations contained in the Fourth report (17th Lok Sabha) on "Measures undertaken to secure representation of OBCs in employment in Rashtriya Chemicals & Fertilizers Limited (RCF)" pertaining to the Ministry of Chemicals & Fertilizers.
- III. Action Taken Report on the observations/ recommendations contained in the Sixth report (17th Lok Sabha) on "Measures undertaken to secure representation of OBCs in admission in Ph.D. and appointment of teachers of Delhi University" pertaining to the Ministry of Education.

4. The Committee adopted the aforesaid draft Reports after brief discussion without any modification and authorized the Chairperson to present the Reports to both the Houses of Parliament during ongoing session.

5. xxx xxx xxx xxx xxx

The Committee then adjourned.

*The Matters not related to the report.

**Analysis of the action taken by the Government
on the recommendations / observations of the Committee on Welfare
of Other Backward Classes contained in their Third Report
(Seventeenth Lok Sabha)
(Refer Para 4 of Introduction)**

(i)	Total No. of Recommendations/Observations	13
(ii)	Recommendations/Observations of the Committee which have been accepted by the Government: Recommendation Sl. Nos. 3, 6, 8, 10, 11 and 13	Total: 06 Percentage – 46.15%
(iii)	Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government: Recommendation Sl. No. 4 and 12	Total: 2 Percentage-15.38%
(iv)	Recommendations/Observations in respect of which the replies of the Government have not been accepted by the Committee and which require reiteration: Recommendation Sl. No. 1, 2 and 7	Total: 3 Percentage –23.07%
(v)	Recommendations/Observations in respect of which final replies of the Government are still awaited : Recommendation Sl. No. 5 and 9	Total: 2 Percentage –15.38%