

**GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF PUBLIC ENTERPRISES**

RAJYA SABHA

STARRED QUESTION NO. 293*

TO BE ANSWERED ON THE 28th MARCH, 2023

‘Implementation of reservation rules in PSUs etc.’

293*: DR. M. THAMBIDURAI:

Will the Minister of Finance be pleased to state:-

- (a) whether SC/ST/ OBC reservation rules are strictly followed in various PSUs/financial institutions in which Government stake is 51 per cent or more;
- (b) if so, the details thereof;
- (c) if not, the details of the order issued by Government in this regard along with the corrective steps taken thereon;
- (d) the details of the total number of appointments made during the last three years in the Public Sector Undertakings (PSU), banks and insurance companies/financial institutions in which the Union Government has 51 per cent or more stake; and
- (e) the details of backlog posts, PSU-wise, bank-wise, insurance company-wise, and financial institution-wise?

ANSWER

**THE FINANCE MINISTER
(SMT. NIRMALA SITHARAMAN)**

(a) to (e): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO RAJYA SABHA STARRED QUESTION NO. 293 DUE FOR ANSWER ON 28.03.2023 ASKED BY DR. M. THAMBIDURAI ON 'IMPLEMENTATION OF RESERVATION RULES IN PSUS ETC.'

(a) to (c): Yes, Sir. Department of Personnel & Training (DoPT) frames and implements reservation policies in services and posts under the Central Government for Scheduled Castes (SCs), Scheduled Tribes (STs), Other Backward Classes (OBCs). Policies / Guidelines issued by DoPT are extended mutatis mutandis to all Central Public Sector Enterprises (CPSEs) by Department of Public Enterprises (DPE). Implementation of the policies / guidelines on reservation is done by the respective CPSEs and is monitored by their Administrative Ministries / Departments.

Similarly, these policy guidelines and instructions are extended by Department of Financial Services to all Public Sector Banks, Public Sector Insurance Companies and Public Financial Institutions (PSBs/PSICs & PFIs) for implementation. As per statutory provisions, the general superintendence, direction and management of these institutions are vested with the respective Board of Directors. They function as autonomous entities under the broad framework of Government guidelines and are responsible for carrying out the implementation of the same including those relating to protection/ representation of various categories of employees.

As per Public Enterprises Survey 2021-22 published by Department of Public Enterprises, the representation of SCs, STs and OBCs in the CPSEs is as follows:

PSUs	Representation of reserved categories in PSUs (in percent)		
	SC	ST	OBC
CPSEs	17.38	10.19	22.63

Similarly, representation of SCs, STs and OBCs in the PSBs, PFIs and PSICs is as follows:

PSUs	Representation of reserved categories in PSUs (in percent)		
	SC	ST	OBC
PSBs	20.01	8.03	27.33
PFIs	16.10	8.63	21.61
PSICs	19.54	7.69	13.74

(d) : As per available information, the total number of appointments made during the last three years in CPSEs is 48993, and total number of appointments made during the last three years in PSBs, PFIs and PSICs is 86177, 612 and 5363 respectively.

(e): Details of backlog vacancies received from CPSEs (as on 22.03.2023) are attached at *Annexure-I*. Details of backlog posts in respect of PSBs, PFIs and PSICs (as on 01.01.2023) are at *Annexure-II*.

Referred to Part (e) of Rajya Sabha Starred Question No. 293 for 28.03.2023.

Details of backlog vacancies received from CPSEs (which engage more than 82% of the total workforce of CPSEs) as on 22.03.2023:

S.N.	Name of the CPSE	SC	ST	OBC	Total number of regular employees
1.	Bharat Sanchar Nigam Ltd	0	0	0	62208
2.	Steel Authority of India Ltd.	64	40	72	62181
3.	Eastern Coaldfields Ltd.	8	6	11	52935
4.	Food Corporation of India Ltd.	171	56	223	52104
5.	South Eastern Coaldfields Ltd.	48	38	23	44578
6.	Bharat Cooking Coal Ltd.	93	321	32	39156
7.	Central Coalfields Ltd.	67	228	18	35861
8.	Western Coaldfields Ltd.	0	0	0	35741
9.	Indian Oil Corporation Ltd.	26	48	88	31254
10.	Bharat Heavy Electricals Ltd	0	0	0	30758
11.	Oil and Natural Gas Corporation Limited	69	57	117	27165
12.	Hindustan Aeronautics Limited	5	19	7	25412
13.	Mahanadi Coalfields Ltd	7	6	4	21863
14.	NTPC Limited	19	193	35	16886
15.	Airports Authority of India	2	7	6	16196
16.	Rashtriya Ispat Nigam Ltd	0	0	0	14758
17.	Andrew Yule & Company Ltd	0	0	0	14342
18.	Northern Coalfield Ltd	6	12	8	14228
19.	Power Grid Corporation of India Ltd.	2	2	5	8536
20.	Hindustan Petroleum Corporation Limited	0	0	0	8483
21.	Oil India	21	13	15	6786
22.	Security Printing & Minting Corporation of India Ltd	0	3	0	5972
23.	Mazagon Dock Shipbuilders Ltd	21	47	31	5932
24.	MOIL Limited	0	0	0	5789
25.	Damodar Valley Corporation	1	0	0	5643
26.	NMDC Limited	0	0	0	5539
27.	Konkan Railway Corporation Limited	0	0	0	5433
28.	GAIL (India) Ltd	55	40	64	4819
29.	Engineers India Ltd	6	5	6	2653
30.	National Aluminum Company Limited	0	0	0	5520
31.	Broadcasting Engineering Consultants India Ltd.	1	2	17	69

32.	National Scheduled Tribes Finance and Development Corporation	1	0	0	45
33.	Madras Fertilizers Ltd.	0	0	0	511
34.	National Backward Classes Finance and Development Corporation	0	0	0	53
35.	REC Ltd.	2	3	7	440
36.	Heavy Engineering Corporation Ltd.	81	15	33	1295
37.	Antrix Corporation Ltd.	1	0	0	19
38.	Rajasthan Electronics & Instruments Ltd.	3	1	22	210
39.	The Shipping Corporation OF India Ltd.	0	2	0	552
40.	National Safai Karmacharis Finance & Development Corp. Ltd.	0	1	0	21
41.	State Trading Corporation Ltd.	0	0	0	165
42.	Bridge and Roof Co. (India) Ltd.	0	0	0	1089
43.	IRCON International Ltd.	0	1	2	984
44.	MMTC Ltd.	5	4	9	522
45.	RITES Ltd.	0	5	0	1965
46.	Braithwaite & Co. Ltd.	0	0	0	184
47.	National Fertilizers Ltd.	0	3	7	3003
48.	MECON Ltd.	4	2	6	1128
49.	Pawan Hans Ltd.	10	10	73	298
50.	AI Engineering Services Ltd. (AIESL)	14	26	9	2441
51.	Alliance Air Aviation Ltd.	2	2	14	849
52.	Hotel Corporation of India Ltd.	0	0	0	435
53.	HSCC India Ltd.	11	6	18	178
54.	National Handicapped Finance and Development Corporation Ltd.	0	0	0	35
55.	THDC India Ltd.	0	0	0	1644
56.	The Cotton Corporation of India Ltd.	5	11	22	735
57.	North Eastern Electric Power Corp. Ltd.	2	0	0	1645
58.	Goa Shipyard Ltd.	0	1	0	1186
59.	Hindustan Shipyard Ltd.	0	0	0	747
60.	Artificial Limbs Manufacturing Corp. of India	3	22	20	271

Referred to Part (e) of Rajya Sabha Starred Question No. 293 for 28.03.2023.

Details of backlog vacancies in Public Sector Banks, Public Financial Institutions, Public Sector Insurance Companies, as on 01.01.2023:

S.N.	Name of the Organization	Backlog reserved vacancies as on 01.01.2023		
		SC	ST	OBC
Public Sector Banks (PSBs)				
1.	Bank of Baroda	41	28	87
2.	Bank of India	4	1	9
3.	Bank of Maharashtra	0	0	0
4.	Canara Bank	0	3	0
5.	Central Bank of India	57	18	55
6.	Indian Bank	7	10	1
7.	Indian Overseas Bank	118	32	235
8.	Punjab National Bank	257	138	334
9.	Punjab & Sind Bank	35	18	50
10.	UCO Bank	29	12	43
11.	Union Bank of India	112	154	104
12.	State Bank of India	257	256	77
Public Financial Institutions (PFIs)				
13.	National Bank for Agriculture and Rural Development (NABARD)	0	11	4
14.	National Housing Bank (NHB)	1	0	2
15.	EXIM Bank	7	6	6
16.	India Infrastructure Finance Company Limited (IIFCL)	0	0	0
17.	Industrial Finance Corporation of India (IFCI)	4	3	4
Public Sector Insurance Companies (PSICs)				
18.	Life Insurance Corporation of India (LIC)	1013	990	865
19.	General Insurance Corporation of India (GIC)	2	1	3
20.	New India Assurance Insurance company (NIACL)	0	0	0
21.	National Insurance Company Limited (NICT)	0	2	0
22.	The Oriental Insurance Company Limited (OICL)	114	84	209
23.	United India Insurance company (UIICL)	0	0	0

[Sources: Public Sector Banks, Public Sector Financial Institutions, Public Sector Insurance Companies]