

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

SIXTH REPORT

MINISTRY OF PETROLEUM AND CHEMICALS

Action taken by Government on the recommendations contained in the Twelfth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) on the erstwhile Ministry of Petroleum and Chemicals and Mines and Metals (Department of Petroleum)—Reservations for Scheduled Castes and Scheduled Tribes in Gauhati Oil Refinery.



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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

Sardar Būta Singh—*Chairman*

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SECRETARIAT

1. Shri B. K. Mukherjee—*Deputy Secretary*
2. Shri J. R. Kapur—*Under Secretary*

STUDY GROUP VI
(On Action Taken Reports)

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

Sardar Buta Singh—*Chairman*

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13. Shri Nihar Laskar

SECRETARIAT

1. Shri B. K. Mukherjee—*Deputy Secretary*
2. Shri J. R. Kapur—*Under Secretary*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Sixth Report on Action Taken by Government on the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes contained in their Twelfth Report (Fourth Lok Sabha) on the erstwhile Ministry of Petroleum and Chemicals and Mines and Metals (Department of Petroleum)—Reservations for Scheduled Castes and Scheduled Tribes in Gauhati Oil Refinery.

2. The draft Report was considered and adopted by the Committee on the 21st January, 1972.

3. The Report has been divided into the following Chapters:

I. Report.

II. Recommendations/Observations which have been accepted by Government.

III. Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies.

IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

V. Recommendations/Observations in respect of which Government have furnished interim replies.

4. An analysis of the action taken by Government on the recommendations contained in the Twelfth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) is given in Appendix. It would be observed therefrom that out of 19 recommendations made in the Report, ten recommendations, i.e., 52.6 per cent have been accepted by Government; the Committee do not desire to pursue two recommendations, i.e. 10.5 per cent in view of Government's replies; replies of Government have not been accepted by the Committee in respect of three recommendations, i.e., 15.8 per cent, which require reiteration and Gov-

ernment have not furnished their final replies in respect of four recommendations, i.e. 21.1 per cent, which are still awaited.

5. For facility of reference the recommendations of the Committee have been printed in thick type in the body of the Report.

NEW DELHI;
January 24, 1972
Magha 4, 1893 (S).

BUTA SINGH,
Chairman,
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes.

CHAPTER I

REPORT

The Committee in para 5.8 of their Twelfth Report (Fourth Lok Sabha) on the erstwhile Ministry of Petroleum and Chemicals and Mines and Metals (Department of Petroleum)—Reservations for Scheduled Castes and Scheduled Tribes in Gauhati Oil Refinery noted that the Gauhati Oil Refinery was not mentioning the number of posts reserved for Scheduled Castes and Scheduled Tribes in advertisements issued to the press in the past. In advertisements, it was only mentioned that other things being equal, preference would be given to candidates belonging to Scheduled Castes and Scheduled Tribes. The Committee, however, noted with satisfaction that the Corporation/Refinery had now decided invariably to indicate the number of posts reserved for Scheduled Castes and Scheduled Tribes in the advertisements issued by them. The Committee suggested that in addition to intimating the vacancies to the leading newspapers and to the associations of Scheduled Castes and Scheduled Tribes, the Refinery should also notify the vacancies to the M.P.s and MLAs. belonging to Scheduled Castes and Scheduled Tribes in the State.

In their reply dated the 23rd March, 1971, the Government have stated:

“While notifying the reserved vacancies to the Employment Exchanges/Press, we endorse copies to the recognised Scheduled Caste/Tribe Associations in the State. We consider it satisfactory and feel that the *status quo* may be maintained.”

In view of the continued shortfall in the intake of Scheduled Caste and Scheduled Tribe employees of all categories in the undertaking, the Committee would reiterate their suggestion that copies of notices of vacancies reserved for these communities should also be sent by the Gauhati Oil Refinery to the M.P.s and M.L.A.s of the State belonging to Scheduled Castes and Scheduled Tribes and also to the members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes as is being done by some other public undertakings, so that they could publicise the vacancies among prospective Scheduled Caste and Scheduled Tribe candidates residing in remote areas.

1.2. In para 10.5 of their Report, the Committee noted that the Gauhati Oil Refinery had adopted the orders of the Government of India in regard to dereservation of posts and carrying forward of reserved vacancies for three recruitment years.

In para 10.6 of their Report, the Committee invited the attention of the Ministry of Petroleum and Chemicals and Gauhati Oil Refinery to the Ministry of Home Affairs' instructions that all cases of dereservation should be reported to the Ministry concerned and to the Commissioner for Scheduled Castes and Scheduled Tribes with a note indicating the efforts made to get suitable candidates for their information. The Committee also suggested that in future before dereserving a particular post the Employment Exchanges should be approached to get suitable Scheduled Caste and Scheduled Tribe candidates.

The Indian Oil Corporation, in their reply, forwarded by Government with their office memorandum dated the 23rd March, 1971, have stated:

“Under the Articles of Association, the Corporation is autonomous in service matters. It is, therefore, felt that we do not need to take prior approval of an outside authority for dereserving the posts. Competent appointing authority in the Corporation will dereserve the respective posts.

According to the procedure laid down by the Government, the posts, which it has not been possible to fill through Employment Exchange, have to be advertised and, if necessary, re-advertised in the press to attract suitable candidates belonging to Scheduled Castes/Tribes, as the case may be. If even press advertisements fail to yield the desired result, it is very much doubtful if going back to the Employment Exchange will be of any avail.”

The Government, in their forwarding memorandum dated the 23rd March, 1971, have agreed with the above reply given by the Indian Oil Corporation.

In view of the huge shortfall in the number of Scheduled Caste and Scheduled Tribe employees in all categories of posts under the Gauhati Oil Refinery, the Committee would reiterate that before dereserving any post under the Refinery, the Employment Exchange should be approached to get suitable Scheduled Caste/Tribe candidates. The Committee would also urge that the Indian Oil

Corporation should specify the categories of posts, the dereservation of which must be referred to the Board of Directors for its prior approval, as also those posts, dereservation of which should have the prior approval of the Managing Director of the Oil Refinery.

The Committee fail to understand the stand taken by the Indian Oil Corporation that the Corporation is autonomous in service matters and it need not take prior approval of an outside authority for dereserving a post. The Committee would urge that the Indian Oil Corporation should at least notify all cases of dereservation to the administrative Ministry concerned and to the Commissioner for Scheduled Castes and Scheduled Tribes, who is a Special Officer appointed by the President under Article 338 of the Constitution to watch the implementation of the safeguards provided to the Scheduled Castes and Scheduled Tribes under the Constitution.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 1, Para No. 2.5)

The Committee are glad to note that the Corporation is maintaining statistics as per the proformae devised by the Bureau of Public Enterprises and they are being furnished to the Ministry of Petroleum and Chemicals, Bureau of Public Enterprises and the Commissioner for Scheduled Castes and Scheduled Tribes. They would suggest that similar statistics should be maintained according to the various units of the Corporation and they should also be made available to the authorities concerned. The Committee would also like to emphasise that mere maintenance of statistics is not an end by itself. The object of maintaining these statistics is to know the deficiency and shortfalls in the recruitment of Scheduled Castes and Scheduled Tribes in the services and to underline the need for taking remedial measures to make good the shortfalls.

Reply of Government

We are already maintaining statistics as per the proformae devised by the Bureau of Public Enterprises in respect of each unit separately. The same will be intimated to the authorities concerned. The last part of the recommendation has been noted.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 6, Para No. 4.15)

The Committee regret to note that although the Ministry of Home Affairs have laid down that the Scheduled Caste and Scheduled Tribe candidates should, wherever feasible, be taken for interview in separate blocs and on separate dates so that they are not judged in comparison with general candidates, the Corporation/Refinery do not interview such candidates in separate blocs and on separate dates. The Committee feel that due to non-adoption of these orders, the

Scheduled Caste and Scheduled Tribe candidates would be at great disadvantage as compared to other candidates in so far as recruitment in the Gauhati Oil Refinery is concerned. The Committee would, therefore, urge that the Scheduled Caste/Tribe candidates should be interviewed in separate blocs and on separate dates.

Reply of Government

As reported earlier, we have since decided that Scheduled Caste/Tribe candidates will be interviewed in separate sittings and suitable instructions have been issued to Gauhati Refinery.

(Please see footnote on page 13 of the main Report).

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 7, Para No. 4.16)

The Committee further note that the Selection Committee/Promotion Boards of the Gauhati Oil Refinery do not include any representative of Scheduled Castes or Scheduled Tribes in as much as they do not have sufficient number of Scheduled Caste/Tribe Officers for inclusion in such Committees/Boards. They, however, note that the Corporation would not have any objection to including a Scheduled Caste/Tribe officer in the Committee/Board provided one is available with the necessary expertise. The Committee recommend that till such time as a suitable Scheduled Caste/Tribe Officer is available in the Gauhati Oil Refinery for inclusion in the Selection Committees/Promotion Boards, a Scheduled Caste/Tribe officer of the Indian Oil Corporation may be associated with the Selection Committees/Promotion Boards of the Gauhati Oil Refinery.

Reply of Government

We have accepted the recommendation though it will considerably delay the recruitment/promotion processes.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 8, Para No. 4.17)

The Committee are glad to note that the Corporation has agreed to follow in toto the Government's rules and instructions in the

matter of reservations, for Scheduled Castes and Scheduled Tribes and that a formal directive is also being issued.

Reply of Government

Noted.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971]

Recommendation (Sl. No. 10, Para No. 5.9)

The Committee are unhappy that it is not the practice of Selection Committees in the Refinery to record the reasons for the rejection of Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges. The Committee considered it imperative that the Employment Exchanges should know the deficiencies or otherwise of the candidates sponsored by them for the purpose of selection. The Committee would urge that the recruitment procedure of the Refinery should be modified so as to make it obligatory on the part of the Selection Committee to record the precise reasons for the rejection of the Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges. In this connection, attention of the Ministry is invited to the Office Memorandum No. 14/12/67-Estt.(D) dated the 10th April, 1968 (Appendix VI) by the Ministry of Home Affairs to all Ministries/Departments of the Government of India regarding vacancies reserved for Scheduled Castes, Scheduled Tribes and Ex-Servicemen.

Reply of Government

It has been decided that in case of posts reserved for Scheduled Caste/Tribe candidates the reasons for rejecting Scheduled Caste/Tribe candidates will be communicated to the Employment Exchanges. Gauhati Refinery has noted the instructions.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971]

Recommendation (Sl. No. 11, Para No. 6.6)

The Committee note that against 119 Class I Supervisory posts in the Gauhati Oil Refinery (as on 1st January, 1970) *vide* para No. 4.4, there are only two Scheduled Castes and one Scheduled Tribe employees. The shortfall as to the extent of 14.98 per cent in

respect of Scheduled Castes and 4.16 per cent in respect of Scheduled Tribes. In Class II posts, there is no Scheduled Caste/Tribe employee. While the percentage of Scheduled Caste employees in Class III non-Supervisory posts is 5.06 as against the prescribed percentage of 4.7, the percentage of Scheduled Tribe employees is only 2.87 against the reservation of 19.2 per cent, i.e. a shortfall of 16.33 per cent. The Committee would strongly urge that the Refinery should make all-out efforts to recruit more Scheduled Tribe employees in Class III non-supervisory posts as and when vacancies occur in future.

Reply of Government

Noted.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 12, Para No. 6.7)

The Committee are unhappy that there are no Scheduled Caste/Tribe employees in Class II Supervisory posts. The Refinery should take suitable steps to induct qualified Scheduled Caste/Tribe employees in Class II Supervisory posts.

Reply of Government

Noted.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 13, Para No. 6.8)

The Committee fail to understand why no Scheduled Castes/Tribes could be appointed as a Typist in 1968 and 1969 in as much as there does not appear to be any dearth of suitable Scheduled Caste/Tribe typists in the country. They feel that no energetic steps were taken to advertise the posts or to give adequate publicity to the vacancies. The Committee recommend that the Employment Exchanges should be approached to send suitable Scheduled Caste/Scheduled Tribe candidates even if they (the Employment Exchanges) fail to furnish a panel initially in respect of the demand from the appointing authority.

Reply of Government

Noted. It may be added that in 1969, out of two posts one post was filled by a Scheduled Tribe candidate.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 15, Para No. 7.3)

The Committee are constrained to observe that there has been no promotion of Scheduled Caste/Tribe employees in Class II Supervisory posts during 1967, 1968 and 1969. Taking all the categories together, there have been only nine cases of promotion involving Scheduled Castes out of 163 during the period 1967 to 1969. There have been only two cases of promotion involving Scheduled Tribes during the same period and that too in Class III posts. The Committee are distressed to note that there is considerable shortfall in the promotions of employees belonging to these communities, especially of Scheduled Tribes. They would urge that all-out efforts should be made to bring the staff belonging to Scheduled Castes and Scheduled Tribes up to the desired standard so that they are able to earn their promotions.

Reply of Government

Noted.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 17, Para No. 9.4)

The Committee note the present position in regard to maintenance of rosters. They would suggest that the rosters should be inspected by the Chief Personnel Officer whenever he visits the Headquarters of the Refineries. Any deficiencies in the maintenance of rosters should be brought to the notice of the General Manager of the Refinery for necessary remedial action.

Reply of Government

Noted.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

CHAPTER III

RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF GOVERNMENT'S REPLIES

Recommendation (Sl. No. 5, Para 3.12)

The Committee note with concern that no evaluation has so far been made about the number of persons in the different cadres belonging to Scheduled Castes and Scheduled Tribes in the Gauhati Oil Refinery, who will get promotion if this benefit is extended to them or the number of persons who will be superseded if the promotion takes place according to the revised system of rating. They further note that instructions have been issued by the Corporation to the Gauhati Oil Refinery to make such a study. The Committee strongly urge that the instructions issued by the Ministry of Home Affairs should be scrupulously observed in the matter of promotions also.

Reply of Government

Please see foot-note on page 6 of the main report which records the findings of the study since completed.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 14, Para No. 6.9)

The Committee are distressed to note that no Scheduled Caste or Tribe candidate could be appointed even as a Security Watchman in 1968 and 1969 for which no special qualifications are necessary. The Committee hope that the present shortfalls would be made up by the Refinery as early as possible by resorting, if necessary, to *ad hoc* recruitment of Scheduled Caste/Tribe candidates.

Reply of Government

As Gauhati Refinery is already over-staffed, it may not be possible to make recruitment on an *ad hoc* basis. However, efforts will

be made to make good the shortfalls by recruiting Scheduled Castes/ Scheduled Tribes whenever there are vacancies to be filled in.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE

Recommendation (Sl. No. 9, Para No. 5.8)

The Committee note that the Gauhati Oil Refinery was not mentioning the number of posts reserved for Scheduled Castes and Scheduled Tribes in advertisements issued to the press in the past. In advertisements, it was only mentioned that other things being equal preference would be given to candidates belonging to Scheduled Castes and Scheduled Tribes. The Committee, however, note with satisfaction that the Corporation/Refinery has now decided invariably to indicate the number of posts reserved for Scheduled Castes and Scheduled Tribes in the advertisements issued by them. The Committee suggest that in addition to intimating the vacancies to the leading newspapers and to the associations of Scheduled Casts and Scheduled Tribes, the Refinery should also notify the vacancies to the M.Ps. and MLAs. belong to Scheduled Castes and Scheduled Tribes in the State.

Reply of Government

While notifying the reserved vacancies to the Employment Exchanges Press, we endorse copies to the recognised Scheduled Caste/Tribe Associations in the State. We consider it satisfactory and feel that the *status quo* may be maintained.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Comments of the Committee

Please see Chapter I (Para 1.1).

Recommendation (Sl. No. 18, Para No. 10.5)

The Committee note that the Gauhati Oil Refinery has adopted the orders of the Government of India in regard to dereservation of posts and carrying forward of reserved vacancies for three recruitment years.

Reply of Government

Requires no comments.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Recommendation (Sl. No. 19, Para No. 10.6)

In this connection, the Committee would like to invite the attention of the Ministry of Petroleum and Chemicals and Gauhati Oil Refinery to the Ministry of Home Affairs' instructions that all cases of dereservation should be reported to the Ministry concerned and to the Commissioner for Scheduled Castes and Scheduled Tribes with a note indicating the efforts made to get suitable candidates for their information. The Committee would also suggest that in future before dereserving a particular post the Employment Exchanges should be approached to get suitable Scheduled Caste and Scheduled Tribe candidates.

Reply of Indian Oil Corporation

Under the Articles of Association, the Corporation is autonomous in service matters. It is, therefore, felt that we do not need to take prior approval of an outside authority for dereserving the posts. Competent appointing authority in the Corporation will dereserve the respective posts.

According to the procedure laid down by the Government the posts, which it has not been possible to fill through Employment Exchange, have to be advertised and if necessary, re-advertised in the press to attract suitable candidates belonging to Scheduled Castes/Tribes, as the case may be. If even press advertisements fail to yield the desired result, it is very much doubtful if going back to the Employment Exchange will be of any avail.

Reply of Government

Government agree with the reply given by the IOC.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Comments of the Committee

Please see Chapter I (Para 12).

CHAPTER V

RECOMMENDATIONS IN RESPECT OF WHICH GOVERNMENT HAVE FURNISHED INTERIM REPLIES

Recommendation (Sl. No. 2, Para No. 2.6)

The Committee desire that the Ministry of Petroleum and Chemicals should watch the percentage of reservations prescribed for Scheduled Castes and Scheduled Tribes in the Gauhati Oil Refinery. The deficiencies, if any, found in the representation of Scheduled Castes and Scheduled Tribes in the services of the Refinery should immediately be brought to the notice of the Ministry so that effective remedial measures could be taken.

Reply of Indian Oil Corporation

We are submitting annual as well as quarterly reports regarding appointment of Scheduled Castes/Scheduled Tribes to our Ministry to enable the Ministry to review the position from time to time.

Reply of Government

Noted. In this connection, Bureau of Public Enterprises in the Ministry of Finance have already advised various Ministries to issue necessary directions to the Public Enterprises under their control asking them to make reservations for Scheduled Castes and Scheduled Tribes in service in their organisation. Necessary directions are being issued to the Indian Oil Corporation. This will be reviewed.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Comments of the Committee

A copy of the directions issued by the Ministry to the Indian Oil Corporation may be furnished to the Committee and the results of the review to be made by the Ministry intimated to the Committee in due course.

Recommendation (Sl. No. 3, Para No. 3.10)

The Committee note the present percentage of reservations provided for Scheduled Castes and Scheduled Tribes in the Gauhati

Oil Refinery. They hope that with the enhancement of the percentages of reservations by the Government of India for Scheduled Castes from 12½ per cent to 15 per cent and for Scheduled Tribes from 5 per cent to 7½ per cent in posts filled by direct recruitment on all-India basis, the Corporation and its Refinery units would also raise upward the percentage of reservation for Scheduled Castes and Scheduled Tribes accordingly. In this connection the Committee would like to invite the attention of the Ministry to the following observation made by the Ministry of Finance (Bureau of Public Enterprises) in relation to the enhancement of the percentages of reservations for Scheduled Castes and Scheduled Tribes in the services of Public Undertakings (*vide* Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes—Fourth Lok Sabha):

“If the existing percentages of reservation for Scheduled Castes and Scheduled Tribes in Government services are revised upwards, on the basis of the population figures of 1961 Census or otherwise, there may not be much objection to adopting these percentages for the Public Enterprises also.”

Reply of Indian Oil Corporation

We have already accepted the increase.

Reply of Government

Noted. Bureau of Public Enterprises in the Ministry of Finance, in this connection, have already advised the various Ministries to issue supplementary direction to the Public Enterprises under their administrative control to the revision of upward percentage of reservation for Scheduled Castes/Scheduled Tribes. Necessary directions will be issued to IOC. This will be watched.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Comments of the Committee

The Committee would like to emphasise that the increase in the percentages of reservations from 12½ per cent to 15 per cent for Scheduled Castes and from 5 per cent to 7½ per cent for Scheduled Tribes should be made effective without any further delay and necessary directions issued to the Indian Oil Corporation/Gauhati Oil Refinery and a copy thereof furnished to the Committee for their information.

Recommendation (Sl. No. 4, Para No. 3.11)

The Committee are unhappy to note that the Corporation has not yet adopted the Home Ministry's orders regarding giving weightage to the Scheduled Castes/Scheduled Tribes candidates in the matter of rating in the annual confidential reports for purposes of promotion "as it is felt that the concessions cannot be incorporated into our promotional policy unilaterally as Employees Unions are bound to resist it."

Reply of Government

The question is under consideration of the Management.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Comments of the Committee

The Committee would urge that a final decision in the matter of adoption of the orders issued by the Ministry of Home Affairs for giving weightage to Scheduled Caste and Scheduled Tribe employees in respect of rating in the annual confidential reports for promotion should be taken without any further delay and the same communicated to the Committee for their information.

Recommendation (Sl. No. 16, Para No. 8.7)

The Committee note that no quota has been fixed for Scheduled Caste/Scheduled Tribe candidates for receiving in-service training in the training establishment of the Refinery. The Committee, however, would like to emphasise that the Scheduled Castes/Tribes because of their general and educational backwardness are in special need of specialised training so that they can compete and come upto the required standard for earning their promotions. The Committee hope that the Refinery would encourage all the Scheduled Caste/Tribe employees to receive the benefit of in-service training provided by the Refinery Establishment. The Committee would also urge that the recommendation of the Yardi Working Group, which has already been accepted by the Government, should be implemented by the Corporation.

Reply of Government

Noted. Regarding in-service training of Scheduled Caste/Tribe employees, our Training Department at Gauhati is drawing up a suitable training plan.

[Ministry of Petroleum & Chemicals and Mines & Metals (Department of Petroleum) O.M. No. 15(16)/70-OR, dated the 23rd March, 1971].

Comments of the Committee

In view of the meagre representation of the Scheduled Castes/Tribes in the Class I and Class II services in the Refinery, the Committee would urge that 'suitable training plan' for in-service training of the Scheduled Caste/Tribe employees in the Refinery should be drawn up without any further delay and a report thereon be furnished to the Committee for their information.

BUTA SINGH,

Chairman,

*Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes.*

NEW DELHI;

January 24, 1972

Magha 4, 1893 (S).

APPENDIX

(*vide* Introduction)

Analysis of Action taken by Government on the recommendations in the Twelfth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes

| | | |
|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| I. | Total number of recommendations . | 19 |
| II. | Recommendations that have been accepted by Government (<i>vide</i> recommendations at Serial Nos. 1, 6, 7, 8, 10, 11, 12, 13, 15 and 17) | |
| | Number | 10 |
| | Percentage to total | 52.6 |
| III. | Recommendations which the Committee do not desire to pursue in view of Government's replies (<i>vide</i> recommendations at Serial Nos. 5 and 14) | |
| | Number | 2 |
| | Percentage to total | 10.5 |
| IV. | Recommendations in respect of which replies of Government have not been accepted by the Committee and which require reiteration (<i>vide</i> recommendations at Serial Nos. 9, 18 and 19) | |
| | Number | 3 |
| | Percentage to total | 15.8 |
| V. | Recommendations in respect of which final replies have not been received from Government (<i>vide</i> recommendations Serial Nos. 2, 3, 4 and 16) | |
| | Number | 4 |
| | Percentage to total | 21.1 |