

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1980-81)**

(SEVENTH LOK SABHA)

THIRD REPORT

**MINISTRY OF PETROLEUM, CHEMICALS AND FERTILIZERS
(DEPARTMENT OF PETROLEUM)**

**ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS
CONTAINED IN THE THIRTY-EIGHTH REPORT OF THE COM-
MITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES (SIXTH LOK SABHA) ON THE MINISTRY
OF PETROLEUM, CHEMICALS AND FERTILIZERS (DEPART-
MENT OF PETROLEUM)—RESERVATIONS FOR, AND EMPLOY-
MENT OF, SCHEDULED CASTES AND SCHEDULED TRIBES IN
THE INDIAN OIL CORPORATION LIMITED (MARKETING
DIVISION.)**

Presented to Lok Sabha on 2.3. 1980

Laid in Rajya Sabha on 2.3. 1980



**LOK SABHA SECRETARIAT
NEW DELHI**

December, 1980/Agrahayana, 1902 (Saka)

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COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES

(1980-81)

Shri R. R. Bhole—*Chairman*

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SECRETARIAT

Dr. D. N. Gadhok, *Senior Legislative Committee Officer*

Shri P. C. Chaudhry, *Senior Legislative Committee Officer*

*Elected w.e.f. 4th December, 1980 *vice* Shri Baleshwar Ram ceased to be member of the Committee on his appointment as Minister of State.

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Third Report (Seventh Lok Sabha) on Action Taken by Government on the recommendations contained in the Thirty-eighth Report (Sixth Lok Sabha) on the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Indian Oil Corporation (Marketing Division).

2. The draft Report was considered and adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes at their sitting held on the 1st October, 1980.

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

- I. Report
- II. Recommendations/Observations which have been accepted by Government.
- III. Recommendations/Observations which the Committee do not desire to pursue in view of Government's replies.
- IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.
- V. Recommendations/Observations in respect of which final replies of Government have not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Thirty-eighth Report (Sixth Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of 42 recommendations made in the Report, 26 recommendations *i.e.* 61.90 per cent have been accepted by the Government; the Committee do not desire to pursue five recommendations *i.e.* 11.91 per cent of their recommendations in view of Government replies; 10 recommendations, *i.e.* 23.81 per cent, in respect of which replies of Government have not been accepted by the Committee, require reiteration and for one recommendation, *i.e.* 2.38 per cent, final reply of Government has not been received.

NEW DELHI;

December 4, 1980

Agrahayana 13, 1902 (*Saka*)

R. R. BHOLE,

Chairman,

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

(v)

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Thirty-eighth Report (Sixth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Indian Oil Corporation Ltd. (Marketing Division).

1.2. In para 2.17 of their Thirty-eighth Report, the Committee had recommended that as far as possible, the Liaison Officers in the Regional Offices of the Indian Oil Corporation (Marketing Division) should be nominated from amongst the officers belonging to Scheduled Castes and Scheduled Tribes working in that Division.

1.3. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have stated that the posting of officers in the Indian Oil Corporation (Marketing Division) are made depending on availability and other considerations. The Liaison Officers, therefore, need not necessarily be from amongst the members of Scheduled Caste/Scheduled Tribe communities.

1.4 The Committee reiterate their earlier recommendation that Liaison Officers in the Regional Offices of the Indian Oil Corporation (Marketing Division) should be nominated from amongst the officers belonging to Scheduled Castes and Scheduled Tribes working in that Division.

1.5. In para 3.12 of the Report, the Committee had suggested that in order to give wider publicity to the vacancies reserved for Scheduled Castes and Scheduled Tribes, advertisements for recruitment of staff should be issued by the Indian Oil Corporation (Marketing Division) in all the important newspapers published in the area/Region.

1.6. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have stated that the recruitment in the Indian Oil Corporation (Marketing Division) is carried out through advertisements in the Press, announcements on All India Radio, notification to Employment Exchanges, all Scheduled Caste/Scheduled Tribe Organisations etc. Considering the amount of publicity already being given to attract Scheduled Caste/Scheduled Tribe candidates, it is felt that advertisements in two newspapers, one English daily and one local language daily, is adequate. The very fact that there is no shortfall in the recruitment percentage of Scheduled Caste/Scheduled Tribe proves that the publicity is adequate.

1.7. The Committee do not agree with the view-point of Government that advertisements in two newspapers—one English daily and one local language daily—was adequate. They, therefore, reiterate their recommendation that advertisements should be issued in all the important newspapers published in the area/region in order to give wider publicity to vacancies reserved for Scheduled Castes and Scheduled Tribes and to attract large number of candidates for reserved posts from these communities.

1.8. In para 3.14 of the Report, the Committee had suggested that while sending copies of recruitment advertisements to Lok Sabha Secretariat for the members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the Indian Oil Corporation (Marketing Division) should also send copies of those advertisements to the local Scheduled Caste and Scheduled Tribe M.L.As and M.Ps so that they could also sponsor suitable Scheduled Caste and Scheduled Tribe candidates for the posts advertised.

1.9. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have stated that apart from the recruitment advertisements issued in the newspapers the Indian Oil Corporation Ltd. (Marketing Division) are sending copies of such advertisements to the Scheduled Caste/Scheduled Tribe Organisations, as per directive of the then Ministry of Petroleum and Chemicals and Mines and Metals issued *vide* letter No. 17/4/69-IOC of 24-3-1971. In pursuance of the recommendation made by the Parliamentary Committee on the Welfare of Scheduled Castes/Scheduled Tribes during their visit to the Indian Oil Corporation (Marketing Division) in 1976, they are sending copies of these advertisements additionally to :—

- (i) Deputy Secretary,
Lok Sabha Secretariat,
Delhi.
- (ii) The Commissioner for Scheduled Castes and Scheduled Tribes,
New Delhi.

The intention in requiring copies to be sent to Deputy Secretary, Lok Sabha Secretariat presumably was that the Lok Sabha Secretariat would in turn make those available to M.Ps etc. as required. It will be administratively difficult for us to arrange to circularise these advertisements directly other than to those referred to above.

1.10 The Committee do not agree with the Ministry's contention that it is administratively difficult to send copies of advertisements to the local Scheduled Caste/Scheduled Tribe M.L.As and M.Ps who will be few in number. They feel that such a course will help the local Scheduled Caste and Scheduled Tribe M.L.As and M.Ps to sponsor the candidates belonging to Scheduled Caste/Scheduled Tribe communities. The Committee, therefore, reiterate their earlier recommendation.

1.11. In para 3.17 of the Report the Committee had recommended that the condition of previous experience for recruitment in the Indian Oil Corporation (Marketing Division) in all cases should be done away with so far as the Scheduled Caste and Scheduled Tribe candidates were concerned.

1.12. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have stated that the recruitment in the Indian Oil Corporation (Marketing Division) is confined to very few categories of posts such as Stenographers, Typists etc. and the rest of the higher vacancies in category of Assistants, Accountants, Section Officers etc. are filled in through promotion by internal candidates. In recruitment itself various concessions/relaxations in age, qualifications, lower qualifying standard of marks in written examinations are already being given to Scheduled Caste/Scheduled Tribe candidates. Any further relaxation in experience would dilute the efficiency of the Organisation.

1.13. The Committee reiterate their earlier recommendation, as they feel that a Scheduled Caste/Scheduled Tribe candidate who is found to be upto the mark on the basis of a test but has no previous experience ought to be considered for the post of Stenographer.

1.14. In para 3.31 of the Report the Committee had recommended that where the requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the relaxed standard were not available to fill the reserved vacancies, the recruitment authorities should select for appointment, the best among the Scheduled Caste and Scheduled Tribe candidates fulfilling the minimum educational qualification prescribed for posts against all the reserved vacancies and in service training given to them to bring them up to the requisite standard.

1.15. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have stated that the recruitment in the Indian Oil Corporation (Marketing Division) is confined to very few categories of posts and the rest of the higher vacancies in category of Assistants, Accountants, Section Officers are filled in through promotion by internal candidates. In recruitment itself various concessions/relaxations in age, qualifications, lower qualifying standard of marks in written examinations are already being given to Scheduled Caste/Scheduled Tribe candidates. It is felt that any further relaxation would dilute the efficiency of the administration.

1.16. The Committee are not convinced with the arguments advanced by the Government and reiterate their recommendation that where the requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the relaxed standards are not available to fill the reserved vacancies, the recruitment authorities should select for appointment, the best among the Scheduled Castes and Scheduled Tribes fulfilling the minimum educational qualifications prescribed for posts against all the reserved vacancies and in-service training given to them to bring them upto the requisite standard.

1.17. In para 3.32 of the Report, the Committee had recommended that in case sufficient number of Scheduled Tribe candidates possessing the prescribed minimum educational qualification, viz. intermediate were not forthcoming for the posts of Clerks/Typists to fill the reserved vacancies, the educational qualification in their case should be further relaxed to Higher Secondary or Matric so that there was no backlog in the quota reserved for them.

1.18. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have stated that in their opinion the relaxation upto the Intermediate level for Scheduled Tribe candidates is adequate. However, it is assured that if the required number of Scheduled Tribe candidates with intermediate qualifications are not available, the suggestion of the Committee in this regard will be kept in view.

1.19. The Committee are not satisfied with the reply of the Government and reiterate that the educational qualification in the case of Scheduled Tribes be further relaxed to Higher Secondary or Matric, so that there is no backlog in the quota reserved for them.

1.20. In para 3.49 of the Report, the Committee had suggested that if adequate number of Scheduled Caste and Scheduled Tribe employees with the requisite length of service were not available for consideration for promotion to the next grade, the Indian Oil Corporation (Marketing Division) should consider the feasibility of reducing the condition of length of service in the case of Scheduled Caste and Scheduled Tribe employees so that their quota in promotion was filled up.

1.21. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have stated that in their opinion the minimum period of 3 years at a given level of responsibility is necessary to bring about the required experience, maturity and judgement which are essential for consideration in promoting to the next higher level. Hence, it is not considered desirable to relax the period to any category.

1.22. The Committee do not agree with the views of the Government and reiterate that if adequate number of Scheduled Caste and Scheduled Tribe employees with the requisite length of service are not available for consideration for promotion to the next grade, the condition of length of service in their case should be relaxed so that there is no shortfall in their quota in promotions.

1.23. In paras 5.10 and 5.11 of the Report, the Committee had suggested that other things being equal, preference should be given to Scheduled Castes and Scheduled Tribes for the award of petty contracts. The Committee had also desired that petty contracts upto a value of Rs. 10,000 should be given to Scheduled Caste and Scheduled Tribe persons on nomination basis and, if necessary, the rules might be amended accordingly.

1.24. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Departments of Petroleum) have stated that normally, these contractors are not individuals but partnership firms or similar Organisations and in such cases, it would be very difficult to implement the recommendation. In case of individual contractors, all other things being equal, preference will be given to Scheduled Caste/Scheduled Tribe persons.

1.25. The Committee do not accept the reply of Government. They feel that, as in the Railways petty catering/vending contracts upto a specified limit are being awarded to Scheduled Castes and Scheduled Tribes, the Indian Oil Corporation (Marketing Division), other things being equal, should also give preference to Scheduled Castes and Scheduled Tribes while awarding contracts upto the value of Rs. 10,000/-.

1.26. In para 5.16 of the Report, the Committee had desired that in future allotments, at least 10 per cent flats should be reserved by the Indian Oil Corporation (Marketing Division) for Scheduled Caste and Scheduled Tribe employees as was being done in the case of Central Government employees.

1.27. In their reply dated the 27th September, 1979, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have stated that the Indian Oil Corporation (Marketing Division) has 200 flats

in Bombay out of which 14 flats have been occupied by Scheduled Caste/Scheduled Tribe employees. The Committee's recommendation that 10% allotment should be reserved for Scheduled Caste/Scheduled Tribe is likely to result into resistance from the existing employees who are waiting for number of years for getting allotment of flats in Bombay which is already being made on a sound principle of seniority in service.

1.28. The Committee do not agree with the arguments advanced by the Government and reiterate that at least 10 per cent of flats should be reserved by the Indian Oil Corporation (Marketing Division) for their Scheduled Caste and Scheduled Tribe employees.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 2 Para 1.16)

The Committee are distressed to note that the Department of Petroleum has not so far felt the need of setting up a Cell to assist the Liaison Officer to discharge his duties effectively although Government orders on the subject were issued as far back as 1969. The Committee are not convinced about the efficiency of the present arrangements now made by setting up a Cell in the Indian Oil Corporation which would work on behalf of the Department of Petroleum for all the Corporations under it. The Committee urge that a Cell with adequate staff should be set up in the Department of Petroleum itself to watch the implementation of reservation orders and other concessions admissible to Scheduled Castes and Scheduled Tribes employees and also look into the grievances and complaints of Scheduled Caste and Scheduled Tribe employees.

Reply of Government

A Cell under the Liaison Officer has been set up in the Department of Petroleum to ensure due compliance of the orders of reservation for Scheduled Castes and Scheduled Tribes issued from time to time and also look after the grievances and complaints of Scheduled Caste and Scheduled Tribe employees.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 3 Para 1.17)

The Committee regret to point out that although the Committee had asked for information for the last three years, the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) have furnished information between May and July, 1978 only. This only shows that the Ministry has not evolved adequate machinery to attend to matters relating to Scheduled Castes and Scheduled Tribes. From the perusal of the statement on complaints furnished by the Ministry it is evident that no serious efforts have been made by them to dispose of the representations received from Scheduled Caste/Tribe aggrieved employees for the last six or seven months. The Committee would like the Ministry of Petroleum to evolve a suitable machinery with specific laid down procedure so that the complaints/representations received from Scheduled Caste/Tribe employees are looked into promptly and their grievances redressed within a specified period of not more than two months.

Reply of Government

Instructions have been issued to all officers in the Ministry to ensure that no avoidable delay takes place in the disposal of representations from Scheduled Caste/Scheduled Tribe employees. To keep a watch on expeditious disposal of such cases, a monthly return has also been introduced.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 4 Para 2.7)

The Committee note that orders/instructions relating to reservations for Scheduled Castes and Scheduled Tribes issued by the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) to the Public Undertakings under their control in the form of Presidential Directive are obligatory on them while other orders/instructions issued in the form of circulars for information and compliance are not binding on them. The Committee are unhappy to point out that it took about four years for the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) to get a directive issued by the Bureau of Public Enterprises due to certain bureaucratic lapses as admitted by the Secretary, Department of Petroleum with the result that the orders relating to promotion in selection issued by the Department of Personnel and Administrative Reforms in July, 1974 were adopted by the Indian Oil Corporation in 1978. The Committee feel that this delay has deprived many a Scheduled Caste and Scheduled Tribe employees an opportunity of further promotion in the Corporation. The Committee stress that in future all orders/instructions issued by the Department of Personnel and Administrative Reforms should immediately be communicated in the form of Presidential Directive so that there is no delay in adoption and implementation of those orders by the Public Sector Undertakings including the Indian Oil Corporation.

Reply of Government

The observations of the Committee that 'in future all orders/instructions issued by the Department of Personnel and Administrative Reforms should immediately be communicated in the form of Presidential Directive so that there is no delay in adoption and implementation of those orders by the Public Enterprises including the Indian Oil Corporation' have been brought to the notice of the Bureau of Public Enterprises, who because of the special care involved in the wording of such directives, are required to assist in the finalisation of the precise wordings of the directive to be issued. The Bureau of Public Enterprises have confirmed having made a note of the Committee's observation. Orders/instructions relating to the scheme of reservation of Scheduled Caste/Scheduled Tribe issued by the Department of Personnel and Administrative Reforms, in future, with suitable adaptation will be extended to the public enterprises through the administrative Ministries in the form of a directive, wherever necessary, without any delay.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 7 Para 2.18)

The Committee further note that a cell with adequate staff under the direct control of each of the Liaison Officers has been set up in the Head Office and Regional Offices of the Indian Oil Corporation (Marketing Division). In order to carry out the duties effectively, it is essential that the staff attached to the Cell are well conversant with the duties required for proper implementation of reservation orders. The Committee would, therefore, like the Indian Oil Corporation to arrange refresher courses for training the concerned Officers and Staff and, if necessary, the services of the Department of Personnel and Administrative Reforms may be utilised for the purpose.

Reply of Government

The recommendations have been noted for compliance.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 8 Para 2.25)

The Committee note that the Indian Oil Corporation (Marketing Division) are sending annual statements regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Corporation regularly to the Department of Petroleum as per the extant orders of Government on the subject. The Committee desire that these statements should be thoroughly examined and effective measures are taken to remove the deficiencies noticed therein.

Reply of Government

Noted.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-80]

Recommendation (Sl. No. 9 Para 2.26)

The Committee also desire that the statistical information relating to recruitment, promotion, dereservation of reserved vacancies, etc. made during the year should be published in the annual report of the Indian Oil Corporation.

Reply of Government

In this connection we have also received a Directive from the Government *vide* letter No. J-13012/45/78-Gen dated 30th October 1978. Instructions contained therein would be followed by us.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 11 Para 3.13)

The Committee desire that with a view to giving wider publicity to reserved vacancies and exploring possibility of securing more candidates belonging to Scheduled Castes and Scheduled Tribes, the Indian Oil Corporation (Marketing Division) should intimate the reserved vacancies to the Director of Social Welfare in the State/Union Territory concerned as laid down in the Department of Personnel and Administrative Reforms O.M. No. 36034/2/78-Estt.(SCT), dated the 24th February, 1978.

Reply of Government

This is already being done by us.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 14 Para 3.16)

The Committee also suggest that specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes respectively and also the concessions/relaxations available to them should invariably be mentioned in each advertisement. The object of indicating the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and concessions/relaxations available to the candidates belonging to Scheduled Castes and Scheduled Tribes in the notification to the Employment Exchanges and advertisements in the newspapers is that adequate number of Scheduled Caste and Scheduled Tribe candidates are sponsored by the Employment Exchanges or otherwise apply in response to the recruitment advertisement. This will in no way affect the discretion of the Corporation to take more candidates than advertised if found suitable.

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 16 Para 3.18)

The Committee observe that at present the Indian Oil Corporation (Marketing Division) gives only 15 days to candidates for applying through the Employment Exchanges for the vacancies in the Corporation. The Committee suggest that the Indian Oil Corporation (Marketing Division) should give one month instead of 15 days to Scheduled Caste/Scheduled Tribe candidates who live in the remote areas to apply through the Employment Exchanges or in response to advertisements in the newspapers for the vacancies in the Indian Oil Corporation (Marketing Division).

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 17 Para 3.19)

The Committee are unhappy to note that the Indian Oil Corporation (Marketing Division) do not communicate the reasons for rejection of Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges although specific orders have been issued by the Government of India in this regard. The Committee would emphasise that specific reasons for rejection of Scheduled Caste and Scheduled Tribe candidates who have been sponsored by the Employment Exchanges should invariably be communicated to the Employment Exchanges.

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 18 Para 3.25)

The Committee note that the recruitment rules applicable to various categories of staff in the Indian Oil Corporation (Marketing Division) have been framed in accordance with the Articles of Association of the Corporation. The Committee would like the Indian Oil Corporation (Marketing Division) to review the recruitment rules and incorporate therein the relevant provisions relating to reservations for Scheduled Castes and Scheduled Tribes and other concessions/relaxations etc. admissible to them as per instructions issued by the Government of India in this regard from time to time.

Reply of Government

Periodic review of the rules will be made suitably incorporating the provisions pertaining to Scheduled Castes and Scheduled Tribes.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 20 Para 3.30)

The Committee note the various concessions/relaxations granted to Scheduled Castes and Scheduled Tribes while making recruitment for different categories of posts in the Indian Oil Corporation (Marketing Division). The Committee hope that if concerted measures are taken by the Indian Oil Corporation to implement these concessions/relaxations both in letter and spirit, they expect the backlog in the representation of Scheduled Castes and Scheduled Tribes in their services could be wiped out at the earliest.

Reply of Government

Noted.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 25 Para 3.50)

The Committee would also like the Indian Oil Corporation (Marketing Division) to ensure that the agreements entered into with the Indian Oil Corporation Employees' Unions do not stand in the way of implementation of orders on reservation for Scheduled Castes and Scheduled Tribes in promotion.

Reply of Government

This is to confirm that the agreements entered into with the Unions do not stand in the way at present in the implementation of orders on the reservation of Scheduled Castes/Scheduled Tribes in promotion.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 26 Para 3.53)

The Committee need hardly emphasise the necessity of including a Scheduled Caste or Scheduled Tribe Officer in the various Departmental Recruitment/Promotion Committees constituted by the Indian Oil Corporation (Marketing Division) so as to instill confidence in the Schedule Caste and Scheduled Tribe employees. In case, a Scheduled Caste or Tribe Officer of the appropriate status is not available in the Indian Oil Corporation, a Scheduled Caste/Tribe Officer from the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) or any other Ministry/Department of the Government of India should invariably be associated with Departmental Recruitment/Promotion Committees, etc.

Reply of Government

In this direction, the Bureau of Public Enterprises and our Ministry have already issued instructions *vide* O.M. No. 12/1/76-BPE(IC) dated 11th August 1978 and letter No. J-18012/13/78-Gen. dated 13th September, 1978, respectively. The directives contained in these circulars will be given effect to by us.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 27 Para 3.58)

The Committee are unhappy to note that the Rosters are not maintained properly by the Indian Oil Corporation (Marketing Division). The Committee on examination of a few of the Rosters found certain discrepancies on the points of entry reserved for Scheduled Caste/Scheduled Tribe candidates. They also noted that Liaison Officer concerned has not signed the Rosters. The Committee need hardly stress that Roster is a mechanism to keep a watch on the proper and adequate intake of Scheduled Castes and Scheduled Tribes in service and that it would cease to have any value whatsoever if it is not maintained properly. The Committee would, therefore, stress that Rosters should be properly maintained by the Indian Oil Corporation (Marketing Division) and that they should be checked regularly by the competent authority in accordance with the proforma prescribed *vide* O.M. No. 8/8/7/Est(SCT) dated 22nd April 1971 issued by the Cabinet

Secretariat (Department of Personnel and Administrative Reforms). The Committee would further urge that the defects noticed during the course of inspection should be recorded and got rectified immediately and also brought to the notice of the Managing Director of the Indian Oil Corporation (Marketing Division).

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 29 Para 3.64)

The Committee are basically opposed to the principle of dereservation and would like to urge that the vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.

Reply of Government

The recommendation has been noted, and all attempts would be made to avoid dereservation.

[Ministry of Petroleum, Chemicals & Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-79.]

Recommendation (Sl. No. 30 Para 4.11)

The Committee regret to note that prior to the issue of Presidential Directive in 1971, no serious attention was paid by the Indian Oil Corporation (Marketing Division) to give due representation to Scheduled Castes and Scheduled Tribes. In the recruitments made in 1974, 1975 and 1976, they were not able to fill up all the posts reserved for Scheduled Castes and Scheduled Tribes and they had to carry forward a number of reserved vacancies in the Officers' Cadre. The Committee, however, note the efforts made by the Indian Oil Corporation (Marketing Division) in 1977 to clear the backlog by resorting to special recruitment and issuing appointment letters to 31 Scheduled Caste and Tribe candidates for officer's posts. The Committee hope the balance backlog of 15 Officers (2 Scheduled Castes and 13 Scheduled Tribes) have also by now been cleared by holding another special recruitment as promised by the Chairman, Indian Oil Corporation during evidence and the Committee apprised of the progress made in this regard.

Reply of Government

At the end of year 1978 we had a backlog of 29 vacancies in Officers cadre reserved for Scheduled Castes/Scheduled Tribes. As on 30-6-1979, 32 Scheduled Caste/Scheduled Tribe Officers have already joined us.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979].

Recommendation (Sl. No. 31 Para 4.12)

The Committee agree that there may be some shortage of Scheduled Tribe candidates for Technical or specialised jobs but there is no dearth of candidates from Scheduled Tribes to fill non-technical or quasi-technical

vacancies as is evident from the live registers of the Employment Exchanges. The Committee, therefore, urge that all out efforts should be made to find Scheduled Tribe candidates to fill the vacancies reserved for them both in Officers' as well as Staff categories. The Committee suggest that in order to make good the shortfall in the quota reserved for Scheduled Tribes, the Indian Oil Corporation (Marketing Division) should try to get Scheduled Tribe candidates from the States where their population is concentrated. In this connection, they should also intimate the reserved vacancies to the Director of Scheduled Castes and Scheduled Tribes Welfare or Director of Social Welfare in the State/Union Territory concerned as laid down in O.M. No. 36034/2/78-Estt. (SCT) dated 2-4-1978 issued by the Department of Personnel and Administrative Reforms in this regard.

Reply of Government

The suggestion of the Committee to make good the shortfall reserved for Scheduled Tribes by getting the candidates from the States where their population is concentrated has already been implemented by issuing advertisements in the newspapers belonging to the States where Scheduled Tribes population is concentrated.

The second suggestion of the Committee that reserved vacancies should also be intimated to the Director of Scheduled Castes/Scheduled Tribes Welfare or Director of Social Welfare in the States/Union Territory concerned as laid down in O.M. No. 36034/2/78-Estt.(SCT), dated 2-4-1978 issued by the Department of Personnel and Administrative Reforms has also been implemented.

[Ministry of Petroleum, Chemicals and Fertilizers (Department
of Petroleum) O.M. No. P-38012/4/79-IOC, dated
27-9-1979]

Recommendation (Sl. No. 32 Para 4.13)

The Committee are sorry to observe that the principle of exchange of vacancies between Scheduled Castes and Scheduled Tribes has not been followed by the Indian Oil Corporation (Marketing Division) properly and they merely adjust the surplus number of persons recruited from one community to their quota against the backlog of the other community. The Committee would point out that there is a well defined procedure for exchange of reserved vacancies between the Scheduled Castes and Scheduled Tribes and unless that procedure is followed the Scheduled Caste employees recruited in excess, if any, of their reserved quota cannot be counted against the unfilled reserved vacancies of Scheduled Tribes. The Committee would, therefore, like the Indian Oil Corporation (Marketing Division) to fill the backlog in Scheduled Tribes in accordance with the procedure laid down in this regard.

Reply of Government

The recommendation has been noted.

[Ministry of Petroleum, Chemicals and Fertilizers (Department
of Petroleum) O.M. No. P-38012/4/79-IOC, dated
27-9-1979]

Recommendation (Sl. No. 33 Para 4.17)

The Committee note that there are only 8 employees on deputation from the Vigilance and Customs and Excise Department in the Indian Oil Corporation (Marketing Division) out of which there is none from Scheduled Castes/Scheduled Tribes. The Committee would urge that in accordance with the instructions issued by the Department of Personnel and Administrative Reforms vide their Office Memorandum No. 36012/7/77-Estt. (SCT), dated the 21st January, 1978, where the number of posts to be filled on deputation is fairly substantial, the Indian Oil Corporation (Marketing Division) should ensure that a fair proportion of such posts are filled by employees belonging to Scheduled Castes and Scheduled Tribes.

Reply of Government

The recommendation has been noted.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 34 Para 4.23)

The Committee note that an intensive one year training programme for Officer Trainees belonging to Scheduled Castes and Scheduled Tribes has been evolved by the Indian Oil Corporation to give them in-depth training in storage, handling and distribution of Petroleum products. The Committee also note that the Scheduled Caste and Scheduled Tribes Officers are given opportunities to participate in the in-company training programmes regardless of whether the training need for particular course is identified or not. The Committee hope that such opportunities would open wider avenues of promotion and better career prospects for Scheduled Castes and Scheduled Tribes in the services of Indian Oil Corporation (Marketing Division) and enhance their chances for promotion to higher echelons in the Corporation.

Reply of Government

The recommendation has been noted.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 35 Para 4.28)

The Committee are distressed to note that the rules under the Apprenticeship Act insofar as reservation for Apprenticeship Training is concerned have not at all been observed by the Indian Oil Corporation (Marketing Division) inasmuch that in 1976 the Marketing Division recruited only 3 Scheduled Tribes out of 80 Apprentices and in 1977, they recruited none out of 74 Apprentices for Commercial Apprenticeship Training. The Committee would stress that the Indian Oil Corporation (Marketing Division) should follow the rules strictly and recruit the Scheduled Tribe candidates in larger number and give them preference for absorption after training so that the shortfall in their intake is obliterated.

Reply of Government

The recommendation has been noted.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 36 Para 5.5)

The Committee note that the Indian Oil Corporation (Marketing Division) have recirculated the instructions regarding formation of a Cell in the Regions and the nomination of the Regional Personnel Manager as Liaison Officer so that if any Scheduled Caste/Scheduled Tribe employee wishes to seek any clarification or has any grievance the same can be attended to or sorted out by the Cell or the Liaison Officer. The Committee desire that adequate publicity may be given to this arrangement so that all the SC/ST employees of the Corporation are aware of its provision.

Reply of Government

The recommendation has already been implemented.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 37 Para 5.6)

The Committee would also suggest that separate registers for registering complaints/representations received from the Scheduled Caste and Scheduled Tribe employees should be maintained by the Cell in the Head/Regional Offices of the Indian Oil Corporation (Marketing Division) and a precise procedure laid down to deal with such complaints/representations and that it should be ensured that these are attended to with utmost expedition. These registers should be periodically checked by the Liaison Officer nominated at the Headquarters during the course of his inspections to the Regional Offices to ensure prompt disposal of complaints/representations received from the Scheduled Caste and Scheduled Tribe employees.

Reply of Government

The recommendation has already been implemented.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 41 Para 5.21)

The Committee note that the Indian Oil Corporation (Marketing Division) reserves for Scheduled Castes and Scheduled Tribes 25% of all types of dealerships/distributorships of the Indian Oil Corporation. The Committee also note that in the case of Category Group 'A' i.e. agencies etc. for defence personnel to help war widows and war victims is done by the Ministry of Defence and for Category Group 'B' it is done by the Indian Oil Corporation. The Committee are pleased to note that during the period

from 1-5-1974 to 30-4-1978 the Indian Oil Corporation (Marketing Division) have allotted 57 out of 85 SKO/LDO dealerships, 20 out of 48 Indane distributorships and 15 out of 25 'A' Site Retail Outlet dealerships to the Scheduled Caste and Scheduled Tribe persons. The Committee would like the Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) to popularise such schemes more and more as these can go a long way in ameliorating the economic condition of Scheduled Castes and Scheduled Tribes.

Reply of Government

Department of Petroleum have already formulated a policy under which 25% of all types of dealerships/agencies (i.e. 'A' and 'B' site retail outlet dealerships, Kerosene LDO/LPG agencies/distributorships) should be reserved for persons belonging to Scheduled Castes and Scheduled Tribes not only in respect of Indian Oil Corporation but in respect of other public sector Oil companies as well.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 42 Para 5.22)

The Committee also suggest that while allotting the agencies of LPG and other petroleum products, the Indian Oil Corporation (Marketing Division) should ensure that these agencies are fairly distributed among the Scheduled Castes and Scheduled Tribes of various States.

Reply of Government

The recommendation has been noted.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT REPLIES

Recommendation (Sl. No. 5 Para 2.16)

The Committee note that the Regional Personnel Managers in the four Regions of the Indian Oil Corporation (Marketing Division) with their Headquarters at Bombay, Delhi, Calcutta and Madras have been nominated as Liaison Officers within their jurisdiction and the Deputy General Manager (Personnel) has been nominated as Liaison Officer for the entire Corporation. The Committee further note that the Liaison Officers conduct inspection of the rosters during their tours to offices in the Region to ensure proper maintenance of rosters etc. but there is no practice of submission of inspection reports in that Division of the Corporation. The Committee desire that a complete record of instructions issued on the spot might be kept by the Indian Oil Corporation to ensure their compliance by the appointing authorities. The Committee also recommend that the Liaison Officer nominated for the entire Corporation should inspect the rosters annually and a record of the inspections made and of the inspection reports should be properly kept as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36011/1/76-Estt. (SCT), dated the 6th March, 1976. The Committee would also like the Indian Oil Corporation (Marketing Division) to adopt the proforma for inspection of rosters prescribed by the Department of Personnel and Administrative Reforms in this regard.

Reply of Government

Recommendation has been noted for compliance. The Presidential Directive received *vide* Ministry of Petroleum and Chemicals' letter No. IS-49011/7/74-IOC dated 24-3-1975 lays down a specific proforma for inspection of rosters.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Recommendation (Sl. No. 13 Para 3.15)

The Committee are distressed to note that in their advertisement for recruitment of Officer Trainees which appeared in the *Statesman*, Calcutta, on 18-9-1977, the Indian Oil Corporation (Marketing Division) has invited applications specifically from those Scheduled Caste and Scheduled Tribe candidates who are Graduates with a good academic record and extra-curricular achievements. The Committee cannot but conclude that such type of indifferent attitude adopted towards Scheduled Caste and Scheduled Tribe candidates only amounts to deny them the opportunity to get an Officer's post in the Indian Oil Corporation. The Committee, therefore, recommend that the Indian Oil Corporation should prescribe only the

minimum academic qualification for Scheduled Castes and Scheduled Tribes for applying for the post of Officer Trainees as is being done by the U.P.S.C. for recruitment of higher posts.

Reply of Government

The advertisement dated 18-9-1977 for recruitment of Officer Trainees was exclusively for Scheduled Caste/Scheduled Tribe candidates only. Hence the question of any discrimination for Scheduled Caste/Scheduled Tribe candidates *vis-a-vis* general candidates does not arise. However, the recommendation has been noted for future compliance.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979].

Recommendation (Sl. No. 19 Para 3.26)

The Committee also note that the Chairman, Indian Oil Corporation, during evidence, agreed to place the following suggestions before the competent authority :

- (i) There should be a provision for a member of Scheduled Castes and Scheduled Tribes in the Selection Committees;
- (ii) Travelling Allowance should be paid to Scheduled Caste and Scheduled Tribe candidates who are called for written tests or interview; and
- (iii) No application fee should be charged from Scheduled Caste/Tribe candidates.

The Committee would like to be apprised of the decision in this regard.

Reply of Government

- (i) We are already including Scheduled Caste/Scheduled Tribe Officers of appropriate status if available on the Selection Committees and necessary action is being taken to mention this specifically in our recruitment rules.
- (ii) Travelling Allowance is already being paid to Scheduled Caste/Scheduled Tribe candidates who are called for written examination or interview.
- (iii) The present practice of charging application fee is in line with the Government Directive.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

There should be a provision for a member of Scheduled Castes and Scheduled Tribes in the Selection Committee. In case an officer belonging to Scheduled Caste and Scheduled Tribe is not available in the organisation a Scheduled Caste/Tribe Officer of the State Government concerned or of another public undertaking may be nominated on the Selection Committee.

Recommendation (Sl. No. 23 Para No. 3.48)

The Committee are distressed to note that there is a big shortfall in the matter of promotion of Scheduled Caste and Scheduled Tribe employees in different categories of posts in the Indian Oil Corporation (Marketing Division). The Committee are of the view that unless the extant orders on the subject are scrupulously followed in letter and spirit, liberal concessions and relaxations given to Scheduled Caste and Scheduled Tribe employees and their cases for promotion are considered sympathetically, the situation is not likely to improve. The Committee, therefore, urge the Indian Oil Corporation (Marketing Division) to ensure that the orders on reservation in promotion issued from time to time by the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises are rigidly followed and liberal concessions/relaxations given to Scheduled Caste and Scheduled Tribe employees at the time of promotion so that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them and the shortfalls are obliterated at the earliest.

Reply of Government

The Presidential Directives issued on this subject from time to time are being scrupulously followed by us.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

The Committee may however be apprised of the promotions made in different categories of post by the Indian Oil Corporation (Marketing Division) during the last two years and the number of Scheduled Caste and Scheduled Tribe employees among the promotees.

Recommendation (Sl. No. 28 Para No. 3.63)

The Committee are unhappy to note that a number of vacancies reserved for Scheduled Castes and Scheduled Tribes in Group 'A' and Group 'C' posts have been dereserved by the Indian Oil Corporation (Marketing Division) during the period from 1974 to 1976. The Committee note that the Indian Oil Corporation have undertaken special recruitment in 1977 to clear the backlog of 29 reserved vacancies carried forward from the years 1974, 1975 and 1976 and they have issued appointment letters to 31 candidates belonging to Scheduled Castes and Scheduled Tribes in April 1978 to wipe out the shortfall.

Reply of Government

In Group 'A' and Group 'C' no post has been allowed to lapse. In Group 'C' we have recruited excess Scheduled Caste/Scheduled Tribe candidates over the reserved quota and hence there is no question of any dereservation. In Group 'A', the shortfall of 29 Scheduled Caste/Scheduled Tribe candidates has been made up and 32 Scheduled Caste/Scheduled Tribe officers have already joined us as on 30-6-1979.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

CHAPTER IV

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

Recommendation (Sl. No. 6 Para 2.17)

The Committee are surprised to note that in the Indian Oil Corporation (Marketing Division) Regional Personnel Managers who are responsible for recruitment and maintenance of Rosters have been nominated as Liaison Officers to inspect the Rosters. The Committee feel that it is against the spirit of Government orders on the subject that an officer who is entrusted with the job of maintenance of roster is also asked to supervise it. The Committee, therefore, suggest that some other officers of the appropriate status should be nominated as Liaison officers in the Regional Offices to see that the Personnel Officer maintain Rosters properly and also ensure due compliance by the appointing authority with the orders/instructions pertaining to reservations of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. The Committee also recommend that, as far as possible, the Liaison Officers in the Regional Offices of the Indian Oil Corporation (Marketing Division) should be nominated from amongst the officers belonging to Scheduled Castes and Scheduled Tribes working in that Division.

Reply of Government

Noted. Necessary instructions are being issued to all the Undertakings including Indian Oil Corporation (Marketing Division) regarding appointment of Liaison Officers of appropriate status in their offices who should be other than those dealing with recruitment/promotions of the employees. All officers are expected to implement Government's policy faithfully. Postings of officers are made depending on availability and other considerations. The Liaison Officers therefore, need not necessarily be from amongst the members of Scheduled Caste/Scheduled Tribe communities.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1.4.

Recommendation (Sl. No. 10 Para 3.12)

The Committee note the procedure being followed for recruitment to various categories of posts in the Indian Oil Corporation (Marketing Division). The Committee feel that advertisements in only two newspapers i.e. in one English daily and one local language daily, being released by the Marketing Division for recruitment of staff categories are quite insufficient. The Committee suggest that in order to give wider publicity to the vacancies reserved for Scheduled Castes and Scheduled Tribes, advertisements should be issued in all the important newspapers published in the area/Region.

Reply of Government

The recruitment is carried out through advertisements in the Press, announcements on All India Radio, notification to Employment Exchanges, all Scheduled Castes/Scheduled Tribes Organisations etc. Considering the amount of publicity already being given to attract Scheduled Caste/Scheduled Tribe candidates, it is felt that advertisements in two newspapers, one English daily and one local language daily, is adequate. The very fact that there is no shortfall in the recruitment percentage of Scheduled Caste/Scheduled Tribe proves that the publicity is adequate.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter 1, Para 1.7.

Recommendation (Sl. No. 12 Para 3.14)

The Committee also suggest that while sending copies of recruitment advertisements to Lok Sabha Secretariat for the members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the Indian Oil Corporation (Marketing Division) should also send copies of those advertisements to the local Scheduled Caste and Scheduled Tribe M.L.As and M.Ps so that they could also sponsor suitable Scheduled Caste and Scheduled Tribe candidates for the posts advertised.

Reply of Government

Apart from the recruitment advertisements issued in the newspapers, we are sending copies of such advertisements to the Scheduled Caste/Scheduled Tribe Organisations, as per directive of the then Ministry of Petroleum and Chemicals and Mines and Metals issued *vide* letter No. 17/4/69-IOC of 24-3-1971. In pursuance of the recommendation made by the Parliamentary Committee on the Welfare of Scheduled Caste/Scheduled Tribe during their visit to us in 1976, we are sending copies of these advertisements additionally to

- (i) Deputy Secretary,
Lok Sabha Secretariat,
Delhi.
- (ii) The Commissioner of Scheduled Castes
and Scheduled Tribes,
New Delhi.

The intention in requiring copies to be sent to Deputy Secretary, Lok Sabha Secretariat presumably was that the Lok Sabha Secretariat would in turn make those available to M.Ps. etc. as required. It will be administratively difficult for us to arrange to circularise these advertisements directly other than to those referred to above.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1.10.

Recommendation (Sl. No. 15 Para 3.17)

The Committee are unhappy to note that the Indian Oil Corporation (Marketing Division) has made one year's experience as a compulsory condition for applying for the post of Stenographer. The Committee recommend that the condition of previous experience for recruitment in the Indian Oil Corporation (Marketing Division) in all cases should be done away with so far as the Scheduled Caste and Scheduled Tribe candidates are concerned.

Reply of Government

The recruitment is confined to very few categories of posts such as Stenographers, Typists etc. and the rest of the higher vacancies in category of Assistants, Accountants, Section Officer etc. are filled in through promotion by internal candidates. In recruitment itself various concessions/relaxations in age, qualifications, lower qualifying standard of marks in written examinations are already being given to Scheduled Caste/Scheduled Tribe candidates. Any further relaxation in experience would dilute the efficiency of the Organisation.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1.13.

Recommendation (Sl. No. 21 Para 3.31)

The Committee recommend that where the requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the relaxed standards are not available to fill the reserved vacancies, the recruitment authorities should select for appointment, the best among the Scheduled Caste and Scheduled Tribe fulfilling the minimum educational qualification prescribed for posts against all the reserved vacancies and in service training given to them to bring them up to the requisite standard.

Reply of Government

The recruitment is confined to very few categories of posts and the rest of the higher vacancies in category of Assistants, Accountants, Section Officer are filled in through promotion by internal candidates. In recruitment itself various concessions/relaxations in age, qualifications, lower qualifying standard of marks in written examinations are already being given to Scheduled Caste/Scheduled Tribe candidates. It is felt that any further relaxation would dilute the efficiency of the administration.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1.16.

Recommendation (Sl. No. 22 Para 3.32)

The Committee further recommend that in case sufficient number of Scheduled Tribe candidates possessing the prescribed minimum educational qualification *viz.* Intermediate are not for the coming for the posts of Clerks/Typists to fill the reserved vacancies, the educational qualification in their case should be further relaxed to Higher Secondary or Matric so that there is no backlog in the quota reserved for them.

Reply of Government

It is felt that the relaxation upto the Intermediate level for Scheduled Tribe candidates is adequate. However, it is assured that if the required number of Scheduled Tribe candidates with Intermediate qualifications are not available, the suggestion of the Committee in this regard will be kept in view.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1.19.

Recommendation (Sl. No. 24 Para 3.49)

The Committee suggest that if adequate number of Scheduled Caste and Scheduled Tribe employees with the requisite length of service are not available for consideration for promotion to the next grade, the Indian Oil Corporation (Marketing Division) should consider the feasibility of reducing the condition of length of service in the case of Scheduled Caste and Scheduled Tribe employees so that their quota in promotion is filled up.

Reply of Government

It is felt that minimum period of 3 years at a given level of responsibility is necessary to bring about the required experience, maturity and judgement which are essential for consideration in promoting to the next higher level. Hence, it is not considered desirable to relax the period to any category.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1.22.

Recommendation (Sl. No. 38 Para 5.10)

The Committee note that for awarding petty contracts the Indian Oil Corporation (Marketing Division) call for the tenders and award the contracts to the lowest tenderer. The Committee would suggest that other things being equal, preference should be given to Scheduled Castes and Scheduled Tribes for the award of such contracts.

Recommendation (Sl. No. 39 Para 5.11)

The Committee also desire that petty contracts upto a value of Rs. 10,000 should be given to Scheduled caste and Scheduled Tribe persons on nomination basis and, if necessary, the rules may be amended accordingly.

Reply of Government

Normally, these contractors are not individuals but partnership firms or similar Organisations and in such cases, it would be very difficult to implement this recommendation.

In case of individual contractors, all other things being equal, preference will be given to Scheduled Caste/ Scheduled Tribe persons.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1.25.

Recommendation (Sl. No. 40 Para 5.16)

The Committee note that the Indian Oil Corporation (Marketing Division) has only 200 flats in Bombay, out of which 14 flats have been allotted to Scheduled Caste and Scheduled Tribe employees. The Committee, however, desire that in future allotments, atleast 10 per cent flats should be reserved for Scheduled Caste and Scheduled Tribe employees as is being done in the case of Central Government employees.

Reply of Government

The Marketing Division has 200 flats in Bombay out of which 14 flats have been occupied by Scheduled Caste/Scheduled Tribe employees. The Committee's recommendation that 10% allotment should be reserved for Scheduled Caste/Scheduled Tribe is likely to result into resistance from the existing employees who are waiting for number of years for getting allotment of flats in Bombay which is already being made on a sound principle of seniority in service.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

Please see Chapter I, Para 1.28.

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS REGARDING WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Sl. No. 1 Para 1.6)

The Committee note that under the Articles of Association of the Indian Oil Corporation, the number of Directors who constitute the Board of Directors of the Indian Oil Corporation shall not be less than two and more than seventeen and there is no specific provision in the Articles of Association of Indian Oil Corporation Limited for the appointment of qualified Scheduled Caste and Scheduled Tribe persons on the Board of Directors of the Indian Oil Corporation. The Committee expect that while making nomination of Directors to the Board of Directors, the interests of Scheduled Castes and Scheduled Tribes will also be kept in view by Government and desire that there should be atleast one Director from amongst the members belonging to Scheduled Castes and Scheduled Tribes on the Board of Directors of the Indian Oil Corporation so that the interests of Scheduled Castes and Scheduled Tribes could be properly looked after not only in the services of the Corporation but also in their economic development. The Corporation should make a specific provision in their Articles of Association, for nomination of a Scheduled Caste/Tribe Director on the Board.

Reply of Government

In regard to the composition of Board of Directors of Public enterprises, the guidelines circulated by Ministry of Finance, Bureau of Public Enterprises are followed. The aforesaid recommendation of the Committee concerning the composition of the Board of Directors of Indian Oil Corporation Limited, is therefore being forwarded to the Ministry of Finance, Bureau of Public Enterprises.

[Ministry of Petroleum, Chemicals and Fertilizers (Department of Petroleum) O.M. No. P-38012/4/79-IOC, dated 27-9-1979]

Comments of the Committee

The Committee would like to be informed of the response of the Bureau of Public Enterprises and the Public Undertakings.

APPENDIX

Analysis of the Action Taken by the Government on the Recommendations Contained in the Thirty-Eighth Report (Sixth Lok Sabha) of the Committee.

(Vide para 4 of Introduction)

I.	Total Number of recommendations	42
II.	Recommendations which have been accepted by Government (<i>vide</i> Recommendations Serial Nos. 2, 3, 4, 7, 8, 9, 11, 14, 16, 17, 18, 20, 25, 26, 27, 29, 30, 31, 32, 33, 34, 35, 36, 37, 41 and 42)	
	Number	26
	Percentage to total	61·90
III.	Recommendations which the Committee do not desire to pursue in view of Government's replies (<i>vide</i> Recommendations Serial Nos. 5, 13, 19, 23 & 28)	
	Number	5
	Percentage to total	11·91
IV.	Recommendations in respect of which replies of Government have not been accepted and which require reiteration (<i>vide</i> Recommendations Serial Nos. 6, 10, 12, 15, 21, 22, 24, 38, 39 & 40)	
	Number	10
	Percentage to total	23·81
V.	Recommendations in respect of which final replies of Government have not been received (<i>vide</i> Recommendation at Serial No. 1)	
	Number	1
	Percentage to total	2·38