

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
(DEPARTMENT OF PERSONNEL & TRAINING)

**LOK SABHA**  
**UNSTARRED QUESTION NO. 1795**  
(TO BE ANSWERED ON 27.07.2022)

**SC/ST/OBC WELFARE ASSOCIATION**

**1795. DR. ALOK KUMAR SUMAN:**

Will the **PRIME MINISTER** be pleased to state:

- (a) whether there is any provision to recognize or form SC/ST Employees welfare Association and OBC Employees welfare Association in any particular Ministry/ Department/ PSUs/ Autonomous organizations by the employees belonging to SCs/STs and OBCs respectively;
- (b) if so, the details thereof;
- (c) if not, the grievance redressal mechanism put in place to resolve the complaints of the employees who have been victimized on the caste or class ground in terms of promotions, transfers and postings;
- (d) the number of complaints received from the employees belonging to SCs/STs and OBCs who have faced discrimination on caste grounds in terms of promotions, transfers and postings in various Ministries, Departments, PSUs and Autonomous organizations under the Government during the last three years; and
- (e) the number of complaints resolved and pending as on date?

**ANSWER**

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES  
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE  
(DR. JITENDRA SINGH)**

(a) & (b): Recognition of Service Associations of central government employees is regulated under the Central Civil Services (Recognition of Service Association), Rules 1993, which, *inter-alia*, provide that membership of Service Associations shall be restricted to distinct category of government servants having common service interest and that such Associations shall not be formed to represent the interests, or on the basis of any caste, tribe or religious denomination or any group within or section of such caste, tribe or of religious denomination. These rules apply to Service Associations of all government servants, including civilian government servants in the Defence Services but do not apply to industrial employees of the Ministry of Railways and workers employed in Defence Installations of Ministry of Defence for whom separate rules of recognition exist.

(c) to (e): Adequate provisions and safeguards exist to protect the interests of employees belonging to SCs, STs and OBCs. As per DoP&T instructions, dated 04.01.2013, each Ministry / Department is required to designate an officer of the rank of Deputy Secretary or above as Liaison Officer for SCs, STs and OBCs, who ensures proper implementation of the reservation policy, conducts annual inspection of the reservation rosters and reports the cases of negligence to the Secretary/Addl. Secretary of the Ministry/Department. To deal with the grievances/matters of employees (including SC/ST employees), a mechanism of the Joint Consultative Machinery (JCM) at national level, department level and office level exists which also provides a platform to promote harmonious relationship between the Government and all its employees. The complaints and grievances of the SC/ST/OBC employees are required to be looked into and resolved by the concerned Ministry/Department at their own level, as stated above.

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