

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2011-2012)**

(FIFTEENTH LOK SABHA)

**SIXTEENTH REPORT
ON
MINISTRY OF PETROLEUM AND NATURAL GAS**

Action Taken by the Government on the recommendations contained in the First Report (Fifteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Oil and Natural Gas Corporation (ONGC)"

Presented to Lok Sabha on 13.12.2011

Laid in Rajya Sabha on 13.12.2011

**LOK SABHA SECRETARIAT
NEW DELHI**

13 December, 2011 /22 Agrahayana,1933(Saka)

CONTENTS

	Page
Composition of the Committee.....	(iii)
Introduction.....	(v)
CHAPTER I Report.....	
CHAPTER II Recommendations/Observations which have been accepted by the Government.....	
CHAPTER III Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.....	
CHAPTER IV Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.....	
CHAPTER V Recommendations/Observations in respect of which final replies of the Government have not been received.....	

APPENDICES

I	Information regarding SC/ST executives who were sponsored by ONGC for appointment to the Board of Directors
II-XI	Details of SC/ST posts filled up by Special Recruitment Drives, Direct Recruitment, Campus Recruitment, Job Fairs etc.....
XII	Promotion details.....
XIII-XV	Information regarding false caste certificates.....
XVI-XVII	Minutes of the sittings of the Committee held on 22nd December, 2010 and 12th October, 2011.....
XVIII	Analysis of the action taken by the Government on recommendations contained in the First Report (Fifteenth Lok Sabha).....

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES (2011-2012)**

Shri Gobinda Chandra Naskar - Chairman

MEMBERS – LOK SABHA

2. Shri Bhudeo Choudhary
3. Smt. Santosh Chowdhary
4. Smt. Jyoti Dhurve
5. Shri Biren Singh Engti
6. Shri Prem Chand Guddu
7. Smt. Paramjit Kaur Gulshan
8. Dr. M. Jagannath
9. Shri Mohan Jena
10. Shri Mohinder Singh Kaypee
11. Shri Virendra Kumar
12. Shri Pradeep Majhi
13. Shri Bharat Ram Meghwal
14. Shri Ashok Kumar Rawat
15. Shri Bajju Ban Riyan
16. Smt. Sushila Saroj
17. Shri Hamdullah Sayeed
18. Dr. Kirit Premjibhai Solanki
19. Shri Lalit Mohan Suklabaidya
20. Shri Bhausahab Rajaram Wakchaure

MEMBERS – RAJYA SABHA

21. Shri Jabir Husain
22. Shri Rishang Keishing
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25. Shri D. Raja
26. Shri K.B. Shanappa
27. Shri Veer Singh
28. Miss Anusuiya Uikey
29. Shri Veer Pal Singh Yadav
30. Vacant

SECRETARIAT

1. Shri R.K. Chadha – Joint Secretary
2. Ms. J.C. Namchyo – Director
3. Shri Mukesh Kumar – Committee Officer

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the report on their behalf, present this Sixteenth Report (Fifteenth Lok Sabha) on action taken by the Government on the recommendations contained in their First Report (Fifteenth Lok Sabha) on the Ministry of Petroleum & Natural Gas regarding Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Oil & Natural Gas Corporation (ONGC).

2. The draft Report was considered and adopted by the Committee on 12th October, 2011 (Appendix-XVII).

3. The Report has been divided into the following chapters:-

I. Report

II. Recommendations/observations, which have been accepted by the Government.

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

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

V. Recommendations/observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the First Report (Fifteenth Lok Sabha) of the Committee is given in Appendix-XVIII. It would be observed there from that out of 30 recommendations made in the report, 13 recommendations i.e. 43 per cent have been accepted by the Government. The Committee do not desire to pursue 10 recommendations i.e. 34 per

cent of the total recommendations in view of the replies of the Government. There are 7 recommendations i.e. 23 per cent in respect of which replies of the Government have not been accepted by the Committee and require further reiteration.

NEW DELHI
13 December, 2011
22 Agrahayana, 1932(Saka)

(GOBINDA CHANDRA NASKAR)
Chairman
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes

CHAPTER- I

REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their First Report (Fifteenth Lok Sabha) on the Ministry of Petroleum and Natural Gas regarding "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Oil and Natural Gas Corporation Limited (ONGC)".

1.2 The First Report was presented to Lok Sabha on 25th November, 2009. It contained 30 recommendations/observations. The Committee deliberating upon the draft action taken report on the subject during their sitting held on 7th December, 2010 observed that some of replies to their recommendations/observations were either non-affirmative or were left unreplied. The Committee, therefore, took fresh evidence of the representatives of the Ministry of Petroleum and Natural Gas on 22nd December, 2010. Subsequently a list of points was forwarded to them for furnishing additional information as well as clarifications sought by the Committee during the evidence. The replies/clarifications given by the Ministry of Petroleum and Natural Gas have now been examined and the replies have been categorised as under:-

- (i) Recommendations/observations which have been accepted by the Government (Sl. Nos. 4, 6, 7, 8, 10, 13, 15, 16, 18, 19, 22, 28 and 29).
- (ii) Recommendations/observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos. 1, 5, 9, 12, 14, 17, 23, 24, 27 and 30).
- (iii) Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. Nos. 2, 3, 11, 20, 21, 25 and 26).

- (iv) Recommendations/observations in respect of which final replies have not been received (NIL).

1.3 The Committee desire that final reply in respect of the recommendations for which only interim reply has been given ought to be forwarded within six months of the presentation of report.

1.4 The Committee will now deal with the Action Taken by the Government on some of the recommendations which need reiteration or comments.

Representation of SCs/STs on the Board of Directors

Recommendation (Sl. No. 2, Para No. 1.10)

1.5 The Committee also note that the matter is again being examined in consultation with DOP&T as advised by the Committee in their 49th Report (10th Lok Sabha) and would like to be apprised of the latest position in this regard. The Committee would also like to know the efforts made by the Ministry of Petroleum and Natural Gas to pursue the matter with DOP&T.

Reply of the Government

1.6 This Ministry follows the directions by DoP&T from time to time.

1.7 Not satisfied with the above reply, the Committee asked the Secretary, Ministry of Petroleum and Natural Gas about the efforts made in pursuing the matter with DoP&T during the evidence held on 22nd December, 2010. The Secretary, however, explained the procedure in the appointment of Directors on Board of ONGC as under:-

"The procedure that is followed is that PESB issues an advertisement, all applications that are received directly by the PESB, by the ONGC and by the Ministry are forwarded to the PESB. The PESB short lists the candidates and calls for the interview.

Sir, I must very humbly submit that the Ministry of Petroleum and Natural Gas just like the other Ministries, only assists the PESB. The Secretary or the Additional Secretary go for the interview and we are there only to assist the PESB. We do not even put our signature in the person who is selected for the particular position of either CMD or MD or functional Directors. So, under the circumstances if a definite representation has to be ensured, this has to be really implemented through the Department of Public Enterprises since we are not party to the selection that takes place."

1.8 In their post evidence written replies, the Ministry of Petroleum and Natural Gas have stated that the matter was taken up with Public Enterprises Selection Board (PESB) under the Ministry of Personnel, Public Grievances and Pension. PESB has intimated that there is no policy of reservation for Board level appointments in the Central Public Sector Undertakings.

Comments of the Committee

1.9 The Committee are distressed that Government are not at all serious in appointment of SC/ST Member on the Board of Directors of PSUs. That is evident from the stereotype reply of the Ministry during evidence as also in post evidence reply. The Committee strongly recommend that the Government should ensure the representation of SC/ST members on the Board.

Recommendation (Sl. No. 3, Para No. 1.11)

1.10 The Committee are of the view that since the appointment of Government Directors on the Board of Oil PSUs including ONGC are made by the Ministry of Petroleum and Natural Gas after taking approval of the Minister, it would not perhaps be difficult to find SC/ST candidates having suitable qualifications for appointment as Members on the Board. The Committee, therefore, recommend that the Ministry should sponsor the names of suitable SC/ST candidates for appointment as Government Directors to the Minister of Petroleum & Natural

Gas. Even though reservation is not available at present in higher posts yet the Committee note that previously 3 SC/ST officers had been the members on the Board. The Committee urge the Public Enterprise Selection Board (PESB) to regularly requisition names of suitable SC/ST candidates for appointment as functional Director so that deserving SC/ST candidates do not feel left out. The Committee are also of the view that DPE should also make efforts to recommend names of suitable SC/ST candidates to DOP&T for appointment as independent members on the Board for consideration by ACC. An SC/ST member on the Board, by virtue of his position, can play a crucial role for the welfare of SC/ST employees while also contributing to the growth of ONGC. Being on the Board of Directors, he can involve himself in the decision making process on various policy issues including proper implementation of Reservation Policy which is normally considered at Board level meetings. The Committee, therefore, strongly recommend that the ONGC should take a proactive role in the process of appointment of SC/ST members on the Board. There is no dearth of eligible SC/ST candidates for appointment to the Board and the Committee urge the ONGC to sponsor them to the Government for appointment on the Board. The Committee also recommend the ONGC to clearly spell out and justify the need for appointments of SC/ST members on the Board. The Committee recommend that, if necessary, the Government should amend the enabling rules/regulations governing appointments to the Board in view of the Constitutional mandate so as to facilitate appointments of SC/ST member on the Board. The Committee would also like to be apprised about the details of guidelines of the Government/Public Enterprises Selection Board in the matter of appointment on the Board of Directors in PSUs including ONGC.

Reply of the Government

1.11 With regard to recommendation of the Committee for sponsoring of SC/ST candidates for appointment to the Board, ONGC forwards the names of all senior eligible executives taking into consideration their seniority. Besides this, Public Sector Enterprises Selection Board also advertises the positions for seeking application for a wider participation. However, ONGC has taken note of the Committee's suggestion.

1.12 During evidence, the Secretary of the Ministry of Petroleum and Natural Gas clarified in regard to appointment of non-functional directors and the independent directors:-

“.....the non-functional directors, the independent directors that again is outside our preview for two reasons, one is the same that the selection is not done by the Ministry. It is done by Search Committee that has been appointed by the Department of Public Enterprises which has many members chaired by PESB where we again go and assist.

The second point is that the Government of India through a Committee of Secretaries, the Cabinet Secretariat has laid down certain prescribed qualifications for persons to be considered as independent directors on the board. For example, one qualification is that suppose somebody is coming from a private company, he should be at least CEO level. That company should have a turnover of around, I do not remember exactly 150 or 200 crores.

So, these are the stringent criteria that has been laid out and that is one of the reasons why there are difficulties but in this category, where we do have some say, we shall be guided by your comments and we shall make every endeavour to put up names to our Minister which should be from these category. And, thereafter, we try to push it before the Selection Committee.”

1.13 During evidence when it was inquired whether there is anybody from SC/ST on the Board of Directors and if not why, it was clarified by the Secretary, Ministry of Petroleum & Natural Gas thus:-

“Sir, at present, in the ONGC Board there is no person from the Scheduled Caste and Scheduled Tribes category.”

1.14 When it was asked whether any efforts made to identify some people and inculcate talents in them to put them on Board of Directors, it was inter alia replied by the Secretary :-

“We will provide the information to the Committee about all the interviews that took place for the functional Directors, all the eligible candidates within the ONGC who applied for, whether there was anybody from these categories, etc. We do not have the information available right now.”

1.15 When it was persistently asked as to what is the problem in finding a suitable candidate from the SC/ST category who could occupy a place in the Board of Directors, the Secretary inter alia explained:-

“In my opinion, most of the problems would arise because of age profile. There is already an extension of age given at the entry level. Most of the candidates who have joined, by the time they reach the ED level, many of them may not be having the age profile. This, perhaps, could be the major reason.”

Post Evidence Reply

1.16 In regard to a query whether the Public Sector Enterprises Selection Board (PESB) advertised any posts for appointment in ONGC during the last three years, the Ministry have stated that the following posts were advertised during the last 3 years by PESB for appointment in ONGC:-

2008	-	Director(Off Shore)
2009	-	NIL
2010	-	i) CMD
		ii) Director (Exploration)
		iii) Director(HR)

1.17 In reply to a query as to how many applications were received from SC/ST candidates for such posts and whether any SC/ST candidate was appointed, the Ministry in their post evidence reply informed that Public Enterprises Selection Board (PESB) under the Ministry of Personnel, Public Grievances and Pensions,

vide their OM No.13/4/2011 PESB dated 15.3.2011 has informed that they do not ask for information about caste of applicants in the proforma of application for PESB's advertised posts. Hence information about the number of SC/ST candidates applying for Board level posts in ONGC is not available.

1.18 When asked about the guidelines of the Government on appointment on the Board of Directors in PSUs, the Ministry in their post evidence reply have stated that there is no Government policy of reservation for board level appointments in CPSEs. The selection is made keeping in view the performance of candidates interviewed with special regard to their qualities of managerial capability, leadership, broad vision, track record, the available ACRs and the inputs of the Administrative Ministry of CPSU/CMD. Further in the application proforma for PESB advertised posts, the information on caste of applicants is not asked for and that the guidelines regarding appointment on the Board of Directors in PSUs are available on official website of PESB/DPE

1.19 In reply to another query as to the details of eligible SC/ST executives who were sponsored by ONGC for appointment to the Board of Directors during the last 3 years, the ONGC in their post evidence reply has furnished the details of executives who applied for corporate level post (Appendix-I).

Comments of the Committee

1.20 The Committee are disturbed by the reply of the Government which is not only casual in approach but smacks of arrogance also. While it has been reported that Public Enterprises Section Board (PESB) under Ministry of Personnel, Public Grievances and Pensions do not ask for information about caste of applicants in the proforma of application for PESB's advertised posts and as such, information about the number of

SC/ST candidates applying for Board level posts in ONGC is not available, on the other hand, ONGC has furnished the details of list which included SC/ST executives who applied for corporate level posts. The Committee highly decried the attitude of PESB which refused to furnish the status of applicants on the plea that they do not ask for information about their castes. The Committee are well aware that there is no Government policy of reservation for Board level appointments because of which SC/ST incumbents find it very difficult to become members of the Board of Directors. The Committee, therefore, are of the view that it is always appropriate to include information on SC/ST status of applicants so as to keep track that they get fair opportunity for Board level appointments even though there is no provision of their reservation. The Committee strongly desire that the Ministry should convey their views to DoP&T and ask them to maintain such information from now onwards. The Committee also reiterate that Government should amend the enabling rules/regulations governing appointments of the Board so as to facilitate appointment of SC/ST member of the Board.

Special Recruitment Drive

Recommendation (Sl. No. 6, Para No. 2.23)

1.21 The Committee note that Special Recruitment Drive had been conducted by ONGC during the years 2002, 2003 and 2005. The Committee had specifically asked to furnish the details of posts filled category wise but the Ministry have replied that they initiated Special Recruitment Drive though there was no shortfall in Group A posts. The Committee regret that the Ministry did not furnish the information as desired by them. It is also not clear as to how ONGC

conducted Special Recruitment Drive if and when there was no backlog in SC/ST posts. The Committee should, therefore, be apprised as to when and how the ONGC identified SC/ST posts for special recruitment drive during the years 2002, 2003 and 2005. The Committee had also asked the Ministry to give details of 279 posts (Groups) which were identified as SC/ST posts for Special Recruitment Drive. The Committee are dismayed that the Ministry has again not provided the desired information. The Committee, therefore, recommend that the information sought should be provided to them without delay.

Reply of the Government

1.22 There was no shortfall/ backlog in Group 'A' posts in ONGC. However, in line with the CMD, ONGC's commitment during oral evidence, to undertake filling up of 300 additional SC/ST posts in the Company, Special Recruitment Drives (SRDs) were undertaken from 2003 and 2010 and 302 posts have been filled. The year-wise details are as follows:-

Year	No. of posts filled		
	SC	ST	Total
2003	35	39	74
2005	29	35	64
2008	25	07	23
2009	27	65	92
2010	28	12	40
Total	144	158	302

Thus the commitment made to the Committee has been fulfilled.

1.23 Further, in their post evidence replies, the ONGC have furnished post-wise/category-wise/group-wise details of SC/ST posts filled up by special recruitment drive, direct recruitment, campus recruitment, job fair etc. during 2002 to 2010. **Appendix-II-XI.**

1.24 When asked about the details of 300 additional SC/ST posts for which Special Recruitment Drives were undertaken in view of CMD's commitment, it

was inter alia informed that from 2002 to 2010 SRDs were undertaken for filling up of 374 posts in group A. The year-wise details are as under:-

Year	No. of Posts filled in SRD in Group 'A'		
	SC	ST	Total
2002	27	58	85
2003	34	39	73
2005	17	33	50
2006	11	3	14
2008	35	49	84
2009	14	4	18
2010	35	15	50
Total	173	201	374

1.25 When asked whether all additional 300 posts have been filled up by ONGC, it was stated in their post evidence replies, that all the 300 posts have now been filled up (as on 31.12.2010).

Comments of the Committee

1.26 The Committee appreciate that ONGC had made efforts to fill up SC/ST posts by undertaking Special Recruitment Drive, Direct recruitment, as also by way of job fair and campus recruitment from 2002 to 2010. The Committee desire that ONGC would continue to make such efforts in future too.

Recommendation (Sl. No. 8, Para No. 2.28)

1.27 The Committee note that there was a shortfall of 275 ST employees in Class I group of posts as on 1.1.2007. The reason for this shortage was given as retirement, superannuation, resignation, voluntary retirement etc. The Committee are perturbed by the fact that such a large number of Class I posts held by ST officers became available due to various reasons but were not filled

and allowed to accumulate. The Committee desire that the particulars of these 275 ST officers because of whose resignation, superannuation, etc. the shortfall of ST Class I officers occurred should be provided to them.

Reply of the Government

1.28 Rosters are prepared according to existing instruction and guidelines of Govt. of India. It is clarified that there was no shortfall as on 01.01.97. The figure of 275 has inadvertently been shown as shortfall. It has been wrongly derived arithmetically and not as per the roster. It is, therefore, requested that necessary changes /modifications may please be made in the Committee report and shortfall may please be treated as nil.

1.29 During the evidence Committee desired clarification in this regard, the representatives of ONGC clarified that:-

"I apologize for the mistake which has been done in the past and it was an arithmetical mistake. In the total figures, the total shortage was not there. There was an error in this and we regret for this error."

Comments of the Committee

1.30 Earlier the Government had shown shortfall of 275 ST employees in Group-A posts as on 1.1.2007 and it was stated that shortage in Group-A occurred due to retirement, superannuation, resignation, voluntary retirement etc. When asked to provide the particulars of these 275 ST officers, the Ministry in their action taken replies stated that there was no shortfall as on 1.1.1997. Clarification has now been given by the ONGC through post evidence replies that it was in reference to overall manpower position as on 01.01.2007. The Government also state that the figure of 275 was inadvertently shown as shortfall, derived arithmetically and not as per

the roster. The Committee, strongly condemn the casual attitude of the Government towards the Parliamentary Committee. The Committee recommend that stern exemplary action should be taken against those who deliberately provide wrong information so that everybody in future becomes extra careful while furnishing the information to the Parliamentary Committee.

Promotion

Recommendation (Sl. No. 10, Para No. 2.49)

1.31 The Committee note that there are three modes of promotion in ONGC, viz. (i) On the basis of seniority-cum-fitness; (ii) Under Quantification Scheme and (iii) On the basis of Merit. As per the seniority-cum-fitness mode, all eligible employees are considered for promotion after completing specified years of service and meeting the laid down criteria irrespective of number of vacancies. The Quantification Scheme is applicable within Group A (E-2 to E-4) levels and promotions are given to employees based on the qualification, experience, assessment of Annual Performance Appraisal Reports and those fulfilling the laid down criteria. In case of promotion to E5 and above level (corporate level), promotions are considered by a Selection Committee based purely on merit. The Committee, however note that even after being selected by DPC, two of the SC/ST Executives were not released for promotion from E-7 to E-8 level in 2005 due to administrative reasons. The Committee desire to know the administrative reasons in this regard.

Reply of the Government

1.32 In terms of Para 7(7) of ONGC Modified R&P Regulations – 1980, the appointing authority shall consider the recommendations of the promotion

committee and pass such orders as it thinks fit, provided that where the appointing authority does not accept the recommendation of the promotion committee, it shall record the reasons thereof in writing. In this case, CMD, ONGC has exercised his powers to withhold the promotion of these two executives on account of Vigilance checks.

Post Evidence Reply

1.33 Having noted that promotion has been withheld on account of vigilance checks, the Committee sought details of vigilance checks on those two SC/ST executives mentioned in the recommendations. In their post evidence reply the ONGC has informed that while approving the proceedings of the DPC for promotion to the post of GGM/ED in the year 2005, the appointing authority i.e. CMD, ONGC has recorded that – "Approved for release of orders for all except those under Vigilance check and those on Agreed List". Since these two executives were on Agreed List, their promotion was not released. However, upon exoneration from all charges later Shri A.K. Sonawane, GM (E7 level) was promoted to the post of GGM (E-8 level) on 19.01.2005.

1.34 To another query whether there is any instance when CMD exercised his power to withhold promotion of general category candidates, the reply furnished to the Committee is as follows:-

S.No.	Name S/Shri	Designation	Effective the date of Promotion
1	Jemes Peters	GGM(Geol)	1.1.2001 & 1.1.2003
2	Ajay Kumar	GM(Civil)	1.1.2001
3	B. Mishra	GM(MM)	1.1.2001
4.	A.K. Chadha	GM(MM)	1.1.2001

1.35 When asked about the reasons for non empanelment of SC/ST candidates for promotion in different categories of posts viz E-0 to E-4 level, the

Committee through post evidence replies was informed that due to lesser marks in Performance Appraisal Report (PAR) executives of E-0 to E-4 were not considered for promotion which include general candidates also.

1.36 To a query regarding steps taken by ONGC to give concessions/relaxations in the matter of qualifications with experience while considering SC/ST employees from E-2 to E-4 level, the ONGC through their post evidence replies has informed that as of now the promotions in ONGC are not by selection wherein number of vacancies is involved. Therefore, no specific steps to give concession/relation in qualification/experience are envisaged. However, in case Recruitment and Promotion Policy structure undergoes changes in future, adequate safeguards as per the constitution will be given.

Comments of the Committee

1.37 The Committee note that CMD, ONGC had withheld the promotion of 2 SC/ST officers from E-7 to E-8 on account of vigilance checks. Upon exoneration from all charges it has been stated that one of them i.e. GM (E-7 level) was promoted to the post of GCM (E-8 level) on 19.01.2005. However, no information has been provided in respect of other incumbent. It is generally alleged that with a view to stall the promotion of eligible SC/ST officers to higher posts, they are deliberately entangled in vigilance cases or given lesser mark in performance Appraisal Report. While condemning such practices the Committee expect ONGC to be extra vigilant and identify the recalcitrant so that all eligible SC/ST employees get their due promotion in due time without prejudice.

Recommendation (Sl. No. 11, Para No. 2.50)

1.38 The Committee note that as per instructions, relaxations/concessions to SCs/STs in promotions are to be given up to E-2 level in Class-I (Scale of Pay Rs.13750-18700). However, no relaxations/concessions are envisaged since ONGC has quantification system of promotion at these levels without any vacancy concept. The Committee, however, are concerned that in case of promotion by seniority-cum-fitness method, there are certain criteria that eligible employees need to fulfil even after putting in specified years of service. The employees are required to have two Good and one Very Good PARs for promotion from non-executive category to executive category and unionized category to supervisory category. Similarly, three Good rated PARs are required for promotion within non-executive category. It has further been stated that promotion from E-0 to E-1 is through seniority-cum-fitness scheme and 3 Good rated PARs are required for promotion to E-1 level. The contention of ONGC that no relaxation/concession are envisaged for SCs and STs since all eligible employees are promoted under the quantification scheme does not seem to carry weight. The benchmark fixed for all the eligible employees might not be easily reachable for SC/ST employees and they might miss the opportunity for promotion in a particular year. The apprehension of the Committee is strengthened by the fact that in category 'A' posts, many SC and ST candidates were considered for promotion during the years 2004, 2005, 2006 and 2007. However, less number of SC and ST candidates have been promoted. The Committee has taken a serious view of the matter. The Committee should be apprised of the posts (level) in which SCs and STs were considered but were not promoted as also the reasons for not promoting them. The Committee also

recommend that relaxations/concessions which are already required to be given for SC/ST employees on promotion up to E-2 should strictly be given. The Committee also strongly recommend that ONGC should give concession/relaxation in the matter of qualification and experience while considering SC/ST employees for promotion from E-2 to E-4 level. The Committee should also be apprised of the promotion undertaken in Class II during the year 2009.

Reply of the Government

1.39 As per O.M.No.6/11/2004-DPE(SC/ST Cell) dated 8th November, 2004 of DPE, "In promotion by selection to posts within Group 'A'(Class-I) which carry an ultimate salary of Rs.5700/-(revised to Rs.18,300/-) per month or less, there is no reservation, except the concession namely that the Scheduled Castes/Scheduled Tribes officers, who are in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn, would be included in that list, provided they are not considered unfit for promotion". The said concessions are applicable in promotions by selection wherein number of vacancies is involved only.

1.40 The status of non-empanelment of SCs/STs employees are given as under for the year (s) 2004 to 2007:-

Year	Not Empanelled											
	EO TO E-1			E1 TO E-2			E2 TO E3			E3 TO E4		
	SC	ST	TOTAL	SC	ST	TOTAL	SC	ST	TOTAL	SC	ST	TOTAL
2004	0	1	1	19	13	32	8	1	9	1	0	1
2005	2	0	2	32	16	48	18	8	26	24	6	30
2006	0	1	1	32	14	46	30	14	33	15	7	22
2007	1	0	1	20	16	36	34	14	14	13	5	18

The status of promotion undertaken in Class II during 2009 is furnished hereunder:-

Year	Category	Total No. of Employees promoted	Promoted		Percentage of	
			SC	ST	SC	ST
2009	Class II	625	91	64	14.56	10.24

1.41 When asked about the reasons for non-empanelment of SC/ST candidates for promotion in different categories of posts viz. E-0 to E-4 level posts, it was replied in written reply that due to less marks in Performance Appraisal Report (PAR) executives of E-0 to E-4 were not considered for promotion which include general candidate also. The details are placed at Appendix-XII.

Comments of the Committee

1.42 On going through the details at Appendix-XII, the Committee note that the details contain only the SCs/STs who were not empanelled during the years 2004 to 2007. The statement also mentions about the reasons for their non-promotion. The number of SCs/STs who were not empanelled appears more than what was stated in their action taken reply sent earlier. Keeping in view that large number of SCs/STs were not empanelled just because they could not achieve the total benchmark fixed on experience, qualification and PAR, the Committee still strongly feel that SC/ST employees need concessions/relaxation in promotion from E-2 level up to E-4 level. The Committee, therefore, reiterate their earlier recommendation that ONGC should give concession/ relaxation in the matter of qualification and experience while considering SC/ST employees for promotion from E-2 level up to E-4 level.

False Castes Certificates

Recommendation (Sl. No. 20, Para No. 4.9)

1.43 The Committee note that there were instances in ONGC where persons had obtained employment on the basis of false caste certificate. It has been reported that 24 persons have been terminated from their services so far. The exact number of detected cases of false caste certificates according to the post evidence reply is 44 whereas 56 cases have been sent for verification to the concerned District Magistrate/State level Scrutiny Committee. The Committee, however, have not been provided with the detailed information of employees in whose cases action for termination or verification of their caste certificates have been sent to concerned authorities. In fact, the Committee had specifically queried as to the time since the cases were sent for verification had been pending, but no reply has been given. In the absence of complete information, the Committee are not sure whether the information provided in written reply that 44 cases have been detected or 48 cases have come to light as stated by Chairman, ONGC during evidence is correct. In case of sending cases for verification, it has been stated in written reply that 56 cases were sent for verification to the concerned District Magistrate/State Level Scrutiny Committee, whereas according to the statement made by the Chairman, ONGC, during the evidence, 24 cases had been recommended to District authorities and were under various stages of examination. The Committee, therefore, recommend that complete details of cases of false caste certificates detected till now and various action taken thereon till date should be provided so that the Committee may have the correct information and suggest appropriate action.

Reply of the Government

1.44 The Number of false caste certificate cases is 44. The complete details are given at **Appendix-XIII & XIV**. The figures of false caste certificate cases may please be corrected in the report.

Post Evidence Reply

1.45 When asked since when the cases of false caste certificates are pending the ONGC has furnished the details at Appendix-XV.

1.46 To a query whether any criminal action was taken against those found guilty and whose services were terminated including the two persons whose resignations were accepted, the ONGC in their post evidence reply has replied 'no'.

1.47 When the Committee desired to know about the efforts made by the ONGC for early verification of the false caste certificates, the ONGC in their post evidence reply informed that the false caste certificate cases pending are being followed up regularly with the concerned authorities.

Comments of the Committee

1.48 After going through the details of false caste certificate cases, the Committee note that out of 44 cases detected in ONGC, 17 cases are still pending - 5 in Supreme Court, 1 in High Court, 9 with District Collector, 1 with District Vigilance Committee and 1 for routine check up. It is a matter of great concern that some cases are lying with District Collectors and with District Vigilance Court for verification since as far back as 1996 and 1997. Remaining pending with District authorities for such a long time speaks clearly about the lackadaisical attitude of ONGC. The Committee are fully convinced that ONGC has not taken the issue seriously all these

years. Reminding District Authorities occasionally does not solve the problem but only benefits the people who are actually false caste certificate holders. The Committee desire that a detailed enquiry should be made to know the exact nature of pendency for unduly long delay in getting the verification completed and for not taking remedial measures to fix the problem. The Committee would like the ONGC to send fresh requests once again to District authorities and District Vigilance Court to complete verification of caste certificates and report within one month of receipt. If these requests are not honoured, the Committee recommend that the Ministry/ONGC should consult DoP&T in evolving some remedial steps in settling the long pending cases with District authorities and also to initiate appropriate action against those whose cases are pending.

1.49 No criminal cases seem to have been filed against those employees found guilty of having obtained the job on the basis of false caste certificates. They were either allowed to resign or their services have only been terminated. The Committee are of the view that terminating services or allowing them to resign from the job is not a stringent punishment. The Committee are of the strong opinion that those guilty persons committed forgery and that ONGC should not hesitate to file criminal proceedings against those guilty persons besides terminating their services so that other may not dare to obtain employment on the basis of false caste certificate. As regards cases pending before courts, the Committee recommend that Early Hearing Petitions should be filed. Action taken in respect of all the present pending cases should be furnished within six months of presentation of the report.

Recommendation (Sl. No. 21, Para No. 4.10)

1.50 The Committee are distressed by the fact that normally it takes 1 to 2 years for getting report on verification of caste certificate from District authorities. The Committee recommend that ONGC should evolve some system so as to complete such verification by the appropriate authorities within two months at the most. The Committee are happy that ONGC are changing the policy to suspend the persons first and thereafter completing the enquiry in the event of detection of false caste certificate, as mentioned during the evidence. It should, however, be ensured that genuine SC/ST candidates are not harassed or made to suffer before appropriate inquiry. The Committee desire that criminal case should be initiated as soon as it is proved that an employee has obtained employment on the basis of false caste certificate. The Committee also desire that ONGC should take all necessary precautionary measures at the entry level itself by training the officials dealing with recruitment procedure and make them extra vigilant while examining the caste certificate.

Reply of the Government

1.51 As soon as false Caste Certificate cases are detected and verified concerned employees are immediately terminated. At the time of recruitment, extra care is being taken to verify the Caste Certificates.

Post Evidence Reply

1.52 Not satisfying with the reply, the Committee asked whether any action has been initiated to get false caste certificates verified within two months, the ONGC through their post evidence reply informed that the false caste certificate cases pending are being followed up regularly with the concerned authorities, no

criminal case has been initiated against the person who produced false caste certificate.

Comments of the Committee

1.53 The Committee had desired that criminal cases should be initiated as soon as it is proved that an employee has obtained employment on the basis of false caste certificate. The Committee, however, note that ONGC does not seem interested to file criminal cases against those guilty persons who obtained job on production of false caste certificate. The Committee are of strong view that guilty persons who by forgery obtain caste certificate need also to be dealt under Criminal proceedings.

Recommendation (Sl. No. 22, Para No. 4.11)

1.54 The Committee further recommend that ONGC should move court for vacation of stay obtained against removal from service by the employees recruited on the basis of false caste certificates. The Committee stress that ONGC should ensure that such cases are expeditiously dealt with by not giving any room for delaying tactics by the other party.

Reply of the Government

1.55 The false caste certificate cases are pending for verification at different authorities i.e. at District Collector, District Vigilance Committee, Hon'ble High Courts and the Hon'ble Supreme Court. These cases are being followed for early settlement. Out of 44 cases, 26 have been settled and now 18 cases are pending with these authorities. Further as soon as a false Caste Certificate case is detected and verified, the concerned employee is immediately terminated from

the service. An extra care is being taken to verify the Caste Certificates at the time of recruitment.

Details of authorities at whom cases are pending:

Supreme Court	High Court	Distt. Collector	Vigilance Committee	Other	Total
05	01	10	01	01	18

Comments of the Committee

1.56 The Committee should be apprised of the follow up action taken for expeditious settlement of all pending cases in courts, District Collector and Vigilance Committees.

Contract workers

Recommendation (Sl. No. 25, Para No. 4.25)

1.57 The Committee are happy to note that the competent authority has taken a decision to insert a separate clause in the contract agreement with contractors whereby the contractors are obliged to follow the Government directives on reservation while deploying their personnel. It further ensures that contractors make payment of minimum wages as notified by the Government of India, provide coverage under EPF and MP Act, 1952, ESI Act, 1948 (wherever applicable) or Group Insurance and provide facilities of leave with wages, statutory Bonus, kits & liveries, etc. The Committee strongly recommend that ONGC should ensure that prescribed percentage of SC and ST personnel are actually engaged by the contractors and that there is no lapse in providing such other facilities as provided under the law. ONGC should, therefore, obtain the deployment record periodically so as to monitor whether the contractors are following the directives of the Government in letter and spirit.

Reply of the Government

1.58 The contractors are the employers of the contract workers who are engaged by them. The establishments of the contractors are independent separate identities and are engaged through an open competitive process.

1.59 The tender document has a clause for bidders to follow laid down Govt. of India guidelines.

Post Evidence Reply

1.60 Having noted that the reply of the Government was not in line with the reply furnished earlier, the Committee asked as to whether the decision to insert a separate clause in the agreement with the contractors still hold, the ONGC through their post-evidence reply informed that ONGC is not aware of any directions from the Ministry to insert such a clause in the agreements with the Contractors. However, instructions of ONGC exist in this regard.

1.61 To a further query that if a decision to insert a separate clause in the agreement still holds then steps taken by the ONGC to obtain deployment records periodically so as to monitor that the contractors are hiring prescribed percentage of SCs and STs, it was informed that deployment records of contractor labour are available with the contractors who are the employers. The existing mechanism does not provide for monitoring implementation. In reply to a further query that in case no steps were taken for keeping the records, it was stated that at present, there is no law/government guidelines which provides for reservation in private employment and that monitoring the deployment is very difficult because the engagement of contractor labour is temporary and changes with the work requirement.

Comments of the Committee

1.62 After having been informed in their earlier written reply to list of points furnished after evidence that as per the decisions of the competent authority, a separate clause is inserted in the contract agreement whereby the contractor is obliged to follow the government directives on reservation while deploying his personnel, the Committee had recommended that ONGC should ensure that prescribed percentage of SC and ST personnel are actually engaged by the contractors. The Committee are now shocked to note that ONGC has now completely altered the earlier statement and state that it is not aware of any directions from the Ministry to insert such a clause in the agreement with the contractors. It is very distressing to note that the ONGC and Ministry have no compunction in changing their earlier stance and thereby confuse the Committee. The Committee utterly condemn the indifferent attitude of the ONGC and the Ministry and seek an explanation in misleading them with information which they now vehemently deny. The Committee strongly recommend that appropriate action should be taken against all the officers in ONGC and the Ministry who are responsible for misleading them with contradictory replies so that in future other officers may not take liberty to take the Committee lightly. Action taken in this matter should be furnished to the Committee within three months of presentation of the this report.

Recommendation (Sl. No. 26, Para No. 4.26)

1.63 The Committee note that contracts for various jobs/services are awarded in accordance with the established and laid down tendering process. As such, the details of SC/ST contractors are not sought and thus not readily available

with ONGC. The Committee are happy that ONGC has decided to encourage and promote co-operative societies formed by SC/ST people by extending preferential terms to them in awarding the job contracts, provided other things are equal. The Committee recommend that ONGC should give widespread publicity to their decision so that the SC/ST people are encouraged to form co-operative societies for being eligible to get preferential terms in awarding of job contracts. Till such societies by SC/ST people are formed under the Societies Registration Act of their respective States, the Committee recommend that certain quota of contract should be provided exclusively for SC/ST contractors.

Reply of the Government

1.64 ONGC always gives wide publicity to the decisions taken and encourages larger participation. ONGC encourages SC/ST people to form co-operative societies as well for their welfare activities.

Post Evidence Reply

1.65 When asked whether the ONGC have given contracts to SC/ST contractors formed under the Co-operative Societies Act, through their post evidence replies ONGC has informed that such information is not called for in the tenders and therefore not available.

1.66 In reply to a query that till Co-operative societies by SC/ST people are formed under the Society Registration Act, certain quota of contract should be provided exclusively to SC/ST contractors, the ONGC informed that with a view to encouraging and promoting Co-operative societies formed by SC/ST persons, it has been decided by the Management that as far as possible, preferential terms in awarding the job contracts to such societies be extended, provided other

things are equivalent. Such societies should be registered under the Societies Registration Act of the State, where its activities are to be undertaken.

Comments of the Committee

1.67 The Committee note that ONGC gives wide publicity to encourage SC/ST people to form co-operative societies. However, the ONGC have no information regarding contracts given to SC/ST contractors formed under the Co-operative Societies Act as it so told that it is not called for in the Tenders and there fore not available. Unless information about SC/ST people are kept separately how it is assumed that the decision taken by the ONGC has in fact been beneficial to SC/ST people. By mere taking and not translating the decision into action does not serve the purpose. The Committee has also recommended that till co-operative societies by SC/ST people are formed under the Societies Registration Act certain quota of contract should be provided exclusively for SC/ST contractors. The Committee note that instead of giving a specific reply it has elaborated what has been earlier stated. The Committee therefore reiterated their earlier recommendation.

CHAPTER – II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 4, Para No. 2.10)

2.1 The Committee note that the mode of recruitment for Group A posts is either through campus recruitment or through open recruitment exercise. In case of Group C and D posts, recruitment in ONGC is decentralized region-wise. The Committee have also been informed that while carrying out recruitment in Group C and Group D posts, ONGC provides requisition to District Employment Officer who ensures that adequate number of candidates belonging to SC/ST categories are sponsored from the employment exchange. The Committee are of the view that since ONGC recruits its Group C and Group D employees only regionwise, it should be ensured that ONGC advertises the vacancies in Group C and Group D posts over All India Radio and Doordarshan also. If sufficient number of SC/ST people are not available in the specified regions, ONGC should advertise these posts in areas predominantly resided by SCs and STs so that there is no shortfall in intake of number of SCs and STs to the posts for which they are required. The Committee would also like to know the number of candidates selected for Group 'A' posts through campus recruitment during the years 2006, 2007 and 2008 and the number and percentage of SCs/STs candidates amongst them. The Committee should also be apprised of the details of Institutions/Universities from where the graduate trainees for Group A posts have been recruited through Campus recruitment during the above mentioned period.

Reply of the Government

2.2 Since Group C & D posts are de-centralised, the sectors will be advised to ensure that the said posts are advertised over AIR & Doordarshan also. In addition ONGC is considering the advertisement of group C & D posts in Employment News.

2.3 Number of candidates selected for Group 'A' posts through campus recruitment during the years 2006, 2007 and 2008 and the number and percentage of SCs/STs candidates amongst them is as under:

Year	No. of candidates selected	No of SC/ST candidates selected	%age
2006	116	21	18.10
2007	115	12	10.43
2008	319	65	20.38

Campus recruitment is conducted with visits made to the following Institutes/Universities:

Discipline	Institutes/ Universities
Geo Science Discipline	IIT – Kharagpur, Mumbai, Roorkee, Guwahati
	ISM, Dhanbad
	NIT – Trichy, Warangal, Calicut, Surat, Silchar
	MIT, Pune
Engineering Discipline	IIT – Kharagpur, Mumbai, Roorkee, Guwahati
	ISM, Dhanbad
	NIT – Trichy, Warangal, Calicut, Surat, Silchar
	MIT, Pune, Chennai
	JEC, Jorhat
	Dibrugarh University
	Jadavpur University
	GEC, Pune
NITIE, Mumbai	
HR Discipline	IIM, Indore & Lucknow
	Jamna Lal Bajaj Institute, Mumbai
	XLRI, Jamshedpur
F&A Discipline	IIM, Indore & Lucknow
	ICAI – Delhi/Mumbai/Chennai/Indore/Jaipur/ Bangalore
	ICWAI – Chennai/Kolkata

Legal Discipline	SLC, Pune
	ILS, Pune
	NUJS, Kolkata
Fire Discipline	CUSAT, Kochi
	NFSC, Nagpur

Recommendation (Sl. No. 6, Para No. 2.23)

2.4 The Committee note that Special Recruitment Drive had been conducted by ONGC during the years 2002, 2003 and 2005. The Committee had specifically asked to furnish the details of posts filled category wise but the Ministry have replied that they initiated Special Recruitment Drive though there was no shortfall in Group A posts. The Committee regret that the Ministry did not furnish the information as desired by them. It is also not clear as to how ONGC conducted Special Recruitment Drive if and when there was no backlog in SC/ST posts. The Committee should, therefore, be apprised as to when and how the ONGC identified SC/ST posts for special recruitment drive during the years 2002, 2003 and 2005. The Committee had also asked the Ministry to give details of 279 posts (Groups) which were identified as SC/ST posts for Special Recruitment Drive. The Committee are dismayed that the Ministry has again not provided the desired information. The Committee, therefore, recommend that the information sought should be provided to them without delay.

Reply of the Government

2.5 There was no shortfall/ backlog in Group 'A' posts in ONGC. However, in line with the CMD, ONGC's commitment during oral evidence, to undertake filling up of 300 additional SC/ST posts in the Company, Special Recruitment Drives (SRDs) were undertaken from 2003 and 2010 and 302 posts have been filled. The year-wise details are as follows:-

Year	No. of posts filled		
	SC	ST	Total
2003	35	39	74
2005	29	35	64
2008	25	07	23
2009	27	65	92
2010	28	12	40
Total	144	158	302

2.6 Thus the commitment made to the Committee has been fulfilled.

2.7 Further, in their post evidence replies, the ONGC have furnished post-wise/category-wise/group-wise details of SC/ST posts filled up by special recruitment drive, direct recruitment, campus recruitment, job fair etc. during 2002 to 2010. **Appendix.**

2.8 When asked about the details of 300 additional SC/ST posts for which Special Recruitment Drives were undertaken in view of CMD's commitment, it was inter alia informed that from 2002 to 2010 SRDs were undertaken for filling up of 374 posts in group A. The year-wise details are as under:-

Year	No. of Posts filled in SRD in Group 'A'		
	SC	ST	Total
2002	27	58	85
2003	34	39	73
2005	17	33	50
2006	11	3	14
2008	35	49	84
2009	14	4	18
2010	35	15	50
Total	173	201	374

2.9 When asked whether all additional 300 posts have been filled up by ONGC, it was stated in their post evidence replies, that all the 300 posts have now been filled up (as on 31.12.2010).

Comments of the Committee

2.10 Please see Para No 1.15 of Chapter I.

Recommendation (Sl. No. 7, Para No. 2.24)

2.11 The Committee also recommend that posts reserved for SCs and STs in a particular year should be filled up during the same year so that no SC and ST vacancy remains unfilled at the end of that recruitment year.

Reply of the Government

2.12 There was no shortfall/ backlog in Group 'A' posts in ONGC. However, in line with the CMD, ONGC's commitment during oral evidence, to undertake filling up of 300 additional SC/ST posts in the Company, SRDs were undertaken during the years 2002, 2003 and 2005 and 279 posts have been filled. Action for filling up of remaining posts is being taken for completion in the year 2010. Posts identified for Campus recruitment, which remain unfilled, are diverted to open recruitment and vice-versa to minimize the chances of remaining unfilled at the end of the recruitment year.

Recommendation (Sl. No. 8, Para No. 2.28)

2.13 The Committee note that there was a shortfall of 275 ST employees in Class I group of posts as on 1.1.2007. The reason for this shortage was given as retirement, superannuation, resignation, voluntary retirement etc. The Committee are perturbed by the fact that such a large number of Class I posts held by ST officers became available due to various reasons but were not filled and allowed to accumulate. The Committee desire that the particulars of these 275 ST officers because of whose resignation, superannuation, etc. the shortfall of ST Class I officers occurred should be provided to them.

Reply of the Government

2.14 Rosters are prepared according to existing instruction and guidelines of Govt. of India. It is clarified that there was no shortfall as on 01.01.97. The figure of 275 has inadvertently been shown as shortfall. It has been wrongly derived arithmetically and not as per the roster. It is, therefore, requested that necessary changes /modifications may please be made in the Committee report and shortfall may please be treated as nil.

2.15 During the evidence Committee desired clarification in this regard, the representatives of ONGC clarified that:-

"I apologize for the mistake which has been done in the past and it was an arithmetical mistake. In the total figures, the total shortage was not there. There was an error in this and we regret for this error."

Comments of the Committee

2.16 Please see Para No. 1.30 of Chapter I.

Recommendation (Sl. No. 10, Para No. 2.49)

2.17 The Committee note that there are three modes of promotion in ONGC, viz. (i) On the basis of seniority-cum-fitness; (ii) Under Quantification Scheme and (iii) On the basis of Merit. As per the seniority-cum-fitness mode, all eligible employees are considered for promotion after completing specified years of service and meeting the laid down criteria irrespective of number of vacancies. The Quantification Scheme is applicable within Group A (E-2 to E-4) levels and promotions are given to employees based on the qualification, experience, assessment of Annual Performance Appraisal Reports and those fulfilling the laid

down criteria. In case of promotion to E5 and above level (corporate level), promotions are considered by a Selection Committee based purely on merit. The Committee, however note that even after being selected by DPC, two of the SC/ST Executives were not released for promotion from E-7 to E-8 level in 2005 due to administrative reasons. The Committee desire to know the administrative reasons in this regard.

Reply of the Government

2.18 In terms of Para 7(7) of ONGC Modified R&P Regulations – 1980, the appointing authority shall consider the recommendations of the promotion committee and pass such orders as it thinks fit, provided that where the appointing authority does not accept the recommendation of the promotion committee, it shall record the reasons thereof in writing. In this case, CMD, ONGC has exercised his powers to withhold the promotion of these two executives on account of Vigilance checks.

Post Evidence Reply

2.19 Having noted that promotion has been withheld on account of vigilance checks, the Committee sought details of vigilance checks on those two SC/ST executives mentioned in the recommendations. In their post evidence reply the ONGC has informed that while approving the proceedings of the DPC for promotion to the post of GGM/ED in the year 2005, the appointing authority i.e. CMD, ONGC has recorded that – "Approved for release of orders for all except those under Vigilance check and those on Agreed List". Since these two executives were on Agreed List, their promotion was not released. However,

upon exoneration from all charges later Shri A.K. Sonawane, GM (E7 level) was promoted to the post of GGM (E-8 level) on 19.01.2005.

2.20 To another query whether there is any instance when CMD exercised his power to withhold promotion of general category candidates, the reply furnished to the Committee is as follows:-

S.No.	Name S/Shri	Designation	Effective the date of Promotion
1	Jemes Peters	GGM(Geol)	1.1.2001 & 1.1.2003
2	Ajay Kumar	GM(Civil)	1.1.2001
3	B. Mishra	GM(MM)	1.1.2001
4.	A.K. Chadha	GM(MM)	1.1.2001

2.21 When asked about the reasons for non empanelment of SC/ST candidates for promotion in different categories of posts viz E-0 to E-4 level, the Committee through post evidence replies was informed that due to lesser marks in Performance Appraisal Report (PAR) executives of E-0 to E-4 were not considered for promotion which include general candidates also.

2.22 To a query regarding steps taken by ONGC to give concessions/relaxations in the matter of qualifications with experience while considering SC/ST employees from E-2 to E-4 level, the ONGC through their post evidence replies has informed that as of now the promotions in ONGC are not by selection wherein number of vacancies is involved. Therefore, no specific steps to give concession/relation in qualification/experience are envisaged. However, in case Recruitment and Promotion Policy structure undergoes changes in future, adequate safeguards as per the constitution will be given.

Comments of the Committee

2.23 Please see Para No. 1.37 of Chapter I.

Recommendation (Sl. No. 13, Para No. 3.21)

2.24 The Committee also note that a workshop on reservation policy is organized every year especially for Liaison Officers to acquaint themselves with the reservation policy for SCs/STs. The Committee stress that the officials working in the Cell should also be given training on all aspects in regard to proper implementation of reservation policy for SCs and STs in services. The Committee are happy that representative of the Ministry visits annually the Headquarters and regional level offices to check the rosters maintained by ONGC. The observations made by the officials of the Ministry during the inspection of Headquarters on 1.11.2006 for the year 2005 have been provided to the Committee. However, nothing has been mentioned about the inspections carried out in regional level offices during the same period. The Committee recommend that inspection of rosters should be completed within first half of a calendar year.

Reply of the Government

2.25 The rosters are prepared by the first half of each calendar year and inspection is carried out by the officials of Ministry of Petroleum and Natural Gas. Efforts are being made for completion for inspection within the first half of the calendar year.

Recommendation (Sl. No. 15, Para No. 3.37)

2.26 The Committee note that ONGC does not have any of its office abroad. However, its subsidiary company OVL is having offices in 17 countries. The total strength of OVL is reported to be 196, out of which 143 are posted in Delhi office. The Committee also note that 17 officers belonging to SC/ST categories are

working in OVL, despite the fact that no specific reservation has been provided for SCs/STs in foreign postings. The Committee, therefore, recommend that representation of eligible employees belonging to SCs/STs should always be considered whenever employees are posted abroad.

Reply of the Government

2.27 Whenever, employees are posted abroad personnel belonging to SCs/STs candidates are always taken into consideration. Presently 231 employees are posted in OVL. A total of 68 employees are posted abroad. Out of it 5 are SCs and 3 are STs.

Recommendation (Sl. No. 16, Para No. 3.38)

2.28 The Committee also note that ONGC sends its Executive on training/seminars/symposia/conferences abroad. The Committee strongly recommend that adequate number of SC/ST officers should be given opportunity for training and attending seminars/symposia/conferences, etc. abroad so that they may broaden their outlook and gain specialized knowledge. The Committee hope that ONGC would nominate sufficient number of SC/ST officers for overseas training programmes as assured by the CMD during the evidence.

Reply of the Government

2.29 A good number of SC/ST employees are deputed for trainings and attending seminars/symposia/conferences, etc. abroad. However, efforts have been made to nominate larger nos. of employees from these categories. During 2009-10 a total of 503 employees were sent for attending training, seminars/symposia/conferences etc. out of total 47 are belongs to SC category and 25 are from ST category.

Recommendation (Sl. No. 18, Para No. 3.44)

2.30 The Committee are happy to note that there has been no reported case of discriminated against SC/ST employees in matter of transfer on their promotion. Moreover, no case has also been reported that SC/ST employees transferred to remote/sensitive areas faced any difficulty in arranging residential accommodation due to caste prejudice. The Committee are also happy that ONGC maintains its own colonies in many remote and sensitive areas and special dispensation exists in preferential allotment of these accommodation to SC/ST employees. The Committee would like the ONGC to continue to give preference to SCs and STs in the matter of allotment of accommodation.

Reply of the Government

2.31 Committee's observation in this regard is noted. ONGC will continue to provide preferences to SC and ST employees in allotment of accommodation in its residential colonies.

Recommendation (Sl. No. 19, Para No. 3.52)

2.32 The Committee note that most of the deputationists are in Security and Fire discipline at Class III levels. Two ST persons had come to ONGC on deputation as Public Relation Officer in the year 2004 and as Assistant Grade III in the year 2005. However, not a single SC officer had come on deputation to ONGC during the same period. The Committee note that during the years 2007 to 2009 (till 29th April, 2009) out of 43 employees who were on deputation, only 3 belonged to SC and 1 to ST. The Committee also note that no officers belonging to ST communities had been sent on deputation during the years 2004 to 2009. Out of 36 employees sent on deputation, only 3 belonged to SC category. The Committee recommend that ONGC should always encourage SC/ST officers to

go on deputation to other offices or to work in ONGC so as to gain experience and knowledge.

Reply of the Government

2.33 Observations of the Committee are noted. ONGC always provides equal opportunity and encouragement to SC/ST officers for deputation.

Recommendation (Sl. No. 22, Para No. 4.11)

2.34 The Committee further recommend that ONGC should move court for vacation of stay obtained against removal from service by the employees recruited on the basis of false caste certificates. The Committee stress that ONGC should ensure that such cases are expeditiously dealt with by not giving any room for delaying tactics by the other party.

Reply of the Government

2.35 The false caste certificate cases are pending for verification at different authorities i.e. at District Collector, District Vigilance Committee, Hon'ble High Courts and the Hon'ble Supreme Court. These cases are being followed for early settlement. Out of 44 cases, 26 have been settled and now 18 cases are pending with these authorities. Further as soon as a false Caste Certificate case is detected and verified, the concerned employee is immediately terminated from the service. An extra care is being taken to verify the Caste Certificates at the time of recruitment.

Details of authorities at whom cases are pending:

Supreme Court	High Court	Distt. Collector	Vigilance Committee	Other	Total
05	01	10	01	01	18

Recommendation (Sl. No. 28, Para No. 4.33)

2.36 The Committee are happy that ONGC has allotted more than the prescribed percentage in all types of quarters to SC/ST employees. The Committee are however, concerned by the fact that owing to self lease facility, most employees prefer to stay in their accommodation and that colony accommodation are virtually vacant all over ONGC Work Centres. In such a situation, the Committee recommend that ONGC should seriously consider making use of the vacant quarters profitably.

Reply of the Government

2.37 Mostly A and some B type quarters are lying vacant as most of these quarters are in not good shape as their construction is more than 30 years and they have outlived their lives. Such quarters are being renovated and some of them have been converted into bachelor accommodation after minor repairing. Hence these quarters will now be occupied.

Recommendation (Sl. No. 29, Para No. 4.39)

2.38 The Committee note that ONGC provided employment to dependent family members in case of unfortunate demise of its employees, including SCs/STs. The Committee are happy that no cases of SCs/STs are pending for employment on compassionate grounds under the Employment Assistance Scheme of ONGC. The Committee are also happy to note that ONGC extended employment assistance to disabled soldiers and widows of soldiers in the war of Kargil. The Committee desire that ONGC should continue to do its good work in future also.

Reply of the Government

2.39 Observation noted and ONGC would continue to do the same in future.

CHAPTER – III

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

Recommendation (Sl. No. 1, Para No. 1.9)

3.1 The Committee note that present Board of Directors in Oil and Natural Gas Corporation consists of 7 functional Directors, 5 non-official part time Directors and 2 Government Directors. However, none of them belongs to SC/ST category. The Committee note that in the past, three officers belonging to SC/ST communities had been on the Board of Directors. The Committee observe that appointment to the post of Functional Directors are made as per the recommendations of the Public Enterprises Selection Board (PESB) and after the approval of the Appointments Committee of Cabinet (ACC). Appointment of Government Directors on the Board of Oil PSUs are made by the Ministry after taking the approval of the Minister of Petroleum and Natural Gas. Appointment of independent Directors on the Board of Oil PSUs are made on the basis of the recommendations received from the Search Committee of the Department of Public Enterprises (DPE). These recommendations are processed in the Ministry and after the approval of the Minister of Petroleum and Natural Gas, their names are sent to the Department of Personnel and Training for taking the approval of the Appointments Committee of the Cabinet.

Reply of the Government

3.2 Ministry is following the guidelines issued by Public Enterprises Selection Board, Department of Public Enterprise and Department of Personnel & Training from time to time and there appears to be no change in the position.

Recommendation (Sl. No. 5, Para No. 2.17)

3.3 The Committee note that no shortfall of SC/ST has been shown as on 31.12.2006, 31.12.2007 and 31.12.2008. It has been stated that fresh recruitment action has been taken considering the post based roster status. It has further been stated that as no shortfall remained after recasting of rosters, posts are not carried forward. The Committee should, therefore, be apprised whether the prescribed percentage for SCs and STs in each cadre had been accomplished before switching over to post based roster. The Committee would like to stress here that the Constitution Bench of the Supreme Court in the case of Shri R.K. Sabharwal Vs. State of Punjab as well as Shri J.C. Mallick vs. Ministry of Railways had held that the vacancy based rosters can operate only till such time as the representation of persons belonging to the reserved categories in a cadre reaches the prescribed percentage of reservation *vide* Ministry of Personnel, Public Grievances and Pension O.M. No. 36012/2/96-Estt. (Res.) dated the 2nd July 1997. The Committee should be apprised of the same along with figures.

Reply of the Government

3.4 While switching over from Vacancy based roster to Post-based rosters, instructions on the subject issued by DOPT, GOI were followed.

The status as on 02.07.1997 (As per post-based Recruitment rosters)

Sl. No.	Class	Shortfall		Surplus	
		SC	ST	SC	ST
1	CLASS I	0	0	88	51
2	CLASS III	0	0	24	13
3	CLASS IV	0	0	14	2

Note: Group B (Class II) is a Promotional post in ONGC.

3.5 As is self explanatory from the above statement that there was no backlog as on 02.07.1997.

Recommendation (Sl. No. 9, Para No. 2.29)

3.6 The Committee note that as on 01.01.2008 and 01.01.2009, no shortfall of SC/ST officers on overall staff strength has been reported. The Committee hope that ONGC will continue to keep up this spirit in future also in order to maintain the adequate representation of SCs/STs in all category of posts. The Committee should however be apprised as to how the shortfall of 275 posts in Class I has now been wiped out.

Reply of the Government

3.7 There is no shortfall and adequate representations of SC/ST are maintained.

Recommendation (Sl. No. 12, Para No. 3.20)

3.8 The Committee note that a Liaison Officer of the rank of Director has been appointed in the Ministry to oversee the implementation of reservation policy for SCs and STs in ONGC. The Committee also note that Chief Liaison Officer has been appointed at the Headquarters of ONGC at Dehradun and Liaison Officer in different Work Centres. To assist the Liaison Officer in the Ministry, there is a Cell comprising one Section Officer, one Assistant and one L.D.C. A Cell is also functioning at the Headquarters of ONGC comprising two Managers, four Assistants and one Attendant to assist the Chief Liaison Officer. The Committee, however, express their concern over the fact that there are no Cells functioning in different Work Centres to assist the Liaison Officers. The Committee would like to know how the Liaison Officers appointed in those Work Centres are able to function without any help. The Committee, therefore, strongly recommend that

ONGC should ensure to post some incumbents to assist those Liaison Officers at different Work Centres.

Reply of the Government

3.9 Liaison Officers are appointed in all the Work Centres of ONGC and have been provided with all the requisite facilities/assistance. They are drawing necessary assistance/support from the office in which they are functioning and Incharge – HR/ER at all Work Centres of ONGC provides additional man power support whenever required.

Recommendation (Sl. No. 14, Para No. 3.27)

3.10 The Committee note that there is no provision for pre-recruitment training for SCs/STs in ONGC. The Committee also note that there is no provision for pre- promotional training for those SC/ST employees found below the required standard. However, in-service training is being given to all the employees including SCs/STs. The Committee note from the information provided that some SCs and STs had been provided with in-service training during the years 2004 to 2007. The number of SCs and STs given in-service training was, however, far below in comparison to candidates of general categories during all those years. The Committee are not satisfied with the reply submitted by ONGC as it does not seem to have a will to train more SC/ST employees. The Committee, therefore, recommend that ONGC should endeavour to atleast sponsor 15% of SC and 7.5% of ST employees for in-service training. The Committee, further note that as per the information provided in the first instance, the number of SCs and STs imparted training during the calendar year 2007 was more than the number of SCs and STs trained as per the latest information provided for the year 2007-08. The Committee wonder as to why they were not

provided latest information according to the earlier format. The Committee also recommend that ONGC should explore the possibility of imparting pre-promotional training to those SC/ST employees who are found not up to the required standard for promotion. The Committee further recommend that pre-recruitment to SC/ST candidates should also be started on the pattern of Public Sector Banks.

Reply of the Government

3.11 There are 200 courses in different disciplines being conducted at ONGC Academy through out the year for the continuous development of executives/ non- executives. Several special training programmes have been organized for SC/ST employees. Also separate training programmes for women employees have been conducted. Regional Training Institutes of ONGC also run courses in different categories/disciplines. ONGC also sponsors executives to the programme of reputed organization like IIMs, ISB, MDI etc. The nominations from all Work Centres of ONGC are taken for these courses which includes the candidates of SC/ST categories also. ONGC has started an HR initiative for involving learning with career growth, e-learning modules are being identified for this purpose in different disciplines like Exploration, Production, Drilling Geosciences, Electrical, Mechanical, Instrumentation etc. so that executives can learn from their work place through internet facility. E-learning for Production discipline has already been started. 700 employees have completed their certification course. Out of it 183 are SCs and 74 are STs.

Recommendation (Sl. No. 17, Para No. 3.43)

3.12 The Committee note that the issue of posting and transfer in ONGC is governed by the Job Rotation and Transfer Policy. The criteria for job rotation and transfer is based on organizational need, and that to the extent possible, the individual preference and recommendations of the key executives are taken into account. The Committee also note that the policy on job rotation and transfer mainly relate to Executives (EO and above) and for non-Executives, job rotations are planned at Regional office/Asset/Basin/Service Unit levels. The Job Rotation and Transfer Policy distinguishes between the unionized category of employees and officers. The SC/ST employees belonging to unionized category are also covered under the referral order. The membership of SC/ST Employees Welfare Association comprises both officers and unionized category of employees. The Committee, therefore, desire that ONGC should ensure that SC/ST office bearers of SC/ST Employees Welfare Association are not transferred frequently.

Reply of the Government

3.13 As per ONGC's Job Rotation and Transfer Policy, there is a special provision for non transfer of office bearers of SC/ST Association during their tenure.

Recommendation (Sl. No. 23, Para No. 4.20)

3.14 The Committee are happy to note that the ONGC has its own grievance handling system where grievances are heard by Grievance Committee at Asset/Basin/Work Centre level and Appeals Committee at Headquarters. The grievances of SC/ST are also examined at various levels including SC/ST Cell at Headquarters, Dehradun. It has been reported that CMD/Director (HR) also listen to the general/individual/region-wise grievances of SC/ST employees

during their visits to Assets/Basin/Work Centres. Further there are provisions for holding monthly meetings and half yearly meetings with the Head of Asset/Basin/Work Centres by the All India SC/ST Employees Welfare Association with Director (HR) and CMD, respectively. It has also been stated that CWC of AISCSTEWAs meets periodically with the Management for redressal of their grievances.

Reply of the Government

3.15 No action.

Recommendation (Sl. No. 24, Para No. 4.21)

3.16 The Committee further note that most of the complaints relate to transfer, posting and promotions and that all complaints received are thoroughly examined and suitable action taken within two to three months time. The Committee note with satisfaction that during the years 2007 to 2009 (till April, 2009), ONGC received 11 cases of complaints/grievances and action has already been taken thereon.

Reply of the Government

3.17 No action.

Recommendation (Sl. No. 27, Para No. 4.32)

3.18 The Committee note that ONGC provides housing facility to its employees who are either given ONGC quarters at their places of posting or an option to live in company leased accommodation, self leased accommodation or rented accommodation. It has been stated that there is provision for reservation of 10% in 'A' and 'B' and 5% reservation in 'C' and 'D' type quarters for SC/ST employees.

Reply of the Government

3.19 The provision for reservation in allotment of quarters is followed uniformly in ONGC.

Recommendation (Sl. No. 30, Para No. 4.45)

3.20 The Committee are happy that socio-economic development programmes for SC/ST people are being funded by ONGC either through SC/ST Component Plan or various Social Economic Development Programmes. The Committee should be apprised of the funds which have been specifically earmarked for SC/ST Component Plan for the years 2007-2008 and 2008-2009 and the basis for its funding. The Committee should also be apprised of the fund plan earmarked for Social Economic Development Programmes for the years 2007-08 and 2008-09. The Committee recommend that the allocation of Component Plan should be earmarked according to population of SC/ST communities in the country. The Committee would like to encourage ONGC to keep up their noble activities for the socio-economic benefit and development of downtrodden and recommend that ONGC may adopt SC/ST inhabited areas for development.

Reply of the Government

3.21 ONGC does not confine its social endeavors to its area of operation alone. ONGC has gone far beyond its areas of operations to contribute to the social development of the needy people in backward and rural areas. ONGC provides entrepreneurship through Self Help Group in such areas.

CHAPTER – IV

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

Representation of SCs/STs on the Board of Directors

Recommendation (Sl. No. 2, Para No. 1.10)

4.1 The Committee also note that the matter is again being examined in consultation with DOP&T as advised by the Committee in their 49th Report (10th Lok Sabha) and would like to be apprised of the latest position in this regard. The Committee would also like to know the efforts made by the Ministry of Petroleum and Natural Gas to pursue the matter with DOP&T.

Reply of the Government

4.2 This Ministry follows the directions by DoP&T from time to time.

4.3 Not satisfied with the above reply, the Committee asked the Secretary, Ministry of Petroleum and Natural Gas about the efforts made in pursuing the matter with DoP&T during the evidence held on 22nd December, 2010. The Secretary, however, explained the procedure in the appointment of Directors on Board of ONGC as under:-

"The procedure that is followed is that PESB issues an advertisement, all applications that are received directly by the PESB, by the ONGC and by the Ministry are forwarded to the PESB. The PESB short lists the candidates and calls for the interview.

Sir, I must very humbly submit that the Ministry of Petroleum and Natural Gas just like the other Ministries, only assists the PESB. The Secretary or the Additional Secretary go for the interview and we are there only to assist the PESB. We do not even put our signature in the person who is selected for the particular position of either CMD or MD or functional Directors. So, under the circumstances if a definite representation has to be ensured, this has to be really implemented through the Department of Public Enterprises since we are not party to the selection that takes place."

4.4 In their post evidence written replies, the Ministry of Petroleum and Natural Gas have stated that the matter was taken up with Public Enterprises Selection Board (PESB) under the Ministry of Personnel, Public Grievances and Pension. PESB has intimated that there is no policy of reservation for Board level appointments in the Central Public Sector Undertakings.

Comments of the Committee

4.5 Please see Para No. 1.9 of Chapter I.

Recommendation (Sl. No. 3, Para No. 1.11)

4.6 The Committee are of the view that since the appointment of Government Directors on the Board of Oil PSUs including ONGC are made by the Ministry of Petroleum and Natural Gas after taking approval of the Minister, it would not perhaps be difficult to find SC/ST candidates having suitable qualifications for appointment as Members on the Board. The Committee, therefore, recommend that the Ministry should sponsor the names of suitable SC/ST candidates for appointment as Government Directors to the Minister of Petroleum & Natural Gas. Even though reservation is not available at present in higher posts yet the Committee note that previously 3 SC/ST officers had been the members on the Board. The Committee urge the Public Enterprise Selection Board (PESB) to regularly requisition names of suitable SC/ST candidates for appointment as functional Director so that deserving SC/ST candidates do not feel left out. The Committee are also of the view that DPE should also make efforts to recommend names of suitable SC/ST candidates to DOP&T for appointment as independent members on the Board for consideration by ACC. An SC/ST member on the Board, by virtue of his position, can play a crucial role for the welfare of SC/ST

employees while also contributing to the growth of ONGC. Being on the Board of Directors, he can involve himself in the decision making process on various policy issues including proper implementation of Reservation Policy which is normally considered at Board level meetings. The Committee, therefore, strongly recommend that the ONGC should take a proactive role in the process of appointment of SC/ST members on the Board. There is no dearth of eligible SC/ST candidates for appointment to the Board and the Committee urge the ONGC to sponsor them to the Government for appointment on the Board. The Committee also recommend the ONGC to clearly spell out and justify the need for appointments of SC/ST members on the Board. The Committee recommend that, if necessary, the Government should amend the enabling rules/regulations governing appointments to the Board in view of the Constitutional mandate so as to facilitate appointments of SC/ST member on the Board. The Committee would also like to be apprised about the details of guidelines of the Government/Public Enterprises Selection Board in the matter of appointment on the Board of Directors in PSUs including ONGC.

Reply of the Government

4.7 With regard to recommendation of the Committee for sponsoring of SC/ST candidates for appointment to the Board, ONGC forwards the names of all senior eligible executives taking into consideration their seniority. Besides this, Public Sector Enterprises Selection Board also advertises the positions for seeking application for a wider participation. However, ONGC has taken note of the Committee's suggestion.

4.8 During evidence, the Secretary of the Ministry of Petroleum and Natural Gas clarified in regard to appointment of non-functional directors and the independent directors:-

“.....the non-functional directors, the independent directors that again is outside our preview for two reasons, one is the same that the selection is not done by the Ministry. It is done by Search Committee that has been appointed by the Department of Public Enterprises which has many members chaired by PESB where we again go and assist.

The second point is that the Government of India through a Committee of Secretaries, the Cabinet Secretariat has laid down certain prescribed qualifications for persons to be considered as independent directors on the board. For example, one qualification is that suppose somebody is coming from a private company, he should be at least CEO level. That company should have a turnover of around, I do not remember exactly 150 or 200 crores.

So, these are the stringent criteria that has been laid out and that is one of the reasons why there are difficulties but in this category, where we do have some say, we shall be guided by your comments and we shall make every endeavour to put up names to our Minister which should be from these category. And, thereafter, we try to push it before the Selection Committee.”

4.9 During evidence when it was inquired whether there is anybody from SC/ST on the Board of Directors and if not why, it was clarified by the Secretary, Ministry of Petroleum & Natural Gas thus:-

“Sir, at present, in the ONGC Board there is no person from the Scheduled Caste and Scheduled Tribes category.”

4.10 When it was asked whether any efforts made to identify some people and inculcate talents in them to put them on Board of Directors, it was inter alia replied by the Secretary :-

“We will provide the information to the Committee about all the interviews that took place for the functional Directors, all the eligible candidates within the ONGC who applied for, whether there was anybody from these categories, etc. We do not have the information available right now.”

4.11 When it was persistently asked as to what is the problem in finding a suitable candidate from the SC/ST category who could occupy a place in the Board of Directors, the Secretary inter alia explained:-

“In my opinion, most of the problems would arise because of age profile. There is already an extension of age given at the entry level. Most of the candidates who have joined, by the time they reach the ED level, many of them may not be having the age profile. This, perhaps, could be the major reason.”

Post Evidence Reply

4.12 In regard to a query whether the Public Sector Enterprises Selection Board (PESB) advertised any posts for appointment in ONGC during the last three years, the Ministry have stated that the following posts were advertised during the last 3 years by PESB for appointment in ONGC:-

2008	-	Director(Off Shore)
2009	-	NIL
2010	-	i) CMD
		ii) Director (Exploration)
		iii) Director(HR)

4.13 In reply to a query as to how many applications were received from SC/ST candidates for such posts and whether any SC/ST candidate was appointed, the Ministry in their post evidence reply informed that Public Enterprises Selection Board (PESB) under the Ministry of Personnel, Public Grievances and Pensions, vide their OM No.13/4/2011 PESB dated 15.3.2011 has informed that they do not ask for information about caste of applicants in the proforma of application for PESB's advertised posts. Hence information about the number of SC/ST candidates applying for Board level posts in ONGC is not available.

4.14 When asked about the guidelines of the Government on appointment on the Board of Directors in PSUs, the Ministry in their post evidence reply have stated that there is no Government policy of reservation for board level

appointments in CPSEs. The selection is made keeping in view the performance of candidates interviewed with special regard to their qualities of managerial capability, leadership, broad vision, track record, the available ACRs and the inputs of the Administrative Ministry of CPSU/CMD. Further in the application proforma for PESB advertised posts, the information on caste of applicants is not asked for and that the guidelines regarding appointment on the Board of Directors in PSUs are available on official website of PESB/DPE

4.15 In reply to another query as to the details of eligible SC/ST executives who were sponsored by ONGC for appointment to the Board of Directors during the last 3 years, the ONGC in their post evidence reply has furnished the details of executives who applied for corporate level post (Appendix-I).

Comments of the Committee

4.19 Please see Para No. 1.20 of Chapter I.

Recommendation (Sl. No. 11, Para No. 2.50)

4.20 The Committee note that as per instructions, relaxations/concessions to SCs/STs in promotions are to be given up to E-2 level in Class-I (Scale of Pay Rs.13750-18700). However, no relaxations/concessions are envisaged since ONGC has quantification system of promotion at these levels without any vacancy concept. The Committee, however, are concerned that in case of promotion by seniority-cum-fitness method, there are certain criteria that eligible employees need to fulfil even after putting in specified years of service. The employees are required to have two Good and one Very Good PARs for promotion from non-executive category to executive category and unionized category to supervisory category. Similarly, three Good rated PARs are required

for promotion within non-executive category. It has further been stated that promotion from E-0 to E-1 is through seniority-cum-fitness scheme and 3 Good rated PARs are required for promotion to E-1 level. The contention of ONGC that no relaxation/concession are envisaged for SCs and STs since all eligible employees are promoted under the quantification scheme does not seem to carry weight. The benchmark fixed for all the eligible employees might not be easily reachable for SC/ST employees and they might miss the opportunity for promotion in a particular year. The apprehension of the Committee is strengthened by the fact that in category 'A' posts, many SC and ST candidates were considered for promotion during the years 2004, 2005, 2006 and 2007. However, less number of SC and ST candidates have been promoted. The Committee has taken a serious view of the matter. The Committee should be apprised of the posts (level) in which SCs and STs were considered but were not promoted as also the reasons for not promoting them. The Committee also recommend that relaxations/concessions which are already required to be given for SC/ST employees on promotion up to E-2 should strictly be given. The Committee also strongly recommend that ONGC should give concession/relaxation in the matter of qualification and experience while considering SC/ST employees for promotion from E-2 to E-4 level. The Committee should also be apprised of the promotion undertaken in Class II during the year 2009.

Reply of the Government

4.21 As per O.M.No.6/11/2004-DPE(SC/ST Cell) dated 8th November, 2004 of DPE, "In promotion by selection to posts within Group 'A'(Class-I) which carry an ultimate salary of Rs.5700/-(revised to Rs.18,300/-) per month or less, there is

no reservation, except the concession namely that the Scheduled Castes/Scheduled Tribes officers, who are in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn, would be included in that list, provided they are not considered unfit for promotion". The said concessions are applicable in promotions by selection wherein number of vacancies is involved only.

4.22 The status of non-empanelment of SCs/STs employees are given as under for the year (s) 2004 to 2007:-

Year	Not Empanelled											
	EO TO E-1			E1 TO E-2			E2 TO E3			E3 TO E4		
	SC	ST	TOTAL	SC	ST	TOTAL	SC	ST	TOTAL	SC	ST	TOTAL
2004	0	1	1	19	13	32	8	1	9	1	0	1
2005	2	0	2	32	16	48	18	8	26	24	6	30
2006	0	1	1	32	14	46	30	14	33	15	7	22
2007	1	0	1	20	16	36	34	14	14	13	5	18

The status of promotion undertaken in Class II during 2009 is furnished hereunder:-

Year	Category	Total No. of Employees promoted	Promoted		Percentage of	
			SC	ST	SC	ST
2009	Class II	625	91	64	14.56	10.24

4.23 When asked about the reasons for non-empanelment of SC/ST candidates for promotion in different categories of posts viz. E-0 to E-4 level posts, it was replied in written reply that due to less marks in Performance Appraisal Report (PAR) executives of E-0 to E-4 were not considered for promotion which include general candidate also. The details are placed at Appendix-----.

Comments of the Committee

4.24 Please see Para No 1.42 of Chapter I.

Recommendation (Sl. No. 20, Para No. 4.9)

4.25 The Committee note that there were instances in ONGC where persons had obtained employment on the basis of false caste certificate. It has been reported that 24 persons have been terminated from their services so far. The exact number of detected cases of false caste certificates according to the post evidence reply is 44 whereas 56 cases have been sent for verification to the concerned District Magistrate/State level Scrutiny Committee. The Committee, however, have not been provided with the detailed information of employees in whose cases action for termination or verification of their caste certificates have been sent to concerned authorities. In fact, the Committee had specifically queried as to the time since the cases were sent for verification had been pending, but no reply has been given. In the absence of complete information, the Committee are not sure whether the information provided in written reply that 44 cases have been detected or 48 cases have come to light as stated by Chairman, ONGC during evidence is correct. In case of sending cases for verification, it has been stated in written reply that 56 cases were sent for verification to the concerned District Magistrate/State Level Scrutiny Committee, whereas according to the statement made by the Chairman, ONGC, during the evidence, 24 cases had been recommended to District authorities and were under various stages of examination. The Committee, therefore, recommend that complete details of cases of false caste certificates detected till now and various action taken thereon till date should be provided so that the Committee may have the correct information and suggest appropriate action.

Reply of the Government

4.26 The Number of false caste certificate cases is 44. The complete details are given at **Appendix-XIII & XIV**. The figures of false caste certificate cases may please be corrected in the report.

Post Evidence Reply

4.27 When asked since when the cases of false caste certificates are pending the ONGC has furnished the details at **Appendix-XV**.

4.28 To a query whether any criminal action was taken against those found guilty and whose services were terminated including the two persons whose resignation were accepted, the ONGC in their post evidence reply has replied 'no'.

4.29 When the Committee desired to know about the efforts made by the ONGC for early verification of the false caste certificates, the ONGC in their post evidence reply informed that the false caste certificate cases pending are being followed up regularly with the concerned authorities.

Comments of the Committee

4.30 Please see Para Nos 1.48 & 149 of Chapter I.

Recommendation (Sl. No. 21, Para No. 4.10)

4.31 The Committee are distressed by the fact that normally it takes 1 to 2 years for getting report on verification of caste certificate from District authorities. The Committee recommend that ONGC should evolve some system so as to complete such verification by the appropriate authorities within two months at the most. The Committee are happy that ONGC are changing the policy to suspend the persons first and thereafter completing the enquiry in the event of detection of false caste certificate, as mentioned during the evidence. It should, however, be

ensured that genuine SC/ST candidates are not harassed or made to suffer before appropriate inquiry. The Committee desire that criminal case should be initiated as soon as it is proved that an employee has obtained employment on the basis of false caste certificate. The Committee also desire that ONGC should take all necessary precautionary measures at the entry level itself by training the officials dealing with recruitment procedure and make them extra vigilant while examining the caste certificate.

Reply of the Government

4.32 As soon as false Caste Certificate cases are detected and verified concerned employees are immediately terminated. At the time of recruitment, extra care is being taken to verify the Caste Certificates.

Post Evidence Reply

4.33 Not satisfying with the reply, the Committee asked whether any action has been initiated to get false caste certificates verified within two months, the ONGC through their post evidence reply informed that the false caste certificate cases pending are being followed up regularly with the concerned authorities, no criminal case has been initiated against the person who produced false caste certificate.

Comments of the Committee

4.34 Please see Para No 1.53 of Chapter I.

Recommendation (Sl. No. 25, Para No. 4.25)

4.35 The Committee are happy to note that the competent authority has taken a decision to insert a separate clause in the contract agreement with contractors whereby the contractors are obliged to follow the Government directives on

reservation while deploying their personnel. It further ensures that contractors make payment of minimum wages as notified by the Government of India, provide coverage under EPF and MP Act, 1952, ESI Act, 1948 (wherever applicable) or Group Insurance and provide facilities of leave with wages, statutory Bonus, kits & liveries, etc. The Committee strongly recommend that ONGC should ensure that prescribed percentage of SC and ST personnel are actually engaged by the contractors and that there is no lapse in providing such other facilities as provided under the law. ONGC should, therefore, obtain the deployment record periodically so as to monitor whether the contractors are following the directives of the Government in letter and spirit.

Reply of the Government

4.36 The contractors are the employers of the contract workers who are engaged by them. The establishments of the contractors are independent separate identities and are engaged through an open competitive process.

4.37 The tender document has a clause for bidders to follow laid down Govt. of India guidelines.

Post Evidence Reply

4.38 Having noted that the reply of the Government was not in line with the reply furnished earlier, the Committee asked as to whether the decision to insert a separate clause in the agreement with the contractors still hold, the ONGC through their post-evidence reply informed that ONGC is not aware of any directions from the Ministry to insert such a clause in the agreements with the Contractors. However, instructions of ONGC exist in this regard.

4.39 To a further query that if a decision to insert a separate clause in the agreement still holds then steps taken by the ONGC to obtain deployment

records periodically so as to monitor that the contractors are hiring prescribed percentage of SCs and STs, it was informed that deployment records of contractor labour are available with the contractors who are the employers. The existing mechanism does not provide for monitoring implementation. In reply to a further query that in case no steps were taken for keeping the records, it was stated that at present, there is no law/government guidelines which provides for reservation in private employment and that monitoring the deployment is very difficult because the engagement of contractor labour is temporary and changes with the work requirement.

Comments of the Committee

4.40 Please see Para No. 1.62 of Chapter I.

Recommendation (Sl. No. 26, Para No. 4.26)

4.25 The Committee note that contracts for various jobs/services are awarded in accordance with the established and laid down tendering process. As such, the details of SC/ST contractors are not sought and thus not readily available with ONGC. The Committee are happy that ONGC has decided to encourage and promote co-operative societies formed by SC/ST people by extending preferential terms to them in awarding the job contracts, provided other things are equal. The Committee recommend that ONGC should give widespread publicity to their decision so that the SC/ST people are encouraged to form co-operative societies for being eligible to get preferential terms in awarding of job contracts. Till such societies by SC/ST people are formed under the Societies Registration Act of their respective States, the Committee recommend that certain quota of contract should be provided exclusively for SC/ST contractors.

Reply of the Government

4.26 ONGC always gives wide publicity to the decisions taken and encourages larger participation. ONGC encourages SC/ST people to form co-operative societies as well for their welfare activities.

Post Evidence Reply

4.27 When asked whether the ONGC have given contracts to SC/ST contractors formed under the Co-operative Societies Act, through their post evidence replies ONGC has informed that such information is not called for in the tenders and therefore not available.

4.28 In reply to a query that till Co-operative societies by SC/ST people are formed under the Society Registration Act, certain quota of contract should be provided exclusively to SC/ST contractors, the ONGC informed that with a view to encouraging and promoting Co-operative societies formed by SC/ST persons, it has been decided by the Management that as far as possible, preferential terms in awarding the job contracts to such societies be extended, provided other things are equivalent. Such societies should be registered under the Societies Registration Act of the State, where its activities are to be undertaken.

Comments of the Committee

4.29 Please see Para No 1.67 of Chapter I.

CHAPTER - V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES HAVE NOT BEEN RECEIVED

-NIL-

New Delhi;
13th December, 2011
22 Agrahayana, 1933(Saka)

(GOBINDA CHANDRA NASKAR)
Chairman
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes

LIST OF ONGC EXECUTIVE'S WHO APPLIED FOR CORPORATE LEVEL POSTS			
Sl No	NAME	DESIGNATION AT THE TIME OF APP	CATEGORY
2008-09			
1	Shri D. K. Agarwal	GM-Regional finance Coordinator (CR)	GLN
2	Shri J. Vijay Kumar	Chief Manager (F&A)	CFN
3	Shri A. K. Hazanka	Director (Onshore)	GEN
4	Shri A. A. Khan	Asstt Manager, Rajahmundry	GEN
5	Shri S. R. Ahawala	Chief MM, Delhi	GEN
6	Shri P. K. Verma	Asstt Manager, N&H, Mumbai	CFN
7	Shri S. Vasudeva	ED-Chief Offshore, J&PSC, Mumbai	GLN
8	Shri P. K. Borhakar	ED Head Uran Plant	CFN
9	Shri K. Anjanayulu	GGM-Asstt Manager, Karaiya	GEN
10	Shri A. K. Sood	GGM Chief Well Services	GEN
11	Shri U. S. Beshmukh	GGM-Head Operations	GEN
12	Dr. Vinod Sharma	GM (Chem), Dehraoun	CFN
13	Shri S. Dutta	GM(D), Head GM, Dehraoun	GEN
14	Shri Dayawant	GM (Chem), Ahmedabad Asstt	SC
15	Shri A. K. Jain	GGM-Head Marine Logistics	GLN
16	Shri A. K. Srivastava	GM(P)-Marketing	GEN
17	Shri Ranchari Kumar	GGM Head Finance, WOR, Mumbai	CFN
18	Shri A. K. Srinivasan	GM(F&A), Mumbai	GLN
19	Shri A. K. Banerjee	GM(F&A), Mumbai	CFN
20	Shri Upendra Goyal	GM(F&A), Delhi	GEN
21	Shri J. B. Bansal	GM(F&A)-Head C&T, Delhi	GEN
22	Shri Sat Pal Singh Gang	GM & Company Secretary, Delhi	CFN
23	Shri S. Jayasudhan	GM(F&A), Nazira	SC
24	Shri A. K. Rathil Patel	GM(F&A), Ahmedabad	CFN
25	Shri Vivekanand	DGM(F&A), New Delhi	GLN
26	Mrs. Poojari Sahu	DGM(F&A)-MH Asstt, Mumbai	GEN
27	Shri Subhash Kumar	Chief Manager (F&A), OVL, Colomaba	GEN
28	Shri U.N. Bose	Dir. (T&FS)	CFN
29	Shri J.G. Chaturvedi	ED-Asstt Manager, Assam Asstt	GEN

67

30	Shri K. S. Jameslin	CGM-Chief HRD, Dehradun	GEN
31	Shri A. B. Chakraborty	CGM-Head Carbon Mgmt. Group, New Delhi	GEN
32	Shri B. K. Pandia	GM(P)-Marketing, Delhi	GEN
33	Shri Ashok Varma	FD-OSD, Assam Asset	GEN
34	Shri S. Dandapani	CGM-Chief, Corporate Accounts, Dehradun	GEN
35	Shri R. C. Gosi	CGM(E), Mumbai	GEN
36	Shri Pradeep Sahaniya	CGM(HR)-Assam Asset	GEN
37	Shri Khireswar Dora	GM(Res), Dehradun	GEN
38	Shri Yash Malik	GM(Prod), OVL, Delhi	GEN
39	Shri A. P. Tripathi	DGM(MM), Jorhat	GEN
40	Shri Shikant Bhat	GM(Civil), WOB, Baroda	GEN
41	Shri Vijay Kumar	GM(Res), Post at Nazira	GEN
42	Shri Madhav Kant	GM-Surface Manager	GEN
43	Shri S. Roychaudhury	Executive Director, New Delhi	SC
44	Dr. Tularam Varun	GM(W), CEWI-LL, Vadodra	GEN
45	Shri Rajeev Agrawal	DGM(D), Delhi	GEN
2009-10			
46	Shri A. Balachandran	TGM (Elect.), Karaikal	SC
47	Shri S.K. Goel	GM (Finance), Mehsana	GEN
48	Shri Pradeep Prasad	GM(P&A)	SC
49	Shri B. Anil Kumar	GM(MM)	GEN
50	Shri S.R. Maddool	GM-Incharge	SC
51	Shri S.K. Sharma	GM(HR)	GEN
52	Ms. Veena Swarup	GM(HR)	GEN
2010-11			
53	Mr. K. Anjaneyulu	ED-Asset Manager	GEN
54	Shri P.K. Bhosmick	FD-HOI	GEN
55	Shri S.K. Thamasevan	DGM (E)-Mktg	GEN
56	Dr. Ramashish Rai	ED-HOI, IOPT	GEN
57	Shri S.P. Garg	Director (Finance) OVL	GEN
58	Shri P.H. Panday	CGM-Basin Manager	GEN
59	Shri Narendra Kumar Verma	General Manager (Geol)	GEN
60	Shri K.P. Verma	DGM (HR)	GEN
61	Shri Chintamani Tandi	GM (Elect.)	SC
62	Shri Utpal Dora	GM (Prod.)	ST

- 6d -

63	Shri D. Samyal	GM (D)	GEN
64	Shri Tauqir Hussain	ED-Chief I/RD	GEN
65	Shri A. Naresh Kumar	DOM(E)	GEN
66	Shri L. Nelson	Chief Manager (F&A)	GEN
67	Shri Mishra Agrawal	GM(F&A)-Head IT&I	GEN
68	Shri V.C. Tongankar	CM (F&A)	GEN

69

Appendix
ANNEXURE - II

ADVT. NO. 1/2002 (PER.)-SRD				
Post	No. of Advt Posts		Joined	
	SC	ST	SC	ST
Geologist	2	0	3	0
Programming Officer	3	10	4	11
Geophysicist (Wells)	0	2	2	0
AEE (Production)	1	8	2	9
AEE (Drilling)	1	0	1	0
AEE (Electrical)	2	8	2	7
AEE (WT)	2	7	2	8
AEE (Instrn)	2	2	3	2
AEE (Mech)	2	7	4	9
M/M Officer	0	2	1	3
F&A Officer	0	5	0	4
P & A Officer	0	3	1	4
AEE(IE)	3	2	2	1
Asst Legal Adv	0	1	0	0
TOTAL	24	55	27	58

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Appendix
ANNEXURE -III

ADVT. NO. 4/2003 (R&P)-SRD				
Post	No. of Advt Posts		Joined	
	SC	ST	SC	ST
Geologist	4	5	4	5
Programming Officer	2	3	2	2
Geophysicist (Surface)	4	4	2	2
Geophysicist (Wells)	7	7	1	1
AFF (Reservoir)	1	1	1	1
AEE (Drilling)	2	3	2	2
AEE (Production)	5	10	5	10
AFF (Electrical)	1	1	1	1
AEE (F&T)	1	1	1	1
AEE (Instr)	5	5	5	2
AEE (Mech)	5	5	5	5
MM Officer	1	1	1	1
F&A Officer	2	2	1	2
P&A Officer	2	2	1	2
AEE (IE)	2	2	1	1
IR Officer	1	1	0	0
Asst. Legal Adv	1	1	1	1
TOTAL	46	94	34	39

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-21-
-23-

Appendix
ANNEXURE -IV

ADVT. NO. 1/2005 (R&P)-SRD

Post	No. of Advt Posts		Joined	
	SC	ST	SC	ST
Geologist	2	7	1	4
Geophysicist (Surface)	5	5	1	0
Geophysicist (Wells)	8	6	0	1
Programming Officer	0	1	0	1
AEE (Production)	3	10	2	10
AEE (Drilling)	4	10	4	8
AEE (Electrical)	1	4	1	3
AEE (Instn)	2	6	2	3
AEE (Mach)	2	6	2	2
MM Officer	2	4	2	0
F&A Officer	1	3	0	0
P&A Officer	1	2	1	2
IR Officer	1	2	0	0
Asst Legal Adv	1	1	1	0
TOTAL	33	67	17	33

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-72-

Appendix
ANNEXURE -VI

Direct Recruitment 2008 (Additional Sanction)				
Post	No. of Posts		Joined	
	SC	ST	SC	ST
AEE(Civil)	3	2	3	2
AEE(Production)	15	3	15	3
AEE(Electrical)	7	2	2	2
Total	25	7	20	7

Released with Direct Recruitment 2008 *				
Post	No. of Posts		Joined	
	SC	ST	SC	ST
Geology	0	2	0	2
AEE(Electrical)	0	4	0	3
AFL(Instr)	1	0	1	2
AEE (Mech)	0	2	0	2
F&A Officer	0	4	0	4
AEE (Production)	0	7	0	4
AEE (E&T)	0	1	0	1
Chemist	1	7	1	7
Total	2	26	2	26

* To cover shortfall of previous years in posts where requirement existed

-74-

Appendix
ANNEXURE -VIII

Campus 2000 *				
Post	No. of Posts		Joined	
	SC	ST	SC	ST
Geology	1	2	1	2
AEE(Electrical)	2	4	2	4
AEE(Instrn)	2	0	2	0
AEE(Mech)	1	3	1	3
F&A Officer	1	0	1	0
AEE(Production)	3	5	3	5
AEE(L&I)	1	3	1	3
Chemist	2	0	2	0
Total	13	17	13	17

* To cover shortfall of previous years in posts where requirement existed

Appendix
ANNEXURE -IX

Direct Recruitment 2009				
Post	No. of Posts		Joined	
	SC	ST	SC	ST
Chemist	2	0	2	0
Geologist	1	0	1	0
AEE(Instrn)	0	2	0	2
AEE(Mech)	4	0	4	0
AEE(Drill)	5	2	5	2
AEE(Electrical)	2	0	2	0
Total	14	4	14	4

-26-

ANNEXURE -X

ADVT. NO. 2/2010 (R&P)-SRD				
Post	No. of Posts		Joined	
	SC	ST	SC	ST
A/E (Drilling)	5	1	5	1
AEE (Mech)	6	1	6	1
AEE (Instr)	1	0	1	0
AEE (Production)	6	1	6	1
AEE (E&T)	1	2	1	2
AEE (Civil)	1	1	1	1
AEE (Cementing)	1	0	1	0
Chemist	2	2	2	2
Geologist	1	2	1	2
Geophysicist (Surface)	1	1	1	1
Geophysicist (Wells)	2	1	2	1
AEE (Reservoir)	1	0	1	0
TOTAL	29	12	28	12

Appendix
ANNEXURE -XI

Campus 2010				
Post	No. of Posts		Joined	
	SC	ST	SC	ST
Geologist	0	1	0	1
Programming Officer	1	0	1	0
AEE (Mech)	1	0	1	0
AEE (Civil)	1	0	1	0
AEE (Drilling)	1	0	1	0
AEE (Production)	1	1	1	1
F&A Officer	1	0	1	0
HR Executive	0	1	0	1
Marketing Officer	1	0	1	0
Total	7	3	7	3

- 28 -
18

Appendix
ANNEXURE - XII

PROMOTION DETAIL OF 2004

Considered for promotion from	Not Empanelled			Reason for Non-Promotion	Criteria
	SC	ST	Total		
Assistant Engineer (Mechanical)	0	1	1	1 PAR of the relevant period less than GOOD. Called for Interview. Did not qualify.	The last three PAR ratings are at least 'GOOD'
Assistant Executive Engineer (Drilling)	16	12	28	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Finance & Accounts Officer	1	0	1	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
HR Executive	1	0	1	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Assistant Executive Engineer (Mechanical)	1	1	2	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Executive Engineer (Auto)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Finance & Accounts Officer	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Map & Drawing Officer	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Mechanical)	2	0	2	Total marks less than 77	Total of Experience marks+ Qualification

29+14=38

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-79-

24/4/2020

Executive Engineer (Production)	3	0	3	Total marks less than 77	marks+ PAR marks should be at least 77
Executive Engineer (Cementing)	0	1	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg Engineer (C & M)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Assistant HR Executive	1	0	1	1 PAR of the relevant period less than GOOD. Called for interview. Did not qualify	The last three PAR ratings are at least "GOOD"
Assistant Engineer (Production)	1	0	1	1 PAR of the relevant period less than GOOD. Called for interview. Did not qualify	The last three PAR ratings are at least "GOOD"
Assistant Executive Engineer (Auto)	1	0	1	Total marks less than 65	Total of Experience marks+ Qualification marks+ PAR marks should be at least 65
Assistant Executive Engineer (Drilling)	20	15	44	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Finance & Accounts Officer	1	0	1	Total marks less than 65	Total of Experience marks+ Qualification marks+ PAR marks should be at least 65
Assistant Executive Engineer (Environment)	1	1	2	Total marks less than 65	Total of Experience marks+ Qualification marks+ PAR marks should be at least 65
Executive Engineer (Drilling)	3	5	8	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Electrical)	2	1	3	Total marks less than 77	Total of Experience marks+ Qualification

4/20/2020

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Senior Finance & Accounts Officer	1	0	1	Total marks less than 77	marks+ PAR marks should be at least 77
Senior HR Executive	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Mechanical)	2	0	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Production)	9	1	10	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Map & Drawing Officer	0	1	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg. Engineer (C & M)	4	0	4	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77

17-2-19

PROMOTION DETAIL OF 2005

Deputy Suptdg. Engineer (Civil)	2	1	3	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg. Engineer (Drilling)	2	1	3	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg. Engineer (Electrical)	3	0	3	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Manager (Finance & Accounts)	4	1	5	Total marks less than 77	Total of Experience marks+ Qualification

- 81 -

					marks+ PAR marks should be at least 77
Deputy Manager (Transport)	3	0	3	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptd. Engineer (Mechanical)	1	1	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Manager (Materials Management)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Manager (Official Language)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptd. Engineer (Production)	3	2	5	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77

PROMOTION DETAIL OF 2015

Considered for promotion from	Not Empanelled			Reason for Non-Promotion	Criteria
	SC	ST	Total		
Assistant HR Executive	0	1	1	1 PAR of the relevant period less than GOOD. Called for interview. Did not qualify	The last three PAR ratings are at least "GOOD"
Assistant Executive Engineer (Auto)	2	0	2	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Finance & Accounts Officer	3	0	3	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Assistant Executive Engineer (Environment)	2	0	2	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66

Assistant Executive Engineer (Drilling)	25	11	38	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Assistant Executive Engineer (Cementing)	0	1	1	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Executive Engineer (Cementing)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Chemist	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Drilling)	4	0	12	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Electrical)	4	1	5	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Finance & Accounts Officer	2	0	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior HR Executive	5	2	7	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Map & Drawing Office	1	0	3	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Mechanical)	0	0	6	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Production)	8	3	8	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77

~~83~~ - 83 -

Deputy Suptdg Engineer (C & M)	2	0	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg Engineer (Electrical)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Manager (Finance & Accounts)	4	2	3	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg Engineer (Instrumentation)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg Engineer (Mechanical)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg Engineer (Production)	8	3	11	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Manager (Transport)	1	1	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptdg Engineer (Drilling)	0	1	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77

PROMOTION DETAIL OF 2007

Considered for promotion from	Not Empanelled			Reason for Non-Promotion	Criteria
	SC	ST	Total		
Assistant Materials Management Officer	1	0	1	1 PAR of the relevant period less than GOOD. Called for Interview. Did not qualify	The last three PAR ratings are at least "GOOD"
HR Executive	3	0	3	Total marks less than 56	Total of Experience marks+ Qualification marks+ PAR marks

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- 84 -

					should be at least 66
Assistant Executive Engineer (Environment)	1	1	2	Total marks less than 68	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Fire Officer	2	0	2	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Assistant Executive Engineer (Drilling)	14	13	27	Total marks less than 86	Total of Experience marks+ Qualification marks+ PAR marks should be at least 86
Assistant Executive Engineer (Electrical)	0	2	2	Total marks less than 66	Total of Experience marks+ Qualification marks+ PAR marks should be at least 66
Executive Engineer (Cementing)	3	0	3	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Electrical)	8	2	10	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Drilling)	4	5	9	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Electronics)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Finance & Accounts Officer	1	1	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior HR Executive	2	3	5	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Map & Drawing Officer	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77

Executive Engineer (Mechanical)	3	0	7	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Materials Management Officer	2	0	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Production)	2	1	3	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Executive Engineer (Reservoir)	2	0	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Geophysicist (Surface)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Security Officer	0	1	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Senior Transport Officer	0	1	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptg. Engineer (Drilling)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Manager (Finance & Accounts)	1	1	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Manager (HR)	1	1	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptg. Engineer (Instrumentation)	1	0	1	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Suptg. Engineer (0	2	2	Total marks less than 77	Total of Experience marks+ Qualification

Mechanical)					marks+ PAR marks should be at least 77
Deputy Suptdg Engineer (Production)	7	1	8	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77
Deputy Manager (Transport)	2	0	2	Total marks less than 77	Total of Experience marks+ Qualification marks+ PAR marks should be at least 77

87

Appendix XIII
Annexure-1

Details of false caste certificate cases detected in QNGC

SL. NO.	NAME & DESIGNATION	PLACE OF POSTING	ACTION TAKEN	PRESENT STATUS
1.	S. Chinniah, Asstt. Survey Officer	Chennai	Referred to Distt. Collector, Kanchipuram for verification.	Pending before Distt. Collector
2.	A. Chandrasekar, Operator Gd.III (DM)	-do-	Referred to Distt. Collector, Chennai.	Pending before Distt. Collector
3.	J. Raman, Operator Gd.III (DM)	-do-	Referred to Distt. Collector, Vellore	Pending before Distt. Collector
4.	S. Rajasekar, Khalasi Gd.I	-do-	Case referred to Collector Nagapattinam.	Case has been cleared as genuine
5.	R. Ravikumar, Storekeeper Gd.I	-do-	Referred to State Level Scrutiny Committee.	Pending before Scrutiny Committee
6.	R. Nandakumar, Asst. Gd.I	-do-	Referred to State Level Scrutiny Committee.	Pending before Scrutiny Committee
7.	A. Anbarasan, Jr. Draftsman	-do-	Referred to State Level Scrutiny Committee.	Pending before Scrutiny Committee
8.	N. Mohanram, Operator Gd.II (MM)	-do-	Referred to State Level Scrutiny Committee.	Pending before Scrutiny Committee

- 88 -

9.	N. Janardhanan, Khalasi Gd.I	-do-	Terminated from Service	Case challenging termination is pending in High Court of Chennai.	filed
10.	N. Shankar, Attendant Gd.I	-do-	Terminated from Service	-do-	
11.	M. Manivandan, EE(E&T)	-do-	Resignation accepted w.e.f. 11.12.1997		
12.	Alagesan, Sr. Geophysist	-do-	Expired on 19.04.99		
13.	Ms.N. Saleeda, Steno.Gd.II	-do-	Terminated from w.e.f. 09.10.2001 Service	Case challenging termination is pending in High Court of Chennai.	filed
14.	Ms. B.Uma, Steno.Gd.I	-do-	Terminated from Service w.e.f. 21.05.2002	Case challenging termination is pending in High Court of Chennai.	filed
15.	Ms. Devika, AF&AO	-do-	Resignation accepted 16.03.1998		
16.	Ms. B.Krupanjali, Sup. Librarian	-do-	Terminated from Service w.e.f. 12.10.1998	Case challenging termination is pending in High Court of Chennai.	filed
17.	P.V.Thirumudhy, Attendant Gd.I	-do-	Terminated from Service w.e.f. 17.03.89		
18.	Ms. Umashankari, Jr. Accountant	K -do-	Terminated from Service w.e.f. 09.10.2001	Case challenging termination is pending in High Court of Chennai.	filed

10/10/09

20.	P. Ganesan, Khalasi Gd.I	-do-	Terminated from Service w.e.f 07.01.2000	
21.	Ms. Shantapriya, Sri-SAO	-do-	Case certificate cancelled by State Level Scrutiny Committee.	interim injunction granted by High Court of Chennai. Case is subjudice and pending.
22.	K. Natarajan, IT(I)	-do-	The action is being followed up with District Collector	Case file challenging termination is pending at District Collector, Tiruvallur.
23.	S. Suresh AMMO	-do-	The action is being followed up with District Collector.	Case filed challenging termination is pending in High Court of Chennai
24.	K. Lakshmyya, Atak Gd.III	-do-	Referred to Collector, Chennai	Case is pending at District Collector, Chennai
25.	V. Sivashankar EE(M)	-do-	Follow up with Dist. Collector, Chennai.	Case is pending at District Collector, Chennai.
26.	M. Raja Sanitary Cleaner, Gd-III	-do-	Follow up with Dist. Collector, Chennai.	Case is pending at District Collector, Chennai.
27.	S.P. Sreenivasulu, Sanitary Cleaner, Gd-III	-do-	The follow up action with Collector Chennai	Case is pending at District Collector, Chennai.
28.	M. Annamalai, Chargeman (Filling)	Karasikal	Referred to Dist Collector Salem	Pending before District Collector
29.	P. Selvan, JT(Prodn.)	-do-	Referred to Dist. Collector, Kanya Kuberi	Pending before District Collector
30.	R. Sampath Red. IT(Cstp.)	-do-		Pending before District Collector

30.	S. Thamaraiselvan, Topman (D)	-do-	A criminal case been filed by CB-CID-Metro, Chennai.	Case pending with State Scrutiny Committee.
31.	K. Arivalagan, JT(Prodn.)	-do-	Criminal case filed by CB CID, Metro, Chennai.	Stay granted by High Court of Chennai against cancellation of caste certificate. Matter subjudice.
32.	A. Nareshkumar, SE(Elect.)	-do-	Referred to Distt. Collector, Chengalpet.	Pending before District Collector.
33.	L. Ravichandran, JT(Prodn.)	-do-	Terminated from service.	
34.	Kandasamy, AE(Drilling)	-do-	Terminated from service.	
35.	P.V. Raghuraman, Fireman Gd.II	-do-	Terminated from service.	
36.	D. Rajasekaran, AEE(Prodn.)	-do-	Terminated from service.	
37.	S. Vidyasagar, S.K.Gd.II	-do-	Terminated from service.	
38.	B. Jayansankar, AT(P)	-do-	Terminated from service.	
39.	D. Natarajan, T/M (D)	-do-	Terminated from service.	
40.	D. Gnanavadivelu, Fireman Gd.II	-do-	Terminated from service.	
41.	K. Murugan, P/O	-do-	Terminated from service.	
42.	N.P.P. Sukumaran, R/M (D)	-do-	Terminated from service.	
43.	G. Doraisamy, AE(Mech.)	-do-	Terminated from service.	
44.	K. Thanigainathan, AE(D)	-do-	Terminated from service.	

- 91 -



APPENDIX XII
Annexure CIII

Details of false caste certificate cases detected in ONGC and action taken report

S. No	Name & Designation S/Shri	Place of Posting	Present Status	Remarks
1.	S. Chinnaiyan, 45975, Asstt. Survey Officer,	Chennai	Community certificate was cancelled by the Dist. Vigilance Committee vide order dt. 17.04.2001. Employee filed Writ Petition in the Hon'ble High Court of Madras vide W.P. No. 3608 of 2001 and obtained an interim stay staying the order canceling the community certificate. The case is still pending in the High Court of Madras. Presently posted at Jorhat	Pending Court ✓
2.	A. Chandrasekar, Operator Gd. II (D/M), 62415	-do-	Expired on 07.02.2009. Intimated Chairperson, State Level Scrutiny Committee, Chennai on 11.2.09.	Settled ✓
3.	J. Tannan, Operator Gd.III (DM), 51985	-do-	Genuinity of Community Certificate confirmed by District Vigilance Committee.	Settled ✓
4.	S. Rajasekar, Khaldi Gd.I, 51964	-do-	Genuinity of Community Certificate confirmed by District Vigilance Committee.	Settled ✓
5.	R. Raskumar, Storekeeper Gd.I, 51806	-do-	Pending with District Collector, Chennai. Being pursued with the District Collector of Chennai vide letter No. CHN/ D&A/ SC-ST/2009 dated 14.05.2010	Pending DC ✓
6.	B. Nandakumar, Asst. Gd.I, 51625	-do-	Pending with District Collector, Kanchipuram. Being pursued vide letter No. CHN/D&A/SC-ST/ 2009 dated 14.05.2010	Pending DC ✓
7.	A. Anjanasa, Jr. Drahtman, 77621	-do-	Pending with District Collector, Kanchipuram. Being pursued vide letter No. CHN/D&A/SC-ST/2009 dated 14.05.2010	Pending DC ✓
8.	N. Mohanm, Operator Gd.II (DM), 51864	-do-	Reinstated as per Madras High Court's order dt 11.09.2007	Settled ✓
9.	N. Jeyandharan, Khaldi Gd.I,	-do-	Dismissed	Settled ✓
10.	N. Shanvar, Attendant Gd.I	-do-	Pending before the Hon'ble Supreme Court	Pending Court ✓



11.	M. Manikandan, ES(B&T)	-do-	Resignation accepted w.e.f 11.12.2007.	Settled	X
12.	Alagesan, Sr. Geophysist	-do-	Expired on 19.04.02	Settled	X
13.	M/N. Sathesh, Steno.Gd.II	-do-	Pending before the Hon'ble Supreme Court.	Pending Court	✓
14.	Mrs. B.Uma, Steno.Gd.I	-do-	Reinstated as per the finding of the Three Member District Vigilance Committee, Chennai dated 17.4.2009.	Settled	X
15.	Ms. Divika, AFSAO	-do-	Resignation accepted w.e.f 16.03.98	Settled	+
16.	Mrs. B. Krupanala, Sui. L. Operator	-do-	Pending before the Hon'ble Supreme Court.	Pending Court	✓
17.	P. V. Thirumathy, Attendant Gd.I	-do-	Terminated from service w.e.f 17.3.88 and subsequently expired.	Settled	X
18.	Ms. K. Umashankari, Jr. Accountant	-do-	Pending before the Hon'ble Supreme Court.	Pending Court	✓
19.	P. Ganesan, Khalasi Gd.I	-do-	Dismissed from service of ONGC.	Settled	?
20.	Mrs. Shanapriya, Sr.F&AO	-do-	Pending before the Hon'ble Supreme Court.	Pending Court	✓
21.	K. Natarajan, JTO	-do-	Pending with District Collector, Kancheepuram since 2006. Being pursued vide Letter No. CHN/D&A/SC/ST/2009 dated 14.05.2010	Pending	✓
22.	S. Suresh, AMMO	-do-	Pending with District Collector, Chennai since 2006. Case being followed up vide Letter No. CHN/ D&A/ SC-ST/ 2009 dated 14.05.10	Pending	✓
23.	K. Lakshmayya, Asstt. Gd.III	-do-	This is not a case of false caste certificate. However, after joining, the certificate has been sent for verification as a routine basis to Collector, Chennai.	Pending	✓
24.	V. Sivashankar, EE(M)	-do-	Case is pending at District Collector, Chennai since 2006. Case pursued vide letter No. CHN/ D&A/ SC-ST/ 2009 dated 14.05.10	Pending	✓
25.	M. Raja, Sanitary Cleaner, Gd-III	-do-	Genuinity of Community Certificate confirmed by District Vigilance Committee.	Settled	X
26.	S.P. Sreenivasulu, Sanitary Cleaner, Gd-III	-do-	Genuinity of Community Certificate confirmed by District Vigilance Committee.	Settled	X
27.	A. Haroshankar, CE(Encl.)	Dehradun	The individual was summoned by DA to Collector of Chennai in the year 2005 for verification.	Pending	✓
28.	M. Annamalai, Chargehand (Fitting)	Karikal	Case ordered genuine	Settled	X

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28

-33-



29	F. Selvan, IT(Prodn.)	-do-	The ST certificate was cancelled by District Authorities as belongs to SC community. The asset has taken action with local R&P vide letter No. KKL/CA/Estt/231/2010 dated 06.06.2010	Pending	✓
30	R. Sampath Rao, IT(Cats.)	do	Retired on 30.09.2009	Settled	✓
31	S. Thamaraiselvan, Tugman (D)	do	Case is pending with Distt. Vigilance Committee, Trichy. Cases pursued vide letter No. KKL/CA/Estt/200 dated 01.05.2010	Pending	✓
32	K. Arivalagan, IT(Prodn.)	do	Case is pending with Distt. Collector, Trichy and followed up vide letter No. KKL/CA/Estt/226/2010 dated 03.05.2010	Pending	✓
33	K. Thanigainathan, AE(D)	do	Case is pending with Distt. Collector, Sanchempuram. Case pursued vide letter No. KKL/CA/Estt/694/2010 dated 07.05.2010. Continuing in service as per court stay	Pending	✓
34	L. Ravichandran, IT(Prodn.)	do	Terminated from service	Settled	
35	Kandasamy, AC(Drilling)	-do-	-do-	Settled	
36	F.V. Raghuraman, Fireman Gd.I	do	-do-	Settled	
37	D. Rajasekaran, AFE(Prodn.)	-do-	-do-	Settled	
38	S. Vidyasegar, S.J.Gd.II	do	-do-	Settled	
39	B. Jayasankar, AT(P)	do	-do-	Settled	
40	D. Natarajan, T/M (D)	do	-do-	Settled	
41	D. Gnanavadevelu, Fireman Gd.II	do	-do-	Settled	
42	K. Munagan, FAD	do	-do-	Settled	
43	N.P.P. Sukumaran, R/M (D)	do	Expired and case closed	Settled	
44	G. Duraisamy, AC(Mech.)	do	-do-	Settled	

Settled - 26
 Pending - 18

- 94 -

Appendix XV

ATV
ANNEXURE - XIII

Details of Pending False Caste Certificate Cases

S. No	Name & Designation S/Shri	Present Status	Place of Posting	Pending Since
1.	R. Ravikumar, Storkeeper Gd.I, 51805	Pending with District Collector, Chennai. Being pursued with the District Collector of Chennai vide letter No. CHN/ D&A/ SC-ST/2009 dated 14.05.2010.	Chennai	Pending since 10.05
2.	R. Nandakumar Asst. Gd.I, 51825	Pending with District Collector, Kancheepuram. Being pursued vide Letter No. CHND&A/SC-ST/ 2009 dated 14.05.2010.	-do-	Pending Since 25.08.07
3.	A. Anbarasan, Jr Draftsman, 77021	Pending with District Collector, Kancheepuram. Being pursued vide Letter No. CHND&A/SC-ST/2009 dated 14.05.2010.	-do-	Pending Since 27.07.08
4.	S. Chinnaiah, 45575, Asstt. Survey Officer,	Community certificate was cancelled by the Dist. Vigilance Committee vide order dt. 17.04.2001. Employee filed Writ Petition in the Hon'ble High Court of Madras vide W.P. No. 3608 of 2001 and obtained an interim stay staying the order cancelling the community certificate. The case is still pending in the High Court of Madras. Presently posted at Jorhat.	-do-	Pending since April 2001
5.	N. Shankar Attendant Gd.I	Pending before the Hon'ble Supreme Court	-do-	Pending
6.	Ms. N. Sateela, Steno Gd.II	Pending before the Hon'ble Supreme Court	-do-	Pending
7.	Ms. S. Krupanjal, Sup. Librarian	Pending before the Hon'ble Supreme Court.	-do-	Pending
8.	Ms. K. Uma Shankari, Jr. Accountant	Pending before the Hon'ble Supreme Court.	-do-	Pending
9.	Ms. Shantapriya, Sr.F&AO	Pending before the Hon'ble Supreme Court.	-do-	Pending Sept 2001

95

10.	K. Natarajan, JT(I)	Pending with District Collector, Kancheepuram since 2006. Being pursued vide Letter No. CHN/D&A/SC-ST/2009 dated 14.05.2010	-do-	Pending since 19.01.08
11.	S. Suresh, AMMO	Pending with District Collector, Chennai since 2006. Case being followed up vide Letter No. CHN/ D&A/ SC-ST/2009 dated 14.05.10	-do-	Pending since 19.01.08
12.	K. Lakshmayya, Attd. (Gd III)	This is not a case of false caste certificate. However, after joining, the certificate has been sent for verification as a routine basis to Collector Chennai.	-do-	Pending
13.	A. Nareshkumar, CE (Elect.)	The individual was summoned by PA to Collector of Chennai in the year 2005 for verification. Letter sent to Collector of Chennai in December 2010	Dehradun	Pending since 2005
14.	P. Sarvan, JT(Prodn.)	The ST certificate was cancelled by District Authorities as belongs to SC community. The asset has taken action with local R&P vide letter No. KKL/CA/Estt/231/2010 dated 06.05.2010.	Karaikal	Pending since 2009
15.	S. Thamaraiselvan, Topman (D)	Case is pending with Distt. Vigilance Committee, Trichy. Cases pursued vide Letter No. KKL/ CA/ Estt/ 2010 dated 05.05.2010	-do-	Pending since 1996
16.	K. Arivalagan, JT (Prodn.)	Case is pending with Distt. Collector, Trichy and followed up vide Letter No. KKL/CA/Estt/228/2010 dated 03.05.2010	-do-	Pending since 1998
17.	K. Thanigaimathan, Attd(O)	Case is pending with Distt. Collector, Kancheepuram. Case pursued vide letter No. KKL/CA/Estt/1994/2010 dated 07.05.2010. Continuing in service as per court stay.	-do-	Pending since 2002

Summary

Supreme Court	05
High Court	01
District Collector	08
District Vigilance Committee	01
Others	01
Total	17

MINUTES

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(2010-2011)**

(FIFTEENTH LOK SABHA)

**TWELFTH SITTING
(22.12.2010)**

The Committee sat from 1200 to 1330 hrs. in Committee Room 'D', Parliament House Annexe, New Delhi.

PRESENT

Shri Gobinda Chandra Naskar – Chairman

MEMBERS – LOK SABHA

2. Shri S.K. Bwismuthiary
3. Shri Bhudeo Choudhary
4. Shri Eknath Mahadeo Gaikwad
5. Shri Kamal Kishor 'Commando'
6. Dr. Chinta Mohan
7. Shri Sohan Potai
8. Shri Bajju Ban Riyan
9. Shri Bhausahab Rajaram Wakchaure

MEMBERS – RAJYA SABHA

9. Shri Lalhming Liana
10. Shri D. Raja
11. Shri Praveen Rashtrapal
12. Shri K.B. Shanappa
13. Ms. Sushila Tiriya
14. Miss Anusuiya Uikey

SECRETARIAT

1. Dr. R.K. Chadha, Joint Secretary
2. Ms. J.C. Namchyo, Director
3. Shri Hoti Lal, Additional Director
4. Shri G.C. Dobhal, Under Secretary

WITNESSES

REPRESENTATIVES OF THE MINISTRY OF PETROLEUM & NATURAL GAS

1. Shri S. Sundareshan - Secretary
2. Shri Sudhir Bhargava - Additional Secretary
3. Shri L.N. Gupta - Joint Secretary (R)
4. Shri Vivek Kumar - Joint Secretary (IC & CA)
5. Shri Anilkumar V. Patil - Deputy Secretary (SCT)

REPRESENTATIVES OF OIL AND NATURAL GAS CORPORATION (ONGC)

1. Shri R.S. Sharma - Chairman & Managing Director
2. Shri Sunder Lal - ED – Chief ER
3. Shri Taquir Hussain - ED – Chief HRD
4. Shri Naresh Chandra - GM (prog.) & CLO

At the outset the Chairman welcomed the representatives of the Ministry of Petroleum & Natural Gas and Oil and Natural Gas Corporation (ONGC).

2. The Committee took oral evidence of the representatives of the Ministry of Petroleum & Natural Gas and Oil and Natural Gas Corporation (ONGC) on action taken replies of the Government on First Report (15th Lok Sabha) on the subject 'Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Oil and Natural Gas Corporation (ONGC)'.

3. Evidence was completed.

(The witnesses then withdrew)

4. A verbatim record of the proceedings was kept.

5. The Committee also decided that the next sitting of the Committee will be held on Friday, 7th Jan, 2011 to take further evidence of Ministry of Home Affairs, Ministry of Personnel, Public Grievances and Pension (Deptt. of Personnel and Training) and the New Delhi Municipal Council regarding termination of services of SC teachers appointed during Special Recruitment Drives in Navyug School Educational Society under NDMC which could not be concluded in the last sitting of the Committee held on 15th December, 2010.

The Committee then adjourned.

MINUTES

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2011-2012)**

(FIFTEENTH LOK SABHA)

EIGHTH SITTING

(12.10.2011)

The Committee sat from 1500 to 1600 hrs. in Room No. "G-074", Parliament Library Building, New Delhi

PRESENT

Shri Gobinda Chandra Naskar - Chairman

MEMBERS- LOK SABHA

2. Shri Bhudeo Choudhary
3. Smt. Jyoti Dhurve
4. Shri Biren Singh Engti
5. Shri Prem Chand Guddu
6. Shri Mohan Jena
7. Shri Virendra Kumar
8. Shri Bharat Ram Meghwal
9. Shri Ashok Kumar Rawat
10. Shri Bajju Ban Riyan
11. Dr. Kirit Premjibhai Solanki
12. Shri Lalit Mohan Suklabaidya
13. Shri Bhausahab Rajaram Wakchaure

MEMBERS-RAJYA SABHA

14. Shri Jabir Hussain
15. Shri Lalhming Liana
16. Dr. Bhalchandra Mungekar
17. Shri D. Raja
18. Shri K.B. Shanappa

SECRETARIAT

1. Dr. R.K. Chadha, Joint Secretary
 2. Ms. J.C. Namchoy, Director
 3. Shri G.C. Dobhal, Under Secretary
2. At the outset, the Chairman, welcomed the Members of the Committee. Before starting business, the Committee were informed about the sad demise of one of their colleagues Shri Silvius Condpan, M.P. (Rajya Sabha) who passed away on 10th October, 2011.
- [The Committee then observed one minute silence in respect of departed soul]
3. The Committee then considered the draft Action Taken Report on Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Oil and Natural Gas Corporation (ONGC) and adopted the same with minor modifications.
4. The Committee authorized the Chairman to finalise the report in the light of consequential changes and present the same to both the Houses of Parliament.
5. Apart from above, the Committee discussed a few other issues including the following:-
- (i) The Chairperson, New Delhi Municipal Council may be called before the Chairman/Committee to convey the desire of the Committee that the recommendations made by them in their 13th Report (15th Lok Sabha) relating to "Termination of 10 SC teachers in Navyug School Educational Society under NDMC" be implemented in letter and spirit without delay; and
 - (ii) The Committee should meet the Hon'ble Prime Minister to share their views in regard to various issues concerning the welfare and safeguards of SCs and STs in the country.
6. The Committee also considered and approved a five days' on-the-spot study tour programme to visit Jodhpur, Mumbai, Diu and Ahmedabad from 14th to 18th November, 2011.
7. The Committee decided to meet again on 3rd November, 2011.

The Committee then adjourned with the vote of thanks to the Chairman.

APPENDIX II

(Vide Para 4 of Introduction)

ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS CONTAINED IN THE FIRST REPORT (FOURTEENTH LOK SABHA) OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES.

1. Total number of recommendations.....30

2. Recommendations/observations which have been accepted
by the Government (vide recommendations Sl. Nos. 4, 6, 7, 8, 10, 13, 15,
16, 18, 19, 22, 28 and 29)

Number.....13
Percentage to the total.....43%

3. Recommendations/Observations which the Committee do not desire to pursue
in view of the replies of the Government (vide recommendations Sl. Nos. 1,
5, 9, 12, 14, 17, 23, 24, 27 and 30)

Number.....10

Percentage to the total.....34%

4. Recommendations/Observations in respect of which replies of the Government
have not been accepted by the Committee and which require reiteration (vide
recommendations Sl. Nos. 2, 3, 11, 20, 21, 25 and 26)

Number7

Percentage to the total.....23%

5. Recommendations/Observations in respect of which final replies of the
Government have not been received NIL