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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES  
(2015-16)  
(SIXTEENTH LOK SABHA)**

**MINISTRY OF PETROLEUM AND NATURAL GAS**

**"Measures undertaken to secure representation of OBCs in employment and for their welfare in Indian Oil Corporation Limited (IOCL)"**

**FIFTH REPORT**



**सत्यमेव जयते**

**LOK SABHA SECRETARIAT**

**NEW Delhi**

***May, 2016/Vaisakha , 1938 (Saka)***

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*Presented to Lok Sabha on, 3<sup>rd</sup> May, 2016*

*Laid in Rajya Sabha on, 3<sup>rd</sup> May, 2016*



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Price : Rs

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Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha (Fifteenth Edition) and printed by M/s Jainco Art India, New Delhi-110005

## CONTENTS

	<b>PAGE</b>
Composition (2015-16)	(iii)
Introduction	(iv)

### REPORT PART I

I.	Introductory	1-2
II.	Representation of OBCs in Indian Oil Corporation Ltd. (IOCL)	3
III.	Reservation in Recruitment - Backlog vacancies	4-11
IV.	Monitoring Mechanism for Implementation of Reservation Policy - Liaison Officers for OBCs - Grievances Redressal - Appointment on Compassionate Ground - OBC Employees Association - Corporate Social Responsibility.	12-17
V.	Training Facilities for OBC candidates/Employees	18-19
VI.	Reservation in Retail Outlet Dealership	20-21

### PART II

Observations/Recommendations	.....	22-30
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### ANNEXURES

(i)	List of Liaison Officers for SC/ST/PH	31-33
(ii)	Copy of Letter from GM, IOCL to US, Ministry of Petroleum and Natural Gas Dt. 24.12.2015	34-35
(iii)	Details of OBC candidates for consideration of employment on compassionate ground-Statement of pendency as on 31.12.2015	36

### APPENDICES

(i)	Minutes of the sittings of the Committee held on 17.12.2015 and 21.04.2016	37-41
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**COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2015-16)**

**SHRI RAJEN GOHAIN- CHAIRPERSON**

**MEMBERS**

**LOK SABHA**

2. Shri A. Arunmozhithevan
3. Dr. Subhash Bhamre
4. Shri Ramesh Bidhuri
5. Shri Prataprao Jadhav
6. Shri P. Karunakaran
7. Shri Ram Mohan Naidu Kinjarapu
8. Dr. Banshilal Mahato
9. Dr. (Smt.) Pritam Gopinath Munde
10. Shri Rodmal Nagar
11. Smt. Anupriya Patel
12. Shri Mullappally Ramachandran
13. Smt. Butta Renuka
14. Shri Rajeev Satav
15. Shri Ganesh Singh
16. Dr. Nepal Singh
17. Shri Rajveer Singh (Raju Bhaiya)
18. Shri Ladu Kishore Swain
19. Shri Akshay Yadav
20. Shri Om Prakash Yadav

**RAJYA SABHA**

21. Shri Ram Narain Dudi
22. Shri Chunibhai Kanjibhai Gohel
23. Shri B.K. Hariprasad
24. Shri Ahamed Hassan
25. Shri Vishambhar Prasad Nishad
26. Shri V. Hanumantha Rao
27. Shri Rajpal Singh Saini
28. Smt. Vijila Sathyananth
29. Shri Ashk Ali Tak
30. Shri Ram Nath Thakur

**SECRETARIAT**

1. Shri N.C. Gupta - Joint Secretary
2. Shri Shilpi Chatterjee - Director
3. Shri R.R. Kumar - Additional Director
4. Smt. P. Jyoti - Under Secretary

## INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2015-16) having been authorised by the Committee to present the Report on their behalf, present this Fifth Report on "Measures undertaken to secure representation of OBCs in employment and for their welfare in Indian Oil Corporation Limited (IOCL)" pertaining to the Ministry of Petroleum and Natural Gas.

2. The Committee took evidence of the representatives of the Ministry of Petroleum and Natural Gas and Indian Oil Corporation Limited (IOCL) on 17<sup>th</sup> December, 2015. The Committee wish to express their thanks to the representatives of the Ministry and Indian Oil Corporation Limited (IOCL) for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 21<sup>st</sup> April, 2016.

4. The Committee place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

NEW DELHI;  
27 April, 2016  
Vaisakha 7, 1938 (Saka)

**RAJEN GOHAIN,**  
Chairperson,  
COMMITTEE ON WELFARE OF OBCs.

# **REPORT**

## **PART – I**

### **Chapter-1**

#### **INTRODUCTORY**

1.1 As India's flagship national oil company, with a 33,000-strong work-force currently, Indian Oil has been meeting India's energy demands for over half a century. With a corporate vision to be 'The Energy of India' and to become 'A globally admired company,' Indian Oil's business interests straddle the entire hydrocarbon value-chain – from refining, pipeline transportation and marketing of petroleum products to exploration & production of crude oil & gas, marketing of natural gas and petrochemicals, besides forays into alternative energy and globalisation of downstream operations.

Having set up subsidiaries in Sri Lanka, Mauritius and the UAE, the Corporation is simultaneously scouting for new business opportunities in the energy markets of Asia and Africa. It has also formed about 20 joint ventures with reputed business partners from India and abroad to pursue diverse business interests.

Indian Oil accounts for nearly half of India's petroleum products market share, 35% national refining capacity (together with its subsidiary Chennai Petroleum Corporation Ltd., or CPCL), and 71% downstream sector pipelines through capacity. The Indian Oil Group owns and operates 11 of India's 23 refineries with a combined refining capacity of 80.7 MMTPA (million metric tonnes per annum).

The Corporation's cross-country pipelines network, for transportation of crude oil to refineries and finished products to high-demand centres, spans over 11,220 km. With a throughput capacity of 80.49 MMTPA for crude oil and petroleum products and 9.5 MMSCMD for gas, this network meets the vital energy needs of the consumers in an efficient, economical and environment-friendly manner.

The Corporation has a portfolio of leading energy brands that includes LPG cooking gas, lubricants etc.

As the flagship public sector enterprise of India, Indian Oil has successfully combined its corporate social responsibility agenda with its business offerings, meeting the energy needs of millions of people every day, across the country.

1.2 Besides, the Corporation partners communities in which it operates by supporting innumerable initiatives connected with health, family welfare, education, environment protection, provision of potable water, sanitation, and empowerment of women and other marginalised groups. Indian Oil has always been in the forefront in times of national emergencies.

## **ORGANISATIONAL SET UP**

1.3 Chairman is at the top of the organisational structure of the Indian Oil Corporation Limited. The other top executive functionaries are Director (HR), Director (PL), Director (P&BD), Director (In charge BP), Director (Reference), Director (Marketing), Director (finance), Adviser (Security) and CVO (Chief Vigilance Officer). Under the Directors, there are executive Directors and Divisional structures and other supporting staff. Indian Oil Corporation Limited, with its registered office at Mumbai, has five Divisions, namely, Refineries Division, Pipelines Division, Marketing Division, Research & Development Centre and IBP Division besides the Corporate Office.

The composition of the Board of Directors of Indian Oil Corporation Limited as on date is as under: -

### **Functional Directors**

Shri B. Ashok, Chairman

1. Shri Sanjiv Singh, Director (Refineries)
2. Shri Debasis Sen, Director (Planning & Business Development)
3. Shri AK Sharma, Director (Finance)
4. Shri Anish Aggarwal, Director (Pipelines)
5. Shri Verghese Cherian, Director (Human Resources)
6. Shri BS Canth, Director (Marketing)

### **Government Nominees**

7. Shri Ajay P Sawhney, Additional Secretary

### **Part-Time Non-Official Directors**

8. Shri Subroto Bagchi,
9. Shri Sanjay Kapoor
10. Shri Parindu K. Bhagat

## CHAPTER-II

### **REPRESENTATION OF OBCs IN INDIAN OIL CORPORATION LTD. (IOCL)**

2.1 “The number of employees and the number of OBC employees amongst them in Indian Oil as on 30.06.2015 is given below:

<b>Group</b>	<b>No. of employees</b>	<b>OBCs</b>	<b>%</b>
<b>A</b>	15186	2215	14.59
<b>B</b>	5939	206	3.47
<b>C</b>	10987	1744	15.87
<b>D</b>	819	317	38.71
<b>Total</b>	<b>32931</b>	<b>4482</b>	<b>13.61</b>

**Note:** Vacancies in Group ‘B’ are filled up by departmental promotion only. As per the directives of Govt. of India vide DOPT’s OM No.36012/22/93-Estt.(SCT) dated 08.09.1993, the reservation of posts in favour of OBC candidates in recruitment was effected only from 08.09.1993 and there is no reservation for OBCs in promotions.

2.2 On being asked about the current strength of OBCs in IOCL, the Chairman, IOCL during oral evidence held on 17.12.2015 deposed as below:-

"Our Company had manpower strength of 32,585 in September, 1993. The strength as on 30.6.2015 is 32, 931. So, as you may see, the total manpower has remained constant but in the intervening 22 years, the Corporation has filled up 4,918 positions by OBC. The current strength of OBC is 4,482, which constitutes 13.61 per cent of the overall strength. We will share the details with the Committee."

2.3 To a pointed question regarding the number of officials belonging to OBC category occupying top position in the Board/Top Management of the Corporation, the Ministry of Petroleum & Natural Gas in a written note stated that:

"None of the officers who have joined the organization after 08.09.1993 have reached the position of Executive Director/ Director as on date. Accordingly, there is no identified officer under ‘OBC’ category who is occupying the position in the Board/ Top Management."

2.4 Furthermore, the representative of the India Oil Corporation Ltd. during the evidence held on 17.12.2015 informed as under:

"There is nobody in the Board who is from OBC. As far as employees are concerned, the highest level OBCs are occupying today is DGM."

## CHAPTER-III

### **RESERVATION IN RECRUITMENT**

3.1 The Committee desired to know since when reservation for OBCs in recruitment has been implemented in IOCL. The IOCL in a note replied as under:

“The reservation for OBCs in recruitment came into being in September 1993 and the same was actually implemented from the recruitment cycle of 1994-95.”

3.2 Further, the Chairman, IOCL during oral evidence held on 17.12.2015 informed as under:

"Indian Oil has been implementing the Presidential directives for reservation of posts in favour of OBC candidates in recruitment from September, 1993 onwards. Indian Oil recruits employees basically at three levels - the lowest level of Group A as Grade A Officers and in salary grade III and IV as skilled workmen in Group C and in salary grade I as unskilled workmen in Group D.”

3.3 The Committee sought an overview of the implementation of the policy for reservation of OBCs in various categories of posts in the organization. In reply, the IOCL in their note stated as under:

“The reservation policy of the Government of India for providing jobs to Other Backward Classes (OBCs) is being followed in Indian Oil Corporation Ltd.

The percentage of reservation prescribed in favour of OBCs in posts filled by direct recruitment is as under:

<b><u>Group ‘A’ (Officers)</u></b>	<b><u>Reservation</u></b>
Posts filled on All-India basis	27%
basis by open competition	
Posts filled on All-India basis	25.84%
other-wise than by open competition	
<b><u>Group ‘C’ &amp; ‘D’ (Non-Officers)</u></b>	<b><u>Reservation</u></b>
Direct recruitment to non-officers’ posts normally attracting candidates from a locality or a region.	(Percentages applicable to the State in which the Refinery/Unit/office is located)

No recruitment is made against Group ‘B’ categories of posts, which are filled by promotion only.

The concessions/ relaxations/ facilities as prescribed under the Presidential Directives are made available in direct recruitment to the OBC candidates. Candidates recruited on merit are shown against unreserved vacancies in the respective rosters.

It may also be mentioned that we are not de-reserving any vacancy / post reserved for OBCs in direct recruitment since imposition of ban on de-reservation of vacancies. In the event of non-availability of OBC candidates in direct recruitment, the posts are kept vacant as backlog vacancies and are filled by candidates belonging to OBC category.”

3.4 The Committee desired to know the year-wise overview of the implementation of the policy of reservation to OBCs in various categories of posts in the organisation, the Ministry in their written reply informed as under:

Representation of OBC employees			
As on	Total No. of employees	No. of OBC employees (who joined after 08.09.1993)	%
30-Sep-1993	32585	0	0.000
31-Mar-1994	32548	1	0.003
31-Mar-1995	32537	49	0.151
31-Mar-1996	32531	145	0.446
31-Mar-1997	32437	330	1.017
31-Mar-1998	32296	602	1.864
31-Mar-1999	33515	904	2.697
31-Mar-2000	34065	1174	3.446
31-Mar-2001	32266	1266	3.924
31-Mar-2002	31675	1332	4.205
31-Mar-2003	31500	1810	5.746
31-Mar-2004	30801	1553	5.042
31-Mar-2005	30430	1721	5.656
31-Mar-2006	30048	1796	5.977
31-Mar-2007	29862	2015	6.748
31-Mar-2008	31945	2352	7.363
31-Mar-2009	33998	2662	7.830
31-Mar-2010	34363	2961	8.617
31-Mar-2011	34105	3141	9.210
31-Mar-2012	34233	3424	10.002
31-Mar-2013	34084	3871	11.357
31-Mar-2014	33793	4240	12.547
31-Mar-2015	32962	4538	13.767

Note : The reservation of posts in favour of OBC candidates in recruitment was effected only from 08.09.1993 and there is no reservation for OBCs in promotions

3.5 Asked to give the reasons for the shortfall of Officers/employees in OBC category the Ministry in a written reply stated the following reasons:

- “Non-Acceptance of offers of appointment by some of the candidates or non-availability of requisite numbers of suitable OBC candidates.
- Lower number of internal recruitment on selection from amongst employees in Group B & Group C who acquire professional qualification while working with IOCL, under Accelerated Career Progression Scheme of the Corporation.

- No selections have been held for last five years under Campus Selections from reputed Educational Institutions in due deference to judicial pronouncements.

Whenever any recruitment exercise is carried out, the required number of candidates belonging to OBC category are planned to be appointed against the reserved quota prescribed for them including the backlog of reservation, if any.”

During the study-visit of the Committee to Chennai in October 2014 the Committee had held discussions with the representatives of the Ministry of Petroleum and Natural Gas and the IOCL. The Committee had noted during the discussion that the requisite percentage of 27% reservation for OBCs was not fulfilled. Asked to give the reasons, the representatives of IOCL stated that the shortage in filling up of vacancies in OBC category is mainly due to Non-Acceptance of offers of appointment by some of the candidates or non-availability of requisite numbers of suitable OBC candidates. They also informed that in some cadres like Ministerial/Secretarial etc., no recruitment has taken place since the year 2000.

The committee were not satisfied with the explanation given by the IOCL and suggested them to ensure implementation of reservation orders of the Government in letter and spirit.

3.6 Explaining the efforts made to fulfil the posts reserved for OBCs, the Director (HR), IOCL during evidence before the Committee held on 17.12.2015 stated as under:

“Right from the time the enactment came, the Presidential directives came, we were fully focussed on this. As you see, wherever we have been advertising and trying to get people, we stated the required percentage and the number. If we are recruiting 100 people and if it is an all-India recruitment, it is 27 per cent. If it is in Group C or D position in a State, we notified it based on the reservation for OBCs in that respective State. This is combined of all the four Groups.”

3.7 The Ministry of Petroleum & Natural Gas furnished a statement to the Committee showing the recruitment of OBCs in Indian Oil from the date of introduction of reservation in favour of OBCs i.e. from 08.09.1993 to 30.06.2015 in various categories of posts. The details are shown below:

<b>(OBCs) IN INDIAN OIL CORPORATION LIMITED AS ON 30.06.2015</b>				
<b>Group of posts</b>	<b>Total No. of vacancies filled by Direct Recruitment from the date of introduction of reservation in favour of OBCs (8.9.93 to 30.06.2015)</b>	<b>Out of Col. 2 No. of vacancies reserved for OBCs</b>	<b>Out of Col. 3 No. of vacancies filled by OBCs as on 30.06.2015</b>	<b>Percentage of total vacancies</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
A	9958	2460	2287	23.00
B	2	0	0	00
C	7110	1577	1818	25.57
D	3490	677	706	20.23
<b>Total</b>	<b>20560</b>		<b>4811</b>	<b>23.4</b>

3.8 From the above it is noted that the percentage of OBC candidates recruited out of the total recruitments during 8.9.1993 to 30.6.2015 comes out to be 23.4%. The Ministry gave the following reasons for lesser percentage of OBC employees:

- i. The reservation for OBCs in recruitment came into being in September 1993 and the same was actually implemented from the recruitment cycle of 1994-95.
- ii. Out of 20560 persons recruited, 10602 have been recruited in non-executive posts in Group C and D. For recruitment in non-executive posts which is decentralised, number of posts reserved for OBC category candidates is as per the reservation applicable to the concerned state as prescribed vide DoPT's OM No. 36017/1/2004-Estt. (Res.) dated 05.07.2005. For example, in Rajasthan 20% reservation has been prescribed for OBCs in recruitment. The arithmetic average of reservation for the OBCs in all the states/UTs put together works out to 18% approximately.
- iii. While, reservation for OBCs in recruitment was implemented in 1993, the reservation for the OBC category in institutions of Higher Education was implemented much later in 2006-07. The few number of OBC candidates who came out of Educational Institutions, had with them multiple offers. Hence, number of candidates dropping out after issue of offer of appointment has also been one of the factors for fewer number of OBCs.
- iv. Total recruitments also include appointments made on compassionate grounds in which there are no reservations for SC/ST/OBC candidates. From 1993 onwards, 1335 wards of deceased employees have been provided employment on compassionate ground under the Rehabilitation Scheme.

- v. The backlog reserved vacancies of OBCs to be treated as a separate and distinct group was conveyed only in 2008 vide DoPT's OM No. 36033/1/2008-Estt.(Res.) dated 15.07.2008. Prior to the above guidelines, the backlog vacancies of OBCs were considered together with the other reserved vacancies of the year in which they are filled for determining the ceiling of 50% reservation, on total number of vacancies of that year. This has also had an impact on the recruitment of OBCs.
- vi. In group A - through "Other than Open Competition" category, shortfall has also arisen due to the fact that no selection have been made from FY 2013-14 from Campus of reputed educational institutions in due deference to judicial pronouncements."

3.9 To a further query in this regard, the IOCL in a note submitted as under:

- i. "As per the directives of Govt. of India vide DOPT's OM No.36012/22/93-Estt.(SCT) dated 08.09.1993, the reservation of posts in favour of OBC candidates in recruitment was effected only from 08.09.1993 and there is no reservation for OBCs in promotions.

The representation of OBC employees as on 30.06.2015 vis-à-vis employees who joined the rolls of corporation on or after 08.09.1993 in group A and C is given below:

Category	No. of employees as on 30.06.2015, who joined the rolls of corporation on or after 08.09.1993	No. of OBC employees out of column 2	% of OBC employees
(1)	(2)	(3)	(4)
<b>Group A</b>	8707	2168	24.90
<b>Group C</b>	6598	1712	25.94

It may be seen from the table above, the percentage of OBC employees vis-à-vis employees who joined the rolls of corporation on or after 08.09.1993 is not low vis-a-vis the prescribed reservation.

It is also pertinent to mention that the total manpower strength in the Corporation has only increased from 32585 as on 30.09.1993 to 32931 as on 30.06.2015 and during this period, the strength of OBC employees has gone upto 4482.

- ii. Induction of OBCs can only be against the notified vacancies as per the prescribed reservation which was made applicable w.e.f. 8.9.1993.

- iii. There is no mechanism prescribed to deal with the shortage of OBC numbers with respect to the total employees' strength including employees who joined the corporation prior to 8.9.1993.
- iv. Over the past few years, out of the total recruitments more than 27% OBCs have joined the Corporation. The recruitment of OBCs in Indian Oil during the last six years is as under:

<b>Year</b>	<b>Total Recruitments</b>	<b>OBCs recruited</b>	<b>%</b>
2010	940	255	27.13
2011	1374	373	27.15
2012	1507	536	35.57
2013	1416	460	32.49
2014	716	195	27.23
2015 (Upto September, 2015)	1491	559	37.49

If the present trend continues, the percentage of OBC population will improve considerably.

3.10 When asked about remedial steps taken by the Ministry, the Ministry in a note submitted as under:

“The vacant posts shall be filled as and when required and suitable OBC candidates are recruited against the posts reserved for them. The concessions/ relaxations/ facilities as prescribed under the Presidential Directives are made available in direct recruitment to the candidates belonging to OBC.

In order to mitigate the backlog of OBC category in ‘Other Than Open Recruitment’ selection, Indian Oil is actively considering resuming recruitment from reputed Engineering and management Campuses post the verdict of Madras High Court in favour of Campus recruitment by the PSUs.

Indian Oil has also launched Special recruitment Drives for wiping out the backlog vacancies in few Group C/D posts.”

## **BACKLOG VACANCIES**

3.11 The Committee sought information regarding backlog vacancies reserved for OBCs, in reply the Ministry submitted a statement showing number of vacancies as under :

Statement showing numbers of backlog vacancies

<b>Group</b>	<b>Nos. of Backlog vacancies as on 30.06.2015</b>
<b>A (Open)</b>	<b>1</b>
<b>A (Other than Open)</b>	<b>42</b>
<b>C</b>	<b>3</b>
<b>D</b>	<b>2</b>

3.12 When asked about the reasons for backlog, the Ministry in a note informed as under:

“The backlog is mainly due to Non-Acceptance of offers of appointment by some of the candidates or non-availability of requisite numbers of suitable OBC candidates.

The backlog in respect of recruitment in Group ‘A’ is only in ‘Other than through Open Competition’ category, which can be liquidated through selection primarily from campuses. However, in view of the current legal issues being faced by Government and PSUs over campus selection, it has been put on hold by the Corporation. We shall be in a position to liquidate this backlog, once campus selection is resumed.

There is a marginal backlog of OBCs in Groups ‘C’ and ‘D’. The backlog vacancies in Group ‘C’ are likely to be filled during the normal recruitment process or proposed special recruitment drives in some of the Divisions. As regards Group “D” posts, no recruitments are normally made except under Corporation’s Rehabilitation Scheme for providing employment to dependent son/daughter of deceased employee on compassionate grounds.”

The Ministry further informed as under:

“We have been able to liquidate the backlog vacancies through normal recruitment process till date. Accordingly special recruitment drive was not required.”

3.13 To a question about the present recruitment drive and number of OBC employees inducted , the Ministry stated as under:-

“In 2010, we had 940 recruitments of which 255 were OBCs, which is 27.13 per cent. In 2011, there were 1374 recruitments of which 373 were OBCs about 27.15 per cent. In 2012, there were 1507 recruitments of which 536 were OBCs which is about 35.57 per cent. In 2013, we recruited 1416 of which 460 were OBCs, which is 32.48 per cent. And, in 2014, last year, we did 716 of which 195 constituting 27.23 per cent OBCs. In fact, we are just about completing this year’s action.

Regarding recruitment drive, representative of IOCL further clarified as under: All together, the backlog position for Group A is only one. It is today’s position. It is a campus recruitment which is other than an-all India recruitment. Here, we follow a different roster of 25.8 per cent because it is not an all-India recruitment.

Group C and Group D are the levels at which the Workmen are recruited. They are not officers. Now, when we recruit them, there is a slant in terms of the people who come from that State in that zone. For example, in the North-East, you will have more tribes.

The representative of IOCL further clarified during oral evidence as under:

I have a backlog of 42 because I have not gone to any campus for three years because we had a stricture on us from Madras High Court, which they have now lifted. They had stopped us from going to campus, saying that it was violation of Constitution and things like that and we were quoted as one of the respondents. So, we could not go. Some of our sister companies were going. We will be starting that recruitment this year. So, this backlog of 42 should vanish within no time. When we go into these campuses, I want to share within the four walls of this house, this is the place where we get the best of the reserved category candidates also in this country because they have access to that place. When we go into open market, we get others anyway. So, we make that extra effort to definitely take the reserved category candidates and at the same time, not denying any opportunity to anybody else also.

Then, for people who do not come through campus recruitment, every year we have a selection which is a written test through GATE. All those who miss there, may apply and catch the bus. We take only 300 out of this whole country’s NITs and IITs. When it is distributed between colleges, that is five to seven that we get. So, the number is not too much.”

## CHAPTER-IV

### MONITORING MECHANISM FOR IMPLEMENTATION OF RESERVATION POLICY

4.1 Asked as to whether recruitment rosters indicating points for reserved category vacancies were being maintained properly and kept up-to-date, the IOCL in their note stated as under:

“Yes, separate rosters are being maintained for posts filled by direct recruitment through "Open Competition" or "Other than through Open Competition". Rosters are being maintained in computers. However, physical records of rosters with signatures of the Appointing Authority & Liaison Officers are also maintained.”

4.2 Asked about the monitoring mechanism to ensure proper reservation for OBCs, the Ministry of Petroleum & Natural Gas in a note furnished to the Committee stated that various checks/machinery devised for ensuring proper implementation of the policy for reservation of OBCs in Indian Oil are as under:

- a. Separate Recruitment Rosters are maintained for different modes of recruitment.
- b. There is a Liaison Officer at each Division/Region/Unit of Indian Oil to ensure due compliance of the orders, guidelines and instructions pertaining to reservation and concessions/relaxations/facilities admissible to reserved candidates.
- c. At the Divisional HQs, there is a Liaison Officer to supervise the implementation of reservation orders, guidelines and instructions by all Units/establishments under the respective Divisions.
- d. After receipt of DoPT's OM No. 42011/2/2014-Estt.(Res.) dt. 13 Feb., 2014 through DPE in June, 2014, one member belonging to OBC category is also included in Selection Committees/ Boards.
- e. Recruitment Rosters are periodically inspected by the Liaison Officer for OBC. The inspection reports are prepared every year in the prescribed proforma by the Liaison Officer duly countersigned by the Unit Head.
- f. The Recruitment Rosters are also inspected by the Liaison Officer of the Ministry of Petroleum and Natural Gas.

- g. Annual Report on reservation in services for SCs/STs/OBCs is first submitted to the Board of Directors of IOC and then furnished to the Ministry of Petroleum & Natural Gas and Department of Public Enterprises, New Delhi. The statements showing number of reserved vacancies filled by candidates belonging to Scheduled Castes, Scheduled Tribes and Other Backward Classes by direct recruitment and promotion in the concerned year for the Corporation as a whole are also incorporated in the Annual Report of IOC.
- h. The Quarterly Performance Review (QPR) reports on the progress made in direct recruitment of OBCs are submitted to the Administrative Ministry for review every quarter.
- i. A Grievance/Complaint Register is maintained for registering grievances/representations received from OBC employees and grievances so registered are promptly disposed off.

The representations received from OBC employees, through the administrative Ministry and other Govt. authorities, about reservation and/or other related grievances are also promptly examined and replied to.”

### **WELFARE MEASURES FOR OBCs**

#### **LIAISON OFFICERS FOR OBCs**

4.3 The Committee enquired as to whether a separate Liaison Officer has been appointed by the Indian Oil Corporation to oversee the implementation of reservation orders for OBCs and to look into their grievances, in reply the IOCL stated as under:

“Separate Liaison Officer has been appointed in respect of matters relating to OBCs. The details of officers appointed as Liaison Officers for OBCs are placed at **Annexure-I**.

4.4 The Committee, during the oral evidence had inquired as to whether Liaison Officers for OBCs were appointed from OBC category only. In this regard the IOCL in their subsequent note replied as under:

“Indian Oil, being a Public Sector Undertaking, adheres to the Presidential Directives/ Government guidelines issued by the Government from time to time on reservation matters. The instructions issued by DoPT in the matter of appointment of Liaison Officers for SCs/STs/OBCs/PWDs was conveyed vide OM No. 43011/153/2010-Estt.(res.) dated 4.1.2013. ***The said DoPT's OM directs the PSUs to appoint Liaison Officer in the same manner as is existing in the Ministries/Departments.***” The matters pertaining to

reservation for SCs/STs/OBCs/PWDs are directed by DoPT and are universally applicable to Ministries/Departments and Public Sector Undertakings.

As the recommendation of the Hon'ble Parliamentary Committee regarding appointment of Liaison officer for OBCs only from OBC category is not covered in DoPT's instructions, we have requested MoP&NG vide our letter No. DP/5/1 dated 24.12.2015 (Copy enclosed at **Annexure-II**) for seeking advice on appointment of Liaison Officer for OBCs from OBC category from DoPT/DPE to ensure compliance with the DoPT's directives in the matter. Upon receipt of the advice, further needful action shall be taken at our end under intimation to the Secretariat."

### **GRIEVANCE REDRESSAL**

4.5 To a question about the machinery for redressal of grievances of OBC employees in IOCL, the IOCL in their note stated as under:

"We have a well defined grievance procedure, where any employee is free to take recourse to for redressal of his/her grievance(s).

Additionally, a Grievance/Complaint Register is also maintained in Reservation Cell for registering Grievances/Representations received exclusively from OBC employees and grievances so registered are promptly disposed of."

4.6 Asked to indicate number of complaints received from OBC employees and their disposal, the IOCL stated:

"During 2013, 2014 and 2015 (up to September, 2015), we had received three complaints from OBC employees regarding non-promotion, which have been suitably disposed/replied."

### **APPOINTMENT ON COMPASSIONATE GROUND**

4.7 As per a note furnished by the Ministry, policy regarding appointments made on compassionate ground in IOCL is as under:

"Under Indian Oil Corporation's Scheme for Rehabilitation of the family of the employee dying or suffering Permanent Total Disablement while in service, the female spouse may opt among other provisions, employment of otherwise eligible, suitable and dependant son/daughter.

Such candidates are considered for employment subject to being found fit by Selection Committee for recruitment and other eligibility condition as per policy of the Corporation."

4.8 The Committee were informed that from the period 01.01.1993 to 31.12.2015 total number of death/ permanent total disablement cases leading to compassionate employment were 1335. Out of which number of death/ permanent total disablement cases of OBCs leading to compassionate employment were 161.

4.9 The Ministry further stated that :

“The requests pending for compassionate employment under Corporation’s Rehabilitation Scheme are 23. These are pending mostly due to waiting period time to acquire induction level qualification of the eligible wards. Out of the above, the details of requests from OBC candidates (16 nos.) were pending for appointments on compassionate ground. The details are given at **Annexure-III.**”

### **OBC EMPLOYEES ASSOCIATION**

4.10 The Committee were informed that there is no separate OBC Employees’ Association in the IOCL. Asked to give the reasons for no separate OBC Employees’ Association, the IOCL stated as under:

“We would like to clarify that on checking back with our Offices it is found that there are a few Associations comprising employees belonging to SC, ST & OBC categories that do exist in some locations of the Corporation. The details are as follows:

1. Gujarat Refinery - Gujrefin Employees' Welfare Association (GREWA)
2. Haldia - Depressed Class Employees' Welfare Association (DCEWA)
3. Mathura - Indianoil Reserved Categories & Minorities Employees' Association (IRMEA)
4. Eastern Region, Marketing Division - Indian Oil SC/ST & OBC Employees' Welfare Association

4.11 Asked by the Committee as to what steps IOCL had taken to promote OBC interest by formation of OBC Employees Welfare Association. In reply the IOCL in a note furnished to the Committee stated as under:

“Employees are free to form Associations for meeting various aspirational needs - language, culture etc. In case OBC employees are desirous of forming such Associations then they are free to form such groups if necessary. Local Management/Liaison officer also holds meetings with such groups if necessary.

However for purpose of collective bargaining (wages, benefits etc.), workmen are represented by recognised unions and officers in Grade 'A' to 'F' by Indian Oil Officers' Association (IOOA).”

## **CORPORATE SOCIAL RESPONSIBILITY**

4.12 Elaborating on the initiatives taken by IOCL to fulfill Corporate Social responsibility, IOCL in a note submitted as under:

“Indian Oil Education Scholarship (Amount: Rs.1000-3000/month) is awarded to 2600 poor and deserving students, which are given on merit-cum-means basis to students pursuing full-time courses in 10+/ITI, Engineering, Medical and Business Administration. 49.5% scholarships are reserved for SC/ST/OBC students. In each category/sub-category, 25% scholarships are reserved for girl students and 10% for Persons with Disabilities (PWD). Popularity of the scheme may be gauged from the fact that in the year 2014-15, about 53,455 applications were received for 2600 scholarships.

During last 3 years, 3891 SC/ST/OBC students have been provided educational scholarships, which constitute 50% of total students.

Industrial Training Center (ITC), under the aegis of National Council for Vocational Training (NCVT), conducts Industrial Trade Courses in various technical disciplines. ITC has a capacity of 68 seats and offers a three year Fresher Trade course and specialization in jobs viz. Fitter, Electrician, Turner, Mechanic (Motor Vehicle, Refrigeration, Air Conditioning, etc. Out of 410 students, 277 no of SC/ST/OBC students benefitted from this program in last 10 years. So far, about 11,000 students from poor families have benefitted from this project.”

4.13 When Committee asked about the amount that has been spent by the organization on fulfillment of the corporate social responsibility during the last three years, the Ministry informed as under:

“Details of budget allocation and expenditure for last three years are given below:

<b>CSR Allocation vs. Expenditure: Last 3 years</b>					
<b>S.N</b>	<b>Year</b>	<b>Allocation vs. Expenditure</b>			
		<b>Allocation</b>	<b>Carry forward</b>	<b>Alloc +C/f</b>	<b>CSR Expenditure</b>
		Rs cr	Rs cr	Rs cr	Rs cr
1	2012-13	100.89	15.56	116.45	78.97
2	2013-14	64.88	37.48	102.36	81.91
3	2014-15	112.95	20.45	133.40	113.79

4.14 When Committee enquired about the expenditure incurred on welfare of OBCs, the Ministry informed as under:

“Expenditure details for welfare of OBCs are not maintained by Indian Oil separately. However, in continuing CSR projects, as mentioned above, Indian Oil have made an investment of about Rs.24.42 crore for OBC beneficiaries during last 3 years as detailed below:

Expenditure on OBC Beneficiaries in Continuing CSR Projects for last 3 years					
Sl	Name of Projects	Total amount spent (Rs. crore)	No. Of OBC beneficiaries	OBC beneficiaries as % of total beneficiaries	Exp. on OBC beneficiaries (Rs. crore)
1	IndianOil Education Scholarships	32.98	2163	28%	9.49
2	Swarna Jayanti Samudayak Hospital	10.25	39975	27%	2.77
3	Assam Oil Division Hospital	19.59	15418	27%	5.29
4	Sachal Swasthya Seva in AP, Telengana & UP	20.15	915427	27%	5.44
5	Assam Oil School of Nursing	2.13	33	49%	1.09
6	Industrial Training Centre	0.72	72	48%	0.35
<b>Total</b>		<b>85.82</b>	<b>973088</b>		<b>24.42</b>

## CHAPTER-V

### TRAINING FACILITIES FOR OBC CANDIDATES/EMPLOYEES

5.1 Asked whether pre-recruitment and also pre-promotions trainings are given to OBC candidates/employees, the IOCL in a written reply stated:

“In Indian Oil, there is no system of imparting pre-recruitment training to employees. However, Indian Oil has a structured on-boarding policy, under which, all new recruits (Officers) including OBCs join at Indian Oil Institute of Petroleum Management (IIPM), the apex training institute, where they need to undergo two weeks of on-boarding and induction module known as Common Corporate Induction Module (CCIM). The module consists of input from all Divisions and gives glimpse of the entire business spectrum of IndianOil. During these modules, the employees are also introduced to the service functions, line, finance, Health, Safety & Environment, Information Systems and are also informed about HR systems and policies. CCIM is followed by functional module and on the job training (OJT). Functional module and OJT are need-based and specific to Divisions.

Functional training is imparted to the newly recruited non-executives as per the job requirement by respective Divisions.”

#### **In-service Training**

5.2 When Committee enquired about in-service training imparted to OBC employees in the organisation, IOCL in a note informed as under:

“In-service training is provided to all employees including OBCs, considering their functional and developmental requirements to improve their work efficiency/skill set, which helps them achieve their career development aspirations.

In fact, Indian Oil is known as an Academy Company with its emphasis on growth and learning opportunities for all employees including Other Backward Class employees with best-in-class training and development resources led by its apex training institution, Indian Oil Institute of Petroleum Management (IIPM) and supported by other Regional/Unit level/Head Office level training centres.”

5.3 The Committee asked about representation of OBCs employees in foreign training programmes. In reply, the IOCL gave following information regarding total number of employees and number of OBC employees sent for foreign training during last 3 years:

Year	Total No. of Employees sent Abroad for Training assignment/Symposia etc.	No. of OBC Employees (who joined on or after 08.09.1993) amongst column (2)
(1)	(2)	(3)
2012-13	81	2
2013-14	79	5
2014-15	116	9

5.4 Expressing concern about the low representation of OBCs in foreign training programmes, the Committee asked as to what were reasons for such a low percentage and what steps were proposed to be taken to augment the representation of OBC employees in foreign training programmes. In reply, IOCL stated as under:

“We do not organise training programmes ourselves outside India. However, a few officers are sent abroad for training for some specific purposes (Technological upgrades etc.). In such decisions, the specific job the person is handling is the criteria unlike in training programmes organised within India (either by Indian Oil or external agencies) wherein care is taken to see that training opportunity is widely provided.

During last four years (2011-12 to 2014-15) out of total employees nominated, around 14% officers belonging to OBC categories have been nominated to training programmes organised within India.”

## CHAPTER-VI

### RESERVATION IN RETAIL OUTLET DEALERSHIP

6.1 About the reservation for OBCs in retail outlet dealership, the committee were informed by the Ministry as under:

“In a meeting taken by Secretary, MoP&NG dated 6.01.2012 it was decided to introduce reservation for OBC for selection of dealer/ distributors, for 27% locations, by keeping overall reservations within 50% ceiling in line with the Supreme Court orders on this issue.

Accordingly Industry submitted a proposal introducing reservation for OBC in new dealer selection guidelines which was approved by MOP&NG vide letter dated 20.07.12.”

6.2 The Ministry further stated that the dealer selection guidelines of IOCL were as under:

“After deliberations new Dealer Selection Guidelines were introduced by OMCs on 21.05.2014. As per the same, the reservation for various categories in all the States except Arunachal Pradesh, Meghalaya, Nagaland and Mizoram are as under: -

Category	SC/ST	OBC	Open	Total
<b><u>Combined Category 1 (CC1)</u></b> Comprising of :- (i) Defence Personnel & (ii) Para Military Personnel/Central/State Govt. and Central/State PSU employees	2%	2%	4%	8%
<b><u>Combined Category 2 (CC2)</u></b> Comprising of :- (i) Physically Handicapped Persons (PH) (ii) Outstanding Sports Persons (OSP) & (iii) Freedom Fighters (FF)	1%	1%	2%	4%
<b>SC/ST</b>	<b>19.50%</b>			<b>19.50%</b>
<b>OBC</b>		<b>24%</b>		<b>24%</b>
<b>Open</b>			<b>44.50%</b>	<b>44.50%</b>
<b>Total</b>	<b>22.50%</b>	<b>27%</b>	<b>50.50%</b>	<b>100%</b>

Reservations in states of Arunachal Pradesh, Meghalaya, Nagaland and Mizoram continued to be as under as approved by MoP&NG earlier: -

<b>State</b>	<b>Percentage of Regular &amp; Rural RO Dealerships to be awarded to ST category</b>	<b>Balance % to be awarded to 'Open' category</b>
Arunachal Pradesh	70	30
Meghalaya	80	20
Nagaland	80	20
Mizoram	90	10

As per the existing guidelines, the candidates belonging to Other Backward Classes recognised as OBC by Government of India (Central Government) under the Constitution of India and / or recognized by the concerned State as OBC in which the location has been advertised will be eligible.

The candidates will be required to submit along with application a certificate issued by the competent authority notified by the Government of India and/or by the concerned State in which the location has been advertised certifying that the candidate belongs to Other Backward Classes recognized as OBC by a Resolution/ Gazette Notification issued by GOI (Central Government)/State Government. Along with the OBC certificate candidate also has to submit an undertaking that he/she belongs to the OBC category and fulfils the non-creamy layer status. The date of undertaking will be treated as the date of reckoning for OBC status of the candidate and also for determining that the candidate does not fall in the creamy layer.”

6.3 About the number of OBC candidates selected for Retail outlet Dealership, the IOCL in a note informed as under:

“249 candidates have been selected under OBC Category for RO Dealerships as on 31.12.2015. Out of this, 36 have been commissioned.”

6.4 The Chairman, IOCL in his oral evidence further stated as under:

“Actually, in LPG selections it started in 2012 and in retail outlets in 2014. The whole process underwent a change. We have gone for a lottery system now. For OBCs, locations are identified and all of them will have to fall in that category and we are selecting from them.

The selections are going on as per that. A number of locations have been identified and we have already commissioned some of these outlets and distributorships. Balance LOIs have been issued. We are maintaining that proportion.”

## **PART – II**

### **Observations/Recommendations**

#### **1. Representation of OBCs in Board of Directors**

The Indian Oil Corporation Limited (IOCL) is a leading national oil company meeting a major chunk of India's energy demands for over half a century. It accounts for nearly half of India's petroleum products market share and plays vital role in refining as well as downstream distribution sector. The Chairman is at the top of the organisational structure and the affairs of IOCL are governed by the Board of Directors. The Committee note that there is no representation of OBCs in Board of Directors. The Committee have been given to understand that none of the officers who have joined the organisation after implementation of reservation policy for OBCs in 1993 have reached the position of Executive Director/Director as on date and no identified officer under OBC category is, therefore, occupying the position in the Board/top management. The Committee feel that the issue of social inclusion has to be seen beyond the framework of technicalities. There may not be any provision for reservation in the Board of Directors, still the Committee feel that it is imperative to give due representation to the weaker and underprivileged sections of society including SC/ST, OBC and women etc. The Committee are dismayed to observe that the representation of the OBCs on the Board of Directors of IOCL have been conspicuously and continuously ignored by the Government. The Committee, therefore, recommend the Ministry of Petroleum and Natural Gas to take appropriate steps in this regard so that the representation of OBCs on the Board of Directors, in all the PSUs including the upstream and the downstream oil companies is ensured.

## **2. Reservation In Recruitment**

The Committee note that IOCL is implementing the reservation orders of the Government of India in favour of other backward classes notified in September 1993 from the recruitment cycle of 1994-95. Indian Oil recruits employees basically at three levels - the lowest level of Group A as Grade A Officers and in salary grade III and IV as skilled workmen in Group C and in salary grade I as unskilled workmen in Group D. The data provided by the Ministry shows that the percentage of OBC employees in the total strength of IOCL, has reached a little more than 13 per cent even after passing of more than two decades of implementation of reservation for OBCs. It has also been observed that there is a shortfall of 173 OBC vacancies in Group 'A' posts as on 30.6.2015. The Committee find it surprising that the Ministry has tried to justify the low percentage of OBC employees on various technical grounds and the core issue of non-fulfilment of shortfall vacancies has been attributed to the non-availability of suitable OBC candidates. The Committee, therefore, recommend that the Ministry should make concerted efforts to fill all the shortfall of vacancies in a time bound manner. The Committee also suggest that the Ministry should initiate steps to advertise the vacancies widely in the rural and remote areas to make the OBC candidates aware of all available vacancies. Steps should also be taken to provide them pre-recruitment training. The Committee would like to be apprised of the action taken by the Government in this regard.

### **3. Backlog OBC Vacancies**

The Committee find that there are 42 backlog OBC vacancies in Group 'A' as on 30.6.2015 in 'other than open competition' segment apart from one vacancy in open competition segment and 3 and 2 vacancies in Group 'C' and 'D' respectively. Though the year-wise details of backlog vacancies are not available, yet it is quite evident that a considerable number of OBC vacancies in Group 'A' posts have remained unfilled regularly. The Ministry has cited legal issues for not holding the campus selection process. Now, after the Madras High Court verdict in favour of campus recruitment by PSUs, the Committee hope that all the backlog vacancies will be fulfilled on priority basis without any further delay.

### **4. Liaison officers for OBCs**

The Committee note that the IOCL has appointed separate Liaison Officers to look after the matters relating to the reservation for the OBCs. The Committee had suggested during the course of examination of the subject to appoint Liaison Officers for OBCs from OBC Community to the extent possible. The IOCL in their response have informed the Committee that the IOCL, being a PSU, adheres to the Presidential Directives/Government guidelines issued from time to time on reservation matters and they are strictly implementing the DoPT instructions in this regard. The IOCL have further informed that they have requested the Ministry of P&NG to seek advice from DoPT/DOE on appointment of Liaison Officers for OBCs from OBC category. The Committee are surprised that instead of appreciating the spirit behind the suggestion of the Committee, the IOCL has tried to justify their position behind the garb of Government guidelines. The Committee are of the firm view that

the DoPT orders on appointing separate Liaison Officers for looking after matters relating to OBCs do not in any way restrict the appointment of Liaison Officers from OBC community. Further, the Committee feel that appointment of Liaison Officer for OBCs from OBC community is not in violation of the DoPT instructions. Rather, the Committee feel that by appointing Liaison Officer from the same community, the Liaison Officer may be more concerned towards the cause of implementing the reservation policy and any speculation of biased approach on the part of the Liaison Officer can also be avoided. Moreover, the Liaison Officers are also supposed to look into the grievances of OBC employees and the employees may feel much more comfortable in approaching the Liaison Officer from their own community for placing their grievances. The Committee, therefore, strongly recommend that IOCL should make all out efforts to appoint the Liaison Officers for OBCs from the OBC community to ventilate their grievances and boost the morale of OBC employees.

##### **5. Appointment on Compassionate Ground**

The Committee note that under Indian Oil Corporation's Scheme for Rehabilitation of the family of the "employee dying or suffering Permanent Total Disablement while in service, the female spouse may opt among other provisions, employment of otherwise eligible, suitable and dependant son/daughter. Such candidates are considered for employment subject to being found fit by Selection Committee for recruitment and other eligibility condition as per policy of the Corporation."

The Committee were informed that in IOCL from the period 01.01.1993 till 31.12.2015 total number of death/permanent total disablement cases

leading to compassionate employment were 1335, out of which 161 cases pertained to OBCs.

The Committee also note that out of 23 requests pending for compassionate employment under Corporation's Rehabilitation Scheme out of which, 16 cases belong to OBC candidates. These are pending mostly due to waiting period time to acquire induction level qualification of the eligible wards.

The Committee observe that in 13 cases of the OBC applicants, the wards are still studying and in the remaining three cases proposal is under consideration. The Committee recommend that IOCL should take concerted steps to provide employment to these remaining three candidates without any delay. The Committee also recommend that the Ministry in consultation with IOCL should expeditiously remove the pendency of cases of compassionate appointment including those of OBC candidates in a time bound manner. The Committee would like to be apprised of the action taken by the Government in this regard.

#### **6. OBC Employees Association**

The Committee note that there is no separate OBC employees' Association in IOCL. The Committee are of the opinion that OBC employees association can be another forum to take up the issues relating to the recruitment/welfare and grievances of OBCs within the organisation. While the Committee appreciate that there are a few associations comprising employees belonging to SC, ST and OBC category, they strongly feel that there is an imperative need for formation of OBC Employees' Welfare Association in IOCL

so as to provide appropriate platform to the OBC employees to voice their sentiments, problems, grievances, complaints etc. before the management. The Committee, therefore, desire that the OBC employees in IOCL should be provided necessary support like a separate room etc. for forming their separate OBC association. The IOCL management may also hold periodical meetings with the representatives of such Association to ensure that their grievances are attended to regularly with due promptitude .

#### **7. Corporate Social Responsibility (CSR)**

The Committee note that the IOCL has taken initiative to fulfill Corporate Social Responsibility by providing funds for various welfare activities including educational scholarship to selected poor and deserving students on merit-cum-means basis and conducting industrial trade courses in various technical disciplines. According to the IOCL, 3891 SC/ST/OBC students were provided educational scholarships during last three years. Also, out of 410 students, 277 number of SC/ST/OBC students got benefitted from the industrial trade courses in various vocational streams. From the scrutiny of data relating to the budget allocations on CSR activities vis-a-vis expenditure incurred, the Committee note that the total funds allocated during the last three years have not been utilised fully. Non-utilisation of total funds allocated for CSR activities leads to depriving needy applicants from the benefit of educational scholarship, vocational training courses, etc. which is highly unwarranted. The Committee desire that the IOCL should closely monitor the expenditure under the CSR activities and take adequate steps to remove the bottlenecks so as to safeguard the interests of weaker and downtrodden section of the society. The Committee also find that the IOCL

does not maintain separate record for the expenditure being incurred on the welfare of the other backward classes. However, the data indicating the number of OBC beneficiaries and the amount spent on the OBC beneficiaries in various CSR projects covering educational scholarships, swasthya sewa, nursing and industrial training etc. shows that the IOCL has spent about 28.45 per cent of the total expenditure during last three years on the OBC beneficiaries. While acknowledging the efforts being made by the IOCL to contribute towards social sector causes under CSR, the Committee recommend that the IOCL should focus their activities more and more towards the benefit and welfare of the socially and educationally backward classes in order to minimise the gap between the haves and have-nots. The Committee also desire that records of fund allocation in favour of the welfare of OBCs should be maintained separately.

#### **8. Training facility for OBCs**

The Committee have been informed that IOCL does not conduct pre-recruitment training. In-service training is, however, provided to all employees including OBCs, considering their functional and developmental requirements to improve their work efficiency/skill set etc., which helps them to achieve their career development aspirations.

The Committee feel that the OBC candidates appearing in competitive examinations for recruitment belonging to socially and educationally backward section of the society need support and encouragement to compete with the other candidates. The Committee, therefore, recommend that IOCL should take initiative to start pre-recruitment training especially for the OBC candidates on priority basis so as to provide the backward community people

a level playing field. The possibilities and feasibility may be explored to take services of the its apex Training Institutes, Indian Oil Institute of Petroleum Management in this regard. The Committee would like to be apprised of the action taken in the matter.

#### **9. Foreign Training of OBC Employees**

The Committee note that the IOCL has nominated only 16 OBC employees out of 276 officials for attending foreign training programmes during last three years. While the Committee fully support the idea of taking care of the functional need of the organisation while nominating officials for such foreign training programmes, yet to boost the morale of the officers/employees belonging to OBC community, the Committee feel that it is imperative that they find more representation in such training programmes. The Committee, therefore, desire that the organisation should adopt a just and equitable approach for weaker section of the society in future and accommodate more and more OBC officials in foreign training programmes, assignments and symposia.

#### **10. Reservation in Retail Outlet Dealership**

The Committee find that the Ministry of Petroleum and Natural Gas had approved 27% reservation for OBC candidates in allotment of retail outlet dealership in July 2012. However, the new Dealer Selection Guidelines covering OBC reservation except in the States of Arunachal Pradesh, Meghalaya, Nagaland and Mizoram could be introduced only in May 2014. According to the Ministry, the Guidelines also stipulate that the candidate will have to submit a separate undertaking along with the application and the OBC

certificate declaring his/her OBC status and fulfilment of non-creamy layer criteria. Moreover, the date of undertaking is also to be treated as the date of reckoning for OBC status of the candidate and also determining that the candidate does not fall in the Creamy Layer. As such, the Committee are unable to comprehend as to why an OBC candidate is forced to submit a separate undertaking even after furnishing a valid OBC certificate which is issued by Government authorities only and carries the non-creamy layer status of the candidate also. The Committee feel that this is an unnecessary and avoidable act of duplicacy causing undue harassment to OBC candidates in the name of proving their eligibility. The Committee also note that 249 candidates have been selected under OBC category for RO dealership as on 31.12.2015, out of which 36 have been commissioned. Though the Committee are not aware of the total number of RO dealership, allocated to other candidates during the period, yet the Committee hope that the reservation criteria for OBC is being followed scrupulously by the IOCL while allocating the dealership. At the same time, the Committee are also concerned about the slow rate of commissioning to the RO Dealership allocated to the OBC candidates. Against this backdrop, the Committee recommend the Ministry to set up a proper and efficient monitoring mechanism with a view to oversee the proper implementation of reservation policy for OBCs in allocation of RO Dealership, and also to resolve the difficulties in timely commissioning of dealership. The Committee would like to be apprised of the action taken in this regard.

NEW DELHI;  
27 April, 2016  
Vaisakha 7, 1938 (Saka)

**RAJEN GOHAIN,**  
Chairperson,  
COMMITTEE ON WELFARE OF OBCs.

Liaison officers for SC/ST/PH

Sl. No.	Unit/Location	Name & Designation of the Liaison officer for SC/ST/PH (S/Shri)	Telephone Nos. & E-mail ID of the Liaison officer
1	Refineries Head Office, SCOPE Complex, Core-2, Institutional Area, Lodhi Road, New Delhi - 110003	A K Chowdhury, ED(HR)	011-24361339, chowdhuryak@indianoil.in
2	Guwahati Refinery P.O. Noonmati, Guwahati- 781 020 (Assam)	N K Chakraborty, DGM /c(HR)	0361-2597108, chakrabortyn@indianoil.in
3	Barauni Refinery P.O. Baruni Refinery Dist. Begusarai - 861 114 (Bihar)	S S Raghav GM(HR)	06243-275210, raghavss@indianoil.in
4	Haldia Refinery P.O. Haldia Refinery Dist. Midnapur- 721 000 (West Bengal)	G J Tyagaraj, GM(HR)	03224-252262, tyagarajg@indianoil.in
5	Mathura Refinery P.O. Mathura Refinery Mathura- 281 005 (Uttar Pradesh)	D K Rakesh, GM(HR)	0565-2417114, rakeshdk@indianoil.in
6	Panipat Refinery P.O. Panipat Refinery Panipat- 132 140 (Haryana)	S K Bose GM(HR)	0180-2522008, boseesk@indianoil.in
7	Assam Oil Division P.O. Digboi-768171 (Assam)	Rajeev Kaita, GM(HR)	03751-263104, kaltar@indianoil.in
8	Gujarat Refinery P.O. Jawahar Nagar Dist. Vadodara- 391 320 (Gujarat)	P T Solanki, DGM(HR)	0265-2237106, solankipt@indianoil.in
9	Bongaigaon Refinery P.O. Dhaligaon 783 385 Dist. Chirnaig (Assam)	Manas Bora, DGM(HR)	03664-253432, m_bora@indianoil.in
10	Head Office IndianOil Bhavan, G-9, Ali Yavar Jung Marg, Bandra (East), Mumbai-400051	Indrajit Bose, ED (CC & Branding)	917506448611, indrajitbose@indianoil.in
11	Northern Region IndianOil Bhavan 1, Aurobindo Marg, Yusuf Sarai, New Delhi-11016	Harjeet Singh, Chief Manager (Claims)	919582062752, singharjeet@indianoil.in
12	Eastern Region IndianOil Bhavan, 2, Gariahat Road (South), Dhakuria, Kolkata - 700068	Ashish Kumar Ghosh, DGM (QC)	918334900050, ashishghosh@indianoil.in

Sl. No.	Division/ locations	Name & Designation of the Liaison officer for SC/ST/PH (S/Shri)	Telephone Nos. & E-mail ID of the Liaison officer
13	Western Region IndianOil Bhavan-BKC, Plot C-33, "G" Block Bandra Kurla Complex, Bandra (E), Mumbai - 400 051	Suniti Bhushan Prasad, GM (Aviation)	918879667305, sbprasad@indianoil.in
14	Southern Region IndianOil Bhavan, 139, Nungambakkam High Road, Chennai 600 034	S.K. Golam Mehboob, DGM I/C(Aviation)	919444065614, gmehboob@indianoil.in
15	Western Region Pipelines Post Box No.1007 Morvi Road Gauridad, Distt: Rajkot-360003 Gujarat	Rajiv Ranjan, CHRM	0281-2788355, rajivrnanjan@indianoil.in
16	Eastern Region pipelines 14 Lee Road, Kolkata-700 020	S K Palit, CHRM	033-22875339, palit@indianoil.in
17	Northern Region Pipelines P.O.Panipat Refinery, Baholi Distt. Panipat-132140	Chandra Kishore, CHRM	0180-2578707, kishore@indianoil.in
18	Southern Region Pipeline House of Four Frames, 8/13, Wheat Craft Road Nugambakkam, Chennai 600 034	G Venkataramanan, CHRM	044-28243129, venkatg@indianoil.in
19	Construction Office, Jaipur Plot No.38-39 SDC Vinay Block II, 4th Floor, Mauji Colony Malviya Nagar, Jaipur-302017	Suresh Nair, HRM	0141-2520263; suresh@indianoil.in
20	Barauni Kanpur Pipeline P.O.-Barauni Refinery Begusarai Bihar-851114	Vibhas Tripathi, HRM	06243-275803, vibhas@indianoil.in
21	Paradeep Haldia Barauni Pipeline Village-Kasberia, P.O.Khanjanchak Distt: Purba Medinipur Haldia-721602 West Bengal	S K Singh, SHRM	9238120554, sanjeevks@indianoil.in
22	Guwahati Siliguri Pipeline PO.Noonmati, Guwahati Assam-781020	Subhra Mazumdar, HRM	0361-2653226, mazumdars@indianoil.in
23	Haldia Mourigram Pipelines P.O.Duilya, Andul-Mouri, Mourigram Dist: Howrah-711302 West Bengal	M P DungDung, SHRM	033-26470552, mpdungdung1@indianoil.in

Sl. No.	Division/ locations	Name & Designation of the Liaison officer for SC/ST/PH (S/Shri)	Telephone Nos. & E-mail ID of the Liaison officer
24	Paradip- Raipur-Ranchi Pipeline Project 3 rd Floor, Alok Bharati Tower Saheed Nagar, Bhubaneswar 751007	Sanjeeb Kumar Samal HRM	0674-2374511, samals@indianoil.in
25	Indian Oil Corporation Limited Pipelines Division Head Office Noida Indian Oil Bhawan, A-1, Udyog Marg, Sector-1 Noida-201301	Rajender Prasad CHRM	0120-2448213, rajenderpd@indianoil.in
26	R&D Centre, Sector-13, Faridabad-121007 (Haryana)	Ms. Nishi M. Khuranna DGM(I/O) HR	0129-2294496, 0129- 2225358, khurananm@indianoil.in
27	IBPD, HO Commerce Centre, 2nd Floor, 78, Tardeo Road, Mumbai-400034	Gautam Mukherjee DGM (F)	(M) 9930934653, (O) 022- 23551211 gautammukherjee@indian oil.in
28	IBPD, BG (Cryogenics) A-4, MIDC Industrial Area Ambad, Nashik-422010	Shanmuga Moorthy Finance Manager	(M) 9422418042, (O) 0253-2381537, shanmugamoorthy@india noil.in
29	IBPD, BG(Explosives) 34A, Nirmal Chandra Street Kolkata-700013	Indranil Dutta Chief Finance Manager	(M) 9432015536, (O) 033- 22360471, indranil@indianoil.in

III  
(vide para 4.4 of the Report)

इंडियन ऑयल कॉर्पोरेशन लिमिटेड

कॉर्पोरेट कार्यालय : प्लॉट नं. - 3079/C

सादिक नगर, ज. ब. टिरो मार्ग, नई दिल्ली - 110 049

Indian Oil Corporation Limited

Corporate Office : Plot No. 3079/C

Sadiq Nagar, J. B. Tiro Marg, New Delhi - 110 049

Website : www.iocl.com



कॉर्पोरेट कार्यालय  
Corporate Office

DP/5/1

24.12.2015

Shri Raj Kishore,  
Under Secretary (SCT Section)  
Ministry of Petroleum & Natural Gas  
Shastri Bhavan  
New Delhi

Sub: Visit of Parliamentary Committee on Welfare of Other Backward  
Classes on 17.12.2015.

Dear Sir,

The Parliamentary Committee, headed by Hon'ble MP Shri Rajen Gohain, held a sitting on 17.12.2015 at Parliament House Annexe, New Delhi for taking evidence of representatives of MoP&NG and IndianOil on "*Measures undertaken to secure representation of OBC in employment and for their welfare.*"

During the discussions, the committee has recommended that the Liaison Officer appointed for looking after matters relating to the reservation for OBCs should belong to OBC category.

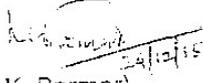
In IndianOil, there are Liaison Officers normally at the level of Head of HR Department at each Region/ Unit / Divisional HQ who are well conversant with the reservation policy of the Government in order to ensure due compliance of the orders and instructions pertaining to reservation of posts in favour of SCs/STs/PWDs. We may further state that there is a separate Liaison Officer at each Region/ Unit / Divisional HQ for ensuring compliance of the orders for OBC. Details of Liaison officers for SCs/STs/PWDs and OBCs appointed in IndianOil is enclosed at Annexure-I.

IndianOil, being a Public Sector Undertaking, adheres to the Presidential Directives/ Government guidelines issued by the Government from time to time on reservation matters. The instructions issued by DoPT in the matter of appointment of Liaison Officers for SCs/STs/OBCs/PWDs was conveyed vide OM No. 43011/153/2010-Estt.(res.) dated 4.1.2013 which is enclosed as Annexure-II. *The said DoPT's OM directs the PSUs to appoint Liaison Officer in the same manner as is existing in the Ministries/Departments.*

The matters pertaining to reservation for SCs/STs/OBCs/FWDs are directed by DoPT and are universally applicable to Ministries/Departments and Public Sector Undertakings. As the recommendation of the Hon'ble Parliamentary Committee regarding appointment of Liaison officer for OBCs only from OBC category is not covered in DoPT's instructions, it is requested that the advice on appointment of Liaison Officer for OBCs from OBC category may be sought from DoPT/DPE to ensure compliance with the DoPT's directives in the matter and further needful at our end.

Thanking you,

Yours faithfully,

  
(N.K. Parmer)  
General Manager (HR)

Encl: As above

CC: Shri G. Srinivasan,  
Deputy Secretary  
Department of Personnel and Training  
Ministry of Personnel, Public Grievances and Pensions  
Establishment (Reservation) Division  
North Block  
New Delhi-110001

Details of OBC candidates for consideration of employment: Statement of genuineness as on 31.12.2015

Sr.No.	Name of employee details	Name of ward	Date of birth of employees	Reason for pendency
1	Asnok Kr Ram	Rajesh Rajan	15-06-2007	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
2	Soniram Kujur	Bapi John Kujur	15-06-2004	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
3	Ma Mojibuddin	Mad Ali Raza	07-08-2004	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
4	Vasant B. Tikekar	Pournima V. Tikekar	30-08-2010	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
5	V.S.SATHIYAMOORTHY	V S Sai Sathya	12-04-2004	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
6	K BABU	Dinesh	02-01-2012	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
7	C.JANARCHANA	Rooopa	05-09-2012	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
8	Jaga Monan Borah	Manas Pratim Borah	01-11-2013	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
9	Ramesh Ch. Das	Jayanta Das	21-02-2013	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
10	Ramani Kanta Barman	Charanok Barman	24-10-2009	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
11	Dijen Chandra Barman	Rahen Barman	01-07-2015	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
12	Pradip Kumar Saikia	Jun Saikia	09-12-2014	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
13	Asnok Kr Nath	Pramit Nath	08-01-2015	The ward is still studying and has not yet acquired the requisite qualification. Approval given for waiting period
14	Thatapadma Konwar	Anirban Konwar	22-11-2013	Proposal under consideration; medical fitness of candidate to be assessed
15	Khagen Kumar Khanikar	Sangeeta Khanikar	10-02-2007	Proposal under consideration; medical fitness of candidate to be assessed
16	Roma Kanta Gogoi	Suraj Moni Gogoi	13-04-2010	Proposal under consideration; medical fitness of candidate to be assessed

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2015-16)**

**MINUTES OF THE FOURTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER  
BACKWARD CLASSES (2015-16) HELD ON 17<sup>th</sup> DECEMBER, 2015 IN COMMITTEE ROOM  
'D' PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1500 hrs. to 1630 hrs.

**PRESENT**

Shri Rajen Gohain — *Chairperson*

**MEMBERS**

***Lok Sabha***

2. Shri A. Arunmozhithevan
3. Dr. Subhash Bhamre
4. Shri Ramesh Bidhuri
5. Shri Prataprao Jadhav
6. Shri P. Karunakaran
7. Shri Ram Mohan Naidu Kinjarapu
8. Shri Banshilal Mahato
9. Dr. (Smt.) Pritam Gopinath Munde
10. Shri Rodmal Nagar
11. Shri Mullappally Ramachandran
12. Smt. Butta Renuka
13. Shri Rajeev Satav
14. Shri Ganesh Singh
15. Shri Ladu Kishore Swain

***Rajya Sabha***

16. Shri Ram Narain Dudi
17. Shri Vishambhar Prasad Nishad
18. Shri Rajpal Singh Saini
19. Shri Ashk Ali Tak
20. Smt. Vijila Sathyananth
21. Shri Ram Nath Thakur

**SECRETARIAT**

- |    |                    |   |                     |
|----|--------------------|---|---------------------|
| 1. | Shri U.B.S. Negi   | - | Joint Secretary     |
| 2. | Shri S. Chatterjee | - | Director            |
| 3. | Shri R.R. Kumar    | - | Additional Director |
| 4. | Shri A.S.K. Das    | - | Deputy Secretary    |





**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2015-16)**

**MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER  
BACKWARD CLASSES (2015-16) HELD ON 21<sup>ST</sup> APRIL, 2016 IN COMMITTEE ROOM 'D'  
PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1500 hrs. to 1700 hrs.

**PRESENT**

Shri Rajen Gohain — *Chairperson*

**MEMBERS**

***Lok Sabha***

2. Shri Ramesh Bidhuri
3. Shri Prataprao Jadhav
4. Shri P. Karunakaran
5. Shri Rodmal Nagar
6. Shri Mullappally Ramachandran
7. Shri Ladu Kishore Swain
8. Shri Om Prakash Yadav

***Rajya Sabha***

9. Shri Chunibhai Kanjibhai Gohel
10. Shri B.K. Hariprasad
11. Shri Vishambhar Prasad Nishad
12. Shri V. Hanumantha Rao
13. Shri Rajpal Singh Saini
14. Shri Ashk Ali Tak
15. Shri Ram Nath Thakur

**SECRETARIAT**

- |    |                    |   |                     |
|----|--------------------|---|---------------------|
| 1. | Shri N.C. Gupta    | - | Joint Secretary     |
| 2. | Shri S. Chatterjee | - | Director            |
| 3. | Shri R.R. Kumar    | - | Additional Director |
| 4. | Shri A.S.K. Das    | - | Deputy Secretary    |
| 5. | Smt. P. Jyoti      | - | Under Secretary     |

**WITNESSES**

XXX	XXX	XXX	XXX
XXX	XXX	XXX	XXX

5. At the outset, the Chairperson welcomed the Members of the Committee. The Committee thereafter discussed in detail the Draft Report on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Indian Oil Corporation Limited' pertaining to the Ministry of Petroleum & Natural Gas and adopted the same with minor corrections. The Committee then authorised the Chairperson to finalise the Report and present the same to both Houses of Parliament.

XXX	XXX	XXX	XXX
XXX	XXX	XXX	XXX